

Antilooppi

Sustainability Report

2022





4

Antilooppi provides its customers with highly functional, flexible and innovative space solutions that support the customers' success and wellbeing at work.



9

Sustainability is one of the cornerstones of Antilooppi's strategy and an integral aspect of the company's operations.



17

We develop sustainability with other stakeholders and organisations in the industry.



22

Antilooppi's goal is to use entirely carbon-neutral energy in the use and construction of properties by 2030.

43

We will intensify our sustainability cooperation with our partners.



Table of contents

2022

- Antilooppi in brief..... 4
- Highlights of 2022..... 6
- From the CEO..... 7
- Our strategy..... 9

Sustainability at Antilooppi

- Sustainability strategy.....11
- Focal points of our sustainability.....12
- Antilooppi's sustainability goals.....13
- Materiality analysis..... 15
- Sustainability management.....16
- Stakeholders and cooperation.....17
- Responsible and transparent operations.....19

Carbon neutrality

- Developing a sustainable portfolio of commercial premises.....22
- Our roadmap to carbon neutrality by 2030..... 26
- Kaffa Roastery – sustainable, waste-free office coffee.....27
- Sustainable premises for our customers..... 28
- Siltasaari 10 – a living room for work teams where values and customer experience go hand in hand.....30

- Towards carbon neutrality with our partners.....32
- Our sustainably built Always Ready offices: a pioneering office space concept.....34
- POOL flexible spaces – solutions for changing working life.....35

Wellbeing

- Wellbeing for our customers.....37
- Siili Solutions – an office oasis in the heart of the city.....39
- We are a responsible employer..... 40
- We require sustainability of our partners..... 43
- Sodexo – sustainable cleaning service..... 44

Sustainability figures and GRI

- Reporting principles..... 46
- Sustainability figures..... 48
- GRI Index.....53
- Antilooppi company structure.....58
- Independent accountant's assurance report..... 59



2022

ANTILOOPPI IN BRIEF.....	4
HIGHLIGHTS OF 2022.....	6
FROM THE CEO.....	7
OUR STRATEGY.....	9



Antilooppi in brief

Antilooppi is a responsible real estate owner that focuses on office properties. We offer premises and flexible, innovative solutions for business customers with good transport links in the Helsinki Metropolitan Area. Our vision is to create and support success and wellbeing at work.

We do not simply lease out premises: we create innovative and flexible solutions based on our customers' needs and operations. The properties are always an integral part of their immediate surroundings. That is why it is especially important for us to develop not just the property but also the surrounding area to make it more functional and endow it with more community spirit.

Our portfolio consists primarily of office premises, of which we have 33 in total. Our portfolio has a rentable area of a total of 405,880 square metres and a value of EUR 1.4 billion.

As one of the largest owners of office square metres in the Helsinki Metropolitan Area, we seek to develop the entire real estate investment industry. Our company structure and ownership are presented on [page 58](#).

Antilooppi is owned by the Finnish pension insurance company Ilmarinen and the Swedish pension insurance company AMF Tjänstepension AB.

Number of employees **44**

Turnover **EUR 87,776**

Value of properties

EUR 1.4 billion

Leased area total

405,880 m²





Our mission

Our values

55%

Share of environmentally certified portfolio at the end of 2022

100%

Share of renewable electricity from 1 June 2022

18.1 kg

(CO₂/m²)

Carbon footprint (Scope 1 & 2)

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

40%

reduction in carbon emissions from 2021 (Scope 1 & 2)

Forerunner

Engaged

Responsible

38

NPS

44

number of employees

66%

Waste recycling rate



Highlights of 2022



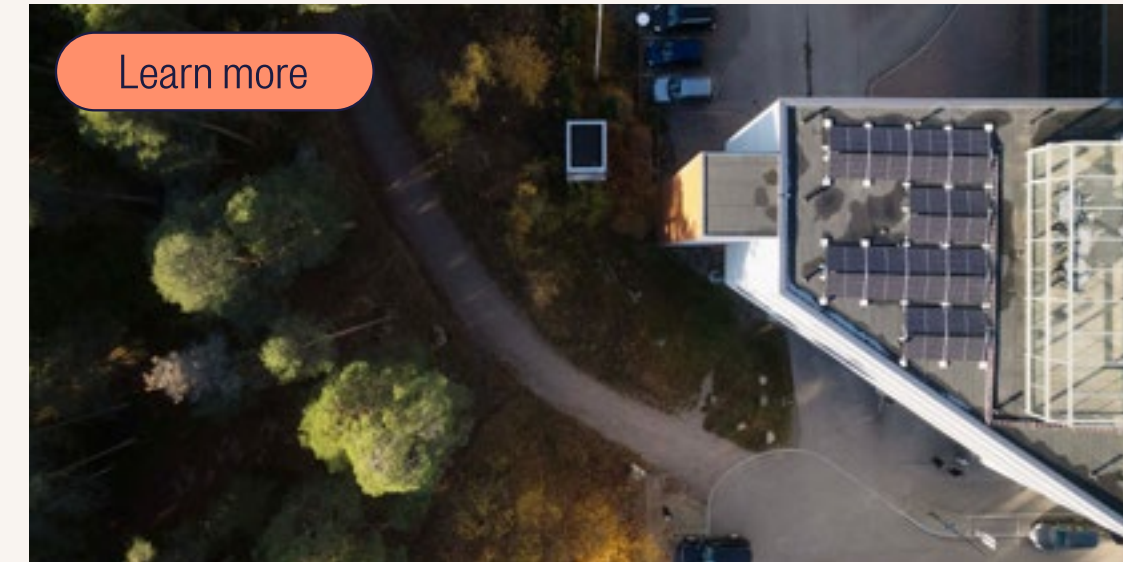
100% renewable electricity

All Antilooppi properties are now using renewable Finnish wind energy.



Eight carbon-neutral properties

Eight Antilooppi properties achieved total carbon neutrality in terms of energy usage. The most significant reductions in emissions were achieved through energy-saving measures, the deployment of solar power stations, and switching to renewable electricity and recycled heating.



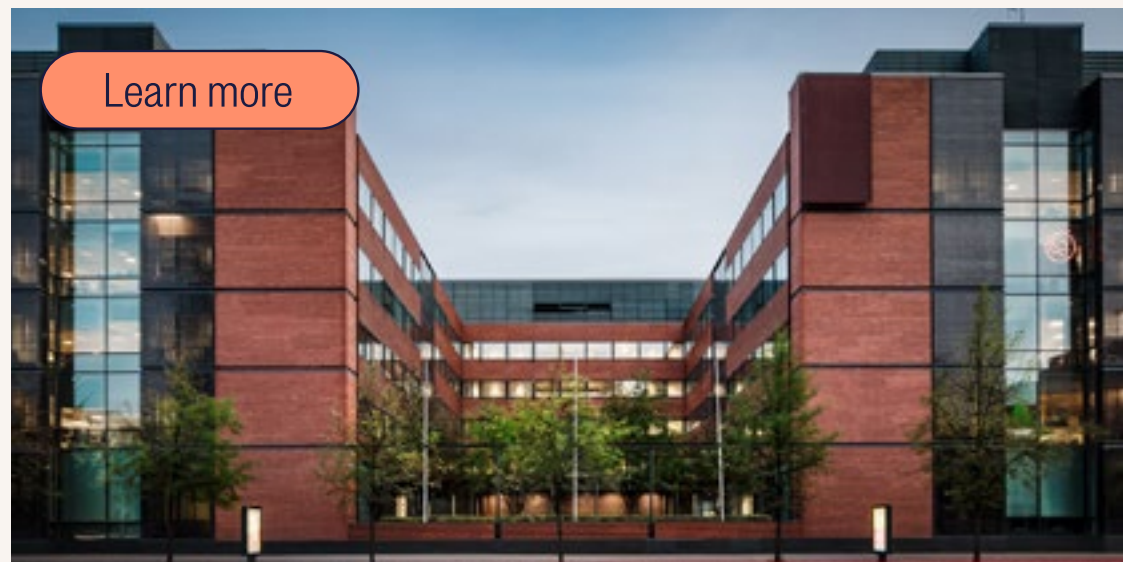
Four new solar power stations

Generating our own renewable energy is one of the important steps Antilooppi has taken towards achieving carbon neutrality. In 2022, new solar power stations were launched on the roofs of four Antilooppi properties.



We launched new POOL spaces

Antilooppi's flexible space solution continued to grow in popularity, as we opened four new POOL spaces at our properties Tallbergintalo, Merikortteli, Siltasaarenkatu and Stella Business Park.



Share of certified properties increased to 55%

Achieving environmental certification for our entire property portfolio is one of Antilooppi's most crucial sustainability targets. In 2022, eleven of our properties were granted BREEAM In-Use environmental certificates, which brought our degree of certification up to 55%.



Siltasaari 10 awarded LEED Platinum Certificate

Antilooppi's property Siltasaari 10 was awarded a LEED v4 Core and Shell Platinum environmental certificate with the highest score in Finland. Siltasaari 10 is a historic property that was fully renovated with a focus on sustainability and heritage.



Our sustainability strategy

In 2022, we embedded sustainability in our strategy, developed our sustainability agenda, and made it a part of our strategy.



Always Ready office takes the market by storm

At the end of the year, Antilooppi launched its Always Ready office concept. Always Ready offers turnkey-condition, high-quality and sustainable offices in central locations.



From the CEO

2022 was a significant year for Antilooppi in terms of sustainability. We introduced the new, sustainable Always Ready office to the market. We took leaps towards carbon neutrality, built four solar power stations and made several properties' energy consumption completely carbon-neutral. We also promoted our customers' and personnel's wellbeing.

At the beginning of the year, we believed that a return to normal was about to begin. The last lap of the COVID-19 pandemic was almost done, but as we know now, new challenges and surprises were ahead. Despite challenging circumstances, 2022 was a good year for Antilooppi, and in many ways we exceeded our goals.

Last year, we rented to our customers some 90,000 m² of office space, finalised the planned disposal deal for the property at Tietotie 9 and, towards the end of the year, launched our new concept, Always Ready offices.

2022 was marked by the war in Ukraine and the resulting economic insecurity, inflation and energy crisis. All these factors had a major impact on our industry, and we did our part to prepare for change. An example of this was our full-on participation in the national energy saving measures: we launched our energy efficiency campaign, lowered the indoor temperature at our properties and reduced energy consumption throughout our portfolio.

2022 was a great year for us in terms of sustainability. For Antilooppi, sustainability has always been at the heart of our operations, and in 2022 it became a concrete part of our corporate strategy. The cornerstones of our sustainability strategy, carbon neutrality and wellbeing, are emphasised in our solutions even more decisively. Needless to say, investing in sustainability delivers significant added value to our customers, owners, personnel and partners.

The company's strategic focus is to develop the existing real estate portfolio with a long-term, sustainable approach. Over the course of the year, we took several significant steps towards achieving full carbon neutrality. By the end of the year, a total of eight of our properties were entirely carbon-neutral in terms of energy consumption. Electricity for our entire portfolio is sourced from renewable sources, and at eight of our properties we have switched to using renewable heating. Four of our own solar power stations were deployed on the roofs of our properties, and our own renewable energy production is set to increase annually.





“Sustainability drives the improvement of our business operations now and will continue to do so in the future. We want to increasingly develop sustainability in cooperation with our customers and partners.”

Our new Always Ready office is also our pride and joy in terms of sustainability. Always Ready offices are high-quality, turnkey-condition offices designed and renovated with quality, durable and sustainable materials. An Always Ready office is built to last. Longevity is the guiding principle – the most sustainable form of construction is no construction at all. Our answer to this is Always Ready offices. We believe that high-quality, comfortable and turnkey-condition premises can support the brand, values and sustainability goals of our customers.

In all renovation projects on our properties, we aim to achieve carbon neutrality by 2030. In 2022, we began to calculate and track the carbon footprint of our development projects, in which we opt for low carbon products and construction materials. In addition, we launched Antilooppi’s own internal garage sale, where materials and furniture are recycled in other properties and premises according to circular economy principles.

The way we think about sustainability can be seen in our [POOL flexible space solution](#), which offers flexible working and meeting spaces to meet the changed professional demands. POOL is a flexible option for our customers: the spaces are a flexible supplement to the main office and can be rented freely at the right location for the right period of time. By offering the most

appropriate spaces for each specific need, we help people and companies succeed. Preparations for achieving carbon neutrality were launched for POOL in 2022. POOL will be a fully carbon-neutral concept from 2023 onwards.

Achieving certification for our properties is one of the cornerstones of our sustainability efforts. Internationally recognised and respected certificates, BREEAM and LEED, drive our sustainability efforts, and are also acknowledged by our customers. We are making fast progress towards our goal of achieving full certification for all our properties by the end of 2023. By the end of 2022, we achieved a certification rate of 55%.

The second important theme of our sustainability strategy is wellbeing. We lease and maintain places for working well: it is of utmost importance to us that the customers using our properties enjoy them and feel good in them. We make sure that our properties are well maintained and have a high indoor air quality. In 2023, we will continue to promote wellbeing and we expect our property at Siltasaari 10 to be the first in our portfolio to achieve WELL certification. We select properties that can be reached easily by bike or by public transport. It is also important for us to offer recharging facilities to serve the growing numbers of e-vehicles.

Likewise, it is equally important for us to look after the wellbeing of our own personnel. I am glad and grateful for the team spirit at our company and our employees’ commitment to improving sustainability. According to our employees’ wishes, we have chosen to continue with our hybrid work model. The option to freely choose between working at the office or remotely clearly contributes to wellbeing at work.

For us, it is of utmost importance to develop not only our properties, but the surrounding areas as well. Having cafés, restaurants, gyms and other services that improve wellbeing at our premises increases employee satisfaction, improves everyday life and contributes to the liveability and spirit of a neighbourhood.

We face 2023 with excitement. While it is plain that the changes and challenges to our industry and environment will continue, our strategy will support us, and our sustainability efforts will proceed securely. We have found a model in which sustainability drives our operations now and will continue to do so in the future. We are living in interesting times, and we find ourselves thinking how we could improve our sustainability even further – and in even closer cooperation with our customers and partners.

I hope this sustainability report will spark your provoke interest and enthusiasm about both Antilooppi and our sustainability efforts. Let us continue to work towards promoting carbon neutrality and professional wellbeing together.

Tuomas Sahi
CEO



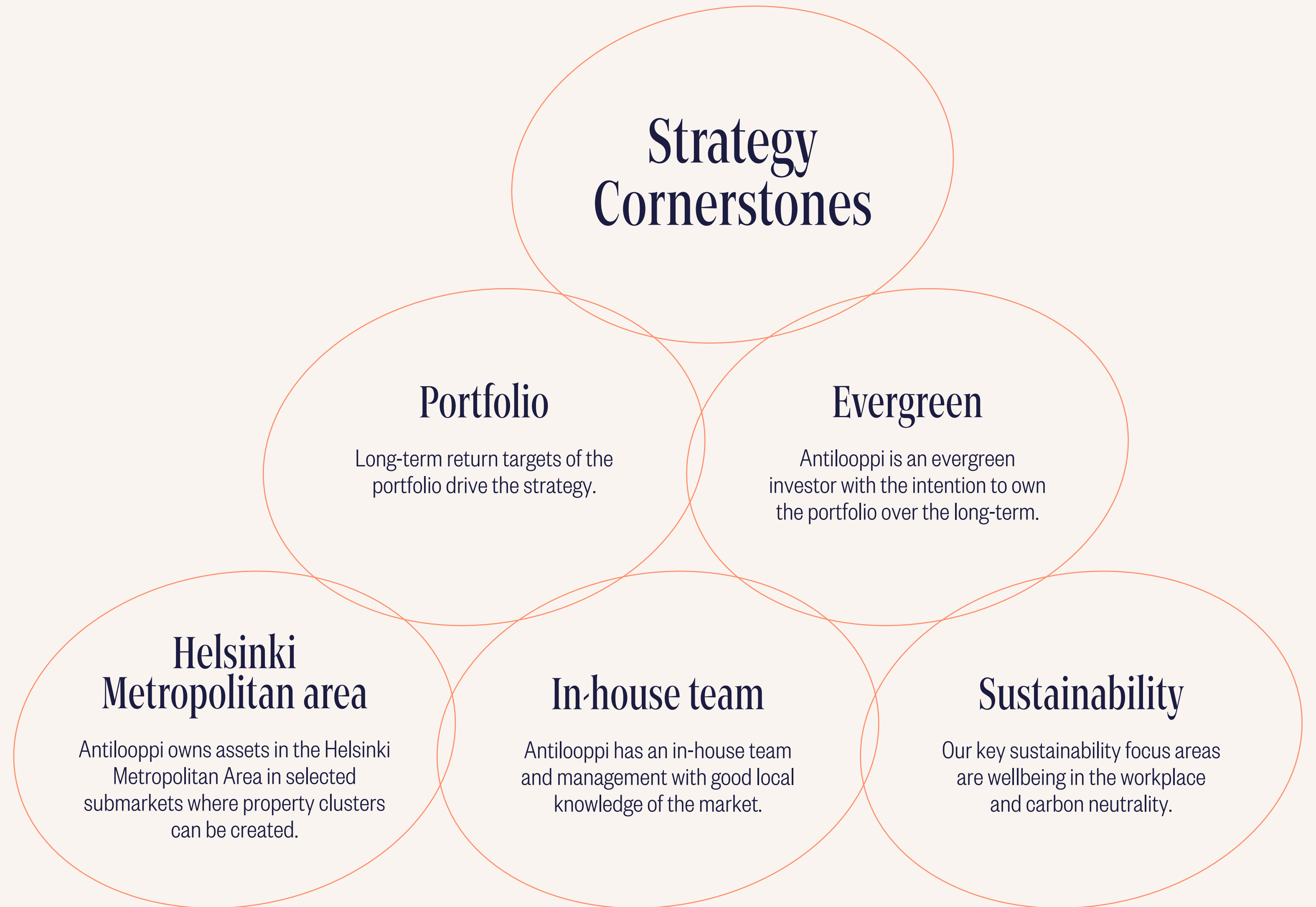


Our strategy

Antilooppi’s strategy is built on five pillars that guide all our operations. Our strategy is based on our values: being a forefunner, sustainability and engagement. Our aim is to create success and wellbeing for our customers.

Antilooppi’s operations are governed by our strategy, which is built on five pillars. We own, develop and manage workspaces sustainably and over the long term to support our customers’ success and wellbeing at work. We do not simply lease out premises but create inventive, flexible, sustainable and functional solutions based on our customers’ needs and operations. We are an independent Finnish player in our industry – a provider of wholesome work environments and a long term property developer. Our engaged and knowledgeable team manages and develops both our portfolio and our services.

A key role in our strategy is reserved for sustainability, which has two areas of focus – carbon neutrality and wellbeing. We create added value for our customers by offering them flexible and durable solutions, work environments and services while remaining committed to the central goals and themes of our sustainability strategy.





Sustainability at Antilooppi

SUSTAINABILITY STRATEGY.....	11
FOCAL POINTS OF OUR SUSTAINABILITY.....	12
ANTILOOPPI'S SUSTAINABILITY GOALS.....	13
MATERIALITY ANALYSIS.....	15
SUSTAINABILITY MANAGEMENT	16
STAKEHOLDERS AND COOPERATION.....	17
RESPONSIBLE AND TRANSPARENT OPERATIONS	19



Sustainability strategy

Antilooppi's sustainability strategy focuses on carbon neutrality and wellbeing. We offer our customers carbon-neutral space solutions that support wellbeing and productive work. We promote a low-carbon approach throughout the real estate sector and develop the urban environment in a sustainable manner.

Sustainability has always been at the heart of Antilooppi's operations. In 2022, it became one of the five cornerstones of our company's strategy. The two areas of focus of our sustainability strategy are carbon neutrality and wellbeing, both of which play an increasingly significant role in our properties, the solutions we offer to our customers and our operations.

We create added value for our customers by offering them flexible and durable spaces and solutions that operate carbon-neutrally and support wellbeing and productivity at work. We are committed to several significant international sustainability frameworks: the UN's Sustainable Development Goals (SDG) and the international Net Zero Carbon Buildings commitment of the World Green Building Council by 2030.

Our goals are ambitious, but at the same time we can proudly state that we are making good progress and proceeding purposefully. Our goal is to make our entire property portfolio carbon-neutral by 2030, in terms of both use and construction. We are working towards a 100% degree of environmental certification for our portfolio by 2023. For our properties, we use the internationally respected and recognised LEED and BREEAM environmental certificates. In addition to the environmental certificates, we are currently working towards achieving wellbeing-based WELL certification for our property at Siltasaari 10.

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

Our sustainability efforts consist of practical measures to which all Antilooppi employees are committed. Commitment to sustainability is also a promise we make to our customers.

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 wellbeing in the workplace.

