TECHNOPOLIS

TECHNOPOLIS ESG REPORT 2024

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TECHNOPOLIS IN 2024

4
Countries

9
Cities

14
Campuses

1,200
Customers

35,000
People use our spaces

4.2/5.0
Customer satisfaction

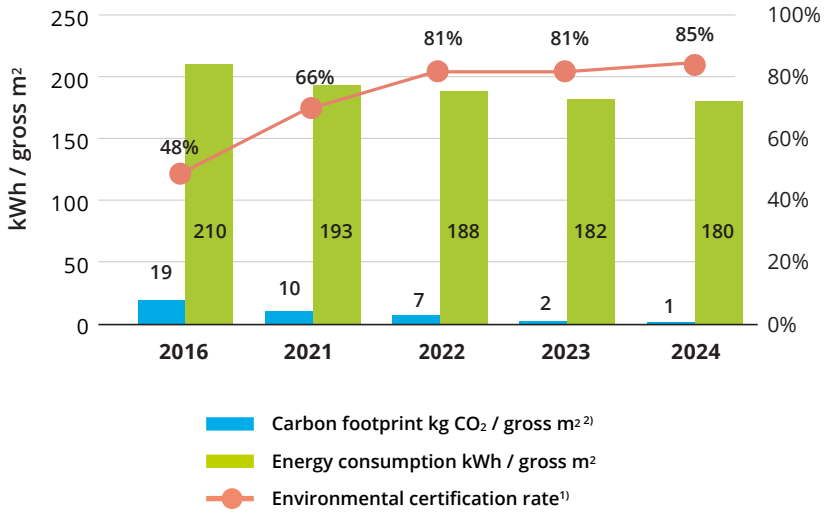
85%
Green-certified buildings

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



Current portfolio (historical data adjusted)

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 2024

1 kg
CO_2 / gross m²
Carbon footprint

180
kWh / gross m²
Energy consumption

85%
Environmental certification rate in 2024[1)]

100%
Carbon-free electricity[3

4.2/5.0
Customer satisfaction

CEO STATEMENT

Sustainability is today a central part of business operations, influencing even the entire value chain. As a strategic partner to over 1,000 businesses across various industries and sizes, our role is to simplify our customers' daily operations and support their success. When our customers choose us, they know that they are making a sustainable choice.

Even though the start of 2025 has brought some twists and turns with the EU's Omnibus proposal, sustainability will remain a top priority for us. We continue to advance and develop our own sustainability efforts and will keep reporting on our progress. Furthermore, we believe the same applies to the majority of companies, and that sustainability will retain its central position.

We want to cater to our customers' sustainability data needs and are continuously developing solutions to better support our customers' needs. In 2024 we introduced a tool that allows us to respond more efficiently to inquiries about environmental key figures, such as energy consumption. In addition, we renewed and received new LEED certifications, an external verification for our buildings' environmental performance.

We also updated our Code of Conduct which focuses on five key ethics and compliance areas: human rights, fair work conditions and safety at work, responsible and fair business, corruption, bribery and money laundering, and environmental impact. It is our guide to ethical behaviour, outlining the principles and practices we at Technopolis follow as a company and as employees.

As we reflect on last year's achievements, we're also looking ahead to 2025 and beyond. Smart energy-efficiency will continue to be at the heart of our work, but we're broadening our perspective to better capture our overall impact across the entire value chain. In line with this we are updating our carbon reduction road map to better cover also indirect emissions, like those caused by renovations.

We are proud that for the first time, we're introducing a company-wide sustainability target for all Technopolis personnel. The target includes areas related to e.g. energy consumption, waste recycling rates, and customer experience.

Finally, collaboration has always been at the core of our sustainability strategy, and we're continuing to strengthen it by working even more closely with our partners to develop best practices and implement solutions that support our sustainability goals. Through collaboration, we can achieve greater impact and advance toward a more sustainable future.

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. We are renewing our materiality assessment in 2025 to be in line with the double materiality standard described in ESRS.

Technopolis categorizes the impacts and measures of its Corporate Sustainability (ESG) under three themes presented on the next page. In 2025, we are also developing a new sustainability strategy which will help us focus on the topics that we have the most impact in and what are most important for our stakeholders. 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 22.

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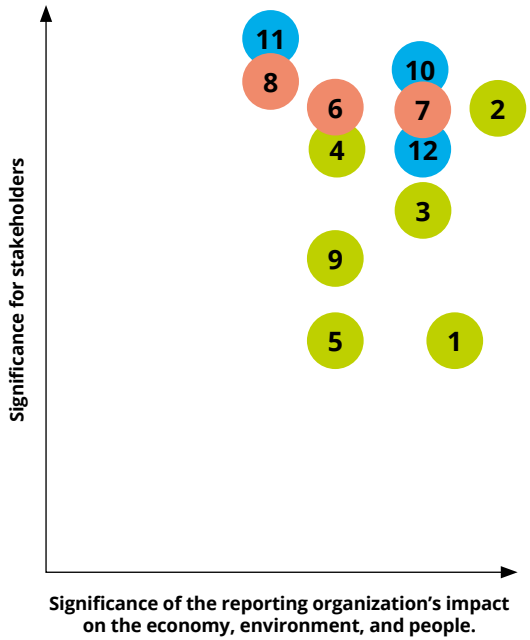


1. CO_2 emissions and climate change mitigation
2. Energy efficiency
3. Carbon neutral energy
4. Waste management and recycling
5. New technology and innovations
6. Employee wellbeing
7. Customer satisfaction
8. Health, safety, and security of premises
9. Accessibility of premises
10. Compliance with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

Environment

Social

Governance

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.

