



Corporate Social Responsibility Report 2015

TECHNOPOLIS
more than squares



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Sustainability Integrated into Day-to-Day Operations



Sustainability is part of a successful company's business competence. At Technopolis, it is a day-to-day activity that is reflected in the form of eco-efficient premises, motivated employees, services that support success, and a sense of community. These contribute to maintaining high occupancy rates and property values. Constantly evolving customer needs and business environment require the company's continuous renewal. The company developed its service offering to match the increasing need for shared work environments and mobile work over the course of the previous year. Technopolis invests in the continuous development of customer experience in accordance with its updated values (drive, service, integrity).

Sustainability is also part of the company's ethical values and constitutes a strategic choice. In accordance with its sustainability vision, Technopolis desires to be an attractive listed company, known for its proactive approach and activities that promote profitability, social responsibility, and green competitiveness. Technopolis integrated sustainability into its corporate strategy and updated the time span of its sustainability targets until 2020 over the course of the previous year. The key focus areas of sustainability are to decrease energy and water consumption and carbon dioxide emissions, efficient waste management, improving profitability, employee competence and satisfaction. Technopolis will continue investments in the focus areas in question.

The results of sustainability operations were significant in 2015. Seven new building ratings were achieved in the property portfolio, including the 1st LEED rating in Lithuania. Technopolis now offers office space with a building rating in all of the countries in which it operates. The company took part in the GRESB (Global Real Estate Sustainability Benchmark) comparison for the second time, improving its ranking by eight positions in comparison with other European office property companies and achieving the highest Green Star score. Moreover, the company's Corporate Social Responsibility Report won the EPRA (European Public Real Estate Association) Silver award. We advanced in the right direction in terms of our targets. The company has achieved significant savings in terms of its consumption and carbon footprint. The results of workplace atmosphere testing were also positive. Future challenges of sustainability operations include the sufficiency of investments and tightening regulation. The results are also influenced by occupancy rates, consumption habits, investments in building systems, organizational changes, changes in exchange rates, and economic growth.

A responsible company matches the expectations of the company and its stakeholders. The national and EU-level regulation of emissions, energy efficiency and non-financial reporting is increasing. The carbon footprint is increasingly a part of risk management for a growing number of investors. The company's aim is to prepare for these requirements, develop stakeholder dialog and facilitate the integration of sustainability. Stakeholders compare sustainability-related measures using a number of indicators and standards. In our report, sustainability is described in accordance with the GRI (Global Reporting Initiative) G4 and G3.1 framework, Construction and Real Estate Sector Supplement (CRESS) version, and EPRA's Sustainability Best Practice recommendations for reporting. Technopolis sees sustainability as a competitive advantage that influences the company's reputation and success, and as an investment in future prerequisites for operation. We hope that this vision is reflected in our report.

Keith Silverang
CEO

Technopolis

- Expert in Functional Work Environments and Services that Support Them

Technopolis Plc is a public listed company established in 1982 that specializes in real estate, leasing of space and services. The company is registered in the city of Oulu and headquartered from Helsinki. Technopolis' core business idea is to provide modern, flexible multi-tenant business environments and scalable services. Operations are managed in chains, and the company's sales and service activities are provided by in-house employees. The space and services offered by Technopolis enable efficient and pleasant work environment. The premises can be easily altered to match the customer's needs in terms of size and services.

Technopolis' service portfolio extensively supports customer needs related to office space, business efficiency, and the well-being and productivity of employees. The company's way of working creates a competitive edge and a premium customer experience.

Technopolis has locations in 12 cities. There are 20 larger office sites, which Technopolis refers to as smart campuses. Of these, 16 are located in Finland and one in Oslo, Tallinn, St. Petersburg and Vilnius. The company's net sales for 2015 amounted to EUR 170.6 million, of which rental revenue accounted for 88.1% and service revenue for 11.9%.

The group's parent company is Technopolis Plc, whose subsidiaries operate in five countries: Finland, Norway, Estonia, Russia, and Lithuania. There are five regional subsidiaries in Finland and foreign subsidiaries in the other countries where it operates, through which the company manages its local real estate holdings. The parent company holds 100% of the Finnish subsidiaries, apart from the Kuopio subsidiary, in which its shareholding is 60% and Oulu Citycenter, where shareholding is 98,8%. In Norway, Technopolis has a 51% holding in Technopolis AS, the company that owns the Fornebu office campus in greater Oslo. The minority shareholders are Ilmarinen Mutual Pension Insurance Company with a 19% holding and the



Norwegian company IT Fornebu Properties AS with a 30% holding. The Estonian subsidiary Technopolis Baltic Holding OÜ manages the 51% holding in Technopolis Ülemiste AS, which owns the Technopolis Ülemiste campus. The minority shareholder is Ülemiste City OÜ, a subsidiary of the Estonian company Smart City Group OÜ. Technopolis has three geographical segments. The table on the next page presents key information on each segment.

Key Trademarks and Brands

The Technopolis trademark is protected with a Community trade mark throughout the EU and separately registered in Finland, Norway, Estonia, Russia, Lithuania, Latvia, Poland, Denmark, Ukraine, Hungary, and Belarus. In addition, the company has registered several trademarks in Finland, the most commonly used being Innopoli and Mediapolis.

January 1 - December 31, 2015	Net sales, EUR million	EBITDA, EUR million	Assets, EUR million	Employees, on average	Total leasable area, 1,000 sqm	Financial occupancy rate, %
Finland	125.0	69.0	1,111.5	178	527	92.9
Baltic Rim	26.8	14.2	286.6	47	147	99.5
Scandinavia	18.8	9.9	208.6	14	67	97.1
Unallocated	0.0	0.0	-44.5		0	0.0
Total	170.6	93.0	1,562.1	239	740	94.6

Technopolis and Business Lounge are key brands in the company's real estate business. Technopolis campuses are usually named using the prefix Technopolis and the location, such as Technopolis Ruoholahti. Business Lounge is a real estate brand launched by the company in 2012, under which space is provided flexibly to meet changing business needs. It is suitable for business travelers, remote workers, and guests as a short-term workplace. Business Breakfast, Meet Your Neighbors, Money Talks® and UMA are key brands in the service business.

Megatrends Influence the Company's Business

Technopolis has identified the four most significant megatrends from the point of

view of the company's business: urbanization, changes in work, climate change, and digitalization and the multiplying volume of data.

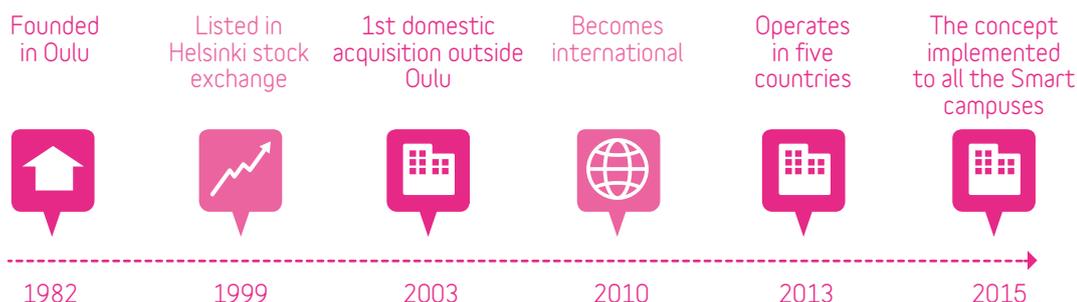
Urbanization increasingly drives populations into a few major growth centers. It is crucial from the point of view of Technopolis that its campuses are located in attractive cities with excellent traffic connections. As cities become more dense, the efficient use of space is also increasingly important.

There is a major change taking place in work life. In a freelance economy, people employ themselves and small businesses proliferate. It is possible to work anywhere, anytime. People and businesses operate in virtual networks, but offices in which these "tribes" can encounter, exchange information and jointly create ideas will still be necessary. Technopolis develops new business and

service concepts to respond to the change in work life. The company already offers office space and services that scale according to the customer's needs under flexible contract terms.

Technopolis invests in environmental friendliness in the design and development of spaces and services. The environmental performance of properties is developed using the international LEED building rating system. Energy efficiency is improved through energy audits, energy efficiency investments and savings measures. All electricity offered at Technopolis' Finnish campuses is produced with renewable energy sources, and all of the company's own offices have been awarded WWF Finland's Green Office label. Technopolis also requires restaurant operators and its cleaning and facility maintenance partners to have environmental and quality plans.

Megatrend	Technopolis Solutions
 <p>Urbanization</p>	<ul style="list-style-type: none"> > Centralization of campuses into growth centers > Location with good traffic connections > Efficiency of the use of space
 <p>Changes in work</p>	<ul style="list-style-type: none"> > New business and service concepts > Scalable space and services > Flexible terms and conditions of agreement
 <p>Climate change</p>	<ul style="list-style-type: none"> > Energy efficiency > Minimizing CO₂ emissions and other environmental impacts > Lifecycle thinking
 <p>Digitalization and multiplication of the volume of data</p>	<ul style="list-style-type: none"> > Virtual tools and working environments > Data-based services > Smart buildings



Virtual tools and working environments, as well as information-based services are necessary solutions to digitalization and the multiplying volume of data. This will provide Technopolis with new business opportunities. Properties are also becoming increasingly automated and smart. In offices, ventilation is controlled based on carbon dioxide content and lighting is switched on and off using motion sensors.

Vision and Strategy

Technopolis' vision is to grow into an international office chain that offers a standardized, attractive Technopolis experience to everyone working at or visiting our sites. The experience is comprised of tidy, high-quality spaces combined with friendly service. The focus of the chain's growth is on the Nordic and Baltic countries. Growth will be pursued by expanding the existing office campuses and by seeking new suitable office properties

to acquire. During 2015, the company had four expansion investments under construction. For additional information on the investments, see page 23.

The company also pursues growth from service sales, which is expanding in three ways: by focusing on service sales with regard to certain products, increasing all campus service sale levels to the level of the best campuses, and by developing and selling new service products. The strategic aim is to increase service revenue to 15% of the company's net sales by 2020 in like-for-like property stock.

Technopolis' other strategic financial objectives for 2015–2020 are an average annual growth of 10% in net sales and EBITDA, a minimum of 5.5% of return on capital employed (ROCE) per annum without changes in fair values and an equity ratio of above 35% over the cycle.

Scale of the Organization and Allocation of Resources

In 2015, Technopolis Group had an average of 239 employees, most of them working in Finland. Operations in Finland generated 73.3% of net sales. Technopolis Group's equity ratio was 39.3% at the end of 2015. The capital structure is comprised of EUR 610.8 million in equity and EUR 951.4 million in liabilities.

Technopolis aims to internationalize its business and increase the share of services from its total net sales. In 2015, international operations accounted for 26.7% of the company's net sales. The share of service net sales increased by 20.3% compared to 2014.

	2015	2014	2013	2012	2011
Net sales, EUR million	170.6	161.7	126.3	107.3	92.8
Growth, %	5.5	28.0	17.7	15.6	14.4
EBITDA, EUR million	93.0	87.2	64.1	55.8	47.5
Growth, %	6.7	35.9	15.0	17.3	14.8
Return on capital employed, % *)	6.1	6.6	4.4	5.5	5.2
Equity ratio, %	39.3	38.5	40.2	36.2	35.8

*) EPRA EBIT (total assets - total current liabilities)

January 1 - December 31, 2015	Real Estate	Services
Average number of personnel *)	85	100
Net sales, EUR million	150.3	20.3

*) In addition, Group functions had a total of 54 employees on average

Corporate Social Responsibility Management

Corporate Social Responsibility Themes at Technopolis

Technopolis categorizes the impacts and measures of its Corporate Social Responsibility under three themes.

Smart Parks - Smart Office Campuses:

Technopolis offers smart, chain-managed business environments that make customers' businesses more efficient, combined with versatile space, work environment, work life and community-related services. This way, Technopolis contributes to the profitable long-term growth of its business and communities.

Sustainable Efficiency:

Technopolis offers its customers eco-efficient, healthy and safe spaces and services with which Technopolis increases

its competitive advantage within the industry.

Values and Ethics:

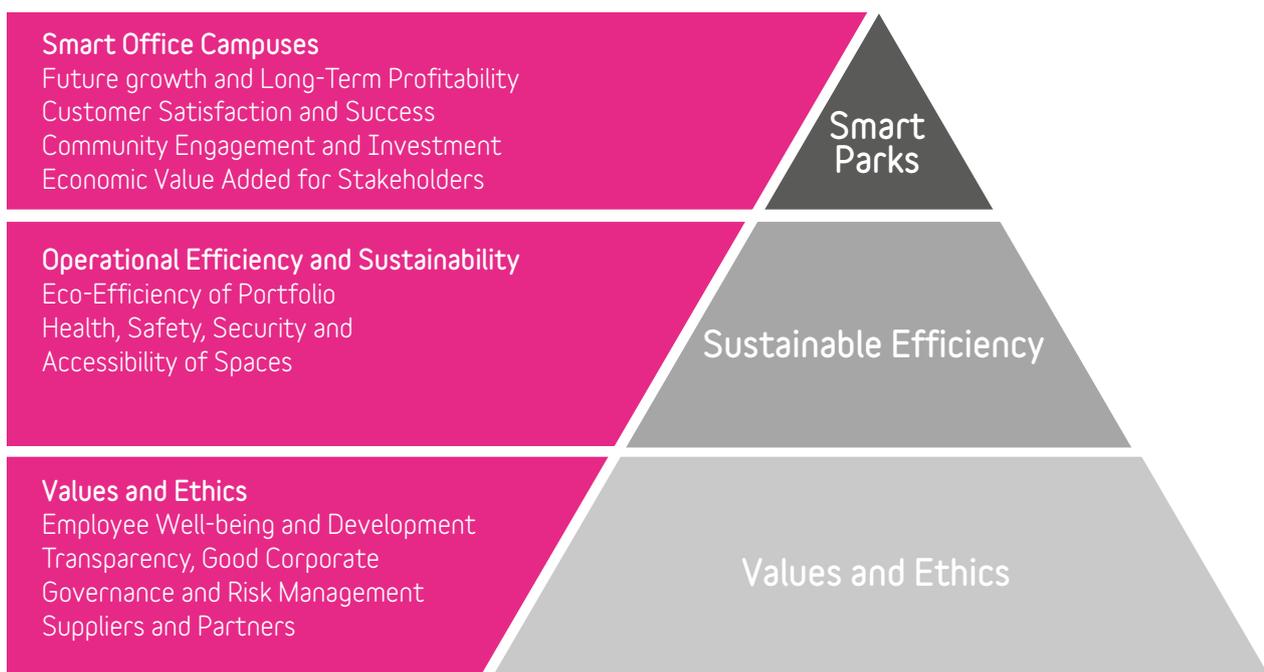
Technopolis' values and ethics lay the foundation for the company's responsible business practices and ensure compliance with the Codes of Conduct, good corporate governance, risk management, and responsibility for the well-being and satisfaction of personnel. By operating ethically, Technopolis ensures transparent value creation for stakeholders in the long term.

Corporate Social Responsibility Management

Technopolis' sustainability work is guided by its vision, mission, and values of sustainability. The vision is described in the introduction of this report on page 3,

and the company's values are discussed in the chapter titled Values and Ethics on pages 42–43. The company's sustainability mission is to offer sustainable space and services by acting responsibly towards all stakeholders. The values specified separately for sustainability, on the other hand, are presented on page 42. In addition to the vision, mission, and values, the foundation of sustainability at Technopolis comprises the company's sustainability strategy and sustainability action plan, the Code of Conduct for employees and suppliers, risk management policy, and annual plans related to personnel development and equality.

Technopolis has set targets for its select key sustainability indicators since 2011, and they have been updated for 2015–2020. The effects, management practices, indicators and objectives associated with the essential points of view of Corporate Social Responsibility are described in the table on pages 46–47 by theme. At



Technopolis, sustainability activities are coordinated by the Sustainability Manager. The measures taken are distributed by function among Real Estate operations, HR, Finance & Accounting, Investor Relations and Communications. The Group Management Team monitors the achievement of the sustainability targets. The policies that guide sustainability are continuously monitored and developed. The Group Management Team and Board of Directors are responsible for ratifying Technopolis' Group-wide policies.

Technopolis' key management principles are setting strategic targets, follow-up, continuous improvement, stakeholder dialogue and Corporate Social Responsibility reporting pursuant to the GRI and EPRA best practice recommendations for sustainability reporting. The management measures and systems are discussed in more detail in connection with the key Corporate Social Responsibility themes and aspects.

Assessment of Materiality Guides Operations and Reporting

The content and structure of the Corporate Social Responsibility Report have been compiled on the basis of an assessment of materiality based on the annual stakeholder survey and views that emerged in stakeholder activities and public debate.

The survey response rate was 48% and representatives of all stakeholder groups as identified by Technopolis took part. The groups are presented on page 9. The stakeholder survey process is described in more detail on pages 11–12. In addition to the stakeholder survey, the points of view are grouped according to three Corporate Social Responsibility themes, and they cover the areas of view of economic, ecological and social responsibility.

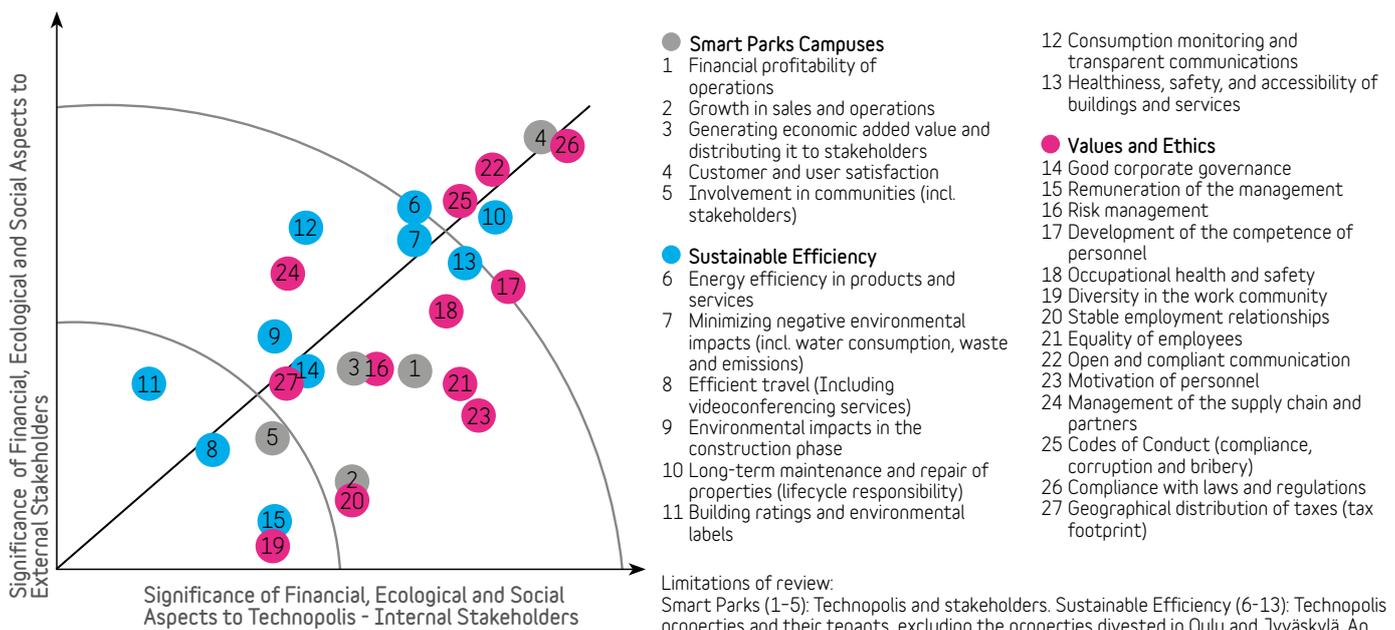
The key Corporate Social Responsibility points of view can be significant for the choices made by Technopolis' stakeholders. The aim of the reporting is to increase the company's openness and transparency, thereby guaranteeing the stakeholders better opportunities for assessing the operations and making decisions. The stakeholders discussed in the report are assumed to be the same Technopolis stakeholders presented on page 9.