Portfolio

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

Wellbeing & Carbon Neutrality

Platform

We bring value to our customers by providing flexible and sustainable concepts, solutions and services that drive wellbeing 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

Forerunner

Engaged

Responsible



Carbon neutrality

Antilooppi aims to achieve full carbon neutrality as defined in the Net Zero Carbon Buildings commitment by 2030. This applies to the construction and use of properties. We develop our existing property portfolio sustainably and in the long term. We direct our construction projects, both alterations and broader renovations, towards carbon neutrality.

We proceed towards carbon neutrality through various practical measures. We seek to systematically improve the energy efficiency of our properties and continuously increase our own renewable energy production. In 2022, we launched our first solar power stations on the roofs of four of our properties. In addition, since 2022 all our electricity has been sourced from renewable sources, and eight of our properties already use carbon-neutral heating.

We have developed the POOL and Always Ready concepts, which offer our customers sustainable, high-quality work environments that support wellbeing. Always Ready offices are long lasting and high in quality, made with sustainable and environmentally friendly materials. Our properties are located centrally, and they can be easily reached by bike or public transport.

- Our entire portfolio will be carbon-neutral for the use of energy by 2030.
- All of our construction will be carbon-neutral by 2030.
- We can already offer our customers carbon-neutral spaces in 2023.
- We promote and direct our customers towards low-carbon footprint options.



Wellbeing

We improve the wellbeing of our customers with our space solutions and by taking good care of our properties. We offer high-quality spaces suited to the needs of today's working life and deliver both flexibility and communality to our customers. We invest in wellbeing-promoting services such as restaurants, cafés and social and exercise spaces on our properties. All our properties have good transport links.

We maintain our properties to promote our customers' occupational wellbeing. We ensure good indoor air quality and maintain good lighting and ergonomics. We design our offices as places where people can work well, feel good and be social. Our properties also offer exercise, health and other services to support our customers' wellbeing. We support sustainable commuting through measures such as bike parks and offering our customers bike sharing.



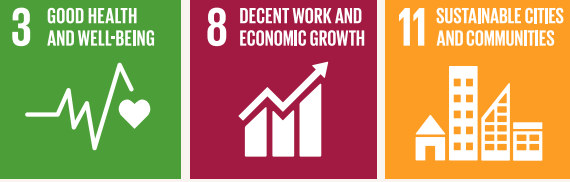
We improve wellbeing-related sustainability with the internationally recognised WELL certification, which we will achieve for our property at Siltasaari 10 early in 2023.

- We offer premises that support good work and our customers' wellbeing.
- We offer services that promote wellbeing at our properties and promote healthy exercise.
- We maintain our properties and spaces in a way that supports wellbeing at work. For example, we maintain good indoor air quality and lighting.
- Customer satisfaction speaks to our customer wellbeing efforts.



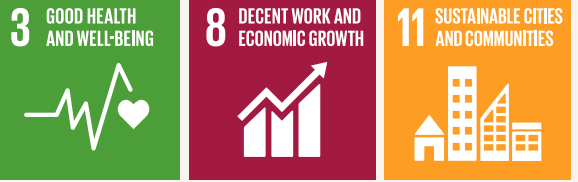

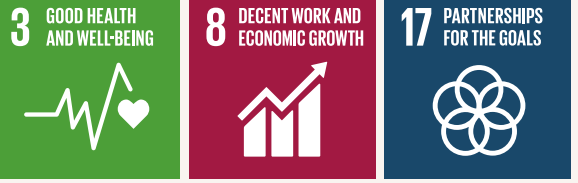
Antilooppi's sustainability goals

Goals and measures 1/2

Theme	Goal	Measures and results 2022	The UN's Sustainable Development Goals
Carbon neutrality (properties)	<ul style="list-style-type: none"> Carbon-neutral portfolio both in terms of construction and use by 2030 Emissions reduced by 60% from 2024 to 2021 Annually increasing production of renewable energy Energy efficiency improved by 7.5% from 2017 to 2025 (TETS) All electricity generated from renewable sources since 2022 More properties are switching to heating from renewable sources Our entire office portfolio will be 100% LEED- or BREEAM-certified by the end of 2023 In addition to carbon neutrality, our significant renovation projects are striving for a 30% improvement in energy efficiency, a recycling rate of at least 70%, use of 100% renewable energy and compliance with the EU Taxonomy 	<ul style="list-style-type: none"> CO₂ emissions reduced by 40% on 2021 levels All properties switched to 100% wind power Deployment of carbon-neutral heating in eight properties. These properties achieved carbon-neutral energy consumption Launching four solar power stations Progress in LEED and BREEAM certifications. Percentage of environmentally certified properties in the portfolio increased to 55% Integration of property-specific certifications and carbon roadmaps with the business plans of the properties was initiated Setting up a garage sale for recycling fittings, construction materials and furniture 	
Carbon neutrality (people)	<ul style="list-style-type: none"> The spatial solutions are designed to be carbon-neutral and support wellbeing and productive work Helping our customers make sustainable choices in terms of construction and materials Integrating awareness of sustainability into the customer journey 	<ul style="list-style-type: none"> Development and launch of the Always Ready office Determining the sustainability focal points of the POOL flexible space concept Development towards a carbon-neutral POOL concept Initiating carbon footprint calculations in POOL development, selected alteration work and renovation projects Preparing guidelines for sustainable construction Discussing sustainability in morning events for POOL customers 	
Wellbeing (properties)	<ul style="list-style-type: none"> Considering the wellbeing of customers and flexible professional needs in spatial design Ensuring high-quality indoor air and lighting that supports work Our properties have great transport links, and we invest in promoting green mobility Using the WELL certification in the portfolio and concepts Preparing a set of wellbeing indicators for properties in 2023 	<ul style="list-style-type: none"> Wellbeing and carbon neutrality chosen as focal points for the sustainability agenda Initiating the WELL wellbeing certification at the Siltasaari 10 property Developing the bike parks and social facilities of the properties Adding charging stations for e-cars and e-bikes 	



Goals and measures 2/2

Theme	Goal	Measures and results 2022	The UN's Sustainable Development Goals
Wellbeing (people)	<ul style="list-style-type: none"> Flexible spatial solutions with high-quality design that supports customers' wellbeing Investing in services that support and promote wellbeing in properties and spatial solutions Successful support of wellbeing translates to great results in customer satisfaction surveys Annual customer satisfaction survey measuring wellbeing in the POOL concept Investing in indoor air conditions Deploying remote management of energy efficiency and indoor air conditions in all properties 	<ul style="list-style-type: none"> Development and launch of the Always Ready office Designing spaces that are of high quality and durable and serve today's professional needs Four new POOL offices opened to customers (POOL Siltasaari 10, POOL Stella Business Park, POOL Tallbergintalo and POOL Merikortteli) New wellbeing services opened and facilitated on our properties Bike sharing, exercise equipment and social events provided for our POOL offices 	
Sustainable employer	<ul style="list-style-type: none"> Promoting a great employee experience and a sense of community Healthy, happy personnel and equal opportunities for professional development Equal workplace, zero tolerance of harassment or inappropriate behaviour Sustained or increased personnel job satisfaction Employees retain their capacity for work throughout their careers Providing a healthy working environment Discussing and developing sustainability regularly with personnel 	<ul style="list-style-type: none"> Flexible work enabled through the hybrid work model Comprehensive occupational health services as well as exercise and cultural benefits Occupational wellbeing events held Setting up a sustainability steering group, integrating sustainability as part of the steering group's work Organising sustainability events and induction for personnel In our employee satisfaction survey, Antilooppi's Employee Net Promoter Score (eNPS) improved on the previous year. Respondents particularly appreciated work flexibility, the hybrid work model and the supportive workplace 	
Sustainability in Antilooppi's operations	<ul style="list-style-type: none"> Sustainability is integrated into Antilooppi operating and working methods Operations are transparent and ethically sustainable Compliance with good governance Our Code of Conduct guides our operations' sustainability Our Supplier Code of Conduct governs our supply chain Our Business Acceptance Policy guides whom we select as new customers Antilooppi's partners are committed to sustainability and its development We report on sustainability transparently and comprehensively each year in line with the GRI framework We actively collaborate with sectoral stakeholders to develop sustainability 	<ul style="list-style-type: none"> Code of Conduct revised in greater detail Supplier Code of Conduct updated Sustainability criteria included in service provider tendering Deployment of the Business Acceptance Policy for new customer relations Sustainability report aligned with the GRI framework Whistleblowing channel monitored: no violations were reported through the channel during the reporting year We are actively involved in the stakeholder cooperation in the sector through parties such as RAKLI and the Green Building Council Finland 	



Materiality analysis

Antilooppi's sustainability strategy and sustainability goals are based on material factors we have defined in cooperation with our stakeholders. Our stakeholders include our customers, owners, personnel, partners and subcontractors, and, in a broader sense, industry associations, municipalities, government and society.

We conducted our first materiality analysis for sustainability reporting and Antilooppi's responsibility work in the autumn of 2020. We identified stakeholders and their expectations of our sustainability work. We also interviewed key personnel at Antilooppi and mapped our customers' expectations of our sustainability efforts. In doing so, we also relied on publicly available information, such as corporate responsibility reports and industry responsibility standards and guidelines.

We considered our materiality analysis up to date and did not update it during the year under review. The Antilooppi Management Team approved the materiality analysis as the basis of the sustainability report and the sustainability strategy.

We maintain active dialogue with all our [stakeholders](#). We collect information on the most material aspects of sustainability and our stakeholders' expectations of our sustainability efforts through regular meetings, surveys and daily interaction.

The most significant sustainability topics at Antilooppi (the most significant in bold):

Environment

- energy consumption
- CO₂ emissions
- water consumption
- waste and recycling
- compliance with environmental legislation
- material use
- **environmental certificates**
- biodiversity

Social responsibility

- training and development of personnel
- health and safety of customers
- occupational wellbeing and safety
- social and environmental assessment of suppliers
- non-discrimination
- diversity and equality
- human rights assessments
- employment
- freedom of association and collective bargaining

Economic responsibility and good governance

- anti-corruption
- sustainability in our partner network
- distribution of economic added value
- compliance with competition regulations
- compliance





Sustainability management

Sustainability is one of the cornerstones of Antilooppi's strategy. In matters of corporate sustainability, our CEO has the ultimate responsibility. Our Head of Sustainability and Property Management manages sustainability issues in our operations, and reports to the CEO. The Head of Sustainability is a member of the Antilooppi Management Team. The Management Team discusses sustainability and responsibility issues regularly as part of monitoring strategy implementation and progress on KPIs. Apart from sustainability KPIs, the Management Team follows the progress of our development projects and defines our sustainability targets.

The Antilooppi Board of Directors reviews the implementation of our sustainability strategy on at least a quarterly basis.

The operational progress of our sustainability strategy is the responsibility of our Sustainability Steering Group, which was founded in 2022. All of Antilooppi's heads of operations are included in the Steering Group. The Steering Group ensures our sustainability goals are implemented in practice and makes sure that information is shared appropriately between different business operations.

Sustainability is a part of every Antilooppi employee's work. In 2022, we included a sustainability-related KPI in the Short Term Incentive (STI) programme, which covers all our employees. Our choice of sustainability indicator in STI is based on our strategy and our significant business sustainability goals.

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

Although the Accounting Act does not require sustainability reporting of operations of Antilooppi's size and scope, the Board of Directors of Antilooppi has been reporting sustainability measures to our customers and other key stakeholders since 2020.

Antilooppi's CEO is Tuomas Sahi. Including the CEO, our Management Team has five members: Chief Investment Officer (CIO) Antti Savilampi, Chief Financial Officer (CFO) 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 2022 accounting period had five members.

During the 2022 accounting period, the members of the Antilooppi Board of Directors were Chairperson of the Board Kristian Pullola, Tomi Aimonen, Pernilla Arnrud Melin, Mats Hederos, and Liisa Karnaattu (known as Liisa Bäckström until 1 January 2023). We report on the diversity of our Management Team and Board of Directors as part of our [sustainability figures](#).

→ Management Team from left to right, back row: Esa Mattila, Head of Asset Management, Tuomas Sahi, CEO, Hannamari Koivula, Head of Sustainability and Property Management, Thomas Blumberg, CFO. Front row Antti Savilampi, CIO.





Stakeholders and cooperation

Stakeholders' expectations of Antilooppi and our sustainability

Stakeholders	Expectations of Antilooppi	Measures, fulfilment of expectations	Communication and feedback channels
Customers (current and future tenants)	<ul style="list-style-type: none"> Supporting own sustainability goals Sharing information on sustainability Good, high-quality cooperation Versatile spaces Good location Wellbeing and safety A trusted partner Offering support with changes in working life Spaces that support wellbeing Availability of information in emergencies 	<ul style="list-style-type: none"> Accessibility and public transport links Development of new service and rental concepts Collaboration with customer on their sustainability goals Energy-efficient and environmentally friendly premises Active communication with customers Crisis communications plan Emergency preparedness plan 	<ul style="list-style-type: none"> Customer portal and property websites Regular meetings with customers Daily contact and easy availability Customer satisfaction survey and a dedicated indicator for sustainability expectation fulfilment Events held at properties such as the POOL customer mornings
Employees	<ul style="list-style-type: none"> Fair and equal treatment Opportunity for continuous learning and development Non-discrimination and equality Supporting wellbeing at work and ensuring safe and healthy working conditions Flexibility at work Reliable and sustainable employer Availability of information and processes in emergencies 	<ul style="list-style-type: none"> Remote work opportunities Flexible working hours Comprehensive occupational health services Providing equal opportunities for development Regular communications at the employee info Team spirit Tools 	<ul style="list-style-type: none"> Biannual goal discussions, regular discussions with supervisor Events that allow informal interaction Employee satisfaction survey Anonymous reporting channel
Society and authorities	<ul style="list-style-type: none"> Compliance with laws and regulations Co-development of regions Supporting urban and national carbon neutrality targets Supporting national energy efficiency targets 	<ul style="list-style-type: none"> Co-operation and regional development Development of operations in line with the Net Zero Carbon Buildings commitment Commitment to the TETS energy efficiency agreement and energy management Crisis communications plan 	<ul style="list-style-type: none"> Regular monitoring of the operational environment and legislation Discussions and cooperation with authorities according to need Availability of information through interest groups

Stakeholders	Expectations of Antilooppi	Measures, fulfilment of expectations	Communication and feedback channels
Partners and subcontractors	<ul style="list-style-type: none"> Fair and equal treatment Long-term partnerships Compliance with agreements Risk assessment Sustainability requirements and expectations Co-development Regular monitoring of targets and feedback Availability of information and guidelines in emergencies 	<ul style="list-style-type: none"> Clear and transparent supply chain management and procurement process Crisis communications plan Guidelines related to the Antilooppi strategy and operations 	<ul style="list-style-type: none"> Regular meetings and daily cooperation Sustainability questionnaires and sustainability agenda in supplier meetings Anonymous whistleblowing channel
Owners	<ul style="list-style-type: none"> Implementation of strategy and key targets Advancing carbon neutrality in operations Respect for human rights Good governance and statutory compliance Regular reporting Profitable and sustainable operations Development of sustainability efforts in line with strategy 	<ul style="list-style-type: none"> Promoting the Net Zero Carbon Buildings commitment Sustainable practices and Code of Conduct Clear division of rights and responsibilities Work of Management Team and Board 	<ul style="list-style-type: none"> Reporting and regular communication
Trade associations (RAKLI, Inrev, Green Building Council Finland)	<ul style="list-style-type: none"> Development of the industry Low-carbon and energy efficiency requirements Circular economy and recycling Anti-corruption Operations in line with commitments 	<ul style="list-style-type: none"> Promotion of the Net Zero Carbon Buildings commitment Commitment to the TETS energy efficiency agreement and promoting the measures Advancement of the Building Life project Code of Conduct and anonymous whistleblowing channel. 	<ul style="list-style-type: none"> Active interaction and participation in events. Participating in industry associations' management: boards, management and steering groups Associations' communications channels Discussions and cooperation with representatives



Commitments and cooperation in the industry

We develop sustainability actively with other stakeholders and organisations in the industry. As a sustainability pioneer in the real estate sector, we seek to map the course and create practices to achieve sustainable operations, our climate targets and carbon neutrality. Together, we are responsible for promoting sustainability in our industry and for reducing our cities' the environmental and climate footprints.

In 2021, Antilooppi signed the real estate sector's global Net Zero Carbon Buildings commitment, which regulates emissions for the entire building lifecycle. We also actively participate in the Green Building Council Finland, a Finnish co-operative network for sustainably built environment. Antilooppi's Head of Sustainability is a member of the Green Building Council's Board of Directors since 2023, and since 2022 has acted as an ambassador in the Building Life project, which promotes carbon reduction.

Antilooppi is a member of RAKLI ry, a Finnish association of professional property owners and developers, and INREV, an association of unlisted European real estate investment companies. We are active members of the RAKLI management and steering groups. We are a member of the Nordic Council of Shopping Centres, which represents the Nordic shopping centre industry. We are also a member of the Helsinki Region Chamber of Commerce.

We are committed to the UN's Sustainable Development Goals for 2030 and we have selected six main goals in which our operations can make the most impact.





Responsible and transparent operations

At Antilooppi, we are committed to good governance, and our operations are ethically sustainable and profitable. We also expect sustainable business practices of our partners. We ensure information security in our operations and prepare diligently for emergencies.

Antilooppi conducts all its business operations in compliance with good governance rules and in a transparent and sustainable manner. The Antilooppi Board of Directors conducts a corporate compliance review annually, and we update our practices and processes as needed.

Our Code of Conduct guides our operations' sustainability. We reviewed and amended the phrasing of the Code in 2022, and the Antilooppi Board of Directors approved the new version. Our Code of Conduct is in line with the agreements of international labour organisations (such as the ILO) and the principles of sustainable labour as outlined in, for example, the UN Global Compact initiative.

We manage our owners' private equity investments responsibly and aim to grow according to their best interests. We also have obligations to our lenders. Through the Antilooppi owners, we grow the pension assets of Finnish and Swedish employees and entrepreneurs. Through our properties, we add value to society

by creating jobs, providing companies with appropriate and flexible workspaces that support productive work, and developing local services.

Our Supplier Code of Conduct governs our supply chain, and our Business Acceptance Policy, which has been implemented since 2022, guides new customer accounts. We conduct our information security practices according to the Antilooppi information security policy, and our HR guidelines protect our employees. Corporate risk reviews and updates are conducted at least biannually. Antilooppi is committed to transparency in its operations and to fair competition. We do not condone bribery or corruption in any shape or form, nor do we make political donations. According to the principles of good governance, we have dedicated internal guidelines to prevent bribery and corruption.

We manage, lease and maintain our property portfolio with the help of our extensive partner network. We purchase property maintenance services from our partners, including cleaning,





waste management, monitoring, security and maintenance services. In addition, we procure financial management services and other services from our partners as needed.

We require our partners' compliance with the Act on the Contractor's Obligations and Liability, our company's principles of sustainable procurement, our Supplier Code of Conduct, and we require them to use Vastuu Group's Reliable Partner service. We also ensure that our partners are not under international sanctions.

During the 2022 reporting year, we did not conduct dedicated sustainability audits of our suppliers. The development of sustainability cooperation with our partners is one of our focal points for 2023. During 2022, we put the maintenance services for our entire portfolio out to tender, and our sustainability targets and criteria played a crucial role in the selection of our property maintenance partner. Throughout the reporting year, we also discussed sustainability actions actively with many of our partners.

We verify our partners' sustainability

Through our partners, we have an indirect impact on occupational safety risks, work-related human rights risks and environmental risks. The long subcontracting chains common in the construction industry always carry a risk of the black economy, illegal and forced labour, and other human rights violations. We have recognised this and are actively working to mitigate them through our Supplier Code of Conduct, agreements, supplier collaboration, and regular monitoring of our suppliers' legal compliance and accountability.

Sustainability targets and performance indicators were incorporated into the extensive tendering process for property maintenance services across our portfolio.

Before we begin working with a subcontractor, we require it to provide the documents demanded by the Act on the Contractor's Obligations and Liability. The aim of the Act is to prevent the black economy and to monitor employers' compliance with occupational safety and health obligations and collective agreements. We also monitor our partners' compliance on a quarterly basis using Vastuu Group's Reliable Partner service. Once collaboration with a partner has begun, we also promote sustainability issues at partner meetings.

We minimise the negative impact of our operations and avoid risks to health and the environment. We do not accept discrimination in any shape or form. We respect human rights and international fundamental rights at work, such as freedom of association, the right to collective bargaining, and the elimination of forced and child labour. Our stakeholders may confidentially report suspected crimes, violations or abuses through our whistleblowing channel, which can be found on our website, and through the following link: [Whistleblowing channel](#). In 2022, our employees received training on the whistleblowing channel and its use. In 2022, no violations were reported.

