

Sustainability Report 2023

Y-Säätiö

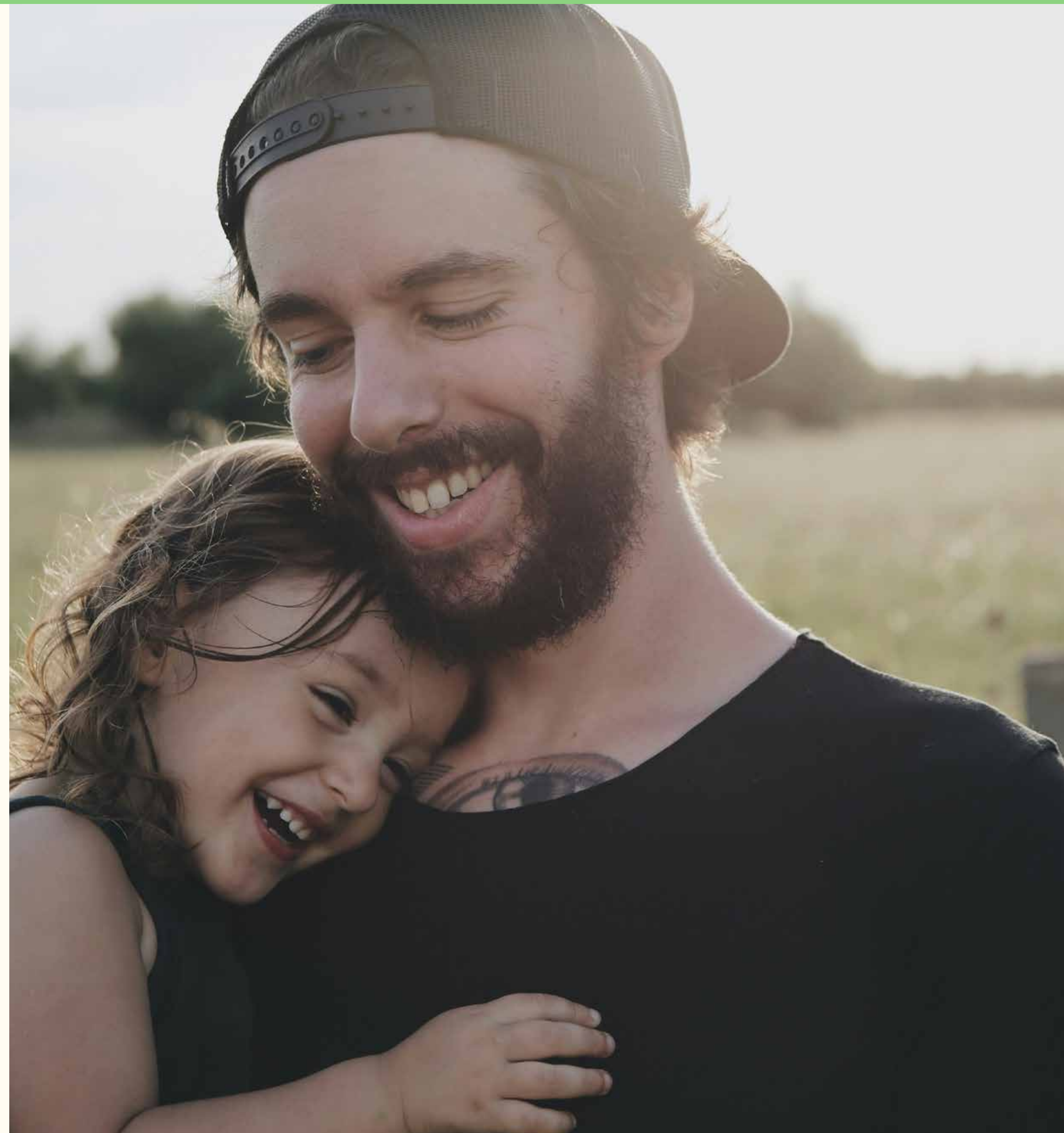


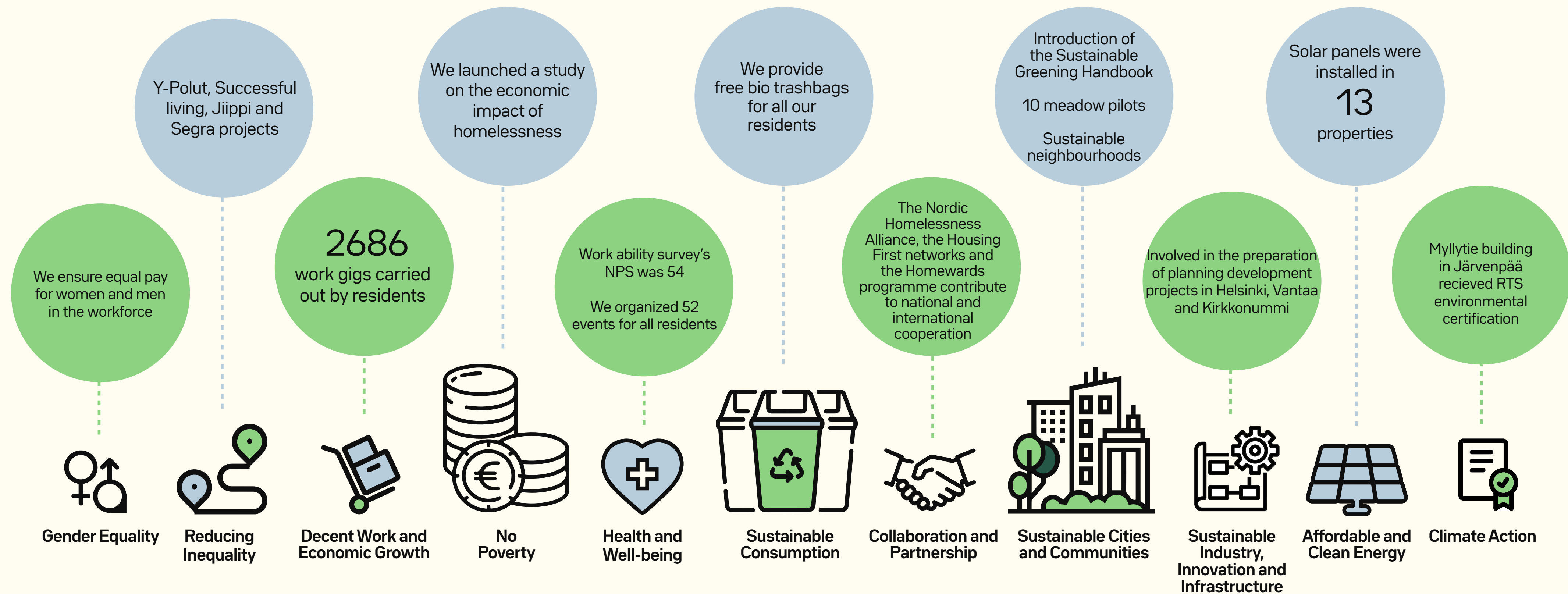
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A Year of Sustainability 2023

11 sustainable development goals in line with the Y-Säätiö's strategy have been promoted during 2023 as follows:



Sustainability in Y-Säätiö Group

Our fundamental mission is to ensure that everyone in Finland has a home. Our strategy honors this mission. During this strategy period, we will contribute to building a just society that leaves no one behind.

Our strategy is aligned with the United Nations' Sustainable Development Goals, which guide global development efforts until 2030. Through the UN's goals, our objectives are part of a larger whole.

As a responsible landlord, we promote the well-being of our residents and a sustainable lifestyle in all our actions.

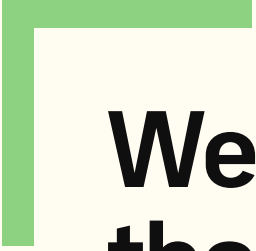
Through everyday actions, we demonstrate that we are leaders in the elimination of homelessness.

We develop homelessness work in collaboration with our partners both in Finland and internationally.

GRI reporting and step-by-step transition to CSRD sustainability reporting

Y-Säätiö is reporting on its sustainability for the second time according to the GRI framework at the "In Accordance" level, based on 2023 data. The reporting obligation under the EU's Corporate Sustainability Reporting Directive (CSRD), which came into effect at the beginning of 2024, will apply to Y-Säätiö's subsidiary, Kiinteistö Oy M2-Kodit, in conjunction with the 2025 annual report and financial statements.

The Sustainability Reporting Directive will not change the Foundation Act in national legislation, so the Y-Säätiö itself is not subject to the sustainability reporting obligation. However, the Y-Säätiö Group wants to continue reporting its sustainability information at the group level for the sake of industry comparability and to ensure stakeholders can transparently access information about the foundation's sustainable operations.



We demonstrate that we are leaders in the elimination of homelessness through our everyday actions.

Sustainability Management and Themes

Sustainability is an integral part of all our operations. The Y-Säätiö's seven-member board, which oversees our activities, is the highest decision-making body for our sustainability issues. Our CEO, along with the management team, leads our operational sustainability efforts. The sustainability team prepares the sustainability work and reports on it to the management team. The practical implementation of our sustainability efforts is the responsibility of our entire staff, as well as our residents and partners.

UN Sustainable Development Goals

Over more than 35 years of operation, the Y-Säätiö has laid the groundwork for its leading position in solving homelessness in Finland. Human rights are at the core of our activities and values, emphasizing everyone's right to a home and a dignified life. The Y-Säätiö is committed to the UN's Sustainable Development Goals (SDGs) within our organization and actively engages our stakeholders in achieving these goals.

In line with our strategy, we have selected three main objectives to guide our

corporate responsibility efforts.

- Our residents are economically and socially prosperous
- We are moving towards carbon neutral living
- We eliminate homelessness in Finland and reduce it internationally

In our operation, we have identified 11 key SDG's. These goals were agreed upon by UN member states in 2015, aiming to eradicate poverty worldwide, ensure environmental well-being, and promote global sustainable development by 2030. There are a total of 17 goals.



Strategic goals for 2023–2030

In the spring, we completed the update of the Y-Säätiö strategy for 2023–2030. Although the beginning of the year has been primarily focused on the energy crisis, Russia's aggression war in Ukraine, and inflation, it is important to remember that many positive things have also happened over the year.

We achieve our strategic goals through key projects. We will work on these projects throughout the entire strategy period, updating and refining them as the strategy progresses. Our success is ensured by our skilled staff, stable financial base, and effective digital tools.

MISSION

So that everyone has a home

VISION

We are a pioneer in ending homelessness, promoting the wellbeing and sustainable lifestyles of our residents

KEY PROJECTS

- Our residents are economically and socially prosperous
- We are moving towards carbon neutral living
- We eliminate homelessness in Finland and reduce it internationally

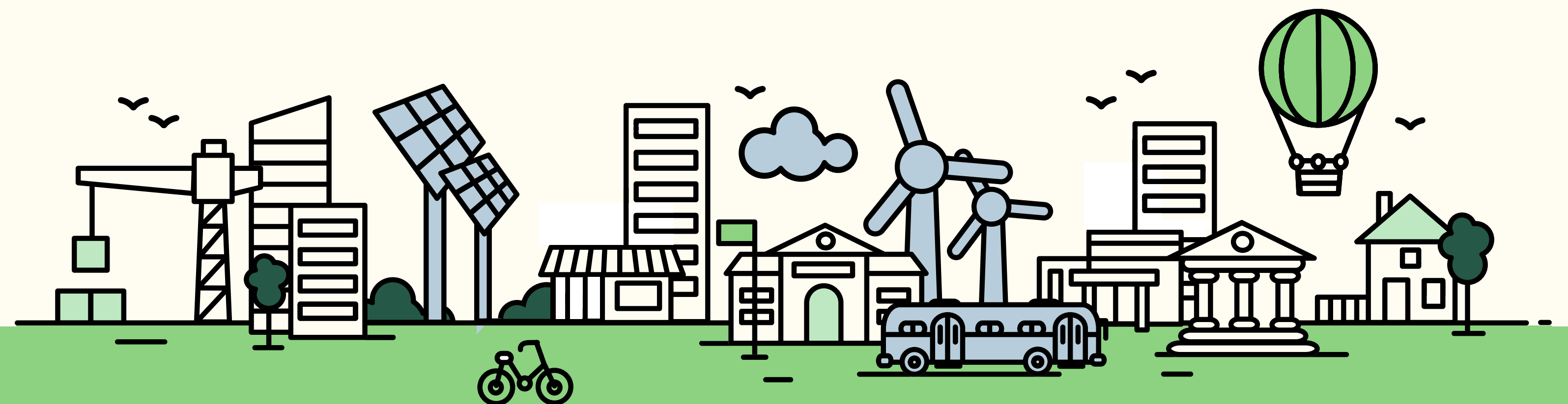
Y-Säätiö

SERVICE PROMISE

We are here for you

CONDITIONS FOR SUCCESS

- We maintain the professional skills of our staff
- We are a financially stable company
- We make effective use of digital tools



Sustainability Goals and Management

Y-Säätiö was established in 1985 in response to the growing problem of homelessness in Finland. Its establishment was driven by the need to find new methods and solutions to reduce homelessness, particularly to support those in difficult housing situations.

The founding of Y-Säätiö's was part of a broader effort to address the causes and consequences of homelessness in Finland, and over the years, it has grown into one of the country's most significant actors in social housing production. Y-Säätiö is dedicated to creating permanent, safe, and affordable housing options that help reduce homelessness and improve people's quality of life.

The cornerstone of the Y-Säätiö Group's growing non-profit activities is a stable economy. Our solvency has developed favourably, although rent increases have been unavoidable. Sustainability is demonstrated in the leasing of apartments, as well as in the construction of new buildings and maintenance of existing ones.

The organization adheres to governmental guidelines, laws, regulations, and good practices in rental management, rental brokerage, and property management.

The role of the board in sustainability efforts

The board of Y-Säätiö discusses the annual report by the end of April and the half-yearly report by the end of August. In both reports, the board approves a section on sustainability. The board decides on the strategy and monitors its implementation. The sustainability programme is also submitted to the board for decision. The board has discussed the Y-Säätiö's emissions reduction pathway to carbon neutrality based on the strategy. It is up to the board to decide on the strategy.

Operational measures are decided by the foundation's management. The board is presented annually with the progress of the different elements of the strategy. Many members of Y-Säätiö's board have expertise in sustainable development objectives and measures, including in the building and construction sector, through their main work. This expertise is ensured, for instance, by the selection of the founding members of the board, which seeks to attract a wide range of expertise to the board. Y-Säätiö's management regularly carries out a risk mapping exercise, which is used as a basis for deciding on risk management measures. The results are reviewed annually by the board.



Y-Säätiö was established in 1985 in response to the growing problem of homelessness in Finland.

BOARD OF DIRECTORS

FINNISH RED CROSS

Coordinator

Maria Viljanen

hallituksen puheenjohtaja

RAKENNUSTEOLLISUUS RT ry

CEO

Alexi Randell

hallituksen varapuheenjohtaja

CITY OF VANTAA

Real Estate Development

Manager

Tomi Henriksson

MIELI Mental Health Finland

Administrative Director

Tapio Tähtinen

CITY OF HELSINKI

Administrative Director

Tiina Mäki

RAKENNUSLIITTO ry

Chairman

Kimmo Palonen

CITY OF TAMPERE

Deputy Mayor

Pekka Salmi

The members have been elected for a two-year term of office at Y-Säätiö's annual meeting in April 2022.

MANAGEMENT



Teija Ojankoski
CEO



Juha Niskanen
Real Estate Director



Eeva Tammissalo
Account Director



Kari Komu
CFO



Pekka Kampman
Construction Director



Minna Pääkkönen
Comms and Marketing Director



Sari Timonen
Development Director



Timo Mutalahti
Group Legal Officer

IN ADDITION TO THE FOUNDATION'S BOARD OF DIRECTORS, THE Y-SÄÄTIÖ'S MOST IMPORTANT STAKEHOLDERS INCLUDE:

Funding Center for Social Welfare and Health Organisations STEA, The Housing Finance and Development Centre of Finland (ARA), State Treasury, service partners, IT-systems suppliers and most importantly, staff and residents. In addition, municipalities and welfare areas are the main providers of housing for people with special needs in Y-Kodit.

