TECHNOPOLIS

TECHNOPOLIS ESG REPORT 2023

CONTENTS

TECHNOPOLIS IN 2023

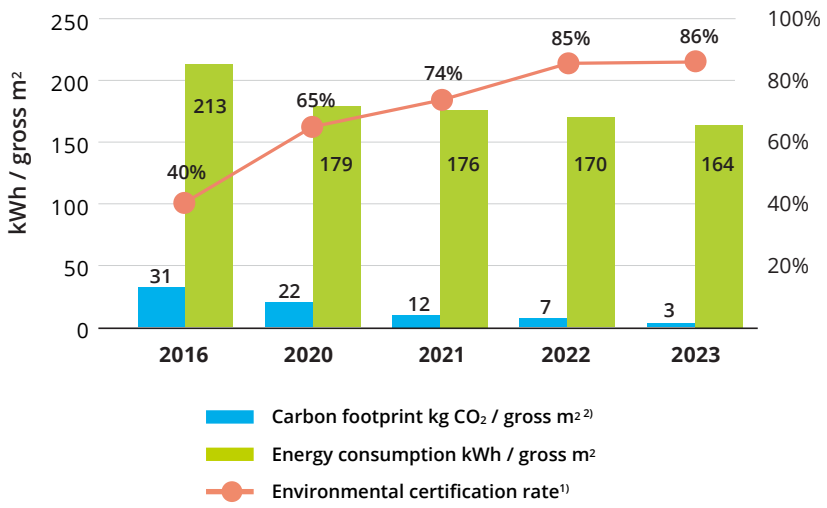
6 Countries	**11** Cities	**16** Campuses
>110 Buildings	**1,500** Customers	**48,000** People use our spaces
4.2/5.0 Customer satisfaction	**86%** Green-certified buildings	

Technopolis' Vilnius and Tallinn campuses were divested in Q1/2024

HIGHLIGHTS OF THE YEAR

A sustainable work environment reduces our climate impact while creating value for our stakeholders, including our customers, employees, investors and the local communities in which we operate.

Sustainability KPIs



1) Calculated as a percentage of gross building area and excludes parking structures, includes new development projects ontrack to achieve.
2) Scope 1-2 (energy procured by Technopolis)
3) Procured by Technopolis

SUSTAINABILITY KPIs IN 2023

3 kg
CO_2 / gross m²
Carbon footprint

164
kWh / gross m²
Energy consumption

86%
Environmental certification rate in 2023[1)]

100%
Carbon-free electricity[3

ENERGY GENIUS 2023

4.2/5.0
Customer satisfaction

CEO STATEMENT

Due to the increasingly visible impacts of climate change, alongside tightening regulations and rising expectations from investors, clients, employees and the public, sustainability has ascended to the forefront of the leadership agenda in many companies.

As a strategic partner to businesses and leadership teams, our role is to simplify the daily lives of our customers and enable them to achieve greater success in their business. That is why enabling our customers to be sustainable is the foundation of our sustainability efforts. When customers choose Technopolis, they know they are making a sustainable choice.

In our fight against climate change, we have established ambitious targets: committing to reduce our operational carbon emissions by 2030 and advocating for all buildings to achieve net-zero whole-life carbon status by 2050.

In 2023, we made significant progress in various aspects of our sustainability efforts. One of the highlights of the year was when Technopolis received the Energy Genius of the Year 2023 recognition for the piloting of a smart control system that improves energy efficiency. By the end of the year, eight of our campuses had achieved carbon neutrality in all energy consumption procured by Technopolis. In addition, we are continuously putting more effort into the systematic monitoring and analysis of energy efficiency. We actively address deviations and are also involved in developing more effective tools for analysis.

Throughout the year, we renewed the majority of our energy performance certificates, and based on those results, we are making plans for future measures. We are also pleased to announce that our carbon emissions (Scope 1 and 2, energy) have decreased by almost 90% compared to 2016.

The high level of satisfaction among our customers and the positive feedback from them and other stakeholders affirm our successful approach. I appreciate the dedication and expertise of our employees.

It is with great pleasure that I present this report, detailing our sustainability initiatives. I trust you will find it informative and inspiring, encouraging your participation in advancing our shared sustainability efforts.

Niko Pulli
CEO, Technopolis

OUR APPROACH TO SUSTAINABILITY

What does sustainability mean to Technopolis?

Sustainability is an integral part of Technopolis' core business and DNA. Sustainability stands for fewer square metres, smart and safe office planning, and more shared services. Starting with the construction of our buildings, Technopolis premises are designed to utilise space as efficiently and comfortably as possible. For us, sustainability is a day-to-day activity reflected in eco-efficient premises, motivated employees, services that support customer success, and a sense of community. Our aim is to enable our customers to be sustainable.

Technopolis is committed to establishing future workplaces as flexible and green environments. With sustainability at the core of our portfolio management strategy, we are committed to fulfilling the expectations of our customers, our employees, our investors, and the local regulatory environments in which we operate. It will be extremely important to leverage new innovations and technology in order to meet the growing demands of our customers and other stakeholders.

Guided by this purpose, we integrate sustainability into every aspect of our business, focusing on environmental, social and governance (ESG) matters of importance to our stakeholders. Our materiality matrix was updated in 2022. Only the most material themes are highlighted in the graph on the right.

Technopolis categorizes the impacts and measures of its Corporate Sustainability (ESG) under three themes presented on the next page. The aim is to continuously develop the issues related to these themes. This report applies GRI Standards and the latest edition of EPRA Best Practices Recommendations for Sustainability Reporting for reporting the environmental KPIs published in this report. The company's financial period is the calendar year. More information on our reporting principles can be found on page 23.

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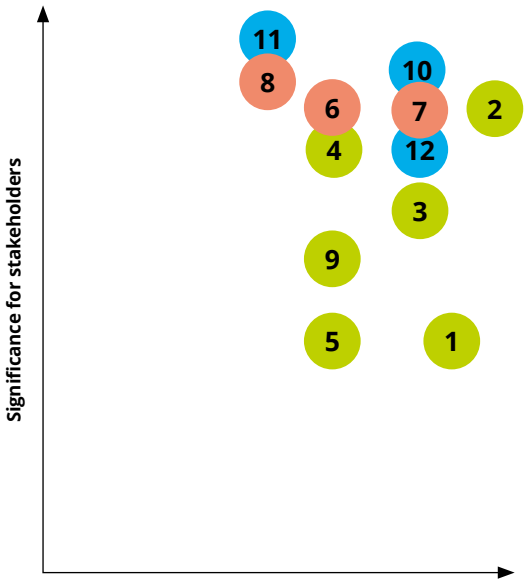


1. CO_2 emissions and climate change mitigation
2. Energy efficiency
3. Carbon neutral energy
4. Waste management and recycling
5. New technology and innovations
6. Employee wellbeing
7. Customer satisfaction
8. Health, safety, and security of premises
9. Accessibility of premises
10. Compliance with regulations, laws, and internal policies
11. Customer privacy and data security
12. Responsible and ethical business practises

Environment: Sustainable efficiency – Eco-efficient, healthy, and resilient spaces

Our office spaces must be eco-efficient so that they continue to appeal to our customers. At the same time, we also want to be resilient towards the regulatory, operational, and physical impacts of climate change to enhance and sustain asset value. Our actions assure efficient, resilient, and futureproof assets.