As a result of the assessment of materiality, 27 essential points of view were identified and prioritized according to the interest of stakeholders. In addition, with regard to the points of view, the part of the value chain in which Technopolis' influence occurs was also assessed. The limitations of the review related to the essential points of view are presented in connection with them. The limitations of review reflect the effect of the points of view on the value chain. The assessment of materiality corresponds with the requirements of the GRI G4 reporting guideline, and the material aspects

of Corporate Social Responsibility in the industry were subsequently identified.

Themes and points of view of Corporate Social Responsibility that are essential to Technopolis are presented in the enclosed matrix, where the vertical axis illustrates the significance to stakeholders and the horizontal axis illustrates the current or potential impact on Technopolis. The significance to stakeholders has been assessed as a whole so the weight of individual groups of stakeholders is not reflected in the matrix.

With regard to responsibility, Technopolis has selected three main themes: Smart office campuses, sustainable efficiency and values and ethics. These themes were the starting point in defining the content and extent of this Corporate Social Responsibility Report. The points of view of sustainability are reviewed on the basis of their weight and significance.



Limitations of review:
 Smart Parks (1–5): Technopolis and stakeholders. Sustainable Efficiency (6–13): Technopolis properties and their tenants, excluding the properties divested in Oulu and Jyväskylä. An exception to this is travel (8), which solely concerns in-house personnel. Values and Ethics (14–27) Technopolis (14–27). An exception to this is 24, which also includes Technopolis' subcontractors and partners.

Stakeholder Cooperation

Stakeholders

Technopolis has identified parties that can influence achieving the company's objectives and on which its operations have significant effects as its stakeholders. These stakeholders and the financial impact between Technopolis and said stakeholders are presented in the adjacent figure with the help of cash flows.

Collaboration with contractors, authorities and local communities and research and development cooperation with industry associations can be described as project-like stakeholders in real estate development projects.

In addition, analysts have been recognized as an essential stakeholder to Technopolis. There were no cash flows regarding them, however.

Ownership Structure

The three largest shareholder groups in the Technopolis Group in terms of shareholding are public sector organizations, foreign and nominee-registered parties, and households. The two largest shareholders, holding a total of 34% of the company, are Finnish pension insurance companies. On December 31, 2015, shares outstanding totaled 106,511,632, of which the company held 1,742,755 shares.

The ten largest shareholders in Technopolis include two significant pension insurance companies, one city, and a financial institution. Largest shareholders on December 31, 2015 are presented on the next page.

Breakdown by Sector December 31, 2015

	Number of shares/ Votes	%
Public sector organizations	41,383,263	38.9
Foreign and nominee-registered	34,470,043	32.4
Private households	17,476,683	16.4
Private companies	5,874,865	5.5
Financial and insurance institutions	3,699,871	3.5
Non-profit organizations	3,588,427	3.3
Joint account	18,480	0.0
Total	106,511,632	100.0
Outstanding shares	106,511,632	100.0

Financiers:
Paid interests and other payments EUR 14.0 million



Stockholders:
Shared dividends EUR 16.6 million (proposal)



Customers:
Corporation's net sales EUR 170.6 million



Partners:
EUR 62.2 million



Personnel:
Salaries and rewards EUR 12.3 million



Public Authorities and Local Organizations:
Income taxes EUR 4.6 million



Media, Marketing and Advertising:
EUR 0.5 million



Charity:
EUR 1.3 thousand

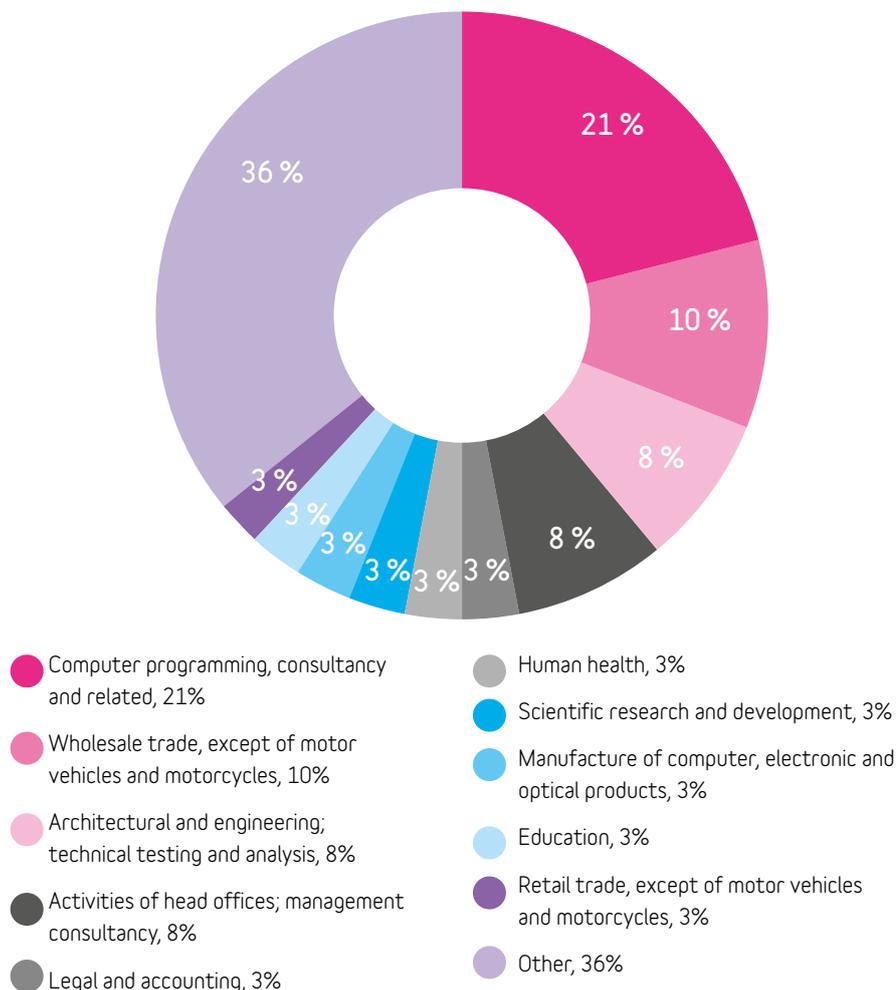


Largest Shareholders on December 31, 2015

Shareholder	Number of Shares	Holding of Shares and Votes, %
Varma Mutual Pension Insurance Company	25,448,192	23.9
Ilmarinen Mutual Pension Insurance Company	11,089,647	10.4
City of Oulu	3,511,211	3.3
Technopolis Plc	1,742,755	1.6
OP-Pohjola Group	1,681,564	1.6
Odin Finland	1,418,856	1.3
Laakkonen Mikko Kalervo	1,226,184	1.2
Finnish Cultural Foundation	1,188,042	1.1
Odin Eiendom	1,128,737	1.1
Jyrki Hallikainen and Kickoff Oy	953,236	0.9
Total of ten largest	49,388,424	46.4
Foreign and nominee-registered *)	34,470,043	32.4
Other	22,653,165	21.2
Total	106,511,632	100.0

*) According to the flagging notification received on October 2, 2015, the total ownership to shares in Technopolis Plc held by BNP Paribas Investment Partners S.A. had increased to 5,410,881 thus totaling 5.08 per cent of all shares in Technopolis Plc.

Distribution of the Technopolis Customer Base on December 31, 2015:



Customers

Technopolis seeks a balanced, knowledge-intensive customer base for its campuses in order to facilitate interaction between customers and mitigate the customer and industry risk. Technopolis has a total of approximately 1,700 customers from several industries, and 47,000 people work in Technopolis' spaces. The customer base is comprised of companies and organizations, many of which are oriented towards international growth. Technopolis' customer base is diversified in terms of geography and sectors. Growth opportunities in Europe are continuously analyzed, with a focus on the creation of smart business environments.

Technopolis' ten largest customers leased a total of 19.7% of the company's total space as of December 31, 2015.

Supply Chains

Technopolis utilizes many supply chains in its operations. The supply chain partners are mainly selected according to country, but the aim is to internationally utilize partners familiar with the Technopolis concept. A significant share of Technopolis' partners operate in Finland, where most of the campuses are also located. The total number of partners was 2,044 in 2015, of which 1,103 operated in Finland, 670 in the Baltic Rim, and 271 in Scandinavia.

The company has outsourced regular daily or weekly services such as cleaning, facility maintenance, waste management, security, ICT and photocopy solutions, and travel services. Reoccurring services and services procured according to maintenance plans include diverse periodic and technical equipment maintenance services and audits. The company also outsources services related to moving, printing of brochures and publications, leasing of space, and diverse specialist services as necessary.

In addition, there are several restaurant operators at Technopolis' campuses, offering daily restaurant, café and catering services to Technopolis, its customers, and visitors. Technopolis also has project-based design, developer, subcontractor, and project management partners in connection with construction projects. Among Technopolis' subcontractors, the partners involved in cleaning, facility maintenance, and restaurant services operate in labor-intensive industries.

Technopolis purchases products from its suppliers both for the level of service space facilities and to be sold to customers as necessary. This includes furniture, sanitary

supplies, lighting fixtures, ventilation filters, copy paper, and other office supplies. Technopolis also offers its customers energy for a separate fee. The partners providing services to Technopolis mainly obtain the products and raw materials required for their operations via their own suppliers or manufacture them in-house. The majority of Technopolis' subcontractors are building contractors, resellers, and consultants. With regard to energy sales and leasing of space, the partners are brokers, and with regard to ICT solutions, partly also licensors.

Supplier Audit and Green Purchases

Technopolis utilizes the environmental criteria of its Green Procurement Guide when auditing new suppliers and requires that they comply with Technopolis Code of Conduct, including working conditions and compliance with human rights. During the reporting year, Technopolis also adopted a Supplier Code of Conduct. They are based on Technopolis' five sustainability values: transparency, ethics, profitability, openness, and environmental friendliness. The sustainability values lay the foundation of the company's responsible business practices. By operating ethically, Technopolis ensures risk-free value creation for stakeholders in the long-term.

The company 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 for child and forced labor have been considered minor

the challenging nature of data collection with the company operating in five different countries. Technopolis is, however, planning to centralize its purchases and to develop their monitoring in the future with a purchasing system reform and a designated Procurement and Systems Controller.

Technopolis' Green Procurement Guide is used in its Finnish and Estonian locations. The guide includes environmentally friendly procurement targets and supports the Green Office activities of the offices. These include using ICT equipment with Energy Star labels or comparable high energy efficiency class markings, requiring data centers to have environmental plans, reducing the amount of landfilled waste by 10%, and increasing the utilization of waste to a minimum of 60%. Technopolis requires its cleaning, facility maintenance and restaurant partners to have quality or environmental plans and to use environmentally friendly products and methods where possible. In addition, the company followed a CO₂ emission limit of 150 g/km for company cars in all of its business units.

During the reporting year, environmental friendliness was emphasized in tendering cleaning and waste management services. All paper procured for use in Technopolis' own offices and sales to customers in Finland and Estonia was 100% PEFC, FSC or Blue Angel certified, and renovations and modernizations carried out in the properties were required to be according to environmental objectives. Furthermore, the proportion of green electricity in Technopolis' property stock in Finland was 100%. The origin of the electricity is verified

Lounge workspaces, for example, save customers and visitors time and money and reduce the environmental impact of travel. Energy efficient lighting and carbon dioxide-based ventilation control are preferred in meeting rooms. Environmentally-labelled products are used for cleaning whenever possible, and a waterless cleaning option is available. Some campuses also feature car rental and charging stations for electric vehicles. There are plans to further increase the number of charging stations. Unnecessary water consumption is avoided in car washes, too.

Working with Communities

Technopolis systematically promotes interaction between companies operating on the campuses. The Technopolis service concept supports these companies as they develop their networks, operations, and competence. Targeted and carefully arranged events and modern event tools offer businesses on Technopolis' campuses an excellent setting for creating and maintaining contacts.

Each Technopolis campus organizes Business Breakfast and Business Meetup networking events. The regional units can freely organize other local events according to their own requirements. During the reporting period, Technopolis arranged several events related to growth, business development, well-being at work and sustainability for its local communities. There were over 100 matchmaking events that support networking in Finland, Norway, Estonia, Russia, and Lithuania in all.

The Technopolis campuses annually take part in the international Earth Hour theme day that encourages to switch off lights, and Finnish locations also take part in the national Energy-Saving Week.

Cooperation with Stakeholders to Develop Sustainability

The purpose of Technopolis' cooperation with stakeholders is to collect information with which the company can better answer the needs, expectations, and questions of stakeholders regarding sustainability. At the end of 2015, Technopolis carried out an anonymous Corporate Social Responsibility survey among all stakeholders, requesting them to assess the significance of the points of view of economic, ecological and social responsibility. The assessment of materiality updated based on the results can be

Technopolis' five sustainability values: transparency, ethics, profitability, openness, and environmental friendliness.

and no specific preventive measures have been taken in this regard. So far impacts on society have not been assessed when choosing suppliers.

Of the procurement contracts made by Technopolis with suppliers during the reporting period, 57 included the Supplier Code of Conduct. During the reporting period, Technopolis did not separately monitor the assessed suppliers' percentual share of total supplier transactions, or the payments made to them. This was due to

by a third party, Inspecta Oy. In addition to the Green Procurement Guide, all the LEED EB building rating projects at existing buildings prepared site-specific green cleaning, waste management, and purchase plans during 2015.

Technopolis aims to develop its service offering to be more environmentally friendly through green procurement and to provide customers with added value in their sustainability projects. Technopolis' videoconferencing services and Business

found on page 8. In addition to the survey, Technopolis organized a sustainability event for its stakeholders in the spring.

Technopolis also surveyed the views of its major shareholders on developing Corporate Social Responsibility reporting and sustainability management. In the discussions, Technopolis was thanked for its good success in international sustainability benchmarks, and benchmarking was found to be an important way of showing Technopolis' investments in Corporate Social Responsibility. Developing the reporting towards integrated reporting was raised as a future development idea. The report was hoped to include more detailed descriptions of future trends and reacting to them. The company's vision, targets, megatrends and allocation of resources are described on pages 5–6. In addition, information on supply chains and taxation issues was hoped for. Technopolis aims to gradually increase the coverage of information on subcontractors. They are described in more detail on pages 10–11. Technopolis' tax footprint is described on page 23 and cash flows on page 9.

The stakeholders were also surveyed to find out how cooperation related to Corporate Social Responsibility will be implemented and how they wish to be informed of matters related to sustainability. The company's shareholders and financiers felt that they acquire the information they need about Corporate Social Responsibility at Technopolis. Most respondents considered the Technopolis website the most suitable channel for this. Stakeholder communications will be

developed on the basis of the responses. It was agreed with the contacted shareholders and financiers that contacts related to Corporate Social Responsibility themes will continue annually after each publication of the report.

Approved External Agreements and Principles

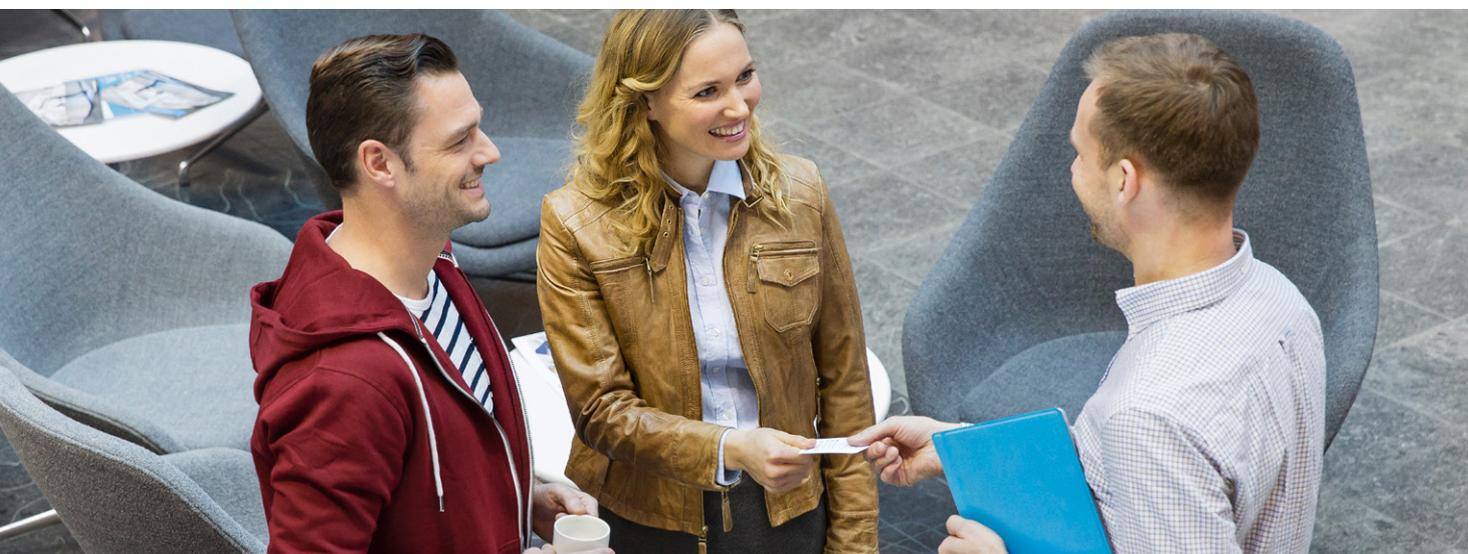
Technopolis complies with the energy efficiency agreement for commercial properties (TETS) established at the beginning of 2011. The agreement involves the Commercial Property Action Plan, prepared as a joint effort of the Ministry of Employment and the Economy, RAKLI ry, Motiva and several key industry players. The agreement aims at 6% savings in the energy consumption of all properties by the end of 2016, and according to the program, all of the organizations that have signed the agreement shall publish the energy consumption and savings targets of their properties during the agreement period. The agreement is applied in properties in Finland and energy saving measures that have become best practices are multiplied in other operating countries as well.

In accordance with its Codes 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. The Codes of Conduct are discussed in more detail on pages 42–43.

Memberships

Technopolis is a member of Green Building Council Finland. The tasks of GBC Finland include collecting and relaying sustainability competence in Finland and promoting sustainable practices related to the built environment. The association also connects Finland to the international Green Building Council network in order to activate dialog and discussion.

Technopolis is also a member of RAKLI - The Finnish Association of Building Owners and Construction Clients and the Finnish Science Park Association TEKEL. RAKLI's mission is to produce built environments that promote well-being and competitiveness, and its focus areas include energy and eco-efficiency and sustainability. TEKEL, on the other hand, aims to create a world-class science park network in terms of premises and service structure.





Case

Charging Stations for Electric Vehicles



Over ten Technopolis campuses in four countries have adopted charging stations for electric vehicles. Technopolis wants to encourage its customers to travel in an environmentally friendly way. The charging stations are suitable for charging all kinds of electric vehicles, and they contribute to charging the vehicles safely and easily. In addition, Technopolis offers green electricity generated with 100% renewable energy sources at its Finnish and Norwegian campuses.

During the reporting year, new charging stations were built and existing ones were updated at several campuses. The charging stations were also branded in accordance

with Technopolis' new image. The charging stations are an extension of the pilot project carried out in the Helsinki Metropolitan Area in 2011, in which Technopolis took part in an electric vehicle experiment at its Vantaa Aviapolis campus.

There are slightly over one thousand electric vehicles in Finland, but their number is expected to increase in the future. In Norway, for example, there are already over 50,000 electric vehicles, and their number is increasing.