Municipal decision-makers and the media also play an important role in the foundation's activities.

THE FOUNDATION IS A MEMBER OF THE FOLLOWING ORGANISATIONS:

FEANTSA, FIBS ry, The Helsinki Region Chamber of Commerce, The Finnish Real Estate Management Federation, Real Estate Employers ry, Kova ry, RETS - Life Without a Crime, Rakli ry, SOSTE ry, Valo-Valmennusyhdistys ry, GBC Finland ry.

These organisations are important stakeholders in the foundation's work.

The foundation brings in external expertise for challenging tasks. The most important of these are financial

institutions, loan, interest rate and investment policy, insurance brokerage and audit firm. Advice is actively sought from key industry authorities such as ARA, STEA and State Treasury.

THE FOUNDING MEMBERS OF THE Y-SÄÄTIÖ WHICH HAVE AN INFLUENCE ON THE BOARD:

City of Espoo, City of Helsinki, Evangelical Lutheran Church of Finland, Rakennusliitto ry, Rakennusteollisuus RT ry, Association of Finnish Municipalities, Suomen Mielenterveysseura ry, Suomen Punainen Risti, City of Tampere, City of Turku and City of Vantaa.

FOUNDING ORGANISATIONS



City of Helsinki



City of Espoo



City of Vantaa



THE CITY OF TAMPERE



CITY OF TURKU



KIRKKOHALLITUS⁺

mieli
Suomen Mielenterveys ry



Punainen Risti
Röda Korset



Rakennusliitto
BYGGNADSFÖRBUNDET



Rakennusteollisuus

Engaging and involving stakeholders

We conducted a survey of our stakeholders on our cooperation with different partners for the fourth time. Partners identified the most important activities of Y-Säätiö as national advocacy, the provision of affordable housing and the rental of housing for special groups.

The feedback from the survey highlighted that stakeholders felt that Y-Säätiö's activities were responsible and that cooperation worked well, but they wanted to see more communication on these themes. The stakeholder survey showed a strong level of trust in the actions of Y-Säätiö. All respondents felt that Y-Säätiö's activities were necessary (93% strongly agreed and 7% somewhat agreed).

Respondents hoped that cooperation would be developed by going out into different regions. Concerns about securing a housing in a tightening global environment and changes in the welfare reform were raised, but stakeholders were confident that Y-Säätiö would remain a provider of affordable housing in a changing and uncertain world.

Stakeholder support strengthened

Y-Säätiö strengthened its reputation and has

increased the support of its stakeholders, according to Luottamus&Maine survey conducted by T-media in October. The overall reputation rating has reached its highest level in the four-year history of the survey, reaching 3.39 on a five-point scale.

The overall reputation score has risen to the highest level in the four-year measurement history, reaching 3.39 on a five-point scale. The previous year's score was 3.31. The reputation of Y-Säätiö has improved in all eight areas of the study, with particularly notable positive developments in the areas of responsibility, leadership, and governance.

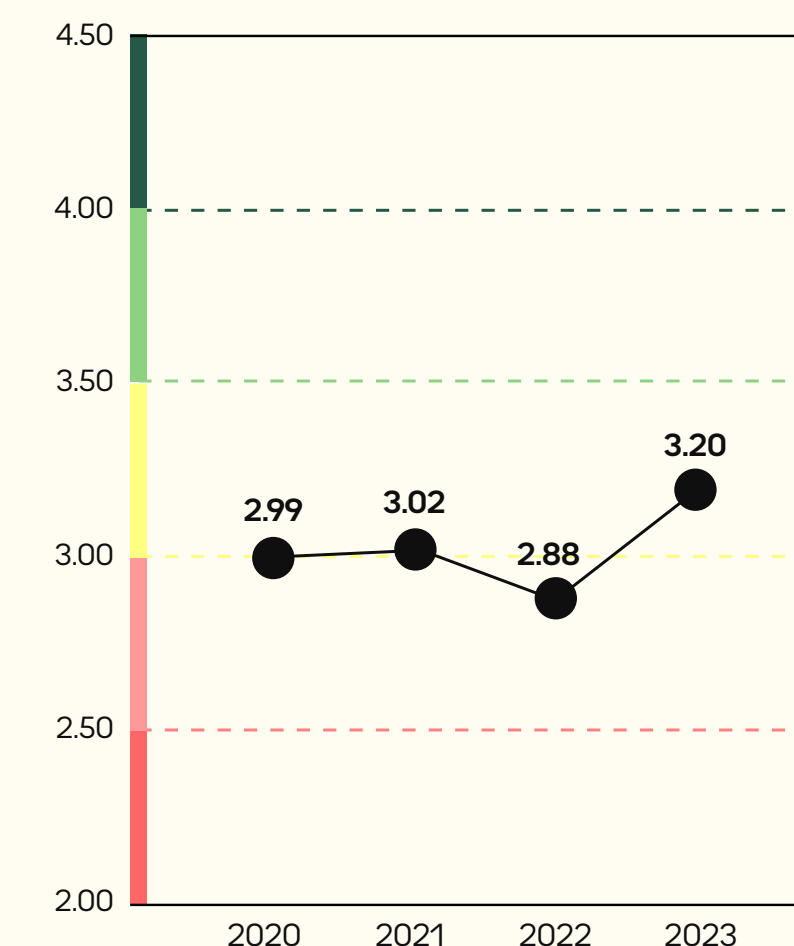
Y-Säätiö implements meaningful social responsibility by investing in increasing the organization's visibility through research and development activities, among other methods. Its goal-oriented work as a builder and landlord of affordable housing, as well as a preventer of homelessness, is reflected during challenging times in the public perception and support for Y-Säätiö.

According to the study, stakeholder support has increased significantly, reaching an overall score of 3.20 compared to 2.88 the previous year. The study highlighted Y-Säätiö's reliability as an employer in the eyes of job seekers.

STAKEHOLDER SUPPORT DETERMINES SUCCESS

Willingness to purchase, recommendations, interest in investment, enthusiasm for job applications, trust, and support even during difficult times result from a strong reputation.

The stakeholder support generated by a strong reputation is essentially the **REPUTATIONAL CAPITAL** that is often discussed.



Goals of the Sustainability Program for the Strategic Period

Goals of the Sustainability Program for the Strategic Period		2024 plan of action	2023 plan of action	by 2025	by 2030	GRI used for tracking	
ENVIRONMENTAL A fair transition towards a carbon-neutral life	We specify the following strategic goals of Y-Säätiö with the measures of our responsibility program:						
	Our goal is to become as low-carbon as possible during the strategic period and to achieve carbon neutrality by 2035. Our emission reduction target is -70% by 2030.	E1. Emissions	The CO2 emissions from property energy consumption decrease by 5% compared to the previous year.		Scope 1, 2, and 3 carbon dioxide emissions reduced by 25% compared to 2022 levels.	Scope 1, 2, and 3 carbon dioxide emissions reduced by 70% compared to 2022 levels.	305
	We aim to switch our heating contracts to renewable district heating or geothermal energy where possible by 2030.	E2. Emissions	The specific heat consumption decreases by 2% compared to the previous year.	Emission-free district heating will be increased in existing properties. 1	50% of property energy consumption is emissions-free. We utilize renewable and sustainable energy whenever it is technically and economically feasible.	Energy use is emissions-free in Y-Säätiö. Solar electricity production in the majority of properties.	302
	We improve energy efficiency through energy renovations in our older properties.	E3. Energy efficiency	We carry out the first energy renovations in three properties and continue improving energy efficiency alongside other projects.	The survey of energy renovation sites is completed. 1 Energy efficiency renovations will commence based on mapping. 1	Energy renovations have been initiated. The goal is to improve energy efficiency in major renovations and "Koti kuntoon" renovations. Energy efficiency is targeted to improve by 30% in major renovations. Active communication and interaction influence individual apartment buildings' decisions regarding energy efficiency and environmental matters.	Energy efficiency renovations completed in 10% of properties. Energy efficiency improved in repair projects. Energy and environmental efficiency in individual apartment building associations has improved due to collaborative efforts with other stakeholders.	302 416
	We use smart solutions to enhance energy efficiency.	E4. Energy	We upgrade our consumption monitoring system to a more versatile and precise platform.	Automation and smart solutions will be increased for directing energy flows and monitoring consumption [e.g., individual apartment heating control]. 1	Solar energy and heat pump technology intelligently controlled in multiple locations. Demand response for property energy consumption is increased.	Energy production is renewable in new construction and renovation projects. Solar electricity production is implemented in the majority of properties. Demand response is utilized in all feasible locations.	302
	We build A-class energy-efficient buildings with a focus on material efficiency in new construction projects.	E5. Emissions	We pilot test The Nordic Swan Ecolabel in a new development project.	The new construction and renovation planning guidelines will be updated annually to include energy efficiency, emissions reduction, and circular economy goals [e.g., recycling materials]. 2	The emissions reduction target for new construction and renovations [EN15978 A1-A5] is -15% compared to 2022 levels.	The emissions reduction target for new construction and renovations [EN15978 A1-A5] -40% compared to 2022 levels.	305
	We commit to the Sustainable Demolition Green Deal agreement. By the end of 2020, the proportion of reusable materials from safe construction and demolition waste will rise to 70%.	E6. Circular economy	Improvement of household waste recycling rate by 5% compared to the previous year.	Partners will be required to commit to ZeroWaste environmental reporting. 1	85% of waste from renovation and demolition sites is utilized as materials. We aim to utilize recycled materials in new construction and renovations.	90% of renovation and demolition waste utilized as materials. Property management, construction, and renovations conducted in accordance with circular economy principles.	301, 306
	We offer our residents a variety of ways to reduce their own carbon footprint. Emission-free electricity and heating contracts for residents.	E8. Residents' environmental footprint	Climate Experiment Project in Jyväskylä to promote sustainable living	A study to promote residents' ecological living. 1	A digital carbon footprint calculator for housing in the OmaM2 service.	Any surplus energy from properties is offered for the benefit of residents.	303, 306
		E9. Residents' environmental footprint	Educational sessions for residents on sustainable living	Active communication and interaction regarding the magnitude of individual's environmental impact and opportunities for reduction. 1	Energy and eco-liaisons among residents.	Energy and eco liaisons designated for all properties.	305
		E10. Residents' environmental footprint	The specific water consumption in properties decreases by 2% compared to the previous year.	Water conservation campaign in the Tampere area 1	Water-saving fixtures in 70% of properties. Apartment-specific metering and billing for new construction and renovations.	Water-saving fixtures in 85% of properties. Apartment-specific metering and billing in 25% of properties.	303
	We commit to reducing the environmental impact of our operations.	E7. Waste and recycling	"Sekaisin sekajätteestä" -campaign launches in Oulu and Jyväskylä. Sorting-motivating stickers will be attached to property waste sheds and bins.	Waste campaign for residents 2 Implementing positive reinforcement (nudging) methods to promote recycling. 2	Household waste utilized as material in 55% of cases. Circular and sharing economy solutions for residents in properties and new developments.	60% of household waste utilized as material	
		E11. Environmental certifications	Piloting RTS environmental certification	Piloting RTS environmental certification in the new construction project in Järvenpää. 1	Piloted environmental certifications include the Nordic Swan Eco-label and RTS.	Environmental certifications ensure sustainable construction management.	301-308
		E12. Biodiversity	New pilot locations for sustainable green care initiatives. Preparation of purchased green care service contracts to align with sustainable green care practices.	The implementation of the sustainable green care manual and the initiation of greening work at pilot sites. 1	We are restoring property gardens, increasing green areas, and enhancing biodiversity through sustainable landscaping. This approach will be implemented in new developments and renovation projects.	All outdoor areas maintained according to the Green Care Guide.	304
		E13. Employee commuting	Educational sessions for residents on sustainable living	Continuous encouragement for low-emission transportation 2	Work-related travel needs are carefully considered. Emissions from commuting have declined. Shared electric bicycles and cars are in use. Additional incentives for sustainable transportation have been developed.	Commuting during work-time and supported commuting are low-emission	305
		E14. Own facilities	The headquarters relocation to space that matches occupancy rates and is easily accessible.	Piloting remote workstations in our own properties 2	Office space utilization has been reduced.	Efficient and versatile workspaces regardless of location	305
We strive to prioritize ecological, ethical, and sustainable practices in all our procurements.	E15. Procurements	Including sustainability surveys in procurement processes.	Communicating and increasing environmental awareness among staff and residents 1 In material and system procurements, lifecycle 1 and carbon footprint 2 are taken into account.	Procurement criteria emphasize environmental and social responsibility. Environmental and social responsibility are key criteria in procurement and divestment decisions in Y-Kodit.	Supply chain sustainability ensured	308	

Goals of the Sustainability Program for the Strategic Period

Goals of the Sustainability Program for the Strategic Period			2024 goals of action	2023 goals of action	by 2025	by 2030	
SOCIAL Economically and socially thriving residents Elimination of homelessness in Finland and reduction internationally	One Y-Säätiö - one excellent customer experience. Electronic services, housing benefits, and resident communication. We treat everyone equally.	S1. Customer experience Transparency	Resident satisfaction NPS 50	Development of digital services for residents. 1	Residents have access to real-time tracking of expenses and costs.	Uniform digital services available for residents of M2-Kodit and Y-Kodit.	406, 413
	Our residents can rely on affordability, continuity, and safety in housing.	S.2 Affordability of housing	Occupancy rate 96% Efforts are made to keep rent increases moderate	Continuation of transparency in rent determination. 1	Rents significantly below market rates.	We facilitate offering renewal leases to residents with permanent tenancy.	
	We offer job opportunities and training through our Uuras employment program.	S.3 Employment	3,500 gig work opportunities 30 guaranteed gigs	3500 done gig works. 2 60 residents employed in open job markets. 3 30 gurantee gig workers. 1	100 individuals have gained employment through Uuraan in open job markets annually. 3,000 gig jobs completed per year.	20,000 gig work opportunities offered to residents during the strategy period. 900 individuals employed in open job markets during the strategy period.	401
	By influencing people's attitudes to eliminate the stigma created by homelessness	s. 4 Equality	Joint communication of M2-Kodit and Y-kodit	Skills and methods for respectful encounters with the homeless. 1	In all communications, we ensure equality for all, including the homeless - we train our own staff and networks on this issue.	Peer residents fostering community and supporting residents with housing challenges.	
	Our work is guided by the Housing First principle. Eliminating homelessness in Finland and reducing it internationally. Strengthening cooperation with cities, municipalities, and organizations to provide housing solutions for those with special needs and affordable housing. Enhancing collaboration with international stakeholders.	S.5 Specialized housing Reducing homelessness	Organizing events by network developers. At least 1000 participants at Housing First principle-promoting events. Monitoring and evaluation metrics for international work impact. Assessment of cost-effectiveness of the Housing First model.	Constructing accessible housing units during major renovation projects whenever technically feasible. 1 Development of residents' service paths. 1	Responding to the need to expedite access to housing for those who have experienced homelessness through the Successful Housing Initiative. Housing First approach integrated into Nordic cooperation. International training in housing counseling and collaborative development of the HF model.	5% of available and new construction apartments are reserved for special groups. We have successfully prevented evictions and ensured housing continuity.	413
	In all our work, we aim for comprehensive economic and social well-being of our residents.	S.6 Resident activities	3,500 residents participating in resident activities and events.	Resident activities in 90% of properties. 1	Rewarding good and ecological housing and property operations. Involving Y-Homes residents in resident activities.	Environmentally knowledgeable resident activists have been trained by region.	413
	Successful living High-quality and well-maintained properties and apartments Our housing options serve residents flexibly according to their life situations	S.7 Good housing	Increase opportunities for internal apartment exchanges.	Koti kuntoon + -renovations * 1 The project to develop a youth housing model Y-Polut begins. 1	Updating apartment conditions to modern standards (e.g., installing dishwashers). Flexible operating models for changing residences. Establishing a youth housing model and expanding housing counseling project work. Social management to support quality living.	Inspecting the condition of the apartment during housing changes and making necessary improvements before new occupancy.	416