In 2022, we also implemented our new Business Acceptance Policy, which provides guidelines for all our new customer relationships. Our Business Acceptance Policy is part of our compliance activities and designed to ensure that our customers' operations are conducted sustainably and in a way that aligns with Antilooppi's values. Under our Business Acceptance Policy, we also verify that a potential customer is not under international sanctions.

We ensure information security in our operations and prepare diligently for emergencies

Ensuring data protection is a natural part of Antilooppi's compliance and sustainability practices. We process our customers' personal data in regard to leases and property information, and when conducting customer satisfaction surveys. We process personal data according to Data Protection regulations and with special care. We will not disclose any personal data to third parties without the consent of the person concerned. In 2022, we updated the privacy statement for our website and cookies and the customer privacy statement.

We use a selection of tools, guidelines and practices to ensure information security and to mitigate everyday risks. Our information security practices follow our information security policy. We reviewed our information security policy in 2022 with the aim of ensuring an information-secure work environment for Antilooppi, our employees and our customers, and to prevent and mitigate security violations. In 2022, no reportable security violations occurred at Antilooppi.

In 2022, Antilooppi also renewed its crisis communications guidelines and plan as well as its emergency plan.



Carbon neutrality

DEVELOPING A SUSTAINABLE PORTFOLIO OF COMMERCIAL PREMISES.....	22
OUR ROADMAP TO CARBON NEUTRALITY BY 2030.....	26
KAFFA ROASTERY – SUSTAINABLE, WASTE-FREE OFFICE COFFEE.....	27
SUSTAINABLE PREMISES FOR OUR CUSTOMERS.....	28
SILTASAARI 10 – A LIVING ROOM FOR WORK TEAMS WHERE VALUES AND CUSTOMER EXPERIENCE GO HAND IN HAND.....	30

TOWARDS CARBON NEUTRALITY WITH OUR PARTNERS.....	32
OUR SUSTAINABLY BUILT ALWAYS READY OFFICES: A PIONEERING OFFICE SPACE CONCEPT.....	34
POOL FLEXIBLE SPACES – SOLUTIONS FOR CHANGING WORKING LIFE.....	35





Developing a sustainable portfolio of commercial premises

Sustainability is an essential part of Antilooppi's operations. We develop our existing property portfolio and the spatial solutions in our properties sustainably with a long-term approach. In 2022, we took important steps towards carbon neutrality in our sustainability efforts.

Antilooppi is a responsible Finnish real estate owner that is committed to the sustainable, long-term development of its existing property portfolio. Minimising climate emissions and promoting the carbon-neutral use and construction of properties are at the core of our sustainability strategy. The sustainable development of the existing property portfolio is the greatest challenge of our industry, but it also offers incredible opportunities. In Finland, the built environment causes about 30% of CO₂ emissions, and buildings consume about 40% of energy used. The waste generated by construction, alteration work and properties and related transport and its disposal also generate considerable emissions and a significant environmental impact. By cutting back emissions and environmental impact, we can play an important role in both mitigating climate change and protecting the environment. This also promotes the human wellbeing. We are doing our utmost to make a difference in the world by developing a more sustainable property portfolio.

We promote sustainable development in urban environments. As a significant property owner, it is important to us to develop and maintain not only our properties but their surroundings sustainably and with promoting the local wellbeing in mind. Our ownership is focused on the Helsinki Metropolitan Area and we have a considerable portfolio, for instance in Hakaniemi, Ruoholahti, Vallila, Sörnäinen and in Leppävaara, Espoo. As a strong regional operator, we influence the development and services of neighbourhoods and areas, promoting vibrancy and a sense of community.

Antilooppi's strategy, in which sustainability is a focal point, guides our environmental and climate efforts. Our central goal is to achieve carbon neutrality across our portfolio by 2030. The sustainability efforts in our property portfolio are bound to the UN's Sustainable Development Goals (SDG) and the Net Zero Carbon Buildings commitment of the World Green Building Council. The EU Taxonomy and its criteria for the built environment, in terms of climate, environmental and social perspectives, are also an important driver for our sustainability efforts.

In 2022, we considerably promoted our carbon neutrality goal through various concrete measures and achieved a 40% reduction in the direct and indirect (Scope 1 and 2) emissions of our operations. The reductions were the result of extensive energy saving measures, various energy efficiency investments, the launch of four solar power stations and the transition to fully renewable electricity, and renewable heating in many of our properties.

In 2022, we also initiated the calculations of our indirect emissions, in other words the carbon footprint of our supply chain (Scope 3). This includes construction and property maintenance, business travel, customers' electricity consumption, emissions from fuel production and waste in the energy networks. The emission calculations of our supply chain (Scope 3) will be completed in 2023, after which we will also set goals for reducing indirect emissions.





EU Taxonomy plays a role in guiding the development of Antilooppi's sustainability efforts

The EU Taxonomy is part of the EU's action plan for sustainable finance and the Green Deal which aims to implement the carbon neutrality targets of the EU by 2050. The goal of the Taxonomy is to direct capital flows and funding to investments and projects that will help the EU achieve its climate targets. The Taxonomy includes consistent targets and industry-specific criteria based on scientific data.

The Taxonomy's requirements for the existing property portfolio include achieving an energy efficiency level in the national top 15% and considering the risks caused by climate change. For properties undergoing major renovations, the Taxonomy sets criteria for efforts such as improving energy efficiency and recycling or otherwise reusing demolition waste.

In 2022, Antilooppi initiated an analysis of the Taxonomy compliance of the property portfolio in conjunction with the climate change mitigation criteria. The Taxonomy compliance analysis will continue in 2023 with an assessment of climate change adaptation criteria and an analysis of the climate change risks of the properties. Our goal is to report the Taxonomy compliance of the property portfolio from 2023 onwards. Some Antilooppiproperties have the

We reduced our carbon footprint (Scope 1 & 2) by

40%
when compared to 2021.

properties have the potential to enter the national top 15% in terms of energy efficiency as required by the Taxonomy, thus fulfilling the criteria set in the Taxonomy for significant promoting of climate change mitigation. The Taxonomy criteria guide Antilooppi's major renovation projects and are integrated into the energy efficiency improvements of the property portfolio. We aim to report the Taxonomy compliance in detail as part of the 2023 Sustainability Report.

Share of environmentally certified properties increased to 55%

The environmental certificates of the properties are confirmations of the property's level of sustainability performance authenticated by an independent third party. The environmental certification of a property serves as a tool for measuring, improving and comparing the environmental sustainability of the property during construction or use. Environmental certificates create added value for the users of the property and, at their best, increase the cost efficiency of property maintenance while improving the value and appeal of the property. To people using the spaces and to other stakeholders, environmental certification demonstrates the property's level of sustainability performance and the property owner's commitment to sustainability.

Having our property portfolio 100% certified by 2023 is one of our key sustainability goals. We are determinedly working towards our goal. The new certificates achieved in 2022 increased the share of certified properties to 55% of Antilooppi's portfolio. In 2022, eleven of Antilooppi's properties were granted the BREEAM In-Use environmental certification, a leading European property classification system in Europe.

Siltasaari 10 achieved LEED Platinum certification

The Siltasaari 10 property in Hakaniemi is the pride of Antilooppi. The building has been fully renovated by Antilooppi not only with respect for the property's history but also with a particular emphasis on sustainability. In 2022, the renovation project achieved the highest LEED environmental certification, the renowned Platinum level. At the time of certification the score 85/110 was also the highest score achieved by a construction project in Finland in the current LEED v4 Core and Shell certification format. LEED comprehensively covers sustainability and sustainable development solutions.

For customers, the Platinum level of Siltasaari 10 translates to great accessibility due in large part to its excellent location. One of the key themes of the design and planning process was to offer cyclists at least as great an experience as drivers, which is why the property has a garage for 400 bikes and a bike service station. In addition, the property has digitalised heating control and ventilation as well as excellent general energy efficiency. The Siltasaari property has also been praised for great indoor air quality and high-quality communal facilities.



Sustainability in an urban environment

In addition to climate change, the loss of biodiversity is one of the significant environmental threats of our time. The built environment plays an important role in preserving and increasing biodiversity. Constructing in an unbuilt environment, also known as greenfield construction, and traffic have a negative impact on biodiversity.

The manufacture and primary production of the materials used in construction and renovation also have an impact on biodiversity. Our strategic focus is to develop the existing property portfolio with a long-term, sustainable approach. We favour climate friendly, environmentally friendly and sustainable materials in our alteration and renovation work and constantly research low-carbon alternatives in construction. As parks and green areas in the close proximity of properties considerably increase the comfort and wellbeing in the area, we want to promote their upkeep.

Our sustainability also includes promoting green and sustainable transportation. Our properties are easily reached via their excellent public transport links. We encourage cycling by building bike parks in our properties and providing shared bikes for our customers. We are building more and more charging stations for e-vehicles and e-bikes at our properties. Sustainable transportation also includes the wellbeing aspect; the high-quality communal facilities in our properties encourage our customers to commute by cycling, walking or running, to use the sports services of the property and to exercise during the day.

We participated in national energy-saving efforts

In the autumn of 2022, Finland was preparing for an energy crisis and launched a national energy-saving campaign. As a significant property owner, we are aware of our social responsibility, as buildings constitute 40% of the energy consumption in our country. Therefore, in September, we launched our own energy saving programme. We lowered the heating in all of our properties by two degrees and implemented various technical changes, such as optimising the use times of saunas, ventilation and lighting. The technical measures helped us achieve calculative energy savings of 2,256 MWh in heating and 195 MWh in electricity.

We worked with our partners and customers on this energy-saving programme. Our customers praised our proactive energy-saving measures and our ability to mitigate higher energy costs. We are also regulating energy consumption through remote control systems in our properties. At the moment, 90% of the surface area of Antilooppi's properties are covered by remote control services, and our goal is to increase this coverage to 100% of our portfolio. The remote control system allowed us to achieve annual energy savings of a total of 1,579 MWh in 2022.





Launching our first four solar power stations

One of our key solutions for advancing our carbon neutrality is to increase our proprietary production of renewable energy. We analysed the opportunities for local renewable energy production as part of our carbon neutrality roadmap. In 2022, we launched our first solar power stations on the roofs of four properties: Paasitalo (Siltasaarencatu 12), Lintulahdenkuja 10, Elimäenkatu 5 and the Quartetto Business Park (Linnoitustie 9). In total, the new solar power stations will produce an estimated 200 MWh of electricity each year. This will reduce the annual carbon footprint of Antilooppi by about 20,000 kg CO₂, equivalent to the annual electricity consumption of approximately one office building. Establishing and increasing our solar power production is important not only for achieving carbon neutrality but for reinforcing our self-sufficiency in electricity.

Improving our energy efficiency one property at a time

We are purposefully working to develop the energy efficiency of our properties and continue our energy saving measures each year. Energy efficiency investments are an essential part of the long-term planning and renovation projects of our properties. In 2022, we conducted extensive energy efficiency projects in seven properties. The energy efficiency projects included changes to lighting as well as updates and additions to building automation.

Antilooppi is committed to the voluntary Energy Efficiency Agreement of Finland. We reached the 7.5% energy savings goal in line with the Energy Efficiency Agreement period 2017–2025 of the Finnish real estate sector (set for 2025) four years ahead of the end of the commitment, in 2021.

Our energy efficiency measures for 2017–2025 have already reached the calculative, valid energy savings of 5,161 MWh; the goal for the agreement period was 3,599 MWh by 2025. Our energy savings achieved in the year under review amounted to 5,183 MWh, which is 10.8% of the level of consumption in the initial year of the agreement (2015: 47,988 MWh).

The investments and technical measures we have implemented during the agreement period have enabled us to already save a total of approximately 508,800 kg CO₂, roughly equivalent to the annual carbon footprint of the energy consumption (electricity and heating) of 12 average office buildings.

4

new solar power stations. Establishing and increasing our solar power production is important not only for achieving carbon neutrality but also for increasing our self-sufficiency in electricity consumption.

100% renewable electricity

Starting from June 2022, all of the electricity we use is from renewable sources, and a growing number of our properties uses carbon-neutral heating. Eight of our properties switched to carbon-neutral heating in 2022, making their energy consumption completely carbon neutral.

The electricity used at our properties is 100% Finnish, origin-certified wind power. It is generated by the electricity company Helen at the Lakiakangas 3 wind farm in Ostrobothnia.

We started using recycled heat from Helen in Helsinki as a carbon-neutral heating solution. The recycled heat is produced locally from waste heat at the Helen Katri Vala heat pump plant in Helsinki's Sörnäinen district. Recycled heat comes from sources such as waste heat recovered from treated waste water and factories, data centres and industrial processes. The waste heat is processed and distributed to properties via the district heating network. Fortum Eko heating is used as the carbon-neutral heating solution in Espoo. Fortum Eko is heat from energy sources that are 100% renewable or comparable to fully renewable sources, such as waste heat. The origin of heating energy is confirmed annually by means of certificates of origin.

Recycled and Eko heat use are part of Antilooppi's sustainability strategy and well suited as the source of heating for Antilooppi's properties in Helsinki and Espoo.

By fully transitioning to renewable electricity and partially to renewable heating, and by saving energy, we reduced our carbon footprint in 2022 by 40% on the previous year.

Towards a more comprehensive circular economy

We promote the circular economy and are diligent about recycling and waste sorting at all our properties. We promote the circular economy in our construction projects by reusing materials and furniture, and by promoting material recycling. We provide our customers with increasingly advanced waste sorting opportunities and engage in cooperate closely with our waste management partner. We work with our partner to plan ways to increase recycling and carry out training activities and information sessions for property users – our customers and partners. Our waste utilisation rate was 100% and our material recycling rate in 2022 remained at the previous year's level of 66%. We prevented approximately 2,555 tCO₂ of emissions by recycling waste during the year. This figure represents a 13% increase compared to 2021 (2,250 tCO₂). We focus on increasing material recycling, and our material recycling rate was 60% in 2022. The amount of material recycled waste increased by 5.1% on the previous year. Finland's national recycling target under the Waste Act is 60% by 2030. We have achieved this target ahead of schedule.

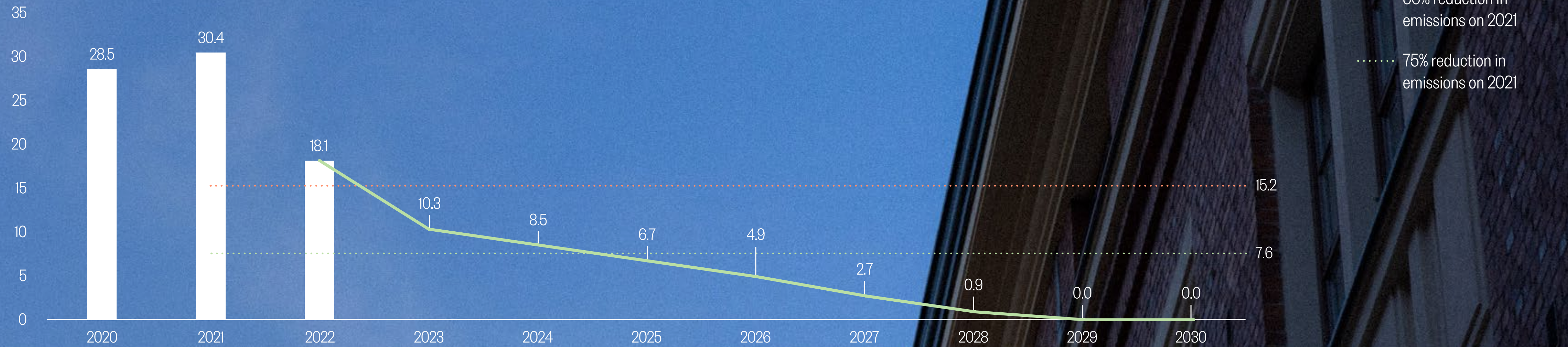
In addition to recycling waste, we also promote the recycling of materials and furniture. In 2022, we established an internal garage sale at Antilooppi to enable the recycling and reuse of post-use materials and furniture from our properties in other properties and spaces. In all of our demolition and alteration projects, our focus is to maximise the recovery of usable materials and furniture.



Our roadmap to carbon neutrality by 2030

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

Scope 1 & 2 projected emissions, kgCO₂/m²



CO₂ reduction actions 2022 include



Energy saving actions and adjustments across portfolio



Transfer to 100% renewable electricity



Four of our own solar power stations were deployed on the roofs of our properties



Energy efficiency investments



Transfer to renewable district heating in 8 properties



Portfolio AI energy efficiency survey to further evaluate energy efficiency potential and EU Taxonomy alignment

We update our roadmap annually after the measures become more detailed.



CASE

Kaffa Roastery – sustainable, waste-free office coffee

Kaffa is a small coffee roastery in Merikortteli with a strong commitment to sustainability. Kaffa’s coffees are available at Antilooppi’s flexible POOL offices at a total of nine properties across the Helsinki region. Antilooppi and Kaffa Roastery share the priority of sustainability. In addition to focusing on sustainability in its production and other operations, Kaffa Roastery considers it important to operate at premises with a landlord committed to sustainability who takes concrete action to that end.

Environmental and social responsibility are important cornerstones for Kaffa Roastery’s operations throughout the value chain. Kaffa sources its coffee beans ethically and with full transparency, as directly from farmers as possible. In 2019, Kaffa became the first Finnish roastery to publish a price transparency table on its website. The table shows the price paid for each batch of coffee to the countries that produced it. The coffee varieties served at Antilooppi’s POOL offices are selected with the customers.

Kaffa hand roasts its coffees at Antilooppi’s Merikortteli property in Punavuori. From there, the coffees are transported to customers in reusable barrels. Kaffa has calculated that