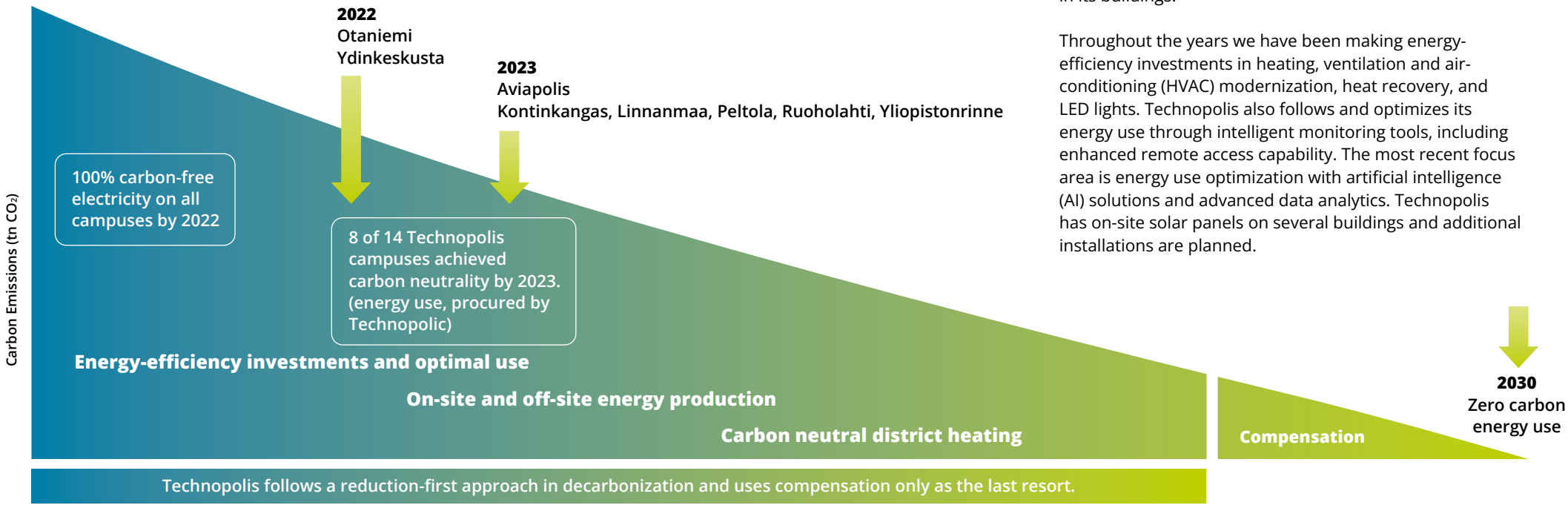
We are currently updating our carbon reduction pathway in accordance with the 1,5 degree Paris agreement. This new plan will include Scope 1, 2 and 3 reductions with detailed actions for the next 5 years and long-term targets.

Already 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 our stakeholders is crucial for reaching our goals. This also includes working together with our suppliers to reduce the carbon emissions from our value chain.

In 2024, 93% of our energy came from carbon-neutral sources. We reached our goal of procuring 100% carbon-neutral electricity across all campuses in 2022. By the end of 2024, 8 out of our 14 campuses had achieved carbon neutrality in all energy use procured by Technopolis. Technopolis procures the vast majority of the energy used in its 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. Technopolis has on-site solar panels on several buildings and additional installations are planned.



BUILDING CERTIFICATIONS

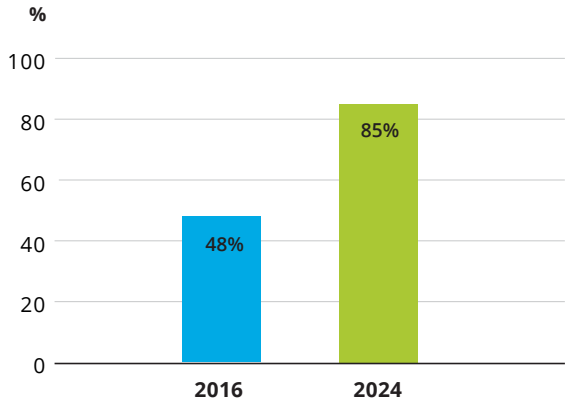
Third-party verified sustainability

Technopolis uses LEED (Leadership in Energy and Environmental Design) and BREEAM (Building Research Establishment Environmental Assessment Method) environmental certificates of the buildings 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 2024 Technopolis certification rate was 85% (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.