GOVERNANCE Skilled personnel Strong financial foundation and new financing opportunities Efficient digital tools	We increase our staff's knowledge through communication and by offering educational sessions.	G1. Personnel	Implementing a new intranet to improve staff communication.	20-30 targeted information sessions for staff per year. 1 Developing internal communication. 1	Staff training budgets increased by +20% from 2023 levels. Residents participate in experimentation and development activities.	Training budgets increased by +30% from 2023 levels. Staff equipped with a deep understanding of residents' everyday challenges.	404
	We ensure the development of our employees' skills by offering opportunities for training and self-directed learning.	G2. Personnel	Close supervisor forums to support leadership work.	Practices supporting voluntary education are in use. As many new employees as possible have at least high school-level education. Coaching supervisors in contemporary management practices 3-4 times a year.	ISA certification for company management. All supervisors have leadership-supporting skills.	80% of employees have obtained a vocational qualification that enhances their professional skills. Supervisors are provided with diverse management training.	404
	We encourage and promote structured job rotation and career paths. Remote work opportunities are supportive and equitable.	G3. Personnel	New recruitment system to facilitate internal transitions to new roles.	Volunteer opportunities for staff within partner networks. 1 Extensive remote work opportunities implemented. 1 Job rotation facilitated through internal hiring practices. 1	Long-term systematic job rotation is actively supported.	We utilize various flexible employment arrangements.	404
	Attractiveness is supported by a positive work culture that also attracts new job applicants.	G4. Personnel	Exploring new recruitment methods.	Structured workplace culture discussions held in all teams. 1 Recruitment practices support increasing diversity within the staff. 2 Staff turnover remains at 10%. 1	We find channels and communication methods to attract diverse job applicants. We employ flexible work arrangements according to employees' life situations. Staff turnover remains at 10%.	Internal inclusion* has been researched and strengthened. There are structures and tools in place to enable remote work. Staff turnover remains at 10%	405
	Efficient digital tools. We utilize the best technological solutions in all our operations.	G5. Information technology	Implementation of the new operational management system Kenno.	Implementation of Kenno. 3 Responsible data usage ensured. 1	Introducing PowerBI for staff to access comprehensive and visible digital data across the entire group's business operations.	Sustainability data is published in real-time in digital format for staff and publicly.	
	The foundation of Y-Säätiö's ten-year strategy is based on the United Nations Sustainable Development Goals (SDGs).	G6. Sustainability reporting	Preparing CSRD sustainability reporting and expanding taxonomy reporting. Introducing impact measurement metrics for development efforts.	Implementation of GRI reporting. 1	Comprehensive communication about sustainability initiatives on our website and through the OmaM2 service. Monitoring and evaluation through research and development activities.	Sustainability data is published in real-time in digital format for staff and publicly.	
	Strong financial foundation. Our goal is to secure international financing solutions in the future to strengthen the foundation's work and outcomes.	G8. Finance	The loan coverage level is kept around 70-75%.	Discontinuing apartments in locations with no rental housing demand. 1 Continuing to maintain loan protection levels around 75%. Actively seeking subsidies for investments. 1 Project financing is expanding. 1	The obligations arising from taxonomy regulations are fulfilled regarding financing.	The group's equity ratio is 30%, fair value 40%.	201

* More information about Koti kuntoon + -renovations: <https://m2kodit.fi/vuokra-asunnot/koti-kuntoon-remontit/>

*By internal inclusion, we mean ensuring that all staff members feel a sense of belonging and participate equally and equitably in the work community.

* Offered the first job opportunity with low entry barriers to a new resident in a challenging job market situation.

1 fully implemented 2 partially implemented 3 not implemented

Sustainable Communication Strategy

In early 2023, Y-Säätiö underwent a visual identity renewal, including its logo and color scheme. Concurrently, the ysaatio.fi website was revamped, with the major change being the integration of the Asuntoensin.fi site into ysaatio.fi. The website redesign was a nearly six-month project involving employees of Y-Säätiö in various surveys and workshops. Prototypes were built during the interface and visual design phase for testing purposes.

The service aimed to create a comprehensive experience that serves users exceptionally well, validated through user testing conducted for this purpose. Accessibility was a major theme in the redesign, aiming to make the website accessible to serve all users effectively. The final website meets Level AA accessibility standards.

Throughout the year, two significant marketing campaigns were executed: an influencer communication campaign in collaboration with Jukka Jalonen ahead of the parliamentary elections, and a Christmas campaign in partnership with M2-Kodit. The campaigns aimed to raise awareness of Y-Säätiö and M2-Kodit, increasing understanding of the organizations' societal role in rental housing and homelessness initiatives.



Sustainable Employer

Our employees are our most valuable asset, so taking care of them is of paramount importance to us. We invest in the well-being and resilience of our staff by offering a fitness or wellness benefit with no personal contribution required. Within the Y-Säätiö Group, we aim to foster team spirit through staff wellness days and Friday "Tietonen" and "Infonen" meetings via Teams.

We promote justice and equality

Fair and equal treatment of people is important to us. We do not tolerate any form of discrimination or unequal treatment. We value all members of our work community equally. We have equality and non-discrimination plans in place, in accordance with legal requirements. Through these plans, we promote the realization of equality and non-discrimination.

Anti-corruption and prevention of misconduct

At the end of 2021, Y-Säätiö Group implemented a Whistleblowing reporting channel for reporting

potential external and internal misconduct. Whistleblowing is based on the EU Whistleblower Directive, which became law in 2023, requiring organizations with at least 50 employees to provide a channel for reporting misconduct.

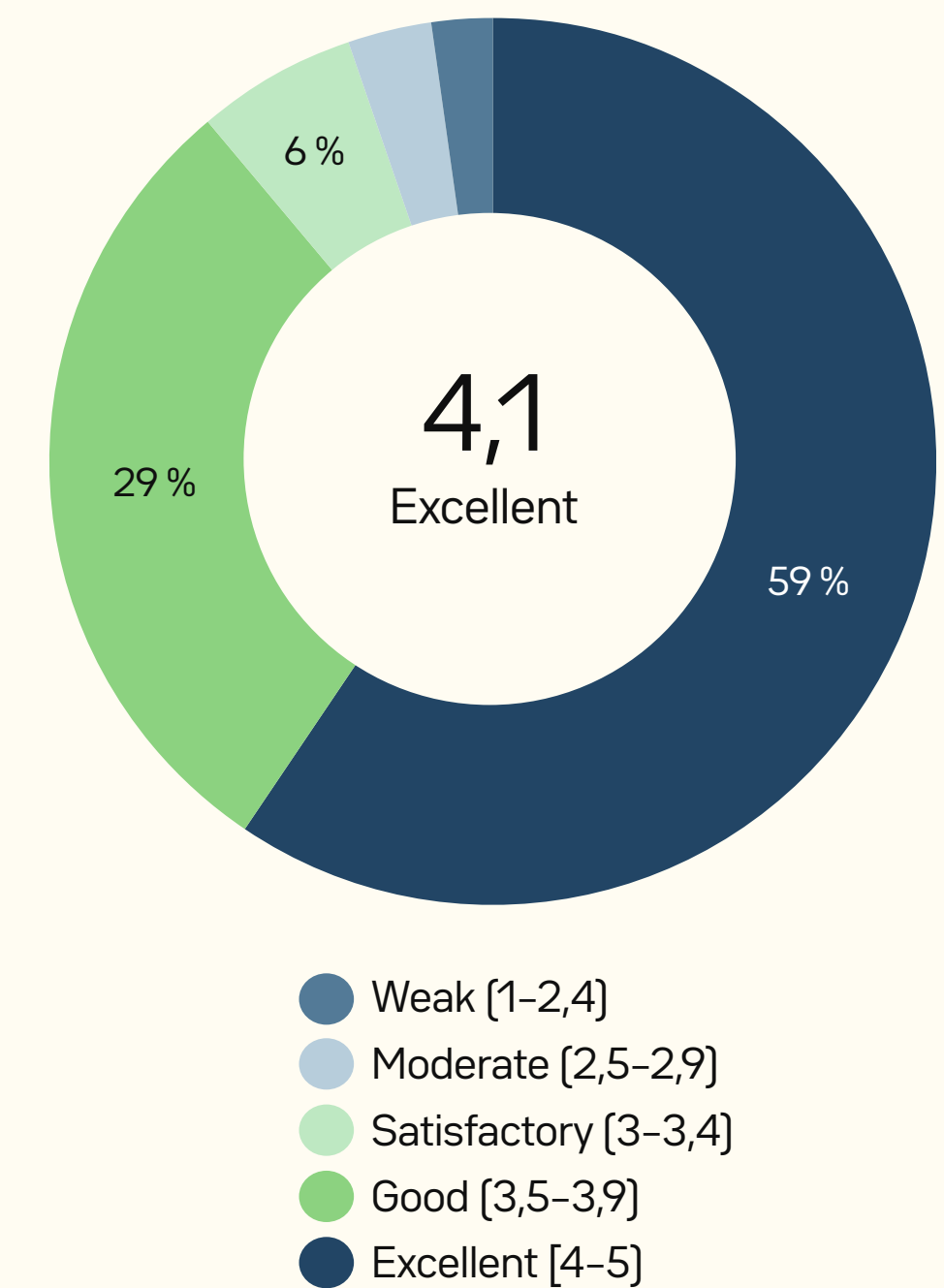
Occupational health

At the beginning of the year, we conducted a health survey among our staff to assess their stress levels, fitness, and health-related lifestyle habits. Each employee received a report based on the survey, highlighting the status of various health aspects. The Y-Säätiö Group provides comprehensive occupational health services in collaboration with Suomen Terveystalo Oy.

The cooperation with occupational health services is guided by an occupational health action plan. The plan's objectives include ensuring a healthy and safe work environment and community, preventing work-related health risks and hazards, and maintaining, promoting, and monitoring the health and work

Distribution of work vitality

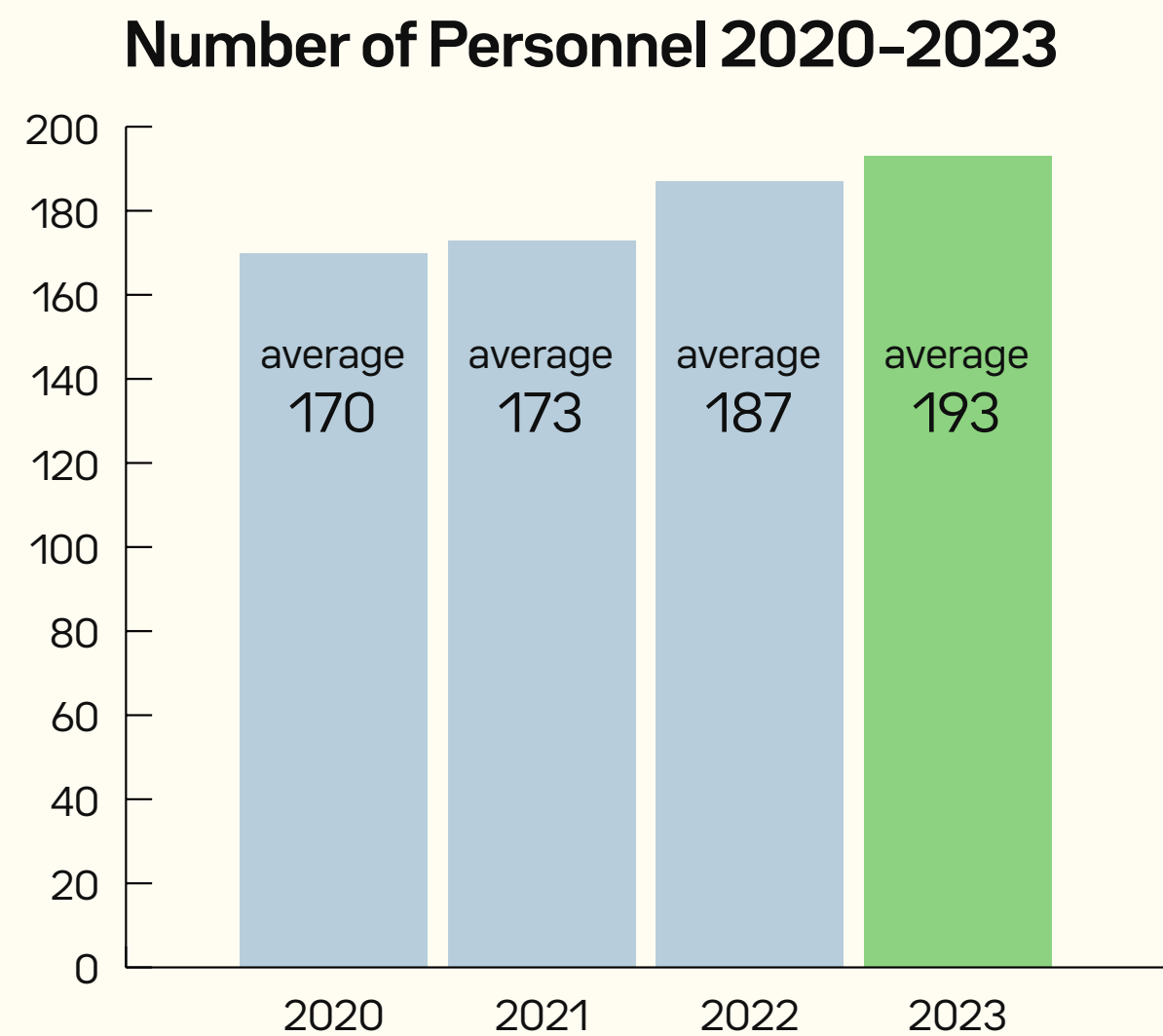
Below is the average Work Vitality and the distribution of respondents across different Work Vitality categories based on their average responses.



capacity of employees throughout their careers.

Occupational well-being is measured annually. In 2023, we conducted the Work Community Vitality survey by pension insurance company Ilmarinen and, biennially, the health survey by Terveystalo. The Work Community Vitality survey received 140 responses, representing 79% of the entire staff, with an excellent overall score of 4.1.

The sickness absence rate in 2023 was 3.09% (3.24% in the previous year), including absences due to child illness. There were five work-related accidents during the year as follows:



- Falling off a bicycle on the way between work and home
- Tripping on the way between work and home
- Finger caught in a car door while leaving the workplace
- Wrist strain from supporting a heavy object
- Wrist sprain while installing a door



We adhere to the collective agreement for the real estate sector

Y-Säätiö Group is a member of the Real Estate Employers organization under the Confederation of Finnish Industries (EK), and within the group, we apply collective agreements for both real estate professionals and employees.

Occupational safety

As an employer, Y-Säätiö Group is committed to the well-being and development of the work community. The goal of occupational health and safety activities is to ensure that our workplace is healthy and safe, where the ability and well-being of employees are maintained and promoted. A good and stable employer provides security in all situations in life.

Educational training and leadership coaching

At the end of the year, there were 179 of us at Y-Säätiö.

We are professionals from various fields, ranging from property managers to social welfare experts, and from customer service representatives to developers of digital solutions. High-quality housing services emerge through multidisciplinary collaboration.