Corporate Governance

Corporate Governance

Governance and decision-making at Technopolis Plc comply with the Finnish Limited Liability Companies Act, the guidelines and provisions for listed companies published by Nasdaq Helsinki and the Financial Supervisory Authority, the company's Articles of Association, as well as the Corporate Governance Code of Finnish Listed Companies which entered into force on January 1, 2016, issued by the Securities Market Association. Technopolis has prepared a Corporate Governance Statement in accordance with the Code, issued separately from the Board of Directors' report. The statement includes a description of the activities and duties of the Board of Directors and its committees, and information on the duties of the CEO and other company management, as well as the main features of the company's internal control and risk management systems. The Corporate Governance Statement 2015 was published on February 25, 2016, and is available on the company website at www.technopolis.fi.

The company's administrative structure is based on the bodies pursuant to the Limited Liability Companies Act: the General Meeting of shareholders, the Board of Directors and CEO. In its work, the Board of Directors is assisted by the Board Committees, and the Group Management Team assists the CEO in managing the

company's operations. In addition, the company has a Shareholders' Nomination Board established by the Annual General Meeting for an indefinite period.

General Meeting of Shareholders

The General Meeting of shareholders is the highest decision-making body in Technopolis. The Annual General Meeting of Technopolis is held every year by the end of May, and Extraordinary General Meetings are held as convened by the Board of Directors as deemed necessary for decision-making purposes or if shareholders accounting for a minimum of 10% of shares in the company require it in writing to process a specific matter.

The matters to be dealt with at the Annual General Meeting are laid down in the Limited Liability Companies Act and the Company's Articles of Association. They include:

- adoption of the financial statements,
- resolutions concerning the use of profit for the financial period and dividend payout,
- discharge of the members of the company's Board of Directors and the CEO from liability,
- election of the Board members and auditors and resolutions concerning their fees.

The Annual General Meeting may, as proposed by the Board of Directors or a shareholder, also decide on other matters falling under the authority of shareholders' meetings in accordance with the Limited Liability Companies Act. A shareholder has the right to have matters that fall within the competence of the General Meeting by virtue of the Limited Liability Companies Act processed by the General Meeting, provided the shareholder makes a written request to the Board of Directors in time for the matter to be included in the notice of meeting. At the General Meeting, each shareholder has the additional right to ask questions regarding matters included on the agenda.

Convening and arranging the shareholders' meeting complies with the provisions of the Limited Liability Companies Act and the recommendations of the Corporate Governance Code. Technopolis publishes notices of shareholders' meetings through stock exchange releases and on the company's website.

Shareholders' Nomination Board

The Nomination Board consists of three members appointed by the shareholders. In addition, the Chairman of the Board of

Technopolis' Board of Directors December 31, 2015



Carl-Johan Granvik



Jorma Haapamäki



Pekka Korhonen

Directors of the company participates in the work of the Nomination Board as an expert.

The right to nominate members that represent shareholders lies with those three shareholders whose overall share of company votes is largest on September 1. Should a shareholder not wish to exercise their nomination right, the right is transferred to the next largest shareholder who otherwise would not be entitled to nominate a member. The Nomination Board elects a Chairman from among its members. The term of office of the members of the Nomination Board expires annually when the new Nomination Board has been appointed.

Risto Murto, President and CEO of Varma Mutual Pension Insurance Company, Timo Ritakallio, President and CEO of Ilmarinen Mutual Pension Insurance Company, and Matti Pennanen, Mayor of the City of Oulu, were elected members of the Nomination Board in accordance with the shareholding situation on September 1, 2015. Carl-Johan Granvik, Chairman of the Board of Directors of Technopolis Plc, participates in the work of the Nomination Board as an expert. Risto Murto acts as chairman of the Nomination Board.

The Nomination Board's proposals to the Annual General Meeting 2015 were published as a stock exchange release on January 30, 2015. The Nomination Board convened 4 times in 2015. The attendance rate of meetings was 100%. Technopolis Plc does not pay the members of the Nomination Board for their participation in the Board's work.

Board of Directors

According to Technopolis' Articles of Association, the company's Board of Directors comprises at least four and at most seven members. Each year, the General Meeting of shareholders elects the company's

Board of Directors, whose duties and term are determined in accordance with legislation, the Articles of Association and the Board's Charter. In accordance with the Articles of Association, the shareholders' meeting also elects the Chairman and the Vice Chairman of the Board. The term of Board members expires at the end of the Annual General Meeting following the election.

A majority of the Board members must be independent of the company. Furthermore, at least two of the members of the above-mentioned majority must be independent of the major shareholders of the company. The Board of Directors annually evaluates the independence of its members and declares which of them are independent of the company and who are independent of major shareholders. The Board shall always promote the interests of the company and all of its shareholders. None of the Board members are employed by or hold a position in the company.

The Board is responsible for the administration of the company and appropriate organization of operations. In addition to its statutory duties, the Board of Directors of Technopolis has ratified a Charter specifying in more detail the key duties of the Board of Directors, its Chairman, Board Committees, the CEO, and the Group Management Team.

The Board's duties include:

- deciding on the company's strategy, business structure, and major organizational solutions
- approving the budget and guidelines governing the company's risk management and internal control,
- supervising the sufficiency, appropriateness and effectiveness of the company's administrative processes,
- ratifying the company's reporting system and authorizations and instructions concerning the investment of assets,
- deciding on acquisitions and divestments of real estate investment assets and

investments in real property assets and other exceptional and far-reaching matters considering the extent and nature of the activities of the company,

- appointing the CEO and members of the Group Management Team and deciding on their areas of responsibility and remuneration,
- ratifying the principles applied to the remuneration of the personnel and incentive schemes,
- deciding on the company's short- and long-term reward schemes,
- deciding on key employees' successor plans, and
- defining the company's dividend policy and making a proposal for the distribution of profits to the General Meeting of shareholders.

Technopolis' Board of Directors December 31, 2015

Carl-Johan Granvik,
M.Sc. (Econ.), born in 1949
Board member since 2011 and
Chairman since 2012
Professional Board member

Other significant professional experience:
Country Senior Executive for Nordea Finland and Executive Vice President for Nordea Bank Finland Plc 2008–2010
Nordea Group, Head of Group Risk Control 2000–2010
Nordea Bank Plc and its predecessors (including Merita Bank and Merita Nordbanken), member of Group Management Team 1995–2010

Key positions of trust:
Member of the Board of Nordea Bank Finland Plc and several foundations
Ab Kelonia Oy, Chairman of the Board of Directors



Pekka Ojanpää



Reima Rytsölä



Annica Änäs

Jorma Haapamäki,

M.Sc. (Civil Engineering), born in 1948
Board member since 2013 and Vice
Chairman since 2014
Professional Board member

Other significant professional experience:

SRV Plc, founding partner, director and
member of the Board of Directors
1987–2005
Perusyhtymä Ltd., Department Head
1985–1987
City of Vantaa, Project and Traffic Planning
Manager 1975–1985

Key positions of trust:

VVT Kiinteistösi joitus Ltd, Chairman of the
Board
Vistanovo Ltd, Chairman of the Board
Hotelli Katajanokka Ltd, member of the Board
Harjavalta Ltd, member of the Board
Hotelli Linnanpuisto Ltd, member of the
Board

Pekka Korhonen,

LL.M., M.Sc. (Theol.), born in 1952
Board member 2007–2008 and since 2010

Other significant professional experience:

Foundation of Agricultural Machinery
Research, spokesperson (secondary
occupation) since 1995
OP Bank Group Pension Fund and
OP Bank Group Pension Foundation,
Investment Manager, real estate and
security investments 1986–1995 and CEO
1995–2010
NV Kiinteistösi joitus Ltd, CEO 2010–2015
VVT Kiinteistösi joitus Ltd, CEO 2012–2015

*No significant positions of trust***Pekka Ojanpää,**

M.Sc. (Econ.), born in 1966
Board member since 2014
Lassila & Tikanoja Oyj, President and CEO

Other significant professional experience:

Kemira Oyj, several positions, most recently
President of Municipal & Industrial Business
and a member of the Management Board
2005–2011
Nokia Corporation, management positions
in Finland and Hungary 1993–2004

Key positions of trust:

The Real Estate Employers, member of the
Board
Ilmarinen Mutual Pension Insurance
Company, Member of the Supervisory Board

Reima Rytsölä,

M.Soc.Sc., CEFA, AMP, born in 1969
Board member since 2015
Varma Mutual Pension Insurance
Company, Executive Vice-President
responsible for investments

Other significant professional experience:

Pohjola Bank Plc, Head of Banking and
member of the Group Management Team
with group-level responsibility for major
corporate and institutional customers
2008–2013

Pohjola Bank Plc and its subsidiaries,
management and investment positions
1998–2007

Key positions of trust:

VVO Group Plc, member of the Board

Annica Änäs,

LL.M., MBA, born in 1971
Board member since 2015
Atrium Ljungberg Ltd, Chief Financial
Officer

Other significant professional experience:

Hemsö Ltd, Chief Financial Officer 2011
Atrium Ljungberg Ltd, Senior Controller
2008–2010
Producenterna Ltd, CEO 2005–2008

Key positions of trust:

TL Bygg Ltd, Chairman of the Board

All members of the Board are independent
of the company and excluding Reima
Rytsölä all members of the Board are
independent of major shareholders.
Reima Rytsölä serves Varma Mutual
Pension Insurance Company, whose
holding in Technopolis Plc exceeds 20%, as
the Executive Vice-President responsible for
investments.

During the financial period 2015, the Board
convened 13 times. The attendance rate of
meetings was 94.9%.

The annual remuneration and meeting
fees paid to members of the Technopolis
Board of Directors in 2015 and the Board
members' shareholdings on December
31, 2015 are presented in the tables below.
The Board members have used 50% of their
annual remuneration to purchase shares
in the company; the value of the shares
is included in the annual remuneration
presented on the next page. Board members
are not allowed to transfer their shares
obtained as annual remuneration before
their membership in the Board has ended.
The meeting fees include fees paid for both
Board and Committee meetings. Up-to-
date information on the Board members'
shareholdings can be found on the company
website at www.technopolis.fi.

Board Committees

In order to make Board work more efficient,
the Board has established two committees
from among its number: the Audit
Committee and the Remuneration and HR
Committee, which prepare matters that
fall under the responsibility of the Board.
The Board of Directors elects the chairmen
and members of the committees at its first
organizational meeting. The committees
have a minimum of three members.
The committee members must have the
expertise and experience required by the
duties of the committee.

The chairman of the committee reports
to the Board on each meeting, and the

minutes of the committee meetings are sent
to all Board members. The committees do
not have independent decision-making
authority.

Audit Committee

The Board of Directors has an Audit
Committee that supports the Board in
matters pertaining to financial reporting,
internal control, and risk management.
The members of the Committee must be
independent of the company and at least
one member must be independent of major
shareholders. The committee members
must have the expertise and experience
required by the duties of the committee, and
at least one member must have expertise
in the field of accounting, bookkeeping
or auditing. The committees convene as
necessary and a minimum of four times a
year before financial disclosures.

The key tasks of the Audit Committee
include monitoring and supervising
the company's financial reporting and
monitoring the auditing of the financial
statements, monitoring the group's financial
position and financing situation, monitoring
the efficiency of internal control and risk
management systems and reviewing the
internal audit plans and reports, as well as
reports detailing the company's key risks
and measures to manage them. The Audit
Committee assesses the independence
of the auditor and auditing firm and,
in particular, the provision of related
services to the company. It prepares the
proposal for resolution on the election of
the auditor to the General Meeting. The
Audit Committee also reviews the annual
Corporate Governance Statement and
Corporate Social Responsibility Report or
other corresponding annual report.

The members of the Audit Committee
as of March 27, 2015 are Reima Rytsölä
(Chairman), Pekka Ojanpää and Annica
Änäs. During the financial period 2015, the
Audit Committee convened 8 times. The
attendance rate was 100%.

Remuneration and HR Committee

The Board of Directors has a Remuneration
and HR Committee which supports the
Board in the review of matters pertaining to
the appointment and remuneration of the
company management, the development
of the organization and personnel as well
as the preparation and development of
the company's remuneration schemes.
A majority of the Committee members
must be independent of the company.
The Remuneration and HR Committee
convenes at need and at least once per year.

The key duties of the Remuneration
and HR Committee include preparing
matters pertaining to the appointment
and remuneration of the CEO and other

Board Members' Annual and Meeting Remuneration for Meetings in 2015

	Annual remuneration, EUR	Meeting fees, EUR	Total, EUR
Carl-Johan Granvik	55.000	22.000	77.000
Jorma Haapamäki	31.500	9.600	41.100
Pekka Korhonen	26.250	12.000	38.250
Pekka Ojanpää	26.250	11.400	37.650
Reima Rytsölä	26.250	9.400	35.650
Annica Änäs	26.250	11.400	37.650
Total	191.500	75.800	267.300

Former Board members

Sari Aitokallio	-	3.600	3.600
Timo Ritakallio	-	2.600	2.600
Total	191.500	82.000	273.500

Technopolis Plc Shares Held by Board Members and Their Related Parties on December 31, 2015

Carl-Johan Granvik	54.301
Jorma Haapamäki	30.543
Pekka Korhonen	35.015
Pekka Ojanpää	6.095
Reima Rytsölä	3.359
Annica Änäs	3.359
Total	132.672

executives of the company, identifying their successors and assessing the successor planning process pertaining to company management and other key employees. The Committee also prepares and develops the principles pertaining to the remuneration of the personnel and the company's remuneration schemes, as well as monitoring the transparency, expediency and competitiveness of the remuneration schemes.

The members of the Remuneration and HR Committee as of March 27, 2015 are Carl-Johan Granvik (Chairman), Jorma Haapamäki and Pekka Korhonen. During the financial period 2015, the Remuneration and HR Committee convened 6 times. The average attendance rate was 94.4%.

Chief Executive Officer

The CEO is responsible for the supervision and control of the company's routine operations in accordance with the provisions of the Finnish Companies Act and authorizations and guidelines issued by

the Board. The Board of Directors appoints the CEO.

The CEO's key duties include:

- supervising compliance with the strategic plans ratified by the Board,
- overseeing the implementation of the decisions made by the Board within the limits of the investment policy,
- ensuring that the Board members continuously receive the information required for monitoring the company's financial position, financial standing and development, as well as information concerning significant events, decisions and future projects related to the company's business.

The CEO is also responsible for the appropriate preparation of the meeting materials reviewed by Board meetings, and he attends Board meetings, presenting the matters to be dealt with.

Group Management Team

The Company has a Group Management Team that assists the CEO. Members of the Group Management Team are appointed by the Board of Directors at the proposal of the CEO. The Group Management Team must have a minimum of three members, and the CEO acts as the chairman of Group Management Team meetings. The Group Management Team convenes as summoned by the chairman as necessary. The Group Management Team prepares necessary draft resolutions for the Board on company strategy, development and investments, and enforces the decisions. It prepares the company's budget to be presented to the Board and oversees

the realization and profitability of the budget of the company and its business units, and other matters which are topical from the point of view of the company's business. The Group Management Team also handles, among other things, matters relating to the company's personnel policy and internal communications, with the aim of promoting the flow of information and cooperation between the different parts of the organization. The Group Management Team convened 19 times in 2015.

Technopolis' Group Management Team December 31, 2015

Keith Silverang,

BA, MBA, born in 1961
CEO since 2008

Employed by Technopolis since 2004

Other significant professional experience:
AAC Global Ltd., COO and Vice President 2000–2004

Oy ICS Ltd, CEO 1989–2004

No positions of trust

Reijo Tauriainen,

M.A., born in 1956

Chief Financial Officer and Deputy CEO
Employed by Technopolis since 2004

Other significant professional experience:
Flextronics ODM Finland Ltd, CFO 2001–2004

Positions of trust:

Teknoventure Ltd, Chairman of the Board
Suomen Hoivatilat Ltd, member of the Board

Temotek Ltd, member of the Board
Temotek Services Ltd, member of the Board

Juha Juntunen,

Eng., born in 1973

Chief Operating Officer and Director, Sales and Marketing.

Employed by Technopolis since 2004

Other significant professional experience:
Alma Software Ltd, Export Manager and regional sales manager, Nordic countries 2000–2004

No positions of trust

Kari Kokkonen,

M.Sc. (Eng.), born in 1963

Director, Real Estate and Services

Employed by Technopolis since 2008

Other significant professional experience:
Saraco D & M Ltd, partner and consultant 1997–2007

Positions of trust:

Rakennuttajainsinööri Kokkonen, general partner

Outi Raekivi,

LL.M., Certified Property Manager, born in 1968

Director of Legal Affairs

Employed by Technopolis since 2011

Other significant professional experience:

Citycon Plc, Director, Legal Affairs

2002–2011

Nordea Group's real estate functions, various legal affairs positions 1991–2002

Positions of trust:

Market Practice Board of the Securities

Market Association, member

Legislation Committee of Finland Chamber

of Commerce, member

The salaries and fees paid to the CEO of Technopolis and the other Group Management Team members in 2015 and the Group Management Team members' shareholding on December 31, 2015 are presented in the tables below. Up-to-date information on the Group Management Team members' shareholding can be found on the company website at www.technopolis.fi.

Members of the Technopolis Plc Board of Directors, the CEO and the Group Management Team members and their interest parties held a total of 246,327 shares on December 31, 2015, representing 0.2% of all outstanding shares.

Remuneration of the CEO and the Group Management Team

The Board of Directors decides on the remuneration of the CEO and the other executives. The remuneration paid to the CEO and the other Group Management Team members consists of a fixed monthly salary, fringe benefits and an annual bonus

paid on the basis of the company's results and personal performance. In addition, the CEO and other Group Management Team members are covered by the share-based incentive schemes. The pension and retirement age for the CEO and the other members of the Group Management Team are determined in accordance with the applicable legislation in force regarding pensions.

The company's Board of Directors confirms the salaries and other benefits of the CEO and the other Group Management Team members and decides on the company's incentive schemes. The Remuneration and HR Committee prepares proposals concerning the remuneration of the CEO and other Group Management Team members and the company's incentive schemes to the Board of Directors.

Annual Bonuses

The performance bonus system concerning annual bonuses paid on the basis of the company's result and personal performance covers all Technopolis' employees. The maximum annual bonus payable to the CEO is 50 percent of the annual salary and to other Group Management Team members 40 percent. The achievement of the results and performance objectives confirmed by the Board of Directors is assessed for each financial period, and the amount of the annual bonus is determined on the basis of the achievement of these objectives. The objectives support the company's strategy and annual plans. Performance is measured based on, inter alia, EBITDA, occupancy rate, customer satisfaction, and progress of investments.

Performance Share Plans

Performance Share Plan 2013–2017

The Performance Share Plan 2013–2017 includes three 3-year earning periods which comprise the calendar years 2013–2015,

2014–2016, and 2015–2017. The maximum reward to be paid consists of a combination of shares and cash payment. The cash component aims to cover taxes and tax-related costs arising from paying the reward to the key person. The reward will be paid after the end of the earning period by the end of April 2016, 2017, and 2018. The shares earned may not be assigned during the specified restriction period, which will end on April 30, 2017 for the shares earned for the 2013–2015 earning period, on April 30, 2018 for the shares earned for the 2014–2016 earning period, and on April 30, 2019 for the 2015–2017 earning period.

The earning criteria for the 2013–2017 incentive program have been separately determined for different personnel groups. The earning criteria for the CEO and other Group Management Team members consist of 50% weight on Total Shareholder Return measured in terms of share price development and 50% weight on the company's direct result calculated in accordance with EPRA (European Public Real Estate Association) guidelines. The CEO and other Group Management Team members have the opportunity to earn a maximum of 322,000 shares based on the Performance Share Plan 2013–2017.