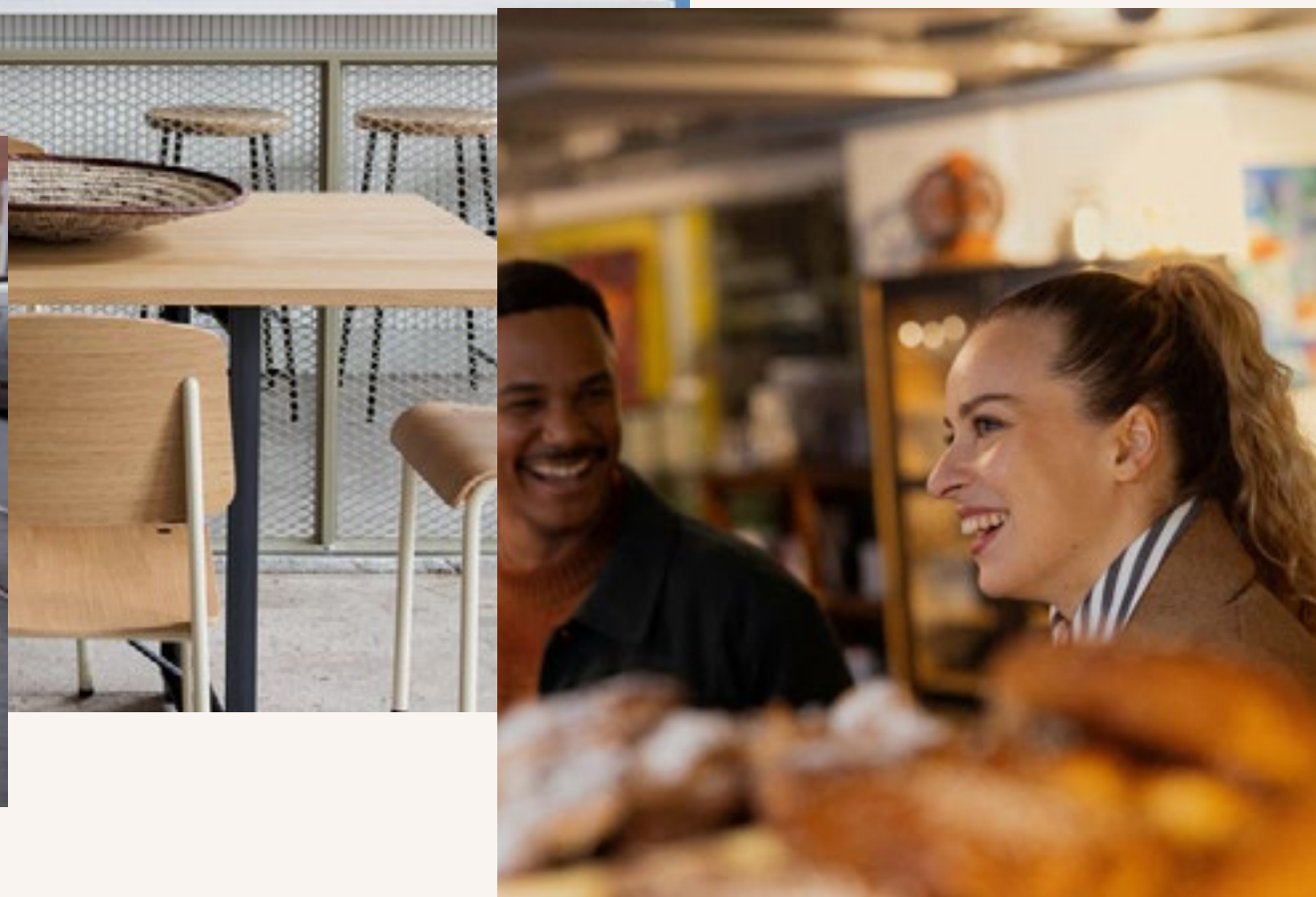
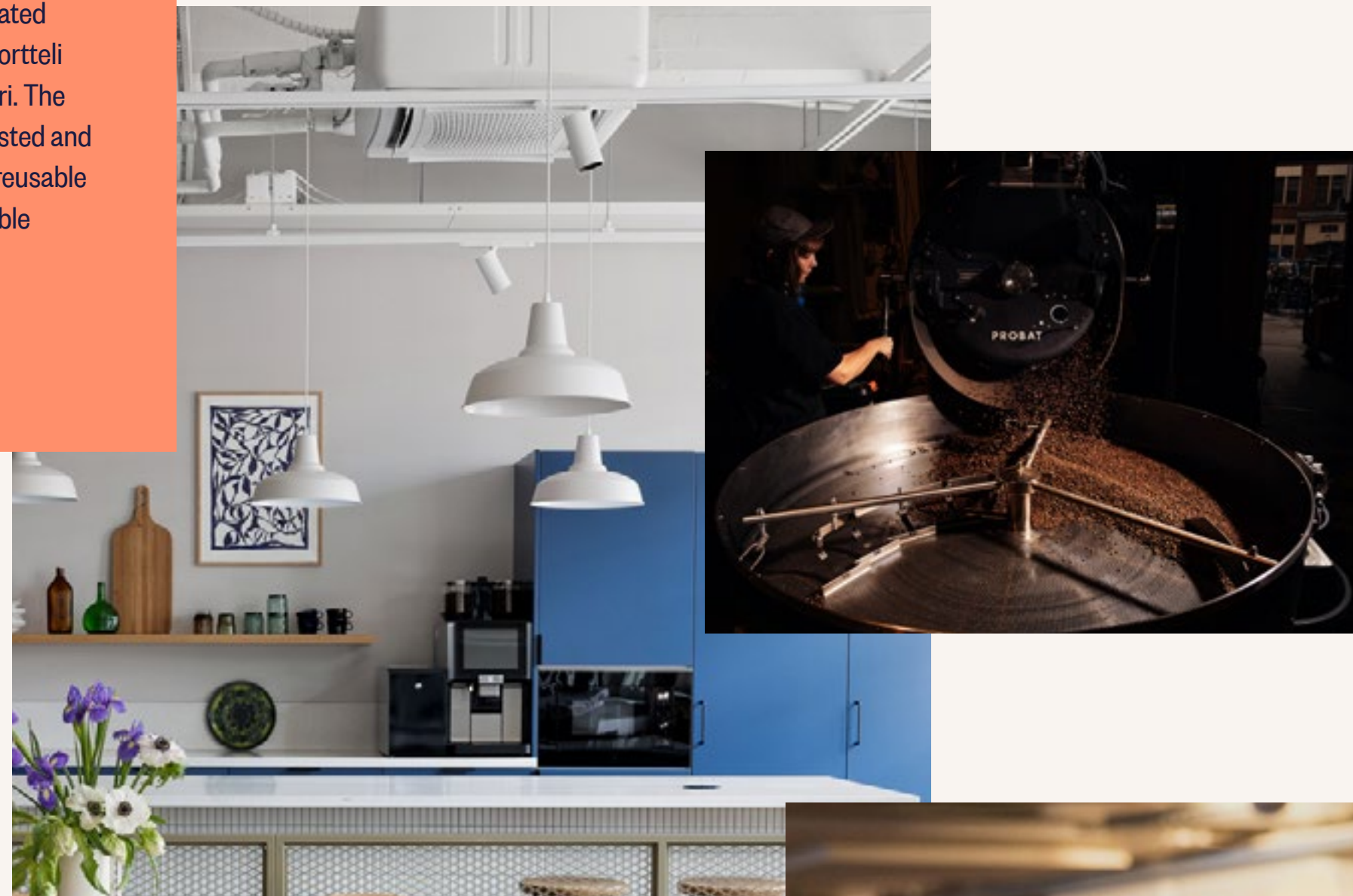


“We are pleased that Antilooppi has switched to renewable electricity, as that is important to us. In 2023, Merikortteli will also get its long-awaited solar farm.”

— Petri Virta, Kaffa Roastery

reusing the barrel compensates for the carbon footprint of barrels’ manufacture after just 10 uses. The packages and empty barrels are transported on vehicles running on electricity or biogas. Waste is also minimised by Kaffa Roastery’s coffee machines, which brew one cup at a time, eliminating filter and packaging waste.

Kaffa Roastery is located at Antilooppi’s Merikortteli property in Punavuori. The coffees are hand roasted and then transported in reusable barrels to POOL flexible spaces, for example.





Sustainable premises for our customers

We develop our properties sustainably. We design our premises to be high in quality and highly functional for our customers while promoting the wellbeing of people and the environment. In 2022, we launched our new Always Ready office concept and began planning to make our flexible POOL spaces carbon-neutral.

At Antilooppi, we create places for good work. In our planning and design efforts, we simultaneously prioritise supporting the wellbeing and work of our customers and caring for the environment and the climate. With regard to the environment, our key starting point in designing premises is construction for long life spans, with high quality and a functionality. This allows us to reduce the lifecycle environmental impacts of properties and reduce their carbon footprint. We also discuss potential alteration options with our customers. By providing sustainable space solutions that are aligned with climate goals, we also support and accelerate our customers' efforts to achieve their sustainability targets.

Sustainability is increasingly important for us and our customers. Each year, we conduct a KTI customer survey that provides us with valuable data on our customers' wishes and needs. We added further detail to the sustainability section of the survey in 2022.

Our sustainable office space solutions: Always Ready and POOL

We develop the sustainability of our office space solutions in diverse ways. The best premises are flexible and adapt to companies' changing needs. With this in mind, we have developed two concepts for business premises that can be customised according to each customer's specific needs: POOL and Always Ready.

Always Ready offices are well-designed, high in quality and in turnkey condition. Sustainability in these offices is achieved through both implementation and longevity: thanks to good design, construction and materials, they will last from one user to the next. Alterations and renovations always generate environmental and climate impacts and increase the carbon footprint. In Always Ready offices, the carbon footprint has been minimised through the use of durable, low-carbon materials and building for longevity. [Read more about Always Ready offices.](#)





Antilooppi's flexible POOL space solution is available at nine of our properties. They offer customers flexibility and versatility. The sustainability priorities that underpin the POOL concept include carbon neutrality, wellbeing, sustainable design, the circular economy and accessibility. In 2022, we carried out carbon footprint calculations for the new flexible POOL spaces we launched during the year, implemented low-carbon solutions at POOL and switched to 100% renewable energy for both electricity and heating at all of our properties featuring POOL. Our goal is to make POOL a carbon-neutral concept in 2023 in terms of both energy consumption and operational activities. All POOL spaces will be located in LEED- or BREEAM-certified properties by the end of 2023. [Read more about POOL flexible space.](#)

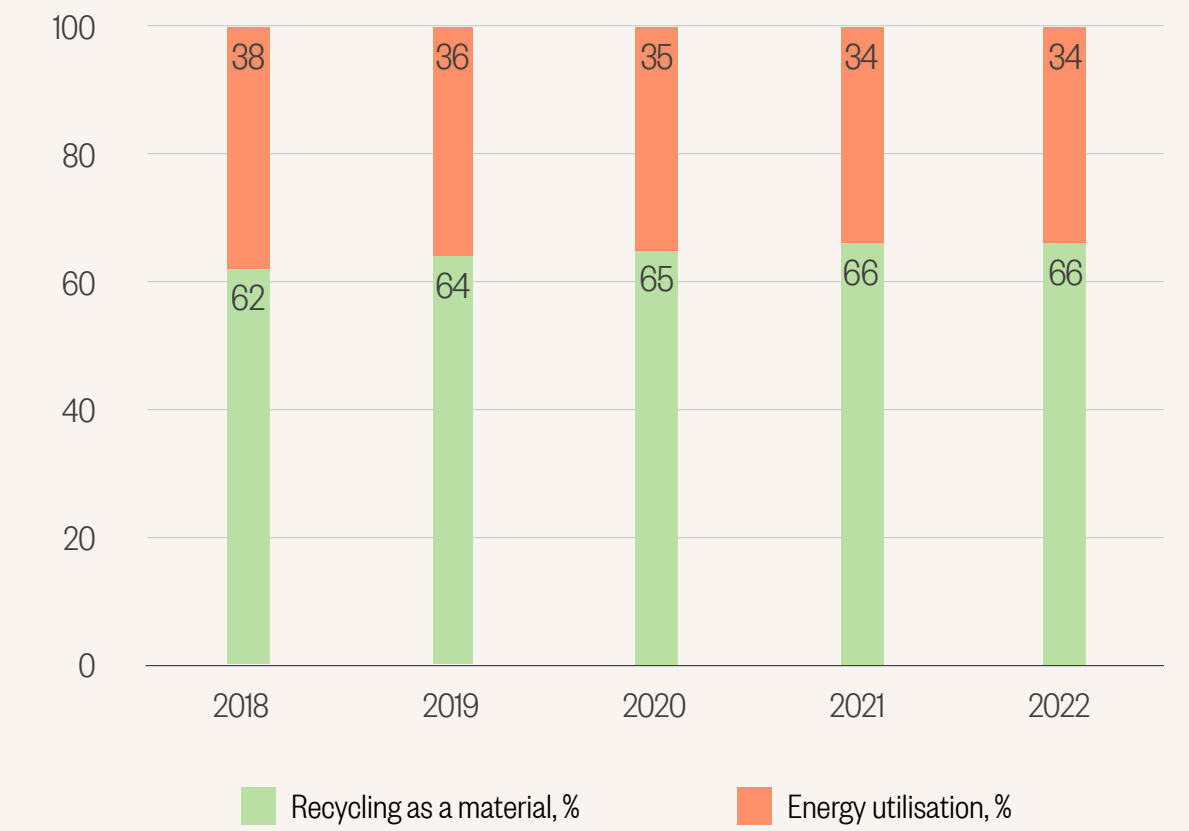
Antilooppi's certified properties at the end of 2022

Property	Certificate	Rating
KOY Sörnäistenkatu 1	BREEAM In-Use	Very Good
KOY Helsingin Valimotie 21	BREEAM In-Use	Very Good
KOY Helsingin Elimäenkatu 28	BREEAM In-Use	Very Good
KOY HTC Pinta	BREEAM In-Use	Very Good
KOY Helsingin Takkatie 1	BREEAM In-Use	Very Good
KOY Helsingin Elimäenkatu 30	BREEAM In-Use	Very Good
KOY Helsingin Siltasaarenkatu 18-20	BREEAM In-Use	Excellent
KOY Helsingin Siltasaarenkatu 12	BREEAM In-Use	Excellent
KOY Helsingin Paasivuorenkatu 3	BREEAM In-Use	Excellent
KOY Helsingin Ruoholahdenkatu 21	LEED	Gold
KOY Siltala	LEED	Platinum

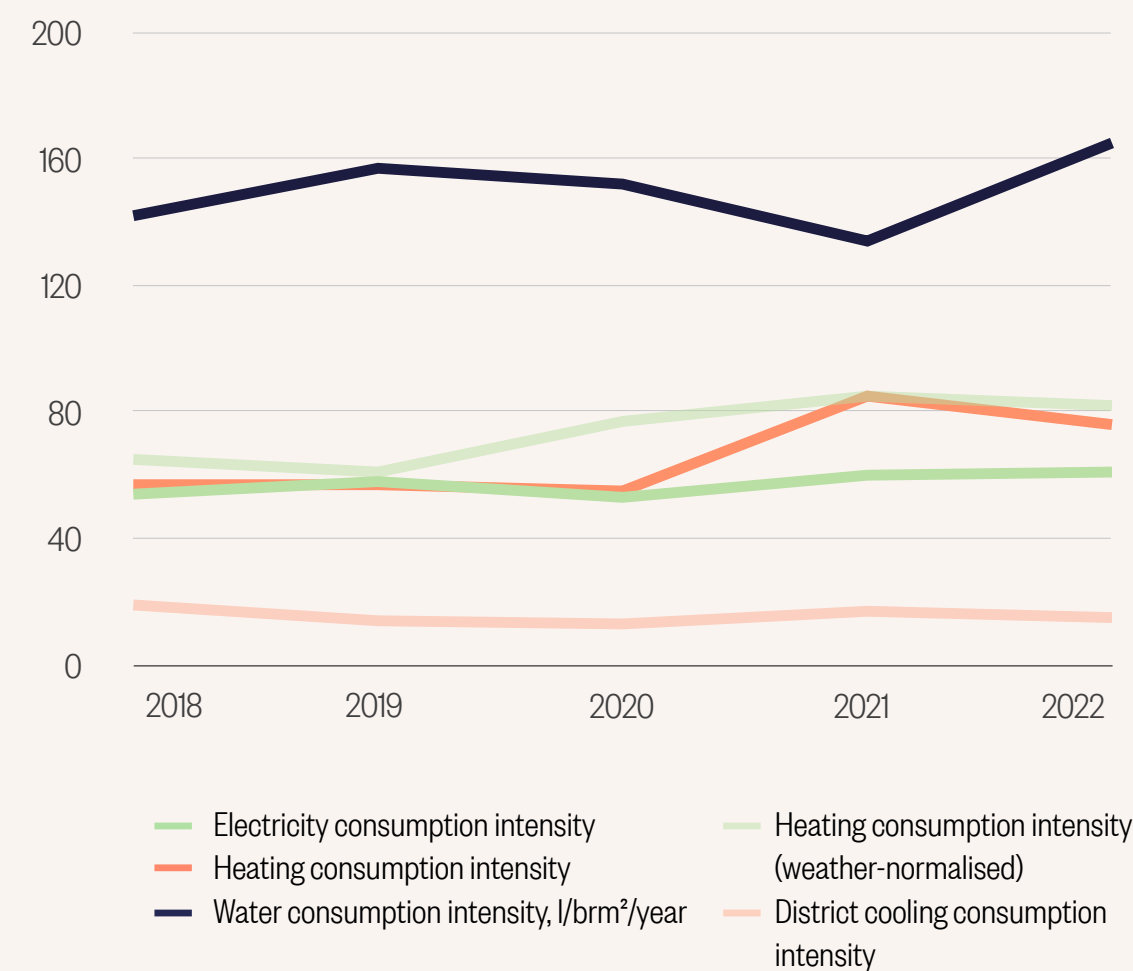
Property	Certificate	Rating
KOY Lintulahdenvuori	LEED	Platinum
KOY Itämerenkatu 3	LEED	Gold
KOY Elimäenkatu 17-19	BREEAM In-Use	Excellent
KOY Ruoholahden Sulka	BREEAM In-Use	Excellent
KOY Helsingin Porkkalankatu 22	BREEAM In-Use	Excellent
KOY Helsingin Porkkalankatu 20	BREEAM In-Use	Excellent
KOY Ruoholahden Ankkuri	LEED	Gold



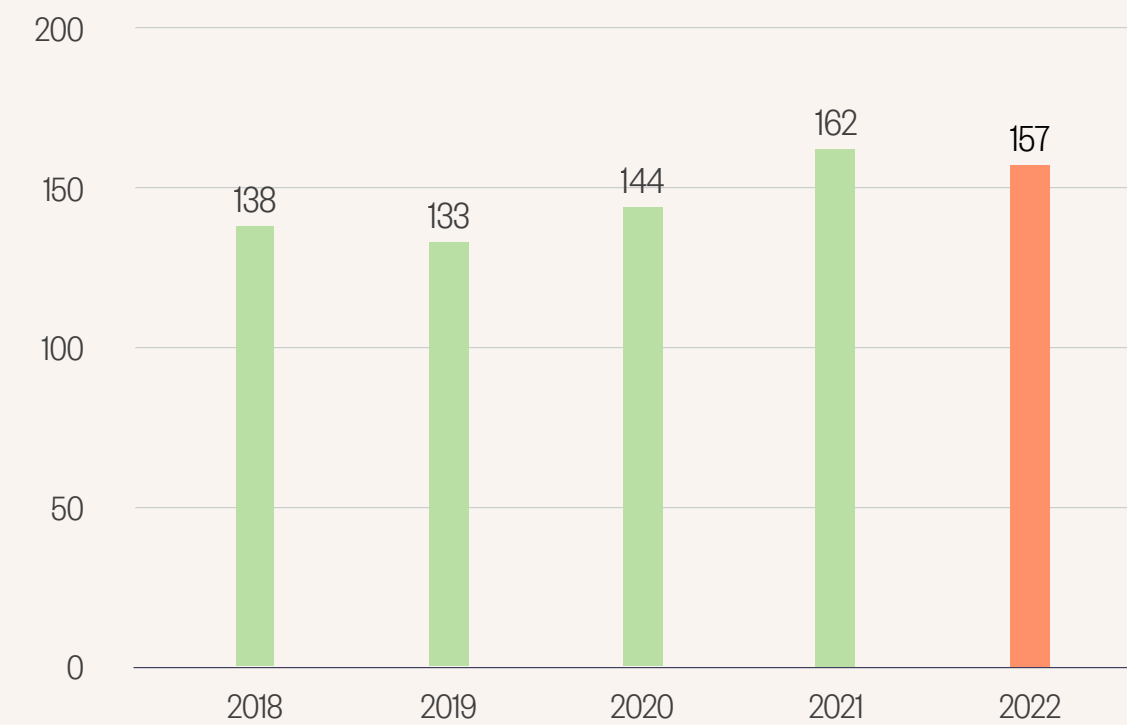
Waste reuse and recycling rate, %



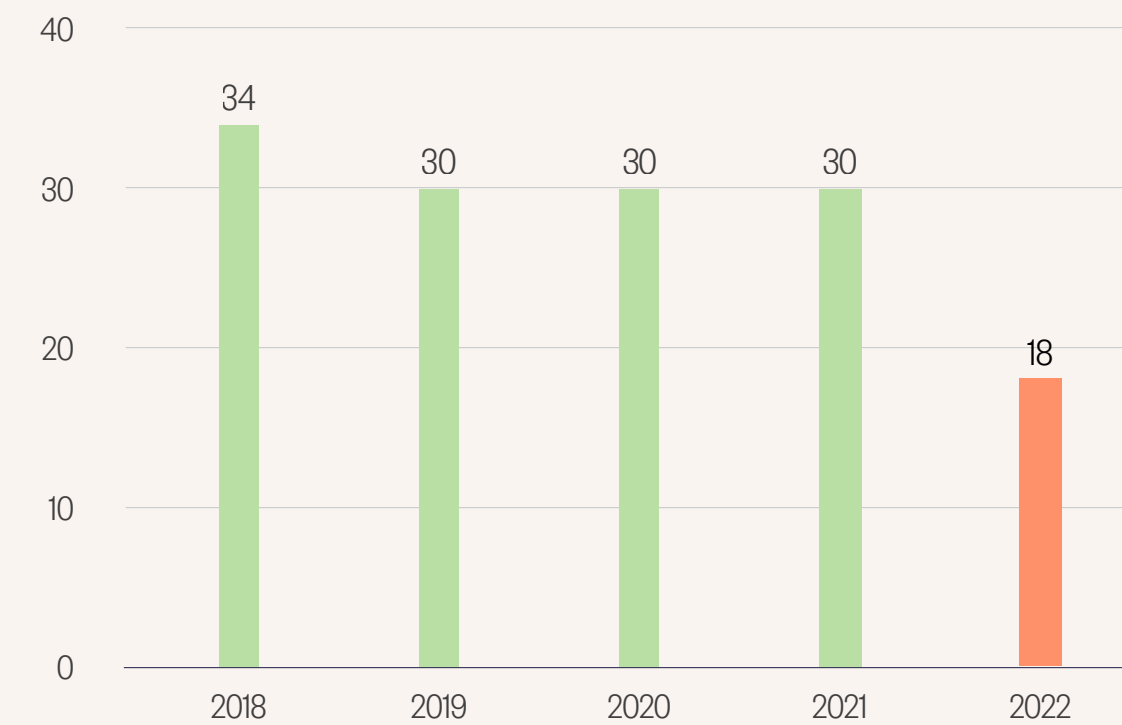
Electricity, heating, district cooling and water consumption kWh/brm²/year