Our goal is for Y-Säätiö Group to be an attractive employer with skilled employees both now and in the future. Attractiveness is supported by a positive work culture that also draws new job seekers. Employees have opportunities to influence their work content and practices. We provide opportunities for training and self-directed learning. We encourage and promote structured job rotations and career paths. We experiment with new, innovative approaches to work arrangements that can flexibly accommodate employees' life situations. Additionally, remote work opportunities are encouraging and equitable.

To keep costs reasonable for our residents, our goal is to gradually increase operational efficiency so that the number of permanent staff grows at a slower rate compared to the number of housing units.



Economically and Socially Well-off Residents

Construction

At the end of 2023, Y-Säätiö Group owns 19,006 apartments. Of these, 7,543 are apartments targeted for special groups under Y-Säätiö (Y-Kodit), and 11,463 are affordable ARA rental apartments (M2-Kodit).

During the year 2023, we acquired and constructed a total of 528 new apartments.

We align our housing stock with regional development. We focus on growth centers where we build new housing and renovate existing stock. In areas without homelessness, we responsibly reduce the housing stock.

Changes to our housing stock are based on our investment plan, supported by city and partnership collaboration, as well as diverse financing structures.

The Apartments of Y-Säätiö

The operating environment has changed significantly

with the introduction of the well-being regions. While the need for supported housing services continues in Finland, there is still uncertainty regarding the organization and funding of these services in various housing solutions.

The strategic goal of Y-Säätiö Group is to increase its affordable housing stock by approximately 400 apartments annually. By the end of the strategy period in 2030, the aim is to have a total of 22,000 rental apartments. At the end of the reporting year, the number of apartments owned by Y-Säätiö was 19,006 (up from 18,525), including 11,463 (up from 11,068) ARA-regulated affordable M2-Kodit and 7,543 (up from 7,457) specialized housing Y-Kodit.

During the reporting year, 46 apartments (down from 58) were sold in areas where demand for housing for special groups has decreased. Additionally, 101 Y-Kodit apartments (up from 29) were acquired during the reporting year.

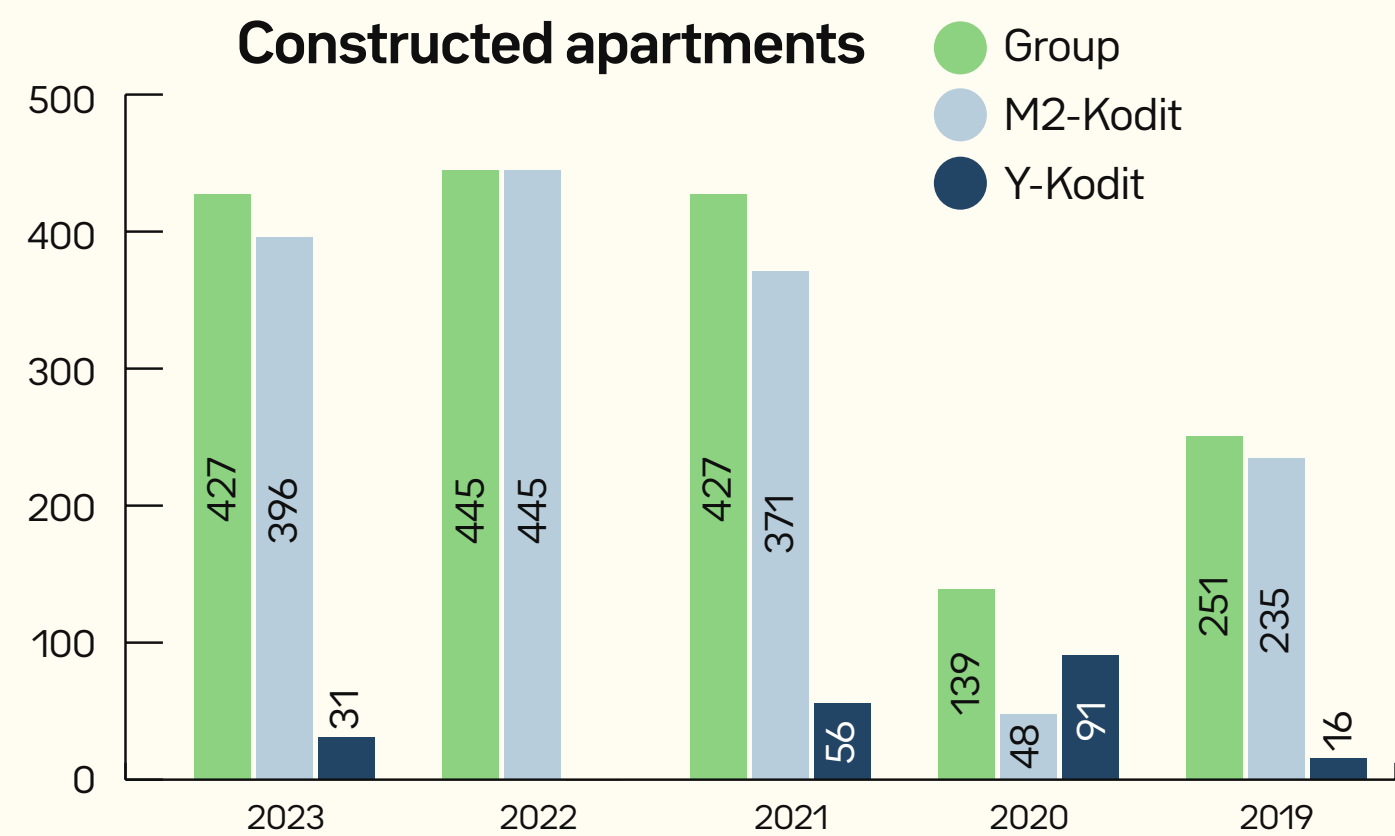
In 2023, a total of 7 new properties were completed –



CASE: MYLLYTIE

Y-Säätiö's M2-Kodit constructed an artist residence on Myllytie in Järvenpää. The property achieved a four-star RTS classification from Rakennustieto during the design and construction phase, with the goal of achieving the maximum five stars within the review period (1-2 years). The Myllytie project represents Y-Säätiö's most energy-efficient building, achieving an A energy class rating with an impressively low E-value of 66 (kWh/m²/year). The design and implementation by Coflow followed the Assi concept, reducing construction time by approximately 30%.

new buildings were built in Järvenpää, Vantaa, Espoo, Tampere, and Kuopio, totaling 427 apartments. In late 2023, a housing project with 31 units designed for rehabilitative living services was completed in Suutarila, Helsinki, for use by the Niemikoti Foundation.



We are constructing buildings in compliance with Finnish legislation and approval from ARA, taking into account factors such as the life cycle of materials, accessibility, and the location of plots near good transport connections.

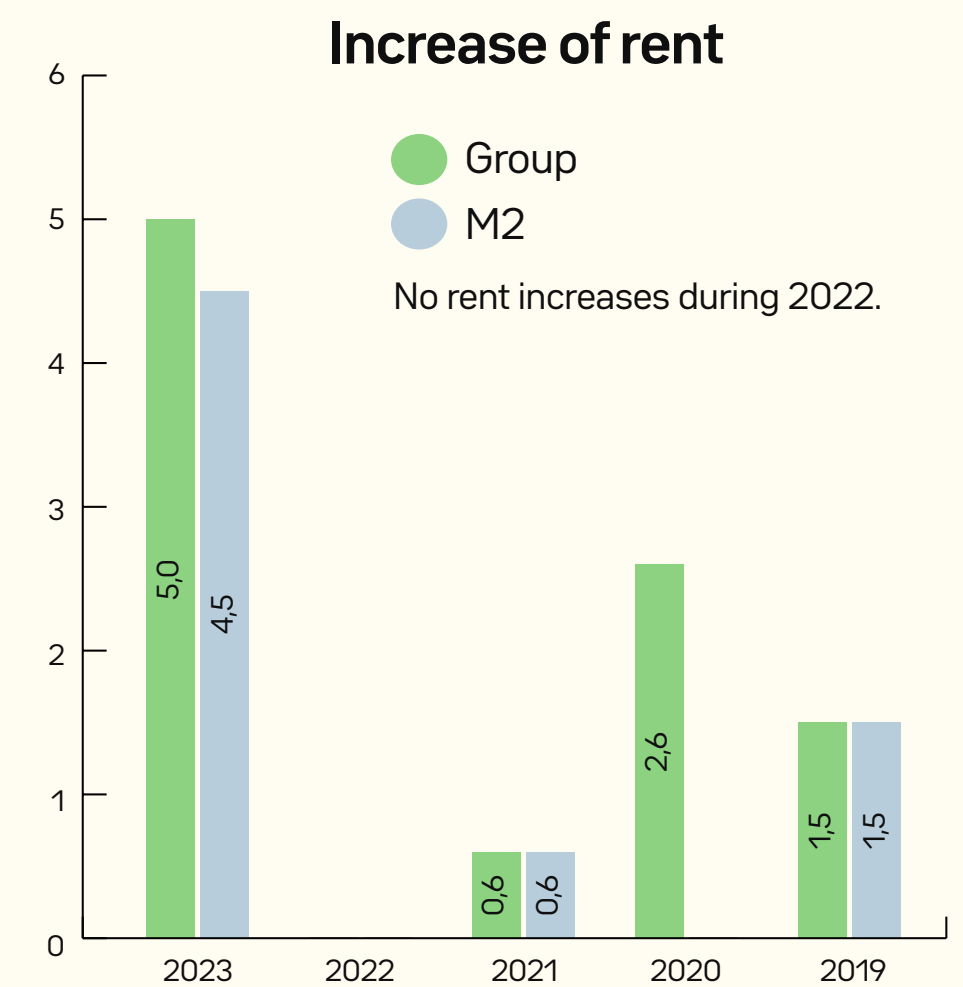
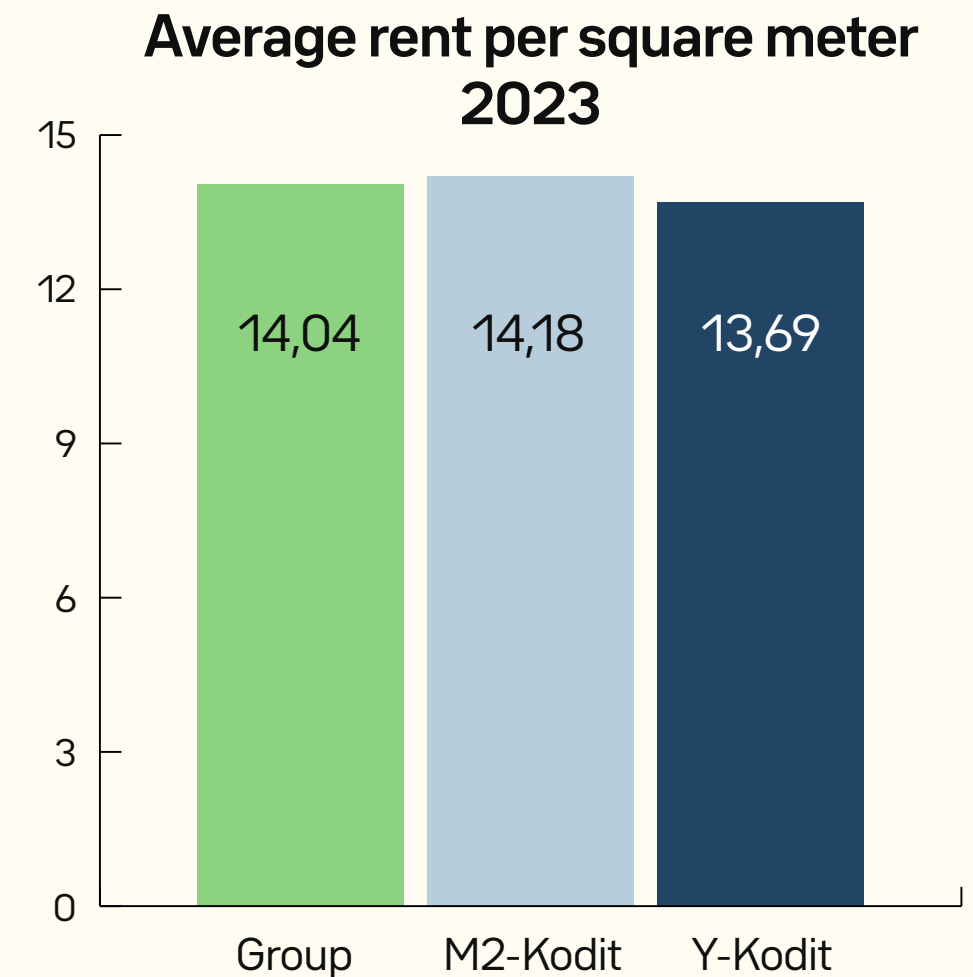
During the reporting year, there were 383 apartments under construction in six properties,