Certification rate
Current portfolio (historical data adjusted)



85% certification rate

Total amount (Cert. Tot)	%
LEED Gold	52%
LEED Silver	8%
Leed Certified	6%
BREEAM	19%
Total	**85%**

ENERGY CONSUMPTION AND EFFICIENCY

Energy use optimization in focus

Energy 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 continued actively developing energy-efficiency strategies for the existing portfolio 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 purchased energy, electricity, district cooling and heating, and solar power produced at the properties. Carbon-neutral energy is a priority for us. Of the energy procured by Technopolis in 2024, 93% 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 596 MWh in 2024.

Technopolis divested its campuses in Lithuania and Estonia in the beginning of 2024 and these campuses are not included in the consumption figures for 2024. However, the historical data in the "Total" column of the energy table below remains unchanged and includes the energy consumption figures of the campuses that have been divested. To track the trend in energy efficiency, the "Total, current portfolio" column shows data for the current portfolio, including the following adjustments: properties that have been sold are excluded from both the 2024 data and the historical data, while new buildings and acquisitions are included (1 new building from September 2023).

The total energy intensity of the current portfolio was 180 kWh/gross square meter in 2024, reflecting a 13% decrease from 2019. We are currently updating our energy intensity targets. However, we have already surpassed the existing target of reducing grid-bought energy by 10% by 2025, using 2016 as the baseline (16 % reduction by 2024). The change in energy intensity is mostly due to operational energy-saving measures, an active response to changes in occupancy rates, as well as portfolio changes.

Energy (MWh)	Finland			Norway			Sweden			Luxembourg			Total			Total, current portfolio (historical data adjusted)			EPRA Sustainability BPR
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	
Total Electricity Consumption [1]	50 179	49 446	51 396	7 047	7 337	7 587	5 986	5 970	5 806	0	-	-	63 213	79 727	82 151	63 213	62 761	64 789	Elec-Abs
Common Area Electricity [1]	21 382	21 524	22 469	3 424	3 491	3 544	2 265	2 205	2 127	6 250	6 777	7 276	33 320	41 370	43 220	33 320	34 137	35 416	
Heat Consumption	40 137	42 527	44 616	4 619	5 036	4 228	6 285	6 604	5 272	5 332	4 992	5 087	56 373	63 568	64 155	56 373	59 216	59 203	DH-Abs
Normalized Heat Consumption	41 123	42 568	45 998	4 845	5 027	4 606	6 590	6 652	5 405	5 332	4 992	5 087	57 890	63 647	66 047	57 890	59 238	61 096	DH-Abs
District Cooling	2 854	2 301	1 845	2 337	2 429	2 794	3 129	2 926	2 683	0			8 319	7 657	7 322	8 319	7 657	7 322	DC-Abs
Fuels (MWh)														7 613	7 619	0	0	0	Fuel-Abs
On-site Energy Production (renewable)	596	613	589	0			0			0			596	845	809	596	613	589	
Total Energy Consumption	94 156	94 315	99 239	14 229	14 793	14 988	15 705	15 548	13 894		-		129 422	158 645	163 139	129 422	129 655	128 121	
Total Energy Intensity (KWh/gross m²)	190	192	204	133	139	140	180	179	160		-		180	161	167	180	182	188	Energy-Int
Building Energy Consumption	65 359	66 392	70 312	10 606	10 947	10 944	11 983	11 783	10 215	11 582	11 768	12 362	99 530	120 287	124 208	99 530	101 031	103 833	
Energy Intensity, Building Energy (kWh/ gross m²)	132	135	144	99	102	102	138	135	117	132	134	141	128	117.4	122	128	131	135	Energy-Int

Total energy consumption and energy intensity are calculated with weather corrected (normalized) heat consumption for Finland, Norway and 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.

Carbon dioxide emissions

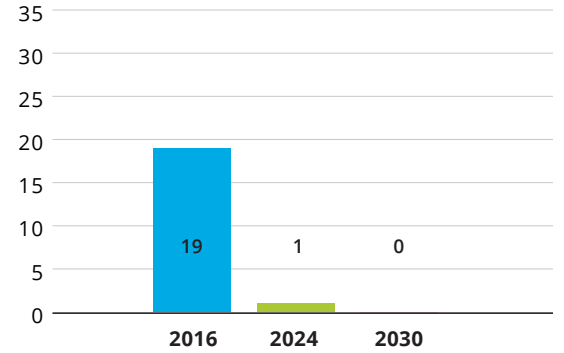
Technopolis has a solid track record in reducing emissions

The market-based carbon footprint of all Technopolis properties in 2024, including Scope 1 and 2 emissions (energy), was 1.5 kg CO2e/gross square metre, and emissions totalled 1,134 metric tons. Since 2016, the carbon footprint of the energy consumption of Technopolis' properties per square metre has decreased by 95 %. 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 22.

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.

Technopolis is developing a new carbon reduction pathway in 2025 and as part of this work is improving its carbon emission calculation, including scope 3 calculations.

