



**CORPORATE
SOCIAL
RESPONSIBILITY
REPORT
2012**

TECHNOPOLIS

RESPONSIBILITY GIVES COMPETITIVENESS

Corporate responsibility is one of Technopolis' values. Our responsibility work has been underway since 2010. Our main focus areas of responsibility include decrease of carbon dioxide emissions, reduction of consumption of energy, water and generated landfilled waste, financial profitability, and employee satisfaction. The Group's environmental strategy, Code of Conduct, and personnel plan establish the foundation of our responsible operations.

Technopolis' stakeholders are increasingly interested in the openness of operations, environmental issues, employment, and well-being at work. The EU Commission has issued a proposal for an amendment to make responsibility-related reporting mandatory for large corporations, and the Finnish government has decided to become a pioneer in corporate social responsibility. The implementation of the EU and national climate, energy, and waste policies has effects on energy and waste management solutions, their prices, and taxation. Investments in responsibility will ultimately benefit tenants and shareholders. They keep the pressure to increase maintenance fees under control, ensure a high-quality indoor environment for users, increase the occupancy rates of the buildings, and maintain or increase the value of the properties.

During the reporting period, Technopolis prepared an energy efficiency plan for its Finnish properties, carried out energy audits and investments, and raised the energy certificate levels of several locations. The company reports on the consumption of its comparable properties quarterly and energy-saving actions related to the energy efficiency agreement for premises annually. Technopolis improved the greenness of services with its partners and offered services that support employment. In addition, a statutory occupational health and safety committee and a cooperation committee were active within the company, and the workplace atmosphere was monitored once every two months. The first results of the responsibility work are already visible. Our carbon footprint reduced by half, and we are heading in the right direction with regard to energy and water consumption goals. The internationally highest building rating level of Platinum and one Gold level certification were achieved among the 14 LEED registered Technopolis properties. Our own offices in Finland and Estonia have been awarded ten Green Office labels altogether.

Our future goal is to develop responsibility management and to make operations increasingly systematic. We aim to increase the company's ranking in international real estate industry benchmarks. Technopolis will continue to develop its reporting and data collection, as well as investments in energy efficiency, renewable energy, and the sorting and utilization of waste. The company's internationalization, growth, and the effect of the financing situation on investment opportunities may pose challenges to responsibility in the future. The commitment of the management and personnel plays a key role in replicating best practices and working towards the goals. This responsibility report describes Technopolis' economic, ecological and social responsibility in accordance with the principles of the most recent Construction and Real Estate Sector Supplement (CRESS), version 3.1, of the Global Reporting Initiative (GRI). We hope that this responsibility report will meet the expectations of our stakeholders and increase the transparency of our operations.

Keith Silverang
CEO

Virve Riihonen
Environmental and Sustainability Manager



TECHNOPOLIS IN BRIEF



Technopolis Plc is a listed company established in 1982 that specializes in real estate, leasing space, and providing services. Its core business idea is to combine business support services with modern space and offer its customers flexible business environments. There are approximately 23,000 people and almost 1,400 companies and organizations in Technopolis premises in Finland, Russia, and Estonia. Technopolis is a listed company with an orientation for internationalization. The company's net sales for 2012 amounted to EUR 107.3 million, and its EBITDA was EUR 55.8 million. The Technopolis Plc share (TPS1V) is listed on the NASDAQ OMX Helsinki.



TECHNOPOLIS BUSINESS OPERATIONS

The Group's business operations are divided into real estate and service businesses. Technopolis has 18 campuses with excellent locations: 16 in Finland, one in St. Petersburg, and one in Tallinn. In Finland, the company has locations in eight cities. Technopolis is registered in the city of Oulu and headquartered from Helsinki. Flexibility and our comprehensive service portfolio make it easy for customers to do business and grow in the space Technopolis provides. The company's flexible space portfolio includes offices and other types of space, meeting and conference space, and Business Lounge.

Technopolis' extensive service portfolio helps customers with needs related to space, business, and employees. The services help customers to focus on their core business, which helps in keeping costs under control and mitigating their environmental impact. Technopolis workplace services include workplace design, furniture and move-in services, ICT services, facility and cleaning services, reception services, meeting services, and restaurant services. Business services cover matchmaking, funding and visibility services. Services offered to employees are comprised of, among others, restaurants and cafes, health and well-being services, travel and leisure services, and household services.

KEY TRADEMARKS/BRANDS

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

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, and Money Talks® are key brands in the service business.

OPERATIONAL STRUCTURE AND MARKET AREAS

Technopolis Group consists of the parent company Technopolis Plc, whose subsidiaries operate in three countries: Finland, Russia, and Estonia. The parent company has several subsidiaries and associate companies in Finland. The parent company has established two Russian companies in St. Petersburg: Technopolis Neudorf LLC and Technopolis St. Petersburg LLC, both wholly owned. The Estonian subsidiary Technopolis Baltic Holding OÜ (wholly owned) manages the holdings in Technopolis Ülemiste AS (51 percent).

The Russian company operates in St. Petersburg, where it owns the Pulkovo airport campus completed in June 2011. Technopolis entered the Estonian market in October 2010, and it has a 51 percent holding in the Technopolis Ülemiste airport campus. The company is expanding both of its foreign campuses, and the expansion projects are due to be completed toward the end of 2013.

In addition to geographic segmentation, Technopolis' business operations are secondarily divided into real estate and service businesses. In Technopolis' estimation, the service business improves and maintains customer satisfaction. It is more significant to the company's operations than what is suggested by its share of net sales, describing the volume of services sold.

December 31, 2012	Space	Services
Net sales, EUR million	93.0	14.2
EBITDA, EUR million	61.9	1.3
EBITDA, %	66.5	9.4

SCALE OF THE ORGANIZATION

In 2012, Technopolis Group had 195 employees, most of them working in Finland. Operations in Finland generated the majority (91 percent) of net sales. Technopolis Group's equity ratio was good 36.2 percent. The capital structure is comprised of EUR 389.5 million of equity and EUR 693.2 million of liabilities.

December 31, 2012	Net sales, EUR million	EBITDA, EUR million	Assets, EUR million	Employees	Total floor area, sqm	Financial Occupancy rate, %
Finland	97.4	51.2	935.66	160	541,000	95.1
Russia	5.0	1.4	90.94	17	24,100	100.0
Estonia	4.9	3.2	89.76	18	79,200	94.9
Unallocated	0.0	0.0	-33.6			
Total	107.3	55.8	1,082.7	195	644,300	95.3

STAKEHOLDERS

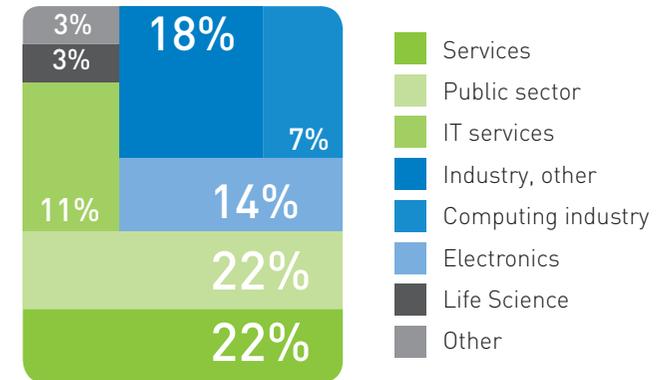
Technopolis has specified parties that may have effects on achieving the company's objectives and on which its operations have significant effects as its stakeholders. Such stakeholders include:

- tenants
- partners (service providers, subcontractors, contractors)
- shareholders, investors, and analysts
- personnel
- authorities and local communities
- media
- industry associations

The role of contractors, authorities and local communities can become emphasized as project-like stakeholders in real estate development projects.

Technopolis has a total of approximately 1,400 customers from several industries, and 23,000 people work in Technopolis space. The current clientele consists of companies with high competence and added value. The company has been aiming to increase the customer share of education and healthcare as well as the public sector, such as universities and universities of applied sciences, in its customer base. In addition to a diversified customer structure in terms of sectors, Technopolis also aims for geographic diversification. Possible growth opportunities in Europe are continuously analyzed, with a focus on the creation of intelligent business centers.

Distribution of the Technopolis Customer Base by Sector on December 31, 2012:



The twenty largest customers of Technopolis leased a total of 34 percent of the company's total space on December 31, 2012. The twenty largest customers include Aalto University, Aspocomp, Honeywell, Kemira, Kesko, Logica, Nokia, Savonia University of Applied Sciences, Tieto, the University of Jyväskylä, VTT, and Yleisradio (Finnish Broadcasting Company).

OWNERSHIP STRUCTURE

The three largest shareholder groups in Technopolis Group in terms of the percentage of shares are public sector organizations, foreign and nominee-registered parties, and households. On December 31, 2012, shares outstanding totaled 75,561,227.

Breakdown by Sector, December 31, 2012	Number of shares/ votes	%
Private companies	4,052,114	5.4
Financial and insurance institutions	3,349,371	4.4
Public sector organizations	33,422,879	44.2
Private households	12,086,098	16.0
Non-profit organizations	2,941,867	3.9
Foreign and nominee-registered	19,689,618	26.1
Joint account	19,280	0.0
Total	75,561,227	100.0

The five largest shareholders in Technopolis include two significant pension insurance companies, two cities, and OP-Pohjola Group. Largest shareholders on December 31, 2012 are presented below:

Shareholders, December 31, 2012	Number of Shares	Holding of Shares and Votes, %
Varma Mutual Pension Insurance Company	18,177,280	24.0
Ilmarinen Mutual Pension Insurance Company	7,921,177	10.5
City of Oulu	3,646,337	4.8
City of Tampere	1,956,649	2.6
OP-Pohjola Group	1,248,079	1.7
Laakkonen Mikko Kalervo	875,846	1.2
Finnish Cultural Foundation	848,602	1.1
Odin Finland	820,960	1.1
Taaleri Finland Value Equity Fund	750,000	1.0
Kickoff Oy	701,181	0.9
Total of ten largest	36,946,111	48.9
Foreign and nominee-registered	19,689,618	26.1
Other	18,925,498	25.1
Total	75,561,227	100.0



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 the Helsinki Stock Exchange and the Financial Supervisory Authority, the company's Articles of Association, as well as the Finnish Corporate Governance Code which entered into force on October 1, 2010, issued by the Securities Market Association. Technopolis has prepared a Corporate Governance Statement in accordance with Recommendation 54 of the Code, issued separately from the report of the Board of Directors. The statement includes a description of the main features of the company's internal audit and risk management systems, the activities and duties of the Board of Directors, and information on the CEO and his duties. The statement is updated annually. The Corporate Governance Statement 2012 was published on March 4, 2013, 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, Board of Directors, and CEO. In its work, the Board of Directors is assisted by the Board Committees, and the Management Team assists the CEO in the management of the company's operations. In addition, the company has a Shareholders' Nomination Board established by the Annual General Meeting.



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 representing a minimum of 10 percent of shares in the company demand it in writing in order to process a certain 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 on 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 on 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 the meeting. At the General Meeting, each shareholder additionally has the 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 Finnish Corporate Governance Code. Technopolis publishes the notice of a shareholders' meeting in a stock exchange release and on the company's website.

SHAREHOLDERS' NOMINATION BOARD

The General Meeting on March 27, 2012, established the Shareholders' Nomination Board to prepare proposals on the composition and remuneration of the Board of Directors for the next Annual General Meeting.

The Nomination Board is composed of three members representing the three largest shareholders, who may not be members of the Board of Directors of the company, and the Chairman of the Board of Directors as an expert member and the Board's secretary. The member appointed by the largest shareholder acts as Chairman of the Board.

The right to nominate Board members that represent shareholders lies with those three shareholders whose share of all the votes in the company is the largest on October 1 preceding

the next annual general meeting. Should a shareholder not wish to use its nomination right, the right to nominate is transferred to the next largest shareholder without a nomination right.

In accordance with the shareholding situation on October 1, 2012, the members of the Nomination Board are: Risto Murto, Executive Vice President of Varma Mutual Pension Insurance Company; Harri Sailas, President and CEO of Ilmarinen Mutual Pension Insurance Company; and Timo Kenakkala, Deputy Mayor of the City of Oulu. In addition, Carl-Johan Granvik, chairman of Technopolis Plc's Board of Directors, acts as an expert member and the secretary of the Board. Risto Murto acts as chairman of the Nomination Board.

The term of office of the Nomination Board continues until a new Nomination Board is appointed, unless the general meeting resolves otherwise. The Nomination Board also prepares the above-mentioned proposals for the extraordinary general meeting of shareholders, if needed.