Performance Share Plan 2016–2020

The Performance Share Plan 2016–2020 includes three 3-year earning periods which comprise the calendar years 2016–2018, 2017–2019, and 2018–2020. The maximum reward to be paid consists of a combination of shares and cash payment. The cash component aims to cover taxes and tax-related costs arising from paying the reward to the key person. The reward will be paid after the end of the earning period by the end of May 2019, 2020, and 2021. The shares earned may not be assigned during the specified restriction period, which will end on May 31, 2020 for the shares earned

Technopolis' Group Management Team December 31, 2015



Keith Silverang



Reijo Tauriainen



Juha Juntunen

Remuneration of the CEO and Other Group Management Team Members in 2015

	Annual salary, EUR (incl. fringe benefits)	Annual bonus for 2014, EUR	Share-based incentive program *), EUR	Total, EUR
Keith Silverang	271,420.00	21,543.00	0	292,963.00
Other Group Management Team members	550,456.34	121,262.90	0	671,719.24
TOTAL	821,876.34	142,805.90	0	964,682.24

Shares	
Keith Silverang	57,788
Reijo Tauriainen	47,000
Juha Juntunen	15,513
Kari Kokkonen	10,122
Outi Raekivi	1,232
Total	131,655

*) The earning periods for share-based incentive program for 2013–2017 are 2013–2015, 2014–2016 and 2015–2017. No remuneration took place based on share-based incentive program in 2015.

for the 2016–2018 earning period, on May 31, 2021 for the shares earned for the 2017–2019 earning period, and on May 31, 2022 for the 2018–2020 earning period.

The earning criteria for the 2016–2020 incentive program have been separately determined for different personnel groups. The earning criteria for the CEO and other Group Management Team members consist of 50% weight on Total Shareholder Return measured in terms of share price development and 50% weight on the company's direct result calculated in accordance with EPRA (European Public Real Estate Association) guidelines. The CEO and other Group Management Team members have the opportunity to earn a maximum of 100,000 shares based on the Performance Share Plan 2016–2020.

Matching Share Plan 2016

The Matching Share Plan includes one performance period, calendar year 2016. The maximum reward to be paid consists of a combination of shares and cash payment. The cash component aims to cover taxes and tax-related costs arising from paying the reward to the key person. The rewards from the Matching Share Plan will be paid after the end of the earning period by the end of May 2017. The prerequisite for

receiving reward on the basis of this plan is that persons participating in the plan acquire company shares up to the number determined by the Board of Directors. Furthermore, payment of reward is based on participant's employment or service upon reward payment. The Matching Share Plan includes the restriction to assign the shares during the restriction period, which ends on June 30, 2018.

The total number of performance shares granted is tied to the performance of the company measured by total shareholder return. The key personnel has the opportunity to earn a maximum of 85,000 shares under the Matching Share Plan.

Up-to-date information concerning the company's incentive schemes is available in the "Remuneration Statement" on the company website at www.technopolis.fi.

Risk Management

The purpose of risk management is to ensure the achievement of the company's business objectives and identify, evaluate and measure significant risks and uncertainties, as well as monitoring them as part of the day-to-day management of business operations.

The Board of Directors of Technopolis has ratified the Group's risk management policy, which aims to specify the company's risk-taking ability and willingness, identify key risks, and prepare for their realization. Compliance with the risk management policy is monitored with a risk management tool measuring the implementation of risk management with regard to all operations. The operational management has prepared the risk management policy under the control of the Audit Committee, utilizing external experts.

Risk management is a dynamic and continuous process with a key role in Technopolis' strategic and annual planning process. The Technopolis Board of Directors regularly monitors and evaluates risks related to the company's business operations and the business environment and reports on them in accordance with the legislation and other regulations applicable to the company. Risks are considered uncertainties that are a normal part of business operations. The risks are assessed from the point of view of utilizing the inherent opportunities as well as mitigating or eliminating the risks.

As part of the planning process, the company's risk map and action plan are updated to match the objectives of the annual plan. The Group Management Team surveys and assesses the identified risks with regard to the impact and probability of each risk at least once a year. After this, the means for efficiently utilizing business opportunities and mitigating or eliminating threats are analyzed. The resulting updated risk map with action plans is reviewed by the Audit Committee and as part of the Board's annual risk assessment. The Audit Committee and the Board of Directors assess the attitude to key risks and the need to change the objectives of risk management or the risk management policy. Decisions on any changes related to risk management are updated in the Group's guidelines and processes.



Kari Kokkonen



Outi Raekivi



The risk management process is integrated into Technopolis' continuous operational activity, enterprise resource planning system, and strategy process. Responsibility for risk management is determined on the basis of business responsibility. Each employee is, however, responsible for identifying risks threatening the achievement of objectives and informing their supervisors of them. Many of the Group's employees have risk management targets tied to their remuneration. Technopolis has divided risks into several sub-areas, which supports implementing their management within the organization and monitor them in the work of the company's management, the Board's Audit Committee, and the Board of Directors.

The Technopolis Board of Directors has ultimate responsibility for risk management: it decides on the objectives of risk management, specifies the risk management policy and oversees compliance with it based on reports presented by the Group's management. The Group Management

Team is responsible for organizing practical risk management and overseeing its implementation with regard to its areas of responsibility. It is the task of the business units and group functions to implement risk management in their operations and to report on the results as part of other operational reporting. The internal audit is responsible for assessing the effectiveness of risk management and its compliance with the risk management policy. The company obtains internal audit services from an external service provider.

Some of the risks related to the business environment are beyond the control of the company, but it can adapt to them in order to minimize the potential negative impacts. On the other hand, some of the risks are such that the Group can influence the probability of the risk through its own actions or even prevent the realization of the risk completely.

In particular, the geographical risk concentrations in certain cities and in

Finland, market and exchange rate risks related to decreasing oil price in Russia and Norway, and challenges related to the strength of the capital structure and our effort to grow the service business emerged in the 2015 risk assessment. More detailed information concerning the risks and uncertainties associated with the operations of Technopolis is presented in the report by the Board of Directors for the 2015 fiscal period, available on the company's website at www.technopolis.fi.

The management of the organization also qualitatively reviews risks caused by and related to the environment in connection with the annual assessment of risks. Risks related to the environment are reported to the European Investment Bank with regard to new construction projects and to the European Bank for Reconstruction and Development with regard to projects in Russia. The company also applies the prudence principle in terms of ecological responsibility. This is reflected in the systematic development of eco-efficiency in accordance with the sustainability strategy and sustainability action plan and in new environmentally friendly, LEED-certified buildings, services and greener procurement.

Changes in the environment do, however, also provide opportunities. Their leverage can culminate in a responsible image, control of costs and opportunities for savings, maintaining the value of properties, added value generated for customers, and a competitive edge through measures that improve ecological efficiency. Risks and opportunities relating to climate change and sustainability for Technopolis Group are reviewed qualitatively below. Reliable assessment of their financial impacts and costs was considered difficult, and thus was not made in this context.



Technopolis' Key Risks

5 Key Risks	Situation on December 31, 2015	Management
Interest Rate	Interest-bearing liabilities EUR 864.8 million	57.4% of interest-bearing liabilities were hedged.
Geographical Concentration	The investment portfolio is distributed across five countries and 12 cities. In terms of fair value, the most significant country is Finland (69.4%) and market area Helsinki Metropolitan Area (20.5%).	Distribution, expansion of business into new areas.
Currency	84.2% of net sales is in euro, 15.8% in other currencies. Of the balance sheet, 82.4% is in euro.	Distribution and hedging of exchange rate risks.
Customer	The 10 largest customers accounted for 16.8% of the company's rental revenue.	Distribution of individual customers, customer industries, and geographical concentrations.
Personnel	The company had 239 employees on average. Employee retention is promoted by monitoring and developing job satisfaction, as well as ensuring competitive remuneration.	The company's appeal as an employer, attracting and keeping skilled employees.

Risk related to climate change		Risk related to climate change		Risk related to climate change		
Warm summers, longer cooling season and lower rainfall in the Nordic countries.	Increase in unforeseen extreme weather phenomena, such as storms, floods and heavy snowfall in the winter.	More stringent legislation and new requirements and regulations concerning buildings, shortcomings in expertise or negligence towards the rapid development of environmental legislation and regulations.	Increase in taxes and fees related to the energy efficiency of buildings, emissions or waste management.	Availability of new construction products and solutions, technical and usability challenges and partners' poor expertise.	Failures in reaching and communicating the environmental objectives.	Decreasing popularity of car use and old properties resulting from environmental awareness.
↓	↓	↓	↓	↓	↓	↓
Impacts		Impacts		Impacts		
Increase in maintenance costs and fees and electricity prices, decrease in job satisfaction among personnel and customers impairing productivity due to quality deviations in indoor conditions.	Quality deviations in the maintenance of properties and outdoor areas, increase in maintenance costs and fees, damage to properties causing costs (inter alia, Innopoli 1 and 2 as well as Ruoholahti 1 and 2 located in floor risk zones in the Helsinki Metropolitan Area in Finland).	Construction becoming more difficult, additional costs, lower attractiveness of new investments, difficulties in leasing office space, loss of reputation impairing share price.	Increase in maintenance costs and fees.	Unforeseen problems in design, development and property use and maintenance due to new construction methods.	Increased difficulty in leasing office space, loss of customers, loss of reputation impairing the share price.	Lower attractiveness of campuses that are located outside city centers or that are old.
↓	↓	↓	↓	↓	↓	↓
Management measures		Management measures		Management measures		
Cost monitoring, building system adjustments, indoor air monitoring, optimization of electricity contracts.	Property insurance, reliable outdoor maintenance partner, quality criteria and setting targets that support customer satisfaction in partnership contracts, anticipatory budgeting.	Management measures: Legislation follow-up, updating expertise, careful selection of partners.	Seeking energy-saving solutions, use of renewable energy sources, anticipatory budgeting.	Innovative development cooperation, procurement expertise, training.	Communications plan, careful setting and follow-up of objectives, corrective action.	Supporting alternative transportation methods, cooperation in the planning of public transport, modernization of properties, developing the attractiveness of the campus areas.
Physical		Regulatory		Other		

Opportunity related to climate change			Opportunity related to climate change			Opportunity related to climate change		
Temperate winters.	Increasing amount of solar and wind power available.	Heavier rainfall and extreme weather phenomena.	Public transport connections and intervals improve as a result of cities' environmental and emission reduction schemes.	EU directives prohibit products that contain harmful substances and waste energy, such as harmful refrigerants and glow bulbs.	EU directives lean towards more transparent Corporate Social Responsibility reporting.	Legislation sets more stringent requirements for the properties and maintenance of buildings.	Increasing interest in the management of ecological footprint, ecological efficiency and operating costs of buildings and a green image.	Closer cooperation with customer companies producing sustainable technology.
↓			↓			↓		
Impacts			Impacts			Impacts		
Lower heating energy consumption and outdoor maintenance costs.	Improvement in the profitability of using renewable energy sources.	Improvement in the availability and affordability of hydro power, lower need for irrigating green areas, supporting local comfort and flora and fauna as rainwater absorption and utilization of green areas becomes more common.	Improved accessibility to the sites without private cars, increase in the availability of parking space for those who need it.	Development of consumption, emissions, and waste in a more ecological direction.	Increasing comparability of companies.	Maintaining the value of existing properties, longer service life, optimization of energy and water consumption and the amount of waste generated, and achieving savings.	Increasing added value and competitive edge from selling green space and services and from building ratings and environmental labels.	Improving customer loyalty and growth becoming easier.
Physical			Regulatory			Other		

Financial Responsibility

Technopolis pursues profitable, long-term international growth for its business. The company's vision and strategic financial targets are presented on page 6.

Technopolis' net sales are comprised of rental and service revenues. Net sales for 2015 amounted to EUR 170.6 (161.7) million. Revenues are described in more detail in the section Providing Added Value to Stakeholders.

Technopolis paid its employees a total of EUR 12.9 (11.2) million in salaries and fees, EUR 1.9 (1.7) million in pension expenses, and EUR 0.6 (0.8) million in other indirect employee expenses. The company has no pension commitments exceeding the statutory pension, except for the defined benefit pension scheme of the employees in Norway, which was created before consolidation into the Technopolis Group. It covers 50.0% of the employees in Norway and 2.8% of the Group's personnel.

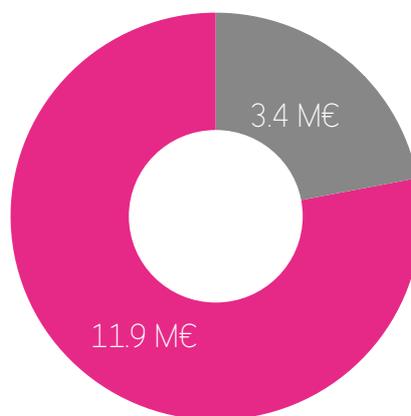
The company's other business expenses totaled EUR 62.2 (61.1) million. Space-related expenses were EUR 38.9 (38.0) million. Other business expenses were EUR 23.3 (23.1) million. All Technopolis business units make their purchases related to maintenance and cleaning on a local basis, however in Finland the company has a centralized partnership model that includes comprehensive facility maintenance.

Technopolis business units initiate a tendering process for each property development project on a local basis according to the goals set for the project under the supervision of the Group's Real Estate functions. Technopolis' overall investments totaled EUR 89.0 (69.4) million. Of these investments, EUR 87.4 (65.2) million was related to property development and EUR 0.0 (2.7) million to the acquisition of new properties. In addition, EUR 1.6 (1.5) million was allocated to other investments, mainly service production.

At the end of 2015, Technopolis had interest-bearing liabilities from credit institutions worth EUR 864.8 (841.9)

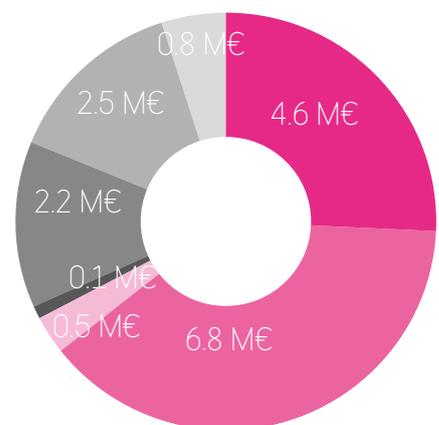
Tax Footprint

Remitted Taxes



- Value added tax, remitted
- Taxes withheld from salaries

Paid Taxes



- Income taxes
- Insurance taxes
- Property taxes
- Energy taxes
- Income taxes (deferred)
- Asset transfer tax
- Personnel-related tax-like payments

million. Technopolis' interest and other financing-related expenses during the year were EUR 28.2 (15.5) million and the average interest rate paid by the company was 2.60% (2.43%).

Technopolis has received financial assistance from the Finnish government via the Finnish Funding Agency for Technology and Innovation (Tekes) and local Centres for Economic Development, Transport and the Environment. European Enterprise Network (EEN) activity has been awarded EUR 172,541 in subsidies, and energy efficiency investments at different properties have received a total of EUR 27,244.

Tax Footprint

Technopolis' business operations generate tax revenues in the form of diverse taxes and tax-like fees. Regarding the company's business operations in Finland, the company

pays income tax on the taxable profit and property tax based on its holdings. In addition, the company pays excise duties related to consumed electricity and district heat, and the company also carries part of the value added tax of services and acquisitions as an expense. In 2015, the taxes generated from Technopolis' business operations totaled EUR 4.6 million including taxes from previous financial period of EUR 0.1 million. The difference between rendered and deducted value added tax was EUR 7.1 million.

Technopolis is a significant employer in its field of business. The company pays contributions related to pension and social security and remits taxes withheld in advance from salaries. In 2015, Technopolis rendered a total of EUR 11,9 million of withholding taxes from the salaries it paid.

The company's result calculated in accordance with the IFRS differs from the combined taxable profit of the Group companies. IFRS does not take the annual

depreciation of investment properties into account; the properties are measured at their fair value at each time. Changes in the values of investment properties are entered in the income statement. In taxation, the company makes ordinary depreciation of the purchase price in accordance with tax legislation. Thus, there is a significant difference between the profit pursuant to the IFRS consolidated financial statements and taxable profit. The impacts of the differences between the tax legislation and IFRS are taken into account in Technopolis' deferred taxes.

Technopolis Concept and Providing Added Value to Stakeholders

Technopolis operates as an active developer of modern multi-tenant business environments and as a service provider. The generation of added value takes place in the Technopolis concept that combines the key inputs. The company collects market price rents on the space it leases. Of the rents, almost 90% is tied to country-specific consumer price indices, and rent increases are primarily made once a year. In addition

to rent, the customers pay a maintenance fee that includes, inter alia, electricity, heating and water expenses. The maintenance fee is also primarily adjusted in correlation with cost changes once a year. Rental revenue accounted for 88.1% (89.5%) of the company's net sales.

In addition to space, the company offers its customers services that merge spaces and services into a single whole – the Technopolis experience. It combines high-quality space in good locations with services scaled according to customer needs, making it possible for customer companies to free



up their own resources and to concentrate on their own business. Service revenue accounted for 20.3 million euros and 11.9% (10.4%) of the company's net sales.

The company generates added value with its properties, natural resources, its personnel and its brand, which are merged into services in the Technopolis concept. The company's slogan, "More than squares", describes the company's identity as a service company and the concept with which added value is generated. In accordance with its concepts, Technopolis offers business environments that operate smoothly 24 hours a day and work life services that offer assistance for work and free time. Furthermore, Technopolis campuses are filled with activities and inspiring people so that Technopolis' clients could enjoy a productive sense of community.

The company's real estate stock is comprised of approximately 740,000 sqm of leased properties with an average age of 15 years, and 20 of them are classified as concept-compliant office campuses of the Technopolis chain that are large-scale real estate entities providing services in central locations. On average, Technopolis finances approximately 40% of its real estate investments with equity, the rest primarily with secured debt.

The company's consumption of natural resources is mainly related to the heating, ventilation, cooling, lighting and socket electricity of properties, utility water, and materials for new construction projects.

Through their optimization, the company can offer cost-efficient, comfortable, healthy and safe workplaces to customers.

Technopolis' success is based on skilled and motivated employees. At the end of 2015, Technopolis had 239 (220) employees on average. Of them, 85 (80) worked in Real Estate, 100 (84) in the Service business and 54 (56) in Group administration. The aim of Technopolis' administration is to support and facilitate the 10 regional business units.

The Technopolis brand is the result of more than three decades of business. It combines awareness of customers and companies' established operating methods. The aim of the brand reform carried out in 2014 is to support the vision and mission of the company, as well as to create a strong image through clear communications. The value of the brand is considered to be financially significant.

The concept provides value to shareholders and creditors. The Board of Directors has proposed a dividend of EUR 0.17 per share to be paid for 2015, for a total of EUR 17.8 (15.9) million. The previous dividends paid amounted to EUR 0.15 per share. The proposed dividend is 32.7% of direct result per share calculated according to EPRA. The company paid EUR 14.0 (15.5) million in interest and fees to its creditors.

The aim has been to mitigate the environmental impact of operations with environmentally friendly measures and investments. The company has chosen

LEED certificates as the tool for managing and minimizing the environmental impact of its properties.

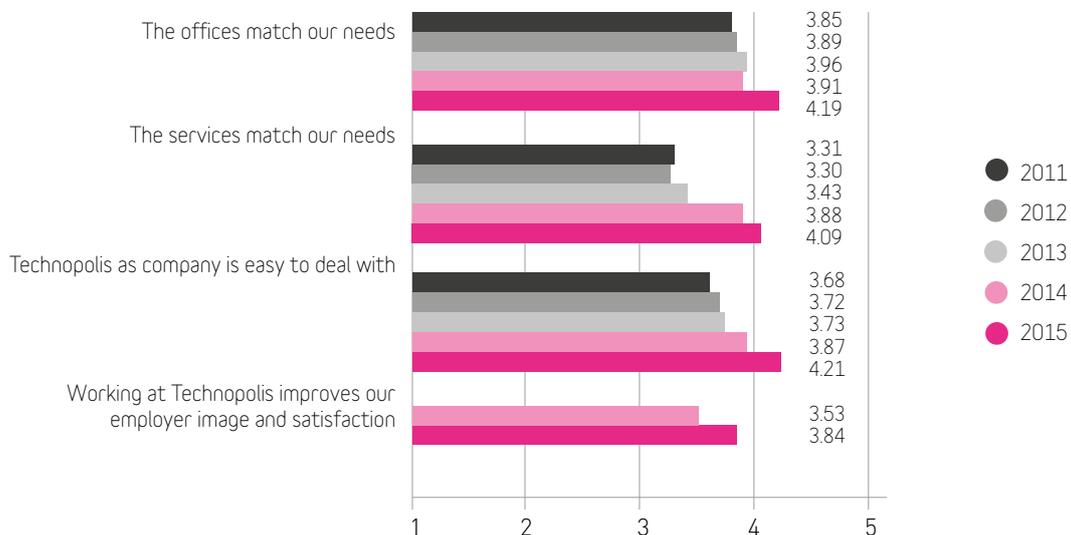
Customers are the company's key stakeholder group, and all of the company's operations aim at continuity and improving customer satisfactions. The purpose of the quarterly customer satisfaction survey is to develop business operations and to keep customer satisfaction at a high level.