On our way to zero
Current portfolio (historical data adjusted)
Scope 1 and 2 (energy) CO2 emissions kg/gross sqm



Scope 1 and 2 emissions (tCO_2e)	Finland			Sweden			Norway			Luxembourg[1]			Total[2]		
EPRA: GHG-Dir-Abs, GHG, Indir-Abs, GHG-Int	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**
Gas	0	0	0	0	0	0	0	0	0	0	0	0	0	1 538	1 539
Scope 1 total[3]	0	0	0	0	0	0	0	0	0	0	0	0	0	1 538	1 539
Market-based emissions															
Electricity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
District heating	691	919	4 807	257	279	227	29	24	20	143	134	137	1 120	1 967	5 877
District cooling	0	0	0	0	0	0	14	10	11	0	0	0	14	10	11
Scope 2, total	691	919	4 807	257	279	227	43	34	31	143	134	137	1 134	1 976	5 888
Total	691	919	4 807	257	279	227	43	34	31	143	134	137	1 134	3 514	7 427
CO_2 emissions (kg / gross sqm)	1.4	1.9	10.2	3.0	3.2	2.6	0.4	0.3	0.3	1.6	1.5	1.6	1.5	3.4	7.3
Location-based emissions	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**	**2024**	**2023**	**2022**
Electricity	1 656	1 780	3 084	233	233	226	3 540	3 685	3 811	2 623	2 844	3 053	8 052	18 599	20 451
District heating	5 539	5 869	6 157	288	302	241	545	594	499	144	135	137	6 516	9 047	9 258
District cooling	0	0	0	0	0	0	14	10	11	0	0	0	14	10	11
Total (Scope 1&2)	7 195	7 649	9 241	521	535	468	4 100	4 289	4 321	2 767	2 979	3 191	14 582	27 656	29 720
CO_2 emissions (kg/gross sqm)	14.5	16.1	19.6	6.0	6.1	5.4	38.4	40.2	40.5	31.5	33.9	36.3	18.8	27.0	29.1

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 22.

1) Luxembourg: emissions from electricity include only common area electricity
2) The totals for 2023 and 2022 include data from the Vilnius and Tallinn campuses, which were sold at the beginning of 2024. The 2024 data does not include these campuses.
3) Does not include emissions from refrigerants.

Water consumption

Smart water consumption tracking

The water intensity of all Technopolis properties was 5,330 l/FTE/year and the total consumption in 2024 was 173 000 m^3. The water consumption per user of all Technopolis buildings increased due to back to the office trends as well as portfolio changes. 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	Luxembourg	Total[1)2)]
EPRA: Water-Abs, Water-Int					
Municipal water (m^3)					
2024	101,560	16,282	17,572	37,601	173,016
Water Intensity (l/FTE/year)	4,159	8,054	4,882	15,542	5,330
Water Intesity (l/FTE/day)	11	22	13	43	15
2023	91,695	17,509	20,510	33,924	213,698
Water Intensity (l/FTE/year)	3,293	6,165	5,783	19,955	4,521
Water Intesity (l/FTE/day)	9	17	16	55	12
2022	79,799	16,845	16,833	46,069	200,088
Water Intensity (l/FTE/year)	3,033	4,520	5,260	27,921	4,142
Water Intesity (l/FTE/day)	8	12	14	76	11

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 the building ratings, and carrying out post-construction inspections, best support eco-efficient systems and life-cycle responsibility during the operational use of buildings.

According to the World Green Building Council, buildings and construction sector is globally responsible for 38% of energy related carbon emissions, and 50 % of resource consumption. 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 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.

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) Our data on the number of users at our Luxembourg campus is not complete.
2) The totals for 2023 and 2022 include data from the Vilnius and Tallinn campuses, which were sold at the beginning of 2024. The 2024 data does not include these campuses.

Waste management

Towards circular economy

Waste amounts by disposal method are presented in the chart below. In addition to energy waste, incinerated waste includes mixed waste suitable for mass burning and other incinerated waste, such as waste wood. Recycled waste contains reused waste and recovery of materials and includes compostable biowaste and WEEE. The amounts of the waste-by-waste fraction are based on data on the properties' waste amounts provided by our waste management partners.

The recycling rate, including the incineration of waste into energy, was 100% in 2024 as only a very small fraction of waste was landfilled. 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 2024, the recycling rate was already 65%. This figure is well above the EU-level target of 55% by the year 2025!

	Finland		Norway		Sweden		Luxembourg		Total	
EPRA: Waste-Abs	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**	**2024 [1)]**	**2023 [1)]**	**2024**	**2023 [2)]**
Non-hazardous waste	**1509**	**1572**	**148**	**169**	**202**	**206**	**80**	**91**	**1939**	**2605**
Recycled	979	983	83	94	64	61	16	13	1142	1222
Incinerated with energy recovery	529	576	65	75	137	145	64	78	795	1073
Landfilled	0	0	0	0	1	0.1	0	0	1	56
Hazardous waste	**1**	**1**	**0.2**	**0**	**2**	**3**	**0**	**0**	**4**	**4**
Recycled	1	1	0	0	2	1	0	0	3	2
Incinerated with energy recovery	0	0	0.2	0	0.3	1	0	0	1	1
Landfilled	0	0	0	0	0	0	0	0	0	0
Total	**1510**	**1574**	**148**	**169**	**204**	**209**	**80**	**91**	**1943**	**2369**
Recycling Rate, including incineration %	100%	100%	100%	100%	99%	100%	100%	100%	100%	98%
Recycling Rate, recycled as material %	65%	63%	56%	56%	32%	30%	20%	15%	59%	52%
Waste Amount per Person (kg/FTE)	62	57	73	45	57	65	33	55	60	55

