

Antilooppi

# Sustainability Report

2024







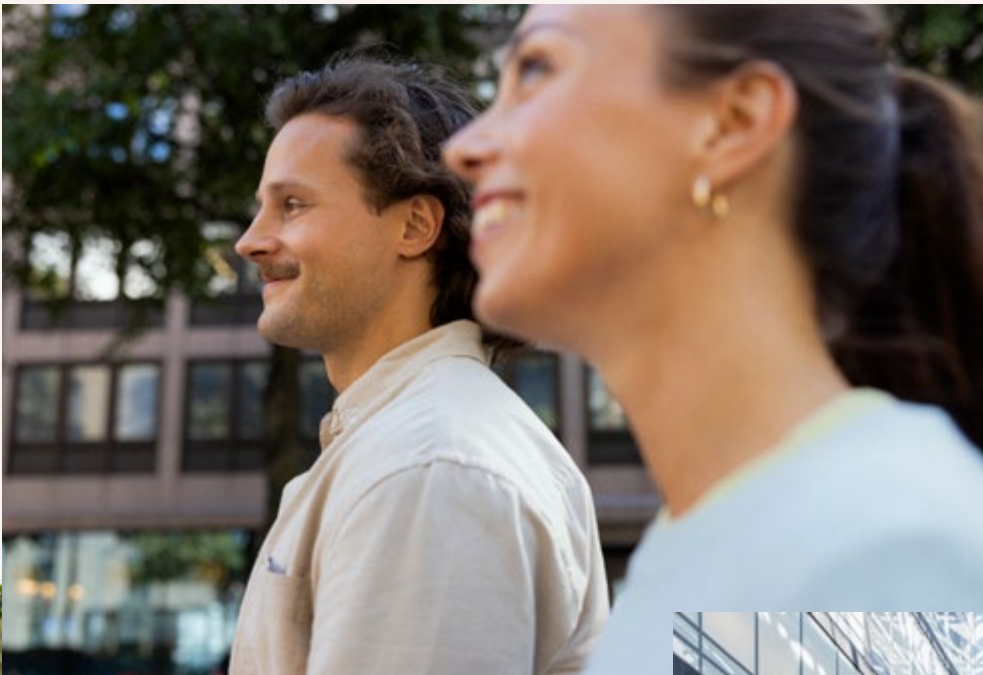
11

Our Always Ready solutions quickly established a niche in the marketplace.



36

The highly sustainable VERK holds BREEAM Very Good environmental certification and uses carbon-neutral energy.



28

The key goal of our environmental and climate efforts is to achieve carbon neutrality across our entire portfolio by 2030.



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The share of active promoters among our clients rose in our 2024 client satisfaction survey.

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We opened POOL offices in our renovated VERK property in Kalasatama.



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# About Antilooppi

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

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

Our portfolio mainly consists of office properties, numbering 33 in total. The total leasable floor area of our portfolio is 400,000 m<sup>2</sup>.

As we are one of the largest office real-estate owners in the Helsinki region, we want to actively improve the entire real-estate investment sector. We present our corporate and ownership structure on [page 63](#).

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







<div>100%</div> <div>Share of environmentally certified portfolio at the end of 2024</div>	<div>We own, develop and manage work environments sustainably and over the long term to enable the success of our customers and well-being in the workplace.</div>	<div>Forerunner Engaged Responsible</div> <div>Signed new lease agreements 2024</div> <div>108,000 m<sup>2</sup></div>	<div>43</div> <div>NPS</div>
<div>100%</div> <div>Share of renewable electricity</div>	<div>7.5 kg</div> <div>(CO<sub>2</sub>/brm<sup>2</sup>)</div> <div>Carbon footprint (Scope 1 &amp; 2)</div>		<div>33</div> <div>number of employees</div>
<div>63%</div> <div>Share of renewable heating</div>	<div>-77%</div> <div>Reduction in greenhouse gas emissions from 2021 (Scope 1 &amp; 2)</div>		<div>65%</div> <div>Waste recycling rate</div>





# Highlights of the year 2024



## New POOL Verk opens in Kalasatama

We opened the sustainable POOL Verk in our renovated VERK property in Kalasatama, Helsinki. POOL Verk has been renovated with sustainable, low-carbon materials, avoiding excessive modifications, and furnished with recycled furniture.

[Learn more](#)



## 100% certified property portfolio

Securing 100% environmental certification of our portfolio is a significant achievement which lays the foundation for our sustainability and matches our clients' expectations of sustainable workspaces.

[Learn more](#)



## Active work to adapt our portfolio to climate change

We made our property portfolio more resilient through tangible action, ensuring it retains value and functionality as the climate changes.

[Learn more](#)



## We build a favourable working environment through meaningful interactions

In 2024, we invested significantly in human interactions at our sites. We attended or were involved in organizing over 40 interesting, high-quality events.

[Learn more](#)



## Leaps towards a carbon-neutral property portfolio

We took significant steps forwards on our low-carbon roadmap and moved purposefully towards our carbon neutrality goal in energy consumption across our property portfolio by 2030.

[Learn more](#)



## Always Ready and POOL space solutions' success story continues

We have developed our flexible and sustainable Always Ready and POOL space solutions for new professional needs. They continued to increase in popularity in 2024.

[Learn more](#)





# From the CEO

Antilooppi had a successful year in 2024, both in commercial and responsibility terms. Our rental operations and space concepts continued to grow strongly. The success story of our flexible and sustainable Always Ready and POOL concepts continued, and our clients' satisfaction continued to rise. This shows that we have succeeded in meeting our clients' growing expectations, even amidst a challenging office market. In addition, we continued our long-term work on our carbon-neutrality path and raised the level of our portfolio's environmental certifications.

The prolonged disruption in the property industry continued in 2024, presenting us with both challenges and new opportunities. New working needs and economic realities, such as interest rates and inflation, continue to affect our operating environment. Notwithstanding, 2024 was a successful year for Antilooppi, in some respects even a record one.

Our rental business continued to grow, and we made a new rental record, leasing 50,000 m<sup>2</sup> of new offices to new or existing clients. In total, we leased 108,000 m<sup>2</sup> of office space and increased our office occupancy rate by over 6 percentage points during 2024. All of this is, above all, the result of our long-term endeavours. We have developed our operations, portfolios and services to be able to meet our clients' rapidly changing needs flexibly and efficiently. Our client satisfaction continued its annual increase, reaching a record new level in 2024. Meanwhile, our clients' Net Promoter Score rose.

## Our flexible space solutions meet increasingly diversified professional needs

Working methods and practices are constantly changing, and companies are quicker to modify their premises to their changing needs. However, this trend has not reduced the need for office spaces; instead, it has highlighted the need for suitable spaces. Today, offices must support all forms of work and a company's current needs. Our clients have become more exacting, expecting more not only of the quality of premises and properties but also their flexibility, services, accessibility and sustainability – regardless of the size of the offices. Sustainability has become more important, and well-being-enhancing premises, high-level property



CEO Tuomas Sahi.





”Our sustainable space concepts offer a smaller carbon footprint than traditional offices, and their growing popularity speaks to our clients’ strong trust in our offices and sustainability efforts.”

environmental certificates and emission-free energy forms are increasingly relevant when selecting premises.

We have responded to this trend by bringing to the market new kinds of space concepts, demand for which has continued to increase in 2024. We opened several Always Ready offices, most of which were leased immediately. The turnkey Always Ready offices are a new category on the office market. They are a sustainable choice, as the premises have been finished to a high specification and durably, obviating the need for renovations when tenants change. The occupancy rate at our POOL flexispace network also rose significantly during the year. In February, we opened POOL Verk in Kalasatama, Helsinki, furnished exclusively with recycled furniture, which wonderfully captures our commitment to sustainability and circular economy thinking. Our sustainable space concepts offer a smaller carbon footprint than traditional offices, and their growing popularity speaks to our clients’ strong trust in our space solutions and sustainability efforts.

## Steps towards carbon neutrality

Our sustainability spearheads are carbon neutrality and well-being. We are committed to carbon neutrality by 2030, both in terms of energy consumption and construction. This goal is shared by all Antilooppi employees, and achieving it embedded in our staff bonus programme. In 2024, we reduced our carbon footprint in line with our low-carbon roadmap and have already reduced emissions by 77% compared to 2021. Over 63% of our property portfolio consumes carbon-neutral energy. We are constantly increasing this share through energy efficiency and energy saving measures, which we continued last year. In addition, we promote renewable energy use and are increasing solar power generation at our properties.

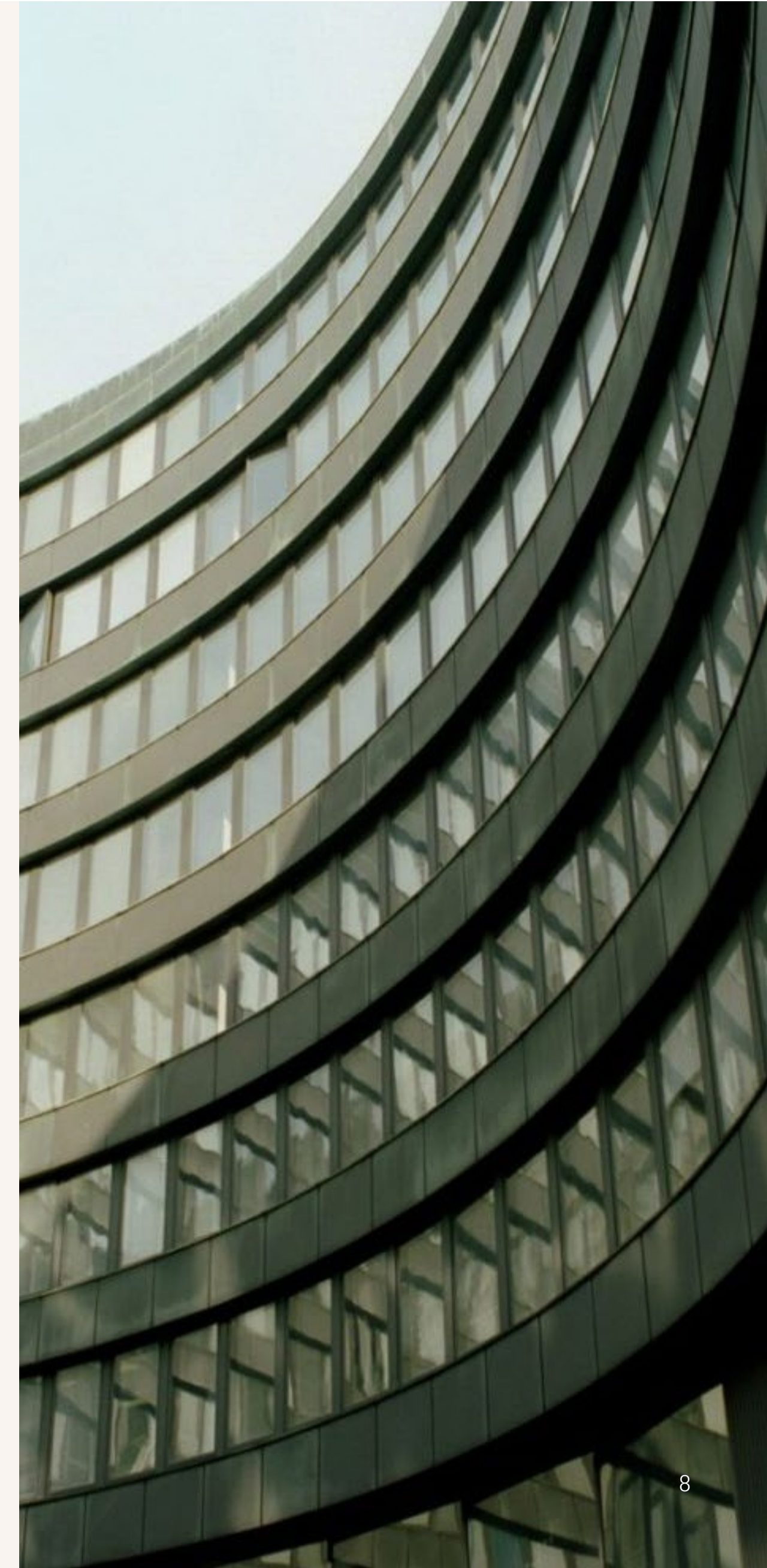
Our entire property portfolio is environmentally certified. This significant achievement supports our clients’ sustainability goals and expectations of a high level of sustainability. For us, 100% certification is not a terminus but a starting point for the constant development of our properties’ sustainability. During the year, we raised the BREEAM certification of two of our properties to the Excellent level, and we will continue to improve the level of certification as part of the sustainable development of our properties during the years ahead.

Adaptation to climate change is an increasingly important topic for us and one of the focal points of our sustainability strategy. In 2024, we took extensive action to improve our climate resilience as part of the maintenance of our properties. Preparing for the effects of climate change is crucial to ensure we can continue to offer safe and healthy working environments to our clients and retain the value of our property portfolio in the future.

## We create the elements of a good world of work

Well-being is central to our sustainability efforts, and we promote it through healthy properties and solutions which support well-being. We offer holistically quality and inspiring workspaces which adapt to companies’ and people’s individual needs. The success of our Always Ready and POOL concepts confirms our belief that flexible and client-centric space solutions play a crucial role in our facilitation of well-being.

Our clients value work settings which support both the work itself and people’s well-being. For us, it is important that people feel healthy and thrive on our properties. We take consideration of well-being as early as the design phase and invest in various







aspects of it, such as good indoor air, increased activity during the working day, plants and the olfactory and aural world of the premises. Togetherness boosts well-being. We support meaningful encounters within and outside our premises and are involved in facilitating a variety of events with our clients and partners. We develop the services operating at our properties by investing in restaurants, gyms and other varied services which enrich the lives of our clients and the city's residents.

## A client-centric and healthy organization is our most crucial success factor

Our client-centric operating model and skilled organization lay the basis for our operations. We deepen our client understanding to be able to meet our clients' changing needs and create the best conditions for their success. In 2024, we strengthened the client relationship management aspect of our strategy. We developed our organization, channelling more of our resources towards client relationship management and maintenance. We adopted a new organizational structure in August, which allows us to be an even better partner for our clients in future.

Our employees are our most important resource, and we do all we can to ensure their health and well-being at work. Our hybrid work model guarantees flexible working opportunities, in addition to which our employees can use our POOL network as they need to. Team spirit is an important value for us, which we strengthened by moving to a single office, Siltasaari 10, when we adopted the new

organizational structure. On Mondays, the entire staff gathers for a shared breakfast and team meetings. Our annual recreational day is also an important tradition we use to strengthen the Antilooppi team spirit and togetherness.

## Emboldened into a new operating year

The outlook for 2025 is promising, and our success last year gives calls for optimism. Our client understanding and satisfaction have reached high levels, and our new organizational structure is poised to respond even better to our clients' needs. The year 2024 shows that our strategy and our organization work. We are progressing at a good speed on our carbon neutrality path and continuing our purposeful and long-term work to promote the components of our sustainability next year, as well.

A more sustainable world of work is built in collaboration, and sustainability strongly guides our operations and decision-making. Our collaboration with our stakeholders is crucial on our sustainability journey. Indeed, I would like to thank all Antilooppi employees as well as our clients and partners, who made the year's achievements possible. I hope you enjoy reading our sustainability report!

**Tuomas Sahi**  
Chief Executive Officer







# Our strategy

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

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

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







Case

# Flexible solutions for professional needs: our Always Ready and POOL concepts are increasingly in demand

The pleasant, quality workspaces of our Always Ready and POOL concepts meet a wide range of working needs and forms, while enriching team spirit. Demand for them continued to increase in 2024. We constantly develop our concepts to be able to offer our clients even better spaces in which people truly feel good.

Changes in the world of work are quickly gaining momentum, and the need for flexibility is constantly increasing. At Antilooppi, our goal is to respond to this trend by offering innovative space solutions that adapt as quickly as our clients' changing needs do. We offer pleasant, quality workspaces which respond to a range of working needs and forms while supporting the team spirit which is so important in today's working world. In recent years, we have brought two pioneering concepts to the market, our Always Ready and POOL solutions, which have quickly established a niche in the marketplace. They continued to grow strongly in 2024, which speaks to our concepts' ability to meet our clients' expectations for innovative, flexible and sustainable space solutions. To meet growing demand, we are constantly increasing the number of Always Ready and POOL premises.

**We opened 11 new Always Ready offices, the majority of which were leased immediately.**







Case

# Always Ready is an easy and sustainable choice

Our turnkey Always Ready offices represent an entirely new office category. The Always Ready offices have been designed with quality and professional needs first, and every detail reflects the designer’s skilled craftsmanship. The offices are turnkey, streamlining moving and liberating resources for essential purposes. We have thought of all sustainability details for the client. Durable and low carbon materials ensure that the premises last from client to client, without the need for excessive modifications. All our Always Ready offices are in central locations with excellent public transport connections.

We launched our first Always Ready offices in 2022, and in 2024 we opened 11 new Always Ready offices, the majority of which were leased immediately. We have opened new Always Ready offices in such Helsinki locations as Ruoholahti, the VERK property in Kalasatama and at Paasivuorenkatu 3 in Hakaniemi. In the autumn of 2024, we brought Always Ready to the Paasitalo building in Hakaniemi. Meanwhile, we collaborated with a partner to launch a new sustainable office furniture leasing arrangement based on the circular economy. The service makes decorating offices more flexible: clients can use it to furnish premises free from large outlays or long contractual commitments, without compromising on style, quality or sustainability.

# Our growing POOL network brings flexibility to space needs

Our flexible POOL solutions support our clients’ diverse professional demands and additional space needs. POOL appeals to users with its flexibility, in terms of premises, services and leases. Our clients can use the POOL conference and other spaces at locations of their choosing to complement their own premises, or they can select POOL Work small offices instead of premises of their own. The POOL network, found across the capital region, opens the doors to a suitable workspace in the most suitable location at any given time. As a carbon-neutral and strongly sustainable space concept, POOL also meets our clients’ growing expectations of sustainable premises. Our POOL properties use carbon neutral energy, with some featuring their own solar power plants.

We continued to actively develop POOL in 2024 and grew it into Finland’s largest flexispace network, with 11 locations. In the spring, we opened the industrial-chic POOL Verk in Kalasatama, Helsinki. POOL Verk takes our sustainability thinking to a new level, as it is fitted entirely with recycled furniture and materials. Another new launch was our first POOL Library space at our Siltasaari 10 property. Library is designed to support quiet, focused work in the midst of a busy working day. That allows us to support people’s well-being even more strongly throughout the workday.