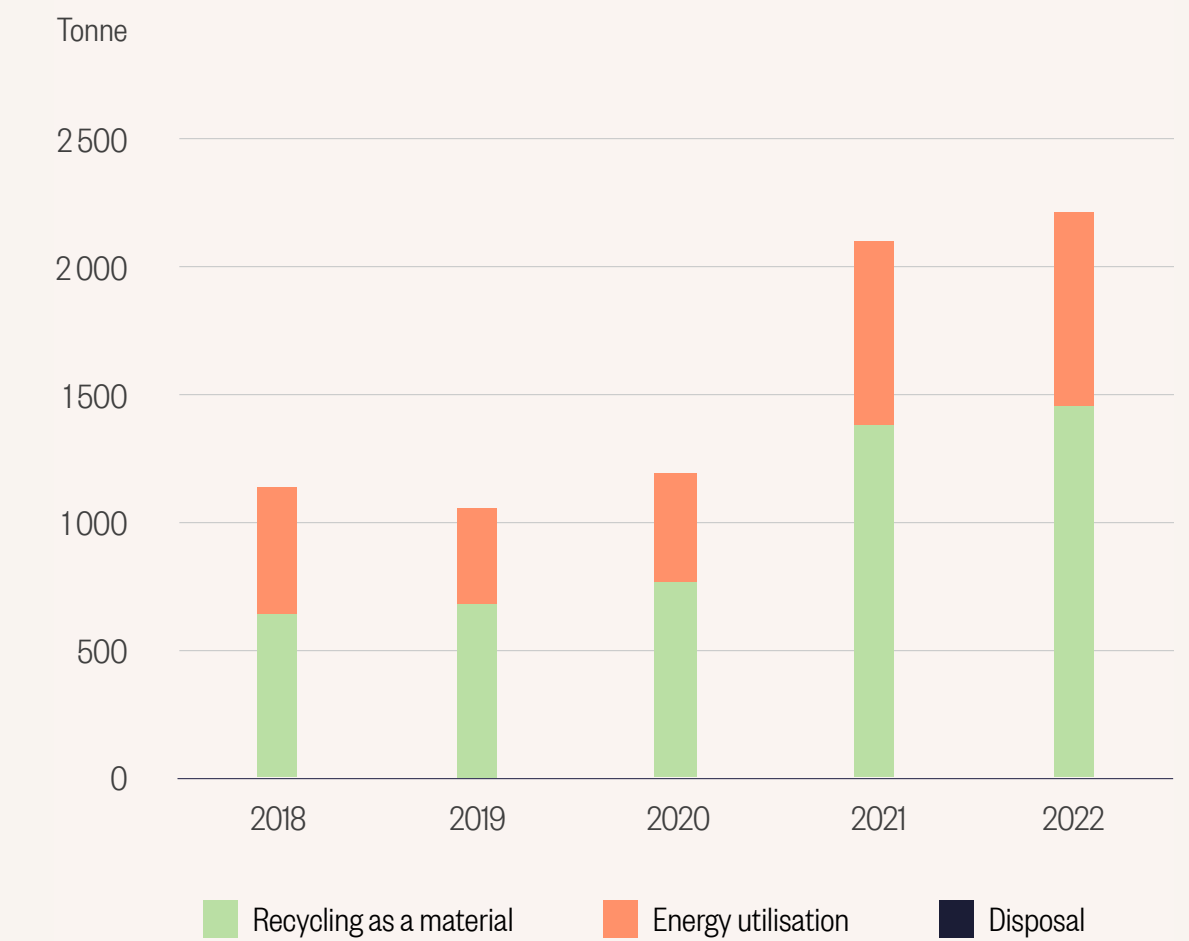
Energy consumption intensity (weather-normalised district heating) kWh/brm²/year



Greenhouse gas intensity, Scope 2 kgCO₂/brm²/year



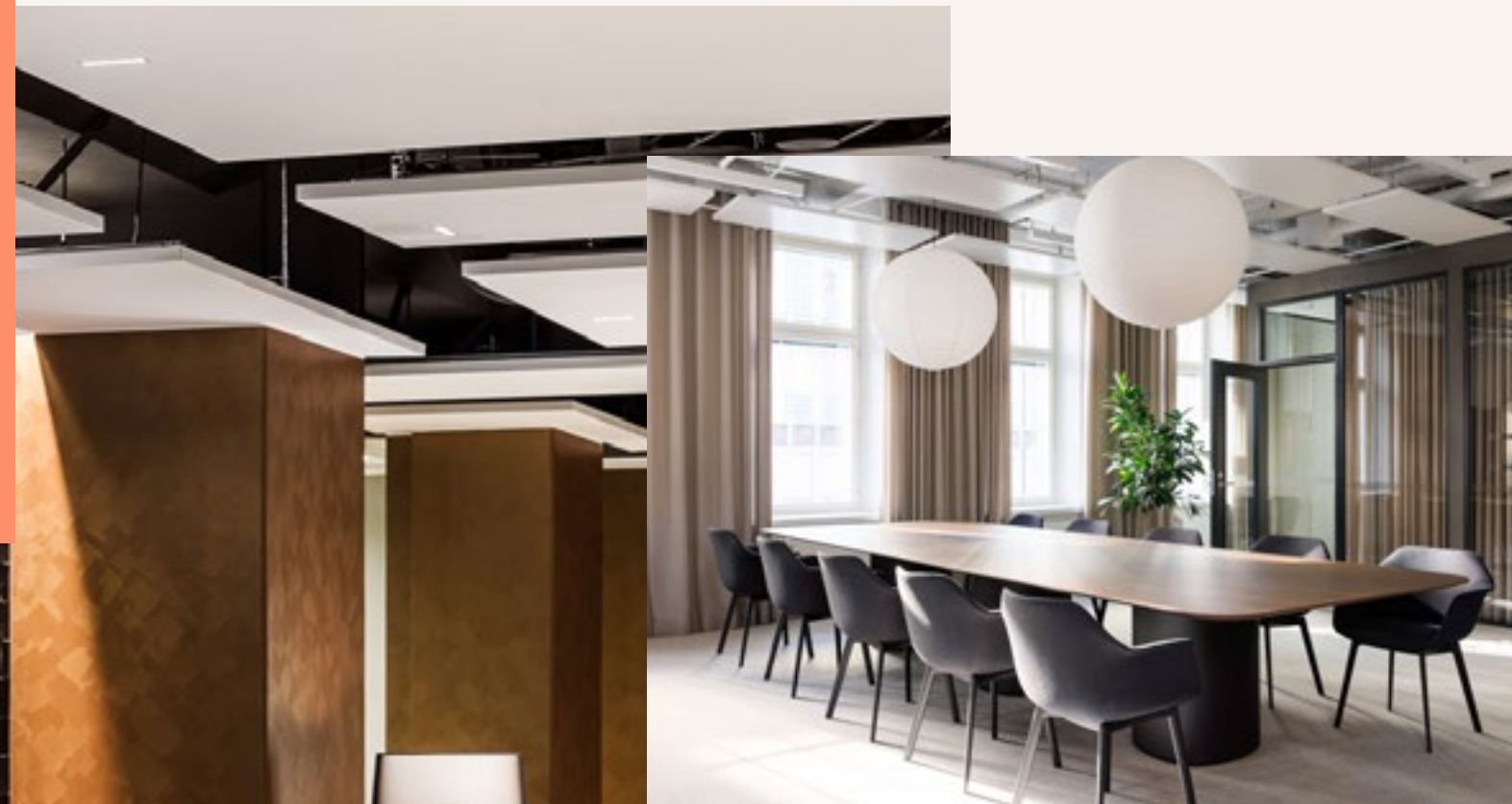
Waste volumes





CASE

Located in Hakaniemi, Siltasaari 10 is the pride of Antilooppi. The property has been renovated sustainably, respecting its original style, and it uses fully carbon-neutral energy.



Siltasaari 10 – a living room for work teams where values and customer experience go hand in hand

Siltasaari 10 is a LEED Platinum-certified property with historical value. Antilooppi has fully renovated the property sustainably, preserving and respecting its original style.

Since November 2022, the property has also served as an agreeable headquarters for PR firm Tekir and its 40 employees. Sustainability is a high priority for Tekir, which particularly values sustainable office services. When Tekir was choosing its new location, Antilooppi's position as a leader in sustainable property ownership was seen as a major advantage.

Tekir was especially impressed that Siltasaari 10 is the property with the highest LEED v4 Core and Shell Platinum environmental rating in Finland. The most important aspect of the tenancy relationship for Tekir is that Antilooppi is a landlord that takes sustainability comprehensively into account: at Antilooppi, the environmental solutions of the premises, property locations and social responsibility have all been

taken into consideration across the board. Tekir is pleased with Antilooppi's service attitude and dialogue with customers: even the reception area of the office building is known for its solution-oriented, quick and helpful service.

Located in the heart of Hakaniemi, with excellent transport links, Siltasaari 10 is a property where sustainability is evident in every aspect: the accessibility enabled by its prime location, good communal spaces, high indoor air quality, economical water consumption, sustainable construction materials and services that support customer wellbeing. The user conditions are excellent, and customer wellbeing has been a key priority in both the design and implementation of the renovation of Siltasaari 10. The energy used by the Siltasaari 10 property is 100% carbon neutral. The property uses electricity from renewable sources and zero-emission recycled heat as well as district cooling.



Flexible space, a great location, good opportunities for interaction and employee wellbeing are the factors that motivated the software company Vainu to relocate to Siltasaari 10 in February 2023. Some 20–30 of Vainu’s approximately 80 Helsinki-based employees come to the office on any given day, but the premises have capacity for up to 130 employees when necessary.

Indeed, Antilooppi’s Always Ready office concept combined with the flexible POOL space was the optimal solution for Vainu’s personnel, who are accustomed to hybrid work and value sustainability highly. Antilooppi’s flexible space provides Vainu’s people with the opportunity to quickly reserve meeting rooms that suit their needs. In addition to the meeting rooms at Siltasaari 10, the employees can take advantage of POOL workspaces and meeting rooms at all Antilooppi properties across the Helsinki Metropolitan Area. Vainu’s employees also have access to the communal POOL Lounge at Siltasaari 10.

Customers have praised Siltasaari 10 not only for its stylish and comfortable interior design but also the many services available at the property, including parking space for 400 bikes and high-quality communal spaces. Coming to Siltasaari 10 feels like a little everyday luxury, and this is the experience that Antilooppi is committed to promoting. The renovation of Siltasaari 10 was completed in November 2021.



“It is very important to us for our landlord to take sustainability comprehensively into account, including environmental issues and social responsibility.”

— Riikka Kouhi, Tekir



“Antilooppi provided us with just the right space solution – one that suits hybrid work and is also sustainable.”

— Sami Kekäläinen & Pauliina Päivärinta, Vainu





Towards carbon neutrality with our partners

Antilooppi's sustainability extends beyond our own operations and extends to our collaboration with partners. We work with partners who share our sustainability principles and are committed to developing sustainability together.

Sustainability is integrated into Antilooppi's strategy and guides our activities. We are committed to a sustainable business, and we have high standards of environmental and social responsibility for our partners.

Sustainability is an increasingly important criterion in our selection of new suppliers. We are increasingly incorporating sustainability and carbon neutrality into our guidelines and operating principles, to which we expect our suppliers to adhere. Antilooppi's Supplier Code of Conduct includes guidelines and terms concerning topics such as employee rights, fair pay, good occupational safety and environmental responsibility. The Supplier Code of Conduct also includes requirements concerning environmental impacts and governance. We commission third party audits of our suppliers when necessary.

To achieve our goal of carbon neutrality by 2030, we are increasingly focused on supply chain emissions and we work with our partners to minimise them.

In 2022, we included sustainability as a requirement in our tendering process for a property maintenance services partner. Sustainability will play an increasingly significant role in our future choices of partners. In the maintenance services tendering process, we required the participating property maintenance companies to have a focus on – and expertise in – emissions reporting and climate change mitigation. We decided to continue our partnership with the building service technology company Are, and the new agreement enables us to deepen our cooperation. In addition to property maintenance, the partnership includes an energy manager service that supports the energy efficiency of properties and helps promote the energy efficiency and energy saving measures at Antilooppi's properties. The maintenance agreement also includes provisions concerning the use of zero emission maintenance vehicles, the recycling of the refrigerants used in cooling equipment, and reporting. Sustainable cooperation with partners supports Antilooppi's sustainability and carbon neutrality goals.

Sustainable cooperation with partners supports Antilooppi's sustainability and carbon neutrality goals.





More responsible procurement and more sustainable construction

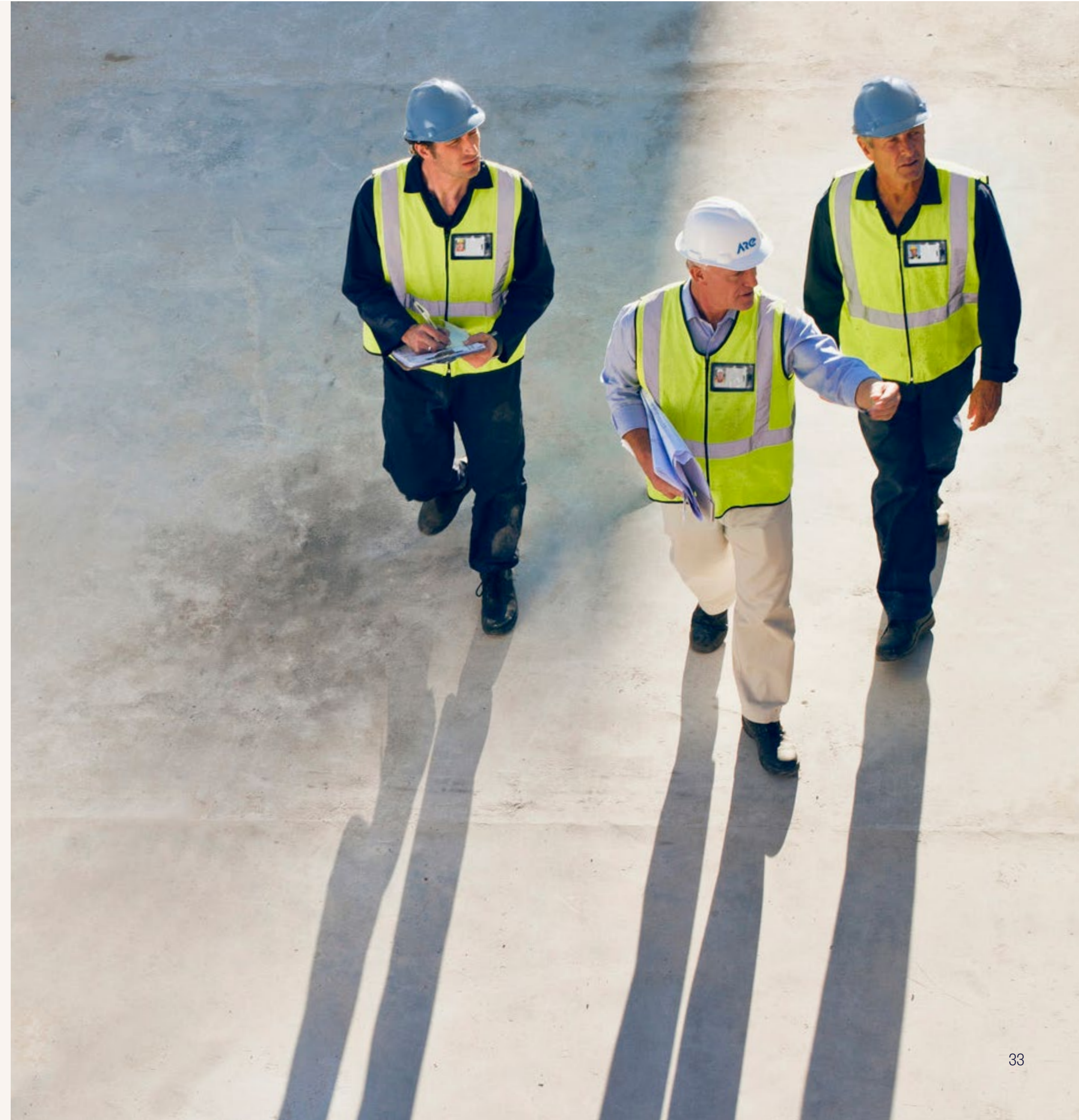
At Antilooppi, we systematically develop construction solutions towards greater sustainability. We focus on the use and recycling of materials we consume, and we prioritise circular economy solutions to the greatest possible extent. Our goal is to achieve carbon neutrality in construction work by 2030. To accelerate our progress towards that goal, we started carbon footprint calculations in our renovation projects in 2022.

We direct our construction projects, both alterations and renovations, towards carbon neutrality. We reduce emissions through our choices of materials, demolitions that promote the circular economy, and recycling. In 2022, we started to carry out carbon footprint calculations for our alteration projects. We calculate and optimise the carbon footprint for all of our major renovation projects.

Our goal is to also achieve carbon neutrality in construction operations by 2030.

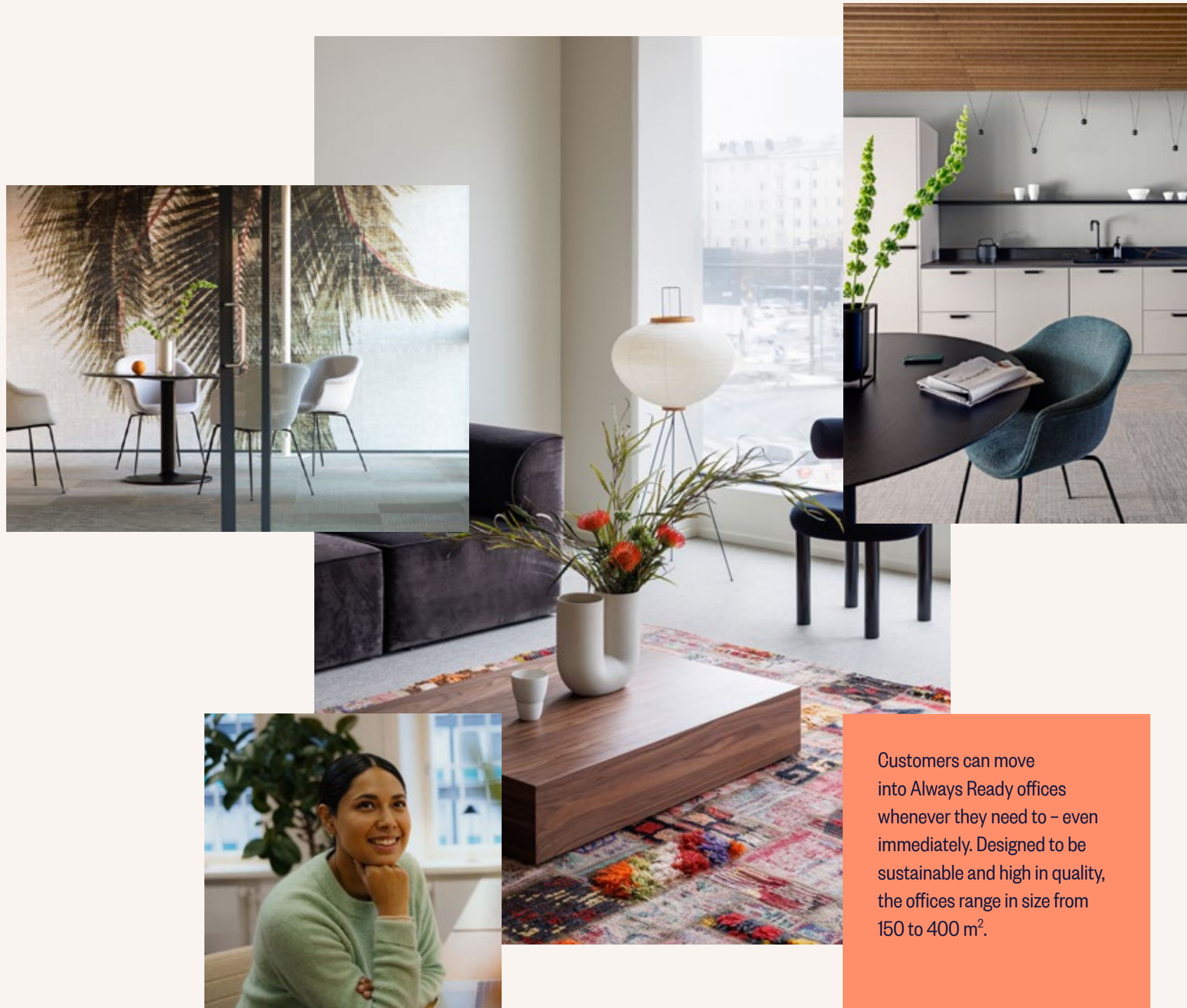
In 2022, we began drafting Antilooppi's sustainable maintenance and construction guidelines, which support Antilooppi's sustainability strategy. The guidelines will apply to procurement activities related to property maintenance, repairs and renovations. The aim is to increase the sustainability of the procurement of products and services with regard to the environment as well as human health and wellbeing. We also set targets and criteria for products and services. In practice, this means that we favour materials that are sustainable, have long lifespans and feature a low carbon footprint related to their production. We prioritise recycled raw materials and emphasise the recyclability of materials and products, which means that they can be recycled as-is, or as raw materials, at the end of their service life.

