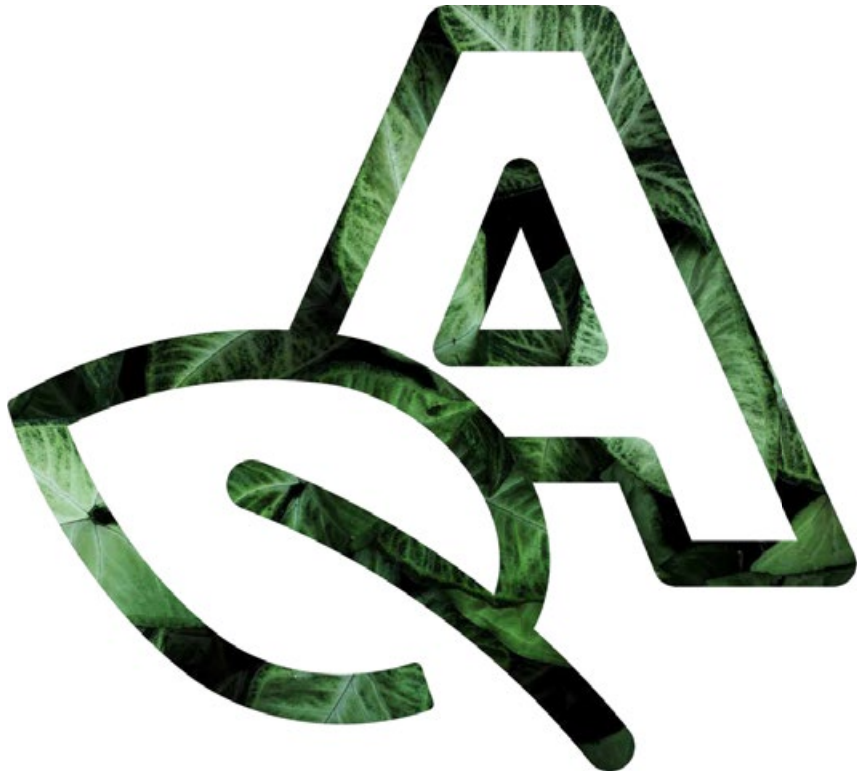
Sustainability Report 2022

We are a Finnish, open-minded construction planning and consulting company. We help our customers succeed in planning and implementing a sustainable built environment.



A-INSINÖÖRIT

AINS GROUP

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COMMUNITY

ACTIVITIES

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Making our environmental handprint visible

The responsibility of a construction engineer and consultant manifests when working with clients and their projects. Our possibilities to positively impact the environment through services and solutions are more than a thousand times greater than the carbon emissions of our business.

We aim to clear this ground well and take a central role in ensuring sustainability is effectuated in our clients' projects. We are starting to measure our environmental handprint in all our larger projects so we can demonstrate how well we have succeeded in our endeavours, together with the client and other members of the project team. Measuring our handprint makes visible our engineers' and team's investment in sustainability, while at the same time it spurs us forward as our clients' experts.

Our experts, who are committed to improving the built environment and who have the opportunity to engage in meaningful work, have been the key characters in AINS Group's story since the company was established. Our priorities in sustainability — healthy people and their handprint — are still the same.

Read our Sustainability Report to find out more about how our journey has progressed in measuring our handprint, among other things.

Kari Kauniskangas
CEO
AINS Group

With our community, you will build better and bolder

AINS Group is a Finnish engineering and consulting company in the property and construction sector. Our company comprises six service subdivisions: construction management, architectural design, structural engineering, renovation engineering, technical engineering, and infrastructure engineering.

In 2022, our turnover was 118 million euros. It grew by 35 percent compared to the previous year. The operating profit (EBITDA) was 9.4 million euros (7.9 percent).

We serve our clients in 16 locations and work annually in approximately 4,500 demanding projects related to construction and maintenance. The net promoter score (NPS) from our clients is 48.

Our work community of 1,300 experts make a significant positive contribution to the environment, which we design and develop.

Our objective is to design the environment sustainably and to promote overarching sustainability not only within our own community, but also in our clients' projects. To identify the positive impacts of our specialist services, we have created an environmental handprint indicator, which allows us to monitor the achievement of our objectives.

We place our trust in collaborating and innovating together in our projects and in expanding our handprint. We have divided our sustainability programme into three sub-sections: community, actions, and impact.

MATERIALITY ANALYSIS

We have identified our most significant stakeholders, engaged them in conversation and mapped out their expectations for the sustainable development of our operations.

We have used the results of this materiality analysis and the United Nations' Sustainable Development Goals to select the main themes of our sustainability programme, which we will focus on in our sustainability-related efforts.

OUR COMMUNITY
inspires, supports, and appreciates people and the environment.

We foster wellbeing at work

OUR ACTIONS
demonstrate increasing expertise in sustainable development, evidenced by tangible, proactive deeds.

We develop our expertise

We care for the common good

We ensure confidentiality

OUR IMPACT
stems from targeted, measurable construction of a sustainable living environment in collaboration with our stakeholders.

We design and build sustainably

We minimise our adverse environmental impacts

Sustainability management

Sustainability is a key part of our strategy, all our activities and the targets we set. We move ahead on the path of sustainable development step-by-step and set new targets for our sustainability programme as we reach the previous milestones.

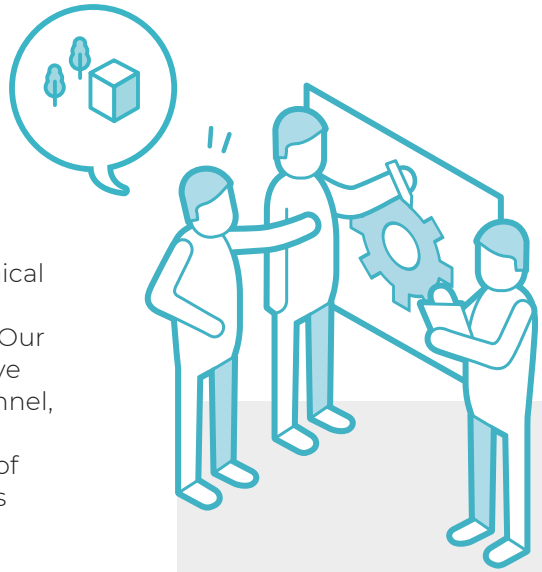
The director of sustainability and quality and the corporate sustainability team comprising representatives from all the service subdivisions oversee the execution of the sustainability programme at AINS Group. The director of sustainability and quality reports to the CEO and Group management.