1) In Luxembourg, part of the waste data is missing (due to a customer's own contract).Also, due to a system failure, part of the waste data (cardboard) had to be reported as incinerated.
2) Waste data from divested Tallinn campus is included in the 2023 "Total" data. Technopolis does no have data for Vilnius campus for 2023 and hence it is not included in the historical data of 2023.
Inclusion of the restaurant waste varies between campuses, as the majority of the restaurants have their own waste handling contracts.

CASE

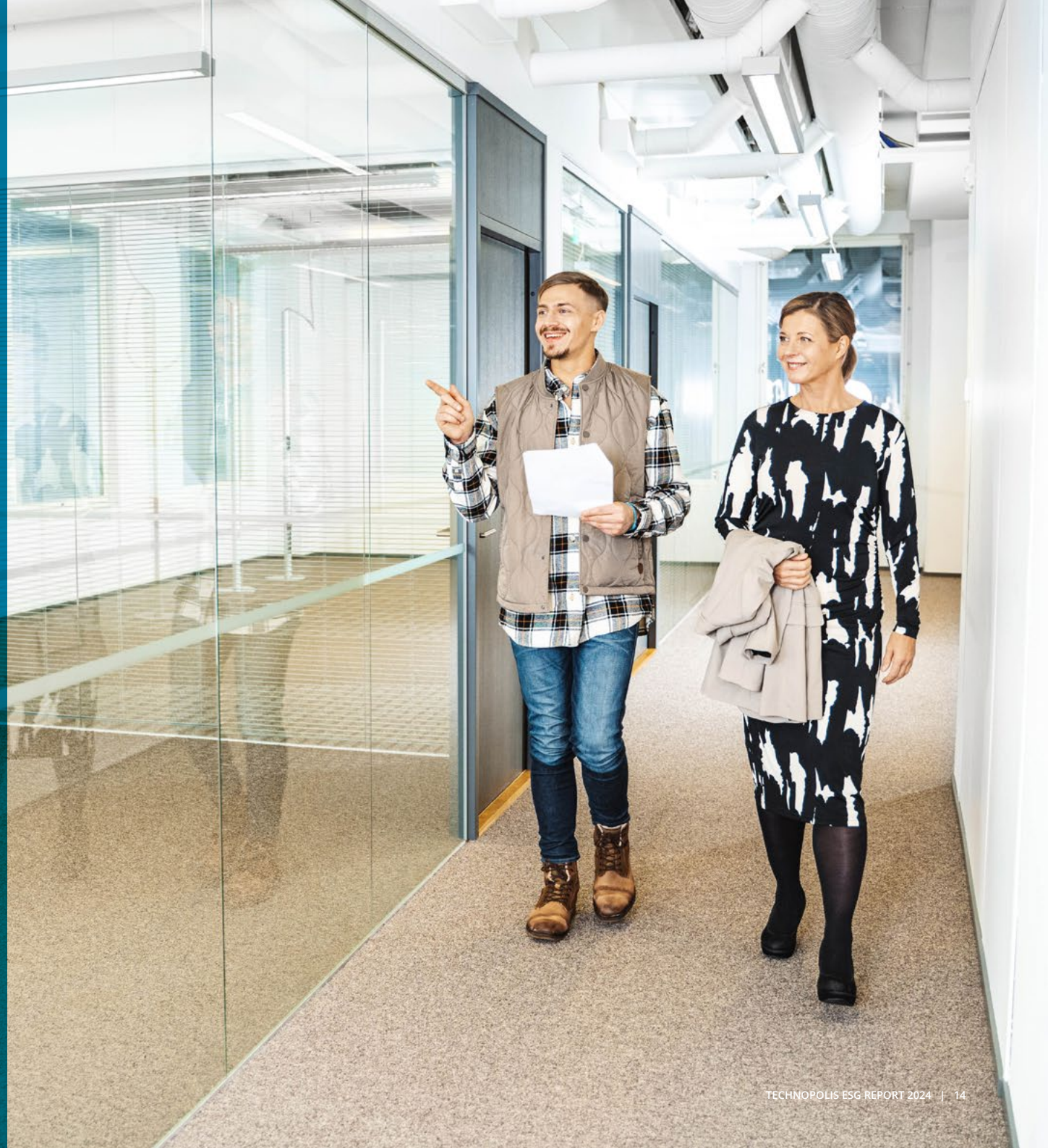
Working together for a more sustainable future

Collaboration is at the heart of Technopolis' sustainability strategy. For several years, we have integrated environmental targets into our contracts with key service partners, including maintenance and cleaning providers. Together with our partners, we continue to develop and implement innovative solutions aimed at enhancing energy efficiency and reducing carbon emissions. For example, we have implemented smart building automation control systems that ensure better indoor conditions and significantly improve energy efficiency.