We grew POOL into Finland’s largest flexispace network.

# We develop our operations and concepts with clients in focus

Our clients are at the centre of our strategy and all our operations. We actively develop our products and concepts so we can provide our clients with even more attractive solutions. In 2024, we continued our client-centric concept development to further improve our space solutions. For example, we increased the number of hot desks and expanded the use of scents, aural surroundings and plants that boost well-being in our POOL spaces, Always Ready offices and at chosen other locations. We want to constantly deepen our client understanding. We create completely new solutions to make the processes of choosing and moving into our premises easier. We want to offer our clients even better, more flexible and more sustainable premises where people truly feel good.







Case

# Better workspaces in Kalasatama: sustainable POOL Verk opens its doors in a unique setting

The working world increasingly needs flexibility, and companies’ space requirements live and evolve rapidly. Our popular POOL flexispace network offers additional flexibility for firms’ space needs across the capital region. We are constantly expanding our POOL network, and in 2024 we opened POOL offices in our renovated VERK property in Kalasatama, Helsinki.

We brought VERK, which had previously served as government offices, into a new era with a renovation that honoured the building’s origins and the surrounding cityscape. The building’s new look draws on the Teurastamo complex’s urban culture, and the property is full of surprises from the front door onwards. The offices surrounding a light, airy atrium emanate industrial chic, complemented by the neighbourhood’s quintessential layered character, using solutions that combine new and old. The ground floor consists entirely of open community space, a pleasant setting for a range of working and meeting spaces. In addition to new POOL offices, VERK has offices of different sizes and turnkey Always Ready offices, all by Antilooppi.

POOL Verk, on the first floor, complements the building’s service range and provides flexibility for the companies and people operating there. It offers a wide variety of working and meeting spaces which companies may use as a continuation of their own premises. The quality and functional spaces have been designed to support people’s working needs down to the smallest detail, and the site also features hot desks, numerous conference rooms and POOL Work small offices. In the lounge, equipped with a kitchenette, people can meet and socialize during the working day. The project workspace and the new, multifunctional event space complete the VERK property.







Case

# POOL Verk makes our commitment to sustainability tangible

All our POOL sites have their own distinct identity. The rugged POOL Verk is inspired by the industrial style and atmosphere of the nearby Teurastamo complex. The furnishing of the building entirely with recycled furniture and materials underlines the spaces’ unique look. Using circular economy demonstrates the sustainability of our POOL concept. POOL is a carbon-neutral office network with an energy consumption carbon footprint of zero. Its carbon neutrality also extends to the construction phase and the products and services consumed on the premises. We calculate the carbon footprint of our POOL sites during the construction phase, minimize emissions and offset them insofar as we cannot yet avoid them.

Like our other POOL locations, POOL Verk has been built with sustainable and low carbon materials, avoiding excessive modifications. The VERK property, which is carbon neutral in terms of energy consumption, uses zero-emission wind energy and ecological heating, and the building holds BREEAM In-Use Very

Good environmental certification. The location of VERK next to the Kalasatama metro station, trams and buses, supports sustainable mobility.

In addition to the environment, well-being is the second central element of our sustainability. In VERK, we have invested in solutions and services which support community and well-being, such as the comfort, natural light and plants on site. The hotel-style reception desk, underground car park and high-specification conference rooms make the working day smooth and meet our clients’ expectations of quality workspaces. The VERK restaurant and cafe and well-equipped gym complete the well-being offering, as does the broad range of culture and services available in the nearby Teurastamo complex.

**POOL Verk has been built with sustainable and low carbon materials, avoiding excessive modifications. All the furniture is recycled.**







# Sustainability at Antilooppi

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# Sustainability strategy

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

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

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

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







# Carbon neutrality

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

We are progressing towards carbon neutrality via numerous tangible actions. We are raising our properties’ energy efficiency and investing in our proprietary renewable energy generation. Antilooppi now has a total of 11 proprietary solar power plants. The electricity consumed at all our properties is renewable Finnish wind electricity. Today, 14 of our properties, or 63% of the leasable floor area of our portfolio, use carbon-neutral heating: these properties are all carbon neutral in terms of energy use.

Our Always Ready and POOL concepts are sustainable, quality spaces that support well-being. The Always Ready offices are superbly located turnkey premises built and furnished with quality,

durable, low-carbon materials. Our POOL flexispace solutions are carbon neutral in terms of energy use, construction and daily operations. All our offices are centrally located and easily accessible by public transport, bicycle and on foot.

## Summary

- All our properties hold BREEAM or LEED environmental certificates.
- We use renewable electricity across our portfolio and have 11 proprietary solar power plants. The heating at 14 of our properties is carbon neutral.
- All the construction work we commission will be carbon neutral from 2030 onwards.
- We provide carbon-neutral POOL flexispace solutions.
- In our Always Ready offices, we have reduced the carbon footprint through a long life cycle and the choice of durable, low-emission materials.
- We encourage our clients and guide them towards low-carbon choices.
- We enable emission-free transport by offering e-car charging stations, bike parks and shared bikes.
- We calculate and optimize the carbon footprint of our concepts’ construction.



# Well-being

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

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

The maintenance of our properties ensures they support our clients’ well-being. We ensure good indoor air, such as ventilation and heating, and maintain lighting that supports good work. We design our sites to be good workspaces, where people can feel their best and meet colleagues.

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

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

We conduct an annual client survey, which provides us with valuable information about our clients’ satisfaction, wishes and needs, and which we use to improve our services and properties.

## Summary

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





# Antilooppi sustainability goals

## Goals and measures 1/2

Theme	Focus	Goals	Actions and results 2024	UN Sustainable Development Goals
Carbon neutrality (properties)	<ul style="list-style-type: none"><li>Our entire property portfolio is carbon neutral by 2030, both in terms of construction and use.</li></ul>	<ul style="list-style-type: none"><li>Reduction of emissions by 77% from 2021 levels by the end of 2024 (scope 1 and scope 2)</li><li>Increasing proprietary renewable energy generation</li><li>Increasing energy efficiency by 7.5% by 2025 from 2017 levels (Finnish office real-estate energy efficiency agreement)</li><li>All electricity is generated by renewable sources from 2022 onwards</li><li>Heating from renewable energy sources in a growing number of properties</li><li>Our entire portfolio has been 100% LEED and BREEAM certified since 2024</li><li>In refurbishment projects we pursue 30% improved energy efficiency, EU taxonomy alignment, 70% minimum recycling rate, and 100% renewable energy usage</li></ul>	<ul style="list-style-type: none"><li>Our portfolio has been 100% certified (LEED or BREEAM) since the start of 2024. Certification level of two properties rose to BREEAM Excellent</li><li>CO<sub>2</sub> emissions (scope 1 and scope 2) reduced by 77% from the 2021 level</li><li>All properties use origin-certified wind-generated electricity</li><li>Carbon-neutral heating at 14 properties</li><li>11 proprietary solar power plants generated electricity all year</li><li>AI-based, remotely controlled energy efficiency and indoor air improvement system launched at two properties</li><li>Results of properties' climate risk reports integrated into long-term maintenance and investment plans</li><li>Delivery of energy efficiency projects through investments and operational measures</li><li>Progress on EU taxonomy alignment</li><li>Antilooppi's internal circular economy platform used as part of office design</li></ul>	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Carbon neutrality (people)	<ul style="list-style-type: none"><li>We pursue carbon-neutral solutions and sustainable development when developing our premises, working concepts and services for clients.</li></ul>	<ul style="list-style-type: none"><li>Development of carbon-neutral space solutions</li><li>Guidance of our clients towards sustainable and low-emission choices in construction, materials and space solutions</li><li>Integration of sustainability awareness into client relationship management model</li></ul>	<ul style="list-style-type: none"><li>Success and expansion to 11 properties of sustainably renovated and durably designed Always Ready offices</li><li>Carbon footprint calculation in all Always Ready office projects</li><li>Expansion of carbon-neutral POOL concept into the VERK property</li><li>Carbon footprint calculations guide design at POOL projects</li><li>Sustainable construction guidelines used in renovation projects</li><li>Properties' sustainability data provided to clients</li><li>Discussion of sustainability topics at client meetings</li></ul>	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Well-being (properties)	<ul style="list-style-type: none"><li>We offer carbon-neutral and flexible space solutions that support well-being and productive work. Our properties and solutions support our clients' well-being.</li></ul>	<ul style="list-style-type: none"><li>Consideration for clients' needs in areas of well-being and flexible working when designing premises</li><li>Provision of good quality indoor climate and lighting to support work</li><li>Good access to properties by public transport and investment in promoting emission-free transport</li><li>Use of WELL certifications in developing well-being at properties and in solutions</li></ul>	<ul style="list-style-type: none"><li>Active development of properties' good indoor air conditions in collaboration with our partners</li><li>WELL-certification compliant action at Siltasaari 10 property</li><li>Development of properties' bike parks and common facilities</li><li>Expansion of charging facilities for electric cars and bikes. During 2024, we installed 51 new electric car charging stations at five properties. In total, there are now over 250 charging stations at Antilooppi properties</li><li>Increased provision of shared bikes, which are now available to our clients at 12 properties</li></ul>	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>





Goals and measures 2/2

Theme	Focus	Goals	Actions and results 2024	UN Sustainable Development Goals
Well-being (people)	<ul style="list-style-type: none"><li>We care for our clients' well-being. Our space solutions provide flexible spaces, workspace concepts and wellness-enhancing services.</li></ul>	<ul style="list-style-type: none"><li>Development of solutions and services that promote well-being in properties and space solutions</li><li>Maintenance and constant development of optical indoor air conditions in properties</li><li>Support for well-being is seen in good results of annual client satisfaction studies</li><li>Implementation and development of energy efficiency and indoor air remote control system</li></ul>	<ul style="list-style-type: none"><li>Office design with a focus on quality, durability and today's professional needs</li><li>Developing spaces to promote team spirit</li><li>Development of the Always Ready office concept</li><li>11 new Always Read offices completed</li><li>New POOL Verk flexispace opened</li><li>Launch of new well-being-enhancing services at our sites</li><li>Arrangement of social events and provision of break-time exercise equipment at POOL premises</li><li>Encouragement of properties' clients to use stairs</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div></div>
Responsible employer	<ul style="list-style-type: none"><li>We invest in employee experience. We promote our employees' well-being, skill development and equality.</li></ul>	<ul style="list-style-type: none"><li>Upholding a good employee experience and team spirit</li><li>Healthy staff and equal opportunities for everyone to develop professionally</li><li>Equitable workplace, zero tolerance for harassment or inappropriate behaviour</li><li>Constant development of employees' occupational satisfaction</li><li>Employees remain satisfied throughout their careers</li><li>Provision of a healthy workplace</li><li>Regular discussion and enhancement of sustainability issues with employees</li></ul>	<ul style="list-style-type: none"><li>Employees work to flexible hybrid work model</li><li>Transition to new organizational structure in August</li><li>Move to single office model and move of office to Siltasaari 10</li><li>Increased employee interaction through weekly breakfasts</li><li>Extensive occupational healthcare and sport and culture fringe benefits</li><li>Occupational well-being days</li><li>Integration of responsibility issues into business units' regular meetings</li><li>Sustainability events and orientation for employees as part of staff briefings</li><li>Provision of wide range of training and monitoring of training days</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div></div>
Sustainability in our operations	<ul style="list-style-type: none"><li>Sustainability is integral to our operations and working methods. We require the same standards of our partners.</li></ul>	<ul style="list-style-type: none"><li>Transparent and ethical business</li><li>Observance of good governance</li><li>Code of Conduct, Supplier Code of Conduct and Business Acceptance Policy guide sustainable business</li><li>Commitment of Antilooppi's partners to sustainability and its development</li><li>Extensive and transparent sustainability reporting</li><li>Active engagement in industry stakeholder collaboration to develop sustainability efforts</li></ul>	<ul style="list-style-type: none"><li>Review and approval of codes (Code of Conduct and Supplier Code of Conduct) at Board of Directors' meetings</li><li>Operations in compliance with Business Acceptance Policy in all new client relationships; inclusion of Supplier Code of Conduct in all new contracts</li><li>Sanction checks when selecting clients and partners</li><li>Reporting of accident and near-misses</li><li>Sustainability reporting</li><li>Monitoring of whistle-blowing channel</li><li>Active participation in industry stakeholder collaboration via Rakli and Green Building Council Finland</li></ul>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>17PARTNERSHIPS FOR THE GOALS</div></div>





# Material topics at Antilooppi

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

Antilooppi conducted a materiality analysis in 2020. The material topics found then continued to be relevant in 2024 and are listed here. The most material topics are in bold.

At the end of 2024, Antilooppi conducted a double materiality analysis pursuant to the requirements of EU Corporate Sustainability Reporting Directive (CSRD), the results of which were completed in early 2025. Antilooppi will report on new material topics in its 2025 sustainability report.

## Environment

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

## Social responsibility

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

## Financial responsibility and good governance

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





# Sustainability management

Sustainability is one of the cornerstones of Antilooppi's business strategy. Ultimate responsibility for sustainability issues in the company rests with the Chief Executive Officer (CEO). Antilooppi's Chief Sustainability Officer (CSO) leads and develops sustainability, and reports on these issues to the CEO. The CSO is a member of the company's Management Team. The company's Management Team regularly discusses sustainability issues as part of its monitoring of the development and execution of strategy, as well as part of monitoring of key goals and metrics. The Antilooppi Management Team decides on and is responsible for sustainability goals and key metrics, as well as regularly monitoring progress on sustainability goals and development projects. The discussion of sustainability issues is also integrated into the monthly and quarterly meetings of the company's business units.

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

In addition, Antilooppi has an investment committee which ensures the incorporation of sustainability into the company's investment decisions. The investment committee is a committee of the Management Team and meets regularly. The committee consists of the Management Team and a broad range of the company's key personnel.

Sustainability is part of every Antilooppi employee's job. The metric related to achievement of our carbon neutrality goal is embedded as one goal of our staff's annual bonus program. The performance target sustainability metric is based on our strategy and our portfolio's significant commitment to carbon neutrality.

We have reported on our sustainability transparently and extensively since 2020.



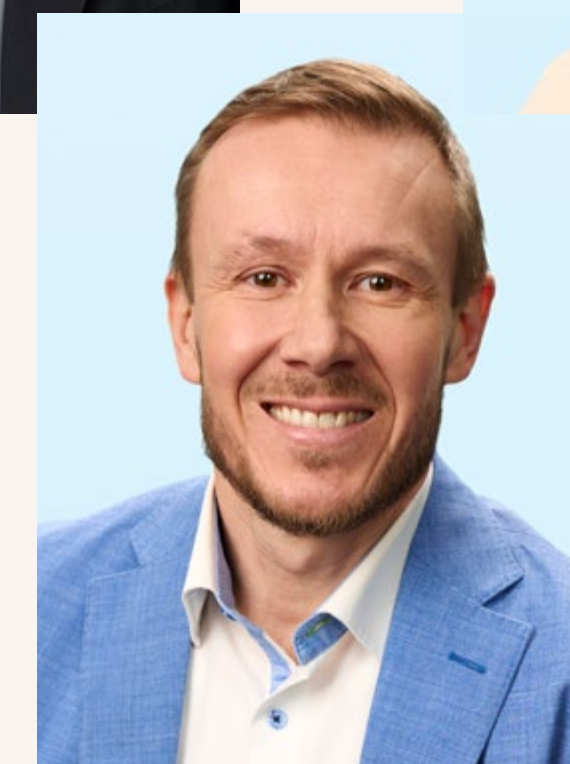
Tuomas Sahi  
Chief Executive Officer



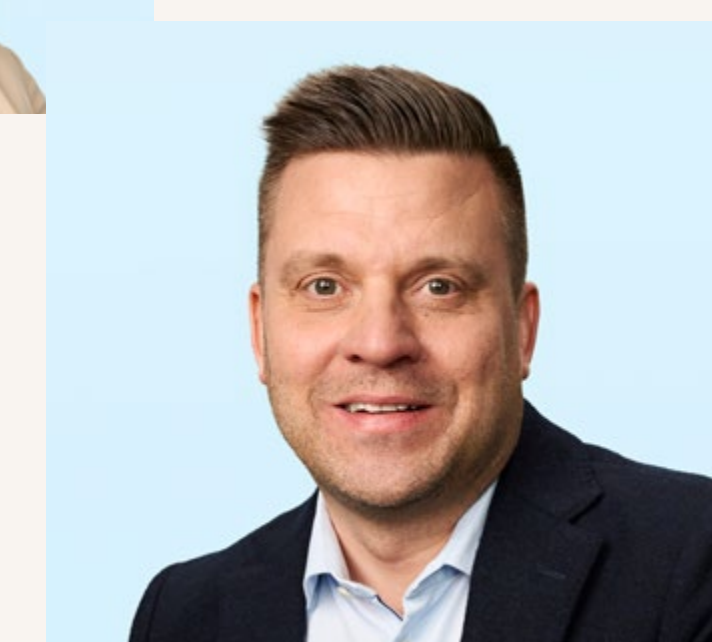
Esa Mattila  
Chief Operating Officer



Hannamari Koivula  
Chief Sustainability Officer



Thomas Blumberg  
Chief Financial Officer



Antti Savilampi  
Chief Investment Officer





# Antilooppi Management Team

The Chief Executive Officer (CEO) of Antilooppi is Tuomas Sahi. In addition to the CEO, there are four other members of the Management Team: Chief Investment Officer (CIO) Antti Savilampi, Chief Financial Officer (CFO) Thomas Blumberg, Chief Sustainability Officer (CSO) Hannamari Koivula and Chief Operating Officer (COO) Esa Mattila. The Antilooppi Management Team reports to the Board of Directors, which, at the end of the 2024 financial year, had five members. No changes to the membership of the Antilooppi Management Team occurred during the 2024 reporting year.

# Antilooppi Board of Directors

In the 2024 financial year, the chair of the Antilooppi board was Ilkka Salonen. Tomi Aimonen has been a member of the Antilooppi board since the establishment of the company in 2015. Pernilla Arrrud Melin has been a board member since 2018, Mats Hederos since 2020 and Liisa Karnaattu since 2022. Of the board members, Tomi Aimonen and Pernilla Arrrud Melin represent our owners, while the other board members are independent members. During 2024, the Board of Directors met nine times.