We publish a sustainability report on an annual basis, applying the GRI reporting standards. This report refers to the 2021 reporting guidelines for the GRI Standards (GRI-Referenced).

ETHICAL PRINCIPLES

We are committed to operations that respect the environment and people. We are subject to and guided by legislation, the ethical guidelines for the engineering and consultancy sector, as well as our own ethical principles. The management team and supervisors are responsible for informing the personnel about the ethical principles of our work community. All employees are obliged to comply with them.

Our ethical actions are built around respecting collaboration and people, conducting a fair business, and bearing responsibility for the environment.



More information about our ethical principles is available on our website at ains.fi/sustainability. Our personnel and stakeholders have access to a whistleblowing channel, which is a statutory reporting channel for potential incidents of misconduct. The channel allows suspicions of misconduct to be reported anonymously.

OUR SYSTEM FOR CONTINUAL IMPROVEMENT

Audited quality and environmental systems and the commitment of our experts to improving quality and environmental sustainability form the foundation of the development of our project activities.

Our renovation engineering, architectural design and construction management subdivisions have been granted a certificate of quality by the RALA Construction Quality Association. Our services in the subdivisions of infrastructure engineering and technical engineering are certified in accordance with the ISO 9001:2015 standard. The environmental systems of each of our six subdivisions are certified in accordance with the ISO 14001:2015 standard.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We have identified categories from the UN Sustainable Development Goals, which our operations can best contribute to and which we use as the basis for developing our activities. We address these themes in our sustainability programme. The selected categories are presented in this report on page 6.

Commitments and collaboration networks

As a member of the Green Building Council (FIGBC) network, we promote carbon-neutrality, circular economy and sustainable business approaches in the construction industry. As one of the signatories of the #Building Life initiative, we have established an action plan leading to our own low carbon future.

We are committed to the Science Based Targets initiative (SBTi). Our objective is to systematically reduce our own emissions, taking a research-based approach to address global emission reduction requirements. We will publish our new, science-based emission reduction targets once they have passed the approval process.

We are Climate Partners with the cities of Helsinki and Tampere, and together with our other partners we seek to advance carbon neutrality in these areas. We are also a part of the Ministry of the Environment led group, which prepares the Green Deal programme for transition into circular economy.

WE SUPPORT THE UN SUSTAINABILITY DEVELOPMENT GOALS

The built environment has a significant impact on human health. We create and maintain wellbeing through well-designed outdoor and indoor environments.

A sustainable future calls for a change in the consumption and production of energy. We develop the built environment from a user of fossil energy into a producer of renewable, emission-free energy.

Sustainable economic growth is based on a balance between people and the environment. We provide a high-quality, diverse workplace that promotes respect and equality for all employees. We foster our employees' wellbeing and strive to further develop it.

A construction project is an endless source of innovation. We participate as experts in creating the conditions for the sustainable growth and development of people and companies.

A sustainable urban environment enables a good life. We contribute to the design of living environments that engage, provide security for and adapt to climate change.

We want to do our share to ensure sustainability of consumption and production. In our projects, we enable the transition of the built environment into an effective circular economy.

Construction is one of the industries with the largest impact on climate change. Our objective is a carbon-neutral building stock and a city environment protected from the inevitable impacts of climate change.

Through sustainable engineering and construction management, we seek to minimise the consumption of natural resources, protect the valuable biodiversity, and maintain a balanced use of land to benefit all species.

Collaboration is power, and expertise increases when shared! We work together with our clients, parties in the property and construction industry, legislators as well as research and training organisations to promote sustainable development.

We promote wellbeing at work

We want to provide our personnel with an outstanding employee experience and a work community they find worth committing to. In 2022, AINS Group employed more than 1,300 experts in the property and construction sector, who respond to the expectations of our clients and the entire built environment in our society. People are at the heart of our operations, and we value our corporate culture based on mutual respect and encouragement.

We develop our work culture together with the personnel to ensure a diverse and equal work environment that is engaging and appreciates each individual.

We followed our employee satisfaction, including for example perceptions of workplace equality, with an annual personnel study and monthly feedback surveys during the year.

The views of our personnel were examined in a comprehensive personnel study conducted by Eezy Flow. According to the study, the views of the personnel were at a high AA level, above the Finnish norm for expert organisations.

The overall **People Power index was 75.6** (in 2021: 75). The willingness of our personnel to recommend AINS Group as a workplace was also very good, the **eNPS being 59** (in 2021: 59).

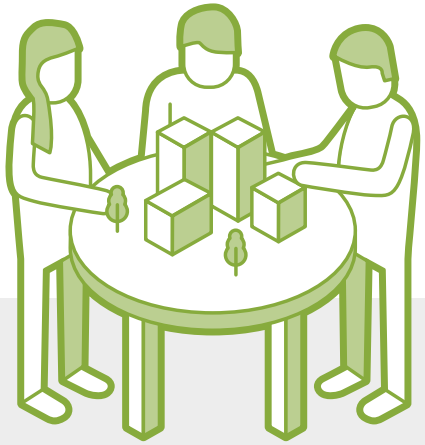
We developed a personnel accountability index that measures the perceptions of accountability in the work community. The index is based on selected questions from the personnel study. The personnel accountability index in 2022, was 3.3 on a scale of 1–4 (3.2 in 2021).

Monthly Vire surveys were conducted to continually monitor the situation in the work environment. We asked for our employees' opinions about the job and the factors affecting the work motivation. The survey functions as a feedback channel to ensure quick reactions to issues, and our supervisors utilised it to improve leadership and identify areas of development.

We also conducted a self-assessment of diversity and equity (by FIBS) and prepared a plan for development based on the results.