Social – Healthy & productive people

Companies are better positioned to succeed and retain talent by having access to spaces and services that support employee productivity, wellbeing, and engagement. We support this by offering functional work environments that include a range of services and create a sense of community. Our goal is to strengthen the wellbeing and productivity of our customers' employees. We want to maintain and further improve the excellent level of our customer satisfaction surveys. The wellbeing and satisfaction of Technopolis personnel is also our priority.

Good governance – Values and ethics as foundation

Strong core values and ethics lay the foundation for Technopolis' responsible business practices and ensure compliance with our Code of Conduct, corporate governance and risk management. By operating ethically, we ensure transparent value creation for our stakeholders in the long term.

SUSTAINABLE EFFICIENCY

ECO-EFFICIENT, HEALTHY, AND RESILIENT SPACES

ZERO CARBON ROADMAP – GUIDING OUR ENVIRONMENTAL FOCUS

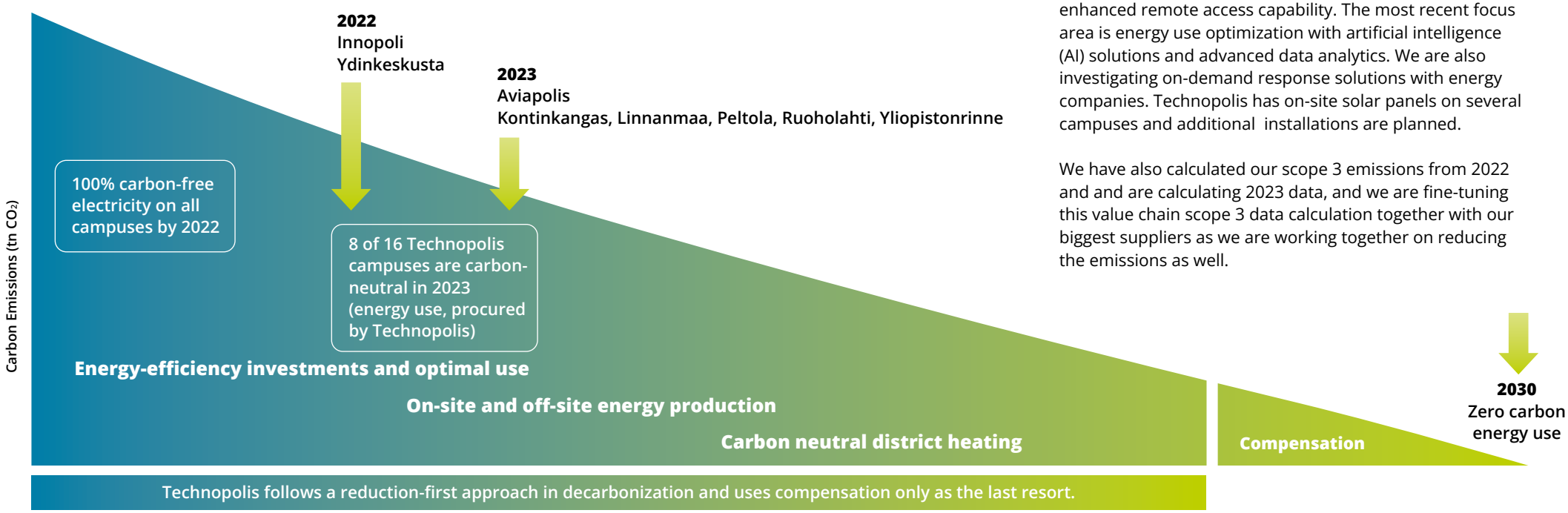
The cornerstone of our concept is space efficiency with shared spaces and services – in other words, smart office planning, which reduces both the environmental impact and the carbon footprint of our buildings.

In 2020 we developed a Zero Carbon Roadmap for building energy use by 2030. Technopolis' decarbonization roadmap outlines a reduction-first approach, meaning it focuses on energy-efficiency actions, minimizing the need to compensate emissions. This includes proactively reducing demand and decarbonizing the portfolio through the implementation of energy-efficiency measures, such as using advanced analytics and artificial intelligence to optimize energy use. A vital part of the roadmap is also to gradually increase the share of carbon neutral energy to 100%. Collaborating, developing, and piloting new, innovative solutions with stakeholders and energy companies is crucial for reaching our goals.

We have set ambitious targets for tackling climate change. Reviewing the plan is a continuous process with targets, ambition levels, and the matching performance analysed on an annual basis. In 2023, 89% of our energy came from carbon neutral sources. We reached our goal of procuring 100% carbon neutral electricity across all campuses by 2022. By the end of 2023, 8 out of our 16 campuses had achieved carbon neutrality in all energy use procured by Technopolis. Technopolis procures the vast majority of the energy used in it's buildings.

Throughout the years we have been making energy-efficiency investments in heating, ventilation and air-conditioning (HVAC) modernization, heat recovery, and LED lights. Technopolis also follows and optimizes its energy use through intelligent monitoring tools, including enhanced remote access capability. The most recent focus area is energy use optimization with artificial intelligence (AI) solutions and advanced data analytics. We are also investigating on-demand response solutions with energy companies. Technopolis has on-site solar panels on several campuses and additional installations are planned.

We have also calculated our scope 3 emissions from 2022 and and are calculating 2023 data, and we are fine-tuning this value chain scope 3 data calculation together with our biggest suppliers as we are working together on reducing the emissions as well.



BUILDING CERTIFICATIONS

Third-party verified sustainability

Technopolis uses LEED (Leadership in Energy and Environmental Design) and BREEAM (Building Research Establishment Environmental Assessment Method) environmental certificates as management, minimization, and measurement tools for the environmental impact of its properties. The third-party verified LEED and BREEAM certification programs are the leading international assessment standards for sustainable building design and construction. The ratings are used to steer both new construction and the management of existing buildings.

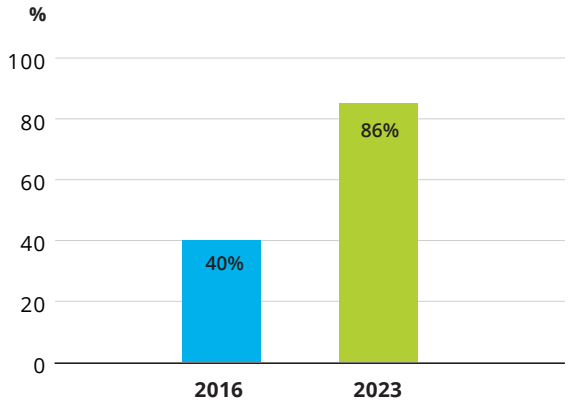
Certification spreads sustainability best practices across our real estate portfolio and supports us in reaching our reduction goals for energy, waste, water, and carbon emissions. During 2023 Technopolis certification rate was 86% (calculated as a percentage of gross building area and excluding parking structures, the rate includes new development projects that are on-track to achieve certification). The full list of certified buildings can be found on our website.