Our Supplier Code of Conduct reflects our commitment to a sustainable and responsible supply chain. We have conducted human rights risk assessments across our own operations and value chain, reinforcing our dedication to ethical and sustainable practices.

We empower our tenants with insights into their energy consumption and recycling rates, fostering a shared responsibility to minimize environmental impact. To support low-carbon commuting, Technopolis campuses offer bike storage, showers, and electric vehicle charging stations and are located near public transport.

We also work together with industry organizations to improve sustainability through projects and campaigns. We have joined initiatives, such as #BuildingLife, the Net Zero Carbon Buildings Commitment, and the Finnish Energy Efficiency Agreement. Through collaboration, we can achieve greater impact and advance toward a more sustainable future.



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. 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. In 2024, we also extensively invested in the sustainability of our furniture by adding reused office furniture to our service offering. These reused pieces, which are part of our circular economy principles, meet public space standards and are maintained and inspected before reuse.

Technopolis provides its customers and visitors with a menu in restaurants that is varied, healthy, and of high quality. 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.

> *"The services are easily accessible, and Technopolis employees have become important individuals in promoting our employees' well-being at work. Personnel at the reception always greet you happily and know many of us by name. At reception, there are lovely people who play an important role in the functioning of our company's processes and in welcoming visitors. We have also often used the handyman services offered by Technopolis."*
>
> **– Customer from Vantaa, Helsinki Metropolitan Area**

CASE

Designing workspaces around employee needs

When an organization is planning their new office space or changes to current, it's essential to involve employees in the process. Asking them what kind of work environment they need and prefer helps ensure the right decisions are made.

That's why we've developed a workplace survey that thoroughly explores employees' perspectives and preferences across a range of topics. The results give a comprehensive understanding of the needs that guide the design of the new space. A work environment that matches the needs of the employees boosts well-being, productivity, attractiveness of the office, and loyalty.

4 reasons to involve employees in office planning

1. Employees know their work best and what kind of spaces and functions support it.
2. It increases the sense of community, and employees are more committed to the change.
3. A well-matched workspace supports efficiency and increases attractiveness of the office.
4. A functional, inviting office is an advantage in the competitive job market – the office can positively affect employees' commitment to the organization and attract new talents.

Activity in communities – Technopolis' unique community spirit

Technopolis is a lively community of more than 32,000 people working on its campuses during 2024. Technopolis offers business environments that operate smoothly, even 24 hours a day. A growing independent community has formed 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 business, networking, wellness, and informal events annually, attracting thousands of participants. These events not only help our customers 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.

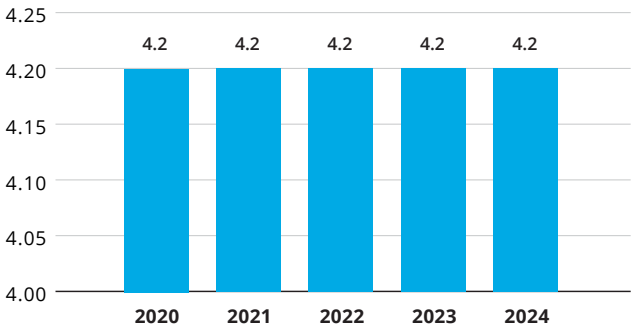
Technopolis Customer Satisfaction Survey

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 2024, we reached a score of 4.2 out of 5 for the fifth consecutive year, with a net Promoter Score of 45.

Customer Satisfaction Score (2024): 4.2 out of 5
- Scale: 1 to 5
- This score is based on about 25 individual Key Performance Indicators (KPIs) at the group level

Net Promoter Score (NPS) (2024): 45
- NPS Scale: -100 to +100

Customer satisfaction



I'm very happy to have my office in Technopolis. I have no complaints at all. It's just a positive experience from my side. It's all 10 out of 10. It's been a dream come true since day one. I can't think of anything I would like them to develop."

– Customer from Fornebu, Oslo

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.

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.

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, as well as to the amount of daylight and the thermal comfort of the premises.

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.

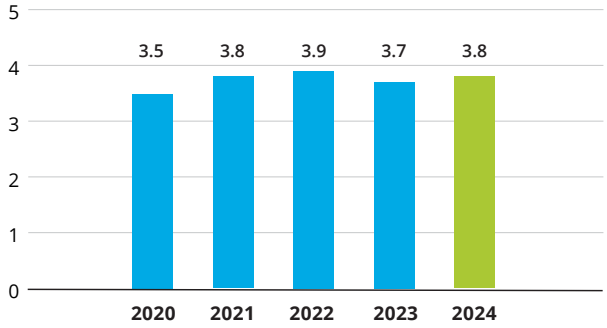
The service companies' agreements and their bonus and sanction models include a KPI on the indoor environment quality and the results of our customer satisfaction survey as one of the KPIs related to environmental management. Indoor air satisfaction is surveyed on our campuses as part of our constantly running customer survey. Satisfaction is indicated on a scale of 1 to 5. In 2024, the respondents' average score for indoor air quality was 3.8.