# Stakeholders and collaboration

Key Antilooppi stakeholders’ expectations of our operations and sustainability

Stakeholder group	Expectations concerning Antilooppi	Steps we take to meet expectations	Contact and interaction channels
Clients (future and current tenants)	<ul style="list-style-type: none"><li>• Support for changing world of work</li><li>• Healthy, safe premises</li><li>• Support for and promotion of their sustainability goals</li><li>• Sharing of sustainability data</li><li>• High-quality collaboration</li><li>• Reliable partner</li><li>• Adaptable premises</li><li>• Good location</li><li>• Information availability in abnormal situations</li></ul>	<ul style="list-style-type: none"><li>• Properties' good accessibility and public transport links</li><li>• Provision of quality, healthy premises</li><li>• Development of new service and space concepts</li><li>• Collaboration to achieve clients’ sustainability goals</li><li>• Energy-efficient and environmentally friendly offices</li><li>• Active client communications</li><li>• Crisis communication plan</li><li>• Contingency plans and steps for abnormal situations</li></ul>	<ul style="list-style-type: none"><li>• Client portal and property websites</li><li>• Regular client meetings</li><li>• Daily collaboration and good reachability</li><li>• Client satisfaction survey with dedicated section on meeting sustainability expectations</li><li>• Social events at properties</li><li>• Antilooppi key account managers responsible for client communications</li></ul>
Employees	<ul style="list-style-type: none"><li>• Reliable and responsible employer</li><li>• Fair and equal treatment</li><li>• Opportunities for constant learning and development</li><li>• Support for occupational well-being, safe and healthy working conditions</li><li>• Flexible working model (hybrid work)</li><li>• Information availability and processes in abnormal situations</li><li>• Fringe benefits</li></ul>	<ul style="list-style-type: none"><li>• Working-from-home opportunities</li><li>• Flexible working hours</li><li>• Extensive occupational health services and promotion of occupational well-being</li><li>• Equal progression opportunities</li><li>• Regular communication at staff briefings</li><li>• Ensuring team spirit; meetings and events for the entire staff</li></ul>	<ul style="list-style-type: none"><li>• One-on-one discussions twice a year and regular discussions with immediate supervisor</li><li>• Joint events</li><li>• Employee satisfaction survey</li><li>• Anonymous reporting channel</li><li>• Employee matters at Antilooppi are the responsibility of the Chief Financial Officer</li></ul>
Society and authorities	<ul style="list-style-type: none"><li>• Compliance with legislation and regulations</li><li>• Collaboration and developing urban environment</li><li>• Support for cities’ and states' carbon neutrality goals</li><li>• Support for state's energy efficiency goals</li></ul>	<ul style="list-style-type: none"><li>• Cooperation and regional development</li><li>• Local vibrancy</li><li>• Development in line with Net Zero Carbon Buildings commitment</li><li>• Commitment to and energy management of Finnish office real-estate energy efficiency agreement</li><li>• Crisis communication plan</li></ul>	<ul style="list-style-type: none"><li>• Regular monitoring of operating environment and legislation</li><li>• Discussions and cooperation with official bodies when necessary</li><li>• Receipt of information via interest groups</li></ul>

Stakeholder group	Expectations concerning Antilooppi	Steps we take to meet expectations	Contact and interaction channels
Partners and subcontractors	<ul style="list-style-type: none"><li>• Fair and equitable treatment</li><li>• Enduring partnerships</li><li>• Contractual compliance</li><li>• Risk assessment</li><li>• Sustainability requirements and expectations</li><li>• Collaborative development</li><li>• Regular goal monitoring and feedback</li><li>• Information provision and guidance in abnormal situations</li></ul>	<ul style="list-style-type: none"><li>• Clear and transparent supply chain management and procurement process</li><li>• Crisis communication plan</li><li>• Guidance on Antilooppi strategy and operations</li><li>• Compilation of clear requirements and instructions; orientation during the contractual period and collaboration</li></ul>	<ul style="list-style-type: none"><li>• Regular meetings and daily collaboration</li><li>• Sustainability surveys and sustainability programme in supplier meetings</li><li>• Anonymous whistle-blowing channel</li><li>• Contact with partners at Antilooppi is the responsibility of the person responsible for the specific function</li></ul>
Owners	<ul style="list-style-type: none"><li>• Fulfilment and development of strategy and key goals</li><li>• Profitable and sustainable business</li><li>• Development of carbon-neutral operations</li><li>• Progress on social responsibility</li><li>• Good governance and compliance with legislation</li><li>• Regular reporting</li></ul>	<ul style="list-style-type: none"><li>• Progress towards Net Zero Carbon Buildings commitment</li><li>• Sustainable operating methods and Code of Conduct</li><li>• Clear divisions of responsibility and authorizations</li><li>• Work of the Management Team and Board of Directors</li><li>• Development and implementation of strategy</li><li>• Profitable business</li><li>• Risk assessment and management</li></ul>	<ul style="list-style-type: none"><li>• Reporting and regular discussion</li><li>• Board meetings</li><li>• Owner meetings</li><li>• Antilooppi’s Chief Executive Officer is responsible for contacts with the owners</li></ul>
Industry associations (Rakli, INREV, Green Building Council Finland)	<ul style="list-style-type: none"><li>• Sustainable development of the industry</li><li>• Low carbon and energy efficiency</li><li>• Circular economy and waste recycling</li><li>• Anti-corruption</li><li>• Operations in line with commitments</li></ul>	<ul style="list-style-type: none"><li>• Pioneership and leading the way</li><li>• Progress towards to Net Zero Carbon Buildings commitment</li><li>• Commitment to and promotion of Finnish office real-estate energy efficiency agreement</li><li>• Code of Conduct and anonymous whistle-blowing channel</li></ul>	<ul style="list-style-type: none"><li>• Active dialogue and event attendance</li><li>• Occupation of industry associations' positions of trust (boards, management teams and steering groups)</li><li>• Associations' communication channels</li><li>• Discussions and collaboration with representatives</li><li>• Contact with industry associations at Antilooppi depends on job description and responsibilities</li></ul>





# Commitments and cooperation

We actively develop our sustainability in cooperation with industry actors and associations. As a pioneer in sustainable real estate, we want to set the direction and practices to achieve responsible business, climate goals, and carbon neutrality. Together, we have an important duty to enhance the sustainability of our industry and reduce the environmental and climate impacts of the built environment. Antilooppi has signed the global real-estate sector Net Zero Carbon Buildings commitment, which encompasses buildings’ emissions across their life cycle, both from construction and use. We are also actively involved in Green Building Council Finland, a cooperation network for a sustainable built environment. Antilooppi’s Chief Sustainability Officer (CSO) Hannamari Koivula has served as an ambassador for the BuildingLife project, focused on progress on low-carbon solutions since 2022. Since the start of 2023, she has been a member of the board of the Green Building Council.

Antilooppi is a member of Rakli, the Finnish association of professional property owners and building developers, and of INREV, the European Association for Investors in Non-Listed Real Estate Vehicles. In Rakli, we are active members of the board, management team, and steering group. The CEO of Antilooppi, Tuomas Sahi, began as a deputy board member of Rakli in 2023 and as board member in 2025. We are a member of the Nordic Commercial Spaces & Communities organization, which promotes the shopping centre sector in the Nordic countries. Antilooppi is also a member of the Helsinki Region Chamber of Commerce.

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







# Responsible and transparent business

Our business is ethically and financially sustainable, and Antilooppi observes good governance. We also demand sustainable operating methods of our partners. We operate in a data-secure fashion, make contingencies for abnormal situations, and enhance our properties' EU taxonomy alignment.

In all its commercial activities, Antilooppi operates transparently, responsibly and with observance of good governance. The Antilooppi Board of Directors reviews the company's Corporate Compliance processes annually, and if necessary, updates the company's practices and processes.

We are committed to acting and reporting on our operations transparently and to competing fairly. We do not accept bribery or corruption in any form, nor do we make political donations. In accordance with good governance, we use dedicated internal guidelines to prevent bribery and corruption. We regularly assess the risks to our business and portfolio.

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

by creating jobs, providing companies and their employees with suitable workspaces that support flexible, productive work, as well as enhancing local services.

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

Our Code of Conduct, which the Antilooppi Board of Directors reviews annually, most recently in May 2024, guides our business's sustainability. Our Code of Conduct is in line with the agreements of international labour bodies (such as the ILO) and universal international sustainable labour principles (such as the UN's Global Compact).







Our stakeholders may report suspicions of crimes, breaches or abuses confidentially via our whistle-blowing channel, which is available on our website and via this link: [whistle-blowing channel](#). We have trained our staff on the whistle-blowing channel and how to use it.

## Our codes help ensure our partners and clients are sustainable

Antilooppi has an extensive partner network. In 2024, we procured products and services for our properties to the value of €23 (2023: 24.9) million from a total of 478 (2023: 503) service providers. We procure property services such as property maintenance, cleaning and waste disposal, security and lobby services from our partners. In addition, we make use of external partners to support our business, such as financial administration service providers. Sustainability is an integral part of the procurement criteria for competitive tendering of our suppliers. In 2024, we did not conduct any property service competitive tenders.

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

**We require our partners to provide obligations and documentations in line with contractor responsibility legislation. In addition, we require compliance with our responsible procurement principles and our Supplier Code of Conduct.**

We require our partners to provide obligations and documentations in line with contractor responsibility legislation. The aim of the Finnish contractor responsibility legislation is to mitigate the black economy and monitor employers' compliance with occupational safety and health, occupational healthcare, and collective agreement provisions. In addition, we require compliance with our responsible procurement principles and our Supplier Code of Conduct. We include compliance with the Supplier Code of Conduct as a condition for all our new contracts.

Through its partners, Antilooppi has an indirect impact on the occupational safety and health, human rights and environmental risks on building sites. We have recognized these risks and strive actively to prevent them through competitive tenders, suppliers' codes of conducts, contracts, and active partner collaboration. We use the Reliable Partner service from Vastuu Group to monitor compliance with obligations regularly. We also instruct our partners on the Antilooppi sustainability efforts and goals at regular meetings.

When opening new client accounts, we are guided by our Business Acceptance Policy. It helps us examine whether a new client's business operations are sustainable and aligned with Antilooppi's values. In line with the Business Acceptance Policy and suppliers' codes of conduct, we ensure that our clients or partners are not under international sanctions.

In the 2024 reporting year, we did not perform any dedicated sustainability inspections of our partners. Sustainability issues were regularly discussed at partner meetings.

## We ensure data security and data protection

We act in a date-secure fashion and mitigate risks by using several tools, guidelines and practices on a daily basis. We manage our data security in line with the Antilooppi data security policy. It guarantees a data-secure environment for all of Antilooppi and our clients and prevents and minimizes the number of data security breaches.

In 2024, data security remained a current topic against the backdrop of increased hybrid threats in our operating environment. We discussed data security issues in the Antilooppi staff briefings. We reviewed existing instructions with our employees and provided them with new instructions. The topics of the briefings were social engineering attacks and the threats presented by new technologies such as AI and deep fakes. Ensuring data security is an important part of Antilooppi's compliance and sustainable operations.

We process our clients' personal data when handling leases and making announcements related to our properties, as well as when conducting client satisfaction surveys. We process personal data with particular caution and pursuant to the Data Protection Act. Antilooppi's operations were the subject of one reported data security breach in 2024.





## We prepare for abnormal situations

Antilooppi has up-to-date crisis communications guidelines and an action plan for abnormal situations. In 2024, we fine-tuned the guidelines and plans, and the amendments were approved by the Antilooppi Management Team.

Some minor abnormal situations typically occur annually in properties; this was also the case in 2024. Abnormal situations were handled in line with the guidelines and processes, following which both corrective and preventative measures were taken. Based on these measures, guidelines were further developed. The minor abnormal situations in 2024 did not cause any significant damage.

All Antilooppi properties have near-miss and accident reporting channels. The Antilooppi Occupational Safety and Health Committee processes all reports and situations notified via all channels, as well as planning corrective measures. In 2024, seven (2023: 5) notifications about safety observations were made via the properties' reporting channels. Corrective and preventative measures were taken following all the safety observations.

## We develop our property portfolio in alignment with the EU taxonomy

The EU sustainable finance taxonomy is one key criterion which Antilooppi uses to enhance the environmental sustainability of its property portfolio. We conducted a taxonomy alignment assessment of our entire property portfolio in 2023. The assessment examined criteria related to the tackling of and adaptation to climate change. The evaluation encompassed planning of increased energy efficiency, as well as climate risk assessment.

In 2024, eight Antilooppi properties achieved EU taxonomy alignment in terms of mitigation and adaption climate change, which is 24% of the entire portfolio floor area. In the other properties in the portfolio, taxonomy alignment is achievable in the future. Antilooppi's property investments to raise energy efficiency and organizational measures support its path towards taxonomy alignment. These are conducted alongside the maintenance and energy efficiency investments with the help of the long-term plans (LTP).

One important topic of the Antilooppi business strategy is resilience. We pay heightened attention to climate change, and in particular to adaptation to increased extreme weather events. Antilooppi is increasing its contingencies against torrential rains, heat and floods, as well as the resulting damage.

In 2024, we improved our resilience by inspecting the condition of the entire portfolio's roofs and making any necessary repairs. On the basis of the observations of leak risks, we made urgent repairs to the roofs. We ensured and, where necessary, improved the functioning of the drain water systems. The leakage repairs are continuing in 2025. In addition, the roof on one property will be replaced.

In 2023, we conducted a climate risk assessment of the entire Antilooppi portfolio. In 2024, climate risks were integrated as an essential element of the property portfolio's ten-year maintenance and investment programme.







# We develop our properties with respect for the climate and environment

Antilooppi develops its property portfolio sustainably and over the long term with respect for the climate and environment. In 2024, we took firm steps towards our carbon neutrality goal and purposefully promoted low-carbon construction.

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

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

Climate and environmental work matter a great deal to our stakeholders. For example, lenders place an emphasis on high-

level environmental certification and carbon-neutrality goals when financing our properties. Some of the conditions of Antilooppi's current finance package are linked to strategic Antilooppi carbon-neutrality and certification goals.

## We reduce emissions in line with our carbon roadmap

We are making purposeful emission reductions in line with the goals of our carbon roadmap. In 2024, we achieved a 77% reduction in our direct and indirect (scopes 1 and 2) emissions compared to 2021. Investments in energy efficiency, use of proprietarily generated renewable energy, systematic energy-saving measures, and the transfer of more properties to carbon-neutral heating all helped reduce emissions.







In our supply chain (scope 3), the most significant sources of indirect emissions include commissioning of construction and property maintenance. Other sources of indirect emissions include business travel, clients’ energy consumption, fuel production and energy network losses. Indirect (scope 3) emissions form an estimated 70% of our annual total emissions. We will set emission targets and fine-tune our emission reporting during 2025.

## We reduce our space concepts’ carbon footprint

We have reduced the emissions from the construction of our space concepts (Always Ready and POOL) and actively seek solutions to reduce emissions, both in design solutions and in products and fittings. In 2024, we were involved in an industry collaboration project, led by Green Building Council Finland, to create guidelines for calculating the carbon footprint of renovation work.

POOL by Antilooppi is a carbon-neutral concept: we actively reduce the emisssions it causes. We buy certified carbon credits to offset the emissions we cannot yet reduce. The total carbon footprint of Antilooppi’s POOL flexispaces (11 flexispaces) in 2024 was 179 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). In proportion to floor area, the carbon footprint of POOL spaces is 12.9 kg CO<sub>2</sub>e/m<sup>2</sup>.

All the electricity, heating and cooling consumed in POOL spaces is generated by renewable energy forms. The transition to renewable energy has allowed us to reduce the scope 2 emissions of our POOL sites to zero, and total emissions have decreased by 59% compared to average Finnish energy consumption. The POOL sites were not the source of any direct emissions (scope 1) in 2024.

The emissions of the POOL concept consisted almost exclusively of indirect (scope 3) emissions, which accounted for 70% of the total. The largest emission category was procured products and services, which accounted for 70% of the carbon footprint. The second largest source of emissions was capital goods (22%), and the third largest source of emissions was indirect emissions from energy purchases (7%).

In 2024, we completed 11 Always Ready spaces. We have designed our Always Ready offices to last. Our choices of durable, low-carbon materials, combined with quality design, ensure that offices are not renovated after each tenant, minimizing the facilities’ carbon footprint. Our Always Ready locations are centrally located, easily accessible by public transport, on foot and by bicycle.

The ways in which we annually strive to reduce our space concepts’ emissions include focusing on low emissions in selecting the providers of the largest, recurring procurements, and continuing to monitor construction projects’ carbon footprint.

For POOL flexispaces, we offset emissions by buying certified carbon credits on the voluntary carbon market which conform to internationally established minimum criteria. These minimum criteria include additionality, a robust baseline and calculation method, independent verification and certification, avoidance of double counting, and the avoidance of other significant environment harm from projects in accordance with the “do no significant harm” principle. We strive to reduce the share of emissions we cause by taking emission-reducing action year after year. We are setting detailed 2025 goals for the reduction of indirect (scope 3) emissions from POOL flexispaces as part of setting scope 3 goals for Antilooppi as a whole.

## Energy saving is an essential element of sustainable management of our properties.

## Energy efficiency and saving crucial in property management

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

Antilooppi is committed to Finland’s real-estate sector voluntary energy efficiency agreement for 2017–2025. Our goal for the entire agreement period is to achieve an energy saving of 7.5% compared to the consumption level of the first year. We achieved our energy-saving goal for the entire agreement period in 2021, years ahead of schedule.

By the end of 2024, the energy-saving measures we had taken since the start of the agreement period totalled 5,749 MWh, which is equal to 12% of consumption level in the first year of the agreement.

Energy saving is an essential element of sustainable management of our properties: we diligently ensure that our properties are neither overheated nor overcooled. We save energy at our properties in many ways: we optimize indoor temperatures through summer and winter settings and precisely monitor the usage hours of installations such as saunas, air conditioning and lighting. In addition, in 2024 we invested in energy efficiency through measures such as modernizing lighting systems, repairing insulation, renovating heating systems, and operational energy saving actions. These measures allowed us to save calculative energy savings totaling 1,294 MWh on heating and 722 MWh on electricity.

We manage our energy saving measures and energy consumption optimization in collaboration with our property maintenance partner. Our property managers work with our partner’s energy manager service to track, optimize and report regularly on our sites’ energy consumption and to propose energy-saving measures. The energy manager service is used at 28 properties, 85% of Antilooppi properties.