Technopolis is a vital community and 47,000 work at its office campuses. A growing independent community is formed around the one or two anchor customers on each campus, allowing customers to find customers and partners within the community. Following the expansion of the Technopolis chain, opportunities for finding customers and business partners have grown from campuses to new cities and countries.

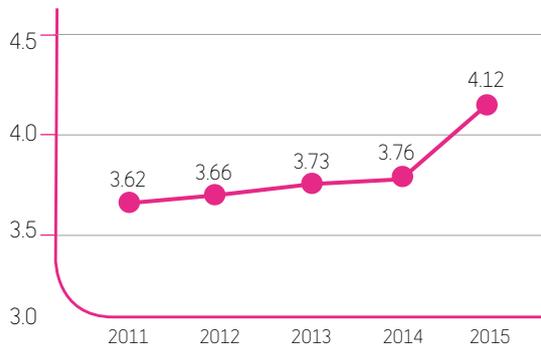
Development and Monitoring of Customer Experience

Offering premium-quality service is one of Technopolis' values, and Technopolis expects both its employees and its partners to comply with these values. Offering five-star service is also part of Technopolis' value promise. Technopolis service philosophy, driven by the idea of continuously exceeding customer expectations, is a factor

Customer Satisfaction 2011-2015 Total Average of Decision Makers



Customer Satisfaction of Customers' Decision Makers and Practical Contact Persons



for Technopolis in standing out from the competitors and a competitive advantage. In order to develop the customer experience, Technopolis continued the monthly quality rounds, annual campus audits, and launched the Five-Star Customer Service Guideline for its customer service employees during the reporting year.

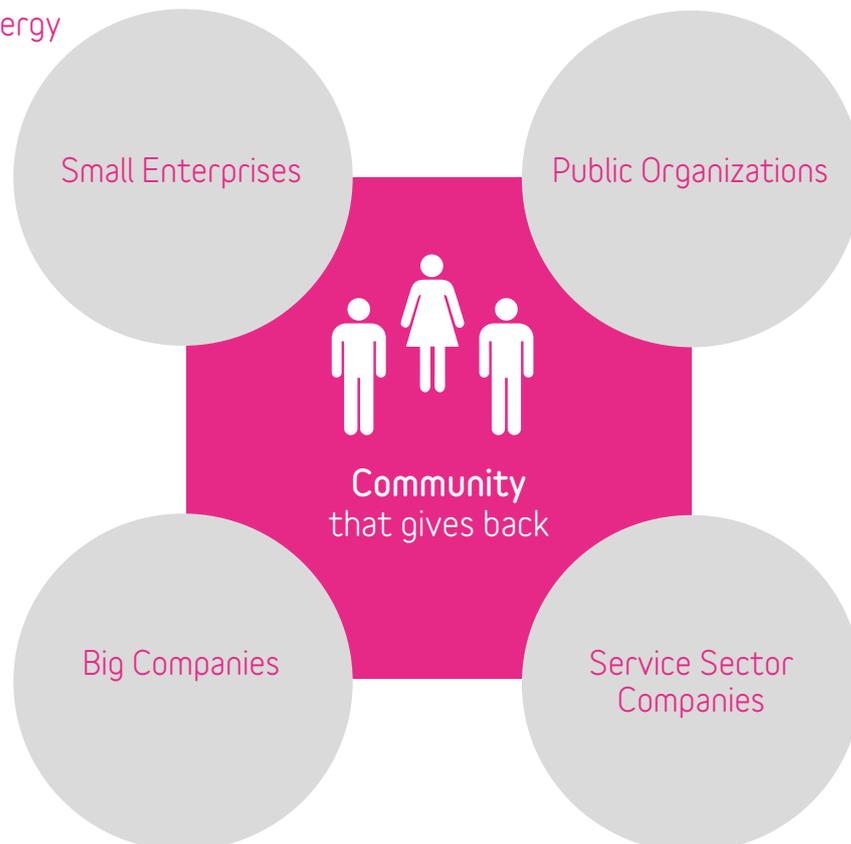
Technopolis has implemented its concept at all of its smart office campuses and thereby aims to enable its customers to have the same premium-quality customer

experience regardless of the location of the campus. Ensuring the customer experience and quality is based on utilizing minimum standards, or shared minimum requirements for the campuses, with which the chain's brand and awareness can also be strengthened, process efficiency improved, and scalable service offerings ensured. This also facilitates Technopolis' growth and the integration of new projects into the Technopolis chain of smart office campuses. Customer orientation is the foundation of concept development.

Customer satisfaction on a scale of 1–5 was 4.12, increasing significantly compared to the previous year.

Customer satisfaction is measured and its development monitored closely. Diverse ways of measuring are applied. With regard to restaurant services and customer events, for example, satisfaction is measured immediately after the provision of the service.

Community Creates Synergy



Ecological Responsibility

Ecological responsibility ultimately benefits the tenants and the shareholders. Developing the eco-efficiency of spaces and services mediates environmental impacts and the pressure to increase maintenance fees. Furthermore, it ensures that the customer has a high-quality indoor environment via functional building systems, environmentally friendly cleaning, and healthy materials. This way, eco-efficiency also maintains the occupancy rates and profitability of the locations, and can increase the value of the properties with technical investments.

The energy consumption of buildings, their emissions, water consumption and waste are the most significant factors in terms of the eco-efficiency of Technopolis' operations, and therefore they were selected as the key objectives in the initial phase of sustainability activities. To manage its ecological responsibility, Technopolis set a sustainability strategy for 2015–2020. The targets of the strategy were updated in fall 2015.

Sustainability Strategy and Objectives

Sustainability is a key part of Technopolis' ethical values and a source of competitive edge. Therefore, Technopolis integrated sustainability into its corporate strategy in 2015. Moreover, the company also maintained a separate sustainability strategy so that sustainability would be given sufficient attention and commitment by the company's Board of Directors and Group Management Team, and in its operational management.

The sustainability strategy is a tool for managing, implementing, and communicating values consistent with Corporate Social Responsibility and sustainability. Key targets of the strategy in terms of ecological responsibility include reducing the CO₂ emissions of energy consumption by 60%, energy consumption by 12% and water consumption by 35%, reducing landfilled waste by 10% and achieving a utilization ratio of at least 75%. In 2015, Technopolis updated the time span

of its sustainability targets to extend to 2020. With the update, the environmental targets were tightened and factors such as promoting the use of renewable energy sources, taking sustainability into account in investments, and adopting a charity policy were additional themes that were added to the strategy.

Other targets include main metering and remote reading of energy consumption for 97% of properties, at least 75% recycling rate in all new construction and major renovation projects (LEED), participation in GRESB sustainability benchmarking, and Corporate Social Responsibility reporting based on the GRI (Global Reporting Initiative) framework and the sustainability best practices recommendations of EPRA (European Real Estate Association). Technopolis also aims to promote the use of Green Lease agreement templates, employee satisfaction and equal opportunities, as well as procurement through its electronic service channel. The targets also apply to Technopolis' international campuses, so the company is well set to be a pioneer in environmentally friendly and sustainable premises in Oslo, Tallinn, St. Petersburg, and Vilnius.

Technopolis' Key Environmental Targets

	2015	2014	2013	2012	2011	Change 2011-2015
Carbon Dioxide Emissions (energy)						
Amount (CO ₂ e kg/gross sqm)	38.9	38.54	43.23	43.83	77.20	-49.4%
Energy						
Consumption (kWh/gross sqm)	221.1	230.1	237.5	239.6	242.9	-8.6%
Water						
Consumption (m ³ /person)	3.5	4.3	4.5	4.8	5.6	-38.0%
Building Ratings and Labels						
Number of LEED Ratings	20	13	8	3	1	7
Number of Green Offices	10	10	10	9	1	0

In accordance with its sustainability strategy, Technopolis uses the Leadership in Energy and Environmental Design (LEED) certification system with American origins as a tool for monitoring and developing the environmental performance of buildings. The Green Office label awarded by WWF Finland has been chosen to improve the eco-efficiency of the company's own offices, and it has been determined that the Technopolis concept and services offered to customer are to be developed in accordance with Green Office.

The results of the sustainability activities were significant in 2015. Seven new building ratings were achieved in the property portfolio, including the 1st LEED rating in Lithuania. Technopolis now offers space with a building rating in all of the countries where it operates. The company took part in the GRESB (Global Real Estate Sustainability Benchmark) comparison for the second time, achieved the fifth-best total score among European office property companies and achieved the highest Green Star score. In addition to the GRI G4 reporting framework, Corporate Social Responsibility reporting has been developed to comply with the EPRA sustainability recommendations. Our 2014 Corporate Social Responsibility Report won the EPRA Silver award.

The implementation of the savings targets has also progressed successfully. The company has achieved significant savings in terms of consumption and carbon footprint. Quarterly reported figures for like-for-like buildings prove the right direction of operations with regard to the set objectives. The year 2011 was chosen as the baseline year for energy and water consumption, CO₂ emissions, and waste, as comprehensive quarterly data was readily available.

The amount of mixed waste sent to landfills in like-for-like properties was 442.6 metric tons, declining by 41% from 2011. This has been estimated to be due to improved sorting and incineration of mixed waste to energy. The waste utilization rate in like-for-like properties was 77.5% (Waste-LfL). The sorting rate in new construction projects was 54.9% on average and over 75% at two construction sites. In energy monitoring, coverage of main metering and remote reading in the whole building stock was 95%.

Building Ratings and Environmental Labels

Building ratings and environmental labels help in developing eco-efficiency in a systematic and comparable way. They

provide Technopolis with a competitive advantage, and their attainment helps in meeting the increasing interest among stakeholders. The company has invested considerably in developing the environmental performance of its properties through design and construction based on LEED building rating systems. In 2015, Technopolis had projects registered under LEED Core & Shell or Existing Buildings O&M in progress in different parts of Finland as well as in Estonia and Lithuania.

By the end of 2015, Technopolis had 20 LEED-certified properties. In addition, one building on the Oslo and Espoo campuses each has been awarded the BREEAM certificate. This corresponds to approx. 29% of the entire real estate stock (Cert-Tot).

In addition, Technopolis' own offices in Finland and Tallinn have achieved a total of ten Green Office labels granted by WWF Finland. In 2015, the Vantaa office renewed its right to use the Green Office label and a project to attain the label commenced at the Oslo and Vilnius offices.

The LEED Certified Sites are:

Innova 2, Jyväskylä:	LEED Core & Shell, Platinum
Innova 4, Jyväskylä:	LEED Core & Shell, Gold
Pulkovo 2, St. Petersburg:	LEED Core & Shell, Gold
Ruoholahti 2, Helsinki:	LEED Core & Shell, Gold
Vantaa 5B (F):	LEED Core & Shell, Gold
Vantaa 6 (G):	LEED Core & Shell, Gold
Viestikatu 7BC, Kuopio:	LEED Core & Shell, Gold
Yliopistonrinne 2, Tampere:	LEED Core & Shell, Gold
Elektroniikkatie 4, Oulu:	LEED EB: O&M, Gold
Elektroniikkatie 6, Oulu:	LEED EB: O&M, Gold
Elektroniikkatie 8, Oulu:	LEED EB: O&M, Gold
Innopoli 2, Espoo:	LEED EB: O&M, Gold
Kontinkangas, Oulu:	LEED EB: O&M, Gold
Ruoholahti 1, Helsinki:	LEED EB: O&M, Gold
Vantaa campus:	LEED EB: O&M, Gold
Vilnius Ozas, Alfa:	LEED EB: O&M, Gold
Vilnius Ozas, Beta:	LEED EB: O&M, Gold
Vilnius Ozas, Gamma:	LEED EB: O&M, Gold
Yliopistonrinne 1, Tampere:	LEED EB: O&M, Gold
Innova 1, Jyväskylä:	LEED EB: O&M, Silver



Case

Among the Best in
GRESB in Europe

Technopolis took part in the GRESB (Global Real Estate Sustainability Benchmark) comparison for the second time in 2015, achieving the fifth-highest total score of 80 among European office property companies and receiving the highest Green Star score. The previous year, Technopolis ranked 13th among European office properties, improving its ranking now by eight positions and 4%. The survey assessed a total of 688 companies and funds globally.

GRESB is an independent real estate industry sustainability benchmark survey measuring eight different areas. They

include identification of risks and opportunities, stakeholder cooperation, monitoring and environmental management systems, operational responsibility indicators, responsibility policy, responsibility management, building ratings, new construction projects, and significant renovation projects. GRESB improves sustainability transparency and stakeholder cooperation and provides investors with a tool for benchmarking and monitoring the sustainability of operations.

Case

First LEED Rating in Lithuania



All three buildings of the Technopolis Vilnius campus in Lithuania were awarded the LEED (Leadership in Energy and Environmental Design) Gold certification in 2015. The certification obtained by the Beta building was the first of its kind in Lithuania. The certification awarded by the US Green Building Council ensures the environmental efficiency of the maintenance, indoor environmental quality and operation of the buildings.

During the LEED certification process, energy audits and measures to improve energy efficiency and reduce water consumption were carried out at the sites and plans for green cleaning, procurement and waste management, facility service and maintenance practices were developed.

Technopolis' customers also took part in the project by responding to a survey on commuting and indoor conditions.

14 international and local companies operate on Technopolis' Ozas campus, employing approximately 3,700 people. There are currently three buildings on Technopolis' Ozas campus. In addition, two new buildings are under construction that are to be commissioned in late 2016. They are also constructed in accordance with LEED. Once the new buildings are complete, the gross leased space on the campus will increase from approximately 42,300 sqm to 65,000 sqm.

Environmental Impact of Real Estate Development

Technopolis aims to minimize the environmental impact of new construction projects by designing and developing the projects in accordance with the international LEED certification it has chosen in the sustainability strategy, and by making eco-efficient choices. Among other efforts, energy-efficient building systems and lighting solutions, were piloted at new projects during the reporting period. For example, LED lighting and solar energy were planned for Yliopistonrinne phases 3 and 4 and implemented in Löötsä 5. In addition, water efficient systems and taps with sensors were chosen and green areas were designed to require less irrigation. Taking into use and maintaining the building as instructed in building ratings, and carrying out post-construction inspections support the right way of utilizing eco-efficient systems and life-cycle responsibility during the building use.

To maintain biodiversity, the LEED projects conserved green areas and open space whenever possible, took storm water management and on-site infiltration into account, and a storm water management plan was prepared, if necessary. The new

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

construction projects completed in Finland and Estonia also prepared site-specific environmental risk management plans, presenting ways of controlling storm water, soil and dust runoff during the construction period. Corresponding measures will be continued in future projects as well. Special attention was also paid to waste management in the design and construction sites of new construction projects by providing extensive sorting and recycling facilities. Brownfield remediation was carried out at the Vilnius construction site for EUR 4,340.

The choice of locations aimed to avoid areas with particular natural value, or which are protected or where endangered species can be found. The Technopolis Innopoli 3 property is located in the vicinity of the

Laajalahti Natura 2000 protected area and a park area of particular ecological value zoned as a recreational area. In addition, Technopolis owned a plot with a size of approximately 14,655 sqm in the vicinity of the same area in Maarinranta, Espoo. The demands of the Natura 2000 area and bird nesting period are taken into account during construction and operation. The Technopolis construction sites have not caused the relocation of residents.

Healthiness, Safety, and Accessibility of Buildings

Technopolis supports the productivity and comfort of customer companies through the health, safety, and accessibility of its office campuses. New construction projects have already set purity class and indoor air quality targets in the construction phase, and investments are made in terms of quality regarding air volumes, filter choices, CO₂ monitoring of multi-user premises and construction-time purity control. Attention was paid to the low emissions of material choices during the reporting period, and the thermal comfort of the premises and the amount of daylight was optimized through high-quality design.

The company's Jyväskylä properties have been running a technical service reporting and indoor air quality monitoring pilot project in cooperation with Are Oy since 2011. A corresponding system to support the quality of indoor air was also piloted at the Ruoholahti and Lappeenranta campuses with Nuuka Oy in 2015. Technopolis also monitors indoor air and climate satisfaction at 100% of its campuses with its quarterly customer survey. Satisfaction is indicated on a scale of 1 to 5. In 2015, the respondents' average score was 3.42 and it stayed on a par with the previous year. Technopolis also investigates indoor air in its properties in Finland with the help of the Finnish Institute of Occupational Health, if necessary, in order to ensure the high quality and purity of indoor air in Technopolis spaces.

Safety and accessibility are ensured in the design phase of all new Technopolis construction projects. In 2015, projects paid attention among others to local regulations concerning bathrooms and parking spaces for disabled people, wheelchair ramps, and fire and rescue regulations, and regular updates of rescue plans were made at all Technopolis sites. Furthermore, the Technopolis Design Guide specifies the spaces where induction loops for the hearing-impaired are required. Some sites, such as Ruoholahti phase 2, have adopted guides for the blind in lift buttons and voice guidance.

Energy

In addition to the energy-saving target of 12% specified in the sustainability strategy, Technopolis has signed an energy efficiency agreement for commercial premises and has thereby committed to an energy saving target of 6% by the end of 2016. Technopolis had an energy efficiency plan for its Finnish premises for 2012–2015 in use during the reporting year. In addition, Technopolis has a company energy efficiency audit document in accordance with the Energy Efficiency Directive, supporting the energy efficiency agreement for commercial premises and audits within the property portfolio.

Company's long-term plans support the life-cycle responsibility of the properties. Technopolis actively developed the energy efficiency of the existing real estate stock during the reporting period. Energy efficiency projects and other green investments were initiated at several locations. Opportunities for savings observed in the audits or otherwise found to be efficient were generally replicated in the real estate stock.

In accordance with reporting to Motiva pursuant to the energy efficiency agreement for commercial premises, the 235 measures carried out by the end of 2015 achieved total annual savings of 7,743 MWh, of which 4,489 MWh concern heating and 3,254 MWh are electricity savings. Facility maintenance partners have been involved in energy saving measures, and the environmental goals of Technopolis have been implemented for them as part of the contractual reward structures. These savings will have the effect of decreasing the consumption in operations in 2015, equal to the annual energy consumption of 484 electrically heated two-person 1970s small detached houses. The comparison used Motiva's target levels.

Technopolis seeks at least an energy certificate level of B for its new construction projects if the building does not have a restaurant or other special premises. With regard to other products and services, the company aims, in accordance with its Green Procurement Guide, to purchase ICT equipment with a high energy efficiency class and to take into account the energy efficiency settings of the equipment in use.