The Nomination Board's proposals to the Annual General Meeting 2013 were published as a stock exchange release on January 31, 2013.

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 in 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 who 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 Management Team.



Carl-Johan Granvik



Matti Pennanen



Teija Andersen



Pertti Huuskonen



Pekka Korhonen



Timo Ritakallio

The Board's duties include:

- deciding on the company's strategy, business structure, and major organizational solutions,
- approving the budget and the 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 divestment 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 the 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,
- defining the company's dividend policy and making a proposal for the distribution of profits to the General Meeting of shareholders.

The General Meeting on March 27, 2012, resolved to elect the following members to the Board of Directors:

Carl-Johan Granvik

M.Sc. (Econ.), born in 1949, Board member since 2011, Vice Chairman of the Board 2011 - March 26, 2012 and Chairman of the Board since March 27, 2012.

He has served Nordea Bank Plc and its predecessors for his entire career, most recently before his retirement as Head of Group Credit and Risk Control, Country Senior Executive in Finland, member of Group Executive Management and Executive Vice President at Nordea Bank Plc. He is a member of the Board of Nordea Bank Finland Plc and several foundations.

Matti Pennanen

M.Sc. (Civil Engineering), born in 1951, Board member since 2005, Vice Chairman of the Board 2005 - March 30, 2011 and again as of March 27, 2012.

He is currently the Mayor of the City of Oulu, having previously served as Deputy Mayor, as well as in various positions with Palmberg-Rakennus Ltd and YIT Corporation Ltd in Finland and abroad. He is a member of the Board of the Oulu University Scholarship Foundation and the Finnish Port Association. He is the Chairman of the Board of Barentskeskus Finland Oy.

Teija Andersen

M.Sc. (Agriculture and Forestry), eMBA, born in 1957, Board member since 2009.

Currently she is the CEO of Adviso TMA Oy. Previously, she served in positions such as Strategic Marketing, Brand and Development Director of the Fazer Group and Business Director of Fazer Amica. She is also a member of the Board of Diacor Terveyspalvelut Ltd, Paletti Ltd, the Association of Finnish Advertisers and HKScan Corporation.

Pertti Huuskonen

M.Sc. (Eng.), MKT, eMBA, born 1956, Board member since 2008, Chairman of the Board 2008 - 26 March, 2012.

He is the CEO of the investment and consulting company Lunacon Ltd and an advisor and a lecturer at the University of Oulu, Oulu Business School. Previously, he served as the President and CEO of Technopolis Plc in 1985 - 2008 and as the Managing Director of Vakote Ltd, a machine automation company that he founded. He is the Chairman of the Board of Suomen Hoivatilat Oy and a member of the Board of the newspaper company Kaleva, Capricode Ltd and the real estate development company Pro Kapital Grupp AS.

Pekka Korhonen

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

He is the CEO of NV Kiinteistösi joitus Ltd and VVT Kiinteistösi joitus Ltd. Between 1986 and 2010 he served as CEO and Investment Manager of OP Bank Group Pension Fund and OP Bank Group Pension Foundation, among other positions.

Timo Ritakallio

LL.M, MBA, born in 1962, Board Member since 2008.

He is Deputy CEO of Ilmarinen Mutual Pension Insurance Company. Previously, he served as Deputy CEO of Pohjola Bank Plc, Vice Chairman of the Group's Executive Committee, and prior to that as Vice Chairman of the OKO Group's Executive Committee and a member of the Management Board. He is also a member of the Board of Outotec Plc.

All members of the Board, excluding Pertti Huuskonen, are independent of the company, and excluding Timo Ritakallio all members of the Board are independent of major shareholders.

During the financial period 2012, the Board convened 14 times. The average attendance rate was 95.3 percent.

The annual compensation and meeting fees paid to members of the Technopolis Board of Directors in 2012 and the Board members' share and option holdings on December 31, 2012, are presented in the tables below. The Board members have used 50 percent of their annual remuneration to purchase shares in the company; the value of the shares is included in the annual remuneration presented below. Board members are not allowed to transfer the shares obtained as annual remuneration before their membership of 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 MEMBERS' ANNUAL AND MEETING REMUNERATION, 2012

	Annual remuneration, EUR	Meeting fees, EUR	Total, EUR
Carl-Johan Granvik	50,000	18,800	68,800
Matti Pennanen	30,000	12,600	42,600
Teija Andersen	25,000	12,600	37,600
Pertti Huuskonen	25,000	13,800	38,800
Pekka Korhonen	25,000	11,400	36,400
Timo Ritakallio	25,000	15,800	40,800
Total	180,000	85,000	265,000

TECHNOPOLIS PLC SHARES AND OPTIONS HELD BY BOARD MEMBERS AND THEIR RELATED PARTIES ON DECEMBER 31, 2012

	Shares	Options 2007B	Options 2007C
Carl-Johan Granvik	23,907	-	-
Matti Pennanen	26,505	-	-
Teija Andersen	15,541	-	-
Pertti Huuskonen	20,446	170,000	20,000
Pekka Korhonen	17,824	-	-
Timo Ritakallio	20,571	-	-
Total	124,794	170,000	20,000

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 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 minutes of the committee meetings are sent to all Board members.

AUDIT COMMITTEE

The Board of Directors has an Audit Committee that supports the Board in matters pertaining to financial reporting and control. The members of the Committee must be independent of the company and at least one member must be independent of major shareholders. In its Corporate Governance Statement 2012 issued according to the Finnish Corporate Governance Code, the company announced that it has deviated from Recommendation 26, "Independence of the members of the audit committee" with regard to the composition of the Audit Committee. At least one member of the Committee must have sufficient expertise and experience in accounting, bookkeeping or auditing. The Committee convenes a minimum of four times a year.

The key duties of the Audit Committee include monitoring the company's financial reporting and the auditing of the financial statements, monitoring the efficiency of internal control and risk management systems and reviewing the internal audit plans and reports. The Audit Committee assesses the independence of the auditor and audit firm and, in particular, the provision of related services to the company. Furthermore, the Audit Committee reviews the annual Corporate Governance Statement and prepares the proposal for resolution on the election of the auditor to the General Meeting.

The members of the Audit Committee as of March 27, 2012, are Carl-Johan Granvik (Chairman), Pertti Huuskonen, and Pekka Korhonen. During the financial period 2012, the Audit Committee convened seven times. The attendance rate was 100 percent.

REMUNERATION COMMITTEE

The Board of Directors has a Remuneration Committee which supports the Board in the review of matters pertaining to the appointment and remuneration of the company management and the preparation of the company's remuneration systems. The key duties of the Remuneration Committee include:

- preparing matters pertaining to the appointment and remuneration of the CEO and other executives of the company
- identifying the successors of the CEO and other executives of the company and assessing the successor planning process pertaining to company management and other key employees
- preparing and developing the company's remuneration schemes and seeing to it that they are transparent and appropriate
- answering questions related to the remuneration statement at the general meeting of shareholders.

The members of the Remuneration Committee as of March 27, 2012, are Timo Ritakallio (Chairman), Teija Andersen, and Matti Pennanen. During the financial period 2012, the Remuneration Committee convened ten times. The average attendance rate was 95 percent.

CHIEF EXECUTIVE OFFICER

The CEO is responsible for the supervision and control of the company's routine operations in accordance with the Limited Liability 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
- seeing to 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 to monitor the company's financial position, financial standing and development, as well as 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.



Keith Silverang



Reijo Tauriainen



Marko Järvinen



Satu Eskelinen



Sami Juutinen



Kari Kokkonen



Jukka Rauhala

Chief Executive Officer

Keith Silverang, BA, MBA, born in 1961, has served as the Chief Executive Officer of Technopolis Plc since 2008. He has been with the group since 2004 as, among other positions, Vice President in charge of the Greater Helsinki and CEO of Technopolis Ventures Ltd. Previously, he served as Vice President of AAC Global Oy, Director at Hackman Group and as CEO of his own company, Oy ICS Ltd.

MANAGEMENT TEAM

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

During 2012, the company's Management Team was comprised of the following persons in addition to the CEO:

Reijo Tauriainen, M.A., born in 1956, Chief Financial Officer. He joined Technopolis in 2004. He also serves as the company's Deputy CEO. Previously, he served as, among other positions, CFO of Flextronics ODM Finland Ltd.

Marko Järvinen, M.Sc., born in 1970, Director, Finnish Operations, and Director, Sales and Marketing. He served at Technopolis in 2006 - 2012. Previously, he served, for instance, Mercuri International as a consultant in corporate personnel development duties, in addition to various domestic and international sales positions.

Satu Eskelinen, M.Sc. (Eng.), born in 1961, Director, Corporate Services. She joined Technopolis in 2007. Previously she served as head of the consulting and technology unit at Solteq Plc, as a regional director at Elisa Corporation and as marketing director and managing director at Soon Com Ltd.

Sami Juutinen, LL.M, born in 1972, Director, International Operations. He joined Technopolis in 2011. His previous positions include several roles within KONE Group, most recently as director with responsibility for service business and business development in the company's operations in the KONE Middle East.

Kari Kokkonen, M.Sc., born in 1963, Director, Real Estate Operations. He joined Technopolis in 2008. Previously he served Saraco D & M Ltd as a partner and a consultant. He has also worked at NCC on development and construction projects.

Jukka Rauhala, M.Sc. (Eng.), born in 1959, Director, Services. He served Technopolis in 2010 - 2012. Previously he served as Chief Operating Officer, among other roles, at Hewlett-Packard and Nokia Networks. He has also served as a partner with Nordic Venture Partners.

Technopolis announced in October that it will revise the line-up of its Management Team as of the beginning of 2013. As of January 1, 2013, the members of the Management Team are Keith Silverang, CEO; Reijo Tauriainen, CFO and Deputy CEO; Juha Juntunen, Director, Finnish Operations, Sales & Marketing; Sami Juutinen, Director, International Operations; Kari Kokkonen, Director, Real Estate Operations; and Outi Raekivi, Legal Affairs.

The salaries and fees paid to the CEO of Technopolis and the other Management Team members and the Management Team members' share and option holdings on December 31, 2012, are presented in the tables below. Up-to-date information on the Management Team members' shareholding can be found on the company website at www.technopolis.fi.

REMUNERATION OF THE CEO AND OTHER MANAGEMENT TEAM MEMBERS JANUARY 1 - DECEMBER 31, 2012

	Annual salary (incl. fringe benefits)	Annual bonus for 2011	Share-based incentive scheme 1)	Options, sales revenue	Total
Chief Executive Officer	199,908	85,500	180,418	85,173	550,999
Other Management Team members	702,188	113,900	263,865	134,853	1,214,806
Total	902,096	199,400	444,283	220,026	1,765,805

¹⁾ Includes shares issued on the basis of the share-based incentive scheme and a cash proportion paid in accordance with the terms and conditions of the share-based incentive scheme to cover taxes.

TECHNOPOLIS PLC SHARES AND OPTIONS HELD BY MANAGEMENT TEAM MEMBERS AND THEIR RELATED PARTIES ON DECEMBER 31, 2012

	Shares	Options 2007B	Options 2007C
Keith Silverang	22,592	70,000	60,000
Reijo Tauriainen	26,243	50,000	25,000
Marko Järvinen	7,343	20,000	
Satu Eskelinen	5,610	25,000	20,000
Sami Juutinen	13,438	-	-
Kari Kokkonen	4,529	-	23,000
Jukka Rauhala	6,678	-	-
Total	86,433	165,000	108,000

Members of the Technopolis Plc Board of Directors, the CEO and the Management Team members and their related parties held a total of 211,227 shares on December 31, 2012, representing 0.28 percent of all outstanding shares.

REMUNERATION OF THE CEO AND THE 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 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, other Management Team members and a number of other key employees at the company are covered by the long-term, share-based incentive scheme and option program aimed at the personnel started in 2007. The pension and retirement age for the CEO and the other members of the Management Team are determined in accordance with the applicable legislation in force regarding pensions.

A total of 55,259 shares were conveyed to the CEO and other Management Team members in 2012 on the basis of the share-based incentive scheme for 2010 - 2012 for the period 2011. The share rewards for the 2012 earning period will be paid in April 2013. The company's Board of Directors decided on a new share-based incentive scheme for 2013 - 2016 in February 2013.

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

INSIDER GUIDELINES

Technopolis complies with the insider guidelines issued by the Helsinki Stock Exchange, in addition to which Technopolis has prepared its own insider guidelines to specify company-specific insider administration procedures and policies.