We adopted the Auntie service to support comprehensive wellbeing and supplement our extensive occupational health care services. Auntie provides our personnel with low-threshold access to preventive expert support for work resilience. We also arranged coaching related to management of work resilience for our supervisors in cooperation with our employee pension and occupational health care partners.

In 2021, we paid a performance-based bonus of €2.3 million to our personnel for their outstanding work towards our common targets.



Our personnel's comprehensive wellbeing

Healthy, motivated, and content employees are our most important resource. The Auntie service provides our work community with the opportunity for low-threshold support for burdensome everyday situations. The purpose of the service is to improve comprehensive wellbeing and work resilience. In addition, Auntie's Leader service has given our supervisors the opportunity to develop their leadership skills.

Auntie's various conceptualised service packages help employees, supported by a therapist or psychologist, to find solutions to challenges related to work fatigue, such as stress, lack of motivation or overachievement. The purpose of the service is to help and provide tools for an individual before the challenges become too severe.

We adopted the Auntie service in 2020. Our personnel have used a total of 131 service packages supporting mental wellbeing or management work. Each package includes five personal meetings with an expert. We have gained a lot of experience with the service and positive feedback from our personnel for providing the support. **One hundred per cent of those who used the Auntie service recommend it.**

WE ARE COMMITTED TO DEVELOPMENT

We develop the diversity of our work culture, equality, and personnel engagement in a systematic fashion. In 2023, we will create our own definition of workplace diversity and associated development targets. We will also continue to employ people with impairments.

The target for employee experience throughout our work community is AA+, i.e. excellent.

We develop our expertise

Continual maintenance and development of expertise is a must in the construction and property sector. Our sustainability programme aims to continually develop our personnel's skills, especially as experts in sustainably built environments.

One of our objectives is to identify the most significant sustainability themes in our work, which our experts can contribute to in our client projects.

In 2022, we arranged sustainability coaching for our personnel, with the objective that each expert would complete the coaching during the year. The coaching was completed by 70% of our experts.

Our experts in the technical engineering and architectural design subdivisions were trained in the most essential environmental management issues covered by the ISO 14001 standard.

Our environmental systems in these subdivisions were also certified in 2022.

We arranged 10 information sessions open to all our experts on the themes of environmentally sustainable construction. We also developed the measurement of expertise in sustainable construction and actively mapped position-specific training needs.

I have qualifications in RTS consultation and have trained in adhering to environmental values in projects. It's been a pleasure to serve as a spearhead in the sector.

Hannu-Pekka Seppänen,
Construction Manager, AINS Group,
Construction Consultant of the
Year 2023

We care for the common good

It is important for us to participate in projects promoting social and ecological wellbeing locally, nationally, and internationally, together with our personnel and other stakeholders. We want to develop an equal and diverse work community that nurtures wellbeing, not just for its personnel and clients, but also for society.

We hired a colleague with impairments in line with our employment programme.
We employed three construction specialists, who fled Ukraine, in the architectural design and technical engineering subdivisions.

We participated in several campaigns and initiatives seeking to get people to choose alternatives that are better for the environment.

Our work community participated in Green Building Week, one of the largest sustainable development campaigns in the construction industry.

We also challenged our personnel to participate for example in the Zero Emissions Day and Meatless October. These events encourage people to reduce carbon emissions through daily actions. In addition, we arranged an annual Christmas present fundraiser for disadvantaged children.

Humanitarian crisis in Ukraine

Russia's war of aggression in Ukraine aroused warm compassion and desire among our personnel to help Ukrainians who fell victim of the war.

During the year, we donated money to Ukraine through the Finnish Red Cross and UNICEF's fundraising campaigns and supplies through local charity organisations. **However, we wanted to do more to help those affected by the war and considered our possibilities to recruit Ukrainian refugees. We were able to hire three experts fleeing Ukraine for permanent positions.**

We provided our clients and community with the opportunity to participate in our crisis relief efforts. Our personnel had the choice of donating their employee Christmas gift to the Finnish Red Cross. On behalf of our clients, we donated 10 euros for each response to our annual customer satisfaction survey.

Pollination Bench promoting diversity of urban nature

Together with the City of Tampere, we tested a new form of urban apiary to maintain and promote diversity of nature. The Pollination Bench is an innovation with undeniable positive diversity impacts on urban nature.

The Pollination Bench is a special bench with a protected beehive under the seat. This Finnish innovation enables the location of a honeybee hive on ground level among people in cities and other residential areas. The bench was one of the finalists in the 2022 engineering achievement competition (Vuoden insinööriteko) organised by the Union of Professional Engineers in Finland. The competition awards inventions and actions in the technology sector that have a societal impact.

The park bench situated in Eteläpuisto park, Tampere, contains a beehive whose 50,000 honeybees work diligently for the good of the urban nature. Honeybees, along with bumblebees, are the most important pollinators of wild and cultivated plants. In cities, honeybees complement natural pollinators and mitigate fluctuations in their populations. The honeybees in the Pollination Bench pollinate a million flowers a day.

The experience in summer 2022 was so positive that the honeybees of the Pollination Bench will continue their labour in Eteläpuisto in 2023, also. The bench is an inspiring example of an everyday solution that can help preserve important ecological networks and the diversity of nature in urban areas.

We ensure confidentiality

We are committed to protecting our clients' project, business, and personal data carefully and reliably.

Our specialist work for clients is often related to investments or other confidential projects. All our employees have committed to comply with our instructions on maintaining confidentiality. We ensure high-quality data security processes and practices to protect personal and project information from unauthorised and unlawful processing and unintentional disclosure. We want to ensure that our services continue to run at a high quality, with minimal interruptions.

Ninety-one per cent (97% in 2021) of our personnel participated in continual data security training intended for everyone. The participation rate declined slightly from the previous year due to an increase in the number of new personnel. All new employees starting in 2022 were informed about our company's data security practices.

Towards the end of 2022, we began to plan our data security management system in accordance with the ISO 27011 framework.

Our objective is to introduce a management system compliant with the standard in 2023.

We conducted a self-assessment of data security management, and according to the assessment, the level of our data security is high. The system and its certification ensure that our data security is systematically developed and continually improved.