We choose products manufactured without the use of substances or materials that are hazardous to the environment or human health. We also choose locally produced products when possible. To support our choices, we rely on existing and internationally recognised certificates and ecolabels. Antilooppi's sustainable construction and maintenance guidelines will be finalised and implemented in 2023.





CASE



Aina Valmis

Our sustainably built Always Ready offices: a pioneering office space concept

Antilooppi's **Always Ready offices** are built for the varying needs of today's customers. Always Ready offices are in turnkey condition, carefully designed, high-quality, easy to use and sustainable. Our Always Ready offices are always ready for our customers.

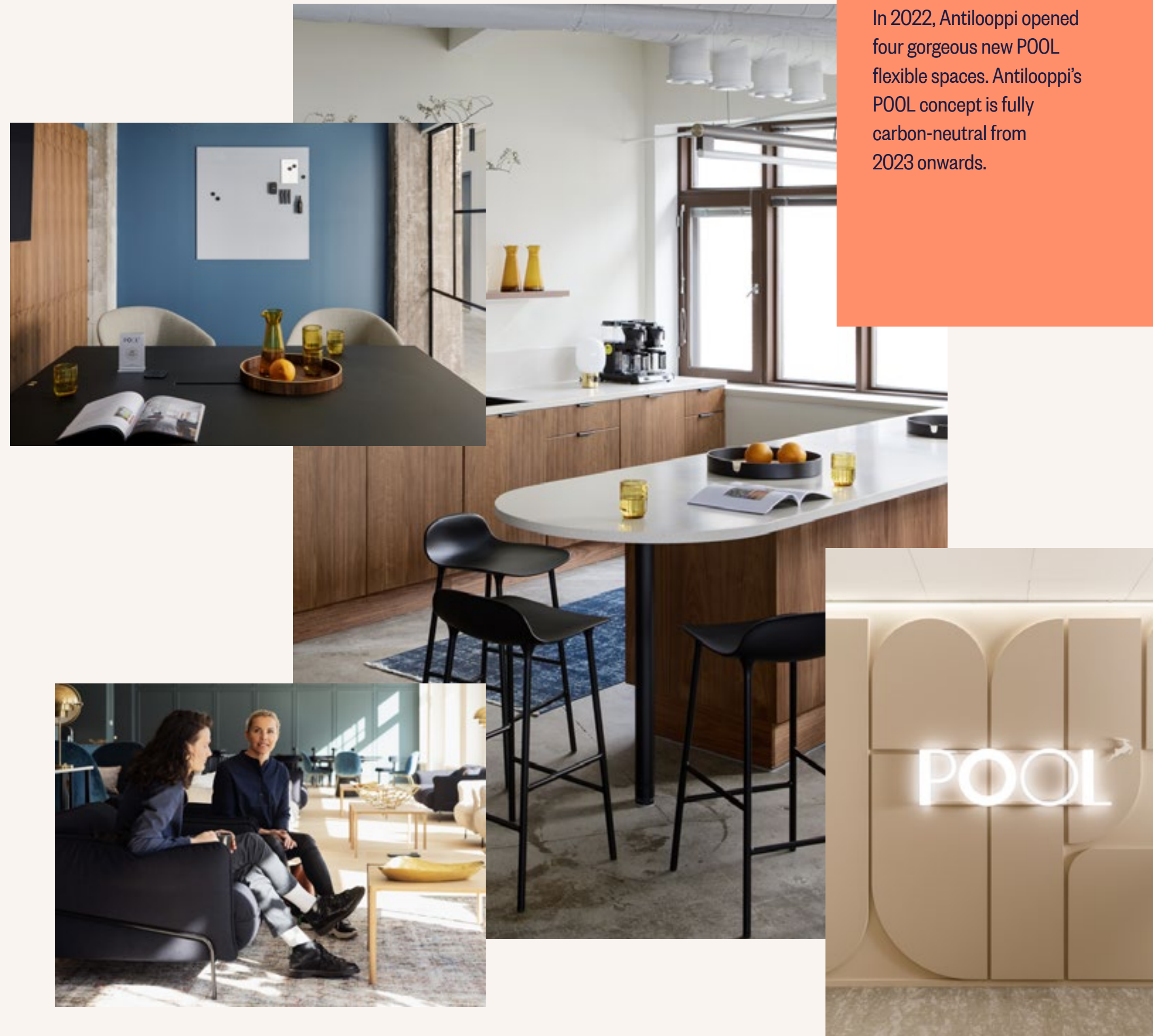
Always Ready offices are a new concept on the office market. Most of the offices range in size between 150 and 400 m² and are at well-placed urban hubs in the Helsinki Metropolitan Area. Always Ready offices are well-designed, high in quality and in turnkey condition. Our liveable and operational offices support our customers' brands, values and sustainability. Sustainability in these offices means, above all, longevity: thanks to good design, construction and materials, they will last from one user to the next.

All space alterations and renovations have an environmental and climate impact and increase a property's carbon footprint. In Always Ready offices, the carbon footprint has been minimised through the use of durable, low-carbon materials and building for longevity. These offices also do not need to be renovated when the customer changes.

Customers can move into Always Ready offices whenever they need to – even immediately. Designed to be sustainable and high in quality, the offices range in size from 150 to 400 m².



CASE



In 2022, Antilooppi opened four gorgeous new POOL flexible spaces. Antilooppi's POOL concept is fully carbon-neutral from 2023 onwards.

POOL flexible spaces – solutions for changing working life

Antilooppi's POOL flexible spaces are our solutions to the changing professional needs of companies of all sizes. Our nine POOL offices, located centrally around the Helsinki Metropolitan Area, enable varied, flexible and communal work. The POOL offices also constitute a network, affording Antilooppi's customer access to flexible space across the city.

POOL is a flexible option for our customers: the spaces are a flexible addition to supplement the basic office and can be rented freely at the right location for the right period of time. The POOL meeting and event spaces can be rented by the hour, and the offices may be leased on a daily, weekly or even annual basis. POOL spaces are designed individually and to fit the properties they're located in, and they provide a setting for communality, individuality and a peaceful working environment.

In 2022, we opened four gorgeous new POOL properties: POOL Siltasaari 10, POOL Stella Business Park, POOL Tallbergintalo and POOL Merikortteli. Of these, the POOL office at Siltasaari 10, located in a fully renovated property in Hakaniemi, sets an example for sustainability: this location was granted the LEED

v4 Core and Shell Platinum environmental certification with the highest score in Finland.

All POOL spaces are in carbon-neutral properties and, materials at all new POOL sites have been chosen to minimise the office's carbon footprint. The carbon footprint of the construction project has also been calculated. POOL will be fully carbon neutral from the beginning of 2023. Antilooppi will offset any emissions arising from alterations and office operations that cannot be directly avoided. Supporting sustainable commuting is also important to us, which is why all Antilooppi offices are located centrally with public transport links and near bike lanes. Our properties also feature bike parks.

Supporting our customers' wellbeing is one of our key values. The flexibility of POOL promotes our customers' wellbeing. We take practical measures to further promote wellbeing, such as by offering exercise equipment and shared bikes to our POOL customers. We also hold events in our spaces (including breakfasts and after-work events) that support community spirit and a good customer experience.



Wellbeing

WELLBEING FOR OUR CUSTOMERS.....	37
SIILI SOLUTIONS – AN OFFICE OASIS IN THE HEART OF THE CITY.....	39
WE ARE A RESPONSIBLE EMPLOYER.....	40
WE REQUIRE SUSTAINABILITY OF OUR PARTNERS.....	43
SODEXO – SUSTAINABLE CLEANING SERVICE.....	44



Wellbeing for our customers

Antilooppi provides its customers with places for good work. We want to make coming to the office a luxury of everyday life. We offer high-quality spaces suited to the needs of today's working life and deliver both flexibility and communality to our customers. We improve the wellbeing of the people who come to work at our properties through our space solutions and services, and by taking good care of our properties.

At Antilooppi, what matters the most to us are people. Without people, our properties and the spaces in them would be nothing. That is why we want to look after people in our properties particularly well.

The second area of focus in Antilooppi's sustainability strategy is wellbeing. We nurture the wellbeing of our customers, our employees and partners. We improve the wellbeing of our customers by offering them space solutions and taking good care of our properties. The Antilooppi Management Team manages our efforts to promote wellbeing, and our Board of Directors monitors the progress towards our goals.

We offer high-quality spaces suited to today's professional needs and deliver both flexibility and communality to our customers. We invest in wellbeing-promoting services such as restaurants, cafés and social and exercise facilities in our properties. At our flexible POOL locations, we have also introduced exercise equipment to encourage our customers to take care of their health and wellbeing, even during short breaks.

Our properties are highly accessible and centrally located in the Helsinki Metropolitan Area with good transport connections. We promote sustainable and green commuting. Our offices are equally accessible by public transport and bike alike. We have built bike parks for our properties, and we offer POOL bike sharing for all of the property's customers. One of our bike parks is the 400-space bike park at Siltasaari 10, which also has e-bike charging. We promote sustainable commuting by offering e-vehicle charging stations. Over the course of 2022, we increased the number of e-vehicle charging stations, which are now available at 27 of our properties.

Nurturing and supporting wellbeing is central to our space solutions. At our POOL spaces, we encourage community spirit. The POOL offices have a range of meeting facilities for groups of different sizes. We bring people together at customer events. In 2022, we held 20 customer events. In May, at the Hakaniemi POOL Business Lounge opening, we discussed the future of work with our renowned expert guests and, in August at the Gold Area of the Helsinki Flow Festival, an Antilooppi POOL Business Lounge was set up, allowing festivalgoers to freshen up and engage in interesting conversations. In September, a Päättäjät Foorumi leadership forum was held at the

400

Our properties have excellent traffic links and they are easily reached by bike. Our Siltasaari 10 property even has parking space for 400 bikes, complete with facilities for recharging electric bikes.

POOL Lounge on the topic "World of Work 2023". In addition, we have held a variety of after-work events and openings for new spaces.

The turnkey-condition, high-quality [Always Ready office](#) nurtures wellbeing above everything by making moving in easy and by providing our customers with high-quality and liveable spaces. Always Ready offices are in prime locations, are easily accessible and have fantastic views. Sustainability has been taken into consideration at Always Ready offices by designing and building the premises to high standards and for longevity. The materials used at our Always Ready offices have been selected for sustainability.

Planning for good work

All our spaces are designed to be good for work in many ways. We incorporate ergonomics and different ways of working in planning and interior design. Our offices offer the opportunity to withdraw into solitude, hold meetings and gather together. The lighting at our offices is designed to be both pleasant and efficient. We also make sure that our spaces are comfortable and healthy through high indoor air quality, good lighting and suitable indoor temperatures. We ensure that all of our construction materials are healthy and safe in use.

To further our wellbeing goals in construction and maintenance, we have set out to achieve wellbeing certification for our properties. The international WELL certification emphasises a broad range of wellbeing themes and cooperation between the property customers and owners. The WELL certificate considers and evaluates ten aspects of wellbeing in the property: good indoor air quality, pleasant acoustics, high-quality and functional lighting, safe and healthy materials for indoor air quality, promotion of physical activity, and space solutions and operating models that



encourage wellbeing. The first Antilooppi property to achieve WELL certification will be Siltasaari 10, early in 2023.

In addition to statutory safety inspections, such as lift and fire inspections, we regularly conduct a risk review of our properties to review potential health and safety risks and agree on the maintenance and development measures. In 2022, we conducted a risk analyses for five properties. Risk analyses are conducted at all our properties every few years and in connection with any major alterations.

Collaboration with our customers

We develop our properties and solutions in close cooperation with our customers. Only through working together can we create genuine value for our stakeholders. We maintain dialogue with our customers, are present at our properties, and monitor customer satisfaction through third-party surveys (KTI).

Our customer survey shows that our customers' overall satisfaction with our properties and services has increased for the past three years. In 2022, the overall satisfaction score was 3.87/5. Our customers were particularly satisfied with the suitability of our spaces for their operations, the functionality of the floor plans and the locations of our properties and offices. We can be particularly proud of how readily our customers recommend us as a landlord and a property partner. In 2022, our customer net promoter score (NPS) rose by 14 units from the previous year and came to 38.

Last year's survey also highlighted our customers' growing interest in our sustainability efforts. Based on the results of the survey, we chose increasing communication with our customers on sustainability as one of our areas of development. This can be done by developing our customer newsletter and our property websites, in which we discuss the nuts and bolts of sustainability efforts.

In late 2022, we also launched a digital service that allows our customers to access the spaces and facilities in our portfolio. Our customers can use it to book POOL spaces at an hourly rate or a viewing of a new property. Finding the nearest suitable space for their current needs allows our customers increased everyday flexibility. We will continue to develop this service in 2023.





CASE

Antilooppi's Kiila block is centrally located in Kamppi, in Helsinki city centre, with excellent public transport links. POOL flexible space is also available at the Kiila block.



Siili Solutions – an office oasis in the heart of the city

Siili Solutions is a digital design firm and versatile high growth technology company headquartered at the Kiila property in Kamppi, with good public transport links and direct access to the Baana pedestrian and bike corridor. Siili's 500 employees can work either at the Kiila property or remotely. With a flexible POOL space that supports hybrid work in the same property, convenient access to additional meeting rooms, project workspaces and phone booths is always guaranteed.

Employee wellbeing and sustainability are top priorities for Siili. Employees have created a base at the Kiila property that supports their wellbeing in many areas: for example, the well-lit and stylish leased premises include not only workspace but also a fitness centre and a game room.

Antilooppi's office space enhances Siili's culture, which is built on a strong sense of community. Siili's organisation is grouped into tribes based on the employees' skills, and the flexible [POOL space](#) at the property ensures that they can always find a space for their tribal gatherings.



“Our strong sense of community is at the core of Siili’s company culture. Antilooppi’s flexible space, which is very well suited for hybrid work, supports that sense of community and effectively promotes the wellbeing of our employees.”

– Taru Salo, Siili Solutions



We are a responsible employer

Antilooppi is committed to taking good care of its professionals. We actively develop our employees' professional skills and look after their wellbeing by providing flexible work arrangements and a wide range of personnel benefits. At Antilooppi, every employee is free to be just who they are.

Antilooppi continued to grow in 2022. Over the previous years, many new professionals have joined our team and found their place in supporting our strategy. Having the right people in the right positions allows us to offer our customers the best possible service. At the end of the year, Antilooppi employed 44 people directly. In addition to our own personnel, we indirectly employ hundreds of workers in maintenance, lobby services, property maintenance, cleaning and security roles through our partners.

In accordance with Antilooppi's corporate strategy, we seek to develop our personnel's skills, wellbeing and equality. The company Code of Conduct and HR guidelines direct Antilooppi's work with its personnel. Human resource management is the responsibility of Antilooppi's CFO.

We promote professional development

We invest in the professional development of our personnel and grant everyone an equal opportunity for continuous learning. During our biannual one-on-one discussions, we focus on our employees' competencies and development and identify the competencies each employee should improve or update in his or her current position.

We encourage our personnel to take charge of their own development and to raise their professional stock by offering them training based on their personal and professional needs. We also encourage our personnel to participate in industry seminars and events for new ideas and networking opportunities.





In a rapidly changing operating environment, continuous learning is a prerequisite for both personal and corporate success. The roles of Antilooppi employees vary, as so do their training needs. During 2022, we offered our employees such opportunities as training for a Vocational Qualification in Property Management, access to a Post Graduate Programme in Real Estate Business (PGP), General Construction Project Manager (RAP) training, and advanced real estate investment analyst training. With customised training, we seek to ensure that all our employees have the tools and skills they need for their positions now and in the future.

It is important to us that our personnel feel good, and that their roles at work are meaningful and reflect their skills. We seek to grant all our personnel an equal opportunity for Antilooppi's internal job transfers. We inform our personnel about open positions every time we recruit. We have offered advancement opportunities through transferring personnel from one team to another, and promotion to managerial positions in one's own or newly founded teams.

In 2022, we made the decision to continue with our hybrid work model, which means that everyone at Antilooppi is allowed to work wherever best suits their current needs. The hybrid work model has been received positively and plays a significant role in promoting our personnel's wellbeing at work.

We regularly hold internal training events and information sessions such as our monthly personnel sessions. We regularly discuss sustainability with our personnel. In May 2022, we arranged a training event for our entire personnel focusing on sustainability issues in our industry, Antilooppi's values and vision and our new sustainability strategy. In addition, our personnel participated in planning our sustainability goals and practical sustainability measures.

We value each other and focus on equality

At Antilooppi each of our employees is allowed to be himself or herself, and nurturing equality is one of our most important personnel related sustainability issues. We appreciate and respect each other as individuals. This means that our employees' personalities can be seen and heard at work.

Everyone has the right to freedom from discrimination and harassment at Antilooppi, and in any situation related to Antilooppi's operations and partners. Antilooppi has drawn up a Code of Conduct, which has been presented to our personnel. These principles guide our everyday work.

Our equality and equity plan was amended in 2022 to better meet our requirements for promoting equity. Equal treatment and providing equal opportunities for development for our entire personnel have been among Antilooppi's central principles from the beginning.

In 2021, we launched a protected whistleblowing channel open to all our stakeholders, which allows both personnel and external persons to report any possible abuses, including discrimination.

40

In our 2022 employee satisfaction survey, Antilooppi's Employee Net Promoter Score (eNPS) was 40.

Employee satisfaction survey highlighted flexible working

In 2022, we carried out a revised employee satisfaction survey with a response rate of 95.2%. The purpose of the survey was to provide a comprehensive map of the strengths and weaknesses of our team, including our current personnel experience and the wellbeing and ability to work of our employees.

The survey results indicate Antilooppi has been particularly successful with the flexibility of our work arrangements. Flexible working hours permit remote working and work-life balance.

As our personnel appreciate flexibility, we continued to apply our hybrid work model, even after the end of the COVID-19 restrictions. Our employees may work remotely from our office in Ruoholahti, our office properties in Espoo and Helsinki, or from home. In addition to these, we also make regular use of the POOL spaces available to our customers.

The survey shows Antilooppi employees particularly appreciate the company's supportive team spirit and great colleagues. The clarity of roles and job descriptions was recognised as an area for improvement.



We provide everyone with equal opportunities for continuous learning.

We look after our personnel's wellbeing and community

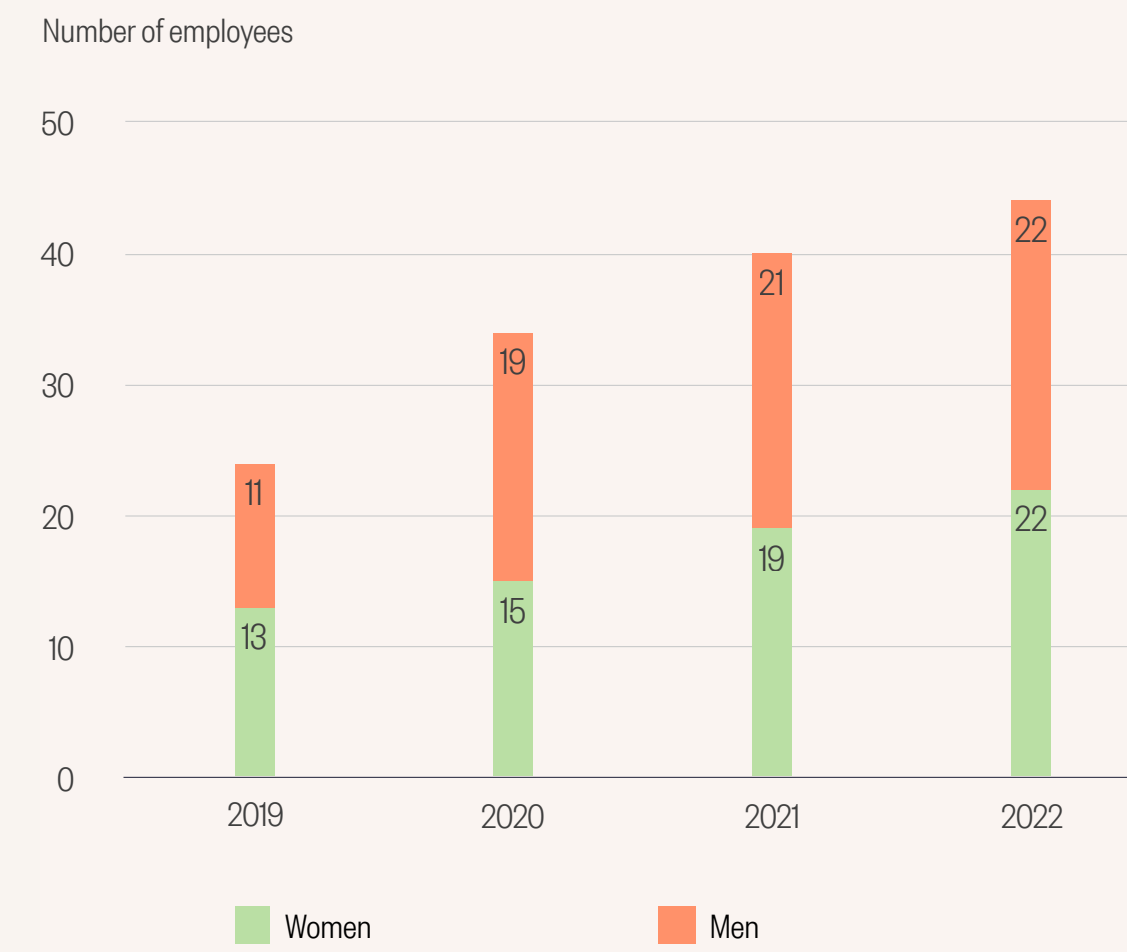
Antilooppi supports wellbeing at work by offering lunch benefits, comprehensive health services in excess of legal requirements and full culture and sport benefits. In 2022, we launched a mobile payment solution for employee benefits.