At Technopolis, statutory insiders with the duty to declare include the members of the Board of Directors, the CEO and his deputy, the company's responsible auditor, and members of the Management Team as company-specified other members of the senior management. Information on the shareholdings and trading of these statutory insiders and their related parties is public. Information on the shareholdings and trading of statutory insiders is available on the company website at www.technopolis.fi.

Technopolis' permanent, non-public, company-specific insider register includes persons who, on the basis of their position, employment or other contractual duties, regularly receive insider information. At Technopolis, such persons include the secretaries and assistants of the Board members, of the CEO and of the Management Team members, and persons who are responsible for the company's finances and financial reporting, financing, investment and development activity, Group communications and investor relations, legal affairs, IT functions and internal audit.

The company also keeps "project-specific" insider registers as necessary as part of the company-specific insider register on confidentially prepared matters or arrangements,

which can be considered projects in accordance with the criteria specified in the rules of the Helsinki Stock Exchange and which, should they materialize, could have a significant impact on the value of Technopolis shares.

The insider register of Technopolis, both with regard to statutory insiders with the duty to declare and permanent company-specific insiders, is maintained in Euroclear Finland Ltd's NetSire system. The company's project-specific registers are maintained by the company.

Technopolis recommends that its statutory and permanent company-specific insiders make long-term investments in securities issued by the company and that trading is timed to take place at a time when the market has as comprehensive information as possible on matters influencing the value of the shares. The company's statutory and permanent company-specific insiders are required to always ask the company's person in charge of insider administration for an assessment of the compliance of the transaction with law and guidelines prior to trading. The company's statutory insiders or insiders included in the permanent company-specific insider register may not trade in Technopolis shares or securities entitling them to subscribe for shares for a period of 21 days preceding the publication of the company's financial statements or interim report. The company has the information entered in the register checked by the statutory insiders entered in the public insider register at least once a year and supervises trading by insiders on the basis of Euroclear Finland Ltd's register data on an annual basis.



REPORTING PRINCIPLES AND LIMITATIONS



REPORTING PRINCIPLES

This is Technopolis' second annual responsibility report. The previous environmental responsibility report published in spring 2012 has been expanded to cover the areas of economic and social responsibility according to the Global Reporting Initiative (GRI), as well as background information on the company and reporting. The previously reported information for 2011 has been specified slightly further. This has to do with replacing estimates with measured figures for total energy consumption and water consumption, which helps to better describe the consumption of the entire real estate portfolio. The report aims to extensively describe the company's responsibility in its business environment. According to Technopolis' self-assessment, the report has been estimated to correspond with GRI Application Level C.

The report applies the GRI's recent Construction and Real Estate Sector Supplement (CRESS) recommendations for the content and principles of responsibility reporting. The coverage of reporting with regard to the GRI's G3.1 reporting guidelines is presented at the end of the report as the GRI Index table on pages 40 - 42.

The company's financial period is the calendar year. The company's responsibility report is published annually, and the information presented therein corresponds with the financial period, January 1 - December 31. The aim is to publish the next GRI-compliant responsibility report during the first quarter of 2014.

In addition to this responsibility report, Technopolis reports ecological indicators alongside with its IFRS and EPRA (European Public Real Estate Association) -based 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. The company published its financial statements on February 13, 2013, and financial review on March 4, 2013. Technopolis did not win any awards during the reporting period.

CALCULATION PRINCIPLES AND LIMITATIONS

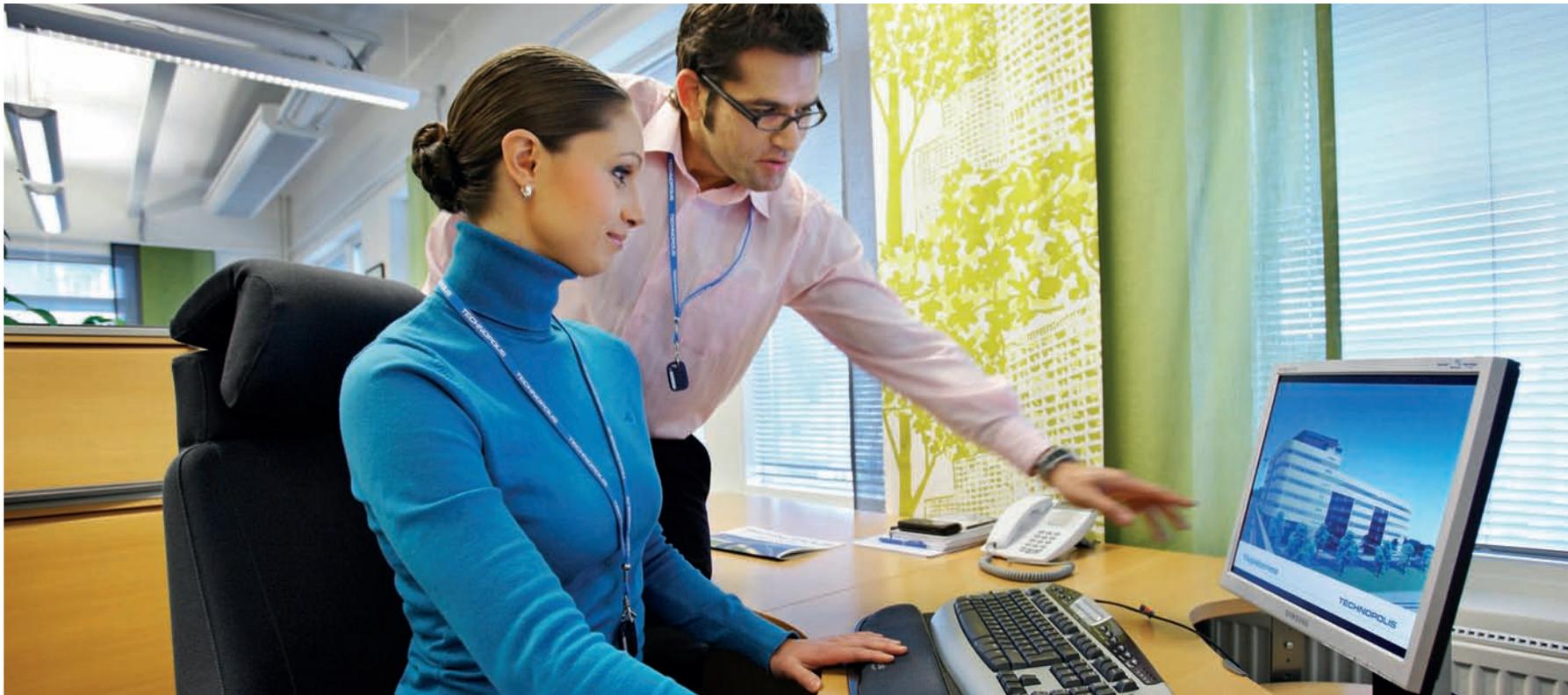
The reporting on environmental responsibility complies with the EPRA's most recent guidelines on the measurement units of the indicators and description of consumption intensity. The reporting of environmental responsibility indicators includes all of the properties owned by Technopolis except for the Tohloppi property in Tampere, Finland and space leased without maintenance fees. Share of ownership has not been taken into account for partly owned properties regarding their consumption data.

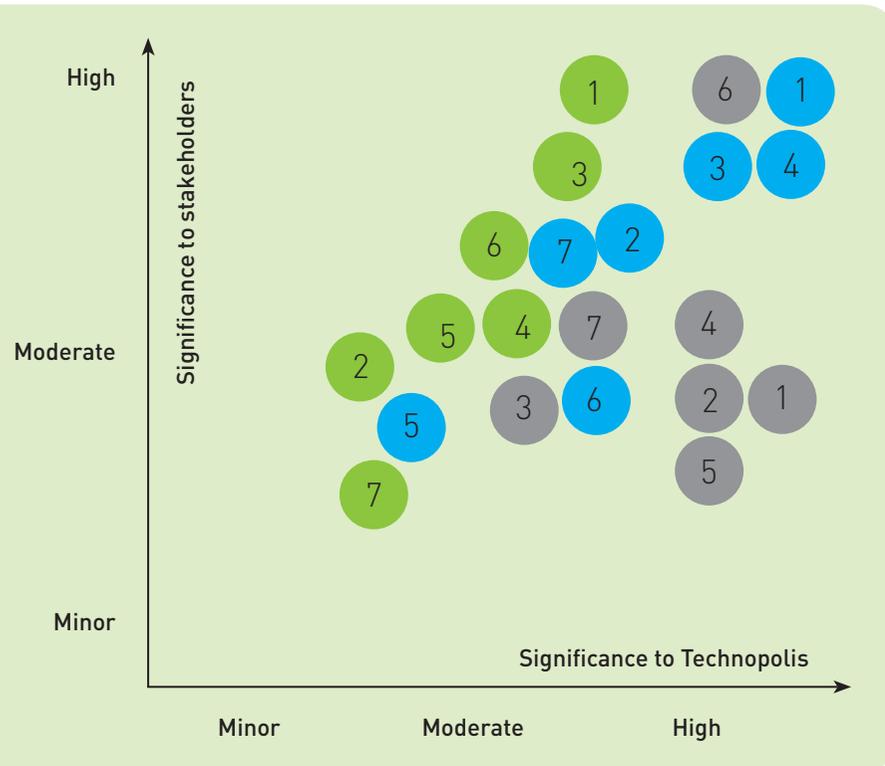
Indicators for energy and water refer to total consumption from technical and public space and customer space (EPRA Scopes 1 and 2) and waste amounts to total waste amounts, including waste generated by Technopolis and its customers. The carbon dioxide indicators are based on the previous-mentioned total energy consumption figures (EPRA Scope 2 and EPRA Scope 1 for natural gas in Estonia) and indirect carbon dioxide emissions of traffic due to travel by Technopolis employees (EPRA Scope 3). In the calculation of the intensity of

total energy consumption and carbon dioxide emissions, the divisor has been the gross area of each property (gross sqm), where the consumption was caused according to EPRA, as the public and technical spaces influence gross consumption in addition to the customer space.

With regard to some environmental indicators, Technopolis reports both the consumption of all monitored properties and, for the sake of comparison, also figures for the Group's like-for-like properties included in quarterly reporting. With regard to information for comparable properties, the aim is to continue keeping 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 the carbon dioxide emissions of energy consumption. The consumption figures are measured, remotely or manually read figures reported by Technopolis' in-house facility managers and partners.

In other respects, the reporting covers all Technopolis operations in all countries, and there are no specific grounds for limiting the extent of the report. The economic indicators include all Technopolis properties where its holding is at least 50 percent and where it has operational control. Minority interests in properties where the holding is 20 - 50 percent has been taken into account in the economic indicators.





Economic responsibility:

1. Financial profitability of operations and future growth
2. Corporate governance and ethical guidelines
3. Risk management
4. Generated and distributed economic value
5. Financial assistance received from government
6. Indirect economic impacts
7. Monitoring the development of legislation and taxation

Ecological responsibility:

1. Energy efficiency in products and services

2. Water consumption of the properties
3. Decrease in CO₂ emissions
4. Efficient travel
5. Waste management and sorting
6. Use of renewable energy sources
7. Biodiversity

Social responsibility:

1. Development of the competence of personnel
2. Occupational health and safety
3. Diversity in work community
4. Stable employment relationships
5. Equality of employees
6. Customer and user satisfaction
7. Open and compliant communication

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. In 2012, properties divested by Technopolis did not have significant effects on the indicators, and they were not included in the comparable properties of the environmental indicators. All in all, no major changes have taken place in the reporting compared to the environmental responsibility report released previous year.

Technopolis acquired the Tohloppi property in Tampere from Yleisradio on October 17, 2012. The investment amounted to EUR 23.3 million, and the rentable floor area of the campus totals 32,000 sqm. As of the above date, the campus has been included in the Group's economic indicators. In addition, the group's own development projects increased the rentable space by 35,400 sqm during 2012.

ASSESSMENT OF MATERIALITY

The aim has been to collect the essential themes related to the most significant economic, social, and environmental impacts of the operations of Technopolis Group or which may have significant impacts on the choices by Technopolis' stakeholders in this responsibility report. The stakeholders discussed in the report have been assumed to be the same as the Technopolis stakeholders presented on page 5. 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. This is the first assessment of the materiality of themes of responsibility reporting made by Technopolis.

In making the assessment, the aim has been to identify responsibility-related matters essential to the industry and a benchmark analysis of other players in the industry has been made. In addition, points of view that have emerged with stakeholders, themes of Technopolis Group's sustainability action plan under updating, and the growth and profitability objectives of the strategy for 2012 - 2016 have been taken into account as part of determining the essentiality.