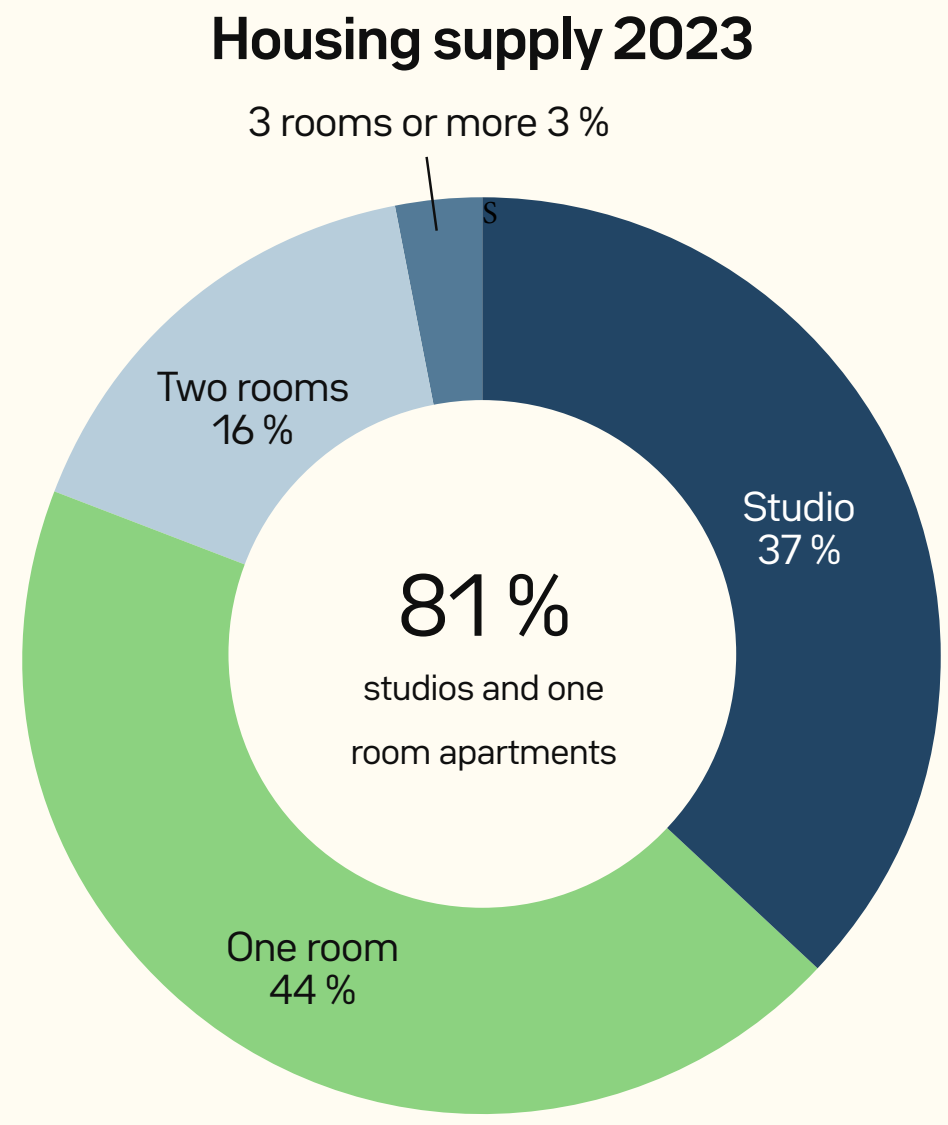
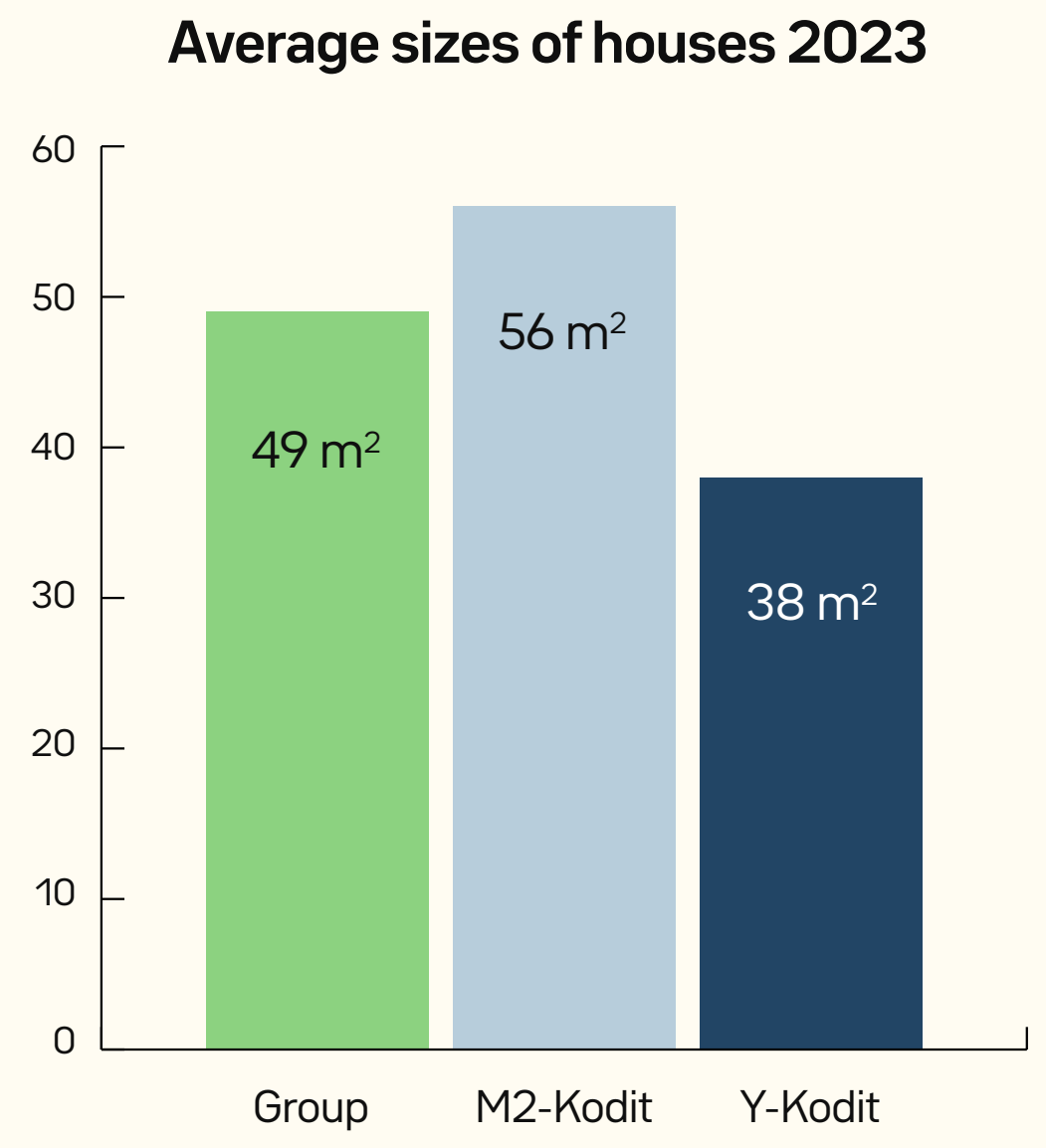
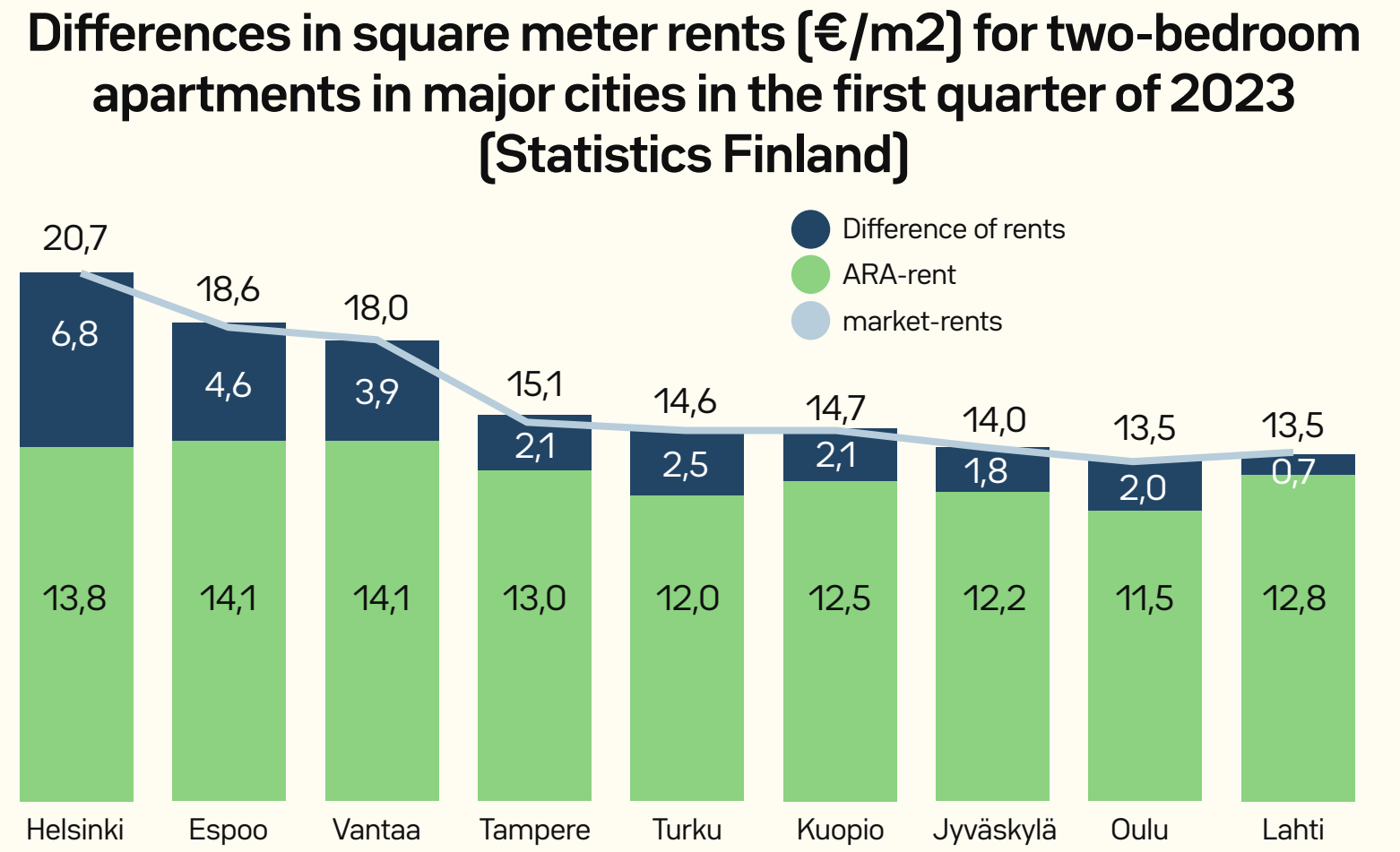
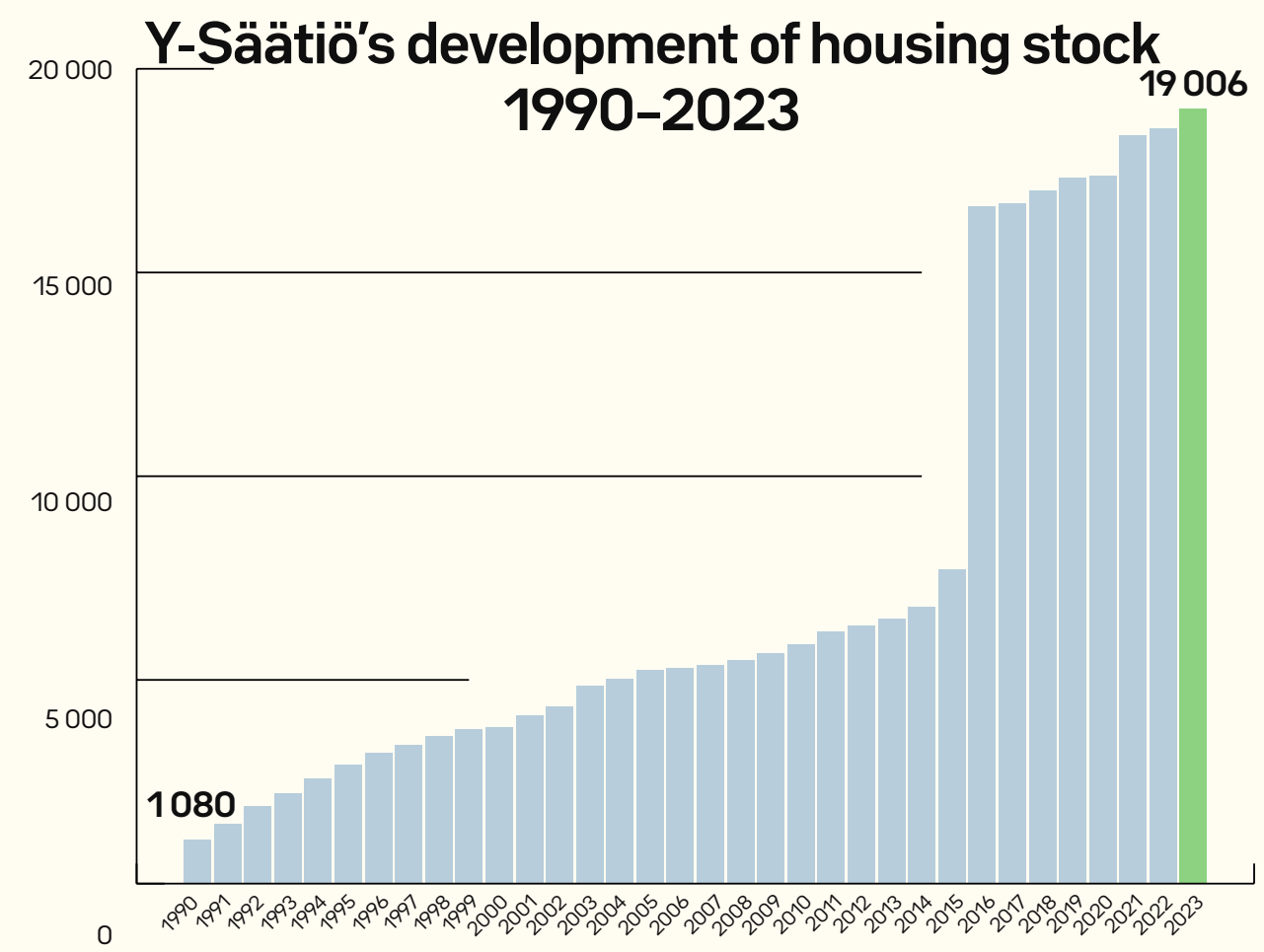
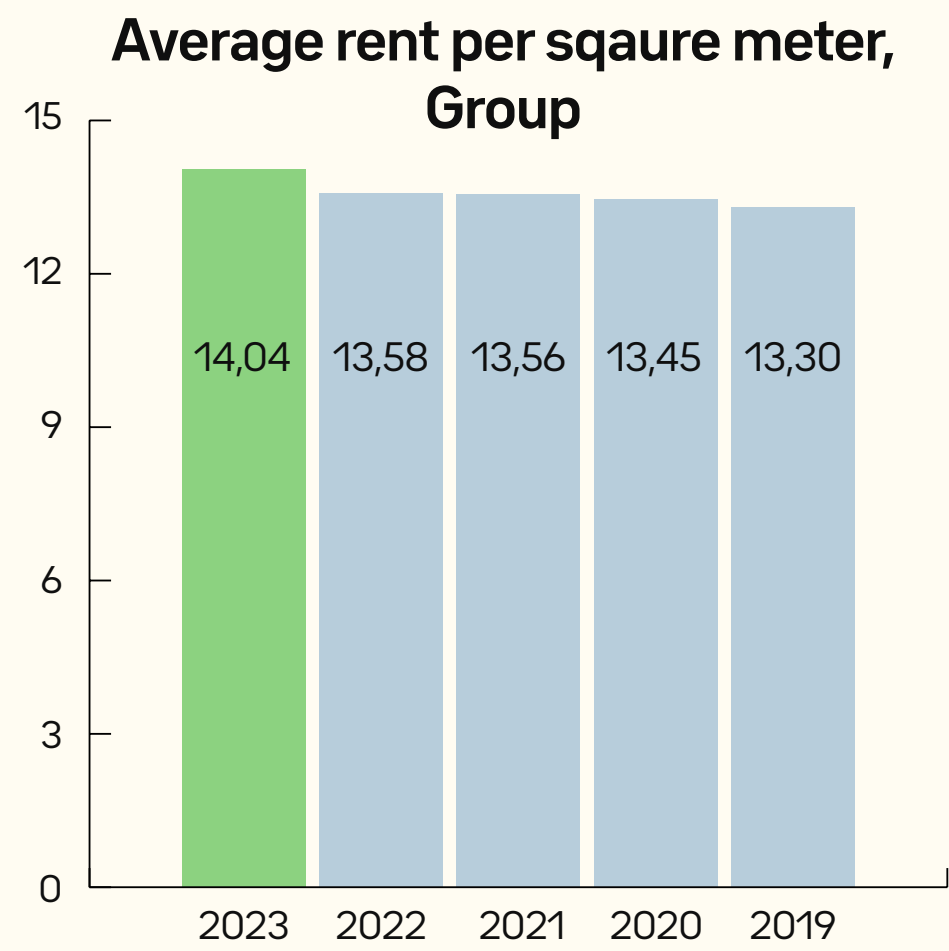
with four located in the Helsinki metropolitan area and two in the Tampere region. During 2023, the demolition of a property comprising four buildings and 186 apartments was completed in Imatra.

Affordability and cost price principle

In spring 2023, there was a record number of market-rate rental apartments available both in the Helsinki metropolitan area and elsewhere in the country. The demand in major cities is sustained by the return of population growth to pre-pandemic levels and the affordability of ARA-regulated rents. Despite abundant supply, market rents did not decrease. In fact, the difference between market rents and ARA-regulated rents widened. In Helsinki, market rents are 50% higher than ARA-regulated rents, in Espoo the difference is 32%, in Vantaa 28%, Turku 21%, Kuopio 17%, Oulu 17%, and Tampere 16%.