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



WORKPLACE CULTURE & WELLBEING

Dynamic and inclusive workplace culture

Technopolis is proud of the inclusive and driven culture that it has nurtured since its operations began in 1982. We are dedicated to delivering exceptional customer service across diverse cultures and countries. We ensure our people reflect the communities 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.

Throughout 2024, we organized training sessions for our employees to enhance their sales and customer service skills, foster collaboration, and improve their proficiency with various 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, voluntary, and new employee induction training.

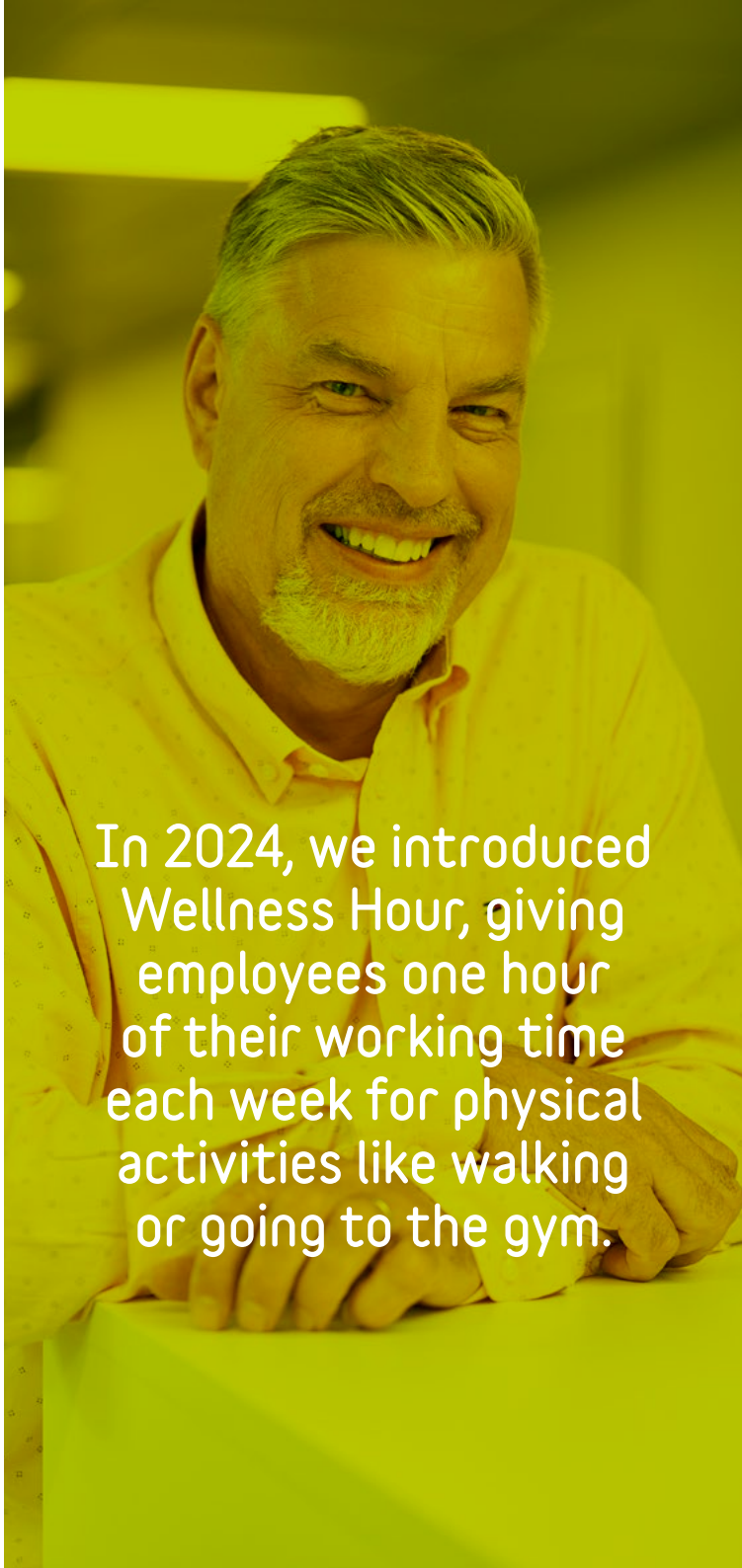
Satisfied and motivated employees are at the core of our business, and therefore we measure employee job satisfaction with a pulse survey on a quarterly basis and with a larger employee survey every year. In 2024 we continued conducting the larger employee survey with Siqni, in which employees select 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. During 2024, we piloted a new Wellness Hour, where employees can use one hour of their working time every week to boost their wellbeing by doing physical activities, such as going for a walk or going to the gym.