Aspects of corporate social responsibility that are essential to Technopolis are presented in the included matrix, where the vertical axis illustrates the significance to stakeholders and the horizontal axis the current or potential impact on Technopolis. The significance to stakeholders has been assessed as a whole, and the weight of individual groups of stakeholders is not reflected in the matrix. The choice of the reported GRI indicators and assessment of materiality support each other. Themes that have been classified as essential have been utilized in determining the content of the report and discussed in this report at the chosen extent depending on their weight and significance.

ECONOMIC RESPONSIBILITY

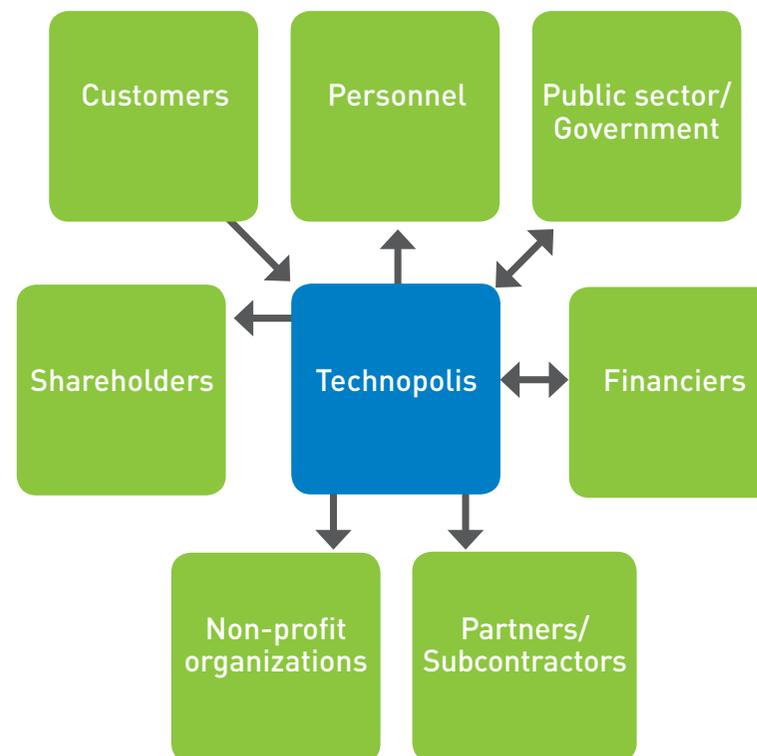
Technopolis' operations have an economic impact on a variety of stakeholders, such as tenants, employees, service providers, contractors, shareholders, financiers, the government, and non-profit organizations. The economic impact on each stakeholder group is assessed on the right hand side by cash flows between Technopolis and its stakeholders, including cash flows to non-profit organizations.

Technopolis' net sales are comprised of rental and service revenues. Net sales for 2012 amounted to EUR 107.3 (92.8) million. Technopolis rents comply with the market level. Rents increased by 2.4 percent from the previous year, mainly due to index increases. Most Technopolis leases are tied to indices, and the customers additionally pay for property maintenance in the form of maintenance fees.

Technopolis paid its employees a total of EUR 8.6 (8.2) million in salaries and fees, EUR 1.5 (1.3) million in pension expenses, and EUR 0.5 (0.4) million in other indirect employee expenses. The company has no pension commitments exceeding the statutory pension.

The company's other business expenses totaled EUR 42.3 (36.2) million. Space-related expenses were EUR 25.2 (21.8) million, of which direct expenses of Technopolis-owned properties accounted for EUR 24.2 (19.6) million. Service expenses for 2012 were EUR 8.8 (6.0) million and other business expenses were EUR 8.3 (8.3) million. All Technopolis business units make their purchases related to maintenance expenses and cleaning locally, but in Finland the company has a centralized partnership model that includes comprehensive property maintenance.

Generated and Distributed Economic Value



Technopolis business units initiate a tendering process for each property development project locally according to the goals set for the project. Technopolis' overall investments totaled EUR 115.4 (102.5) million. Of these investments, EUR 83.9 (98.1) million was related to property development and EUR 23.3 (0.0) million to the acquisition of new properties. In addition, EUR 8.2 (4.4) million was allocated to other investments, mainly service production.

On December 31, 2012, the company had EUR 121.7 (87.4) million in retained earnings, and the result for the financial period was EUR 25.8 (46.7) million. The Board of Directors has proposed that a dividend of EUR 0.20 per share be paid for 2012, for a total of EUR 15.1 (12.7) million. The proposed dividend is 50.6 percent of earnings per share excluding changes in the fair value of investment properties and their tax effects.

At the end of 2012, Technopolis had interest-bearing liabilities from credit institutions worth EUR 608.1 (547.7) million. Technopolis' interest and other financing-related expenses during the year were EUR 10.3 (10.2) million and the average interest rate paid by the company was 1.83 percent. The company paid EUR 3.3 (4.4) million in taxes during the year.

Technopolis took part in charity work by donating money to Finn Church Aid (the Women's Bank). This Christmas donation amounted to EUR 1,000.

Technopolis has received financial assistance from 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 122,033 in subsidies, and energy efficiency investments, such as energy audits at different properties, a total of EUR 48,468.

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 Board of Directors of Technopolis 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 company's 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, means of 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 any 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.

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 such risks. Many of the Group's employees have risk management targets tied to remuneration.

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 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 the results as part of other operational reporting. The internal audit is responsible for assessing the functionality of risk management and its compliance with the risk management policy.

Technopolis has divided risks into several subgroups, which makes it easier to implement their management in the organization and monitor them. The most significant risks for Technopolis include financial and customer risks and the risks of Russian business operations. Some of the risks related to the business environment are beyond the control of the Group, but it can adapt to them in order to minimize any potential negative impact. Some of the risks, on the other hand, are of such a nature that the Group can influence their probability and even completely prevent them from materializing. More detailed information on the risks and uncertainty factors related to Technopolis' operations is presented in the report

of the Board of Directors for the 2012 financial period, available on the company 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 assessment of risks. The risks are also reported to the European Investment Bank with regard to construction projects it funds. Risks due to climate change and sustainability and financial opportunities for Technopolis Group are reviewed qualitatively below.

Risks:

- Reputation-related risks that affect share price related to the achievement of environmental targets and its communication, compliance with environmental legislation and regulations (e.g. brownfield redevelopment)
- Increases in maintenance costs and fees that affect profitability due to a longer season with need for cooling, changes in the maintenance of outdoor areas with increasing extreme weather phenomena, possible water damage in properties in areas with risks of flooding, and changes in energy prices with decreasing rainfall
- Interference with biodiversity as part of land use and construction
- Decreases in employees' and customers' satisfaction that impairs productivity due to quality deviations in indoor conditions and increasing environment-related duties
- Ethical compliance by personnel of Technopolis and its partners

Opportunities:

- A positive corporate image reinforced by a pioneer reputation
- A competitive edge in the space rental business with building ratings and environmental labels
- Management of maintenance costs and ecological footprint enabled by optimizing energy and water consumption and waste volumes
- Controlled and decreasing maintenance expenses and improved operational predictability and profitability and properties' appeal and competitiveness
- Maintained and increased property value with investments for improving condition of the properties, which and have a short payback-time
- Added value and improved customer satisfaction with green space and services
- Increased net sales by additional sales of green space and services
- Closer cooperation with customer companies producing sustainable technology, improved loyalty and growth of customers

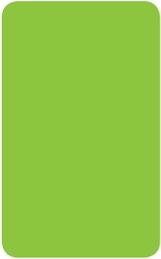
Risks due to the environment, such as climate change and its consequences, mainly have long-term effects on Technopolis' business environment. It has been estimated that the climate will warm by two to three degrees Celsius over several decades in the regions where

the company operates. This will increase extreme weather conditions, and strong storms, floods, and blizzards, for example, will become more commonplace. Last year, there were challenges with snow removal in the Greater Helsinki, for example. However, there were no flooding problems, even though at least five Technopolis properties in the Greater Helsinki (Innopoli 1 and 2, Ventures, Ruoholahti 1 and 2) are located in areas with a risk of flooding.

Technopolis takes measures according to its environmental strategy for 2011 - 2015 to mitigate climate change, to increase energy efficiency, to decrease water consumption, and to improve waste management, to enhance the comparability of the building stock and its development with internationally recognized classification systems, and to develop the openness of its reporting and communications. In addition to these measures, Technopolis predicts future legislative amendments and monitors the implementation of regulations that have entered into force at its campuses. The company has also negotiated affordable energy procurement agreements with its partners that take renewable energy sources into account. In the reporting period, particular attention was paid to the quality of indoor air, and expert partners and, where necessary, the Finnish Institute of Occupational Health, were utilized. In new construction projects, such as the construction of Innova phase 4, care was also taken in the remediation of brownfield according to regulations.

Technopolis wants to decrease personnel risks by investing in well-being and coping at work. Technopolis requires its employees, partners and subcontractors to operate in a responsible way according to the Technopolis Code of Conduct. These themes are reviewed in more detail on pages 32 - 34 and 39.

Changes in the environment also provide opportunities. These 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.



ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL STRATEGY

Technopolis aims to offer increasingly environmentally friendly business environments and services to its customers, investors, and other stakeholders. To support this, Technopolis has adopted an environmental strategy and green action plan for 2011 - 2015 in its operations. The following environmental objectives are the key points of the strategy: decreasing carbon dioxide emissions by 20 percent, decreasing energy consumption by 10 percent and decreasing consumption of potable water by 8 percent. Technopolis set two new goals for waste management in 2012: decreasing the amount of landfilled waste by 10 percent and achieving a utilization rate of a minimum of 60 percent. The environmental objectives apply to Technopolis' international campuses as well, meaning the company is a pioneer in environmentally friendly premises in St. Petersburg and Tallinn.

The Leadership in Energy and Environmental Design (LEED) building rating system is Technopolis' tool for comparing and developing the environmental performance of buildings. In order to improve the eco-efficiency of the company's own operations, the company decided to apply for a Green Office label from WWF Finland for own offices. The Technopolis concept and services are developed for customers according to Green Office in other ways as well. Environmental and corporate social responsibility reporting will be developed according to the GRI.

The implementation of the environmental strategy has progressed successfully. Quarterly reported figures for like-for-like buildings prove the company's operations are heading in the right direction with regard to the set objectives.

	2012	2011	% change
Energy consumption, kWh/gross sqm	232.7	235.6	-1.3
Water consumption, m ³ /person	1.21	1.27	-5.3
Carbon dioxide emissions (energy), CO ₂ e kg/gross sqm	41.0	81.8	-49.8

ENVIRONMENTAL CERTIFICATES, RATINGS AND LABELS

Technopolis has invested considerably in developing the environmental performance of its properties through design and construction based on LEED building rating systems. In 2012, Technopolis had a total of 14 projects registered under LEED Core & Shell 2009 or Existing Buildings O&M 2009 in Helsinki, Vantaa, Espoo, Oulu, Jyväskylä, Tampere, Kuopio, and St. Petersburg. Eight of the LEED registered projects were new construction projects, the remaining six were existing properties.

Of these projects, Innova phase 2 in Jyväskylä reached the Platinum level and Ruoholahti phase 2 in Helsinki the Gold-level certificate in 2012. Phase 5B(F) of Vantaa also achieved Gold-level certificate earlier in 2011.

During 2010 - 2012, Technopolis applied for a Green Office environmental label from WWF Finland for its own offices. In 2012, all nine Finnish offices had the Green Office label. Eight offices achieved it during the year, and the Tampere office had already received the label in 2010.

Technopolis also requires its cleaning, property maintenance and restaurant partners to have environmental programs and to use environmentally friendly products and methods where possible. Green plans were also created for cleaning, waste management, outdoor area maintenance, and procurement in the LEED EB projects of three existing properties in 2012: Innova 1 in Jyväskylä, Innopoli 2 in Espoo, and Elektriikkatie 6 in Oulu.

CASE LEED PLATINUM FOR INNOVA PHASE 2



Innova phase 2 in Jyväskylä has achieved the highest international rating for eco-efficient buildings through an environmental assessment verified by the US Green Building Council. The site is the second property to receive the LEED Platinum level in Finland by the end of 2012. It qualified for the Platinum certification level in a third-party evaluation, which indicates excellent environmental performance. The second construction phase of Innova covers 9,839 gross sqm of office space, completed and taken into use in April 2012.

As a result of the LEED-compliant design and construction management, Innova phase 2 consumes less energy and water, and its indoor air quality is good. Choices made at the property that support LEED certification include energy piles, charging stations for electric vehicles, green tenant guidelines, water-saving fixtures, 100 percent green electricity with certificates of origin, enhanced commissioning, and sufficient air rates. In addition, the operations of the main contractor were monitored with regard to erosion and sedimentation, cleanliness and waste management according to LEED at the site.