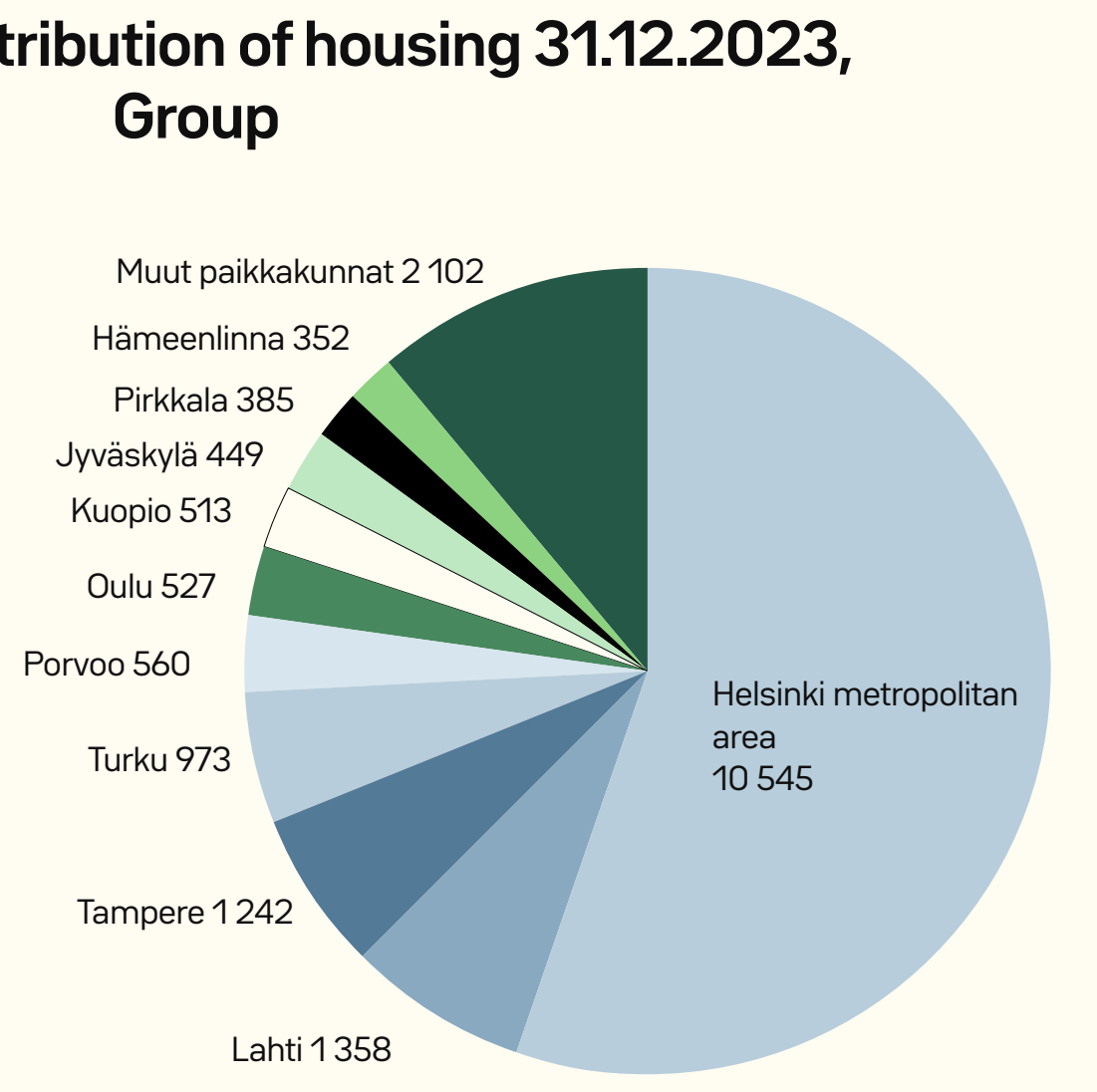
The general rise in interest rates and the cost of living caused pressure for rent increases in Y-Säätiö's apartments during the reporting year. The transitional period for the rent-setting system introduced in 2022 by M2-Kodit and the specific allocations for each property continued. Despite numerous simultaneous challenges, and due to successful timing of interest rate hedges, rent increases remained moderate during the reporting year.





Geographical distribution of housing 31.12.2023, Group

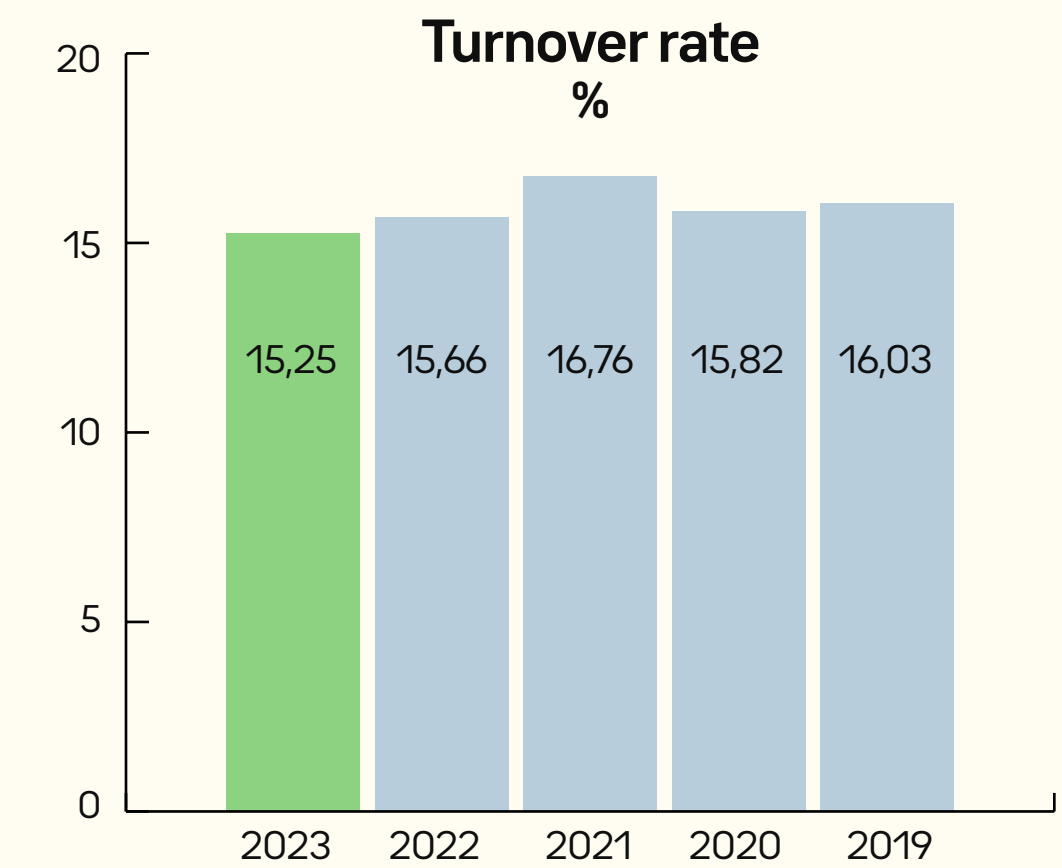
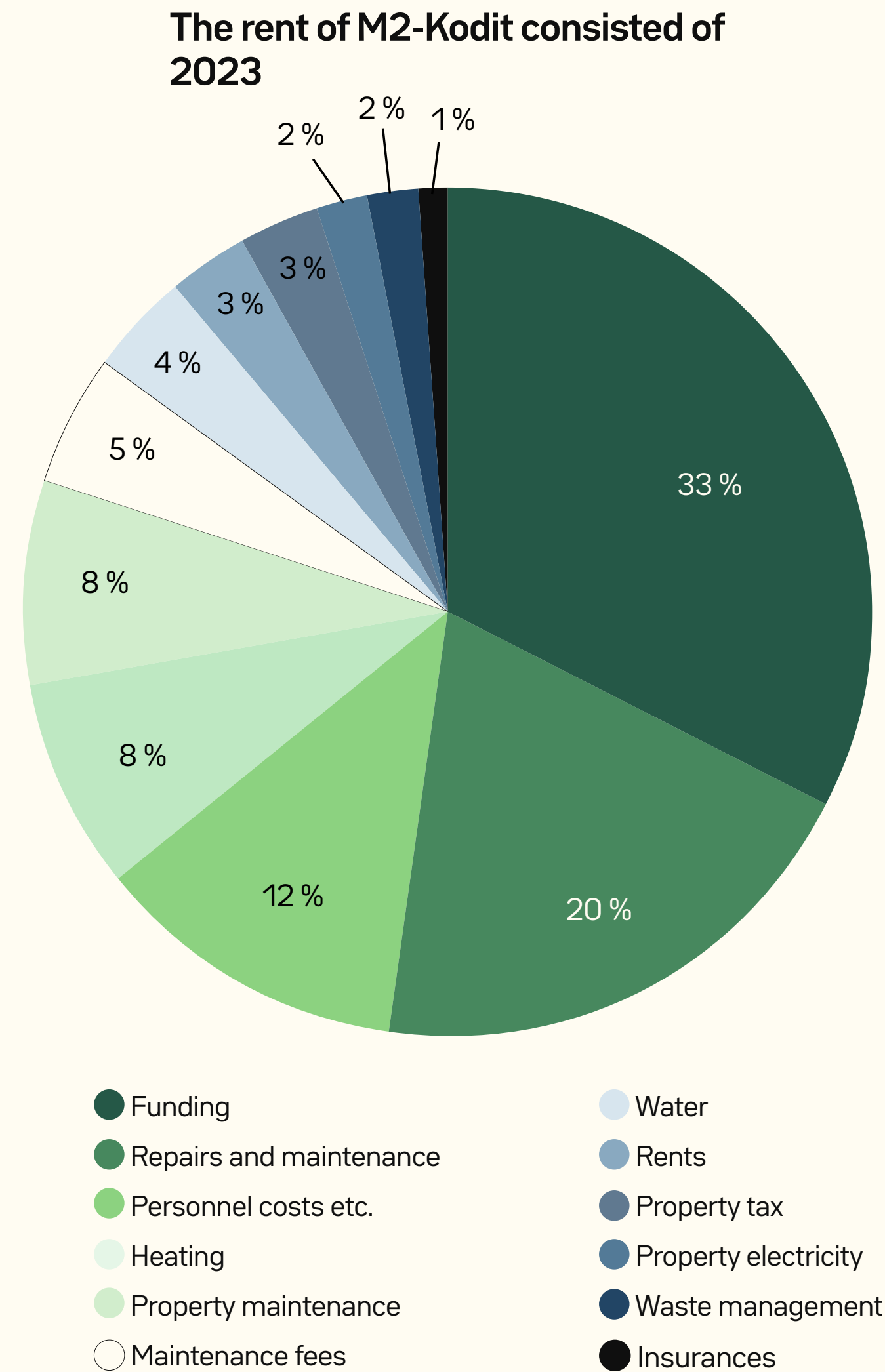
Paikkakunta	Asuntoja	%
Helsinki metropolitan area*	10 545	55,5
Lahti	1 358	7,2
Tampere	1 242	6,5
Turku	973	5,1
Porvoo	560	3,0
Oulu	527	2,8
Kuopio	513	2,7
Jyväskylä	449	2,4
Pirkkala	385	2,0
Hämeenlinna	352	1,9
Muut paikkakunnat	2 102	10,9
Yhteensä	19 006	100,0



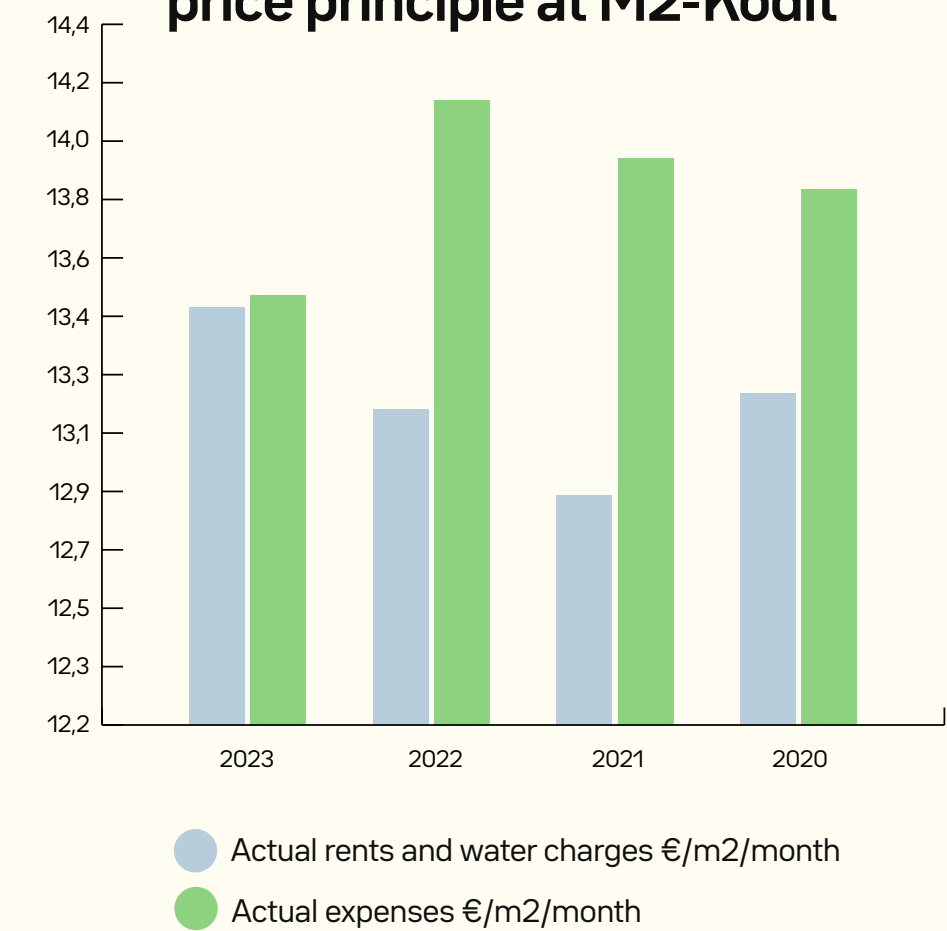
*Helsinki, Espoo, Vantaa, Kauniainen, Hyvinkää, Järvenpää, Kerava, Kirkkonummi, Nurmijärvi, Sipoo, Tuusula, Vihti, Mäntsälä, Pornainen

During the reporting year, there was a record number of rental apartments available, especially in the Helsinki metropolitan area, which also had a slight impact on the number of housing applications received by M2-Kodit. Demand for M2-Kodit apartments decreased slightly in the Helsinki metropolitan area, but remained largely stable in other parts of Finland compared to previous years. M2-Kodit received 89,275 housing applications and Y-Säätiö received 2,190, totaling 91,465 applications [101,789], which was approximately 10% fewer compared to the previous year. Despite the tightened and competitive market conditions, there was demand for Y-Säätiö Group's apartments, with a group occupancy rate of 96.5% [96.5%] and moderate turnover:

tenant turnover decreased slightly at the group level to 15.25% [from 15.66%], and for M2-Kodit it was 20.95% [from 21.29%]. We aim to keep turnover below 18% at the group level and at 20% for M2-Kodit specifically.



The implementation of the cost price principle at M2-Kodit



Description of Customer Path

Moving in:

Time of living: We aim to take good care of our residents by offering housing solutions suitable for different life situations. We emphasize internal apartment transfers and provide new housing solutions as needed by the residents. There were 313 internal transfers during the reporting year (M2-Kodit).

Moving out: Sometimes supply and demand do not align, for example when an apartment matching a resident's preferences is not immediately available. In 2023, approximately 3,000 people moved out.

Customer Experience

- The amount of customer feedback has steadily increased, with a total of 3,019 customers responding to our surveys.
- We have focused on improving resident communication during the move-out process and have raised satisfaction levels in this area.
- We receive praise for:
 - our friendly and smooth apartment rental process
 - our operations are seen as responsible, and residents give feedback that:
 - we are a stable and reliable operator
 - our rents are more affordable compared to market players
 - our housing advisory service is considered a significant asset in dealing with housing challenges
 - environmental responsibility: We encourage and invest in recycling and sorting. Recycling bins and compostable bags are provided, along with excellent sorting facilities.