WE ARE COMMITTED TO DEVELOPMENT

We are in the process of developing a new data security training module, which will be mandatory for all employees. An external audit conducted in the autumn 2022 indicated that our company has introduced several data security development projects in its IT services action plan. The development of some of these activities has been accelerated due to the geopolitical situation.

I have a fortified understanding that the risks related to data security are real and substantial. Our company supports alertness with continual coaching.

Jukka Leppäkangas,
Development Director, Technical Engineering, AINS Group

We design and build sustainably

AINS Group has left its handprint on the built environment for six decades. Audited quality and environmental systems and our experts who are committed to continual improvement environmental sustainability are the backbone of our project activities.

As construction engineers and consultants, we have the opportunity to promote and execute construction in line with sustainable development, for example by facilitating emission reductions, the circular economy and biodiversity in our clients' projects. Last year, we began systematically measuring these positive impacts, our handprint, in our clients' projects. We have developed an environmental handprint indicator for this purpose based on self-assessment by our project managers and experts.

We made progress in standardisation and extended our ISO 14001-certified environmental system to cover all our subdivisions. The latest to be certified were architectural design and technical engineering. Certified project operations ensure that we develop the management of environmental issues systematically throughout the organisation, that our environmental expertise develops continually and that the results are evident in our clients' projects.

We also asked our clients' perceptions of our environmental expertise. **Sixty-three per cent (36% in 2021) of them were of the opinion that we promoted the achievement of the client's or project's environmental targets.**

ENVIRONMENTAL HANDPRINT AND MEASUREMENT OF IT

We measure the positive impact, that is the handprint, of our experts in all our significant projects. In practice, this encompasses the choices and solutions we make in designing, construction or consultation work that mitigate the negative impacts a project may have on the environment.
We have utilised the environmental handprint research of the Technical Research Centre of Finland (VTT) and a report by the Finnish Association for Consulting Firms SKOL related to handprint impacts to develop our handprint indicator. In 2022, we piloted the handprint indicator in all six of our subdivisions.

Our positive handprint impact is measured with a self-assessment survey conducted by our project manager or consultant both at the beginning and end of a client's project. The project manager or consultant assesses, on the one hand, the target areas of sustainable development included in the project on a scale of 0–100 and, on the other hand, the role (passive, neutral, active) our project team took to achieve the targets during the project.

The environmental handprint covers the following categories:

The handprint indicator categories to be assessed vary somewhat depending on the subdivision and the project.
The focus of the assessment in the initial phase of the project is on the sustainable development potential of the client's project. At the end of the project, we look at target achievement and our role in facilitating achievement of the targets.

In 2022, we calculated the environmental handprint for 65 client projects. The average handprint on a scale of 1–100 was 39.

Our objective is to expand our handprint each year and to extend the measurement to all our large client projects. The handprint in 2022 serves as a good starting point for monitoring our development.

The measurement of the environmental handprint is a way to guide our experts and to identify and actively promote sustainable construction potential in different fields.

WE ARE COMMITTED TO DEVELOPMENT

In 2023, we will make the measurement of our environmental handprint part of our project operations and ISO 14011 environmental systems.

We will measure our handprint in all client assignments exceeding €15,000, and we will also participate in the development of our clients' handprint.

Measuring the handprint supports the development of our experts and project managers in their roles as active professionals in sustainable construction. We are using the environmental handprint indicators to create a data bank comprising sustainable construction solutions and development of them. We utilise the data to provide solutions based on broader experience and more data than previously to benefit the sustainable built environment.

We're a forerunner in our sector in measuring environmental handprint. Projects that are implemented more sustainably set an example for the entire sector.

Eija Ehrukainen,
Sustainability and Quality Manager,
Infrastructure engineering,
AINS Group

We share current information on the circular economy of construction with property owners and project developers and guide planning of the circular economy in the buildings to be demolished. We encourage ambitious circular economy targets because there is certainly potential for them.

Elli Kinnunen,
Technology Manager for Sustainability,
AINS Structural Engineering

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 50

Recognition of Vattuniemi's circular economy potential and motivation towards targets

We worked as an expert in circular construction in a joint project with the City of Helsinki's circular economy cluster and Motiva Services on the Vattuniemi cape in Lauttasaari, Helsinki. Sixteen buildings in this area, which have been mainly used for offices, will be demolished, and residential buildings will be built in their place. The aim of the project is to use as much of the demolition material as possible in construction. Advanced combination of material flows and data will be used to achieve this aim.

Our circular construction expert assessed the quality and reliability of the pre-demolition audits for the properties in the project. In addition, our expert assisted the property owners and project developers in workshops and bilateral discussions in setting circular economy targets and proposed tangible actions to increase the positive handprint of the property demolitions.

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 36

Impressive sustainability targets in the Laakso Joint Hospital project

The Laakso Joint Hospital is a joint project between the City of Helsinki and the Hospital District of Helsinki and Uusimaa (HUS). The entire Laakso hospital area will be reformed in the alliance-based project; new hospitals will be built, and old ones will be refurbished. The AINS Group is part of the Unitas structural design group, and is involved in the LATU group responsible for architectural design. In the hospital project, we also work as rock construction, geotechnology and acoustics engineers and coordinate humidity control.

An old health care centre, a kindergarten and four residential blocks of flats have already been demolished in the hospital area. We prepared the pre-demolition material audits for these properties and recommended subsequent uses for different demolition materials. We investigated, for example, the possibilities to utilise mineral wool, sanitary fixtures, and concrete waste in various innovation projects. The concrete elements were extracted intact from the blocks of flats. The use of these components as warehousing units for outdoor sports arenas was an idea identified in the 'Closing Loops' competition.

Adaptable designing takes into account the potential changes in needs in future and repurposing the new Laakso Joint Hospital buildings. This type of designing places special requirements, on the frame, loading-bearing properties, and ceiling height of the premises, among other things.

We are investing heavily in the sustainability of the Laakso Joint Hospital. In addition to flexibility and adaptability, the requirements log contains several guiding criteria for adhering to environmental values.