During 2023 Technopolis achieved

86%

certification rate

Certification rate



Total amount (Cert. Tot)	%
LEED Platinum	3%
LEED Gold	58%
LEED Silver	6%
Leed Certified	4%
BREEAM	14%
Total	**86%**

ENERGY CONSUMPTION AND EFFICIENCY

Energy use optimization in focus

Eco-efficiency is a top priority in the maintenance of our properties as it leads to significant savings in both carbon emissions and operating costs. We have been actively developing energy-efficiency strategies for the existing portfolio during 2023 in conjunction with our facility maintenance partners and other energy efficiency experts. We have implemented the environmental goals of Technopolis as part of their contractual performance.

Technopolis is a signatory to an energy-efficiency agreement in Finland for commercial premises and has thereby committed to an energy-saving target of 7.5% by the end of 2025, compared to baseline consumption of 2016. The target follows up the savings reached through energy efficiency measures (calculated impact, MWh). Technopolis has already well exceeded the target of 7.5%.

The energy consumption of Technopolis' properties includes electricity, district cooling and heating, gas, and solar power produced at the properties. Carbon neutral energy is a priority for us. Of the energy procured by Technopolis in 2023, 89% was from carbon neutral sources (nuclear power included). In addition to procuring energy from the grid, we have on-site electricity production with solar panels amounting to 845 MWh in 2023.

Energy intensity goal:

Reducing the amount of grid-bought energy by 10% by 2025 (kWh/gross sqm), baseline 2016. Already well above the target level in 2023: over -20%.

The total energy intensity of the Group's properties was 164 kWh/gross square metre. The intensity has decreased by 23% from 2016 to 2023. The change in energy intensity over the period is mostly due to investments, operational energy-saving measures, an active response to changes in occupancy rates, as well as portfolio changes.

Energy (MWh)	Finland			Norway			Sweden			Estonia			Lithuania			Luxembourg			Total			EPRA Sustain-ability BPR
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	
Total Electricity Consumption [1]	49 446	51 396	50 224	7 337	7 587	7 890	5 970	5 806	4 461	8 605	8 759	9 027	8 369	8 603	7 574	-	-	-	79 727	82 151	81 482	Elec-Abs
Common Area Electricity [1]	21 524	22 469	22 556	3 491	3 544	3 297	2 205	2 127	1 495	4 829	4 966	5 022	2 544	2 838	2 881	6 777	7 276	6 146	41 370	43 220	42 919	
Heat Consumption	42 527	44 616	50 912	5 036	4 228	4 649	6 604	5 272	3 478	0	0	0	4 409	4 951	5 192	4 992	5 087	5 948	63 568	64 155	72 930	DH-Abs
Normalized Heat Consumption	42 568	45 998	48 990	5 027	4 606	5 035	6 652	5 405	3 518				4 409	4 951	5 192	4 992	5 087	5 948	63 647	66 047	71 434	DH-Abs
District Cooling	2 301	1 845	1 792	2 429	2 794	3 223	2 926	2 683	2 270										7 657	7 322	7 285	DC-Abs
Fuels (MWh)										7 613	7 619	8 647							7 613	7 619	8 647	Fuel-Abs
On-site Energy Production (renewable)	613	589	631							37	40	38	195	180	180				845	809	848	
Total Energy Consumption	94 315	99 239	101 007	14 793	14 988	16 149	15 548	13 894	10 249	16 218	16 378	17 675	12 778	13 554	12 767	-			158 645	163 139	168 848	
Total Energy Intensity (KWh/gross m²)	198	211	214	139	140	151	179	160	153	111	112	121	106	112	106	-			164	170	175	Energy-Int
Change in intensity 2022/2023 %	-6			-1			12			-2			-6						-3			
Change in intensity 2016/2023 %	-12			-24			36			-39			-42						-23			
																			-10	Goal 2025		
Building Energy Consumption	66 392	70 312	73 339	10 947	10 944	11 556	11 783	10 215	7 283	12 443	12 585	13 670	6 954	7 790	8 074	11 768	12 362	12 094	120 287	124 208	130 285	
Energy Intensity, Building Energy (kWh/ gross m²)	140	149	156	102	102	108	135	117	109	85	86	93	58	65	67	134	141	138	117	122	128	Energy-Int
Change in intensity 2022/2023 %	-6			0			15			-1			-11			-5			-4			
Change in intensity 2016/2023 %	-9			-20			39			-30			-18						-22			

Total energy consumption and energy intensity are calculated with weather corrected (normalized) heat consumption for Finland, Norway and Ullevi campus in Sweden.
The energy intensity is calculated in two ways: with total electricity consumption and with common area electricity consumption (common area and building technical electricity), both intensity indicators include district heating and district cooling for whole building area, only grid bought electricity is included. The denominator in both of the indicators is gross area.
1) The total electricity consumption row includes the consumption in customer spaces (except in Luxembourg customer electricity is not mainly obtained nor tracked by Technopolis). Part of the reported common area electricity is based on estimated consumption. Read more from page 23.

CASE

Award-winning energy efficiency work – Energy Genius of the year!

In Finland, Technopolis was awarded an Energy Genius of the Year 2023 recognition for the piloting of a smart control system that improves energy efficiency. The annual sustainability recognition is granted by the Ministry of Economic Affairs and Employment of Finland, the Finnish Energy Authority and Motiva. The piloting of the smart building automation control system, L&T's Smartti Automation, significantly improved the energy efficiency of the properties linked to the system without compromising indoor conditions.

Jury stated that: *Using data analytics in the smart control of building automation is proof of modern, duplicable energy ingenuity to which more and more properties are hoped to transition. The data model deployed by Technopolis analyses measurement and follow-up data accurately and comprehensively, processing it in a brilliant manner to support the continuous optimization and prediction of a property's energy use and conditions. With this system, Technopolis has managed to enhance its energy use without compromising indoor conditions.*

The Smartti Automation solution is based on L&T's proprietary technology that optimizes the indoor conditions of a property while improving energy efficiency. The system can be connected to an existing building automation solution without major investments in equipment, and it can be linked with external data sources. The system leverages, for example, temperature history and weather forecast data to make hundreds of daily optimization decisions on the management of indoor conditions and energy use.