Personnel key figures

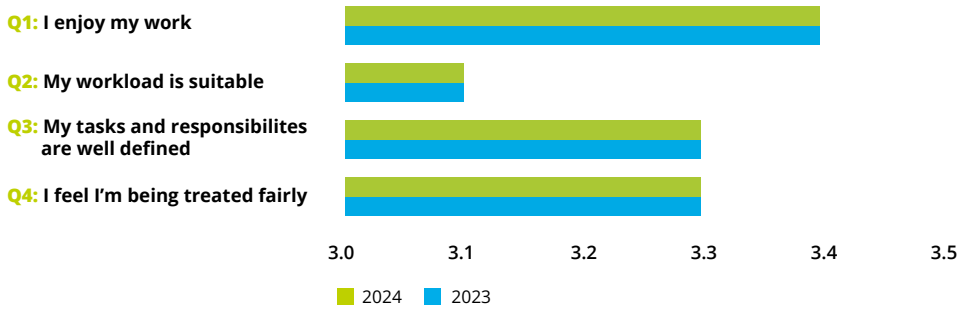
	2024	2023
Total number of employees 31 December	147	195
Active	146	189
On long leave	1	6
Employees by country 31 December		
Finland	125	135
Norway	12	12
Sweden	8	7
Estonia	0	17
Lithuania	0	22
Luxembourg	2	2
Employment type 31 December		
Permanent/fixed-term employees , %	96/4	95/5
Female/male percentage of fix-term work	83/17	70/30
Full-time/part-time employees, %	95/5	93/7
Female/male percentage of part-time work	86/14	79/21

Gender ratio, female/male	2024	2023
All employees, 31 December	78/22	77/23
GMT	20/80	29/71
Senior management	20/80	0/100
Middle management	67/33	67/33
Specialists	86/14	93/7
Other employees	96/4	91/9

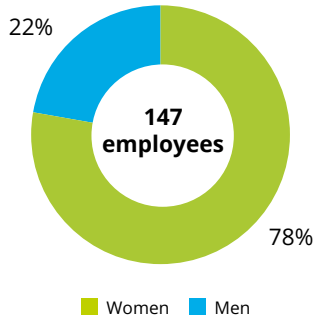
Years at Technopolis	2024	2023
Percentage of personnel 31 December		
Less than 2 years	11.5	24
2 years – less than 5 years	28	22
5 years – less than 15 years	49	42
At least 15 years	11.5	12

Employee turnover during the year	2024	2023
New contracts including short-time substitutions, total	11	26
New employees of the total personnel, %	7	13
Employees leaving Technopolis, including short-time substitutions, total	19	40
Turnover rate, %	13	20

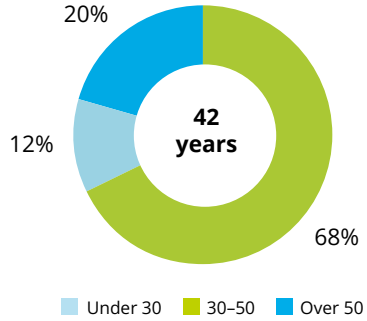
Personnel feeling scale (on a scale of 1–4)



Gender distribution



Average age



GOOD GOVERNANCE

VALUES AND ETHICS AS FOUNDATION

Management of sustainability

At Technopolis, sustainability activities are coordinated by our Head of Sustainability. The measures taken are distributed by functions among Real Estate & Concept Development, HR & Legal, Finance & Accounting, Marketing & Communications, 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 ethics and sustainability of the company's business operations, environmental affairs and employee and stakeholder relations. During 2024, we updated our Code of Conduct to better reflect our values and commitment to human rights. The Code of Conduct is followed by all Technopolis business units and 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 same ethical principles in the Code of Conduct and the same quality requirements as Technopolis.

Code of Conduct training

As a mandatory part of their induction process, every employee is acquainted with the Code of Conduct for employees and the reporting channels available in case of breaches,. The Code of Conduct e-learning is mandatory and repeated regularly.. This helps employees familiarize themselves with the topic and 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 other attachments in agreements, and to comply with them as part of the cooperation, both in terms of ethical choices and environmental friendliness. One of our key ethical principles is that Technopolis does not accept the use of child or forced labor in its own or its partners' operations. 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 procurement agreements whose annual total value exceeds EUR 50,000.

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 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 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, Sweden, Luxembourg and Norway. Figures from the Kista campus in Stockholm have been added from 06/2021 onwards and the denominators used to calculate intensity figures have been adjusted accordingly. Where relevant, campus-specific notes about the data coverage (e.g. exclusions) have been added under the data tables.

At the beginning of 2024, Technopolis divested its campuses in Estonia and Lithuania, and these campuses are not included in the 2024 data. However, the historical environmental data still includes these divested properties, as reflected in the "Total" columns for 2023 and 2022. In the energy table on page 10, the "Total, current portfolio" column presents trend data for the current portfolio. This column incorporates the following adjustments: properties that have been divested are excluded from both the 2024 data and the historical data, while new buildings and acquisitions are included. Additionally, divested properties are excluded from the personnel data for 2024.

Normalized consumption

Normalized factors for heating energy are presented alongside actual consumption for campuses in Finland, Norway and for Sweden, for Gasperich campus in Luxembourg 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. Major 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 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 2024, 8 out of our 14 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 certifications of origin and the data provided by the local energy companies on their products.

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 a 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