Harri Kivistö,
Unitas-suunnitteluryhmän projektipäällikkö, A-Insinöörit

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 72

Close collaboration with zoning authority allows for comprehensive eco-friendliness

Preparations are being made for a holiday home area of 40 bungalows at the Tahko resort in Kuopio that respects the landscape and seeks to comprehensively minimise any negative environmental impacts. The developer of the project is Tahko-Bungalows, a family-owned business. We are responsible for the designing with an expert team, comprising our structural, traffic, geo, acoustics, and HVAC engineers in addition to an architect and principal designer. We are also responsible for the management and supervision of the project.

The dense construction area is located on a hillside plot in the centre of Tahko, on the shore of Syväri lake opposite to the Tahko ski slopes. Sustainable travel is a driving force in the project, and for this reason the ecological aspects of the construction have been considered — from land use and location of buildings to material choices and energy solutions.

The starting point of the construction and traffic system was to utilise the natural shape of the terrain. The aim was to minimise the amount of land excavation and backfilling to preserve the trees and bedrock as much as possible.

The area has been planned in close cooperation with the zoning authority. The buildings and roofs will be situated in a way that minimises the need for mechanical cooling. The construction material is predominately wood, green roofs

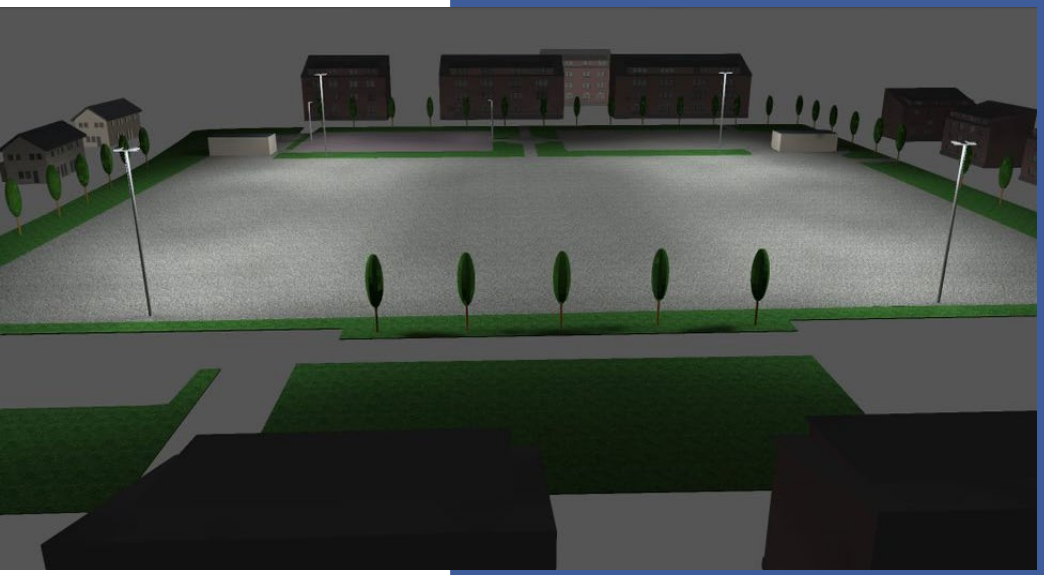
control rainwater, and the buildings utilise geothermal heat as well as hydropower and solar power to the extent permitted by zoning. In the future, the plot will be closed off from drive-through traffic.

The six existing log cabins in the area, built in the 80s, will be demolished since they no longer serve the needs of today's travel. The demolition material will be handled in line with the circular economy: the logs will be repurposed, and the cabins' concrete foundations will be crushed and used in the roads in the area.

The 40 new accommodation buildings opposite to the Tahko slopes will be completed in two phases.

Ecological construction involves collaboration between the zoning authorities and all our engineering subdivisions.

Kati Juola-Alanen,
Architect, AW2 Architects,
part of AINS Group



Usage-adjustable LED lighting reduces the carbon emissions throughout the entire lifecycle of the lighting.

Pentti Putaja,
Group Leader, Street Light Engineering, AINS Group Civil Engineering

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 77

Lighting in outdoor sports locations in Helsinki made more energy efficient

The City of Helsinki is renewing the lighting in its sports areas, and our experts helped the city achieve its sustainable development goals in this renovation project. We mapped the lighting needs of 12 sports areas and planned the renovation in accordance with the planning guidelines for outdoor lighting we had previously prepared for the City of Helsinki.

We designed the lighting for the sports parks based on needs and utilised new illumination technology which improves the parks' safety and amenity and reduces energy consumption. Lifecycle-smart solutions included energy-efficient LED lighting, an intelligent control system and optical features of the LED lighting that focus the light onto the field and minimise ambient light in its vicinity.

After the renovation, the lighting in the sports areas can be adjusted to the purpose of use. The normal lighting on the field is well suited to training, and the amount of light can be increased during sports events as needed.

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 56

Carbon-neutral district heat in Kangasala

The Kangasala district heating station is a joint project between the Tampereen Sähkölaitos electrical company and the Kangasalan Lämpö district heating and natural gas company, in which the district heating networks of the two public utilities were combined. Our industrial and HVAC experts were partners in the project right from the concept planning stage.

Both public utilities aim to transition from the use of fossil fuels, i.e., natural gas and oil, to carbon-neutral energy production. District heat is supplied to the Kangasalan Lämpö's network using renewable energy sources.

We were the technical experts in the project planning and execution of the plant procurement. The aimed for long-term sustainability through material choices and procurement of durable, high-quality, and sustainable equipment. Thanks to its flexibility, the capacity of the plant can be increased later without requiring significant additional investments.

Both environmental and residential amenity were taken into account in the planning the project, as the heat transfer station is located in the immediate vicinity of a housing area. The station, designed by our architect, minimises any noise impacts on the nearby residential area.

Cooperation between two energy companies enables the supply of low-emission heat to the area's residents.