Antilooppi wants to ensure safe working conditions both for our own employees as well as for everyone visiting or working at Antilooppi properties. In 2022, we mapped risk factors such as chemical and physical risk, physical stress, psychosocial stress, and accident risks, and used these to review and update our risk management plan. We also updated our crisis communications guidelines and presented them to our personnel.

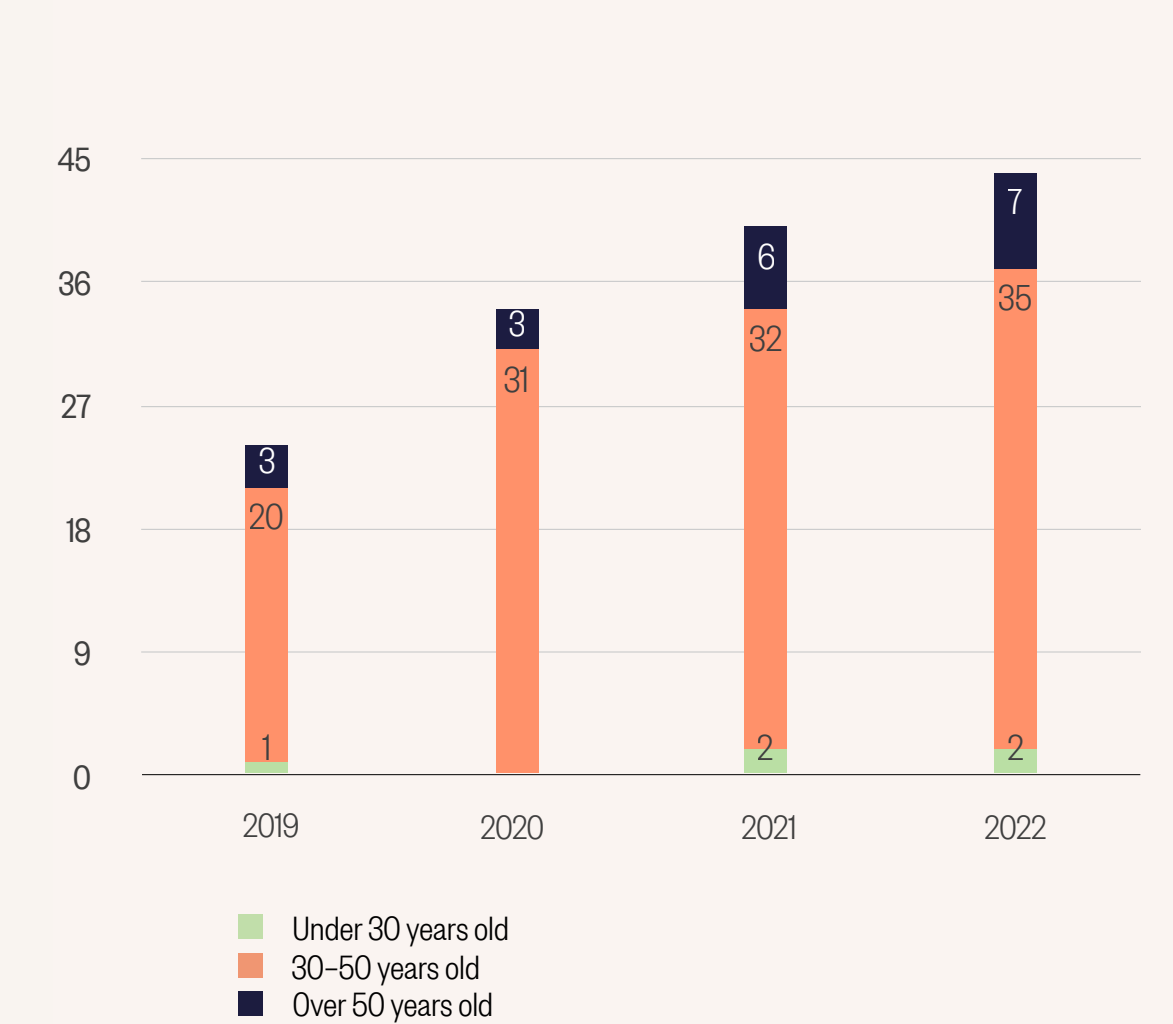
Our personnel is also regularly offered extensive health check-ups. We hold annual recreational days to promote wellbeing by offering wellness and fitness checks for our personnel.

Antilooppi employees consider spending time together an important factor in creating a good atmosphere at work. We pause our everyday work routines to celebrate at every opportunity. We celebrate birthdays with coffee and cake on a monthly basis and toast successes great and small. In the summer of 2022, we carried out a light-hearted city orientation, and our office Christmas parties have become the highlight of the dark season. Antilooppi's annual bowling competition took place on our spring recreational day.

Number of employees and gender distribution



Age distribution of personnel





We require sustainability of our partners

Antilooppi co-operates with its partners to promote sustainability. We make sure that our partners share our sustainability principles and respect people and the environment as much as we do. At the same time, we support and improve our partners' sustainability targets.

Antilooppi has an extensive partner network. In 2022, we procured real estate products and services worth EUR 23.3 (2021: 27.1) million in total from 724 (2021: 577) service providers. Since we operate in Finland, it is natural and sustainable for us to procure all our services in Finland as well. We require all our suppliers to act in accordance with our company's principles of sustainable procurement and our Supplier Code of Conduct.

We manage, lease, develop and maintain our properties ourselves with the help of our highly competent personnel. We cooperate with our partners in the day-to-day maintenance of properties. We purchase property maintenance services including cleaning, waste management, monitoring, security and maintenance from our partners. In addition, we procure financial management and other services from our partners as needed.

Through our partners, we have an indirect impact on occupational safety risks, work-related human rights risks and environmental risks. The prevalence of foreign labour in the property and construction industry involves risks related to illegal and forced labour and other human rights violations. We have recognised these risks and are actively working to mitigate them through supplier cooperation and regular monitoring of the legality and sustainability of our suppliers.

Our insurer conducts property-specific risk assessments for all properties in our portfolio. The risk assessments are carried out annually. We review our corporate risk assessment at least biannually. All our personnel participate in assessing risks pertaining to their own and their team's work and in evaluating control measures. We provided risk awareness training for our personnel and reviewed property-specific emergency plans and civil defence shelter locations.

We monitor our partners' (contractors and suppliers) occupational safety measures in terms of the number of work accidents during renovation projects as well. Occupational safety is an elementary part of all construction projects.

Before we begin cooperation with a new partner, we require them to provide the documents demanded by the Act on the Contractor's Obligations and Liability when Work is Contracted Out. The aim of the Act is to prevent the black economy and to monitor employers' compliance with occupational safety and health obligations and collective agreements. We also monitor our partners' compliance on a quarterly basis using Vastuu Group's Reliable Partner service.

We also surveyed our suppliers during the reporting year. We use framework agreements with our partners to enhance contractual practices and resource utilisation, increase and intensify our good cooperation with partners, improve quality and cost-efficiency, and manage and develop sustainability. Sustainability is increasingly crucial when we select our partners. In 2022, we put the maintenance services for our properties, outdoor areas and technical maintenance out to tender, with a great emphasis placed on sustainability. In selecting our partner, we emphasised social responsibility such as implementing equality and equity and combatting climate change.

In 2022, we renewed a total of three framework agreements.





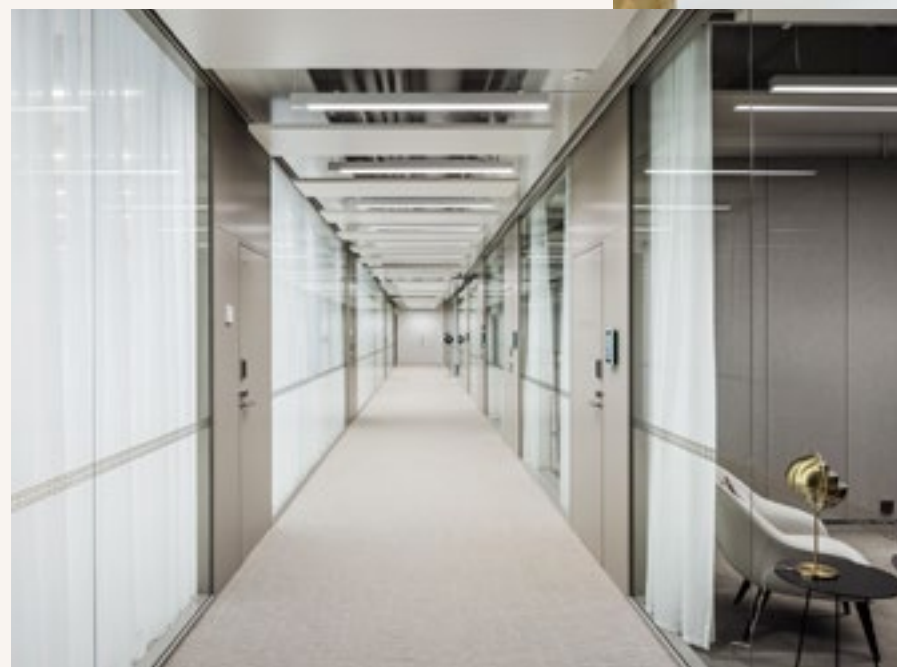
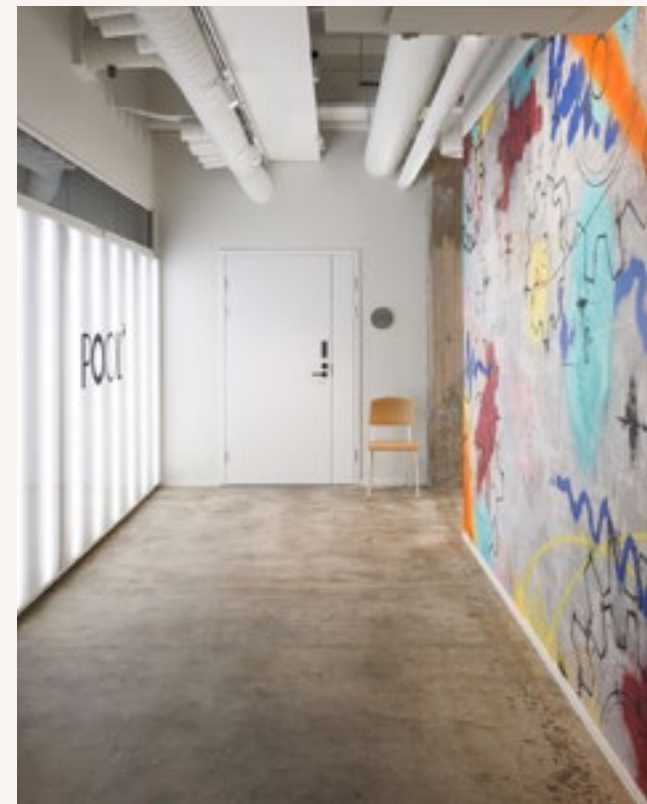
CASE

Sodexo – sustainable cleaning service

In addition to our own operations, Antilooppi’s sustainability strategy extends to our partners. When it comes to choosing partners, Antilooppi places a premium on sustainability. We operate in a sustainable manner ourselves, and we expect the same of our partners, both in terms of environmental and social responsibility. The international maintenance services provider Sodexo has been Antilooppi’s partner and cleaning services provider for our properties since 2019.

Sodexo supports Antilooppi’s values as a sustainable property owner. At Sodexo properties, the aim is to keep the spaces liveable and clean in a sustainable way. Sodexo began its sustainability efforts in 2009 and, in 2017, the company launched its sustainability agenda “Better Tomorrow 2025”. Through this agenda, Sodexo has committed to nine sustainability goals related to the environment, community and individuals. In terms of the environmental goals, the focus is on training the company personnel, reducing its carbon footprint and minimising food waste.

The sustainability strategy is reflected in Sodexo’s personnel’s work, as can be seen at Antilooppi’s properties. Sodexo’s employees use low-chemical cleaning substances and equipment manufactured using recycled or environmentally friendly materials. The company’s personnel receive continuous training in sustainable methods such as waste sorting, chemical-free cleaning and energy efficiency.



When it comes to choosing partners, Antilooppi places a premium on sustainability. One of Antilooppi’s partners is Sodexo, whose focus on sustainability is evident at Antilooppi’s properties.



Sustainability figures and GRI

REPORTING PRINCIPLES.....	46
SUSTAINABILITY FIGURES.....	48
GRI INDEX.....	53
ANTILOOPPI COMPANY STRUCTURE.....	58
INDEPENDENT ACCOUNTANT'S ASSURANCE REPORT.....	59



Reporting principles

This is Antilooppi's third annual sustainability report. The report has been conducted in accordance with the core requirements of the Global Reporting Initiative (GRI) standards. The reporting period is the calendar year 2022, from 1 January 2022 to 31 December 2022. [The GRI Index](#) for 2022 is a part of the report.

Report assurance

Ernst & Young Oy has provided limited assurance for the following GRI indicators: GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2. See page 59 for full [assurance statement](#).

Scope of the report

The report covers the operations of Antilooppi in Finland and properties where Antilooppi owns more than 50%. In 2022, the number of properties covered by the report was 41, consisting of 37 separate buildings, 4 parking facilities and a civil defence shelter. The reporting covers 33 office property companies and one shopping centre. If the reported indicator deviates from this scope, this is mentioned separately for the indicator in question. There may be changes in our property portfolio annually due to the property transactions and renovations, in which case a property is classified

as not comparable in the report. We report all consumption figures of all our properties and like-for-like properties to maintain comparability between years despite the changes.

Energy

The energy consumption of Antilooppi properties consists of electricity, district heating, district cooling and our proprietary production of renewable energy, such as solar power. Solar power is generated at four of our properties. District cooling is in use at seven properties. All our office properties were subject to hourly energy monitoring during the year under review. The monitoring system for hourly energy monitoring was Granlund Manager. On 31 December 2022, remote control software for managing energy consumption and indoor air conditions were in use at 33 properties.

For district heat, we report both measured and weather-normalised consumption. The heating demand figures reported by the Finnish Meteorological Institute have been used in the weather normalisation. If heating and cooling are partially carried out using ground source heat pumps, the figures are included in electricity consumption. Cooling is monitored separately in those properties where district cooling is used. If cooling is carried out locally by compressors, the figures are included in electricity consumption.

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

Water

We have continued to improve our standards for monitoring water consumption, and the consumption figures for 2022 are reported on an hourly basis. For 29 properties, consumption figures are based on hourly monitoring using the Granlund Manager system. For four properties, water consumption is monitored manually using the FiMX system.

Carbon emissions

Most of Antilooppi's CO₂ emissions for the year under review are classified as Scope 2 emissions. Antilooppi also produces Scope 1 emissions stemming from its own operations, and these were calculated for the first time in the 2022 reporting year. The calculation of CO₂ emissions is based on the Corporate Standard methodology of the Greenhouse Gas protocol.

The emissions from Antilooppi's back-up power generators and leasing vehicles are included in the company's Scope 1 emissions. For the back-up power generators, the emissions have been calculated by approximating fuel consumption according to the size of the back-up power generator. Fuel consumption of leased vehicles has been calculated according to the reporting of the lessor and kilometres driven. Fuel consumption has been multiplied by the emission factor of the fuel used in accordance with [Statistics Finland's 2022 fuel classification standards](#). The figures for cooling agent leaks are based on maintenance reports for equipment containing cooling agents. The figures for cooling agents are multiplied by their emission factor as stated in its safety data sheet.

Antilooppi's Scope 2 emissions consist of the energy or electricity, heat and district cooling purchased by Antilooppi. The emissions have been calculated by multiplying energy consumption for the reporting year by their emission factor. The emissions have been calculated using Finland's location-based average and the market based emission factors as reported by energy suppliers. The emission figures are calculated according to the newest available emission factors reported by energy suppliers. No location-based factor is available for district cooling in Finland. As a result, only the emission factor reported by the supplier has been used for the calculations. The emission factors used for Scope 2 calculations are reported in the [Sustainability figures section](#).



Waste

Waste reporting covers all properties managed by Antilooppi. The reported waste figures are based on the figures recovered from our waste management service provider's reporting system. The waste management company reports waste figures according to either the weight of the waste containers or an assumed collecting equipment-specific weight.

Renewable energy

For this reporting year, the use of renewable energy consists of renewable energy generated on-site at the property, solar power and geothermal heat. The production of new solar power plants installed in 2022 is not yet included in the reporting year's consumption reporting. In addition, renewable energy also includes renewable energy purchased and heating purchased from energy suppliers.

Sustainability figures

All of the sustainability figures related to the aforementioned areas are reported on the following pages in the [sustainability figures section](#).