In addition to continuous optimization, the system analyses the condition of the technical building services equipment of a property and detects potential issues in energy use even before they emerge. Besides ensuring better indoor conditions and more efficient energy consumption, the system also helps improve the user satisfaction of a property and reduce maintenance costs.

The piloting of the smart control system was implemented in close collaboration between Technopolis and Lassila & Tikanoja. For Technopolis, the piloting involved close cooperation externally with both the service provider and the property maintenance company as well as internally, as the deployment required seamless cooperation between the Group, local property teams and the IT team.

Carbon dioxide emissions

Technopolis has a solid track record in reducing emissions

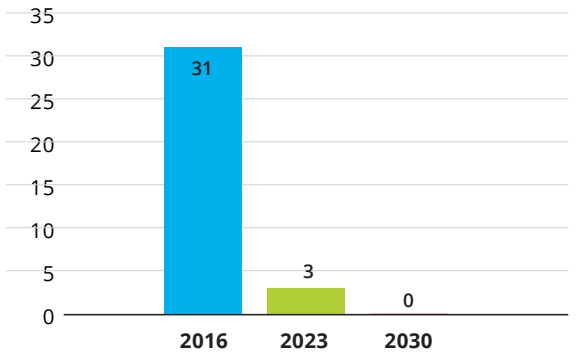
The market-based carbon footprint of all Technopolis properties in 2023, including Scope 1 and 2 emissions (energy), was 3.4 kg CO2e/gross square metre, and emissions totalled 3,514 metric tons. Since 2019, the carbon footprint of the energy consumption of Technopolis' properties per square metre has decreased by 89%. The change was due to an increased share of carbon neutral energy procured and energy efficiency measures. We report the emissions for the energy we procure, the carbon dioxide disclosures scope 1 and 2 are mainly based on the total energy consumption of all the spaces (with only few exceptions Technopolis acquires the energy consumed in its' buildings). Read more from page 23.

Technopolis aims to reduce the carbon footprint of the direct energy consumption of its properties by improving energy efficiency and using energy produced from carbon neutral energy sources.

To understand and minimize the emissions from our value chain we have calculated our Scope 3 emissions from 2022 and are calculating the emissions from 2023 as well.

On our way to zero

Scope 1 and 2 CO_2 emissions (kg/gross sqm)



Scope 1 and 2 emissions (tCO_2e)	Finland			Sweden			Norway			Estonia			Lithuania			Luxembourg[1)]			Total		
EPRA: GHG-Dir-Abs, GHG, Indir-Abs, GHG-Int	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**
Gas	0	0	0	0	0	0	0	0	0	1 538	1 539	1 747	0	0	0	0	0	0	1 538	1 539	1 747
Scope 1 total	0	0	0	0	0	0	0	0	0	1 538	1 539	1 747	0	0	0	0	0	0	1 538	1 539	1 747
Market-based emissions																					
Electricity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	744
District heating	919	4 807	6 779	279	227	165	24	20	22	0	0	0	611	686	745	134	137	160	1 967	5 877	8 759
District cooling	0	0	0	0	0	0	10	11	13	0	0	0	0	0	0	0	0	0	10	11	13
Scope 2, total	919	4 807	6 779	279	227	165	34	31	35	0	0	0	611	686	745	134	137	160	1 976	5 888	9 516
Total	919	4 807	6 779	279	227	165	34	31	35	1 538	1 539	1 747	611	686	745	134	137	160	3 514	7 427	11 263
CO_2 emissions (kg / gross sqm)	1.9	10.2	14.4	3.2	2.6	2.5	0.3	0.3	0.3	10.5	10.5	11.9	5.1	5.7	6.2	1.5	1.6	1.8	3.4	7.3	11.0
Location-based emissions	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**	**2023**	**2022**	**2021**
Electricity	1 780	3 084	3 767	233	226	343	3 685	3 811	3 196	6 154	6 264	5 750	3 903	4 012	2 916	2 844	3 053	2 477	18 599	20 451	19 194
District heating	5 869	6 157	7 026	302	241	160	594	499	595	1 538	1 539	1 747	609	684	748	135	137	161	9 047	9 258	11 324
District cooling	0	0	0	0	0	0	10	11	13	0	0	0	0	0	0	0	0	0	10	11	13
Total (Scope 1&2)	7 649	9 241	10 793	535	468	503	4 289	4 321	3 804	7 692	7 803	7 497	4 512	4 696	3 664	2 979	3 191	2 637	27 656	29 720	30 531
CO_2 emissions (kg/gross sqm)	16.1	19.6	22.9	6.1	5.4	7.5	40.2	40.5	35.6	52.5	53.2	51.2	37.4	38.9	30.3	33.9	36.3	30.0	27.0	29.1	29.9

Absolute emissions are calculated based on both, market and location based method. Please see more on location based method: https://ghgprotocol.org/blog/top-ten-questions-about-scope-2-guidance . For our target setting (CO2 intensity) we use market based emission factors. Our reporting and target includes scope 1 and 2 emissions for the energy we procure. The market based carbon footprint of Technopolis' direct consumption of purchased electricity and heating energy is based on measured, remotely read and partially manually read energy consumption readings and data provided by local energy companies on the production methods of the energy they delivered and their CO2 effects.
We report the emissions for the energy we procure, the carbon dioxide disclosures scope 1 and 2 are mainly based on the total energy consumption of all the spaces (with only few exceptions Technopolis acquires the energy consumed in its' buildings). Read more from page 23.

Water consumption

Smart water consumption tracking

The water intensity of all Technopolis properties was 4,521 l/FTE/year and the total consumption 213,698 m^3/year. The water consumption per user of all Technopolis buildings increased in 2023, as the number of building users rose following the pandemic. Opportunities for saving water have been reviewed e.g. in connection to LEED certification renewals. Water-efficient systems such as low-flow fixtures have been installed. Technopolis also continued to add smart water meters, which are able to analyse consumption and detect leaks or other issues in real-time.

Water consumption

	Finland	Norway	Sweden	Estonia	Lithuania	Luxembourg	Total[1)]
EPRA: Water-Abs, Water-Int							
Water consumption (m^3)							
2023	91,695	17,509	20,510	21,029	29,031	33,924	213,698
Water intensity (l/FTE/year)	3,293	6,165	5,783	3,040	6,565	19,955	4,521
Water intesity (l/FTE/day)	9	17	16	8	18	55	12
2022	79,799	16,845	16,833	19,315	21,226	46,069	200,088
Water intensity (l/FTE/year)	3,033	4,520	5,260	2,725	3,355	27,921	4,142
Water intesity (l/FTE/day)	8	12	14	7	9	76	11
2021	69,547	12,520	14,750	13,626	15,948	22,385	152,995
Water intensity (l/FTE/year)	2,547	3,663	5,086	1,976	3,265	17,219	3,224
Water intesity (l/FTE/day)	7	10	14	5	9	47	9

Group Target Level Below 5,000 (l/FTE/year)

The number of users (FTE) has been estimated based on the number of access cards.
(For few buildings tenant is in charge of the access cards and are hence excluded from the FTE)
1) Total excludes St. Petersburg campus (divested in 2021)

Sustainable real estate development

Minimizing the environmental impact of construction

Technopolis aims to minimize the environmental impact of new construction projects by designing and developing the projects in accordance with the international LEED and BREEAM certifications. Maintaining the buildings in accordance with their ratings and carrying out post-construction inspections best supports eco-efficient systems and life-cycle responsibility during the operational use of buildings.