Antti Paavolainen,
Project Manager, AINS Group Technical Engineering

OUR HANDPRINT IN PRACTICE
YMPÄRISTÖKÄDENJÄLKI-INDEKSI 68

Incentive scheme to promote sustainability: day-care centre built in collaboration; Vaasa sets the bar high

A day-care centre is currently being built in Teeriniemi, Vaasa, as a collaborative construction project. We devised the set-up of the project, and the City of Vaasa, and the developer, Lujatalo, collaborated with the engineers to identify the best solutions for the city, the kindergarten, its personnel, and the children, right from the development phase. A developer incentive scheme has been used as an impetus to achieve the project's established sustainability targets.

The premises of the Teeriniemi day-care centre will have space for 150 children and 40–50 employees. The adaptable nature of the building makes it suitable for other activities in the evenings and during the summer.

Sustainability indicators are included in the project's incentive scheme as early as the tendering phase, and the developer will receive a bonus based on its performance during the execution phase. The idea behind the scheme is to influence the building's carbon footprint and ensure it remains a healthy and safe place to work and spend time throughout its entire lifecycle. According to our experience, it has had a significant influence on meeting the targets.

"In a project executed according to a collaborative the commissioner, user, contractor and engineers can make environmental values the nucleus of what they do.

Robin Hästbacka,
Construction Management Consultant, AINS Group Construction Management

We minimise our adverse environmental impacts

We are committed to ensuring the carbon-neutrality of our operations as of 2024.

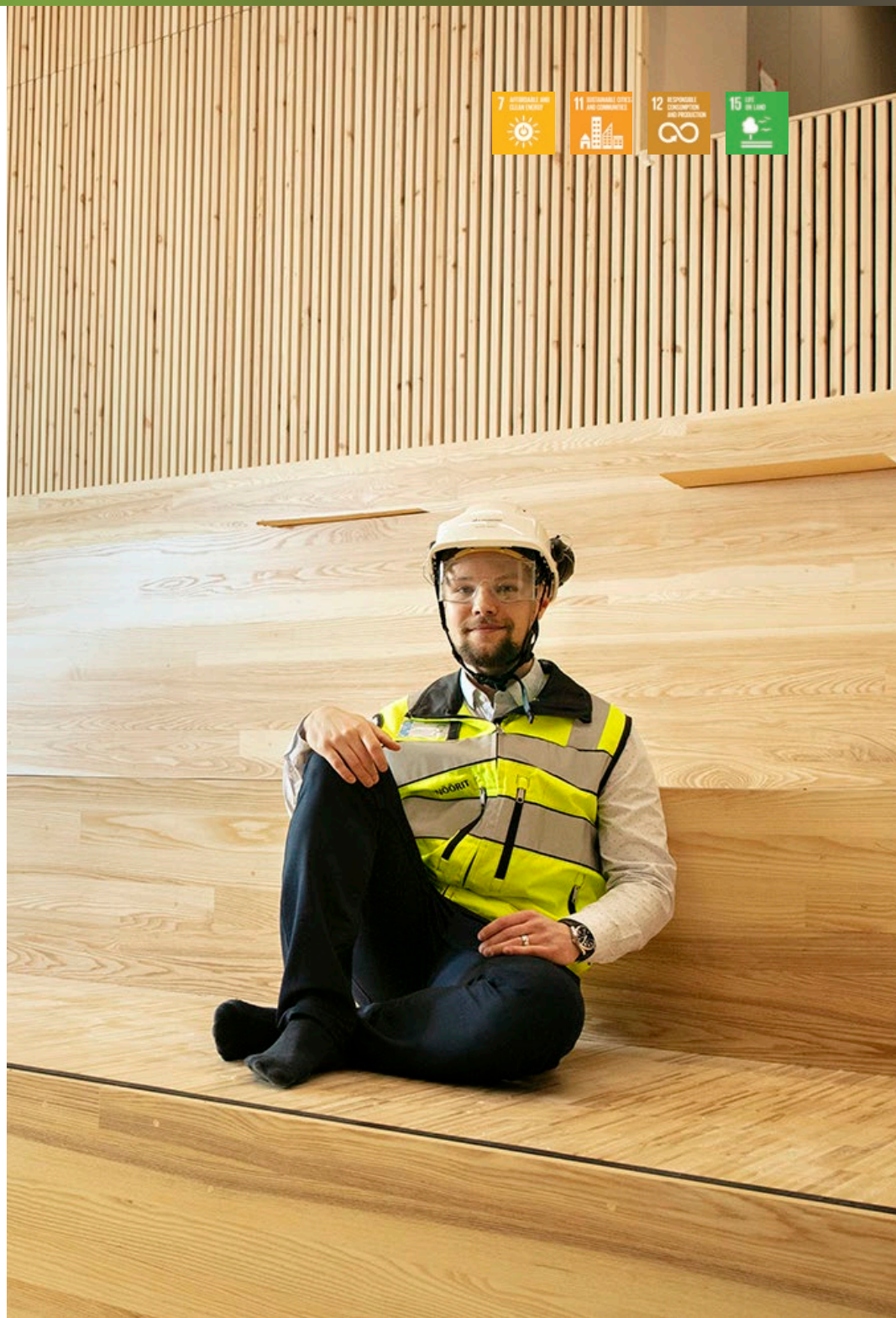
Our objective is to reduce the adverse environmental impacts of our operations. In 2022, we were one of the first engineering and consultant companies in Finland to commit to the Science Based Targets initiative (SBTi), which endeavours to limit global warming to 1.5 Celsius degrees. We will publish our research-based emission reduction actions once they have passed SBTi's approval process. Furthermore, we are committed to compensating the emissions we cannot avoid as of 2024.

AINS GROUP'S CARBON FOOTPRINT IN 2022

This summary presents AINS Group's carbon dioxide emissions in Finland in 2022, as well as in the comparison periods of 2019, 2022 and 2021. The climate emissions are mainly related to purchased services, heating of the office premises and mobility.

CALCULATION UNIT

In the context of calculating the carbon footprint, greenhouse gas emissions are presented in terms of carbon dioxide equivalents (CO2e). The carbon dioxide equivalent represents the climate-warming effect of various greenhouse gases converted into a comparable warming effect of carbon dioxide in the atmosphere.



EMISSION CALCULATION

AINS Group's carbon footprint has been calculated in accordance with the Greenhouse Gas (GHG) Protocol and divided into three categories. In comparison to previous years, the coverage of the calculation has been extended, allowing for setting emissions reduction targets based on science.