In 2024, we started using smart control systems at two properties (Valimotie 21 and HTC Pinta in Helsinki). The control system optimizes the property’s technical systems and their energy use, while also detecting conflicting settings, such as simultaneous heating and cooling. Aided by the smart control system, our goal is to further enhance conditions at our properties and save energy.

In 2024, the energy manager service allowed us to take a total of 218 energy-saving measures related to energy efficiency. Our property maintenance contract requires our partner to use zero-emissions maintenance vehicles and to recycle cooling apparatus refrigerants.





## 100% renewable electricity

The electricity consumed at all our properties is from renewable sources. During the reporting year, the electricity consumed was 100% Finnish origin-certified wind electricity.

Maintaining our own renewable energy generation and increasing its share in the mix is a central element of progress towards our property portfolio's carbon neutrality. In 2024, Antilooppi used 11 proprietary solar power plants. The total area of the solar panels installed on our properties' roofs is 2,361 m<sup>2</sup>.

The solar power plants increase our properties' energy self-sufficiency and reduce the amount of electricity purchased. In 2024, our power plants produced a total of circa 440 MWh.

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

An increasing number of our properties (14) uses carbon-neutral heating. In Helsinki, the form of carbon-neutral heating we used in 2024 was circular heating, which is generated locally from waste heat at a Helen heat pump plant. At our sites in Espoo, the carbon-neutral heating we use is the Eko heating product from Fortum. Fortum Eko provides heat generated by renewable or equivalent energy sources, such as waste heat. In 2024, one of our properties, VERK in Sörnäinen, Helsinki, became the latest property to start using zero-emission district heating.

In terms of leased square metres, over 40% of our property portfolio is already carbon neutral in terms of energy consumption.

## Our entire property portfolio is environmentally certified

Environmental certification is one of the Antilooppi properties' sustainability criteria in addition to other factors, such as energy efficiency, carbon neutrality and the EU taxonomy. Established international environmental certification for the real-estate industry offers an impartial, transparent and comparable assessment of the level of sustainability at our properties. The certification systems encompass a broad range of areas of sustainability. Environmental certification has become increasingly pronounced, and it supports our clients in their own sustainability goals. Last year, 2024, was the first year in which our entire portfolio held environmental certification. We achieved one of our most important sustainability goals in 2023, when we earned 100% certification for our property portfolio.

The majority of our portfolio is certified according to BREEAM In-Use environmental certification. This environmental certification framework, a European leader, measures the environmental efficiency of in-use buildings in areas such as energy efficiency, emissions, transport connections, and solutions which support users' well-being. We also respond to our clients' expectations with our excellent results in the certification systems.

The BREEAM environmental certification must be renewed every three years, guiding us to enhance the environmental sustainability of our portfolio. We work purposefully to raise the certification level at selected properties and have already achieved a good certification level for the entire portfolio. A significant share (11) of our BREEAM-certified properties has already achieved the Excellent rating of sustainability, while also the rest (17) have achieved the Very Good rating.

We have also used the LEED classification, which focuses on buildings' environmental friendliness and sustainable development solutions, when conducting major renovations of our properties. Of our five LEED-certified properties, Siltasaari 10 in Hakaniemi and Lintulahdenvuori in Suvilahti, both in Helsinki, have achieved the highest level, Platinum, while the rest have achieved the Gold level. Siltasaari 10 earned the LEED Platinum environmental certificate in 2022, scoring the highest points in Finland at the time within the current v4 version of the framework.





# More sustainable construction

From an environmental perspective, our most important consideration when designing offices is to build them to be durable, state of the art and functional from day one. That allows us to reduce their environmental impacts and carbon footprint across their life cycle. We consider renovation options in collaboration with our designers and clients. In our concepts, we influence material choices ourselves and design and build with an emphasis on low carbon, sustainability and durability. By providing office solutions that support sustainable development and meet climate goals, we support and accelerate our clients towards their own sustainability targets.

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

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

# We promote the circular economy

We promote the circular economy in all construction. We offer our clients advanced waste sorting facilities and collaborate closely with our refuse partner. We increase recycling of materials and correspondingly reduce the volume of mixed waste.

We use existing building elements and materials for as long as possible and strive to extend their service life through maintenance and repairs. In the first instance, all dismantled building elements are reused on the same property or at other Antilooppi sites. For example, we reuse internal doors, drywall, insulation wool and tiles. If reuse is not feasible, the dismantled building elements are donated, recycled as raw materials or sorted as refuse. Mixed waste is the final option.

We also promote recycling of office fittings. We encourage recycling with the internal Antilooppi second-hand market, in which building materials, furniture and other items can be recycled and reused at other properties. POOL Verk, opened in 2024, is furnished entirely with recycled furniture.

Our level of waste utilization is 100%. Our material recycling level in 2024 was 65% (2023: 64%), and the share of waste utilized as energy was 35% (2023: 35%). Our target level of recycling is 70% by 2025, and we are progressing towards that target as planned. We have already exceeded the national recycling target pursuant to the Finnish Waste Act, which is 60% by 2030.

From an environmental perspective, our most important consideration when designing offices is to build them to be durable, state of the art and functional from day one.

In 2024, we arranged nine training and information sessions for our clients and partners about the circular economy. Our property managers took steps to enhance waste sorting. We also increased the signage guiding users on waste sorting and recycling at our properties.

# Sustainably in the urban environment

Part of our sustainability endeavours is sustainable action in the urban environment and promotion of sustainable mobility. Our properties are excellently connected, allowing easy access by public transport. We encourage cycling by building bike parks and providing shared bikes for our clients. We continue to install e-car and e-bike charging stations. In 2024, we made significant investments in electric car charging stations. Our investments exceeded statutory requirements. We installed 51 new electric car charging stations at five properties. In total, there are now over 250 charging stations at Antilooppi properties.

The built environment plays a large role in both retaining and increasing biodiversity. In Antilooppi’s activities, the manufacturing and primary production of the materials used in construction and renovation, which also have an impact on biodiversity, are crucial.

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

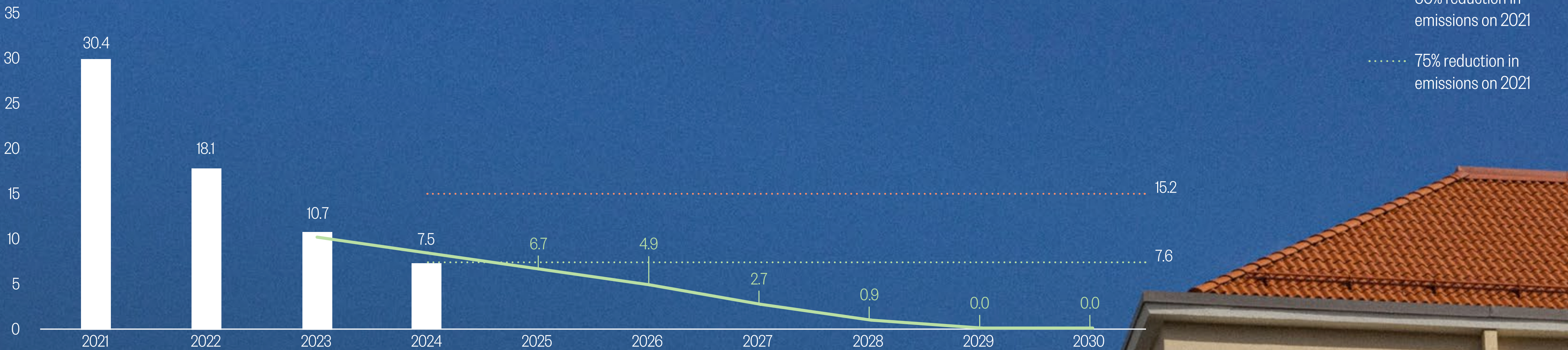




# Our roadmap to carbon neutrality by 2030

We are advancing on schedule towards a 75% reduction by 2025 and a 95% reduction by 2028 on 2021 levels.

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



## CO<sub>2</sub> reduction actions in 2024 include:



Energy saving actions and optimisation across portfolio



The share of renewable electricity in the portfolio is 100%



11 own solar power plants in operation on the roofs of our properties



Energy efficiency investments across portfolio



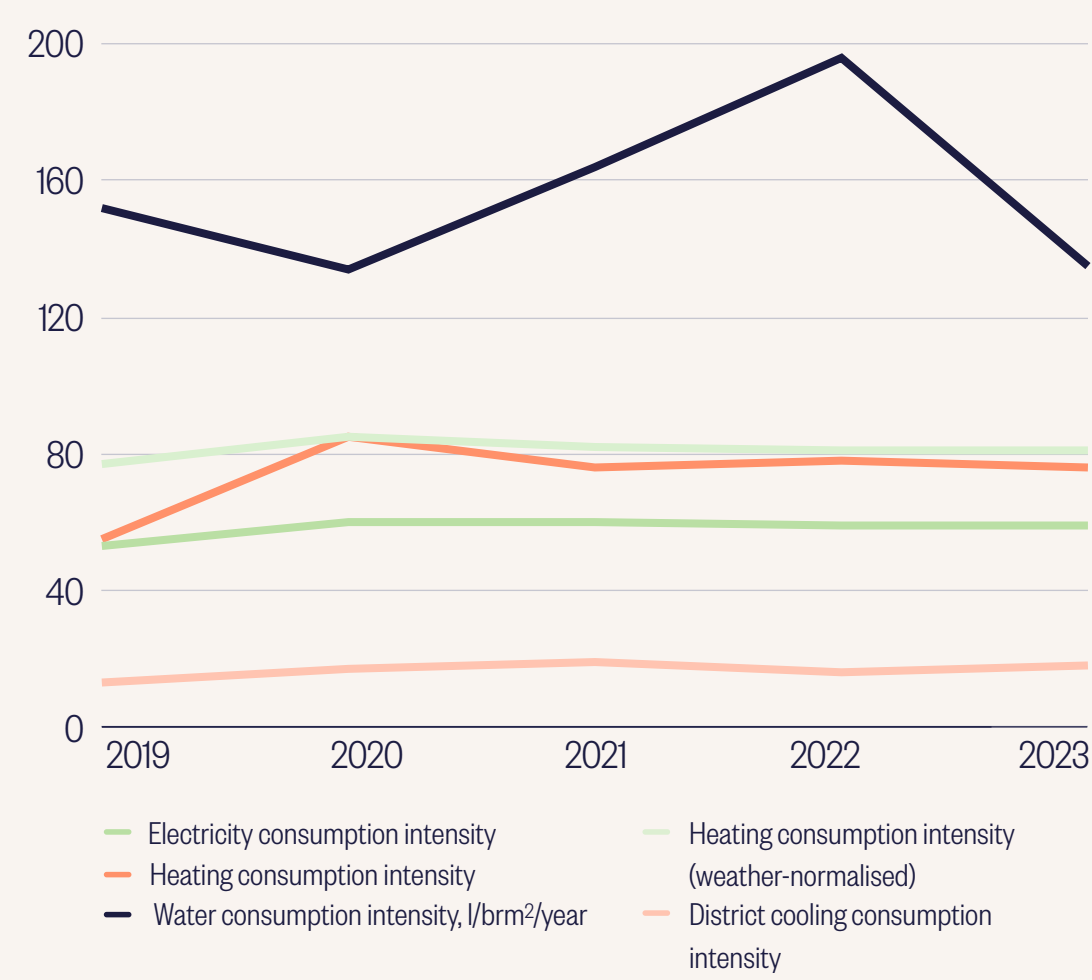
More than 40% of portfolio leasable area has carbon neutral heating

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

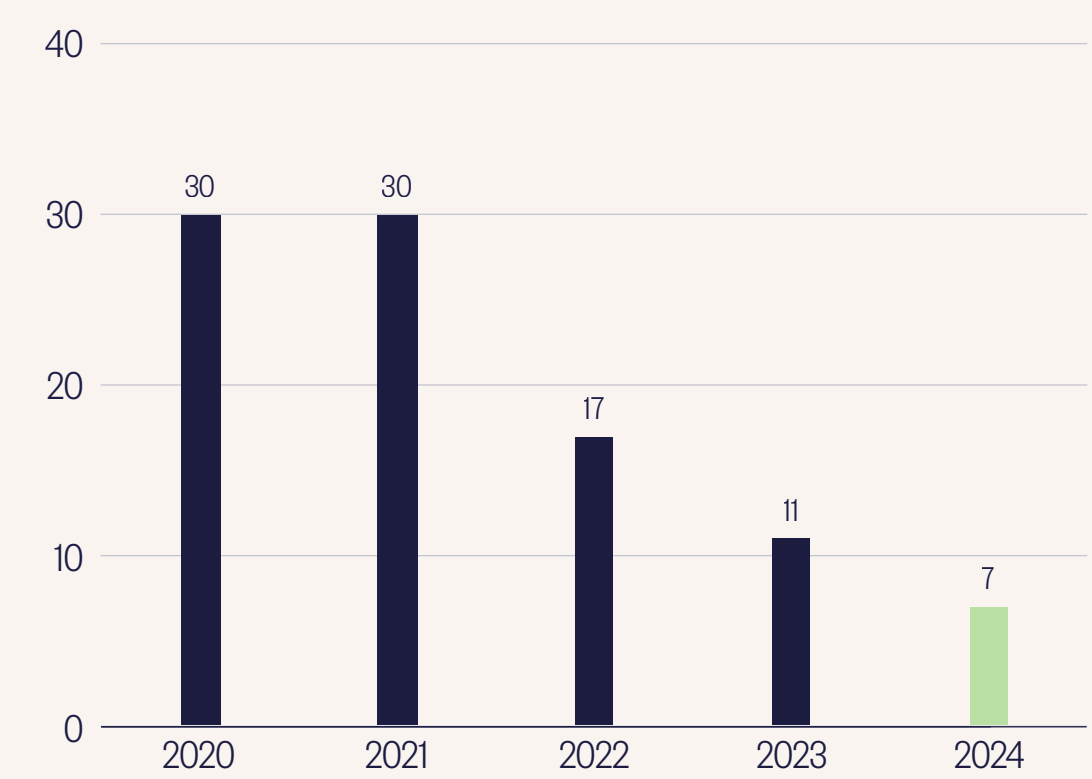




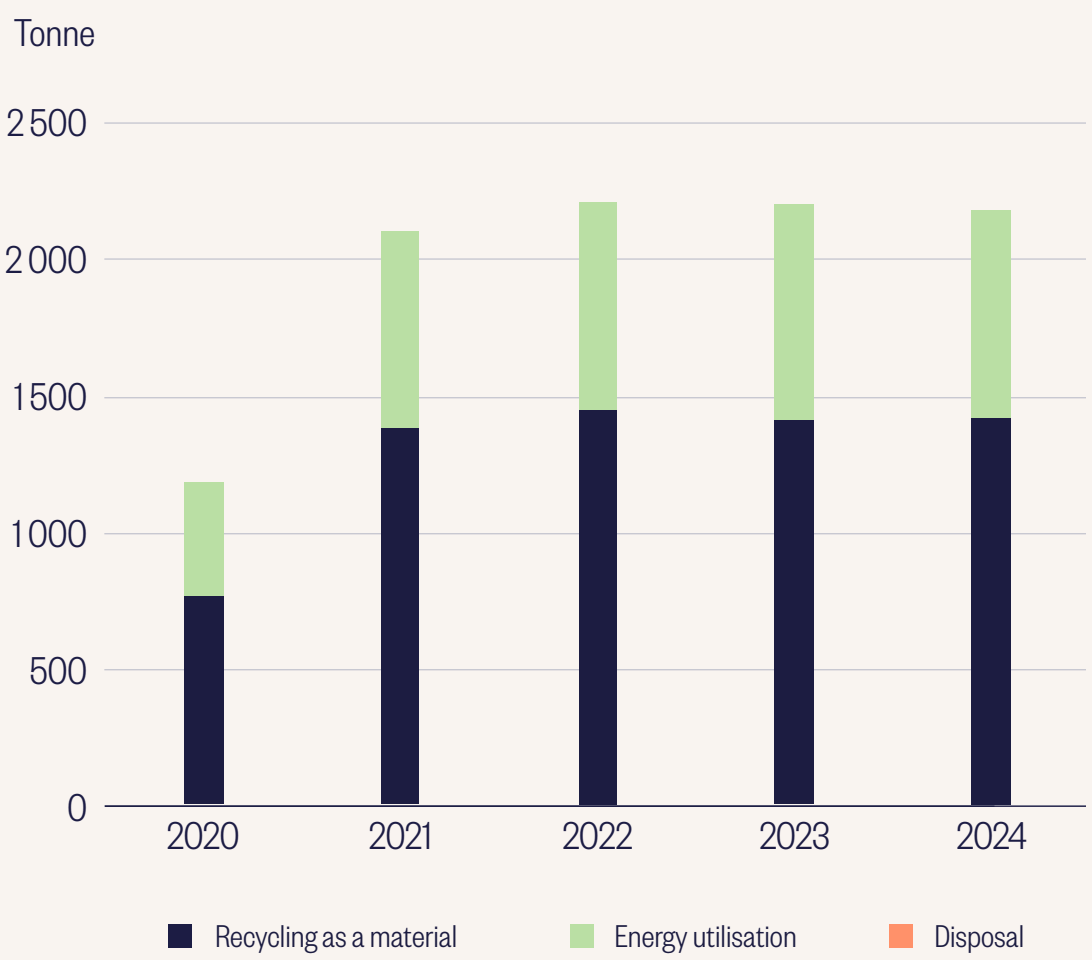
Electricity, heating, district cooling and water consumption kWh/brm<sup>2</sup>/year