In addition to the LEED certificate, Innova phase 2 is the first project in Finland to utilize ground source heat by harvesting it with energy piles. With the help of ground source energy pipes, an estimated 50 percent of heating energy and up to 40 percent of cooling energy can be saved. The property's carbon footprint is estimated to be almost 50 percent smaller as a result of the energy efficiency achieved with the energy piles, Are Sensus panels and purchased green electricity.

CASE GREEN OFFICE PROJECTS



WWF Finland's Green Office is an environmental system that helps workplaces reduce their environmental impact, achieve cost savings and slow down climate change. All nine Technopolis offices in Finland have received permission from WWF Finland to use the Green Office label. The company's office in Tallinn, Estonia, also received permission as of February 1, 2013.

The Green Office projects were implemented as part of the Technopolis environmental strategy for 2011 - 2015. Technopolis also aims to develop its services to be greener in order to help customers achieve their own green labels and certificates.

Green Office-labeled Technopolis offices:

- Tampere: Hermiankatu 6 - 8 (received label in 2010)
- Helsinki: Energiakuja 3
- Espoo: Tekniikantie 12
- Vantaa: Teknobulevardi 3 - 5
- Oulu: Elektroniikkatie 8 and Teknologiantie 1
- Jyväskylä: Piippukatu 11
- Kuopio: Microkatu 1
- Lappeenranta: Laserkatu 6
- Tallinn: Löötsa 6

Environmentally friendliness is also financially profitable. According to estimations Technopolis has an opportunity to save even 100.000 euros by using double-sided printing in all its own Green Offices annually. By utilizing video meeting equipment Technopolis can save in its travel and hotel accomodation costs an estimated 600.000 euros per year and additionally emissions caused by and time spent in traveling.

ENVIRONMENTAL IMPACT OF CONSTRUCTION

Technopolis' green action plan and Design Guide set at least energy certificate level B as a goal for new construction projects. In 2012, energy efficient solutions were planned for, among others, HVAC and lighting. Additionally, innovative energy solutions were tried out, e.g. energy piles were piloted for the first time in Finland in Jyväskylä in Innova phase 2.

Water-saving fixtures were chosen and green areas were designed to require less irrigation in new construction projects. The location of new development projects were chosen to meet the requirements of attractiveness, good traffic connections, and close services. In choosing locations, the aim was to avoid areas with particular natural value, or which are protected or where endangered species can be found. The goal of planning was also to motivate building users to reach the site using low-emission vehicles or by bicycle by offering them designated parking places or charging stations, and bicycle racks.

In 2012, Technopolis owned a plot area for new construction projects in Maarinranta, Espoo, located in the vicinity of Laajalahti's Natura 2000-protected area and park area of particular natural values zoned as a recreational area. The size of the plot is approximately 14,655 sqm, and during earthworks, efforts were made to avoid noise and vibration-causing activity on the plot during the nesting period of water birds, April 1 - September 15, 2012.

The company's ongoing and completed LEED-certified projects aimed to save green areas and open space where possible. A green roof of approximately 460 sqm was even built in Ruoholahti phase 2. Each new construction project also took storm water management and on-site infiltration into account, and a storm water management plan was prepared, if necessary. New construction projects also prepared construction 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 to maintain biodiversity.

Special attention was also paid to waste management: the waste facilities of the buildings were furnished with sorting and recycling facilities as extensive as possible. Attention was paid to the waste management of the sites, and the recycling rate was over 60 percent in new construction projects in Finland and in some projects, such as Ruoholahti, up to 87 percent. Investments were made in the quality of indoor air in the new properties with air volumes, filter choices, CO₂ monitoring and construction-time purity control. Attention was paid to the low emissions of material choices, and the thermal comfort of the premises and the amount of daylight were optimized through high-quality design.

HEALTHINESS, SAFETY, AND ACCESSIBILITY OF BUILDINGS

The construction phases of all new Technopolis construction projects were also set a purity class target and indoor air quality target where applicable. During construction, good moisture control was ensured at the sites, and the Terve talo ("Healthy house") criteria were followed where possible. Technopolis investigates indoor air in its space with the help of the Finnish Institute of Occupational Health, if necessary, in order to ensure the high quality and healthiness of indoor air in Technopolis spaces.

All new Technopolis construction projects already ensured the safety and accessibility of the building in the design phase. Attention was paid to regulations concerning bathrooms and parking spaces for disabled people, wheelchair ramps, and fire and rescue regulations in all new construction projects. Technopolis' sites also have rescue plans, which were regularly updated in 2012.



MATERIALS: AMOUNT OF CONSUMED PAPER

Technopolis collected data on consumed paper products in Finland and Estonia in 2012. However, this turned out to be challenging due to procurement from several local paper selling partners. In the future, Technopolis aims to centralize its paper procurement, at least in Finland. It is currently being planned to fit card readers in photocopiers to enable the monitoring of secure printing and the amounts of paper used at the campuses in Finland in early 2013. Technopolis offices use two-sided, black-and-white printing as default, and electronic storage and distribution of information is preferred to printing.

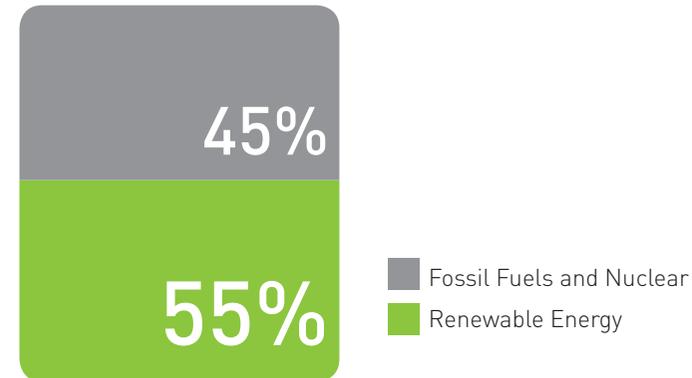
In 2012, Technopolis offices in Finland and Estonia consumed a total of 7,344 kg of paper. Of this, an estimated 2,891 kg was used internally by Technopolis and an estimated 4,454 kg was sold to customers. During 2012, the monitoring was expanded to include Kuopio, Tampere, Jyväskylä, and Tallinn, which increased the total amount of paper consumed. The figures are based on accurate amounts of paper ordered and partly on local estimates in case paper was used from stocks procured and stored the previous year, for example.

ENERGY

During 2012, Technopolis prepared an energy efficiency plan for its properties in Finland for 2012 - 2015. Energy efficiency projects and green investments were launched in several locations. Over ten energy audits compliant with Motiva's model were carried out in Espoo, Helsinki, Lappeenranta, Jyväskylä, Kuopio, and Oulu, among other locations. Motiva is an expert company which operates as an affiliated Government agency promoting efficient and sustainable use of energy. Replication and implementation of the savings opportunities observed in these audits was actively launched. The energy certificates of the existing real estate stock were renewed and the energy certificate levels were increased by 29 percent, on average. Technopolis pursues at least energy certificate level B for new construction projects.

In addition, Technopolis reported the savings measures related to the energy efficiency agreement for the premises for the previous year to Motiva for the first time in 2012. Technopolis committed to an energy saving objective of 6 percent by the end of 2016 by signing an energy efficiency agreement for the premises with Rakli, the Ministry of the Environment, and the Ministry of Employment and the Economy. The energy efficiency agreement for premises is part of the national energy efficiency agreement system, which is directly linked to the EU level and the energy service directive that sets a 9 percent energy-saving objective for all Member countries. According to the reported measures, by the beginning of 2012, the 41 measures carried out at Finnish Technopolis properties have achieved total annual savings of 2,142 MWh, of year which 1,638 MWh per year concern

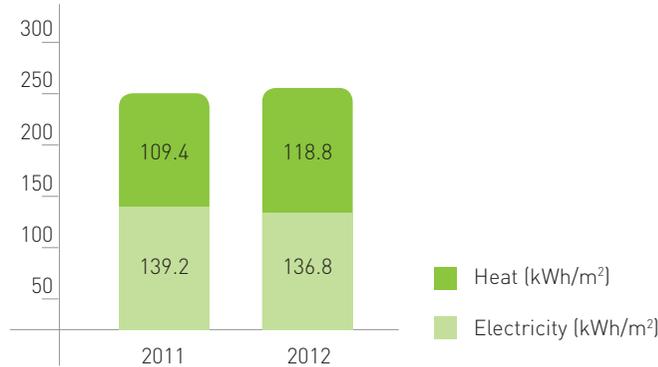
Technopolis Group Energy Sources (Electricity and Heat)



heating and 504 MWh per are electricity savings. These savings will have the effect of decreasing consumption in operations in 2012 as well. When renewing the technical property maintenance agreements, property maintenance partners have also been involved in energy-saving measures, and the environmental goals of Technopolis have been implemented for them as part of the contractual reward structures.

Technopolis procured approximately 64,285,214 kWh, or 231,427 GJ, of electricity produced with 100 percent renewable energy sources at its Finnish campuses. As a result, 86 percent of all electricity purchased by Technopolis Group and 79,491,466 kWh, or 286,169 GJ, and thereby more than one-half of the Group's total energy consumption was produced using renewable energy sources. The rest, 64,452,673 kWh, or 232,030 GJ, and 45 percent of Technopolis Group's total energy consumption, was produced from fossil energy sources and nuclear power.

Technopolis Group Annual Energy Intensity



In 2012, Technopolis did not have on-site electricity production with renewable energy sources of its own. However, Technopolis procured approximately 543,000 kWh, or 1,955 GJ, of district cooling for Ruoholahti phases 1 and 2. Also, the energy piles of the Innova phase 2 in Jyväskylä generated an estimated 50 percent of the energy required for heating and up to 40 percent of the energy required for cooling the building as ground source heat. The figures for the energy pile pilot project will be specified further during 2013.

The direct energy consumption of the entire real estate stock in 2012 amounted to approximately 143,944,139 kWh, or 515,722 GJ, of which like-for-like properties included in quarterly reporting accounted for approximately 123,008,338 kWh, or 442,830 GJ. The entire real estate stock includes remotely and manually read properties in Finland, Estonia, and Russia.

Key figures for total energy consumption of all properties in 2012, wherein 1 GJ = 277.77 kWh:

Electricity consumption

- 64,285,214 kWh per year and 231,427 GJ per year (Finland)
- 76,956,928 kWh per year and 277,045 GJ per year (Group)

Normalized heat consumption

- 54,957,232 kWh per year and 195,369 GJ per year (Finland)
- 66,987,212 kWh per year and 238,677 GJ per year (Group)

Energy intensity

- 250.9 kWh per gross sqm per year (Finland)
- 255.6 kWh per gross sqm per year (Group)

The energy intensity of the Group's comparable properties included in quarterly reporting was 232.7 kWh per gross sqm per year, and decreased by 1.3 percent compared to 2011. However, the energy intensity for all Group properties increased by 2.8 percent. This is probably due to an increase in the consumption of heating energy during the cold winter season and an increase in energy consumption in our international properties, as the energy intensity of all Finnish properties decreased by 3.8 percent and the electricity consumption of all the Group's properties per sqm decreased by 1.7 percent from 2011. In the calculation of energy intensity, the floor area data used is from the electronic maintenance system from the end of November 2012 and the floor areas for certain sites have been adjusted compared to the previous year.

Construction projects under way in 2012 included: Innova phases 2 and 4 in Jyväskylä, Yliopistonrinne phase 2 and Hermia 15B in Tampere, Viestikatu 7B - C in Kuopio, Löötsa 8 A - C in Tallinna, and Pulkovo phase 2 in St. Petersburg. The indirect energy consumption of these construction sites has been estimated to total approximately 6,448,276 kWh, or 23,214 GJ.

WATER

Technopolis properties used water withdrawn 100 percent from municipal water supply networks in 2012. Water was not recycled or reused in the buildings. Water saving fixtures and electric faucets were selected for the new buildings. Waterless urinals were fitted in Innova phase 2. Several energy audits were carried out in the existing real estate stock. The audits reviewed opportunities for saving water, and the aim has been to replicate and implement them at least at the audited sites. Measures were also made at Elektriikkatie 6 in Oulu and Innova 2 in Espoo to reduce water pressure to a normal level.