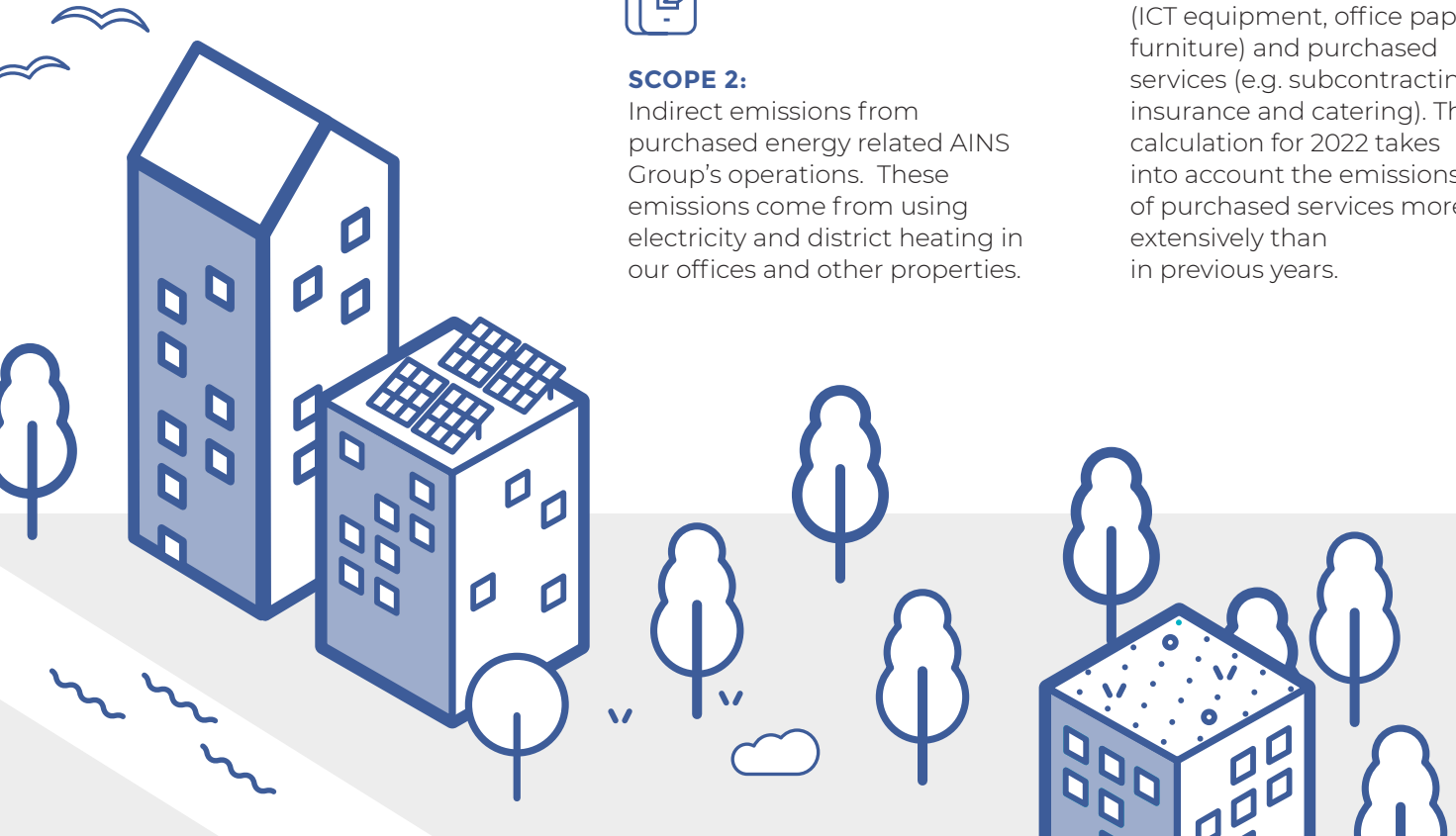
SCOPE 1:
Greenhouse gas emissions generated directly by AINS Group's own activities. The use of fuel in the vehicles we own is the source of the direct emissions, which are minor.

SCOPE 2:
Indirect emissions from purchased energy related AINS Group's operations. These emissions come from using electricity and district heating in our offices and other properties.

SCOPE 3:
Other emissions stemming indirectly from AINS Group's operations and the products and services we purchase. The calculation covered the emissions from collecting and processing waste, business travel (incl. hotel stays), purchases of tangible assets (ICT equipment, office paper, furniture) and purchased services (e.g. subcontracting, insurance and catering). The calculation for 2022 takes into account the emissions of purchased services more extensively than in previous years.

I use the wonderful company e-bike, which is suitable for transporting children, to make most of my trip to and from work. You can fit a couple of kids on the bike - and a third at a pinch.

Minna Kannonkerä,
Project Development Director, AINS Group Construction Management



RESULTS

AINS Group's total carbon footprint (Scopes 1–3) in 2022 amounted to 2,126,000 kg of CO_2e*. The amount has increased from previous years mainly due to improved coverage of the calculation. The carbon footprint is equivalent to the lifecycle carbon footprint of one block of flats. Emissions per employee were 1,800 kgCO2e/person-year**.