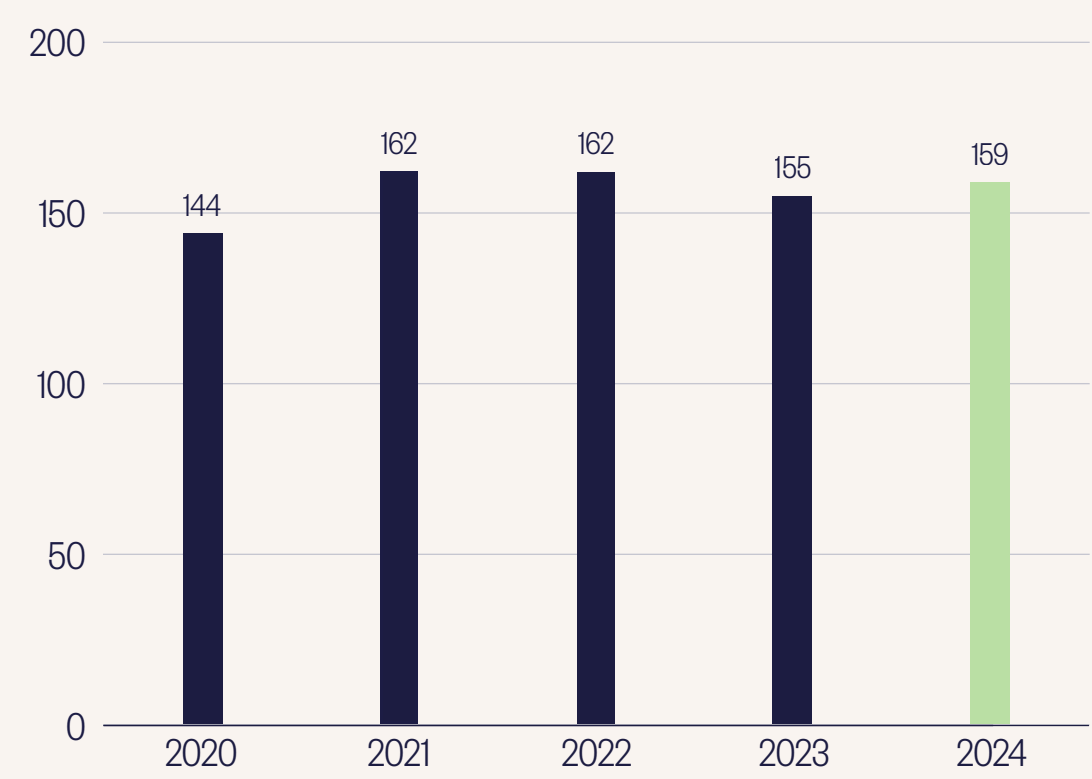
Greenhouse gas intensity, Scope 2, kgCO<sub>2</sub>e/brm<sup>2</sup>/year



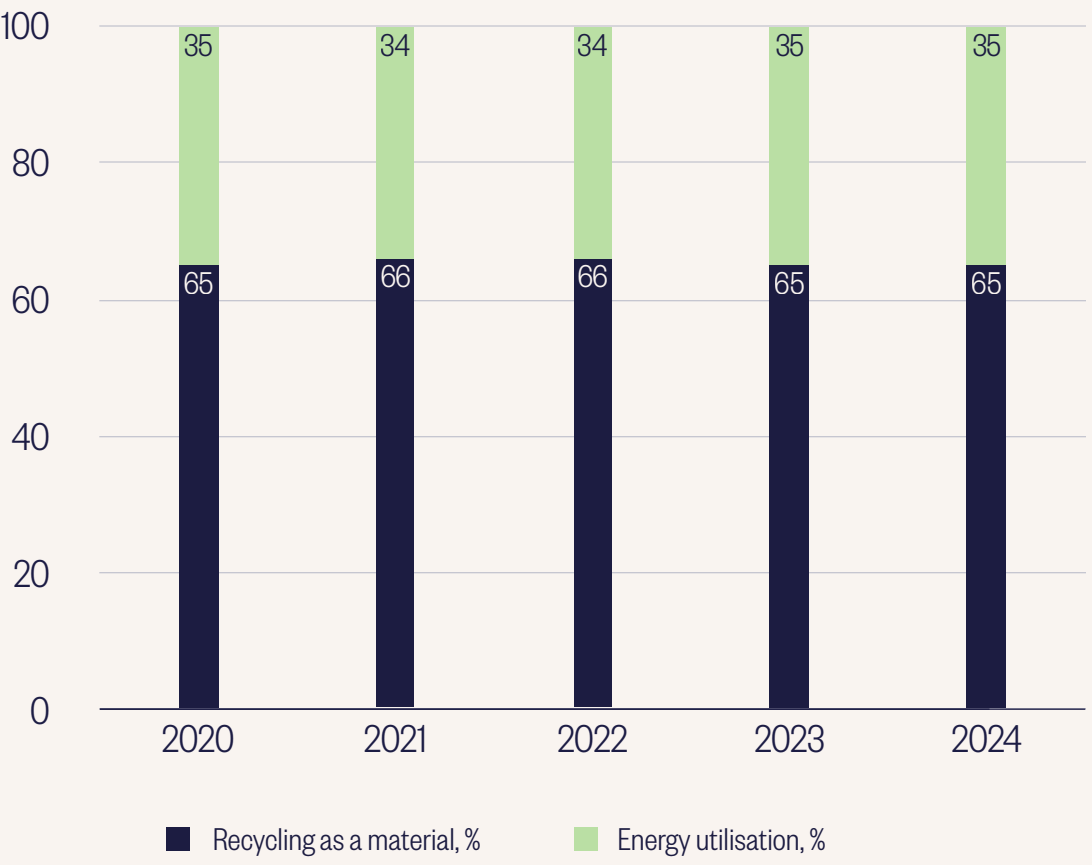
Waste volumes



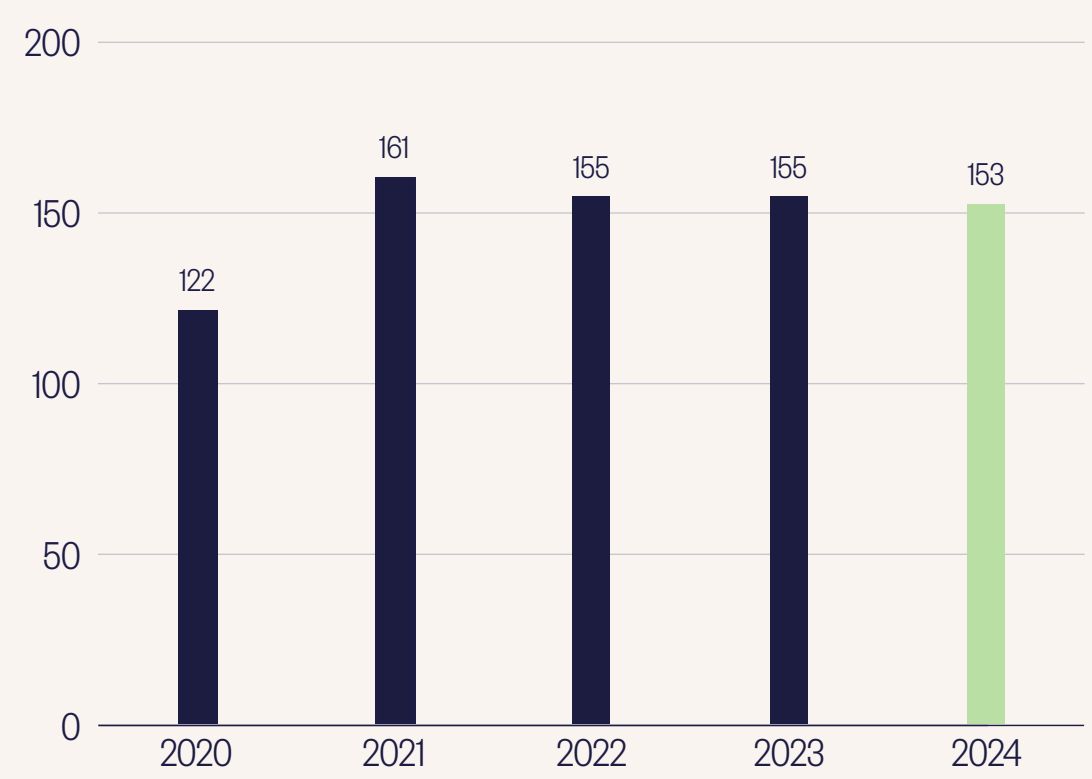
Energy consumption intensity (weather-normalised district heating) kWh/brm<sup>2</sup>/year



Waste reuse and recycling rate %



Energy consumption intensity (measured district heating) kWh/m<sup>2</sup>/year







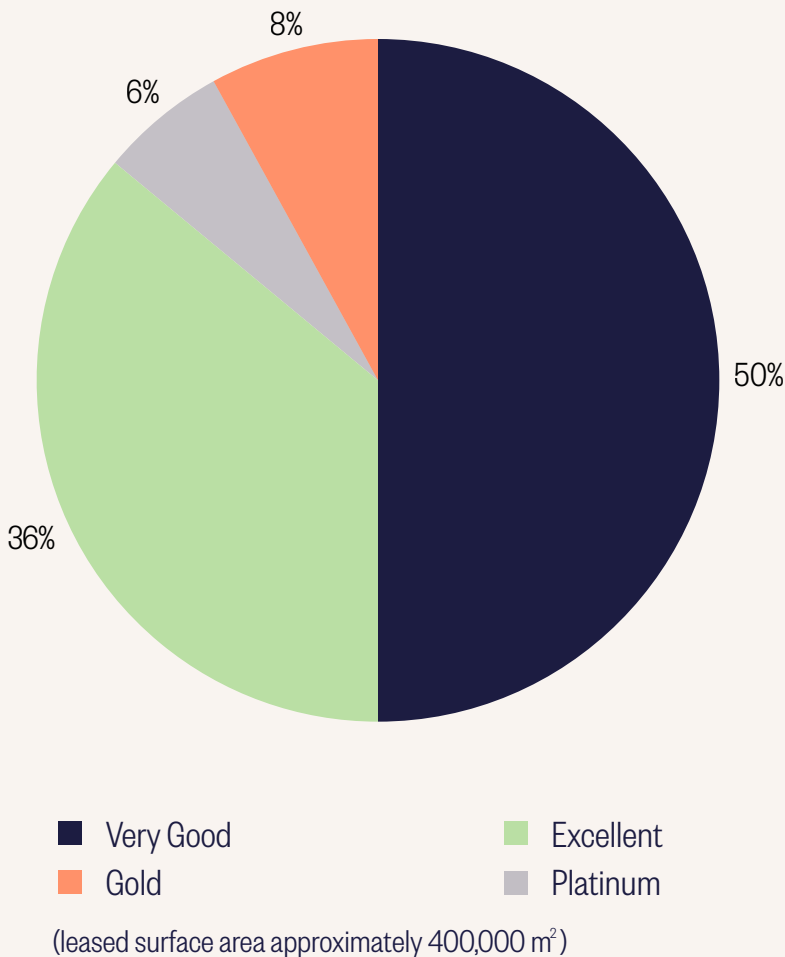
Sustainability information 2024 of Antilooppi properties

Property	Certificate	Rating	Guarantee of Origin certified wind electricity	Asset carbon neutral in energy usage	Production of own on-site solar power	Charging points for electric cars
KOY Siltala (Siltasaari 10)	LEED	Platinum	✓	✓	✓	✓
	WELL	Gold				
KOY Lintulahdenvuori	LEED	Platinum	✓		✓	✓
KOY Helsingin Ruoholahdenkatu 21	LEED	Gold	✓	✓		✓
KOY Kiinteistö Oy Itämerenkatu 3, Hki	LEED	Gold	✓	✓		✓
KOY Ruoholahden Ankkuri	LEED	Gold	✓			✓
KOY Helsingin Porkkalankatu 22	BREEAM	Excellent	✓			✓
KOY Ruoholahden Sulka (Porkkalankatu 24)	BREEAM	Excellent	✓			✓
KOY Helsingin Paasivuorenkatu 3	BREEAM	Excellent	✓			✓
KOY HTC Pinta	BREEAM	Excellent	✓		✓	✓
KOY Helsingin Valimotie 21	BREEAM	Excellent	✓		✓	✓
KOY Helsingin Hämeentie 19	BREEAM	Excellent	✓	✓		✓
KOY Helsingin Siltasaarenkatu 12	BREEAM	Excellent	✓	✓	✓	✓
KOY Helsingin Porkkalankatu 20	BREEAM	Excellent	✓			✓
KOY Helsingin Siltasaarenkatu 18–20	BREEAM	Excellent	✓			✓
KOY Elimäenkatu 17–19	BREEAM	Excellent	✓	✓		✓
Salmisaaren Liiketalo Oy	BREEAM	Excellent	✓			
KOY Helsingin Itämerenkatu 21	BREEAM	Very Good	✓			✓
Helsingin Kumpulantie 5	BREEAM	Very Good	✓			✓
KOY Elimäenkatu 5	BREEAM	Very Good	✓	✓	✓	✓
KOY Stella Terra	BREEAM	Very Good	✓	✓		✓
KOY Helsingin Sörnäistenkatu 1	BREEAM	Very Good	✓	✓		✓
KOY Merikortteli, Hki	BREEAM	Very Good	✓	✓	✓	✓
KOY Stella Luna	BREEAM	Very Good	✓	✓		✓
KOY Quartetto F	BREEAM	Very Good	✓		✓	✓
KOY Tallbergintalo	BREEAM	Very Good	✓	✓	✓	✓
KOY Espoon Karaportti 5	BREEAM	Very Good	✓			✓

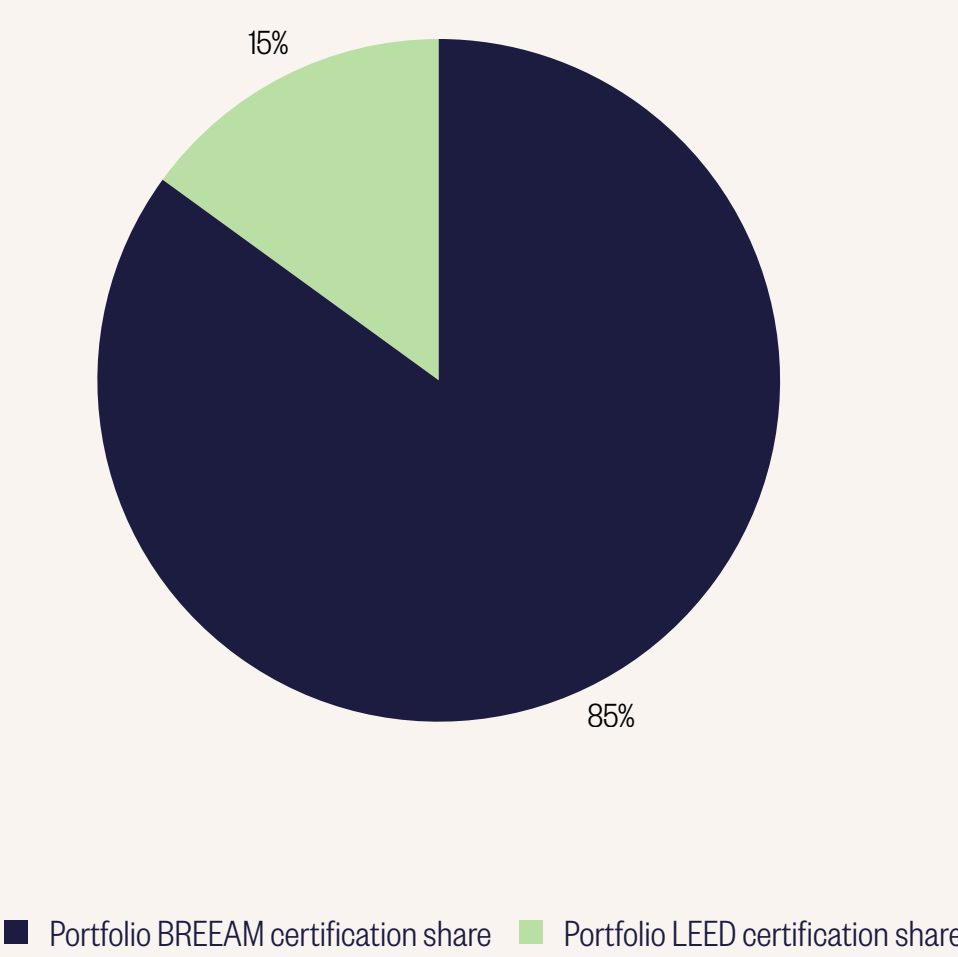
Property	Certificate	Rating	Guarantee of Origin certified wind electricity	Asset carbon neutral in energy usage	Production of own on-site solar power	Charging points for electric cars
KOY Stella Solaris	BREEAM	Very Good	✓	✓		✓
KOY Helsingin Elimäenkatu 30	BREEAM	Very Good	✓			✓
KOY Helsingin Elimäenkatu 28	BREEAM	Very Good	✓			
KOY Stella Nova	BREEAM	Very Good	✓	✓		✓
KOY Helsingin Itämerentalo	BREEAM	Very Good	✓		✓	✓
KOY Verkkoosaari (Hermannin rantatie 10)	BREEAM	Very Good	✓		✓	✓
KOY Espoon Karaportti 3	BREEAM	Very Good	✓			



Share of certification of leased surface area



Property portfolio certification distribution







Client story

# Home of creative work: Design Firm Amerikka Design Office Ltd enjoys VERK

The penthouse office of the design firm Amerikka Design Office Ltd was built with consideration for people and the demands of creative work. The starting point for the sustainable remodelling project was low carbon. Using the “coffee cup index”, people truly like being in the new office.

The design firm Amerikka Design Office Ltd develops attractive urban environment solutions, as well as workspaces, office properties and restaurants. The company, which employs more than 20 people, celebrated its 20th anniversary in 2024. That year, the company also moved into new offices in Antilooppi’s VERK building in Kalasatama, Helsinki.

“When we were looking for new offices, our aim was to find ones that met our needs better than our old offices. We placed a particular emphasis on functionality, which in today’s world supports both digital work and team spirit. The VERK ecosystems offer a modern working environment – here, we were particularly swayed by the excellent location next to Teurastamo and the extensive services,” says **Heidi Lilja**, CEO of Amerikka Design Office Ltd.

## Core of Amerikka Design Office Ltd philosophy visible in office

The stylish penthouse office was completed in the summer of 2024, and naturally Amerikka Design Office Ltd designed the premises themselves. The design firm’s philosophy – Places with Heart, Insight and Purpose – is seen in how the premises were renovated. The result is an office which considers the needs of creative work and the heart of the space – people.

The 450 m² office is divided into two zones: public and private. The spacious lounge is where visitors are welcomed but also where employees gather for meetings, lunches and exchange of







Client story

ideas. This space also houses the mainstay of design work, an extensive material library. The more private zone of the office is where the Amerikka Design Office Ltd magic is born. Calm spaces offer workstations, solitary workspaces and conference rooms. The technical solutions, such as quality lighting and a drawing wall to enable visual brainstorming, support good work.

“Creative work is at its best when people are at the same table brainstorming, sketching or just being. Above all, the office is the organization’s spiritual home – a place where people can come together like family members in their own home,” Lilja says.