Key figures for water consumption at all Group buildings for 2012:

- 96,474 m³ (Finland), 13,715 m³ (Russia), 12,003 m³ (Estonia), and 122,192 m³ (Group)
- 6,373 l/FTE/year and 17.5 l/FTE/day (Finland)
- 18,101 l/FTE/year and 49.6 l/FTE/day (Russia)
- 5,623 l/FTE/year and 15.4 l/FTE/day (Estonia)
- 7,053 l/FTE/year and 19.3 l/FTE/day (Group)

The water consumption of all Technopolis Group buildings decreased by 0.3 percent from the previous year. However, the water intensity of all Group properties per user increased by 28.1 percent, which was due to the increased availability of consumption data, consumption by construction sites, such as Pulkovo 2, basic cleaning in buildings in connection with changes of tenants, increased use of sauna facilities, changing the purpose of use of space (to day care operations, for example), extended office hours, fluctuations in the consumption of restaurants and the Tampere gym facilities, and water leakages on the campuses. The consumption of comparable properties monitored in quarterly reporting was 1,210 l/FTE

and their consumption decreased by 5.3 percent from the previous year. The numbers of users have been estimated based on the number of access cards.

Technopolis Group paid a total of EUR 462,823 for water consumption in 2012, of which consumption in Finland accounted for EUR 371,422, Estonia for EUR 56,753, and Russia for EUR 34,648. These figures include compensatory payments for water for certain locations.

DIRECT CARBON DIOXIDE EMISSIONS

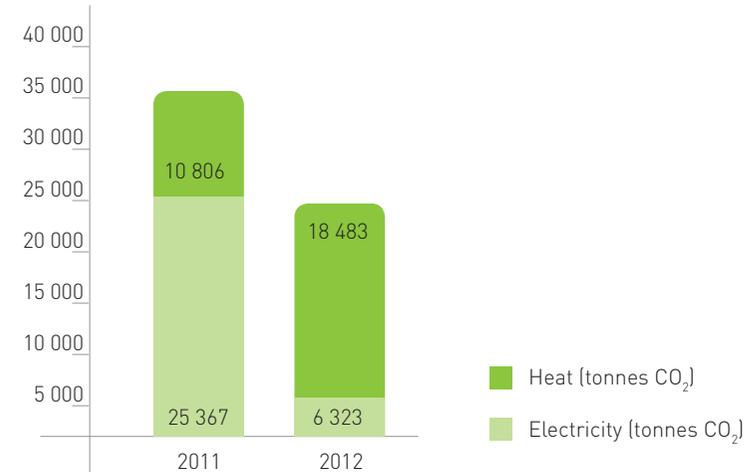
The estimate of the carbon footprint of Technopolis' purchased electricity and direct consumption of heating energy is based on measured, remotely read and partly manually read, energy consumption readings and data provided by local energy companies on the production methods of the energy they delivered and their CO₂ effects.

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. According to measures reported to Motiva according to the energy efficiency agreement for premises, the 41 measures carried out at Finnish Technopolis properties by the beginning of 2012 achieved total annual savings of 2,142 MWh, of which 1,638 MWh per year concern heating and 504 MWh per year are electricity savings. Calculated by using Motiva's CO₂ factor for combined heat and power (220 kg CO₂/MWh), this saving of heat equals a reduction of approximately 360,360 kg of CO₂ emissions.

Electricity generated using renewable energy sources purchased by Technopolis accounted for 100 percent of electricity purchases in Finland in 2012. Compared to 2011, this decreased the carbon footprint of Technopolis' comparable properties considerably, by up to 49.8 percent, and the footprint of all properties by 43.1 percent.

Technopolis is also pursuing lower CO₂ emissions by investing in ground source heat and district cooling in some of its new construction projects. For example, it is estimated that the carbon footprint of Innova phase 2 in Jyväskylä will be cut by as much as half due to energy piles that enable the use of ground source heat and cooling, the Are Sensus low-energy system, and the purchase of green electricity produced using renewable energy sources. Technopolis utilizes district cooling in its Ruoholahti properties.

Technopolis Group CO₂ Emissions



The carbon footprint of Technopolis Group properties' energy consumption in 2012 was as follows:

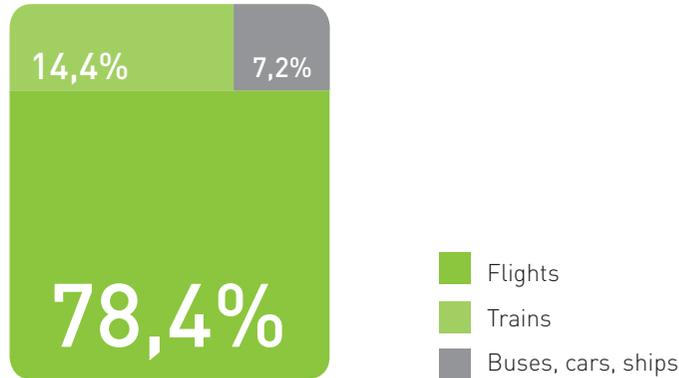
All properties:

- 12,144 t CO₂ and 25.5 kg/gross sqm/year (Finland)
- 24,806 t CO₂ and 44.0 kg/gross sqm/year (Group)

Comparable property stock:

- 10,849 t CO₂ and 24.6 kg/gross sqm/year (Finland)
- 21,683 t CO₂ and 41.0 kg/gross sqm/year (Group)

Personnell Travel Types, Finland



TRAVEL AND INDIRECT CARBON DIOXIDE EMISSIONS

Data on travel was collected from the travel expense report system of the Finnish operations and travel tickets obtained through Finnish travel agencies for trips purchased in Finland. The data includes trips made by plane, train, bus, passenger car, and ship. The travel data does not include trips purchased locally by the Estonian or Russian operations. The data for travel by car may, however, be partially deficient, and the aim is to develop the reporting further in this respect.

Travel-related key figures for 2012:

- 1,030,666 km
- 4,867.4 km/FTE

The number of kilometers traveled per person decreased by 16.6 percent from the previous year, and the total number of kilometers traveled increased by 9.9 percent over the previous year. In 2012, travel by sea was included in the monitoring, and the number of personnel increased from the previous year with reception staff, for example.

With regard to the environmental impact of traveling, it was decided to monitor CO₂ emissions due to the availability of related data, general interest, and for them being a significant contributory factor of the greenhouse effect. The assessment of CO₂ emissions due to travel used the CO₂ factors by method of travel for 2011 of LIPASTO, 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.

CO₂ emissions of kilometers traveled in 2012:

- flights 145,674 kg CO₂
- train 1,793 kg CO₂
- bus 53 kg CO₂
- sea 40 kg CO₂
- car 20,554 kg CO₂
- traveling total 168,115 kg CO₂

Technopolis aims to reduce the CO₂ emissions of travel. The company car policy in use in 2012 prohibits cars with CO₂ emissions of more than 170 g/km in terms of unlimited and limited company car benefits. Furthermore, Technopolis offers its employees and customers an opportunity to use videoconferencing services instead of business trips. Technopolis also offers its employees and customers charging stations for electric vehicles at three of its campuses. In addition, Technopolis has prepared commuting plans for its own offices in Vantaa, Espoo, and Ruoholahti in Helsinki in cooperation with Helsinki Region Transport. The purpose of the commuting plans is to develop smart and ecological travel among employees. As the result of the plans, the locations adopted work duty bicycles, public transport timetable displays and bus stop maps, among other things.

CASE CHARGING STATIONS FOR ELECTRIC VEHICLES

Charging stations for electric vehicles have been tested at three Technopolis campuses: Innova in Jyväskylä, Yliopistonrinne in Tampere, and Technopolis Ülemiste in Tallinn. Technopolis wants to encourage its customers to travel in an environmentally friendly way. The charging stations are intended for hybrid and electric cars. In addition, Technopolis offers green electricity generated with 100 percent renewable energy sources at its Finnish campuses.

The charging stations are an extension of the pilot project carried out in the Helsinki region in 2011, in which Technopolis took part in an electric vehicle experiment at its Vantaa campus. The participating users of electric vehicles were satisfied with the cars and the pilot project.



WASTE

Waste management data was collected in Finland, Estonia and Russia by disposal method and waste fraction, in 2012. The disposal methods of waste generated in Technopolis locations vary by region according to the local waste management partner. At minimum, paper, cardboard, glass, metal, and plastic were sorted at buildings with or applying for LEED certification. In addition to these, the properties usually have collections for mixed, energy, bio-, wood, hazardous, and electrical equipment waste. Of these, paper waste from offices is comprised of separately sorted recycling office, and data security paper.

During the reporting period, all properties applying for a certificate also paid attention 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. The existing sites applying for LEED EB certification (Innopoli 2 in Espoo, Innova 1 in Jyväskylä, and Elektroniikkatie 6 in Oulu) additionally monitored the material choices in renovations and waste management, of which the latter was also audited.

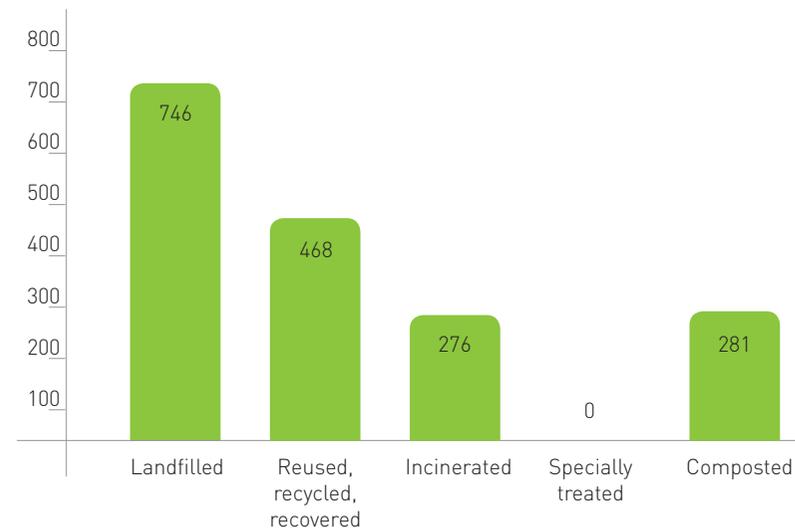
With regard to waste, two new environmental objectives were also set for 2013 - 2015: decreasing the amount of landfilled waste by 10 percent and achieving a utilization rate of a minimum of 60 percent. In the Finnish office campuses, the use of RFID monitoring and waste presses is comprehensive and efficient. Sorting waste and prevention of waste at source will, however, be developed. According to estimates, the utilization of landfill waste suitable for mass burning in the production of energy will increase in the future, at least in Finland. Further measures will be taken to develop waste management in Estonia and Russia as well.

Here, the amounts of waste are reviewed by disposal method. Of these, 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. Compostable waste includes bio-waste. The amounts of waste by disposal method are based on data for the properties' waste amounts provided by waste management partners, and with regard to St. Petersburg on an estimate based on the number of collection bins and their hauling interval.

Key figures for waste in 2012:

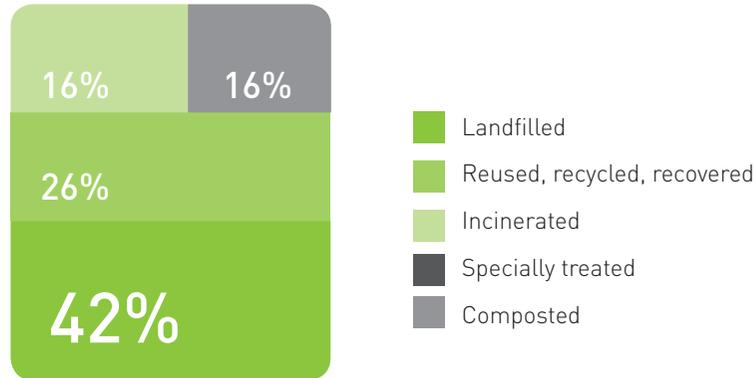
- Recycling rate: 50 percent (Finland), 42 percent (Group)
- Utilization rate: 70 percent (Finland), 58 percent (Group)
- Waste amount: 1,389 t (Finland) and 1,772 t (Group), of which landfill waste amounted to 423 t (Finland) and 746 t (Group)
- 69.7 kg/FTE (Finland), 75.8 kg/FTE (Group)

Waste Amount by Disposal Method, Technopolis Group (tons)



The Green Office system used by Technopolis 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 hazardous waste, even though Technopolis does arrange annual common WEEE and hazardous waste collections at the campuses. Technopolis has no data available for the amounts WEEE and hazardous waste produced by tenants. The amount of hazardous waste in 2012 in the Technopolis Group in Finland totaled 109 tonnes, consisting mainly of batteries. Also, waste from leased IT hardware used by Technopolis is not included in the waste amounts because the leasing partner takes care of their possible reuse and end of life treatment.