The global buildings and construction sector is responsible for 37% of global carbon emissions, with 10% of this being embodied carbon resulting from materials and construction processes. From 2022 onwards, we have been committed to performing a whole lifecycle analysis (WLCA) and reducing the carbon emissions in all our new construction projects. The first WLCA calculation was conducted in a new construction project, Innopoli 4 phase III, in Espoo.

In future, Technopolis will further develop the design guidelines to take into account low-carbon approach in the future for new property development projects. Technopolis will engage professionals in the next development projects already in early concept planning and design phases to apply best practices and reach optimum solutions that will reduce construction emissions and balance investment costs.

Waste management

Towards circular economy

Waste amounts by disposal method are presented in the chart below and include reused waste and recovery of materials. In addition to energy waste, incinerated waste includes mixed waste suitable for mass burning and other incinerated waste, such as waste wood. Specially treated waste includes hazardous and toxic waste as well as WEEE. Compostable waste includes biowaste. The amounts of waste by waste fraction are based on data about the properties' waste amounts provided by our waste management partners.

The recycling rate, including the incineration of waste into energy, was 98% in 2023. This number excludes construction sites and the waste from space renovations. The disposal methods of waste generated in Technopolis locations vary by region according to the local waste management partner's operations.

We pay particular attention to the accessibility of the waste facilities, the sufficiency of hauling intervals, sorting guidelines and practices, in addition to the collected waste fractions. In the buildings applying for LEED certification of existing properties, waste management was monitored and audited. The buildings include extensive environmentally friendly sorting arrangements for various waste types. We have achieved great results with our continuous development. E.g. in Finland Technopolis started a development project in in late 2020 with a service provider to improve recycling on customer premises. The goal was to take recycling to the next level, and we succeeded in reaching that goal: in 2019 our material recycling rate (EU recycling rate, not including incineration) in Finland was about 40% and at the end of 2023, the recycling rate was already 63%. This figure is well above the EU-level target of 55% by the year 2025!

	Finland		Norway		Sweden		Estonia		Lithuania		Luxembourg		Total		
EPRA: Waste-Abs	**2023**	**2022**	**2023**	**2022**	**2023[1)]**	**2022[1)]**	**2023**	**2022**	**2023[2)]**	**2022[2)]**	**2023[3)]**	**2022**	**2023[4)]**	**2022**	**2021[5)]**
Reused, recycled and recovered	660	581	62	57	51	38	57	39		33	11	22	841	770	701
Composted	322	305	22	20	11	13	14	13		15	2	2	372	368	320
Specially treated	15	8	10	14	2	12	0	0		0	0	1	27	34	46
Incinerated with energy recovery	576	522	75	82	145	110	200	216		191	78	79	1073	1200	1,245
Landfilled	0	0	0	0	0.1	0	56	61		0	0	0.0	56	61	109
Total	1574	1416	169	172	209	173	327	329		239	91	104	2369	2433	2,422
Recycling Rate, including incineration %	100	100	100	100%	100	100	83	81		100	100	100	98	97	95
Recycling Rate, recycled as material %	63		56		30		22				15		52		
Waste Amount per Person (kg/FTE)	57	54	45	46	65	54	46	46		38	55	63	55	50	52

1) On one campus in Sweden, part of the customer data is missing (due to a customer's own contract). FTEs are not adjusted respectively.
2) Due to problems in the provider's reporting system Technopolis does no have data for Ozas campus for 2023, and as the campus was divested in Q1/2024, this data will not be complemented in the coming reports. Also 2022 data delivered to Technopolis was incomplete (FTEs are not adjusted respectively).
3) Due to a system failure, part of the waste data (cardboard) had to be reported as incinerated.
4) The group total figures are not comparable due to missing data from Lithuania.
5) Total 2021 excludes St. Peterburg campus (divested in 2021)
Inclusion of the restaurant waste varies between campuses, as the majority of the restaurants have their own waste handling contracts.
Hazardous waste is reported under the 'Specially treated' category. The rest of the categories are non-hazardous waste.

CASE

Rising customer demand for sustainability: The case of Tomra

Sustainability has become an increasingly important criterion when choosing an office space, as shown by rising interest in the environmental impact of workspaces. Customers focus on buildings' consumption data, emissions, energy sources, accessibility via public transport, and recycling solutions when choosing their workspace.

For Tomra, a company offering recycling solutions for empty beverage containers, environmental criteria were among the key factors considered when choosing its new workspace. The company also considered accessibility by public transport and recycling solutions in its decision.

Tomra had operated in its old premises for a long time and was seeking better-utilized squares, an easily accessible location, and services to enhance everyday comfort.

"Environmental criteria are genuinely important to us, and Technopolis' transition to both emission-free electricity and carbon neutral heating energy weighed significantly on our decision. In addition to energy sources, energy efficiency has a major effect overall," says Hanne Suomalainen, Marketing and Communications Manager at Tomra.

Technopolis Aviapolis in Vantaa, Finland, which uses carbon neutral electricity and heating energy, proved to be a clear choice for Tomra. In addition to the campus being carbon neutral and providing excellent accessibility, it offers a range of shared services, such as a restaurant, meeting rooms, and a gym, which support the everyday life of the employees.

The circular economy was also taken into account in the furniture design of the new office space. When making the decision, Tomra also surveyed its employees' wishes and aimed for a solution that best suited them.

> *The office space was designed according to the employees' wishes and using natural and recycled materials as much as possible. For example, we utilized the frames from old electric desks, which gave us a neat and uniform design complemented by new tabletops made of natural material. Our new premises are slightly smaller in square meters than before, but they better serve our needs,"*
>
> **– Hanne Suomalainen,**
> **Marketing and Communications Manager at Tomra**

HEALTHY & PRODUCTIVE PEOPLE

WE ALWAYS PUT THE CUSTOMER FIRST

Health and wellbeing – Services for customers

The work-life balance of our customer companies benefits from access to our on-site shared services, including high-quality restaurants, fitness studios, networking events, and even family movie days. Many Technopolis campuses offer gyms as well as bicycle parking areas and shower facilities that encourage physical activity during the commute. On some of our campuses, we arrange different sports classes such as yoga or running training programs for the employees of our customer companies.

We develop new concepts to address customer needs and workplace megatrends, and promote wellbeing, work-life balance and enable new ways of working. Our Workplace Solutions service assists organizations and their employees in identifying the most effective office layouts to enhance their work practices. We aim to provide businesses with flexible office space designs that are tailored to the specific preferences and requirements of their employees.