(*carbon dioxide equivalent, **person year)

	Table 1. AINS Group's emissions, tons of CO_2e				
t CO_2e	**2019**	**2020**	**2021**	**2022**	**Description**
Scope 1 - Direct emissions	4	5	5	53	With the growth our company, the number of vehicles we use has increased. We strive to favor low-emission alternatives in both our owned and leased fleet.
Scope 2 - Electricity	109	81	86	14	We have chosen electricity generated by renewable energy for our offices since 2021.
Scope 2 - Heat	309	233	224	161	Emissions from the use of district heat have decreased due to a reduction in the district heating companies' emission factors. In addition, some of our offices have switched to renewable district heating.
Scope 3 - Business travel	308	184	186	461	Business travel has increased in comparison to the COVID years but remains about 15% lower relative to the number of personnel in comparison to 2019. The scope of emissions related to business travel has been expanded.
Scope 3 - Commuting	473	268	224	490	The share of remote work has decreased since the first years of COVID. In order to promote sustainable mobility, we offer our employees a bicycle benefit and encourage walking and cycling in our workplace wellness activities and events.
Scope 3 - Property, plant and equipment	87	95	126	255	The coverage of emissions calculation was improved in 2022 by including the furniture purchased for our offices.
Scope 3 - Emissions from primary production, transmission and distribution losses	1	1	1	42	The coverage of emissions in primary production was improved in 2022 by including emissions from primary production of electricity and district heat.
Scope 3 - Waste	0,1	0,1	7	26	The coverage of emissions calculation concerning waste was improved significantly in 2022.
Scope 3 - Purchased services and products	0	2	2	623	The coverage of emissions calculation concerning services and products was improved significantly in 2022. The most significant new sources of emissions in our calculation were subcontracting services and insurance as well as meeting and breakfast catering.
Scope 3 - Transport and delivery	0	0	0,3	0,0	
Scope 3 - Water consumption	n/a	n/a	n/a	1,4	
Total	**1291**	**869**	**861**	**2126**	
Employee	**694**	**723**	**775**	**1200**	
Carbon footprint per AINS employee, t Co2e / employee	**1,9**	**1,2**	**1,1**	**1,8**	

TARGETING A REDUCTION IN EMISSIONS

The sustainable mobility programme provides incentives to promote a relative increase in cycling and the use of public transport by our personnel. We have an employee bicycle benefit, and we prioritise sustainable mobility in our travel policy.

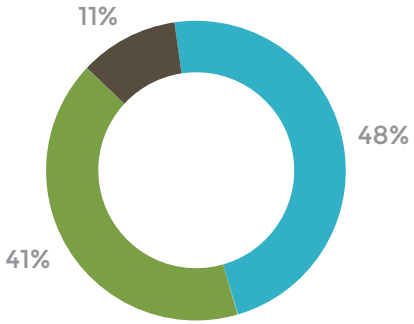
The sustainable offices programme targets a higher-quality working environment in fewer square meters. We prefer low-emission energy sources.

The sustainable procurement programme ensures that we also require our service providers to show environmental responsibility and that we make more climate-friendly choices whenever possible.

Starting in 2024, we will compensate the climate emissions that we cannot reduce with active measures.
Our emissions reductions will continue thereafter based on science. We will publish the reduction measures aligned with the Science Based Targets initiative once they receive approval from the SBTi.

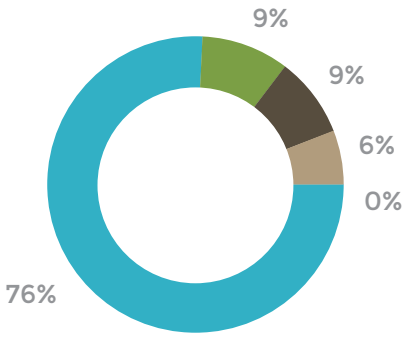
AINS Group's carbon footprint 2022: 2 126 000 kg CO_2e

- Mobility
- Offices
- Procurement



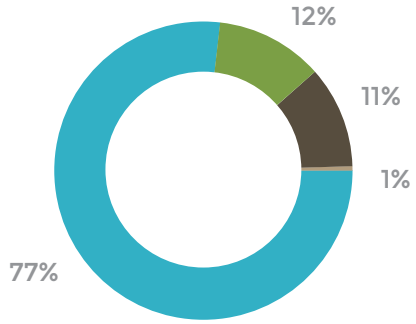
Mobility, carbon footprint 2022: 1 017 000 kg CO_2e

- Car
- Public transport (bus, railway)
- Flying
- Accommodation
- Ferry



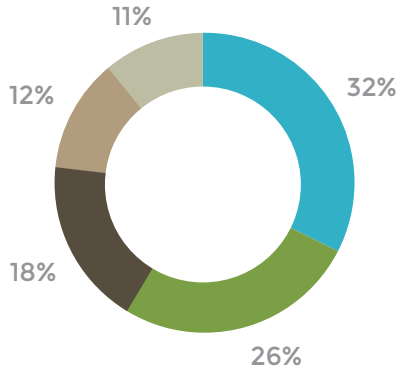
Offices, carbon footprint 2022: 231 000 kg CO_2e

- Use of istrict heating
- Use of electricity
- Waste
- Use of water



Procurement, carbon footprint 2022: 878 000 kg CO_2e

- Purchase services (insurance, cleaning services, gifts and souvenirs, other purchases)
- Breakfast and meeting services, events
- ICT equipment
- Subcontracting
- Furniture



GRI CONTENT INDEX

Statement of use	AINS Group Oy has reported the information cited in this GRI content index for the period
GRI 1 used	1.1. - 31.12.2022 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION	COMMENTS
GRI 2: General Disclosures 2021	2-1 Organizational details	3	
	2-2 Entities included in the organization's sustainability reporting	5	
	2-3 Reporting period, frequency and contact point	5	
	2-4 Restatements of information		No significant changes
	2-6 Activities, value chain and other business relationships	5	
	2-7 Employees	3	
	2-14 Role of the highest governance body in sustainability reporting	5	
	2-27 Compliance with laws and regulations	5	
	2-28 Membership associations	6	
	2-29 Approach to stakeholder engagement	5	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4	
	3-2 List of material topics	4	
	3-3 Management of material topics	4	

GRI STANDARD	DISCLOSURE	LOCATION	COMMENTS
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	3	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	5	https://www.ains.fi/en/about-us/sustainability/code-of-ethics
GRI 302: Energy 2016	302-1 Energy consumption within the organization	25	
	302-4 Reduction of energy consumption	26	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	14-15	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24-26	
	305-2 Energy indirect (Scope 2) GHG emissions	24-26	
	305-3 Other indirect (Scope 3) GHG emissions	24-26	
	305-5 Reduction of GHG emissions	24-26	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	14	
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	7-9	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	8	

It is inspiring to help clients improve their environmental impact through the growing handprint of our teams and experts.

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A-INSINÖÖRIT

www.ains.fi/en/about-us/sustainability