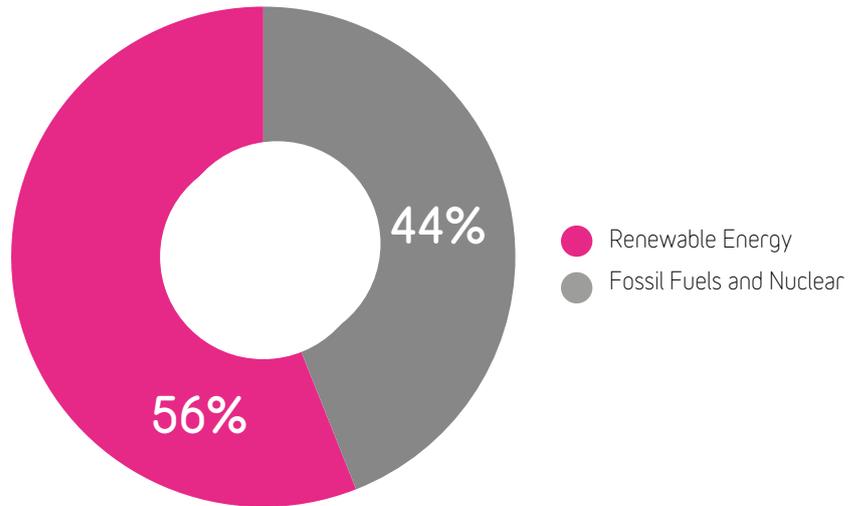
In 2015, Technopolis Group purchased 112,608,200 kWh or 405,390 GJ electricity and like-for-like properties purchased 51,890,925 kWh or 186,807 GJ electricity (Elec-Abs and Elec-LfL). Of the electricity purchased at Finnish campuses, all 78,493,661 kWh or 282,577 GJ was produced using renewable energy sources. As a result, 84.1% of all electricity purchased by Technopolis Group and 94,705,177 kWh or 340,939 GJ and thereby more than half of the Group's total energy consumption was produced using renewable energy sources. Consumed district heating and cooling for the entire real estate stock was 103,928,092 kWh or 374,141 GJ and for like-for-like properties 49,322,522 kWh or 177,561 GJ (DH&C-Abs and DH&C-LfL). 23,623 kWh or 85,042 GJ of heat used in the whole real estate stock was produced with renewable energy sources.

The rest, 93,721,904 kWh or 337,399 GJ, and thereby 44.2% of Technopolis Group's total energy consumption was produced from fossil energy sources and nuclear power. In Estonia, part of the energy, in total approximately 7,150,020 kWh or 25,740 GJ was procured in the form of natural gas (Fuels-Abs). In like-for-like properties the proportion of Estonian natural gas was 5,309,610 kWh or 19,115 GJ (Fuels-LfL). The reporting applied a conversion factor of 1kWh = 0.0036 GJ.

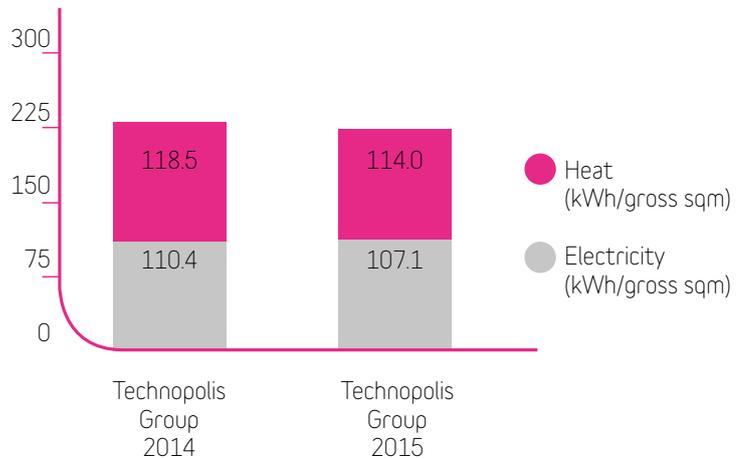
Technopolis had on-site electricity production with solar panels commissioned in late 2015 in the Tallinn Lõotsa 5 phase for a total of 4,220 kWh or 15.2 GJ. Technopolis procured approximately 4,486,390 kWh or 16,151 GJ of district cooling for Ruoholahti phases 1 and 2 and the Norwegian campus. The energy piles of Innova phase 2 in Jyväskylä generated a total of 235,270 kWh or 847 GJ heat and 7,810 kWh or 28 GJ cooling energy for the building.

The energy intensity of the Group's like-for-like properties included in quarterly reporting was 221.1 kWh/gross sqm, decreasing by approximately 3.4% compared to 2014. The direct energy consumption of the entire real estate stock in 2015 amounted to approximately 216,536,292 kWh or 779,531 GJ, of which like-for-like properties included in quarterly reporting accounted for approximately 100,622,007 kWh, or 362,239 GJ. The entire real estate stock

Technopolis Group's Energy Sources (Electricity and Heat)



Technopolis Group's Annual Energy Intensity (Like-for-Like)



has expanded from last year's reporting and includes remotely and manually read properties and construction sites across Finland, the Baltic Rim, and Scandinavia.

The change in energy intensity is probably due to energy audits, investments, operational savings measures, and changes in occupancy rates and uses. The conditions, such as the temperate winter, cool summer and fall supported the energy savings. Also, changes in the location and gross area of some of the offices during the last two years may have influenced the figures for Technopolis' own offices. In the calculation of energy consumption, the most recent gross area data from September

2014 in electronic maintenance system was used, except for the Tallinn and Viestikatu campuses, for which the most recent figures from July 2015 were used.

The indirect energy consumption of Technopolis' construction sites has been estimated to total 1,616,594 kWh, or 5,820 GJ. Construction projects under way in 2015 included: the Gama building in Vilnius, Lõotsa 5 in Tallinn, phase 6G of the Vantaa campus and the Mediapolis extension, studio hall and Yliopistonrinne 3-4 in Tampere. Of these, the consumption of the Vantaa 6G and Lõotsa 5 construction sites has been estimated for before their taking into use.

Water

The water intensity of all Technopolis Group's properties was 5,149 l/FTE/year (Water-Int) and the total consumption 242,648 m³/year (Water-Abs). The water intensity of like-for-like properties was 3,455 l/FTE/year and total consumption 130,311 m³ (Water-LfL). The water consumption per user of all Technopolis Group buildings including construction sites decreased by 16.0% from the previous year, and for the quarterly monitored like-for-like properties by 38.0% due to water-saving measures and an increase in the number of users. The absolute water consumption of Technopolis Group decreased by 13.9% from the previous year, which was mainly due to changes in the consumption of the construction sites. The savings are equivalent to 26 full-length swimming pools of water.

Water pressure measurements were implemented in energy audits carried out in the existing real estate stock and opportunities for saving water were reviewed, and the aim has been to replicate and implement them at least at the audited sites. Investments were made relating to the low water consumption of new construction projects, and it is discussed in more detail under Environmental Impact of Real Estate Development on page 31.

Water was not recycled in Technopolis' real estate stock, nor was water reused in-house or by other organizations reused during the reporting period, and the share of recycled or

reused water was 0% of water consumption. The sites used water drawn 100% from the municipal water network. Most of the company's properties are located in Finland, where municipal drinking water is mainly sourced from surface waters. The number of users have been estimated based on the number of access cards.

Technopolis Group paid a total of EUR 840,220 for water consumption in 2015, of which consumption in Finland accounted for EUR 590,315, the Baltic Rim for EUR 160,229, and Scandinavia for EUR 89,675. These figures include compensatory payments for water for certain locations.

Carbon Dioxide Emissions

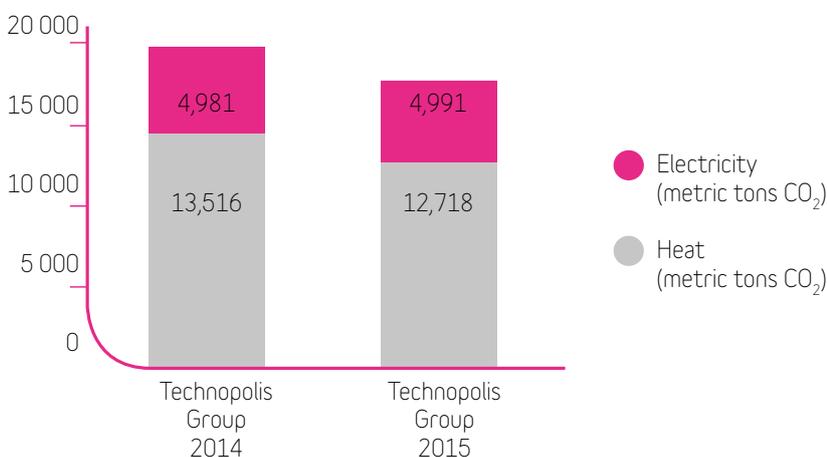
The carbon footprint of all Technopolis Group's properties, including construction sites, was 31.7 kg/gross sqm (GHG-Int) and emissions totaled 33,425 metric tons (GHG-Dir-Abs). The carbon footprint of like-for-like properties was 38.9 kg/gross sqm and emissions 17,708 metric tons (GHG-Dir-LfL). The share of fossil energy sources of heat production purchased by Technopolis Group increased by 10.1% from the previous year, which had effects on the development of Technopolis' carbon footprint.

Technopolis aims to reduce the carbon footprint of the direct energy consumption of its properties by improving energy efficiency and using energy produced with renewable energy sources. Technopolis is also pursuing lower CO₂ emissions by

investing in ground sourced heat and district cooling in some of its new construction projects. In accordance with the report to Motiva under the energy efficiency agreement for commercial premises, a total of 235 energy efficiency measures were carried out by the end of 2015. Calculated by using Motiva's CO₂ factor for combined heat and power (220 kg CO₂/MWh), these heat savings equal a reduction of approximately 1,703.4 metric tons of CO₂ emissions. This equals 4,248 planted trees. Compared to the previous year, the carbon footprint of the energy consumption of Technopolis' like-for-like properties decreased by 4.3%, and the footprint of all properties monitored, including construction sites, decreased by 8.3%.

The estimate of the 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. The carbon footprint of Technopolis' indirect energy consumption is estimated to total 510,2 metric tons (GHG-Indir-Abs) with regard to construction sites. The company has not purchased, sold, or traded carbon offsets for its operations. With regard to the properties outside Finland, the country-specific CO₂ factors of the IEA (International Energy Agency) have been used. For the time being, Technopolis does not report other greenhouse gas emissions besides carbon dioxide or their potential climate warming effect.

Technopolis Group's CO₂ Emissions (Energy, Like-for-Like)



Waste

Technopolis continued having regular waste management monitoring and development meetings in 2015 in accordance with the Finnish Waste Act. The meetings were arranged quarterly, and they identified development measures to prevent the generation of waste at Technopolis campuses and to promote sorting and reuse. The results of the waste indicator follow-up were used to support decision-making at the meetings.

Waste management was actively developed during the reporting year. At the Espoo and Vantaa properties, mixed waste was taken to be incinerated. In Oulu, sorting was expanded to also cover glass and metal waste at select waste collection points. Waste management was taken into account in planning the Tampere Yliopistonrinne 3-4 and phase 6G of the Vantaa campus. Jyväskylä adopted electronic service channels, which also made reporting faster and improved the ability to follow-up orders.

Key Figures for Eco-efficiency in all Technopolis Group's Properties*)

	Energy							Water			Carbon Dioxide		Waste		
	Electricity Consumption (kWh)	Electricity Consumption (GJ)	Normalized Heat Consumption (kWh)	Normalized Heat Consumption (GJ)	District Cooling (kWh)	District Cooling (GJ)	Energy Intensity (kWh/gross sqm)	Water Consumption (m ³)	Water Intensity (l/FTE/year)	Water Intensity (l/FTE/day)	CO ₂ Emissions (t)	CO ₂ Emissions (kg/gross sqm)	Waste Amount (t)	Landfilled Waste Amount (t)	Waste Amount per Person (kg/FTE)
EPRA Sustainability BPR	Elec-Abs		DH-Abs		DC-Abs		Energy-Int	Water-Abs	Water-Int	Water-Int	GHG-Dir-Abs and GHG-Indir-Abs	GHG-Int	Waste-Abs	Waste-Abs	
Finland															
2015	78,493,661	282,577	78,758,854	283,532	591,440	2,129	208.6	142,811	4,267	12.0	15,748	20.8	2,888	514	82.6
2014	83,505,607	300,620	72,198,615	259,915	675,000	2,430	221.6	192,124	6,171	17.3	14,774	20.9	1,813	274	45.7
Norway															
2015	14,770,662	53,174	5,099,164	18,357	3,894,950	14,022	0.0	24,665	9,866	27.7	2,478	23.2	150	86	59.9
2014	10,133,058	36,479	5,698,424	20,514	4,853,659	17,473	267.4	32,241	5,862	16.1	2,124	27.5	241	161	44.0
Estonia															
2015	8,376,189	30,154	7,150,020	25,740	0	0	0.0	23,325	4,323	12.1	11,180	117.7	600	305	107.5
2014	8,069,276	29,049	8,074,000	29,066	0	0	194.7	17,796	5,336	14.6	11,365	137.1	304	217	80.0
Russia															
2015	4,956,097	17,842	3,843,450	13,836	0	0	194.2	26,769	12,198	34.3	2,789	61.6	163	151	81.3
2014	5,561,671	20,022	5,493,640	19,777	0	0	244.0	16,446	7,201	19.7	3,505	77.3	231	126	85.0
Lithuania															
2015	6,011,591	21,642	4,590,214	16,525	0	0	209.3	25,078	7,033	19.8	1,230	24.3	2,731	497	755.2
2014	6,340,656	22,826	4,232,003	15,235	0	0	245.3	23,248	6,212	17.0	1,226	28.5	493	431	134.0
Total															
2015	112,608,200	405,390	99,441,702	357,990	4,486,390	16,151	253.9	242,648	5,149	14.1	33,425	31.7	6,532	1,553	134.3
2014	113,610,268	408,997	95,696,682	344,508	5,528,659	19,903	0.0	281,855	6,128	16.8	32,993	34.6	3,082	1,209	67.0
Own Office															
2015	692,072	2,491	565,890	2,037	19,086	69	295.5	1,461	5,915	16.6	148	34.2	15	3	59.0
2014	655,715	2,361	546,229	1,966	22,052	79	295.0	1,319	6,024	16.5	153	39.2	15	4	57.8

*) All Technopolis Group's properties include all remotely and manually read properties and construction sites across Finland, the Baltic Rim, and Scandinavia. Heat consumption for all international units is based on actual, metered consumption and has not been normalized. Small part of the consumption of the fourth quarter has been estimated.

In addition, a project studying the possibility of transmitting waste data directly to Technopolis' electronic maintenance manual system was launched.

In new and existing buildings applying for LEED certifications, attention was paid to the accessibility and size of the waste facilities, the sufficiency of hauling intervals, sorting guidelines and practices,

in addition to the collected waste fractions. At minimum, paper, cardboard, glass, metal, and plastic were sorted at buildings with or applying for LEED certification. In the building rating projects of existing properties, waste management was monitored and also audited. Technopolis Group properties' recycling rate was 24%, excluding construction sites, and the utilization rate was 59.9%, including the

incineration of waste into energy. All Group properties include buildings across Finland, the Baltic Rim, and Scandinavia.

Waste management data was collected by disposal method and waste fraction in all operating countries in 2015. New properties included in waste monitoring included the commissioned construction projects Vantaa phase 6G and Löötsa 5 in Tallinn.

The disposal methods of waste generated in Technopolis locations vary by region according to the local waste management partner's operations.

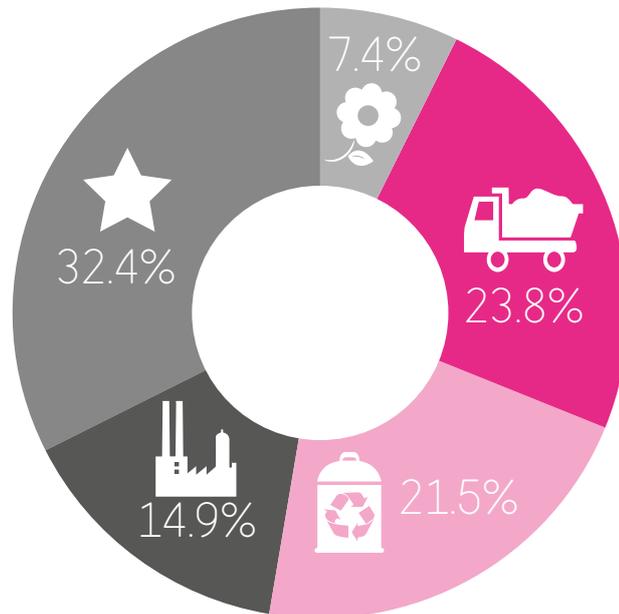
Technopolis' waste is disposed of by five different methods in waste management. Waste amounts by disposal method are presented in the graph on the right. Here, recycled waste also includes reused waste and recovery of materials. In addition to energy waste, incinerated waste includes mixed waste suitable for mass burning and other incinerated waste, such as waste wood. Specially treated waste includes hazardous and toxic waste. Compostable waste includes bio waste. The amounts of waste by waste fraction are based on data for the properties' waste amounts provided by waste management partners, and with regard to the Vilnius construction site and St. Petersburg on an estimate based on the number of collection bins and their hauling interval. Technopolis Group's total property waste data is presented on page 34. Like-for-like property waste totaled 1,980 metric tons in 2015.

The Green Office system used by Technopolis' own offices and some of the customers also provides guidelines for preventing waste and promoting the sorting of waste. The tenants are mainly responsible for the special waste fractions caused by their operations, such as WEEE and toxic waste, even though Technopolis does arrange annual common WEEE and hazardous waste collections at the campuses. Technopolis has no data available for the amounts of WEEE and hazardous waste produced by tenants. The amount of hazardous waste in 2015 in Technopolis Group was low, consisting mainly of batteries. Also, waste from leased IT hardware used by Technopolis and equipment related to printing services is not included in the waste amounts because the leasing partner takes care of their possible reuse and end of life cycle.

Paper Consumption

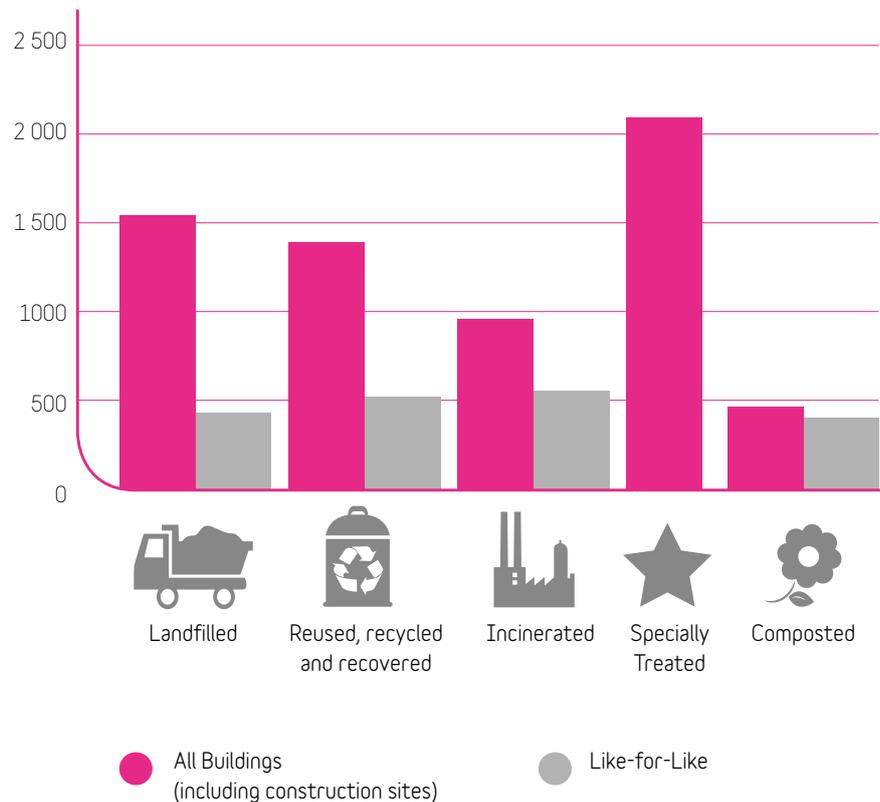
As part of Technopolis' Green Office activities, information on the amount of paper consumed was collected at the labeled offices in 2015. Technopolis' own offices use paper themselves, as well as sell it to customers. All paper procured by Technopolis is PEFC, FSC or Blue Angel certified. In addition, the company's own offices have duplex black & white printing as the default setting of printers, and electronic storage and data sharing is preferred to printing. Card readers that facilitate secure printing installed in photocopiers at the Finnish campuses have made paper consumption monitoring easier. During the

Waste by Disposal Method, Technopolis Group



- Landfilled
- Reused, recycled and recovered
- Incinerated
- Specially Treated
- Composted

Waste Amount by Disposal Method, Technopolis Group (metric tons)



Technopolis Group's CO₂ Emissions for Travel

	Share of Business Travel			CO ₂ Emissions		
	2015	2014	2013	2015	2014	2013
Flights	88.5%	89.6%	86.7%	164,631 kg	250,028 kg	227,263 kg
Train	7.0%	5.3%	5.1%	3,378 kg	1,687 kg	1,538 kg
Bus	0.3%	0.2%	0.4%	46 kg	22 kg	58 kg
Car	4.1%	4.9%	7.8%	7,565 kg	9,187 kg	13,960 kg
Boat	0.1%	-	-	330 kg		
Total	100%	100%	100%	175,951 kg	260,924 kg	242,819 kg

reporting year Technopolis' Finnish offices used 3,242 kg of paper, which is 10.6% less than the previous year.