We want to promote the holistic wellbeing of companies and their employees. We partner with vendors to provide greenery, acoustic, design, and lighting planning to offices. In 2023, we enhanced our existing furniture rental options, evolving them into a comprehensive service to align even more closely with sustainability standards, the evolving needs of our customers, and current trends. Our furniture rental service is based on circular economy principles, offering our customers a sustainable alternative for procuring office furniture. The carefully selected furniture is sustainable and responsible, due to its materials and the manufacturers' production and supply chains.

Technopolis has taken steps to find new ways to develop customer wellbeing and productivity, including feasibility studies of WELL certification and similar frameworks. In 2023, we did not carry out certification processes in this area, but we continuously developed our workspace solution services and concepts to match this evolving trend better.

"All needed services are available with an extremely helpful staff. I like the atmosphere with other services in the premises as well: lunch restaurants, hairdresser, massage, car wash etc. Technopolis has been supporting current and previous business needs flexibly and promptly. The overall price/value ratio is very good."

– Customer from Otaniemi, Helsinki Metropolitan Area

Healthy food & environmentally friendly practices

We believe that good food is linked to good work performance, health, and wellbeing. Technopolis provides its customers and visitors with a menu in restaurants that is varied, healthy, and of high quality. It is important that our menus have alternatives for all guests with different backgrounds, including those from different cultures and those with food allergies. Restaurant partners use seasonal ingredients, organic and local products as much as possible and there are daily vegetarian and vegan options in all-day offers. Technopolis dining areas and coffee shops are designed to be social meeting places that offer an oasis in the middle of the workday.

Technopolis' restaurant partners must demonstrate a serious approach to environmental responsibility, which has to be reflected in the choices they make. Regardless of the catering concept, all disposable service items must be made of organic materials and individually packaged food and portion packs should be avoided. Restaurants are required to follow applicable waste handling and goods supply sorting rules. All bottles sold must be part of a recycling scheme and restaurant partners need to collect bio-waste separately. Partners also need to have a program for reducing food waste at the restaurant.

Activity in communities – Technopolis' unique community spirit

Technopolis is a lively community of more than 48,000 people working on its campuses during 2023. Technopolis offers business environments that operate smoothly, even 24 hours a day. A growing independent community has formed around one or two anchor customers on each campus, allowing customers to find new customers and partners within the community.

- The locations of the campuses are tailored for great networking and collaboration opportunities in the surrounding community.
- The customer base on the campuses is versatile (size, industry, growth phase), ensuring great potential for collaboration and promotion.
- Common areas at the campuses are designed for intentional and unintentional encounters.

Technopolis promotes a sense of community on its campuses by arranging various events. Technopolis organizes about 200 business, networking, wellness, and informal events annually, attracting thousands of participants. These events not only help our customers to network within their communities but also support their work-life balance and add cheerful, relaxed moments to their days.

We host both hybrid and live events, recognizing that some occasions are best suited for online or hybrid formats for wider accessibility, while others benefit from the face-to-face interaction of on-campus events. The choice between these formats is made based on what best suits the specific requirements of each event.

Customer experience at the core – Extensive real-time surveying all year around

Customers are Technopolis' key stakeholder group, and all our operations aim at ensuring continuity and improving customer satisfaction. We measure customer satisfaction in real time using various channels, digital and face-to-face. We collect feedback from several levels of contacts throughout the year, including decision makers and day-to-day contact persons. We monitor results through real-time dashboards which enables us to react to the feedback efficiently. We incorporate the results in our decision making and the development of our operations and services.

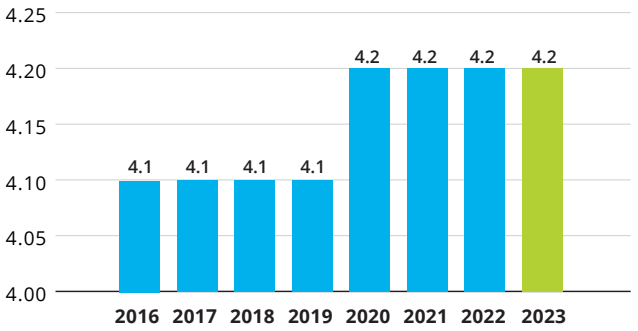
Technopolis Customer Satisfaction Survey

Customer satisfaction is our number one priority. We measure all critical touchpoints along the customer journey. Through our extensive surveying and continuous work, we have maintained a very high level of customer satisfaction throughout the years. In 2023, we reached a score of 4.2 out of 5 for the fourth consecutive year. Additionally, our net promoter score was higher than ever in our measurement history.

Customer Satisfaction Score (2023): 4.2 out of 5
- Scale: 1 to 5
- This score is based on 25 individual Key Performance Indicators (KPIs) at the group level

Net Promoter Score (NPS) (2023): 45
- NPS Scale: -100 to +100

Customer satisfaction



Location is a real asset for us in recruitment. Collaboration with other companies and organizations was started quickly as Technopolis was an integral part of the Tampere ecosystem."

– Customer from Hermia, Tampere

HEALTH, SAFETY, AND ACCESSIBILITY OF BUILDINGS

Strategic locations and advanced monitoring

Technopolis supports the productivity and comfort of its customers and customer personnel through the health, safety, and accessibility of its office campuses.

In new construction projects, we have strict targets for purity class and indoor air quality. We invest in the quality of indoor air through air volumes, filter choices, CO2 monitoring of multi-user premises, and construction-time purity control. Attention is paid to choosing low-emission materials, to the amount of daylight, and to the thermal comfort of the premises.

We put a lot of effort into ensuring healthy indoor air quality and thermal comfort. We examine them through technical monitoring, and we regularly measure our customers' satisfaction in the indoor air on all our campuses. Many of our buildings have IoT sensors throughout the building which automatically analyse indoor conditions such as the amount of carbon dioxide. We respond to feedback on a customer-specific basis.

Our campuses are strategically located within the communities they serve to allow for maximum ease of accessibility. Many of our campuses have been developed on a theme, by proximity to the airport, the city centre, or institutions of higher education. Flexibility is our business, and accessibility is essential for our success.

Customers and Technopolis employees who arrive by car have access to generous secure car parking facilities with automated entry systems. There are electric car charging stations available on our campuses. In addition, there are extensive bicycle parking spaces available on all our campuses, as well as storage facilities and locker rooms with showers.

Safety and accessibility are ensured in the design phase of all new Technopolis construction projects. Attention is paid, for example, to local regulations concerning bathrooms and parking spaces for disabled people, wheelchair ramps, and fire and rescue regulations, as well as regular updates of rescue plans. Our partners are required to operate in accordance with our occupational safety regulations.

The service companies' agreements and their bonus and sanction models include a KPI on the indoor environment quality and the results of our customer satisfaction survey as one of the KPIs related to environmental management.