## Green values guiding space design

The office project was fulfilled sustainably in line with Amerikka Design Office Ltd and Antilooppi values. The baseline was low carbon, as the project was a pilot for Green Building Council Finland’s renovation carbon footprint calculation method, which Amerikka Design Office Ltd and Antilooppi were involved in devising. Priority was given to durable and recycled materials and solutions. For example, the glass walls in the office were found in the building’s basement.

“We want to give our industry an example of a sustainable renovation project. Antilooppi has profiled itself as a sustainable real-estate owner, which resonates strongly with our philosophy. It was interesting to work with them to see just how far we could take sustainability principles in renovation,” Lilja says.

”VERK is a fascinating building with a wide variety of services that support our work. Our employees love being here – the ‘coffee cup index’ shows that people are spending more time at the office than before.”

— Heidi Lilja,  
Amerikka Design Office Ltd’s CEO

The highly sustainable VERK holds BREEAM Very Good environmental certification and uses carbon-neutral energy: Finnish wind power and ecological heating. The building is home to Antilooppi’s newest sustainable POOL flexispace, which the Amerikka Design Office Ltd staff have already become familiar with. POOL is a carbon-neutral Antilooppi space concept whose carbon footprint has been minimized, from energy consumption and construction down to the premises’ products, services and furniture. At POOL Verk, sustainability has been taken to a whole new level, as all the furniture are recycled.

“POOL is a wonderful overspill space that we’ve used for things like workshops and one-to-ones. All in all, we’re extremely satisfied with VERK. Our unofficial ‘coffee cup index’ shows we’ve been drinking 20% more coffee after moving offices. This is a sign that our employees are now spending more time at the office,” Lilja says.







Client story

# Marine technology pioneer Norsepower creates sustainable growth in the Itämerentalo building

The maritime-themed offices in Ruoholahti, Helsinki, support Norsepower’s communal working culture, sustainable development goals and steady commercial growth.

Norsepower, founded in 2012, offers an innovative rotor sail that provides a tangible solution for shipping’s green transition. The technology behind the Norsepower Rotor Sails™, which uses zero-emission wind power, helps reduce ships’ fuel consumption and carbon dioxide emissions by up to 25%.

Norsepower has rented Antilooppi offices in Ruoholahti since 2016, first in the Tallbergintalo building and now in the adjacent Itämerentalo. The company moved into its current offices, its third Antilooppi premises, in February 2024. The growth company Norsepower employed over 130 professionals at the end of 2024, and space flexibility was an important factor in facilitating rapid growth.

“For us, it’s important that the offices and square metres flexibly adapt to our business. We are also satisfied with the other aspects of our

offices, which excellently complement our values. The premises are modern and entirely sustainable, and the ideal location makes them easy to get to. In addition to all the other good points, the offices have a beautiful sea view, which is a tangible reminder of our mission,” says Procurement Development and Sustainability Manager **Petra Nars**.

## Growth company pace visible at the office

For Norsepower, the office is an important force for bringing people together, and the new premises have quickly established their status as the employees’ meeting place.







Client story

“At a growth company, things happen at a high pace every day. People work and have meetings at the office, but they also converse and share information more effectively than when working from home. That’s why it’s important for us that people want to come to the office regularly. It’s been a joy to see our employees spend time here and work passionately,” Nars says.

The 450 m² premises on the second floor of the Itämerentalo building were tailored to promote team spirit and smooth hybrid working. Norsepower employees can freely choose their working location, and the office offers everything necessary for effective working – open spaces, conference rooms and quiet work booths. The lounge, with its large windows, has also been praised, as it offers somewhere to relax, eat lunch and meet other people as ships sail by in the background.

# Green office meets sustainability pioneer’s criteria

The shipping sustainability pioneer Norsepower is also actively investing in its own sustainability. The high sustainability level of the Itämerentalo building was a very important factor for the company. The property holds BREEAM In-Use Very Good environmental certification and uses carbon-neutral wind electricity as well as energy from its own solar power plant. The property’s sustainable and energy-efficient solutions have also supported Norsepower’s WWF Green Office work, which focuses on reducing the carbon footprint and smarter use of natural resources.

”As a cleantech company, it’s important that our offices adhere to sustainable development. Our premises have a very small carbon footprint because we are already in a green building, thanks to Antilooppi.”

— Petra Nars,  
Norsepower’s Procurement Development and Sustainability Manager

“Thanks to the energy efficiency and green solutions at Antilooppi premises, our office admissions are almost zero. Even small but significant things, like waste sorting and recycling, are done in exemplary fashion. Of course, sustainability includes other things, such as well-being and community spirit. For us, it’s important that the offices truly are ones that people want to come to and where they feel good.”







# Well-being enhancing premises for our clients

We offer our clients spaces for good work. The Antilooppi space solutions are always designed and renovated sustainably and with consideration for well-being. We support interaction and community spirit at our events.

At Antilooppi, we create spaces for good work.

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

Our properties are excellently connected, allowing easy access by public transport, cycling and on foot. The quality employee facilities at our properties encourage our clients towards an active and healthy lifestyle: cycling, walking or running to work, using the exercise facilities on site, and taking exercise during the working day.

It is clear that our clients value our well-being enhancing premises and services. We conduct an annual client survey, which provides us with valuable information about our clients' satisfaction, wishes and needs. In our 2024 client satisfaction survey, the share of active promoters among our clients rose. Our Net Promoter Score (NPS) rose from the previous year to 43 (2023: 40). The clients who

**As a strong local actor, we are committed to developing urban districts over the long term, sustainably and with a focus on people.**

would promote Antilooppi are particularly happy with the premises, lease and our properties' maintenance services. Our clients' overall satisfaction increased again from the previous year. On a five-point scale, the overall satisfaction among our clients in 2024 was 4.03 (2023: 3.97).

The survey showed that for our clients, sustainability was still an important issue for consideration. In 2024, clients rated the importance of corporate responsibility at 4.1 (2023: 4.2) on a five-point scale. As in the previous year, clients were satisfied with delivery of Antilooppi's sustainability, continuing to rate it 4.1 (2023: 4.1).







# Siltasaari 10 has achieved WELL Gold well-being certification

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

We earned our first WELL certification at our Siltasaari 10 property in 2023. This was one of the first WELL certificates awarded to an office property in Finland. WELL evaluates a property using ten wellness concepts. They are good indoor air quality, clean drinking water and hygienic water use, nourishment, thermal comfort, functional and safe lighting (including use of natural light), movement, and sound, as well as safe materials which promote healthy indoor air, community, and mind. In addition to technical requirements, WELL considers community, nourishment, physical movement and space solutions and operating methods that support mental well-being.

The users of Siltasaari 10 experience WELL-certification-compliant support of well-being in features such as comfort, low-carbon building materials, and pleasant acoustics. We have invested in the attractiveness and aesthetic value of the spaces through art and natural materials, colours and plants. The property features an automated system which regulates heating and indoor air conditions. Automatic light control reduces waste lighting and saves energy.

The central location in Hakaniemi in Helsinki makes active commuting and public transport use easy. First-class employee facilities and parking for 400 bikes, featuring e-bike charging stations, loan bikes and a bike maintenance station, support physical well-being and everyday exercise. In addition, we promote well-being by encouraging our tenants to use the stairs.

The WELL certificate requires us to monitor and enhance conditions at the property. The annual certification-compliant measurements took place in 2024, and their results continued to fulfil WELL certification criteria.

Find more details about property-specific certificates on our [website](#).

## Well-being and vibrancy for the whole urban environment

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







We create well-being and success  
for our clients by supporting  
encounters and community spirit.

## We support community spirit and interaction at our events

We create well-being and success for our clients by supporting encounters and community spirit. Antilooppi actively develops and facilitates a good professional life. We build a more sustainable world of work in collaboration with other actors.

Antilooppi had a significant year of interactions in 2024. We helped organize or attended almost 40 interactive events.

In the autumn, we broadcast a live stream of the traditional Nordic Business Forum for our clients and were involved in delivering the NBF Executive Spring Summit event in cooperation with Nordic Business Forum and Boston Consulting Group. The POOL Lounge at Siltasaari 10 served as a living room for growth entrepreneurs as part of our cooperation with the Cofounder podcast. With Workday Designers, we ran four EX-factor breakfast events, at which we delved into topical professional and well-being phenomena.

We regularly run networking events for our clients. In 2024, we held a breakfast event and an after-work event on the topic of sustainability at Siltasaari 10. There, tenants had the chance to socialize and showcase their businesses. The event, conceived by our clients, received excellent feedback, and we are planning similar events at our other locations.

In line with our strategy, we develop our properties and their services over the long term and with roots in the local areas, simultaneously strengthening urban culture and community. For the second time we were the main partner of Helsinki Design Week, the main stage of which was the former bank at Paasivuorenkatu 3 in Hakaniemi. In addition, we organized our own events, such as a client garden party at the iconic Merikortteli building in Punavuori, Helsinki. The opening of our VERK property in the spring of 2024 attracted almost 300 participants to discuss current professional topics.





Client story

# Auntie builds a healthy world of work in Hakaniemi

Auntie Solutions, a pioneer in mental well-being, wanted to find offices that combined quality, flexibility and ease. The turnkey Antilooppi office in the Paasitalo building offered a solution in which everything fit.

Auntie's new corner office in the Paasitalo building in Helsinki's Hakaniemi exudes natural light, warmth and quality – precisely what the growth company was looking for when it sought new offices in 2024. The old office no longer met the company's needs, and the goal was to find more flexible and suitable premises that did not require extensive adaptation.

"We wanted a more functional space solution in which we wouldn't have to think about every little detail ourselves. At the same time, we didn't want to compromise on quality. Always Ready gave us stunning modern premises, in turnkey condition to boot. As soon as we saw the space, we knew it would work," says **Pirja Aarnio**, HR director at Auntie.

## Comfortable office supports Auntie's vision of healthy world of work

Auntie and Antilooppi are united by the goal of building a better world of work. Auntie offers preventative mental health services which allow employees to easily access support to discuss, for example, coping with stress, changes or lack of motivation. Auntie employs 40 people and offers its services in over 25 languages. Over 400 organizations worldwide already use its services.

"We wanted a high-quality office that was as turnkey as possible, one that was easy and nice to get to and where our employees would feel good. Antilooppi's Always Ready offices ticked all the boxes."

— Pirja Aarnio,  
Auntie's HR director







Client story



The employees expressed the wish for a new office with a good location and comfort. It had to be within ten minutes’ walk of the central railway station and support the business and service development professionals’ work. The Always Ready offices had everything they needed: the spaces with park views offered abundant natural light as well as a range of areas for both quiet and interactive work. Auntie flexibly compliments its own offices with Antilooppi POOL flexispaces, such as to meet conference and event needs.

“Our offices are stylish and functional, with gorgeous views. As a growth company in which people do hybrid work, the flexibility of the spaces and the leases is really significant. Our space needs vary, and if we need to, we can rent additional spaces from POOL for staff events and bigger client events,” Aarnio says. She says that Hakaniemi has proven an excellent choice, both in terms of location and services. “Getting here is easy, and next to the office we have everything we need, from good lunch options to supermarkets, the market hall and a pharmacy. Even the seashore is just around the corner, which is a nice place to hold a walking meeting during the working day.”

## Sustainability on many levels

Auntie’s business emphasizes social responsibility, which the company actively promotes among its employees. The office plays a significant unifying role which helps strengthen the hybrid working employees’ commitment and well-being.

”Flexibility was one of our most important criteria. It was important for us to be able to rent additional space in the same building as the situation and our needs required, and POOL offered a perfect solution for this.”

“You don’t build team spirit over Slack – it’s also important for us to meet regularly face to face. The office builds the workplace spirit and corporate culture – that is where we can meet each other and talk about other things than work. Of course, everything starts with having a nice office to come to.”

Auntie also values everyday sustainability, such as the property’s good recycling facilities. Always Ready is in itself a sustainable choice, one fulfilled with durable materials. The Paasitalo building uses solely carbon-neutral energy and has been awarded BREEAM Gold environmental certification.

“It’s wonderful that our premises stand the test of time and that they employ sustainable solutions. Sustainability also means being able to easily get to the office by public transport and cycling. Some of our employees cycle to work, making the building’s bike storage and good showers and changing rooms an important addition for us,” Aarnio says.





## Client story

# An office that feels like your own – Gofore fell in love with Siltasaari 10

For the consulting firm Gofore, it was important to find accessible offices that could support their employees varied needs, such as cognitively demanding work. The company found premises that met its needs in Siltasaari 10, which has become one of Helsinki's most popular office properties.

Gofore is an international consulting firm which builds an ethically sustainable digital world. The listed company, which has its roots in Tampere, employs almost 1,500 technology, commercial and design experts worldwide.

Location, space adaptability and sustainability were key criteria when selecting a new office. The completely renovated and modernized Siltasaari 10 impressed Gofore with its high quality and wide range of services. The WELL Gold-certified property offers excellent support for well-being. In addition, the building's accessibility sets it apart from the competition. The data also supported the choice: analysis of employees' commutes showed that Hakaniemi was one of the best options on average.

**”Primarily, the office is a place of work for us, somewhere that should support both cognitively demanding work and holistic well-being. At Siltasaari 10, we got brilliant new premises that were updated for our needs and the requirements of modern work.”**

**— Paula Kölli,  
Gofore's Head of Workplace Operations**







Client story

“At Siltasaari 10, we got just what we were looking for – modern, renovated premises which match our needs and the demands of modern work. The building is of high specification and in an excellent location, with the metro, trams and buses right outside. The good facilities on site, such as the quality bike storage, were an important addition for us,” says Gofore’s Head of Workplace Operations **Paula Kölli**.

## Thriving Gofore office culture

Gofore was actively involved in designing the 3,000 m² office to ensure that the premises supported its employees’ needs in the best possible way. One crucial aim was to create a brain friendly workspace. This is visible in details such as space solutions which support focus and recovery and in sensory stimulus management.

“There’s been a lot of talk about the changing role of the office, but for us it is still above all a workplace. In addition, the office is an important physical expression of our culture and people. Many of our employees come here every day or several times a week, which is why it’s important for the offices to support both cognitively demanding work and team spirit. Our employees have given us excellent feedback on the offices and how harmonious they are,” Kölli says.

Every floor has a pleasant lounge with a kitchenette, in addition to which the premises will have a games room, a space for watching

movies, a leisure corner for physical activity, and rest spaces. The rooftop terrace and large function room crown the entire offering. In addition to its own offices, Gofore employees actively use Antilooppi’s POOL flexispaces, and in particular the POOL Lounge, which offers an inspiring space for work and meetings.

“POOL’s flexible options matter a lot to us, as our space needs evolve rapidly. We’ve also used the POOL conference rooms a lot.”

## A sustainable workspace is built on well-being and accessibility

Gofore is known as a pioneer of ethical digitalization which wants to set an example in sustainability – not just in its responsibility for the environment, but also for society. For the company, it was important for the workspace to be truly accessible to all, including users of assistive equipment. The holistic sustainability at Siltasaari 10 made an impression on the company. The building is the flagship of Antilooppi’s sustainability endeavours, having been awarded a LEED v4 Platinum certificate with the highest score in Finland.

“We wanted to ensure that the premises serve all our employees and are physically accessible. We measured everything, from the lifts to the doorways to ensure the suitability of the premises.

”We also attached great weight to the property owner’s sustainability. We wanted to collaborate with reliable partners who operate sustainably in every way. It’s wonderful to be able to share the same values with Antilooppi.”

At Siltasaari 10, accessibility has been taken seriously, and the property also stands out to its advantage, thanks to its other sustainable solutions. In general, we appreciate Antilooppi’s commitment to sustainable development and responsible property management, as for us it is important to work with partners that share our values,” Kölli says.







# Success is grounded in employee well-being

Our employees' well-being is the core of our operations and social responsibility. We invest in a workplace with a sense of community in which everyone can develop and succeed as an individual.

Our social responsibility extends from our employees to our clients, partners and society as a whole. By being a responsible employer, we make a positive impact not just on our employees, but also on our business and other stakeholders. We want to be the best possible workplace where every Antilooppi employee feels comfortable and well. We care about the positive employee experience and work together to build a favourable, participatory and encouraging corporate culture. We offer our employees flexible working opportunities and are continuing the hybrid working model in accordance with their wishes. Our extensive POOL network provides additional working flexibility and eases work-life balance.

To strengthen our team spirit, in the autumn of 2024, we moved from the two-office model to a single office at Siltasaari 10. Every Monday, we gather to eat breakfast together, after which the day continues with team meetings. Our WELL-certified Siltasaari 10 property is the flagship of our sustainability endeavours, offering our employees workspaces which support their holistic health and well-being. Pleasant indoor spaces, a wide range of services, high-specification showers and changing rooms, and a bike storage with shared bikes support a good working day.

## We made our organization even more client-focused

At the end of 2024, Antilooppi had 33 employees of its own, and we employ hundreds of people indirectly, such as in property maintenance, security services, lobby services and cleaning.

We constantly develop our organization to respond to a changing operating environment and client needs. In 2024, we introduced a new organizational structure and developed our operations to include an even stronger focus on client relationship management. We clarified Antilooppi employees' roles in client relationship management throughout the entire client relationship. In addition, we strengthened portfolio management roles and strengthened execution of our concepts' development. We reorganized our functions by creating completely new job descriptions and abolishing some. We launched our new organizational structure in August 2024, and establishing that new structure will continue in 2025. To reinforce our organization in line with our strategy, we were recruiting for five open positions at the return of the year.







# Employee needs guide workplace development

We develop our operations with our employees and maintain an open, continuous dialogue. We regularly conduct a work satisfaction and well-being survey which provides valuable information on our employees’ experiences and improvement suggestions. The survey conducted at the start of 2024 highlighted the need for improved internal dialogue and communications. We have taken purposeful action to improve information flow and increase the number of internal events. We meet regularly at staff briefings, shared lunches and team meetings. Strengthening communication will also remain central focal point in 2025.

The response rate to the survey about 2024 was 90%, and our employees gave us a net promoter score of 35 (29). The survey found that our employees’ physical and mental working capacity was 4.2 (4.0). The survey asked about issues such as work well-being, working capacity and motivation, and the results provided an extensive picture of the strengths and development areas at our company. The survey showed that Antilooppi employees felt healthy and capable of work, skilled and professional, aware of what was expected of them at work, and unanimous about the Antilooppi strategy and long-term goals. Work-life balance and the positive workplace environment were named as strengths. Employees suggested the following as improvements: more frequent thanks for good work, easier opportunities to raise problems in the workplace, and consistent communication and action from management.