Waste by Disposal Method, Technopolis Group



REMEDIATION OF BROWNFIELDS

Brownfields connected with new construction projects were treated as required and local nature values were respected. EUR 8,000 was used in the remediation of brownfields in 2012 in Finland at Innova 4 in Jyväskylä. Remediation of brownfields was also carried out as part of the pursuit of LEED certification.

GREEN PROCUREMENT

Technopolis increased the proportion of green electricity to 100 percent in its property stock in Finland from the beginning of 2012. This allowed the approximately 1,400 companies in leased Technopolis space to use electricity produced from renewable energy sources. Green electricity will be procured for all Technopolis campuses in Finland from Oulu Energy, Kuopio Energy, and Vantaa Energy. The origin of the electricity is also verified by a third party, Inspecta Oy.

A green procurement guide was followed in Finland and Estonia during 2012; it was implemented at the beginning of the year. Alongside green electricity, 100 percent green paper with PEFC, FSC or Blue Angel certification was procured for use in Technopolis' own offices and sales to customers, restaurant operators were required to have environmental

programs, and renovations and facility alterations were required to improve energy and water efficiency according to the environmental strategy's targets. New green objectives were also prepared during 2012 to be included in the procurement guidelines for 2013.

With green procurement, Technopolis aims to develop environmentally friendlier services for customers and offer them added value. Technopolis videoconferencing services and Business 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 spaces. Environmentally certified products are used for cleaning whenever possible, and a waterless cleaning option is available. Unnecessary water consumption is avoided in car washes, too. Three campuses also feature car rental and charging stations for electric vehicles.

ENVIRONMENTAL EVENTS AND ECO-EFFICIENCY COOPERATION

Technopolis cooperates with design offices and construction companies as well as cleaning and property maintenance partners to develop eco-efficiency and the healthiness of space. Eco-efficiency and healthiness are developed from the points of view of the owner, users, and visitors.

In 2012, Technopolis arranged a matchmaking event on transforming energy efficiency into business, two Green Business Breakfast events related to energy efficiency and indoor air quality, and a press conference on the LEED Platinum certification of Innova phase 2. In the future, Technopolis will arrange more green events at its office campuses.

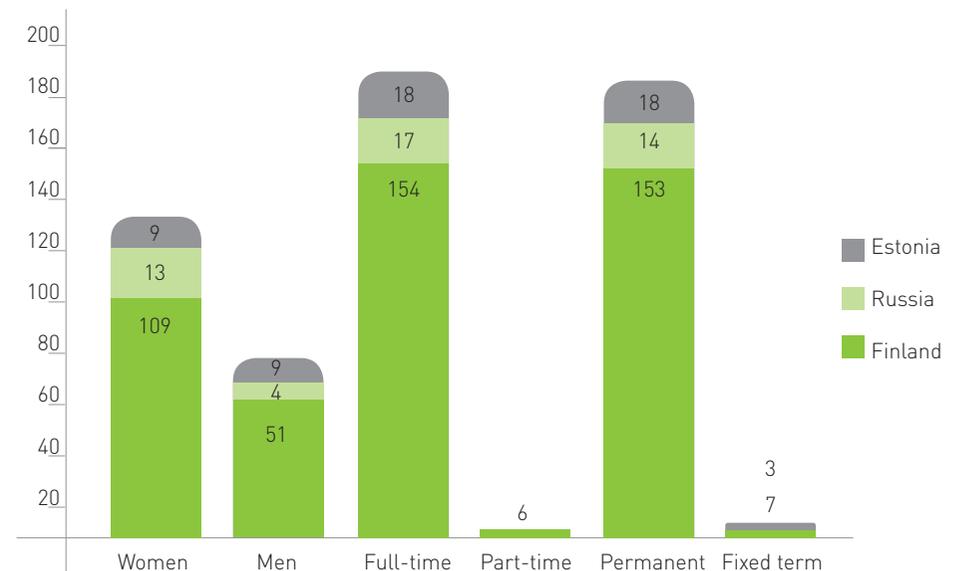
SOCIAL RESPONSIBILITY

During 2012, Technopolis Group employed 195 professionals whose tasks were mainly in the sales, service and real estate businesses, and group administration. The personnel is divided among eight locations in Finland, St. Petersburg in Russia, and Tallinn in Estonia. The basic structure of the business organization is similar at each location, and there are also employees belonging to the group's administration working in different locations.

The majority of Technopolis employees, 95 percent, are employed on a permanent basis as full-time employees. Fixed-term employment contracts make up 5 percent, half of which comprise substitutes during parental leave, and half work of a project nature. Currently, 3 percent of the regular employees are part-time workers. All of them are on partial parental leave, i.e. have requested part-time work themselves. Temporary employees are only used as customer service substitutes or for other temporary work where the most flexible solution is to use external labor. Since Technopolis operates in the real estate investment industry, its 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 four weeks.

Technopolis offers its full-time employees lunch benefits and, depending on the task, a company telephone, and support for sports and cultural hobbies with sports and culture vouchers.

Employment in Technopolis Group, pcs





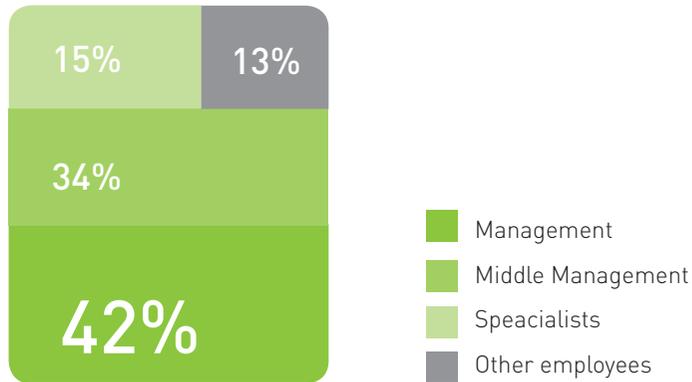
The personnel's salaries are comprised of a fixed monthly salary, fringe benefits and, for regular employees, a possible annual bonus based on the company's result and their personal performance. In addition, the company's CEO, other Management Team members and a number of other key employees of the company are covered by the company's long-term, share-based incentive scheme and the 2007 option plan aimed at personnel. The pension and retirement age for the CEO and the personnel are determined in accordance with the applicable legislation in force regarding pensions.

PROMOTING OCCUPATIONAL HEALTH AND SAFETY

Technopolis offers all of its employees extensive occupational healthcare services, including specialist-level consultation in addition to general practitioner-level services and examinations. In addition, the company offers regular employees and those employed for a fixed term of more than six months dental care up to a limit of EUR 200 per year. Work at Technopolis consists of office and reception service work, with no specific risk of physical occupational accidents. The strain of work and personnel well-being is monitored by regular job satisfaction measurements as well as a quick and effortless Feeling Scale measurement carried out by an SMS survey once every two months. No accidents took place during actual working hours and no occupational diseases emerged at Technopolis during 2012. However, one accident that took place while commuting has been reported. The rate of absence due to sickness was 1.6 percent in 2012 in Finland and Russia, and 3.2 percent in Estonia.

Technopolis has a statutory occupational health and safety committee and advisory board in charge of statutory employer-employee consultation to promote cooperation between employer and employees. It is the task of the occupational health and safety committee to review plans, development and measures related to working conditions, occupational safety, and occupational healthcare services, such as the annually ratified occupational health and safety action plan. The advisory board in charge of statutory employer-employee consultation 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, principles related to the supervision of personnel and use of e-mail and information networks, and the annually prepared personnel plan and training objectives. Employees may bring up responsibility-related themes in the advisory board in charge of statutory employer-employee consultation. During the reporting period, there were talks about defining a remote work policy, for example.

Training Hours by Employee Category



Technopolis operates as 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; instead, the employees' representatives in these organs have been elected by way of a vote arranged by the employees. The employees' representatives do not represent certain personnel groups, but the personnel as a whole. The aim has been to take diversified representation both geographically and by personnel group into account in the line-ups. The occupational health and safety committee and the advisory board in charge of statutory employer-employee consultation operate in Finland and therefore their operations cover 82 percent of the Group personnel. 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.

DEVELOPMENT OF EXPERTISE

Technopolis employees are solid experts in their fields. A professional sales organization and competent property and service business professionals are among the company's strengths. Technopolis' core operations are supported by competent support functions in service and property development, communications and marketing, financial administration, environmental and sustainability and legal and HR services.



Technopolis has been investing for years in the training of supervisors in sales and customer service. During the reporting year, 48 percent of employees took part in these training programs. In addition, employees are able to take part in diverse professional training outside the company. Approximately EUR 108,000 was invested in training personnel in 2012, with a total of 375 training days, or 1.9 days per employee.

It is essential in management and managerial work that the strategy and objectives of the company and unit are communicated clearly. Each employee must know the objectives of his or her task and receive feedback on their implementation. The supervisor creates the foundation for a good workplace atmosphere, which each employee can strengthen through his or her own behavior.

At Technopolis, 100 percent of employees undergo a performance and career review with their supervisors at least once a year. The discussion reviews questions related to one's work, development at work and career path as well as success with regard to the previous year's objectives. In addition, concrete and measurable objectives related to one's own work are agreed together. Performance reviews, performance bonus targets and their achievement are documented in the electronic HR system.

CASE FIVE STAR CUSTOMER SERVICE

Since it was established in 1982, Technopolis has focused on serving its customers in the best way possible. Offering excellent service is part of Technopolis' value promise. Therefore, it is measured and monitored in several ways ranging from the annual decision-maker survey to the accurate measurement of services after their provision, as is done for restaurant services and customer events.

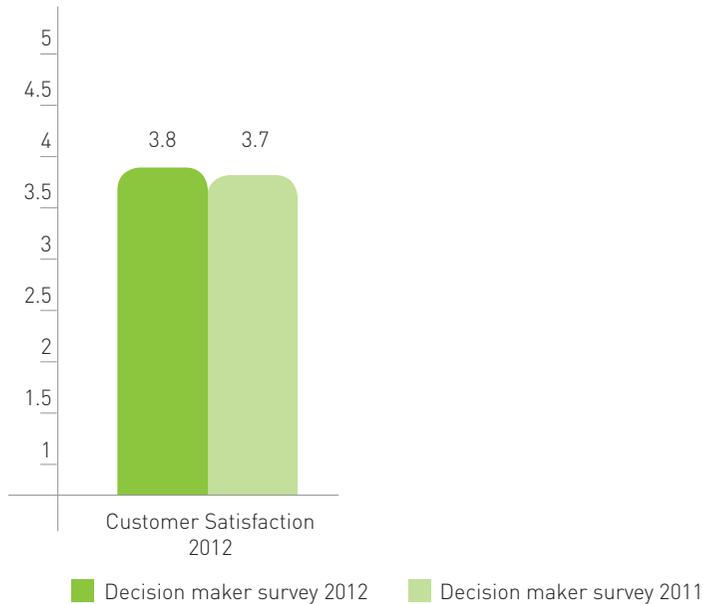
In 2012, Technopolis launched the Five Star customer service project, aiming to increase the level of the customer experience even further. This quality of service, exceeding the customers' expectations, is an important factor for Technopolis in standing out from the competitors.

The program focused on training, increasing knowledge, and implementing concrete tools. The implementation was carried out in the form of coaching management via supervisors throughout the organization. In addition to professional competence, the employees were to adopt the Five Star service concept and attitude towards external customers as well as when working within the company. The Five Star service theme was also present at each employee's performance review, and measurement of either external or internal customer satisfaction and service quality was included in the targets of the performance bonuses of almost all Technopolis employees.

The entire personnel has received training in service attitude and minimum service standards for years now, and during 2012, Five Star service experiences were collected from customers operating and visiting Technopolis space as well as within the company. The customers were also interviewed in a video that was shown to all Technopolis employees at the annual employee event, with the aim of transmitting the message fluently from customers to personnel.

The Five Star program met with a very favorable reception, and as a result, many of the measures were implemented in everyday work. The program will continue further in 2013.