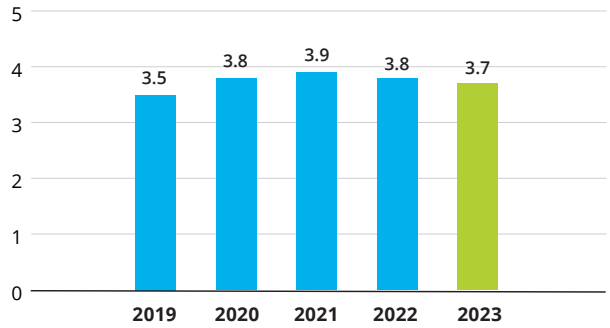
Indoor air satisfaction is surveyed on our campuses as part of our constantly running customer survey. Satisfaction is indicated on a scale of 1 to 5. In 2023, the respondents' average score for indoor air quality was 3.7.

CASE

Chemical-free cleaning

Advanced chemical-free cleaning is in use in three Business Units located in Finland. Our cleaning service partner in Finland, ISS Services, uses ultraclean water which is chemical-free, in maintenance cleaning. Chemical-free cleaning is environmentally friendly and safe for the users of the premises and the professionals who keep the spaces clean.

Indoor air satisfaction



EMPLOYEE CULTURE & WELLBEING

Inclusive and driven employee culture

Technopolis is proud of the inclusive and driven culture that it has nurtured since its operations began in 1982. As an outward-facing and forward-thinking business committed to delivering best-in-class customer service across multiple countries and cultures, we make sure that our people are representatives of the communities that we serve.

We acknowledge that the key to our success and company culture is having the right talent in the right positions. When hiring new employees, we pay extra attention to finding people who are committed to working towards our strategic goals and who truly share our values – Drive, Service, Integrity and Adaptability. Most open positions are advertised on our intranet and Teams, giving all current employees the possibility to apply. We are proud of the diverse development opportunities and career paths that we have been able to offer to our employees through internal recruitment.

During 2023 we organized trainings for our employees to support sales and customer service, and use of different systems. In addition to our internal training and coaching sessions, many of our employees took part in different webinars and online training outside of the company. We also continue to use and develop our own e-learning portal, which we use for mandatory trainings and new employee induction.

Satisfied and motivated employees are at the core of our business, and therefore we measure employee job satisfaction with a pulse survey on a quarterly basis and with a larger employee survey every year. In 2023 we continued conducting the larger employee survey with Siqni, in which employees select five factors that are most meaningful for them and then explain how they are fulfilled and how they should be fulfilled at Technopolis. This employee insight enables us to identify and focus on the development areas that have the biggest impact on our employee experience and engagement.

In addition to the employee surveys, an anti-discrimination and equality survey is also conducted annually. Technopolis will continue to maintain a zero-tolerance policy towards discrimination, bullying and sexual harassment.

Health and wellbeing

As a flexible office provider, Technopolis is committed to the wellbeing of our employees and our customers. To have a fully functioning and highly motivated team in place, we pay specific attention to the wellbeing of our employees. Work at Technopolis consists mainly of office and reception service work. Our sick leave percentages remained low on average and there is no specific risk of physical occupational accidents. We offer all employees occupational healthcare or healthcare insurance as well as different sports and culture opportunities.

Personnel key figures

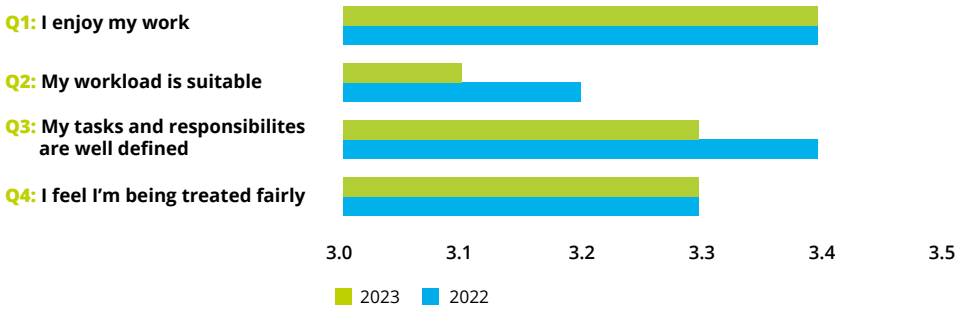
	2023	2022
Total number of employees 31 December	195	208
Active	189	187
On long leave	6	21
Employees by country 31 December		
Finland	135	142
Norway	12	12
Sweden	7	6
Estonia	17	21
Lithuania	22	25
Luxembourg	2	2
Employment type 31 December		
Permanent/fixed-term employees , %	95/5	95/5
Female/male percentage of fix-term work	70/30	83/17
Full-time/part-time employees, %	93/7	98/2
Female/male percentage of part-time work	79/21	100/0

Gender ratio, female/male	2023	2022
All employees, 31 December	77/23	79/21
GMT	29/71	40/60
Senior management	0/100	0/100
Middle management	67/33	63/37
Specialists	93/7	93/7
Other employees	91/9	95/5

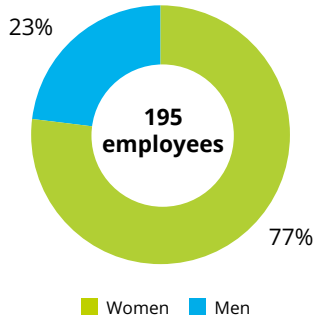
Years at Technopolis	2023	2022
Percentage of personnel 31 December		
Less than 2 years	24	30
2 years – less than 5 years	22	21
5 years – less than 15 years	42	39
At least 15 years	12	10

Employee turnover during the year	2023	2022
New contracts including short-time substitutions, total	26	40
New employees of the total personnel, %	13	19
Employees leaving Technopolis, including short-time substitutions, total	40	40
Turnover rate, %	20	20

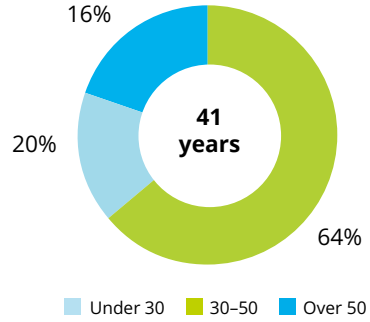
Personnel feeling scale (on a scale of 1–4)



Gender distribution



Average age



VALUES AND ETHICS AS FOUNDATION

Management of sustainability

At Technopolis, sustainability activities are coordinated by our Sustainability Manager. The measures taken are distributed by function among Real Estate & Concept Development, HR & Legal, Finance & Accounting, Marketing, and at business unit level. We continuously monitor and develop the policies that guide our sustainability. The Group Management Team and the Board of Directors monitor the achievement of the sustainability targets, and together they are responsible for ratifying Technopolis' groupwide policies.