Sustainability figures

Antilooppi in figures GRI 102-7

	2022	2021	2020	2019
Number of employees	44	40	34	24
Turnover, TEUR	87,776	81,357	79,862	59,665
Managed property assets, TEUR	1,371,317	1,418,870	1,368,283	849,687
Liabilities (shareholder loan), TEUR	1,167,684	1,182,783	1,156,048	763,291
Equity capital, TEUR	214,048	224,737	209,022	105,360

Direct economic value generated and distributed GRI 201-1

TEUR	2022	2021	2020	2019
Turnover (rental revenue)	87,776	81,357	79,862	59,665
Employee salaries, remuneration and social security contributions	5,944	4,635	4,267	3,459
Purchased goods, materials and services	33,278	27,089	23,535	18,591
Public sector payments (taxes)	6,733	6,430	6,032	6,067
Payments to lenders	10,374	11,020	10,448	7,995
Payments to owners	34,299	31,802	28,677	21,253
Investments	49,218	71,347	517,085	71,995

Development discussions GRI 404-3

%	2022	2021	2020	2019
Share of employees who have had a career development discussion	95	100		

Staff turnover GRI 401-1

	2022	2021	2020	2019
New employees	9	9	14	5
Under 30 years old	1	2		
30–50 years old	8	7	14	5
Over 50 years old	0	0		
Women	5	4	5	2
Men	4	3	9	3
Ended employment relationships	5			
Under 30 years old	0	0		
30–50 years old	5	3		
Over 50 years old	0	0		
Women	2	2		
Men	3	1		
Staff turnover rate, %	16%	15%		



Diversity of executive teams and employees GRI 405-1

	2022	2021	2020	2019
Board of Directors	5	5	6	5
Under 30 years old	0			
30–50 years old	4	4	3	3
Over 50 years old	1	1	3	2
Women	2	2	2	1
Men	3	3	4	4
Management Team	5	5	6	5
Under 30 years old	0			
30–50 years old	4	4	5	4
Over 50 years old	1	1	1	1
Women	1	1	1	
Men	4	4	5	5
Employees	44	40	34	24
Under 30 years old	2	2		1
30–50 years old	35	32	31	20
Over 50 years old	7	6	3	3
Women	22	19	15	13
Men	22	21	19	11

Information on employment relationships GRI 102-8

	2022	2021	2020	2019
Number of employees	44	40	34	24
Fixed-term employment contracts	0	1		
Women	0	0		
Men	0	1		
Non-fixed-term employment contracts	44	39	34	24
Women	22	19		
Men	22	20		
Full-time employment contracts	44	39	34	23
Women	22	19	15	12
Men	22	20	19	11
Part-time employment contracts	0	1		1
Women	0	0		1
Men	0	1		
External employees (external contracts)	5	4	4	0
Average staff turnover, %	16%	15%		
Exit turnover, %	11%	8%		
Incoming turnover, %	20%	23%		



Energy consumption of Antilooppi's properties GRI 302-1

	2022	2021	2020	2019	2018	Change 2021-2022, %
Total energy consumption of all properties, MWh (weather-normalised)	96,638	96,096	85,992	67,816	64,845	1%
Total energy consumption of all properties, GJ (weather-normalised)	347,896	345,944	309,570	244,139	233,443	1%
Total energy consumption of like-for-like properties, MWh (weather-normalised)	80,814	82,051	67,596			-2%
Total energy consumption of like-for-like properties, GJ (weather-normalised)	290,931	295,383	243,344			-2%
Total energy consumption of all properties, MWh (measured)	92,438	95,724	74,348			-3%
Total energy consumption of like-for-like properties, GJ (measured)	332,778	344,606	267,653			-3%
Total energy consumption of like-for-like properties, MWh (measured)	77,480	81,714	77,779			-5%
Total energy consumption of like-for-like properties, GJ (measured)	278,928	294,171	280,006			-5%
Electricity, all properties, MWh	41,637	41,130	38,627	31,570	28,809	1%
Electricity, all properties, property electricity, MWh	29,359	28,942	29,346	21,939	22,376	2%
Electricity, like-for-like properties, MWh	38,193	37,596	28,299			2%
Heat, all properties, MWh (weather-normalised)	53,088	52,802	46,175	35,042	34,328	1%
Heat, like-for-like properties, MWh (weather-normalised)	41,137	42,737	37,962			-4%
Heat, all properties, MWh (measured)	48,888	52,430	34,531	30,904	30,463	-7%
Heat, like-for-like properties, MWh (measured)	37,803	42,400	27,013			-11%
District cooling, all properties, MWh	1,914	2,164	1,190	1,204	1,708	-12%
District cooling, like-for-like properties, MWh	1,484	1,718	1,190			-14%
Fuel consumption, MWh (diesel for back-up power generators, fuel purchases for cars)*	189	179	42	42	42	6%
Fuel consumption, GJ (diesel for back-up power generators, fuel purchases for cars)*	53	50	12	12	12	6%

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

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

	2022	2021	2020	2019	2018
Share of renewable electricity, %	78	8	5	9	13
Share of renewable heat, %	29	17	16	11	11
Share of renewable district cooling, %	100	100	85	85	94
Share of renewable diesel, %	n/a	n/a	n/a	n/a	n/a
Electricity, gCO ₂ /kWh					
Helsinki	235	232	249	290	264
Helsinki (includes purchases of renewable electricity)	57				
District cooling, gCO ₂ /kWh					
Helsinki	0	0	18	18	61
District heating, gCO ₂ /kWh					
Helsinki	190	187	198	198	172
Vantaa	163	134	177	247	271
Espoo	156	212	342	300	300
District heating total (includes purchases of renewable energy)	173	196	n/a	n/a	n/a
Electricity, gCO ₂ /kWh					
Motiva	100	131	141	158	164
District heating, gCO ₂ /kWh					
Other co-production (Motiva)	125	154	154	164	188



Energy intensity GRI 302-3

kWh/gross m ² /year	2022	2021	2020	2019	2018	Change 2021-2022, %
Energy intensity*	157	162	144	133	138	-2.8%
Electricity consumption intensity	61	60	53	58	54	1.6%
Electricity consumption intensity, property electricity	47	46				1.4%
Heating consumption intensity (weather-normalised)	82	85	77	61	65	-3.7%
Electricity consumption intensity	76	85	55	57	57	-10.8%
District cooling consumption intensity	15	17	13	14	19	-13.6%

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

Reducing energy consumption GRI 302-4

	2022	2021	2020	2019	2018	Change 2021-2022, %
Calculated energy savings from energy efficiency measures at properties, MWh	2,779	670	2,423	293	235	315%
Calculated energy savings from energy efficiency measures at properties, GJ	10,005	2,412	8,723	1,055	844	315%

Water consumption GRI 303-5

	2022	2021	2020	2019	2018	Change 2021-2022, %
Water consumption at properties, l	95,172,624	76,938,265	69,999,420	81,195,341	79,512,459	23.7%
Like-for-like water consumption at properties, l	91,661,024	74,310,615	48,342,200			23.3%
Water consumption intensity, l/brm ² /year	165	134	152	157	142	23.3%

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

tCO ₂	2022	2021	2020	2019	2018	Change 2021-2022, %
Emissions from the fuel consumption of back-up power generators	0.8	0.6	0.8	0.8	0.8	32.1%
Emissions from leaked refrigerants*	274.9	274.9				0.0%
Emissions from the fuel consumption of leased cars*	1.6	1.6				0.0%
Scope 1 total	277.2	277				0.1%
Greenhouse gas intensity, kgCO ₂ e/brm ² /year (Scope 1)	0.4	0.4				0.0%

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

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

tCO ₂	2022	2021	2020	2019	2018	Change 2021-2022, %
Total emissions, market-based (weather-normalised district heating)	11,489	19,487	19,314	16,401	14,778	-41%
Total like-for-like properties, market-based (weather-normalised district heating)	9,298	16,797	15,116			-45%
Total emissions, market-based (measured district heating)	10,768	19,437	16,874			-45%
Total like-for-like properties, market-based (measured district heating)	10,057	17,828	12,744			-44%
Electricity	2,370	9,542	9,618	9,155	8,342	-75%
District heating (weather-normalised)	9,119	9,945	9,674	7,223	6,332	-8%
District heating (measured)	8,398	9,895	7,235			-15%
District cooling	0	0	21	22	104	0%
Total per area (weather-normalised district heating)	10,796	13,520	12,579	10,479	11,907	-20%
Total per area (measured district heating)	10,272	13,462	12,557			-24%



Carbon dioxide emission intensity of energy consumption GRI 305-4

kgCO ₂ /gross m ² /year	2022	2021	2020	2019	2018	Change 2021-2022, %
Total carbon dioxide emission intensity (weather-normalised)	17.7	30.0	29.6	29.9	33.9	-41.0%
Total carbon dioxide emission intensity (measured)	19.2	32.0	28.0			-40.0%
Total carbon dioxide emission intensity of electricity	3.4	13.8	13.3	16.8	17.9	-75.0%
Carbon dioxide emission intensity of electricity, total for property electricity	2.3	9.3				-75.0%
Total carbon dioxide emission intensity of district heating (weather-normalised)	14.2	16.1	16.3	13.1	14.8	-12.0%
Total carbon dioxide emission intensity of district heating (measured)	15.8	18.2	14.7			-13.0%
Total carbon dioxide emission intensity of district cooling	0.0	0.0	0.0	0.0	1.2	0.0%

Waste GRI 306-4, GRI 306-5

%	2022	2021	2020	2019*	2018*	Change 2021-2022, %
Total utilisation rate	100.0	99.9	100.0	100.0	100.0	0.0%
Energy utilisation	34.0	34.0	35.2	36.1	38.5	0.0%
Utilisation as material	66.0	65.9	64.8	63.9	61.5	0.0%
Disposal	0.0	0.1	0.0	0.0	0.0	-100.0%

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

Waste volumes GRI 306-3, GRI 306-5

tonnes	2022	2021	2020	2019	2018	Change 2021-2022, %
Total	2,230.4	2,119.3	1,192.8	1,116.7	1,166.0	5.2%
Non-hazardous waste	2,215.1	2,106.0	1,141.2	1,052.5	1,141.0	5.2%
Energy utilisation	758.9	720.9	419.7	367.1	506.0	5.3%
Recycling as material	1,456.2	1,385.1	768.0	685.4	635.0	5.1%
Disposal	0.0	0.0	0.0	0.0	0.0	0.0%
Biowaste	656.5	623.7	328.9	294.8	263.6	5.3%
Paper	66.7	67.6	52.0	66.8	97.5	-1.3%
Cardboard	491.4	503.6	275.3	221.5	204.3	-2.4%
Carton	8.9	10.1	4.3	2.7	1.9	-11.8%
Glass	54.8	59.8	30.4	21.8	24.2	-8.3%
Metal	43.6	50.0	20.0	12.9	18.4	-12.7%
Plastic	16.3	15.6	5.5	0.8	0.0	4.5%
Sludge	110.0	41.3	0.0	0.0	0.0	166.4%
Other waste	8.8	13.0	51.7	64.2	25.0	-34.4%
Hazardous waste	15.2	13.3	5.1	4.7	1.1	14.7%
Recycled hazardous waste	15.2	11.8	4.7	n/a	n/a	29.6%
Disposal	0.0	1.5	0.4	n/a	n/a	-100.0%



GRI Index

Code	Content	Location	Comments
GRI 2: General disclosures (2021)			
Organizational profile			
2-1	Organisational details	Antilooppi in brief, p. 4 Reporting principles, p. 46 GRI Index	
2-2	Entities included in the organisation's sustainability reporting	Reporting principles, p. 46	
2-3	Reporting period, frequency and contact point	Reporting principles, p. 46 GRI Index	Report's publishing date: 24 April 2023 Contact person: Head of Sustainability Hannamari Koivula: hannamari.koivula@antilooppi.fi
2-4	Restatements of information	Reporting principles, p. 46	Any corrections to previously reported information will be announced in conjunction with the reported information.
2-5	External assurance	Reporting principles, p. 46 External assurance, p. 58	
Activities and workers			
2-6	Activities, value chain and other business relationships	Antilooppi in brief, p. 4 Stakeholders and cooperation, p. 17-18 Responsible and transparent operations, p. 20	
2-7	Employees	We are a responsible employer, p. 40 Sustainability figures, p. 48-49	Antilooppi's all employees work in Finland.
2-8	Workers who are not employees	We are a responsible employer, p. 40 Sustainability figures, p. 49	
Governance			
2-9	Governance structure and composition	Sustainability management, p. 16 Sustainability figures, p. 49	Partially reported. Age and gender distribution of the board reported.
2-11	Chair of the highest governance body	GRI Index	The chairperson 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	Sustainability management, p. 16	Partially reported. The realisation of the sustainability strategy and the main sustainability goals are discussed regularly, at least once a quarter, at the Antilooppi board meeting. Antilooppi's management team deals with responsibility issues regularly.
2-13	Delegation of responsibility for managing impacts	Sustainability management, p. 16	
2-16	Communication of critical concerns	We ensure our partners' sustainability, p. 20 We value each other and focus on equality, p. 41	During 2022, there were no notifications via Antilooppi's whistleblowing channel. Notifications are reported to the company's management team and the board.



Code	Content	Location	Comments
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	From the CEO, p. 7-8 Sustainability strategy, p. 11	
2-23	Policy commitments	Responsible and transparent operations, p. 19-20	Antilooppi's Code of Conduct and Supplier Code of Conduct can be found on Antilooppi's website . 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 apply 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	Responsible and transparent operations, p. 19-20	
2-26	Mechanisms for seeking advice and raising concerns	We verify our partners' sustainability, p. 20 We value each other and focus on equality, p. 41	
2-27	Compliance with laws and regulations	GRI Index	No reported violations in 2022.
2-28	Membership associations	Commitments and cooperation in the industry, p. 18	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Stakeholders and cooperation, p. 17	
2-30	Collective bargaining agreements	GRI Index	100%
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	Materiality analysis, p. 15	
3-2	List of material topics	Materiality analysis, p. 15	
3-3	Management of material topics	Responsible and transparent operations, p. 19-20 Developing a sustainable workspace portfolio, p. 22-26 Sustainable premises for our customers, p. 28-29 Towards carbon neutrality together with our partners, p. 32-33 Wellbeing for our customers, p. 37-38 We are a responsible employer, p. 40-42 We require sustainability from our partners, p. 43	



Code	Content	Location	Comments
Economic standards			
GRI 201: Economic performance (2016)			
201-1	Direct economic value generated and distributed	We require sustainability from our partners, p. 43 Sustainability figures, p. 48	
GRI 203: Indirect economic impacts (2016)			
203-1	Infrastructure investments and services supported	Stakeholders and cooperation, p. 17-18 Sustainability figures, p. 48	Investments are commercial investments. Investments can be found in table GRI 201-1.
203-2	Significant indirect economic impacts	Sustainability strategy, p. 12 Stakeholders and cooperation, p. 17-18	
GRI 205: Anti-corruption (2016)			
205-2	Communication and training about anti-corruption policies and procedures	Responsible and transparent operations, p. 19-20 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.
GRI 206: Anti-competitive behavior (2016)			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI Index	No legal actions in 2022.

Environmental standards			
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	Reporting principles, p. 46 Sustainability figures, p. 50	
302-3	Energy intensity	Sustainable premises for our customers, p. 29 Reporting principles, p. 46 Sustainability figures, p. 51	
302-4	Reduction of energy consumption	Developing a sustainable workspace portfolio, p. 24-25 Sustainable premises for our customers, p. 29 Reporting principles, p. 46 Sustainability figures, p. 51	



Code	Content	Location	Comments
GRI 303: Water and Effluents (2018)			
303-5	Water consumption	Sustainable premises for our customers, p. 29 Reporting principles, p. 46 Sustainability figures, p. 51	
GRI 304: Biodiversity (2016)			
304-2	Management of water discharge-related impacts	Sustainability in an urban environment, p. 24 Sustainability figures, p. 51	Partially reported. No actual assessment of the extent, duration, irreversibility, or effects on species has been carried out.
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Reporting principles, p. 46 Sustainability figures, p. 51	
305-2	Energy indirect (Scope 2) GHG emissions	Reporting principles, p. 46 Sustainability figures, p. 51	
305-4	GHG emissions intensity	Developing a sustainable workspace portfolio, p. 26 Sustainable premises for our customers, p. 29 Reporting principles, p. 46 Sustainability figures, p. 52	
305-5	Reduction of GHG emissions	Developing a sustainable workspace portfolio, p. 25	Reported partially calculated emission reductions from Antilooppi's proprietary solar power plant.
GRI 306: Waste (2020)			
306-3	Waste generated	Sustainable premises for our customers, p. 29 Reporting principles, p. 47 Sustainability figures, p. 52	
306-4	Waste diverted from disposal	Sustainable premises for our customers, p. 29 Reporting principles, p. 47 Sustainability figures, p. 52	
306-5	Waste directed to disposal	Reporting principles, p. 47 Sustainability figures, p. 52	
GRI 308: Supplier environmental assessment			
308-1	New suppliers that were screened using environmental criteria	Responsible and transparent operations, p. 20 We require sustainability from our partners, p. 43	Partially reported. In 2022, we held a tender for property maintenance, maintenance of outdoor areas and technical maintenance, in the scoring of which responsibility played a significant role.



Code	Content	Location	Comments
Social standards			
GRI 401: Employment (2016)			
401-1	New employee hires and employee turnover	Sustainability figures, p. 48-49	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	We promote professional development, p. 40-41	We regularly organise internal trainings and briefings. However, information on average training hours is not available. We are improving our reporting, and our goal is to report training hours from 2023.
404-3	Percentage of employees receiving regular performance and career development reviews	We promote professional development, p. 40-41 Sustainability figures, p. 48	
GRI 405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	We are a sustainable employer, p. 42 Sustainability figures, p. 49	
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	We value each other and focus on equality, p. 41 GRI Index	No reported incidents in 2022.
GRI 407: Freedom of association and collective bargaining (2016)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We verify our partners' sustainability, p. 20	
GRI 409: Forced or compulsory labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We verify our partners' sustainability, p. 20	
GRI 414: Supplier social assessment (2016)			
414-1	New suppliers that were screened using social criteria	Responsible and transparent operations, p. 20 We require sustainability from our partners, p. 43	Reported partially. In 2022, we held a tender for property maintenance, maintenance of outdoor areas and technical maintenance, in the scoring of which responsibility played a significant role.
GRI 415: Public policy (2016)			
415-1	Political contributions	Responsible and transparent operations, p. 19	
GRI 416: Customer health and safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	Wellbeing for our customers, p. 38	
GRI 418: Customer privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Index	No complaints in 2022.
GRI 419 Socioeconomic compliance (2016)			
419-1	Non-compliance with laws and re regulations in the social and economic area	GRI Index	No violations in 2022.

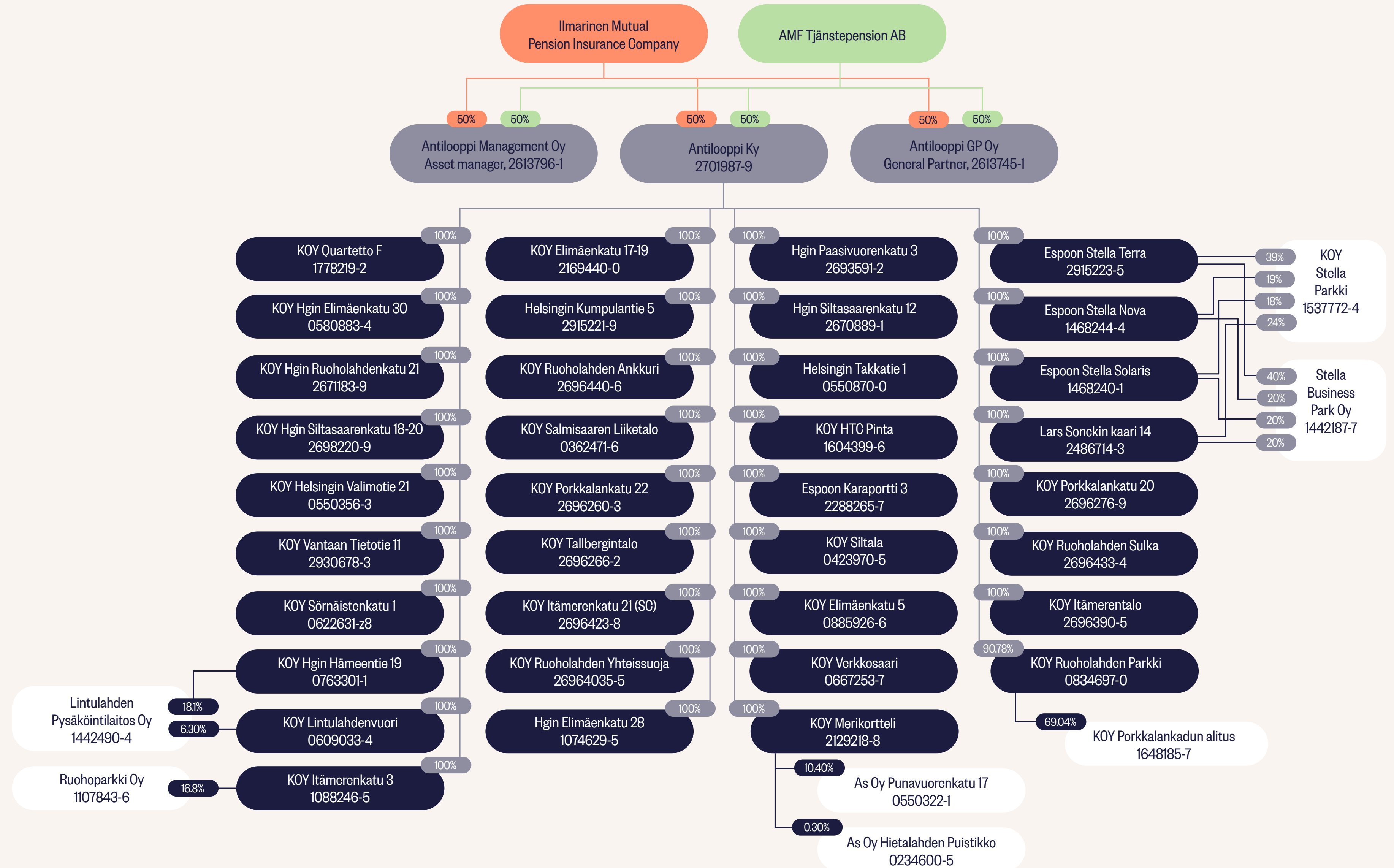


Antilooppi company structure

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 36 companies in total (31 December 2022). All companies in which Antilooppi owns more than 50% fall under the scope of Antilooppi annual sustainability reporting.

Contact information

Hannamari Koivula
 Head of Sustainability and
 Property Management
hannamari.koivula@antilooppi.fi





Independent accountant's assurance report

To the Management of Antilooppi Ky

(Translated from the original report in Finnish language)

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.–31.12.2022 (the "Subject Matter").

The Subject Matter included the following GRI indicators: GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2

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.

Ernst & Young'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 8.2.2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented 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.

Ernst & Young also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and 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, organization 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.–31.12.2022, in order for it to be in accordance with the Criteria.

Helsinki, 20 April 2023

Ernst & Young Oy
Authorized Public Accountant Firm

Pasi Pekkarinen
Authorized Public Accountant

Nathalie Clément
Leader of Sustainability Services



Antilooppi Ky

Itämerenkatu 3 A, 00180 Helsinki



antilooppi.fi/en