Travel

Data on travel was collected from the travel expense report system of the Finnish operations and travel tickets obtained locally by the Norwegian, Lithuanian, Russian and Estonian units, and travel tickets obtained through Finnish travel agencies for trips purchased in Finland. The data includes trips made by plane, train, boat, bus, and passenger car. The travel data does not include business travel made by passenger car by other than the Finnish units. The aim is to develop the reporting of travel with the travel agency partner and international business units.

The total number of kilometers traveled amounted to 1,300,123 km during the reporting year, decreasing by 0.9% from the previous year. The number of kilometers traveled per person was approximately 5,264 km and decreased 12.1% from the previous year.

In terms of the environmental impact of traveling, CO₂ emissions were decided to be monitored due to the availability of related data, general interest, and as they are significant in contributing to the greenhouse effect. The assessment of CO₂ emissions due to travel used the CO₂ factors by method of travel for 2011 of LIPÄSTO, the calculation

method of exhaust gas emissions and energy consumption of traffic in Finland realized by VTT. Technopolis does not currently collect data for goods transport kilometers and the effect of their emissions, as the transport of goods is not as essential in the Real Estate investment industry as the effects of travel by personnel. In procurements, however, the aim is to minimize the environmental impact of the transport of goods by making appropriate, planned purchases in large batches according to the Green Procurement Guide.

Technopolis aims to reduce the carbon dioxide emissions of travel, for example by offering its employees and customers an opportunity to use videoconferencing services instead of business trips. The company has also specified a remote work policy and employees' computers are equipped with tools for remote communications. In addition, the company car policy prohibits cars with CO₂ emissions of more than 150 g/km in terms of limited and unlimited company car benefits. Technopolis is considering tightening the emissions restriction in the future in accordance with the EU emission limit goals.

Technopolis also offers charging stations for electric vehicles to employees and customers at Finnish, Lithuanian, Norwegian and Estonian campuses, and is considering increasing the amount of charging stations at its campuses in the future. Moreover, the aim is to locate the new construction projects of Technopolis close to good

traffic connections and services. During the reporting year, the users of the sites were encouraged to use low-emission vehicles or bicycles through the provision of signposted parking places or charging stations, and bicycle racks. The Pulkovo campus in Russia also had a shuttle bus between the office campus and city center for employees during the reporting period.

In addition, Technopolis has prepared commuting plans for its own offices in the Helsinki Metropolitan Area in cooperation with Helsinki Region Transport. The purpose of the commuting plans is to develop smart and ecological travel among employees. As a result of the plans, the locations adopted public transport timetable displays and bus stop maps. Technopolis' personnel also participated in a cycling kilometer competition in Tampere and the Helsinki Metropolitan Area.



Case

Tour de Technopolis
Almost 100 Participants
from the Technopolis
Community

Technopolis organized the first Tour de Technopolis cycling event in the Helsinki Metropolitan Area in August 2015. The 100-kilometer cycling event attracted close to a hundred Technopolis customers, partners and other cycling enthusiasts. There were participants from Finland, Estonia, as well as Norway. The start was at Technopolis' Ruoholahti campus in Salmisaari. From there, the route continued to the Vantaa campus, then the Innopoli campus in Otaniemi and finished at Ruoholahti campus.

The trip went well for everyone, and the biggest problems were punctures - a very common issue in this sport. There was a raffle among all participants at the finish line, with the prizes ranging from helmets to cycling outfits, tool kits and other accessories. The most important thing with the event besides cycling and physical exercise was getting to know people and forming social relationships. Based on feedback, the participants had a good time and highly praised the event. The next event will be held on August 21, 2016.

In addition, two teams of Technopolis employees took part in the annual kilometer competition organized by the Network of Finnish Cycling Municipalities and the Finland is Biking campaign during 2015. The kilometer competition is a playful cycling competition for workplace or other organizations where the teams' kilometer counts are accumulated on the basis of distances cycled registered by the members. From early May to late September, members of the Technopolis team cycled on average 13,569 kilometers. This saved approximately 949 liters of gasoline. A total of 2,263 teams took part in the kilometer competition in 2015, and the distance cycled totaled 26,040,870 kilometers.

Technopolis also supports biking to work and back by offering space for storing bikes, changing clothes and taking a shower in most of its campuses.

Social Responsibility

Technopolis employs professionals from the fields of sales and customer account management, service provision, real estate business, and diverse group functions. At the end of 2015, Technopolis Group employed 247 professionals, of whom 227 worked in an active employment relationship and 20 were absent for family or other leaves. The number of employees increased by 27 people year-on-year. The growth is mainly attributed to the transfer of full-time reception service employees from temp agencies to in-house employees. Technopolis employees work in five different countries and 12 cities. The Group has eight locations across Finland, plus St. Petersburg in Russia, Tallinn in Estonia, Vilnius in Lithuania, and Oslo in Norway.

Technopolis functions as a matrix organization in which the Group coordinates the guidelines of business operations, while implementation takes place locally. The business units have the same basic structure in all locations. Each unit is managed by the local business unit manager, supported by Sales, Service, and Real Estate teams. The work to harmonize the units was continued in 2015. The number of employees in the Group functions decreased slightly, and no significant changes have taken place in its structure.

The typical employment relationship at Technopolis is permanent and fulltime. 89.1% of employees are employed this way. Fixed-term employment contracts made up 8.5% of all employment contracts in 2015. The reasons for fixed-term employment contracts were diverse family leaves, alternation leaves, or work of a project nature. During the year, 2.4% of regular employees were part-time workers. Women accounted for all of these, working part-time at their own request to find a better life/work balance. Temporary employees are mainly used by Technopolis for short-term customer service duties where the most flexible solution is to use external labor, such as students.

Competence Management and Remuneration

Technopolis aims to recruit professional employees who are committed to working toward attaining the set goals and acting in accordance with the Technopolis values. During the year, employees were recruited to service production, sales, administration and real estate management positions. Technopolis recruited a total of 55 new employees, of whom 44 in Finland, two in Norway, six in Estonia, two in Russia, and one in Lithuania. New employees accounted for 22% of the total personnel. The turnover rate totaled 14% of the total personnel. In Finland, personnel turnover amounted to 28, in Norway to one, in Estonia to three, in Russia to two, and in Lithuania to one

leadership reviews are key indicators of success at work. Performance appraisals work objectives and their achievement are documented in the company's electronic HR system, available to all employees.

Technopolis employees' salaries comprise a fixed monthly salary and fringe benefits. Technopolis offers its full-time employees lunch benefits and, depending on the task, a company phone and company car. The company also offers support for sports and cultural hobbies. Technopolis has an annual bonus system based on the company's results and personal performance. The annual bonus system is also applied to those working temporarily as full-time employees. The CEO, other Group Management Team members and a number of other key employees of the company

The typical employment relationship at Technopolis is permanent and fulltime.

person, for a total of 35 persons. Technopolis recruits local talent familiar with the market and the real estate and service business. In Technopolis Group and all Technopolis operating countries senior management has been completely recruited locally, apart from one foreign member of the Board of Directors of Technopolis Plc. In this context, the term "senior management" refers to the Board of Directors, Group Management Team, and the Business Unit Directors.

All Technopolis employees undergo a performance appraisal with their supervisors in January–February or at the beginning of their employment. Setting the objectives for the year is an important part of the performance appraisals. The discussion reviews issues related to the employee's work, development at work and career path, the company's Code of Conduct, and examine success with regard to the previously set objectives. In addition to the financial indicators, internal and external customer satisfaction measurements and

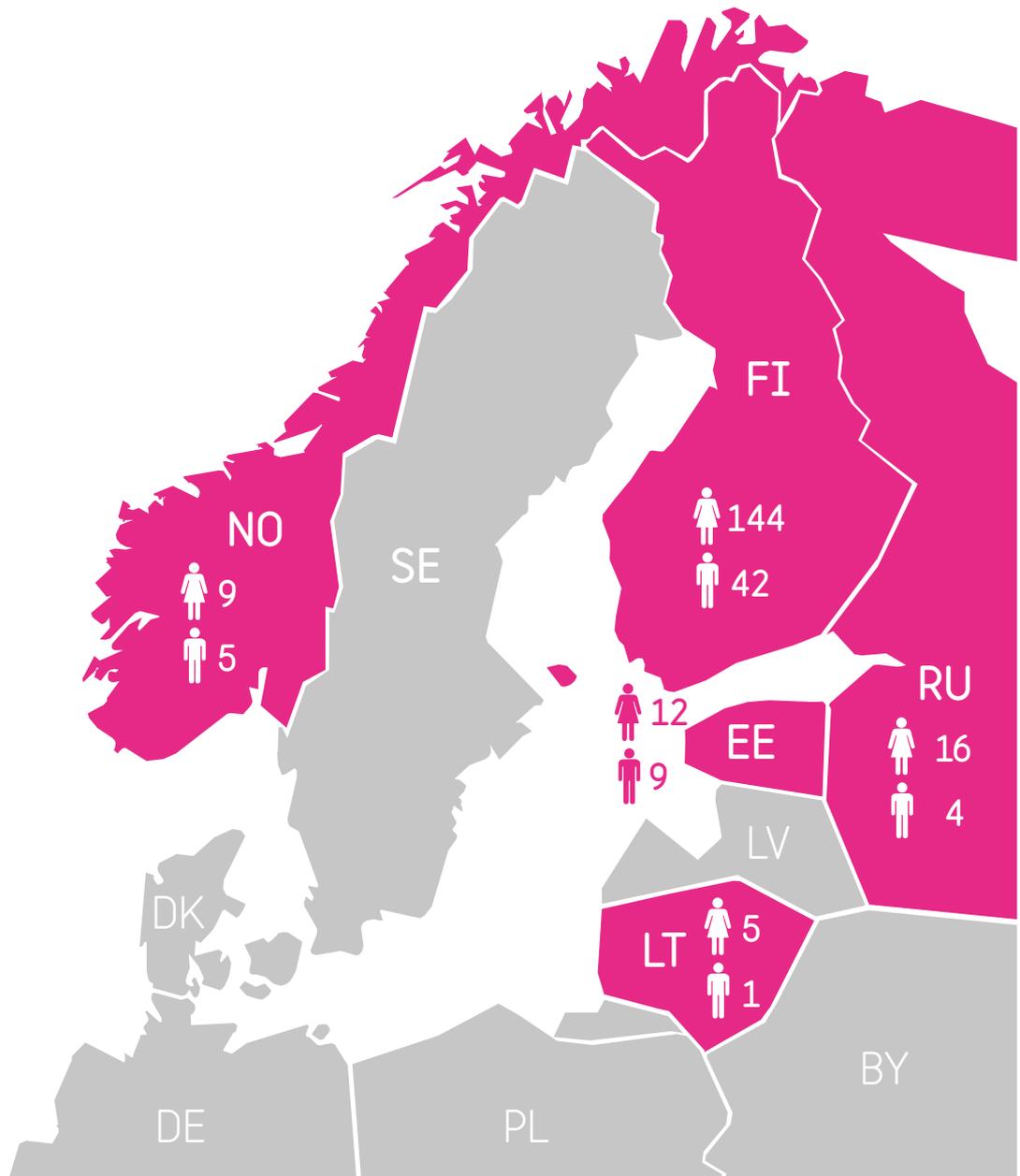
are covered by the long-term performance share plans for 2013–2017 and 2016–2020 and the Matching Share Plan 2016. The pension and retirement age for the CEO and the personnel are determined in accordance with the applicable legislation in force regarding pensions.

At Technopolis, training focuses on sales, customer service, and supervisory work. In 2015, 80% of employees took part in training programs. Technopolis arranges a lot of internal trainings and coaching sessions on several topics mainly in-house. In addition, the employees take part in a variety of task-specific professional training courses to update their skills outside the company. During the year, the total amount of the training days of Technopolis employees was 655 days, or 2.7 days per employee. The senior management accounted for 16% of the hours spent training, middle management for 39%, specialists for 15% and other employees for 30%. Women accounted for 78% of

Employment in Technopolis Group, pcs

FI		180
		6
		170
		16
NO		14
		14
EE		21
		21
RU		17
		3
		14
		5
LT		6
		6

- Full-time
- Part-time
- Permanent
- Fixed term



the hours spent training and men for 22%. A competence management and development project launched the previous year, in which core competence areas derived from the company's business strategy were specified for the task areas chosen for the pilot phase, was continued in 2015.

Well-Being at Work

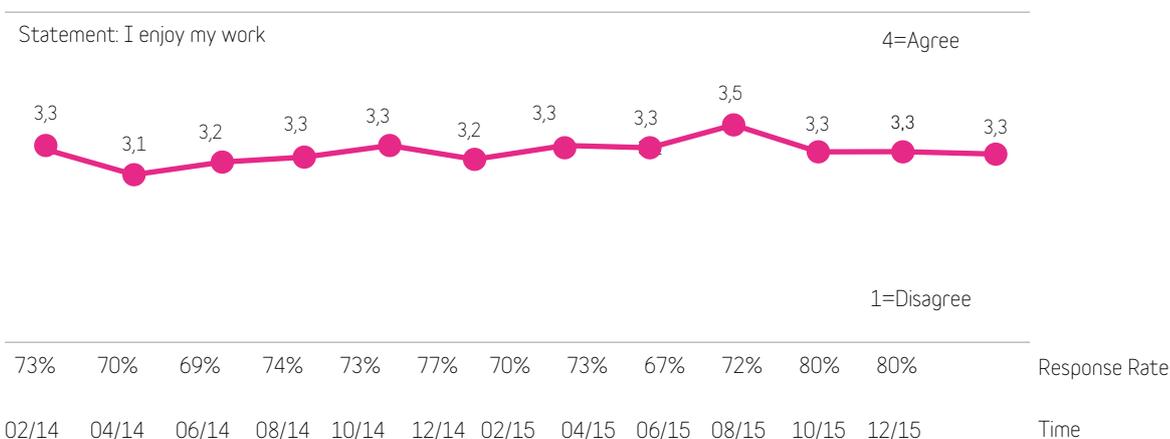
Work at Technopolis consists mainly of office and reception service work, with no major physical stress or specific risk of physical occupational accidents. The work ergonomics of employees are regularly

reviewed, and the aim is to swiftly address any shortcomings. Technopolis offers all of its employees extensive occupational healthcare services, including specialist-level consultation and occupational psychologist services in addition to general practitioner-level services and examinations. The company offers regular employees and those employed for a longer fixed term or temporarily as full-time employees support for dental care. The rate of absence due to sickness in 2015 was 2.0% in Finland, 4.7% in Norway, 0.9% in Estonia, 2.8% in Russia, and 0.5% in Lithuania. Two accidents took place during actual working hours at Technopolis in 2015. No occupational diseases or work-related deaths emerged at Technopolis. The company does not have an internationally

recognized and standardized occupational health and safety management system in place.

The job satisfaction of Technopolis employees is continuously monitored with the "Personnel Feeling Scale" measurement once every two months. The survey is carried out as an SMS survey in which the employees, including those working temporarily as full-time employees, respond to four short questions. The survey provides a quick picture of the current work situation and job satisfaction of the entire organization and of each unit. The units' supervisors can quickly react to any changes in the results with the support of HR. The average result of the entire

Employee Feeling Scale Survey



organization's measurements in 2015 was 3.2 out of 4. Technopolis also monitors the job satisfaction and commitment of personnel with a more extensive personnel survey carried out once every two years. In the 2015 personnel survey, Technopolis received an overall assessment of AA+, which is the second-best score in the scale used. The survey will be carried out again during 2017 by an external professional party.

The activities of the occupational health and safety committee and the advisory board in charge of statutory employer-employee consultation were merged during 2015. The joint committee is elected from the personnel for two years at a time. With regard to occupational health and safety, the committee reviews plans, development and measures related to working conditions, occupational safety, and occupational health care services, such as the annually ratified occupational health and safety action plan.

With regard to statutory employer-employee consultation, the committee reviews matters referred to in the Act on Cooperation within Undertakings pertaining to all Technopolis employees. Such matters include the principles and practices followed in recruitment, principles of using temporary workers, principles and practices of internal communication, equality plan, and the annually prepared personnel plan and training objectives. For example, if the reorganization of operations results in essential changes to the organization or the employees' job descriptions or personnel cuts, Technopolis

will undertake the statutory consultation negotiations always directly with the persons or personnel group affected by the matter.

The occupational health and safety committee and the advisory board in charge of statutory employer-employee consultation operate in Finland. Their operations cover 75% of the Group personnel. The aim has been to take diversified representation into account in the line-ups, both geographically and by personnel group. Technopolis is an expert organization where the employees are typically organized into trade associations based on their educational and professional backgrounds. Therefore, Technopolis employees have not elected shop stewards.

Technopolis employees are not directly subject to a collective labor agreement; with regard to periods of notice and other key factors related to employment, the provisions of the Employment Contracts Act and other legislation and other company-specifically agreed procedures are followed. The periods of notice agreed upon in the employment contracts vary between two weeks and three months. The most commonly applied minimum period of notice is one month. Local policies corresponding to collective labor contracts are compiled in the joint Technopolis administrative guidelines available to the employees.



Case

Charity Program

Technopolis aims to operate responsibly in its community and wants to work actively to help communities to grow and prosper. Charity is an excellent way to support employees who are active in their communities and good corporate citizenship. Technopolis has adopted a charity policy to harmonize the way in which it supports charity. A separate team comprised of representatives of the HR, Marketing and Sustainability functions was established to support charity activities.

Technopolis' charity activities must be aligned with Technopolis' strong values. The aim of Technopolis' charity activities and donations is to:

- Encourage employees to take part voluntary work and be involved in the local community through voluntary programs.
- Improve the reputation of Technopolis as a responsible company.
- Promote and increase the visibility of Technopolis in its community.
- Support local charity organizations and groups.

The company also launched a voluntary work program to support charity, making it possible for every employee to use one work day a year for voluntary work. The activity will begin in 2016. Employees can also take part in organizing charity campaigns or fundraising at the campuses if they have limited possibilities of working outside the campus.

Values and Ethics

Values and ethics provide the foundation for the company's responsible operations. By operating ethically, Technopolis ensures risk-free value creation to stakeholders in the long term. Technopolis' three strong values are drive, service, integrity. The values guiding the operations of Technopolis are described in the attached figure.