# Healthy, safe and equal workplace

We advance our employees’ working capacity and condition in the round, both at work and outside it. The results of our work well-being surveys show that work-life balances at a good level in our company. To support well-being, we offer our employees extensive fringe benefits, which include occupational health services in excess of the statutory minimum, full cultural and exercise benefits, and lunch vouchers. Since 2023, we have paid three months’ family leave to the other parent as well.

We want to secure a safe workplace for our employees in which everyone can work free from any kind of discrimination or harassment. We work to secure equality on the basis of our equality and non-discrimination plan. We ensure remuneration equality through our salary analysis every two years, most recently in 2024. We ensure occupational safety and manage risks related to our operations with the help of diligent risk plans and our active Occupational Safety and Health Committee. In 2024, no occupational accidents involving Antilooppi employees were reported.







In 2024, we invested in strengthening community spirit by holding a wide range of leisure events.

## Our workplace offers space to develop and grow

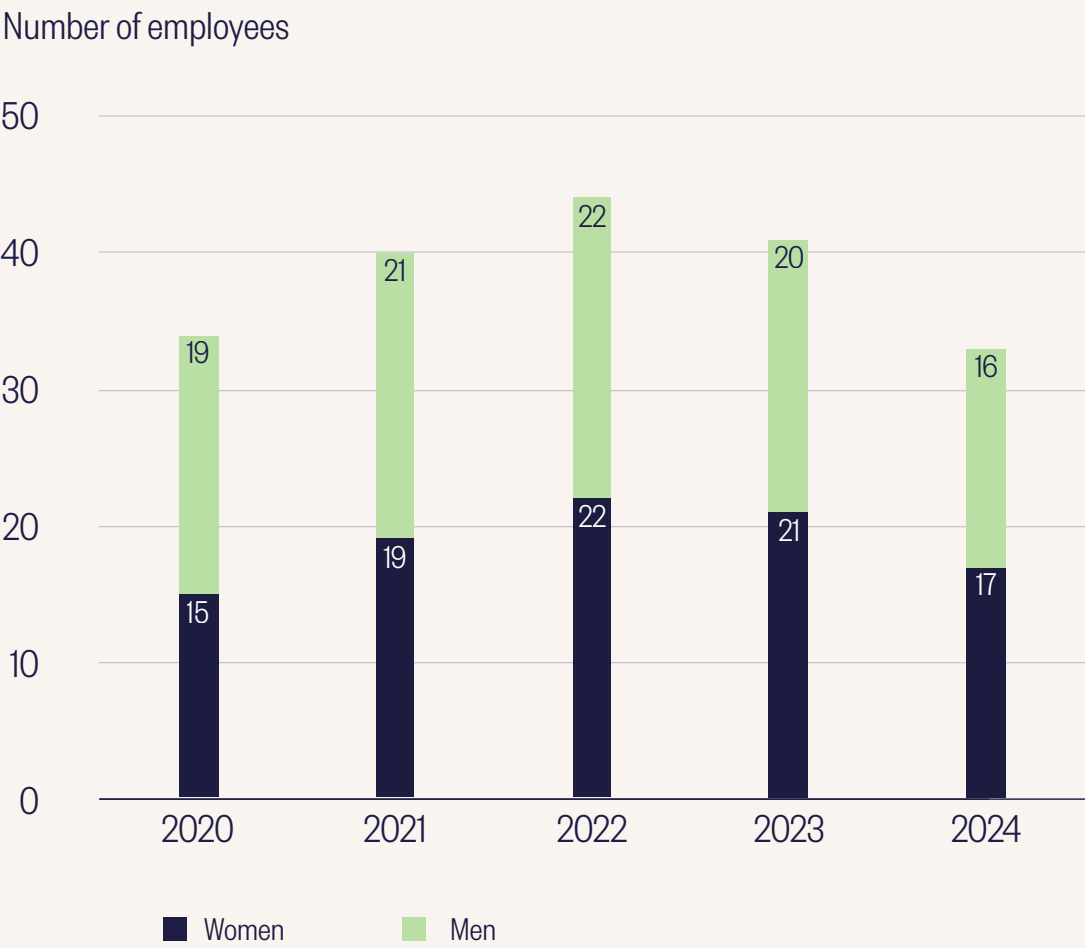
We support our employees’ professional growth through a wide range of training and development opportunities. Our goal is to ensure that everyone has an individual development path which supports their skills and professional abilities. During the year, three employees attended the postgraduate programme (PGP) in real estate business, aimed at leaders and specialists. In addition, our employees had the opportunity to attend property manager training, and the property evaluation training programme run by Kiinko Real Estate Education. We ran in-house training on topics such as IT and data protection skill maintenance. In 2024, we spent a total of 600 hours, equivalent to 80 working days, on internal and external training.

## Team spirit creates the basis for well-being

For us, it is important to meet regularly both at work and outside it. In 2024, we invested in strengthening community spirit by holding a wide range of leisure events. We organized a summer lunch for our employees in the run-up to the summer leave season, and in December we gathered to enjoy Christmas porridge and a Christmas party. In the autumn, we held our traditional recreational day in Tampere, where our employees had the opportunity to conduct a fitness test and participate in other activities to improve holistic well-being. The fun games strengthened our team spirit, and the successful day ended, as usual, with a bowling tournament and a shared dinner.

We involved our employees in our sustainability endeavours by offering the opportunity to participate in the common good. This year, our employees took part in the traditional Christmas Tree campaign, which brings Christmas joy to children in the care of social services and in need of special support.

Number of employees and gender distribution



Age distribution of personnel







# Sustainability figures and GRI

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# Reporting principles

This is Antilooppi's fourth annual Sustainability Report. The Report has been compiled in accordance with the Global Reporting Initiative standards. The reporting period is the 2024 calendar year, from 1 January 2024 to 31 December 2024. The GRI index for 2024 forms part of the report.

## Report assurance

Ernst & Young Oy has conducted limited assurance of the report. The assurance included the following GRI indicators: GRI-302-1, GRI 302-3, GRI 305-1 and GRI 305-2. The assurance statement is on [page 64](#).

## Reporting scope

The report encompasses the operations of Antilooppi Ky in Finland and properties in which Antilooppi owns over 50%. The reporting scope in 2024 included 39 sites, consisting of 34 companies, 4 parking garages and one civil defence shelter. If a reported indicator differs from this scope, it is stated separately under the indicator in question.

We report all consumption figures for both the entire portfolio and the comparable properties to ensure retention of inter-

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

## Comparable sites

The comparable sites for the reporting year and the previous year have been updated in terms of energy consumption and emission data. The comparable sites for the reporting period of 2022–2024 include all sites apart from Tietotie 9, which was sold at the end of 2022. The Takkatie 1 site, sold at the start of 2023, is included in reporting for the period Antilooppi owned it (1/2022–2/2023).

## Energy

The energy consumption at Antilooppi properties consists of purchased energy – electricity, district heating and district cooling – as well as proprietary renewable energy production, such as solar energy. Solar energy is generated at 11 properties. District cooling is used at 11 properties. During the reporting year, we monitored the energy consumption of electricity, heating and cooling at

100% of our properties. The monitoring system we used for hourly energy monitoring in the reporting year was Granlund Manager. Consumption monitoring in the parking garages is based on manual readings from the FIMX system.

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

## Water

We have constantly improved monitoring of our properties' water consumption, and in the reporting year we monitored it across 100% of our portfolio. In 2024, we used hourly monitoring for 33 sites. The monitoring system is Smartvatten. At three sites, water consumption is monitored by manual readings from the FIMX system.





# Carbon dioxide emissions

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

Antilooppi’s scope 1 emissions include emergency power generators, as well as fuel consumption and refrigerant leaks in company cars provided as an unlimited benefit. The emissions of emergency power generators are calculated by estimating the generators’ fuel consumption, based on the generators’ size. Unlimited-benefit company car fuel consumption is calculated using driven kilometres and estimated fuel consumption. Fuel consumption is multiplied by the emission factor for the fuel type used, using the 2024 fuel classification of Statistics Finland. Refrigerant volumes have been obtained from the maintenance reports of hardware containing refrigerants. Refrigerant volumes are multiplied by the emission factor obtained from the safety data sheet of the refrigerant in question.

Antilooppi’s scope 2 emissions include energy purchased by Antilooppi: electricity, heating and district cooling. Emissions have been calculated by multiplying the reporting year’s energy consumption by the respective emission factor.

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

Antilooppi’s scope 3 emissions include the most material greenhouse gas emissions of the value chain. These are emissions from purchased goods and services, energy generation life-cycle effects, business travel, rented property, waste and wastewater. The input data used are energy and water consumption, business travel kilometres, and euro amounts of purchased goods and services. The business travel and energy production emission factors are from Statistics Finland and the UK Department for Environment, Food and Rural Affairs database. The Exiobase database’s cost-based factors are used as the emission factors for purchased goods and services. The factors are adjusted for inflation. Waste emissions are calculated using the Globes service from Verdis, and wastewater emissions are calculated using HSY’s factors.

# Waste

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

# Renewable energy

In the reporting year, renewable energy consists of renewable electricity and heating generated from renewable sources purchased from energy companies. The power generated by the solar power plants is not included in the consumption reporting for 2022 and 2023. However, solar power generation has been considered in electricity consumption reporting, as solar power generation reduces the volume of purchased electricity. We report on solar power generation as part of consumption reporting from 2024 onwards.

# Key sustainability figures

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





# Sustainability figures

Antilooppi in figures GRI 102-7

	2024	2023	2022	2021	2020
Number of employees	33	41	44	40	34
Turnover, MEUR	84.3	87.8	87.8	81.4	79.9
Loans from financial institutions, MEUR	565.8	568.4	574.7	628.7	635.0
Debt to owners, MEUR	168.6	625.2	590.2	558.2	519.2
Equity capital, MEUR	527.3	106.8	214.0	224.7	209.0

Direct economic value generated and distributed GRI 201-1

Miljoonaa euroa	2024	2023	2022	2021	2020
Turnover (rental revenue)	84.3	87.8	87.8	81.4	79.9
Employee salaries, remuneration and social security contributions	5.2	5.7	5.9	4.6	4.3
Purchased goods, materials and services	31.6	33.9	33.3	27.1	23.5
Public sector payments (taxes)	7.2	6.6	6.7	6.4	6.0
Payments to lenders	17.6	22.8	10.4	11.0	10.4
Interst rate expenses to owners	28.1	35.7	34.3	31.8	28.7
Investments	23.7	32.4	49.2	71.3	517.1

Career development review GRI 404-3

%	2024	2023	2022	2021	2020
Share of employees who have had a career development review	100	95	95	100	

Staff turnover GRI 401-1

	2024	2023	2022	2021	2020
New employees	0	0	9	9	14
Under 30 years old	0	0	1	2	
30–50 years old	0	0	8	7	14
Over 50 years old	0	0	0	0	
Women	0	0	5	4	5
Men	0	0	4	3	9
Ended employment relationships	8	3	5		
Under 30 years old	0	0	0	0	
30–50 years old	4	3	5	3	
Over 50 years old	4	0	0	0	
Women	0	1	2	2	
Men	0	2	3	1	
Staff turnover rate, %	11%	4%	16%	15%	





Diversity of executive teams and employees GRI 405-1

	2024	2023	2022	2021	2020
Board of Directors	5	5	5	5	6
Under 30 years old	0	0	0		
30–50 years old	1	2	4	4	3
Over 50 years old	4	3	1	1	3
Women	2	2	2	2	2
Men	3	3	3	3	4
Management Team	5	5	5	5	6
Under 30 years old	0	0	0		
30–50 years old	4	4	4	4	5
Over 50 years old	1	1	1	1	1
Women	1	1	1	1	1
Men	4	4	4	4	5
Employees	33	41	44	40	34
Under 30 years old	0	1	2	2	
30–50 years old	27	32	35	32	31
Over 50 years old	6	8	7	6	3
Women	17	21	22	19	15
Men	16	20	22	21	19

Information on employment relationships GRI 102-8

	2024	2023	2022	2021	2020
Number of employees	33	41	44	40	34
Fixed-term employment contracts	0	0	0	1	
Women	0	0	0	0	
Men	0	0	0	1	
Non-fixed-term employment contracts	33	41	44	39	34
Women	17	21	22	19	
Men	16	20	22	20	
Full-time employment contracts	33	41	44	39	34
Women	17	21	22	19	15
Men	16	20	22	20	19
Part-time employment contracts	0	0	0	1	
Women	0	0	0	0	
Men	0	0	0	1	
External employees (external contracts)	4	4	5	4	4
Average staff turnover, %	11%	4%	16%	15%	
Exit turnover, %	22%	7%	11%	8%	
Incoming turnover, %	0%	0%	20%	23%	





Energy consumption of Antilooppi’s properties GRI 302-1

	2024	2023	2022	2021	2020	Change 2023–2024, %
Total energy consumption of all properties, MWh (weather-normalised)	92,391	91,096	99,372	96,096	85,992	1%
Total energy consumption of all properties, GJ (weather-normalised)	332,607	327,946	357,739	345,944	309,570	1%
Total energy consumption of like-for-like properties, MWh (weather-normalised)	92,253	91,096	90,891	82,051	67,596	1%
Total energy consumption of like-for-like properties, GJ (weather-normalised)	332,111	327,946	327,207	295,383	243,344	1%
Total energy consumption for all properties, MWh (measured)	89,194	89,599	95,184	95,724	74,348	0%
Total energy consumption for all properties, GJ (measured)	321,100	322,557	342,661	344,606	267,653	0%
Total energy consumption of like-for-like properties, MWh (measured)	89,056	89,599	87,226	81,714	77,779	-1%
Total energy consumption of like-for-like properties, GJ (measured)	320,603	322,557	314,014	294,171	280,006	-1%
Electricity, all properties, MWh	39,890	39,597	41,659	41,130	38,627	1%
Electricity, all properties, property electricity, MWh <sup>1</sup>	24,118	22,345	29,359	28,942	29,346	8%
Electricity, like-for-like properties, MWh	39,752	39,597	41,329	37,596	28,299	0%
Heat, all properties, MWh (weather-normalised)	48,186	47,730	52,953	52,802	46,175	1%
Heat, like-for-like properties, MWh (weather-normalised)	48,186	47,730	45,396	42,737	37,962	1%
Heat, all properties, MWh (measured)	44,989	46,233	48,764	52,430	34,531	-3%
Heat, like-for-like properties, MWh (measured)	44,989	46,233	41,732	42,400	27,013	-3%
District cooling, all properties, MWh	4,315	3,769	4,761	2,164	1,190	14%
District cooling, like-for-like properties, MWh	4,315	3,769	4,165	1,718	1,190	14%
Fuel consumption, MWh (diesel for backup power supply, fuel purchase for cars) <sup>2</sup>	2	9	15	14	3	-74%
Fuel consumption, GJ (diesel for backup power supply, fuel purchase for cars) <sup>2</sup>	9	34	53	50	12	-74%

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

<sup>1</sup> During the reporting year, changes and refinements have been made to the calculation process of property electricity.

<sup>2</sup> 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

	2024	2023	2022	2021	2020
Share of renewable energy, %	100	100	78	8	5
Own energy production, MWh	377				
Share of renewable heat, %	63	47	29	17	16
Share of renewable district cooling, %	3	100	100	100	85
Share of renewable diesel, %	n/a	n/a	n/a	n/a	n/a
Electricity, gCO <sub>2</sub> /kWh					
Helsinki	-	-	235	232	249
Helsinki (includes purchases of renewable electricity)	0	0	57		
District cooling, gCO <sub>2</sub> /kWh					
Helsinki	0	0	0	0	18
District heating, gCO <sub>2</sub> /kWh					
Helsinki	162	223	190	187	198
Vantaa	162	170	163	134	177
Espoo	108	146	156	212	342
District heating total (includes purchases of renewable energy)	89	142	173	196	n/a
Electricity, gCO <sub>2</sub> /kWh					
Tilastokeskus	90	100	100	131	141
District heating, gCO <sub>2</sub> /kWh					
Other co-production (Motiva)	117	125	125	154	154





Energy intensity GRI 302-3

kWh/gross m²/year	2024	2023	2022	2021	2020	Change 2023–2024, %
Energy intensity*	159	155	162	162	144	2%
Electricity consumption intensity	59	59	60	60	53	0%
Electricity consumption intensity, property electricity	36	33	46	46		9%
Heating consumption intensity (weather-normalised)	81	81	82	85	77	1%
Heating consumption intensity	76	78	76	85	55	-3%
District cooling consumption intensity	18	16	19	17	13	14%

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

Reducing energy consumption GRI 302-4

	2024*	2023	2022	2021	2020	Change 2023–2024, %
Calculated energy savings from energy efficiency measures at properties, MWh	1,712	2,761	2,779	670	2,423	-38%
Calculated energy savings from energy efficiency measures at properties, GJ	6,163	9,941	10,005	2,412	8,723	-38%

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

Water consumption GRI 303-5

	2024	2023	2022	2021	2020	Change 2023–2024, %
Water consumption at properties, l	96,210,591	111,793,012	95,172,624	76,938,265	69,999,420	-14%
Like-for-like water consumption at properties, l	74,805,590	109,199,829	91,661,024	74,310,615	48,342,200	-31%
Water consumption intensity, l/brm²/year	135,000	196,000	164,000	134,000	152,000	-31%

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

tCO <sub>2</sub>	2024	2023	2022	2021	2020	Change 2023–2024, %
Emissions from the fuel consumption of back-up power generators	0.6	0.6	0.8	0.6	0.8	5%
Emissions from leaked refrigerants*	164.4	394.5	274.9	274.9		-58%
Emissions from the fuel consumption of leased cars*	0	1.1	1.6	1.6		-100%
Scope 1 total	165.0	396.2	277.2	277.0		-58%
Greenhouse gas intensity, kgCO <sub>2</sub> e/brm²/year (Scope 1)	0.25	0.58	0.4	0.4		-58%