Responsibility in the value chain – Code of Conduct lays the foundation for our operations

Technopolis' Code of Conduct forms the basis of the sustainability of the company's business operations, environmental affairs and employee and stakeholder relations. The Code of Conduct is followed by all Technopolis functions, and each employee is expected to adopt and commit to the ethical principles presented in the Code of Conduct. With the Supplier Code of Conduct, Technopolis aims to ensure that its suppliers and other partners comply with the Code of Conduct and the same quality requirements as Technopolis.

Code of Conduct training

Every employee reviews the Code of Conduct for employees and the reporting channels available in case of breaches, as a mandatory part of their induction process. The Code of Conduct e-learning program helps employees familiarize themselves with the topic. The tool is designed to make the training as practical and close to employees' everyday lives as possible.

Procurement

Technopolis' suppliers are expected to review the Supplier Code of Conduct and reporting procedures to the extent presented in the document and as attachments in agreements, and to comply with them as part of the cooperation, both in terms of ethical choices and environmental friendliness. The Supplier Code of Conduct is of paramount importance to Technopolis when commencing or continuing business relationships. Technopolis aims, within the scope of its influence, to ensure that its suppliers and other partners comply with the Supplier Code of Conduct and the same quality requirements as Technopolis, as well as laws and regulations in force. The Supplier Code of Conduct is attached to cooperation agreements whose annual total value exceeds EUR 50,000.

Technopolis does not accept the use of child or forced labor in its own or its partners' operations. As Technopolis operates in the real estate business, the risks of child and forced labor are considered minor, and no specific preventive measures have been taken in this regard.

Anti-corruption

The Code of Conduct specifies that Technopolis and its employees are not allowed to pay, offer to pay, or receive bribes or illegal payments. Technopolis and its employees also do not offer any other undue personal benefits in order to promote or maintain the company's business or otherwise aim to influence the objective decision-making of the authorities, partners, or customers. Technopolis employees may not pursue personal gain from their relationship with the company's customers or partners.

Compliance with laws and regulations

Technopolis complies with good corporate governance, laws and other regulations pertaining to its business or the company's operations. No fines or other penalties have been imposed on Technopolis for non-compliance with laws and regulations regarding business operations, marketing, provisions, use of products and services in marketing, or breach of environmental legislation and regulations. Technopolis has not been a party to any legal proceedings related to restriction of competition or misuse of monopolistic position, and therefore no related actions have been taken.

Whistleblowing

Technopolis' whistleblowing service provides employees and external stakeholders an opportunity to communicate on suspected wrongdoings affecting people, our organisation, society or the environment. Concerns can be raised anonymously by using a reporting channel administered by a third party. Technopolis' Whistleblowing team investigates reported events, if needed with external advisors, and takes necessary actions.

Memberships

Technopolis is a member of Green Building Council Finland and a member of RAKLI (the Finnish Association of Building Owners and Construction Clients).

Approved external agreements and principles

Technopolis has joined with the Finnish energy-efficiency agreement for commercial properties (TETS) for the period 2017–2025. Technopolis has also signed the World Green Building Council's (WorldGBC) Net Zero Carbon Buildings Commitment. In accordance with its Code of Conduct, Technopolis also respects and supports, within its sphere of influence, the principles of the UN Universal Declaration of Human Rights, the ten principles of the Global Compact Initiative, the Convention on the Rights of the Child, and the ILO Declaration on Fundamental Principles and Rights at Work.

ABOUT THIS REPORT & REPORTING PRINCIPLES

This report applies GRI Standards and the latest edition of EPRA Best Practices Recommendations for Sustainability Reporting for the reported environmental calculations. The company's financial period is the calendar year.

Coverage

This report provides detailed information on Technopolis' ESG performance in Finland, Lithuania, Estonia, Sweden, Luxembourg and Norway. Share of campus ownership has not been taken into account. Figures from the Gasperich campus in Luxembourg have been added from 01/2020 onwards and the Kista campus in Stockholm from 06/2021 onwards. The denominators used to calculate intensity figures have been adjusted accordingly for those years. Where relevant, campus-specific notes about the data coverage (e.g. exclusions) have been added under the data tables. Unless otherwise stated, divested properties are included in the historical environmental data (Technopolis total consumption history data), but not in the personnel data tables. In the beginning of 2024 Technopolis divested its campuses in Estonia and in Lithuania, for most environmental indicators campuses in these countries are included in the data of 2023, but waste data from Vilnius is excluded due to reporting issues, and due to divestment will not be added in the next report either.

Normalized consumption

Normalized factors for heating energy are presented alongside actual consumption for campuses in Finland, Norway and for Ullevi campus in Sweden, for other countries and for Kista campus in Sweden actual consumption is used. Energy intensity figures have been calculated using the normalized consumption in these countries. In carbon-intensity calculation, actual consumptions are used in every country.

Customer electricity

Total energy use is surveyed in order to obtain a comprehensive view of Technopolis' ecological footprint. The consumption includes the consumption of customer spaces as well as facility electricity. For most of the properties, Technopolis procures the electricity for customer areas. Predominantly for properties in which Technopolis is not in charge of the electricity procurement, Technopolis obtains the consumption data with power of attorneys from the energy companies. Exception is that on the Gasperich (Luxembourg) campus, customer electricity is not available to Technopolis, and therefore the data is not included in the report, and Gasperich is excluded from the total energy intensity figure of Technopolis. In addition to Gasperich there are only minor customer electricity data gaps. Technopolis also reports on building energy use, which excludes customer electricity, but in addition to facility electricity includes district heating and cooling, as well as gas used in all of the areas of the properties. A share of the reported facility electricity is based on estimated consumption. The carbon dioxide disclosures Scope 1 and 2 are based on the total energy consumption procured by Technopolis. As stated above for most buildings, Technopolis is in charge of energy procurement for the whole building with only few exceptions, including the Gasperich campus, which emissions from electricity include only common area electricity.

Estimation

The consumption figures are measured and read remotely or manually. The share of estimated consumption is low, some meters with short missing periods have been completed using known consumption figures from other periods.

Carbon emission calculation method

Technopolis reports both market- and location-based emissions. Market-based CO2 emission calculations are based on the most recent data provided by local energy companies on their CO2 effects, and equivalents are included when available. Location-based CO2 emission calculations are based on national factors, if available.

By the end of 2023, 8 out of our 16 campuses had no fossil emissions in all energy use procured by Technopolis due to purchasing renewable and nuclear energy.

Breakdown of energy usage

To report breakdown of energy usage Technopolis has used the certifications of origin and the data provided by the local energy companies on their products. It is to be noted that the data for Vilnius includes estimation.

Water and waste intensity

With regard to waste and water consumption intensity figures, predominantly the number of users has been estimated based on the number of access cards. For small minority of buildings Technopolis does not have the number of access cards available, consumption of these buildings is still included in the intensity figures.


TECHNOPOLIS