The company Code of Conduct is the foundation of the Corporate Social Responsibility and sustainability of Technopolis' business, environmental aspects, and the company's employee and stakeholder relations. During 2015, Technopolis also adopted a Supplier Code of Conduct. The guideline is applied to all significant business relationships whose annual total value exceeds EUR 50,000. In addition to the Codes of Conduct Technopolis has prepared a sustainability strategy to support its operations. It also covers the values that guide sustainable operations: openness, transparency, ethicality, and environmental friendliness. The sustainability strategy and Codes of Conduct have been prepared jointly by the CEO, Director, Legal Affairs, and the Head of Concept Development and Sustainability.

Representatives of the company's Real Estate and Service operations were also consulted in the preparation of the sustainability strategy, and Business Unit Directors and supplier representatives were consulted with regard to the Supplier Code of Conduct. The company's Board of Directors approved the updated sustainability strategy and the Code of Conduct for employees and suppliers on August 19, 2015, and they are available in full to all employees in electronic form. Summaries of them are also available on the Technopolis website, www.technopolis.fi.

The company Code of Conduct is followed by all Technopolis functions. Every employee reviews the Code of Conduct for employees and the reporting channels available in case of breaches, either as part of the induction process or in connection with the annual performance review.

During the reporting year, all new employees were trained in the company

Code of Conduct and the included anti-corruption practices. The share of inducted accounted for 22.3% of all employees, with the share being 20.7% in Finland, 14.3% in Norway, 28.6% in Estonia, 10.0% in Russia, and 16.7% in Lithuania. Of them, 21.8% were local directors or managers, 23.6% were specialists, and 54.6% other employees. Discussions held in connection with the performance reviews ensure that all employees are familiar with the company Code of Conduct. Each employee is expected to adopt the ethical principles presented in the Codes of Conduct and commit themselves to them. The Board of Directors has reviewed the Code of Conduct for personnel and partners in connection with the approval process, and the management has been informed of it. Therefore, it has not been deemed necessary to arrange separate training in the matter for the management and the Board of Directors.

In addition to in-house personnel, Technopolis partners are also expected to review the Codes of Conduct and reporting procedures to the extent presented on the company website and as attachments in agreements, and comply with them as part of the cooperation, both in terms of ethical choices and environmental friendliness. Compliance with the Codes 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 Codes of Conduct and the same quality requirements as Technopolis, as well as laws and regulations in force. So far, partners have not been provided with separate training on compliance with the Codes of Conduct. The Supplier Code of Conduct adopted by the company is attached to significant cooperation agreements, and it has been incorporated into supplier evaluation. The current Codes of Conduct are available to the partners for review on the company website, www.technopolis.fi.

Observed breaches of the Codes of Conduct are corrected without delay, and disciplinary action is taken. The company has appointed a separate Compliance Officer to oversee compliance of the

The DNA of Competitive Advantage

Drive

- We know exactly what our targets are
- We empower our people to achieve them
- We pursue our targets relentlessly

Service

- We're passionate about great service
- We're hands-on with our customers
- We seek to keep promises & exceed expectations

Integrity

- Our conduct is unimpeachable & sustainable
- We play fair & by the rules
- We judge & reward based on merit



operations of the company with the Codes of Conduct. Technopolis' compliance organization is also responsible for ensuring that the channels provided in Finnish and English by the company for asking for advice confidentially and reporting any breaches are available throughout the calendar year, and that stakeholders have been informed of these channels. The compliance organization reviews employees' reports of observed breaches. According to the instructions available on the company website and intranet, a report can be filed by email or anonymous letter, and breaches are reviewed confidentially in cooperation with the supervisors of the person concerned. During the reporting period, no questions or reports of breaches were submitted via the channels, and therefore satisfaction with the use of the channels could not be verified.

Anti-Discrimination

Anti-discrimination is recorded in the Technopolis Code of Conduct. Technopolis promotes equal treatment in all fields of work, and has zero tolerance of harassment, workplace bullying, intolerance, inappropriate treatment or discrimination of any kind. Once every two years, the company carries out a group-wide equality survey asking employees for their experiences of the fulfillment of equality at Technopolis with regard to training opportunities, career progress, and work-life balance, among other things. The next equality survey will be made during

2016. The results will be reviewed by the company's joint committee for occupational health and safety and statutory employer-employee consultation.

Anti-Corruption and Election Campaigns

Technopolis complies with competition legislation and avoids conflicts of interest. The company's Code of Conduct specifies that Technopolis and its employees are not allowed to pay or offer to pay or receive bribes or illegal payments. In addition, 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.

Technopolis has carried out a special audit of two of its locations outside of Finland in order to ensure the ethical nature of business operations in connection with the acquisition of the campuses. This covers 16.7% of all business units. The company has not had the need to extend the coverage of ethical audits. The compliance organization reports cases of bribery to the CEO and the Board of Directors. No cases of bribery requiring measures were observed or reported in 2015.

In 2015, the direct or indirect financial support and fringe benefits offered to political parties, politicians, or other corresponding institutions in each country where the company operates amounted to EUR 0 in total. In accordance with its Codes of Conduct, Technopolis also does not take part in sponsoring such parties or financing election campaigns.

Compliance with Laws and Regulations

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

Reporting and Accounting Policies and Limitations

Reporting Principles and Limitations

This is Technopolis' fifth annual Corporate Social Responsibility Report. The previous report published on February 10, 2015, has been expanded to cover elements of an integrated report by describing the company's strategy, vision and megatrends, and the allocation of resources accordingly. The report aims to extensively describe the company's sustainability in its evolving business environment.

Previously reported information has been, to a minor extent, specified by omitting the sites divested and parking facilities included in separate metering, as well as their environmental impacts from the like-for-like properties. The gross area information of Tallinn and Viestikatu campuses has been updated with the latest data from July 2015. Figures instructed by the Finnish Meteorological Institute for heating energy need, in use from June 1, 2013 for the climate comparison period of 1981–2010, and normalization factors for heating energy in 2013 have been used for normalized heat consumption. In customer satisfaction survey the group of respondents has been specified further with regard to the contact persons and decision makers.

The report applies GRI's most recent G4 framework and the previous G3.1 reporting guidelines in parallel as well as its Construction and Real Estate Sector-Specific (CRESS) recommendations for the content of sustainability reporting and reporting principles. The coverage of reporting with regard to the GRI's G4 and G3.1 reporting guidelines is presented at the end of the reporting as the GRI Index table on pages 48–52. Technopolis' Corporate Social Responsibility Report for 2015 complies with the GRI G4 guideline's "Core" level and GRI 3.1 guideline application level B. Technopolis' Corporate Social Responsibility Report 2015 has not been externally verified.

The company's financial period is the calendar year. The report is published

annually, and the information presented therein correspond with the financial period, January 1 – December 31. The next GRI-compliant responsibility report will be published during the first quarter of 2017.

In addition to this Corporate Social Responsibility Report, Technopolis reports ecological indicators alongside its IFRS and EPRA financial information four times a year. In these environmental figures, the company reports energy and water consumption and carbon dioxide emissions relative to the set environmental targets.

Calculation Principles and Limitations

The reporting on ecological responsibility complies with the most recent guidelines from EPRA (European Public Real Estate Association) on the measurement units of the indicators and description of consumption intensity. The reporting of ecological responsibility indicators includes all of the investment properties owned by Technopolis except for the divested Vihikari and Rautionkatu properties in Oulu, Agora in Jyväskylä, and cold leased premises. Co-owned properties are included in energy and water consumption and CO₂ emission based on energy consumption data and waste data. Share of ownership has not been taken into account.

With regard to energy, the indicators are comprised of Technopolis' on-site produced (EPRA Scope 1) and purchased (EPRA Scope 2) electricity, heat, and cooling. With regard to the Finnish properties, electricity has been supplied by the electrical utilities of Oulu, Vantaa, and Kuopio and heating by local heat utilities. In Norway, Estonia, Russia, and Lithuania, electricity and heat are supplied by local companies, and the Estonian properties also use natural gas. Heat consumption for international units is based on actual, metered consumption and has not been normalized.

In addition to customer spaces, consumption takes place in the public and technical areas of Technopolis properties.

In order to obtain a comprehensive view of the ecological footprint, the report surveys total consumptions, which includes consumption in customer spaces and technical and public areas. The indicators of direct carbon dioxide emissions are based on the total direct energy consumption of all these spaces.

The energy indicator includes consumption in all of the areas of the properties, and therefore the total area (gross sqm) of each property has been used in calculating total energy consumption and carbon dioxide emission intensity. When information of energy and carbon dioxide emission figures relate to Technopolis' own office space, they are calculated from the total consumption or emissions of the property on the basis of the ratio between gross area used by the company's own office and the gross area of the property. The location and gross area of some of the company's own offices have changed slightly during the last two years, which may influence the consumption figures for energy, water and CO₂ emissions.

With regard to indirect carbon dioxide emissions, emissions caused by business travel by Technopolis employees have been reported (EPRA Scope 3) for all units. With regard to waste and water consumption, the figures describe the total amounts and consumption of the properties. The indicators describing Technopolis' own amount of waste and water consumption have been calculated from these figures on the basis of the ratio between the number of Technopolis employees and number of all property users. The numbers of users have been estimated based on the number of access cards. With regard to own space, waste reporting lacks the office in Mediapolis in Tampere due to the availability of waste data.

With regard to some environmental indicators, Technopolis reports both the consumption of all properties, including construction sites, and, for the sake of comparison, also figures for the like-for-like properties included in quarterly reporting. With regard to information for comparable properties, the aim is to keep the group of properties the same (like-for-like) and

that comparable consumption figures can be found for all properties for at least two consecutive years for energy and water consumption, as well as for the carbon dioxide emissions of energy consumption. The like-for-like real estate stock has been further specified as compared to the previous year by omitting the divested properties and parking facilities covered by separate metering, and by revising the gross areas of the Tallinn and Viestikatu campuses to the most recent figures. The consumption figures are measured, remotely or manually read, figures reported by the in-house Facility Manager team, and partners. The group of like-for-like properties for the waste-related objectives differ from the baseline group for energy and water consumption and CO₂ emissions due to site-specific availability of data.

The reporting covers all Technopolis' operations in all countries, and there are no specific grounds for limiting the extent of the report. The financial indicators include all Technopolis properties where its holding is at least 50% and where it has operational control. Minority interests in properties

where the holding is 20–50% have been taken into account in the economic indicators.

Companies acquired or divested during the financial period are consolidated or omitted from the group's accounts as of the moment when control changed hands. Technopolis sold 40% of business operations in Kuopio to KPY Sijoitus Oy in April 2015. Technopolis did not account any profits or losses for the deal and it had no effects on Technopolis net sales and EBITDA. Group's own property development increased the property stock by ca. 19.200 floor sqm in Tallinn, Vantaa and St. Petersburg in 2015. All in all, no major changes have taken place in the reporting compared to the previous years.

Reporting Organizations and Frameworks

Global Reporting Initiative (GRI): An organization that aims to make Corporate Social Responsibility Reporting

a standardized part of the operations of businesses, similar to the disclosure financial statements.

Construction and Real Estate Sector Supplement (CRESS): A reporting guideline published by the GRI, aimed particularly at businesses in the construction and real estate sector.

European Public Real Estate Association (EPRA): An association that oversees the interests of European listed real estate companies, with the aim of creating functional accounting, reporting, and administrative practices that particularly fulfil the needs of the real estate industry.



Theme	Smart Parks - Smart Office Campuses	Sustainable Efficiency
Points of view and indicators	<p>Product and service labeling</p> <p>Customer and user satisfaction (G4-PR5)</p> <p>Financial performance and indirect financial effects</p> <p>Financial profitability of operations and future growth</p> <p>Generating economic added value and distributing it to stakeholders (G4-EC1)</p> <p>Involvement and investment in the community (G4-EC8)</p>	<p>Energy: Energy efficiency in products and services and Use of renewable energy sources (G4-EN3, G4-EN6, CRE8)</p> <p>Water: Water use in properties (G4-EN8, G4-EN10, CRE-2)</p> <p>Emissions: Decrease in CO2 emissions (G4-EN15-18)</p> <p>Efficient travel (G4-EN17)</p> <p>Products and services (G4-EN27, CRE-5)</p> <p>Waste management and sorting (G4-EN23)</p> <p>Biodiversity - Observing environmental aspects in construction (G4-EN11)</p> <p>Product responsibility: Healthiness, safety, and accessibility of buildings and services (G4-PR1)</p>
Policies and commitments	Smart Parks Concept Manual to ensure the uniformity of spaces and services.	<p>Sustainability strategy and sustainability action plan</p> <p>Energy audit</p> <p>Energy efficiency plan</p> <p>Design Guide</p> <p>Energy efficiency agreement for premises</p>
Objectives	<p>Technopolis' strategic financial objectives are described on page 6.</p> <p>Development of a uniform Smart Parks network.</p> <p>Annual separate objectives concerning Group Management team, Sales and Marketing, Real Estate functions, and Services and Events are set for customer satisfaction.</p> <p>Continuous development of events for customers and local communities and maintaining high event satisfaction.</p>	Technopolis has specified objectives for energy consumption, water use, carbon dioxide emissions and sorting, utilizing and decreasing waste until 2020. The objectives and results are described under Ecological Responsibility on pages 3 and 27-36.
Resources and responsibilities	<p>The Director, Real Estate Operations, is responsible for managing the integration and harmonization measures pursuant to the Smart Parks Concept Manual, and reports to the CEO. The business units or the manual implementation team are responsible for implementing the individual measures. The compliance of the office campuses with the concept is assessed by an audit team that supports the business units in listing the harmonization measures and investments in the annual development plans of the campuses. The Director, Real Estate Operations, the Director, Services, and the concept development team are responsible for concept development.</p>	<p>The Sustainability Manager is responsible for implementing the measures according to the sustainability strategy and sustainability action plan, and reports to the Group Management Team on the implementation of the action plan. The Facility Managers or partners responsible for the projects are responsible for implementing individual measures, such as energy efficiency investments or building ratings, but they are coordinated by the Sustainability Manager together with the manager in charge of Property Management and maintenance of Real Estate assets and the Real Estate Controller.</p>
Measures	<p>During the reporting year, all Smart Parks office campuses were audited, campus harmonization plans were prepared, harmonization investments and measures were made and concept development was carried out.</p> <p>Customer satisfaction and decision-maker surveys events and other development of communality.</p> <p>Five Star customer service program, which supports the customer service operation of employees when working with internal and external customers.</p>	<p>Updating the sustainability strategy, LEED potential survey and plan.</p> <p>WWF Green Office environmental programs, GRESB sustainability benchmark and development of the InfoEcolog environmental reporting system.</p> <p>The other key measures during the reporting year are described on pages 27-36 under Ecological Responsibility. A description of the quality of indoor air can be found on page 31.</p>

Values and Ethics Well-being and Development of Personnel

Supply Chain and Partner Management, Ethical Business, Risk Management, and Corporate Governance

Points of view and indicators	<p>Employment and Motivation of personnel (G4-LA1-LA2) Employer-employee relations (G4-LA4) Training - Development of personnel competence (G4-LA9-LA11) Occupational health and safety (G4-LA5-6) Diversity and equal opportunities (G4-LA12) Remuneration of the management (Corporate Governance)</p>	<p>Supplier Environmental Assessment (G4-EN32) Supplier Assessment for Labor Practices (G4-LA14) Surveys of suppliers' human rights (G4-EN34) Code of Conduct (G456-58) Anti-discrimination (G4-HR3) Anti-bribery and anti-corruption activity (G4-SO3-SO5) Political influence (G4-SO6) Restriction of competition (G4-SO7) Compliance (G4-SO8, G4-PR9) Risk management (G4-2, G4-45-47) Corporate Governance (G4-34-55)</p>
Policies and commitments	<p>Personnel plan Training plan Occupational health and safety action plan Equality plan Code of Conduct for employees and suppliers Charity Policy</p>	<p>Requiring Technopolis employees, supply chain, and partners to comply with the Codes of Conduct. Green Procurement Guide Risk management policy and monitoring tools</p>
Objectives	<p>Committed and competent Personnel</p>	<p>According to the Green Procurement Guide, the greener option of two products or services of the same price is to be chosen. The objectives related to risk management are described on pages 19-22.</p>
Resources and responsibilities	<p>The HR Director is responsible for maintaining the personnel, training, and equality plans Experts in charge HR matters are responsible for practical implementation.</p>	<p>The Board of Directors of Technopolis annually review strategy and values related to sustainability, approves the objectives, and monitors the achievement of the objectives. The Board approves the company's Codes of Conduct and, if necessary, reviews breaches of it. No breaches were observed during the reporting year 2015. The Board of Directors reviews the Corporate Social Responsibility Report prepared annually by the company. The Sustainability Manager and the Director, Legal Affairs, are responsible for inducting and training the Codes of Conduct and the Green Procurement Guide, and they report to the Group Management Team and the CEO. The employees of the business units in charge of procurement are responsible for the practical measures. The responsibilities related to risk management are described on pages 19-20. The organization in charge of overseeing compliance with the Codes of Conduct ensures that the Codes of Conduct is up to date. In addition, it oversees that all of the company's activities are in line with the operating principles and requirements.</p>
Measures	<p>The company annually updates the key documents , carries out an equality survey once every two years, and regularly assesses the measures and practices of equal recruitment, career and salary development, and professional skill development.</p>	<p>Updating the Codes of Conduct and their review with the employees annually in connection with the performance reviews. The initiation of Charity Work Programme has been described on page 41. The measures related to risk management are described on pages 19-22. The Board of Directors' self-assessment, also covering sustainability-related themes. Based on the self-assessment in 2015, the Board of Directors' discussion concerning the significance of Corporate Social Responsibility for the company and the Board's role and tasks in the field of Corporate Social Responsibility were recorded as one of the development areas, among others.</p>

GRI Index

GRI G4 Reporting Scope In Accordance with “Core”

GRI G4	GRI G3.1	EPRA Sustainability BPR	Content	Page
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Organizational Profile				
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G4-4	2.2		Primary trademarks, brands, products, and services	4-5
G4-5	2.4		Location of the organization's headquarters	4
G4-6	2.5		Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics	4, 8
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G4-8	2.7		Markets served	4-6
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G4-14	4.11		Implementation of the prudence principle	20
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G4-16	4.13		Memberships in associations and advocacy organizations	12
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G4-22	3.10	Restatements of information provided in previous reports	44-45
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G4-27	4.17	Key topics and concerns that have been raised through stakeholder engagement	12

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Compliance

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G4-LA6	LA7		Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	39
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Compliance

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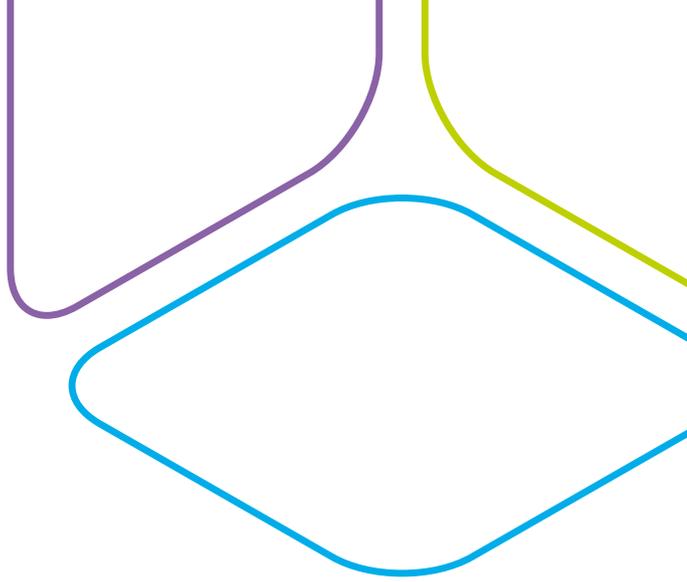
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CRE8	CRE8	Type and number of sustainability certification, rating, and labeling schemes for new construction, management, occupation and redevelopment	27-28
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Compliance

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Additional information: Outi Raekivi, Director of Legal Affairs, outi.raekivi@technopolis.fi, +358 50 303 9393



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www.technopolis.fi