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

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

tCO <sub>2</sub>	2024	2023	2022	2021	2020	Change 2023–2024, %
Total emissions, market-based (weather-normalised district heating)	4,310	6,437	11,449	19,487	19,314	-33%
Total like-for-like properties, market-based (weather-normalised district heating)	4,310	6,437	10,014	16,797	15,116	-33%
Total emissions, market-based (measured district heating)	4,024	6,231	10,731	19,437	16,874	-35%
Total like-for-like properties, market-based (measured district heating)	4,024	6,231	9,395	17,828	12,744	-35%
Total location-based (weather-normalised district heating)	9,198	10,055	10,715	13,520	12,579	-9%
Total location-based (measured district heating)	8,826	11,714	10,193	13,462	12,557	-25%
Electricity, location-based	3,577	4,105	4,114	9,542	9,618	-13%
District heating (weather-normalised), location-based	5,622	5,950	6,601	9,945	9,674	-6%
District heating (measured), location-based	5,249	5,764	6,079	9,895	7,235	-9%
District cooling, location-based	0	0	0	0	21	0%

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





Other indirect greenhouse gas emissions (Scope 3) GRI 305-3

tCO <sub>2</sub>	2024
Total emissions	14,360
Category 1. Purchased goods and services	7,773
Construction services	4,595
Other construction services (design and architect)	880
Property management and maintenance	1,675
Other procurements	623
Category 2. Capital goods	0
Category 3. Fuel and energy related activities	4,206
Category 5. Waste	428
Category 6. Business travel	3
Category 13. Leased assets	1,951

Carbon dioxide emission intensity of energy consumption, market-based GRI 305-4

kgCO <sub>2</sub> /gross m <sup>2</sup> /year	2024	2023	2022	2021	2020	Change 2023–2024, %
Total carbon dioxide emission intensity (weather-normalised)	7.3	10.9	17.3	30.0	29.6	-33%
Total carbon dioxide emission intensity (measured)	6.8	10.5	12.8	32.0	28.0	-35%
Total carbon dioxide emission intensity of electricity	0.0	0.0	3.4	13.8	13.3	0%
Carbon dioxide emission intensity of electricity, total for property electricity	0.0	0.0	2.4	9.3		0%
Total carbon dioxide emission intensity of district heating (weather-normalised)	7.3	10.9	13.9	16.1	16.3	-33%
Total carbon dioxide emission intensity of district heating (measured)	6.8	10.5	12.8	18.2	14.7	-35%
Total carbon dioxide emission intensity of district cooling	0.0	0.0	0.0	0.0	0.0	0%

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

Carbon dioxide emission intensity of energy consumption, location-based GRI 305-4

kgCO <sub>2</sub> /gross m <sup>2</sup> /year	2024	2023	2022	2021	2020	Change 2023–2024, %
Total carbon dioxide emission intensity (weather-normalised)	14.8	15.9	17.1	21.0		-7%
Total carbon dioxide emission intensity (measured)	14.2	15.6	16.3	20.9		-9%
Total carbon dioxide emission intensity of electricity	5.3	5.9	6.10	7.8	7.5	0%
Carbon dioxide emission intensity of electricity, total for property electricity	3.2	3.3	4.20	5.4		0%
Total carbon dioxide emission intensity of district heating (weather-normalised)	9.5	10.1	11.0	13.2	11.9	-6%
Total carbon dioxide emission intensity of district heating (measured)	8.9	9.7	10.2	13.1	8.4	-9%
Total carbon dioxide emission intensity of district cooling	0	0.0	0.0	0.0		0%

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





Waste GRI 306-5

%	2024	2023*	2022	2021	2020	Change 2023–2024, %
Total utilisation rate	100.0	100.0	100.0	99.9	100.0	0%
Energy utilisation	34.8	35.4	34.0	34.0	35.2	-2%
Utilisation as material	65.2	64.6	66.0	65.9	64.8	1%
Disposed waste	0.0	0.0	0.0	0.1	0.0	31%

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

Waste volumes GRI 306-3, GRI 306-5

Tonnes	2024	2023*	2022	2021	2020	Change 2023–2024, %
Total	2,197.2	2,228.2	2,230.4	2,119.3	1,192.8	-1%
Non-hazardous waste	2,183.4	2,203.4	2,215.1	2,106.0	1,141.2	-1%
Energy utilisation	765.5	788.0	758.9	720.9	419.7	-3%
Disposal	0.0	0.0	0.0	0.0	0.0	0%
Recycling as material	1,417.9	1,415.4	1,456.2	1,385.1	768.0	0%
Biowaste	674.5	645.3	656.5	623.7	328.9	5%
Paper	49.4	54.4	66.7	67.6	52.0	-9%
Cardboard	496.1	510.2	491.4	503.6	275.3	-3%
Carton	7.4	8.5	8.9	10.1	4.3	-13%
Glass	51.1	50.1	54.8	59.8	30.4	2%
Metal	41.0	40.2	43.6	50.0	20.0	2%
Plastic	27.2	26.8	16.3	15.6	5.5	2%
Sludge	56.2	73.8	110.0	41.3	0.0	-24%
Other waste	15.0	6.0	8.8	13.0	51.7	149%
Hazardous waste	13.8	24.9	15.2	13.3	5.1	-44%
Recycled hazardous waste	13.8	24.8	15.2	11.8	4.7	-45%
Disposal	0.0	0.0	0.0	1.5	0.4	29%

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





# GRI index

GRI Standards		Location	Notes
GRI 2: General disclosures (2021)			
Organizational profile			
2-1	Organizational details	<a href="#">About Antilooppi, p. 4</a> <a href="#">Reporting principles, p. 50</a> <a href="#">GRI index</a>	Our headquarters is located in Siltasaarenkatu 10, 00530 Helsinki
2-2	Entities included in the organization's sustainability reporting	<a href="#">Reporting principles, p. 50</a>	
2-3	Reporting period, frequency and contact point	<a href="#">Reporting principles, p. 50</a> <a href="#">GRI index</a>	Report's publishing date: 14.4.2025 Contact point: Head of Sustainability Hannamari Koivula: <a href="mailto:hannamari.koivula@antilooppi.fi">hannamari.koivula@antilooppi.fi</a>
2-4	Restatements of information	<a href="#">Reporting principles, p. 50</a>	Any corrections to previously reported information will be announced in connection with the reported information.
2-5	External assurance	<a href="#">Reporting principles, p. 50</a> <a href="#">External assurance, pp. 64–65</a>	
Activities and workers			
2-6	Activities, value chain and other business relationships	<a href="#">About Antilooppi, p. 4</a> <a href="#">Stakeholders and collaboration, pp. 23–24</a> <a href="#">Responsible and transparent business, p. 25</a>	
2-7	Employees	<a href="#">Success is grounded in employee well-being, p. 46</a> <a href="#">Sustainability figures, p. 53</a> <a href="#">GRI index</a>	All Antilooppi's employees work in Finland.
2-8	Workers who are not employees	<a href="#">Responsible and transparent business, p. 26</a> <a href="#">Success is grounded in employee well-being, p. 46</a> <a href="#">Sustainability figures, p. 53</a>	
Governance			
2-9	Governance structure and composition	<a href="#">Sustainability management, pp. 21–22</a> <a href="#">Sustainability figures, p. 53</a>	Partially reported. Diversity and independence of the board reported.
2-11	Chair of the highest governance body	<a href="#">Sustainability management, p. 22</a>	
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability management, pp. 21–22</a>	Partially reported. The realization of the sustainability strategy and the main sustainability goals are discussed regularly, at least once a quarter, at the Antilooppi's board meeting. Antilooppi's management team deals with responsibility issues regularly.
2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability management, p. 21</a>	





GRI Standards		Location	Notes
2-16	Communication of critical concerns	<a href="#">Antilooppi's sustainability goals, p. 19</a> <a href="#">Responsible and transparent business, p. 26</a> GRI index	During 2024, 0 reports were submitted to Antilooppi's whistleblowing channel.
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	<a href="#">From the CEO, pp. 7–9</a> <a href="#">Our strategy, p. 10</a>	
2-23	Policy commitments	<a href="#">Stakeholders and collaboration, pp. 23–24</a> <a href="#">Responsible and transparent business, pp. 25–26</a> GRI index	Antilooppi's Code of Conduct and Supplier Code of Conduct can be found from Antilooppi's <a href="#">website</a> .  The precautionary principle according to Article 15 of the UN Rio Agreement.
2-24	Embedding policy commitments	<a href="#">Responsible and transparent business, pp. 25–26</a>	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Responsible and transparent business, pp. 25–26</a>	
2-27	Compliance with laws and regulations	GRI index	No reported violations in 2024.
2-28	Membership associations	<a href="#">Stakeholders and collaboration, pp. 23–24</a>	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	<a href="#">Stakeholders and collaboration, pp. 23–24</a>	
2-30	Collective bargaining agreements	GRI index	100%
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	<a href="#">Material topics at Antilooppi, p. 20</a>	
3-2	List of material topics	<a href="#">Material topics at Antilooppi, p. 20</a>	
3-3	Management of material topics	<a href="#">Sustainability strategy, pp. 16–17</a> <a href="#">Antilooppi's sustainability goals, pp. 18–19</a> <a href="#">Sustainability management, p. 21</a> <a href="#">Responsible and transparent business, pp. 25–26</a> <a href="#">We develop our properties with respect for the climate and environment, pp. 28–32</a> <a href="#">Well-being enhancing premises for our clients, pp. 39–41</a> <a href="#">Success is grounded in employee well-being, pp. 46–48</a>	





GRI Standards		Location	Notes
Economic standards			
GRI 201: Economic performance (2016)			
201-1	Direct economic value generated and distributed	<a href="#">Sustainability figures, p. 52</a>	
GRI 203: Indirect economic impacts (2016)			
203-1	Infrastructure investments and services supported	<a href="#">Stakeholders and collaboration, pp. 23–24</a> <a href="#">Responsible and transparent business, p. 25</a> <a href="#">Sustainability figures, p. 52</a> GRI index	Investments are commercial investments. Investments can be found in table GRI 201-1.
203-2	Significant indirect economic impacts	<a href="#">Sustainability strategy, p. 16</a> <a href="#">Stakeholders and collaboration, pp. 23–24</a> <a href="#">Responsible and transparent business, p. 25</a>	
GRI 205: Anti-corruption (2016)			
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Responsible and transparent business, pp. 25–26</a> GRI index	Partially reported. Communicated to 100% of employees. Training is conducted for new employees. Anti-corruption is part of our procurement principles and Supplier Code of Conduct, which we require our partners to adhere to.
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 2024.

Environmental standards			
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	<a href="#">Reporting principles, pp. 50–51</a> <a href="#">Sustainability figures, p. 54</a>	
302-3	Energy intensity	<a href="#">Reporting principles, pp. 50–51</a> <a href="#">Sustainability figures, p. 55</a>	
302-4	Reduction of energy consumption	<a href="#">We develop our properties with respect for the climate and environment, pp. 29– 30</a> <a href="#">Reporting principles, pp. 50–51</a> <a href="#">Sustainability figures, p. 55</a>	
GRI 303: Water and Effluents (2018)			
303-5	Water consumption	<a href="#">Reporting principles, p. 50</a> <a href="#">Sustainability figures, p. 55</a>	
GRI 304: Biodiversity (2016)			
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">We develop our properties with respect for the climate and environment, p. 31</a> GRI index	Partially reported. No actual assessment of the extent, duration, irreversibility, or effects on species has been carried out.





GRI Standards		Location	Notes
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	<a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 55</a>	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 55</a>	
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 55</a>	
305-4	GHG emissions intensity	<a href="#">We develop our properties with respect for the climate and environment, p. 32</a> <a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 55</a>	
305-5	Reduction of GHG emissions	<a href="#">We develop our properties with respect for the climate and environment, p. 30</a> <a href="#">Reporting principles, p. 51</a>	Reported partially calculated emission reductions from Antilooppi's solar power plant installations.
GRI 306: Waste (2020)			
306-3	Waste generated	<a href="#">We develop our properties with respect for the climate and environment, p. 33</a> <a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 57</a>	
306-4	Waste diverted from disposal	<a href="#">We develop our properties with respect for the climate and environment, p. 33</a> <a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 57</a>	
306-5	Waste directed to disposal	<a href="#">Reporting principles, p. 51</a> <a href="#">Sustainability figures, p. 57</a>	

Social standards			
GRI 401: Employment (2016)			
401-1	New employee hires and employee turnover	<a href="#">Sustainability figures, p. 52</a>	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	<a href="#">Success is grounded in employee well-being, p. 48</a> GRI index	Partially reported. We regularly organize internal training sessions and briefings. Our staff consistently participates in external training sessions to enhance their expertise. We have been reporting employee training hours since 2023. Training hours are not reported by gender or employee types.
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Sustainability figures, p. 52</a>	Partially reported. Information has not been reported separately by gender.





GRI Standards		Location	Notes
GRI 405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	<a href="#">Success is grounded in employee well-being, p. 48</a> <a href="#">Sustainability figures, p. 53</a>	Partially reported. Information has been reported only in the amount of employees.
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	GRI index	No reported incidents in 2024.
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	<a href="#">Responsible and transparent business, p. 26</a>	
GRI 409: Forced or compulsory labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Responsible and transparent business, p. 26</a>	
GRI 415: Public policy (2016)			
415-1	Political contributions	<a href="#">Responsible and transparent business, p. 25</a>	
GRI 416: Customer health and safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">We develop our properties with respect for the climate and environment, p. 34</a> GRI index	100% of the properties in Antilooppi's portfolio are BREEAM or LEED certified. As part of the certification processes, the health and safety impacts of the properties are also considered and assessed.
GRI 418: Customer privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI index	No complaints in 2024.
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 2024.



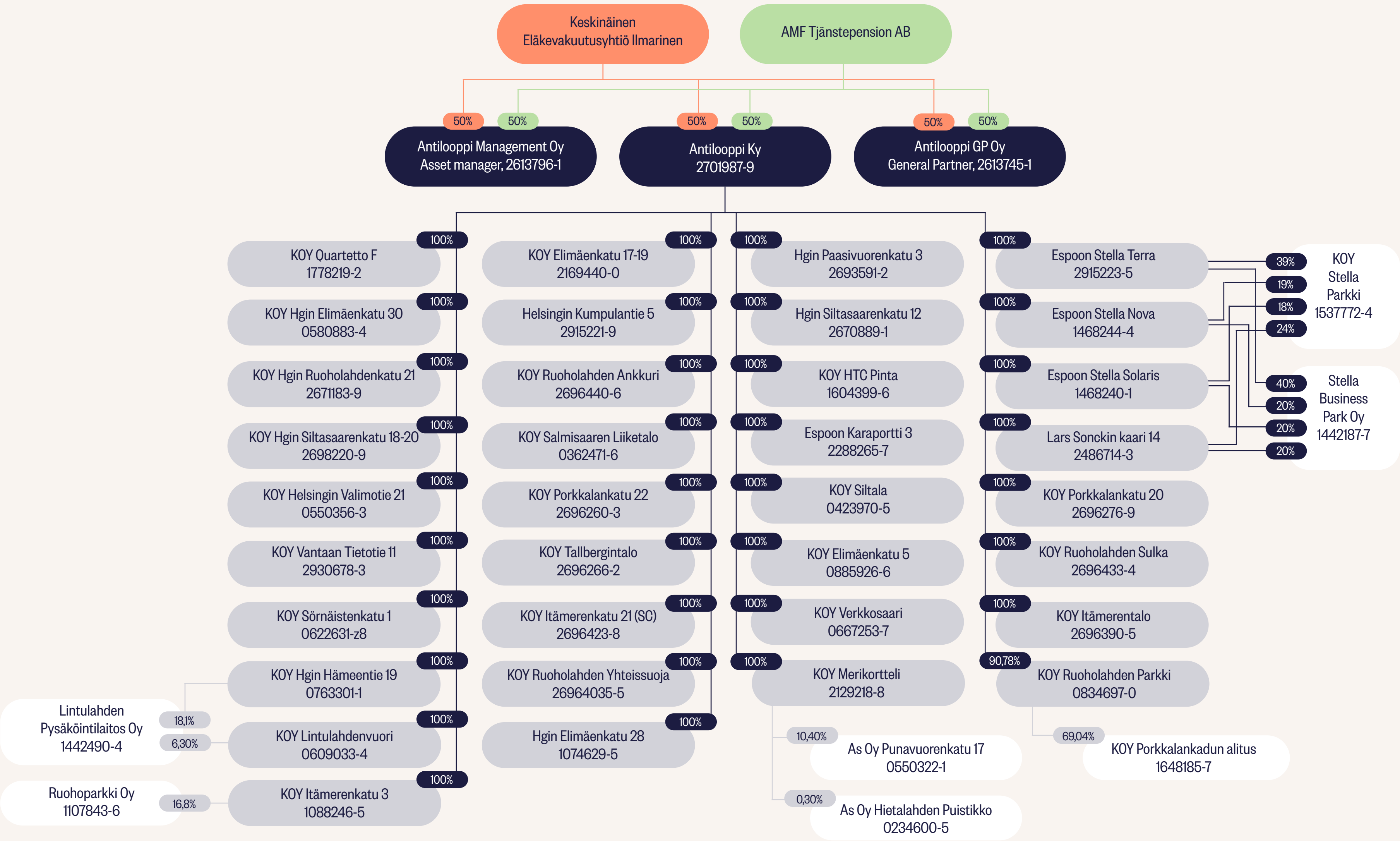


# Antilooppi company structure

Antilooppi’s corporate form is a limited partnership (Ky), and Antilooppi is owned by the Finnish pension insurance company Ilmarinen and the Swedish pension insurance company AMF Tjänstepension AB. Antilooppi owns 35 companies in total (31 December 2024). All companies in which Antilooppi owns more than 50% fall under the scope of Antilooppi’s annual sustainability reporting.

## Contact information

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# Independent accountant's assurance report

(Translated from the original report in Finnish language)

To the Management of Antilooppi Ky

## Scope

We have been engaged by Antilooppi Ky (hereafter “Antilooppi”) to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on real estate portfolio’s energy consumption and Scope 1 and 2 greenhouse gas emissions in Antilooppi’s sustainability report for the period 1.1.-31.12.2024 (the “Subject Matter”).

The Subject Matter included the following GRI indicators:

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

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

## Criteria applied by Antilooppi

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

## Antilooppi’s responsibilities

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

## EY’s responsibilities

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

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (‘ISAE 3000’), and the terms of reference for this engagement as agreed with Antilooppi on 25.11.2024. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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

## Our Independence and Quality Control

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

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





# Description of procedures performed

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

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

The Greenhouse 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.–31.12.2024, in order for it to be in accordance with the Criteria.

Helsinki, 10.4.2025

Ernst & Young Oy  
Authorized Public Accountant Firm

Pasi Pekkarinen  
Authorized Public Accountant





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