NPS

- moving in 57 [60]
- while living 32 [36]
- moving out 36 [32]
- weighted overall NPS 43 [44]

We aim to increase customer satisfaction (NPS) from the 2023 level of 43 to 50 as per our renewed strategy. Our tools include continuous enhancement of customer understanding, clarity of customer experience goals, targeted development, and the improvement of multi-channel interaction.

Uuras

In Uuras employment program, temporary jobs provide residents with opportunities to earn additional income and gain work experience. Throughout the year, a total of 2,686 work shifts were completed through Uuras. In addition to job assignments, Uuras offers residents guidance and support in job searching, CV writing, and preparing for job interviews.

Guaranteed gig workers

Guaranteed gig = a guaranteed paid task offered to residents facing a weak job market situation

37
Employed
15

CASE: MOVE-IN ASSISTANCE BY UURAS ON THE OCCUPANCY DAY OF A NEW PROPERTY

After the completion of a new building and simultaneous move-in of new residents, Uura's move-in assistance has been seen as a positive addition. Move-in assistance was offered to residents moving into 5 new properties in 2023.

The move-in assistance on the occupancy day includes:

1. Moving equipment rental service

A moving equipment rental service set up in the common areas of the building to assist residents during the days following the completion of the building. From the moving equipment rental service, residents can borrow items such as trolleys, moving boxes, hand trucks, tie-down straps, protective paper for floors, and moving blankets.

2. Traffic control

Traffic management in the building's courtyard and indoor areas, and organization of elevator usage.

3. Moving assistance

Quick and energetic porters assist movers in carrying all belongings according to residents' wishes. Porter assistance speeds up unloading of vehicles, improves elevator efficiency, and reduces moving congestion.

4. Moving assistance supervision

Coordination, planning, and implementation of traffic management, elevator usage, moving equipment, and porter assistance. Guidance for moving into the building on moving day.

Resident Activities and Resident Services

Resident activities

M2-Kodit launched its current form of resident activities in 2016, coinciding with a significant increase in the company's ARA-supported housing stock. The resident activities have evolved gradually. Each building has had its own resident committee, and there are 11 regional groups across geographical areas, whose chairpersons form the resident council. The resident council elects a chairman, who also serves as a member of the M2-Kodit board.

In 2023, a total of 244 resident meetings were held in the buildings. Resident committees operated in 213 buildings (compared to 187 buildings in 2022). Safety training was provided for resident activists in the spring, and a balcony gardening training session was organized for all residents. Regional groups met 33 times, and 10 regional financial meetings were held. Throughout the year, the Resident Council

convened for meetings and workshops three times, and participated in Tenant Days held in the autumn.

A wide variety of resident events were organized, totaling 52 events across different parts of Finland. Feedback collected from these events indicated that the most popular events were family-friendly, as acquiring tickets for the whole family is a significant financial commitment. Examples of such events included visits to Heureka Science Centre, Circus Finlandia, Särkänniemi Amusement Park, and Tykkimäki Amusement Park. Among adults, group outings such as trips to Aira Samulin's Hirsylän mutka, summer theater performances, and Christmas concerts were well-received. A total of 2,700 residents of M2-Kodit participated in these events.

The law on joint management in rental housing reformed

The law on joint management in rental housing was reformed on January 1, 2024. In September, M2-Kodit conducted a survey among all residents regarding the development of resident activities. The survey received 1,599 responses. The results showed that residents wish for more building-level resident

As a result of the resident survey and changes in the Joint Administration Act, the purpose of the resident activities in M2-Kodit is the following three things:

- 1) Improving the sense of community within each building
- 2) Improving communication within the building
- 3) Increasing opportunities for participation

activities. They expect more community involvement within their residential buildings, expressing a desire to participate in events and get to know their neighbors. They also want information about repair plans and changes in their housing complex, as well as the opportunity to influence these decisions.

The starting points for the revamped resident activities

On October 16, 2023, the M2-Kodit board approved changes to resident administration. M2-Kodit aims to refocus resident activities at the building level, replacing resident councils and regional groups. A new open format introduced by M2-Kodit is the establishment of an influencer group open to all residents. In a resident survey, 288 residents provided their contact information and expressed interest in participating in the influencer group.

Resident activities are based on building-specific initiatives supported by M2-Kodit staff. Moving forward, residents will be offered regular training sessions on various aspects of living. These training sessions, aimed at all residents, are branded as 'Resident Academies.' There are five recurring training themes annually: resident activities in buildings, safety, courtyard and sustainable green care, environment, and finances.

Communication will increasingly leverage electronic platforms, enhancing participation opportunities and transparency in resident activities. The goal is to make resident activities visible, inclusive, and equitable for all. The newly established Influencer Group will consist of residents who contribute to the planning, development, and testing of resident activities. They are also expected to provide feedback to support M2-Kodit's decision-making.

The main purpose of the Influencer Group is to listen to and incorporate residents' perspectives into activity planning and decision-making. Group members will generate diverse viewpoints and ideas, have opportunities to influence decisions, and voice their opinions. Communication methods will include electronic surveys, discussions, testing, workshops, and site visits. Crucially, members of the Influencer Group will represent the diversity of all M2-Kodit residents, not just those from their own building or neighborhood.

RESIDENT BENEFITS AND SERVICES

- Recycling bins
- Resident events
- Biowaste bags
- Paint advantage
- Free internet
- 0€ deposit
- AsumisPlus insurance
- Pets allowed

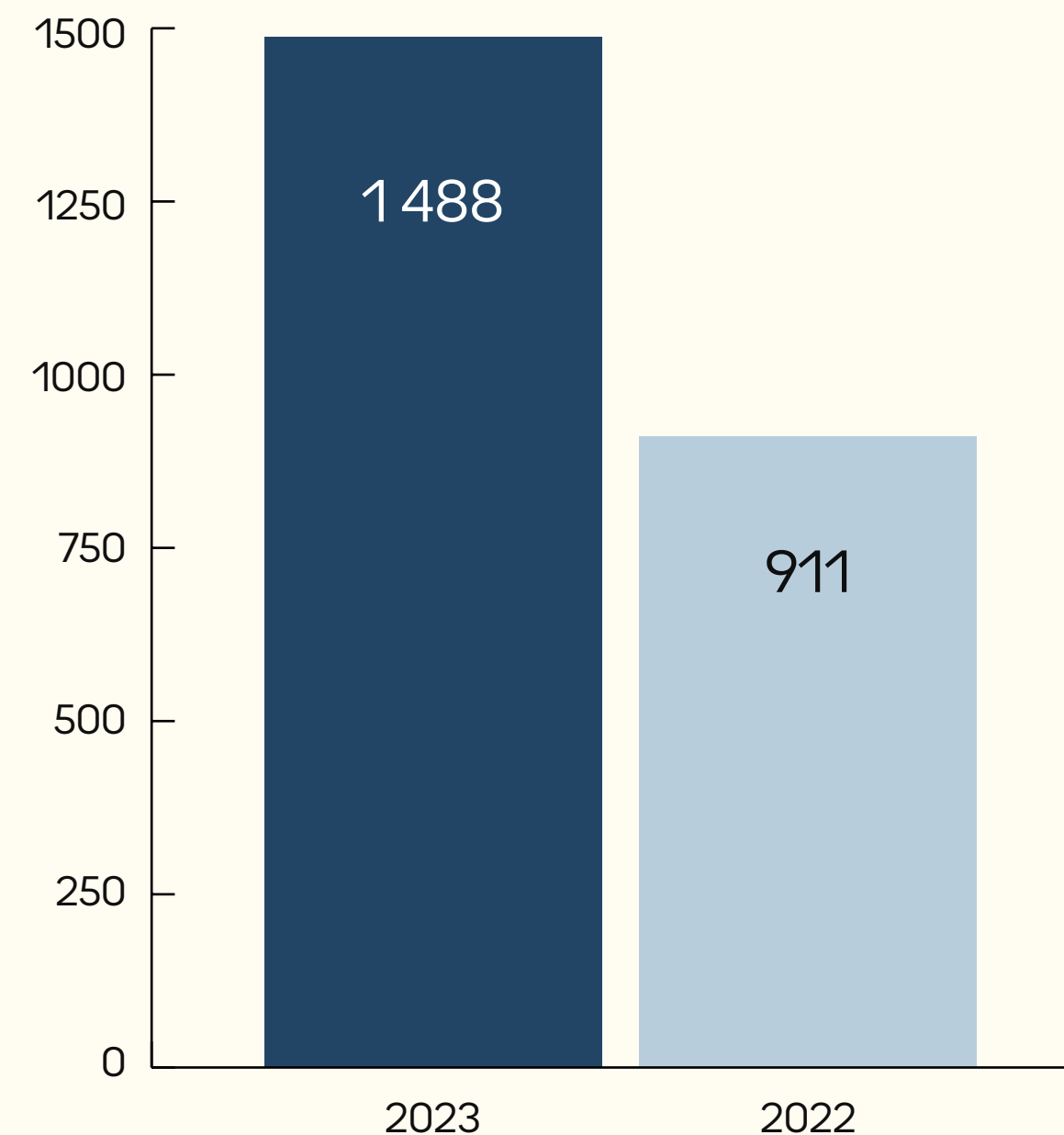


Housing Counseling

Housing counseling aims to ensure successful living in various challenging housing situations. During the year, there was a significant increase in the number of residents using housing counseling services. In addition to challenging financial situations, the development of resident communication has increased the number of resident contacts, thereby raising awareness and reducing barriers to accessing housing counseling. Housing counseling has proven effective; rent arrears decreased compared to the previous year, and the total number of evictions remained unchanged.

There have been changes in housing counseling statistics over the past year. Under the guidance of ARA (the Housing Finance and Development Centre of Finland), the monitoring form for housing counseling was revised, adopting a unified model for all housing counseling operators starting from May. Another statistical change is that client relationships no longer distinguish between Y-Kodit and M2-Kodit residents. In 2023, there were a total of 16,838 contacts between housing counseling and residents, and 15,968 collaborative contacts with various stakeholders.

Customers of housing counseling
2023 and 2022 (total amount)



Housing advisor Oskari Andström studied in his master's thesis the multidisciplinary collaboration between housing advisory services, rental supervision, and property management.

In the study, representatives from different professional groups identified multidisciplinary collaboration situations where the different approaches or methods of another professional were seen as beneficial in challenging client situations.

For example, it was recognized that a certain approach to addressing housing challenges was more effective when working with different residents: While one resident might be more receptive to a softer approach typically associated with housing advisory, another resident might require a more direct approach (such as a notice or warning-based approach) directly from the property manager.

Evictions and Prevention

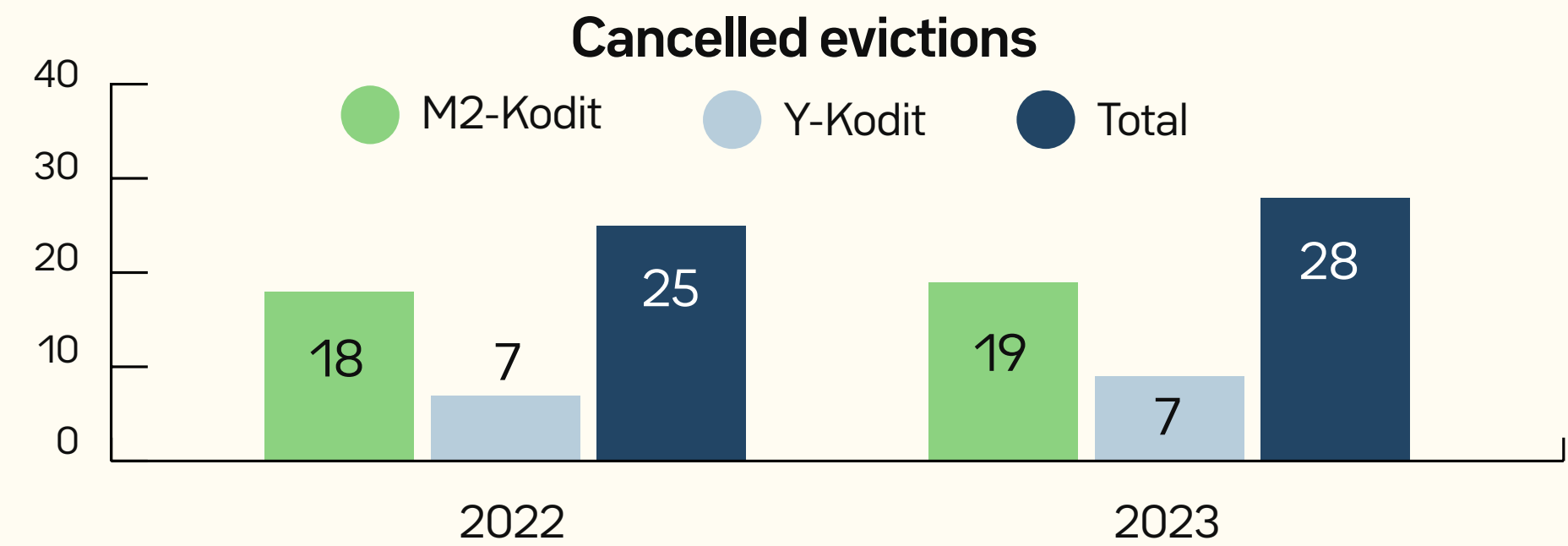
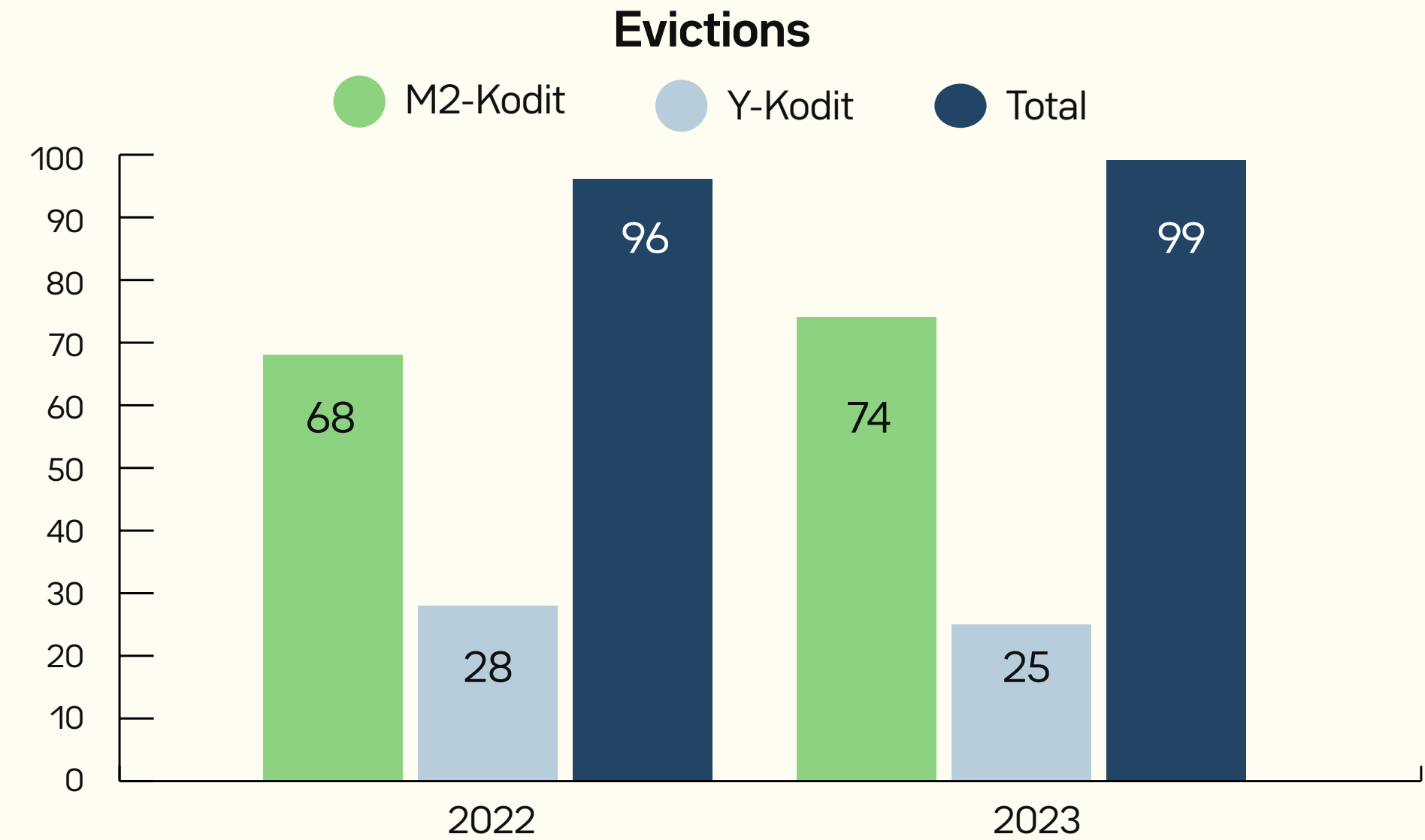
Evictions refer to both executed evictions and eviction processes during which the resident has voluntarily moved out.