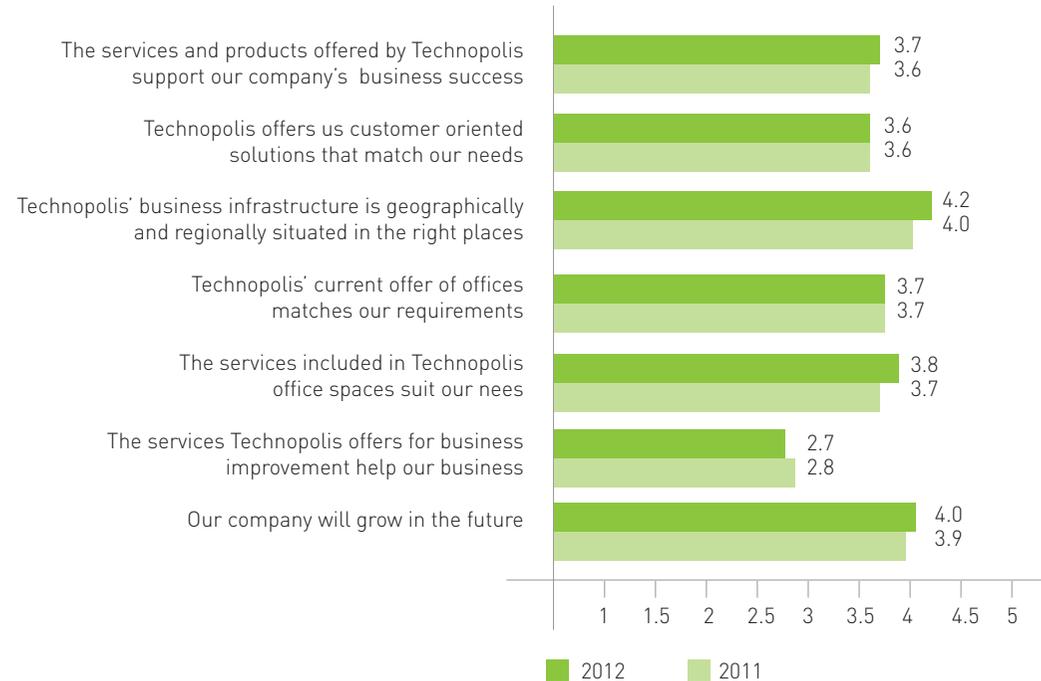




MONITORING CUSTOMER SATISFACTION

There are approximately 23,000 people and almost 1,400 companies and organizations in Technopolis premises in Finland, Russia, and Estonia. The customer base has been described in more detail and some of the largest customers named in connection with the breakdown by customer sectors on page 5.

An electronic satisfaction survey is carried out quarterly among the representatives of customer companies at the level of both users and decision-makers. The respondents may vary quarterly within the companies so as to get a more diverse view of satisfaction.



ANTI-DISCRIMINATION

As an employer, Technopolis considers the equality of employees important, and it is one of the central ethical principles in the company's Code of Conduct. As part of the company's occupational health and safety activity, Technopolis annually prepares an equality plan, reviewing measures and practices related to equal opportunities in recruitment, career development, and development of professional competence.

During 2013, Technopolis will also carry out a more extensive equality survey asking the 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 equality of salaries paid by the company is reviewed on a regular basis.



WORKING WITH COMMUNITIES

Technopolis' diverse range of services increases the well-being of those operating in the area and makes their everyday lives easier. The restaurants and cafeterias on the campuses are open to visitors as well as tenants. Technopolis also offers well-being services, from gyms and barbers to massage.

The company aims to develop traffic solutions related to the accessibility of its campuses further in cooperation with local traffic companies and the local authorities. In 2012, Technopolis cooperated with Helsinki Region Transport. Commuting plans were prepared for the campuses in the Greater Helsinki, and the number and location of current and future public transport connections were surveyed. Technopolis also took part in responsibility-related activity in the real estate industry as member of KTI Kiinteistötieto Oy's Kohti kestävä kiinteistöliiketoimintaa ("Towards sustainable real estate operations") working group. The group's work resulted in the manual Vastuullisuus kiinteistöliiketoiminnassa ("Responsibility in Real Estate Operations").

Technopolis also arranges competitions, events, and cooperation between companies operating on its campuses. Technopolis supported the satisfaction of customers and visitors and the local art community by arranging an art exhibition at the Innopoli campus in Espoo. In 2012, shared movie nights were also arranged in the restaurant facilities of the campuses in the Greater Helsinki as part of Meet Your Neighbors events. The movie nights were highly popular. Local recreation events were also arranged for Technopolis personnel, as was a green photo competition. Technopolis also aims to maintain employment in the surrounding community, to help to create new jobs, and to help employers and international talent connect with its growth services.

Furthermore, in recruiting managers for its business, Technopolis aims to prefer local talent familiar with the market area and the real estate business, but there are no written guidelines on this recruitment practice. The share of senior management hired within the local community is 100 percent in Finland, Russia, and Estonia. Senior management herein refers to the Board of Directors, Management Team, and, with regard to Russia and Estonia, heads of units.

CASE TALENTMATCH

The TalentMatch service helps talent in Finland connect with companies seeking international competence. This pilot project between Technopolis and Otaniemi Marketing was launched in 2012, and it operates in social media and through matchmaking events. In 2012, Nokia, NSN, Sitra, Aalto, Laurea, Kone, the Helsinki Region Chamber of Commerce, EIT ICT Labs and Hera supported the project, which contributes to decreasing the shortage of competence in Finnish companies and accelerates internationalization. As of the beginning of 2013, the sponsors are Nokia, Aalto, Laurea, Centre for Economic Development, Transport and the Environment.

The five Talent Talks events arranged during 2012 resulted in hundreds of encounters, including 300 job interviews, between international talent and growth companies. Almost 800 experts and 70 companies took part in the events. The event format turned out to be a successful forum for genuine encounters.

During its first year of operation, the TalentMatch recruiting concept offered growth companies a cost-efficient route to building an employer brand and reaching the right kinds of professionals. Unlike traditional job-hunting portals, TalentMatch stands out in that both the online service and the matchmaking/recruitment events also bring out the features related to the applicants' personalities and work behavior. The events were the first in Finland to feature talent pitches, where they can briefly sell their competence.



BRIBERY AND ELECTION CAMPAIGNS

Technopolis' business operations are guided by ethical business practices included the company's Code of Conduct. The Code of Conduct is also the foundation of operations in environmental aspects and with regard to the company's employees, partners, and other stakeholders. With regard to external partners, Technopolis also aims to influence parties with which the company cooperates to commit themselves to ethical business practices, within the scope of its influence.

Technopolis' Code of Conduct is reviewed as part of the induction of each new employee, and it is available electronically to the employees. In 2012, there was a total of 29 new employees, so those inducted in the Code of Conduct during the reporting year accounted for 14.9 percent of all employees. However, each employee is expected to adopt the ethical principles presented in the guideline and commit themselves to them.

Technopolis guides its employees to carry out business in accordance with ethical business practices and has a strictly negative attitude towards corruption and bribery. Technopolis and its employees do not pay or offer to pay or receive any benefits in order to promote the company's business or benefits that otherwise aim to influence the objective decision-making of the authorities, partners, or customers. Technopolis employees also do not utilize the company's business secrets or their position in the company for personal gain.

The employees must identify any conflict of interest and act with particular care in such situations, for example by withdrawing from decision-making, if necessary. The employees may not receive or offer business gifts or entertainment beyond minor business gifts or reasonable entertainment related to normal business operations. Technopolis has carried out a special audit of its two locations outside Finland in order to ensure the ethicality of business operations. This covers 20 percent of all business units.

During 2012, Technopolis did not offer political parties, politicians, or other corresponding institutions financial support and fringe benefits in the countries where it operates. In accordance with its ethical guidelines, Technopolis also does not take part in sponsoring such parties or financing election campaigns. The company also does not accept the use of child or forced labor in its own or its partners' operations. The risk of this has been considered minor, as Technopolis operates in the real estate investment business. Therefore, no actual measures have been taken to prevent child and forced labor.

Code of Conduct principles:

1. We understand the meaning of our values and live by them every day.
2. We treat each other as we want to be treated ourselves.
3. We respect our customers and partners, and want to earn their respect, too.
4. We act to promote growth and wealth for the whole ecosystem.
5. We provide value for our customers, investors and owners.
6. We reduce environmental impact in all our actions.
7. We comply with the highest ethical standards and legislation, and do not accept corruption. We do not fund political 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.

GRI INDEX

Code	Content	Reported	Page
1. Strategy and analysis			
1.1	Statement from the most senior decision-maker of the organization	Yes	2
1.2	Description of key impacts, risks, and opportunities	Yes	2
2. Organizational Profile			
2.1	Name of the organization	Yes	1,3
2.2	Primary brands, products, and services	Yes	4
2.3	Operational structure	Yes	4
2.4	Location of organization's headquarters	Yes	4
2.5	Number of countries where the organization operates	Yes	4
2.6	Nature of ownership and legal form	Yes	3,5-6
2.7	Markets served	Yes	4,5
2.8	Scale of the reporting organization	Yes	4,5
2.9	Significant changes during the reporting period regarding size, structure, or ownership	Yes	17
2.10	Awards received in the reporting period	Yes	16
3. Report Parameters			
3.1	Reporting period	Yes	15
3.2	Date of most recent previous report	Partially	15
3.3	Reporting cycle	Yes	15
3.4	Contact point for questions regarding the report or its contents	Yes	42
3.5	Process for defining report content (materiality and stakeholders that are expected to use the report)	Yes	17
3.6	Boundary of the report	Yes	16,17

3.7	Specific limitations on the scope or boundary of the report	Partially	16
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities and outsourced operations	Partially	16
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	Yes	15
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Yes	15-17
3.12	GRI content index	Yes	40-42

4. Governance, Commitments, and Engagement

4.1	Governance structure of the organization	Partially	7-13
4.2.	The Chairman of the Board's function within the organisation's management	Yes	8
4.3.	Independence of Board members	Yes	8
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the Board	Partially	8
4.14	Stakeholder groups engaged by the organization	Yes	5
4.15	Basis for identification and selection of stakeholders	Partially	5

Economic Performance Indicators

EC1	Direct economic value generated and distributed	Partially	18,19
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Yes	20
EC3	Coverage of the organization's defined benefit plan obligations	Partially	18
EC4	Significant financial assistance received from government	Yes	19

EC7	Procedures for local hiring and proportion of senior management and all direct employees, contractors and sub-contractors hired from the local community	Yes	37
EC9	Significant indirect economic impacts, including the extent of impacts	Partially	19

Environmental Performance Indicators

EN1	Materials used by weight or volume	Partially	25
EN3	Direct energy consumption	Yes	25, 26
EN4	Indirect energy consumption	Partially	26
CRE1	Building energy intensity	Yes	26
EN5	Energy saved due to conservation and efficiency improvements	Yes	25
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Partially	25, 26
EN8	Total water withdrawal by source	Partially	26, 27
EN10	Percentage and total volume of water recycled and reused	Yes	26
CRE2	Building water intensity	Yes	26
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected area	Yes	24
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Yes	24
EN16	Total direct and indirect greenhouse gas emissions	Partially	27, 28
CRE3	Greenhouse gas emissions intensity from buildings	Yes	27
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Yes	25-28
EN22	Total weight of waste by type and disposal method	Partially	30, 31

EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Yes	30
EN26	Initiatives to enhance efficiency and mitigate environmental impacts of products and services, and extent of impact mitigation	Yes	24-31
CRE5	Land and other assets remediated and in need of remediation for the existing or intended land use according to applicable legal designations	Partially	31
EN28	Non-compliance with environmental laws and regulations	Yes	39
EN29	Significant environmental impacts of transportation	Partially	28

Social Performance Indicators

LA1	Total workforce by employment type and employment contract	Yes	32
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Yes	32, 33
LA4	Percentage of employees covered by collective bargaining agreements	Yes	32
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	Yes	32
LA6	Total workforce represented in formal joint management-worker health and safety committees	Yes	33, 34
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Partially	33
LA10	Average hours of training per employee	Yes	34
LA11	Programs for skills management and lifelong learning	Partially	34
LA12	Percentage of employees receiving regular performance and career development reviews	Yes	34

LA13	Composition of governance bodies and breakdown of employees and employee categories	Partially	9-13	Additional information: Virve Riihonen, Environmental and Sustainability Manager, virve.riihonen@technopolis.fi , tel. +358 50 467 6014.
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Partially	34	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Yes	39	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Yes	39	
S02	Percentage and total number of business units analyzed for risks related to corruption	Yes	39	
S03	Percentage of employees trained organization's anti-corruption policies and procedures	Partially	39	
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Yes	39	
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Yes	39	
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Yes	39	
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement	Partially	24	
CRE8	Type and number of sustainability certification, rating, and labeling schemes for new construction, management, occupation and redevelopment	Yes	21	
PR5	Practices related to customer satisfaction	Yes	36	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	Yes	39	
PR9	Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Yes	39	

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