The number of evictions in 2023 has remained largely unchanged compared to the previous year. However, the number of evictions cancelled has slightly increased.

Eviction processes are typically initiated due to rent arrears. Only about 6% of cases are due to disturbances.

We are committed to keeping the number of evictions low. Following a lifecycle approach, we provide homes that are suitable for residents' life situations. We are increasing opportunities for internal transfers, enhancing preventive measures, and continuing to offer active housing advisory services.

Only about **6%** of cases are due to disturbances.



Property Renovations, Energy Efficiency Measures and New Innovations

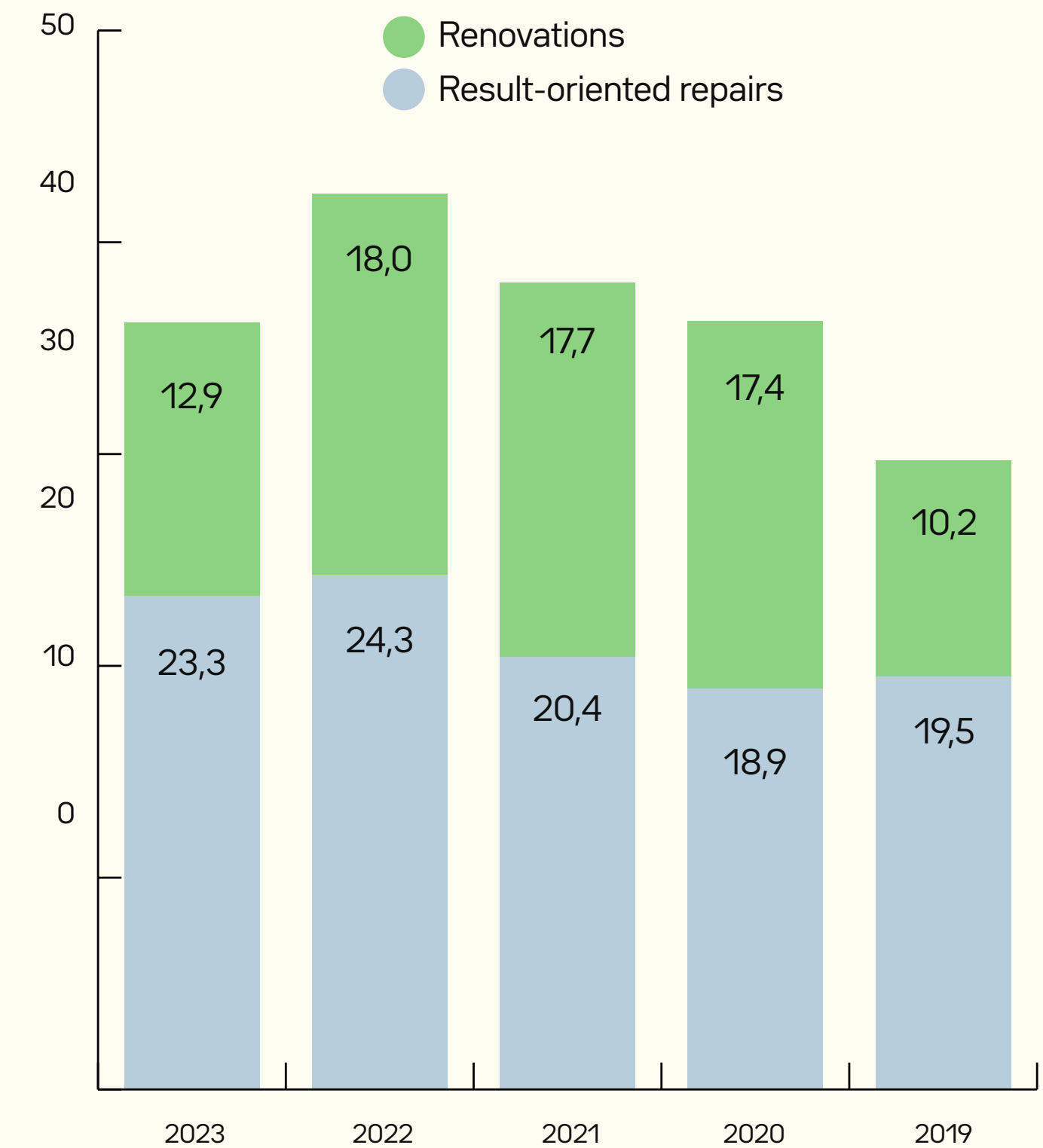
At Y-Säätiö, sustainable property management entails systematic, cost-effective, timely maintenance, repair, and new construction that considers the lifecycle of the property and environmental impact.

In 2023, we assessed the potential for improving energy efficiency in key properties and decided to implement energy renovations in three locations in Helsinki in 2024. Planning for these projects began in the fall of 2023, and we successfully applied for energy subsidies from the Housing Finance and Development Centre of Finland (ARA).

The energy renovations will include measures such as geothermal heating, heat recovery ventilation, and solar power, tailored to each property. The selection of these properties was based on potential cost savings in energy expenses and reductions in emissions. These properties are also among our largest holdings. The energy renovations are scheduled to be completed by the end of 2024.

Our plan is to carry out 2-4 energy renovations annually in properties and areas where they offer the greatest benefits in terms of cost savings and emission reductions, separate from regular refurbishment projects. Through these energy renovations, we aim to significantly reduce energy consumption in our properties, with the energy used being emissions-free.

Result-oriented repairs and renovations
M€



Koti kuntoon+

In the "Koti kuntoon +" renovations, apartment interiors and building surfaces undergo thorough renovation, including the replacement of the property's domestic water pipes. As part of the renewal, individual water meters are installed in each apartment, allowing residents to pay for their water usage based on consumption. This measure reduces excessive water consumption by up to 30%. In addition to water savings, it also decreases the energy consumption for heating domestic hot water. Shower heads are replaced with low-flow (6.5 liters per minute) products to further conserve water. The projects also focus on accessibility by potentially widening narrow doorways and improving access to elevators. Building materials are selected based on criteria such as cost-effectiveness, durability, and, wherever possible, low-emission properties.

In the "Koti kuntoon +" and basic improvement projects, energy efficiency is enhanced through various measures whenever suitable for the renovated property. These include replacing ventilation units, installing smart thermostats for heating, implementing solar panels, replacing windows and doors, adding additional insulation, and modernizing elevators.

One of the "Koti kuntoon +" renovations completed in 2023 was at Tiirismaantie 11 in Helsinki, comprising 48 apartments. In addition to comprehensive renovations of the apartments and common areas, the Tiirismaantie project was significant for its technical and energy efficiency aspects. The building received additional insulation on the facade to improve energy efficiency, and a heat pump system was installed to recover heat from exhaust air alongside district heating, providing heating for the building. Intelligent thermostats control and monitor heating distribution in the radiator network and underfloor heating in bathrooms, with the entire system capable of remote monitoring and control. The project received energy subsidies from the Housing Finance and Development Centre of Finland (ARA), and the energy class improved from F to C as a result of these measures.

Koti kuntoon+ renovations include

- The kitchen furniture will be renewed.
- Appliances will be replaced, including the addition of a dishwasher.
- Waterproofing will be done and bathrooms will be tiled.
- Plumbing in bathrooms will be replaced.
- Floor coverings will be updated to vinyl planks, walls and ceilings will be painted, and doors, door frames, and moldings will be replaced.
- Built-in closet fixtures will be renewed in the hallway and bedrooms.
- Apartment saunas will have their surfaces renewed, including panels, benches, and heaters.
- In common areas, stairwells will be refurbished. The property's domestic water pipes will be replaced, and fixtures and ceramics will be renewed.
- Sewer renovations will include flushing and, if necessary, relining.

Energy Efficiency

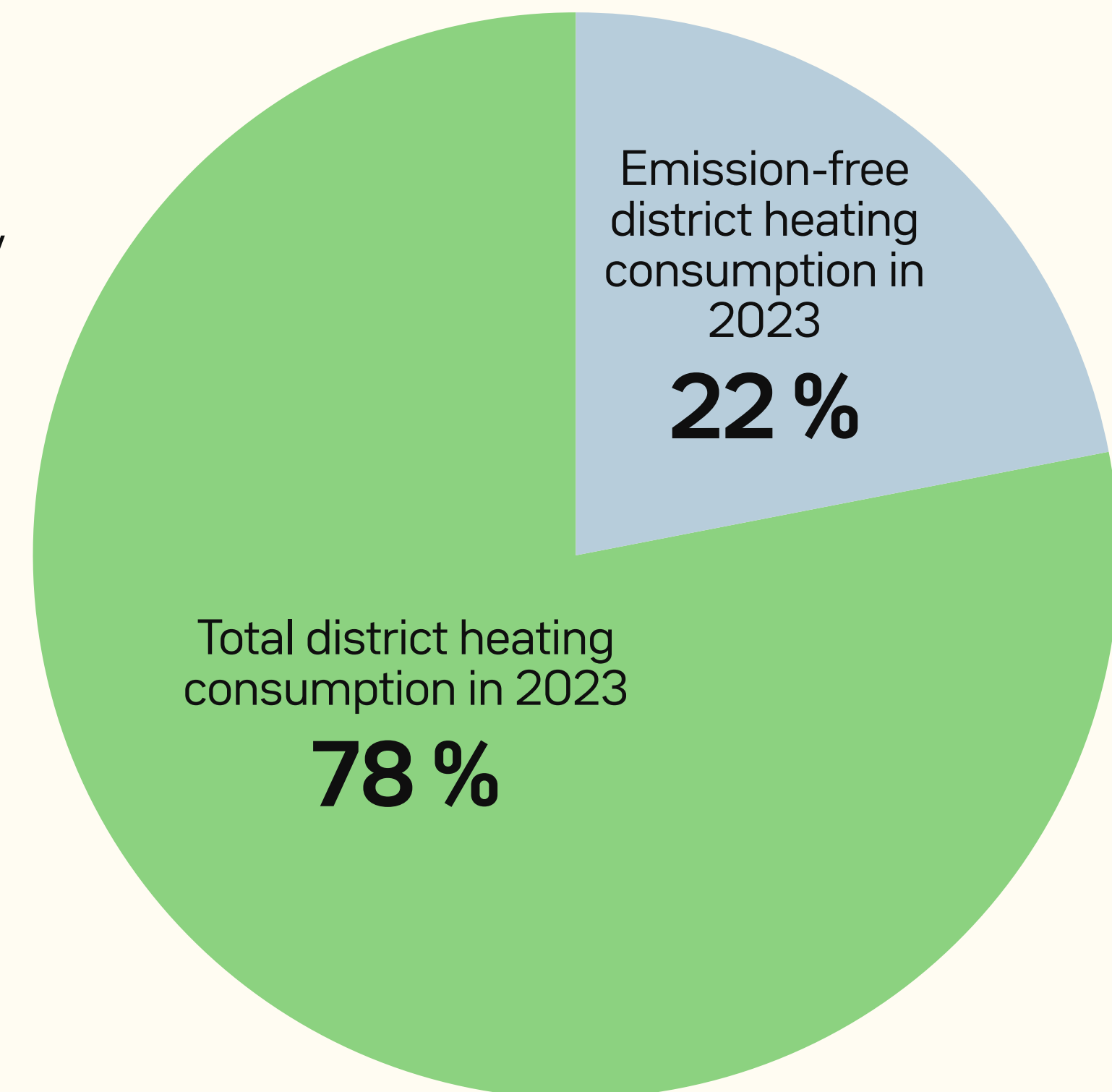
We are preparing for the new Energy Performance of Buildings Directive (EPBD) requirements by monitoring the energy efficiency status of our property portfolio and planning necessary energy efficiency measures in advance. Based on the Energy Performance Certificate (EPC) ratings of our properties, 61 buildings belong to the top 15% nationally (E-rating), while 33 buildings are categorized in the G or F energy classes.

In the reporting year, we implemented the Enerkey consumption monitoring system. Enerkey allows us to track the consumption of heat, electricity, and water across our properties, enabling us to detect and respond to consumption deviations more effectively than before. The system also assists us in planning energy efficiency measures. Additionally, we can monitor the production of solar panels and manage waste data through the system.

Energy Consumption + VAETS

The overall energy consumption of Y-Säätiö's owned property portfolio continues to show positive development. The normalized energy consumption for heating has even slightly decreased since 2022, despite an increase in the number of properties. Improvement in energy efficiency is more evident in specific consumption metrics, and the overall specific consumption of the property portfolio has also decreased slightly from 2022 levels. In 2023, the normalized specific consumption for heating is 36.12 kWh/m³. The impact of extensive energy efficiency improvements across the property portfolio is now reflected in improved consumption figures.

The distribution of district heating consumption



The total electricity consumption has remained at previous years' levels. In the coming years, the electricity purchased can be reduced through our own solar power installations, although upcoming energy renovations will increase electricity consumption while district heating consumption decreases. All electricity purchased for properties is entirely emission-free.

In 2023, solar panels were installed in most newly completed new buildings, as well as in the refurbished property on Tiirismaantie in Helsinki and six other existing properties heated with ground source heat. Through solar power installations, we aim to increase the amount of self-produced clean energy. The combined peak power of these systems is approximately 236 kWp, and they are expected to produce emission-free electricity of up to 180 MWh annually, equivalent to the annual electricity consumption of over a hundred individuals living alone.

Under the energy efficiency agreement's action program (VAETS), actions taken in 2022 were reported in 2023. Y-Säätiö has achieved its targets for the entire agreement period, and by 2023, actions with a calculated energy saving of 13,000 MWh/year have been reported.

The share of emission-free district heating in the total district heating consumption across the entire property portfolio significantly increased during 2023. A total of 75 properties now use emission-free district heating, with **48 properties transitioning to greener energy in 2023 alone**. The proportion of entirely emission-free district heating in the total consumption for 2023 is approximately 22%. As a result of these measures, Y-Säätiö's emissions will decrease by up to 4,600 tonnes, equivalent to the emissions of

Total energy consumption

	2023	2022	2021	2020
Electricity				
total consumption MWh	15 558	15 806	14 994	14 518
specific consumption kWh/m ³	4,9	5,03	4,92	4,88
Heating				
total consumption MWh abs.	112 564	111 984	116 268	100 269
total consumption MWh norm.	117 248	116 693	115 263	115 993
specific consumption kWh/m ³	36,12	36,95	37,45	38,98
Renewable district heating				
total consumption MWh norm.	33 385	9 367	9 250	9 539
	28 %	8 %	8 %	8 %

At the moment, the generated solar electricity is not measured. All property electricity is from renewable sources. Consumption figures apply to our own properties.

We aim to increase the amount of self-generated clean energy through solar power installations.

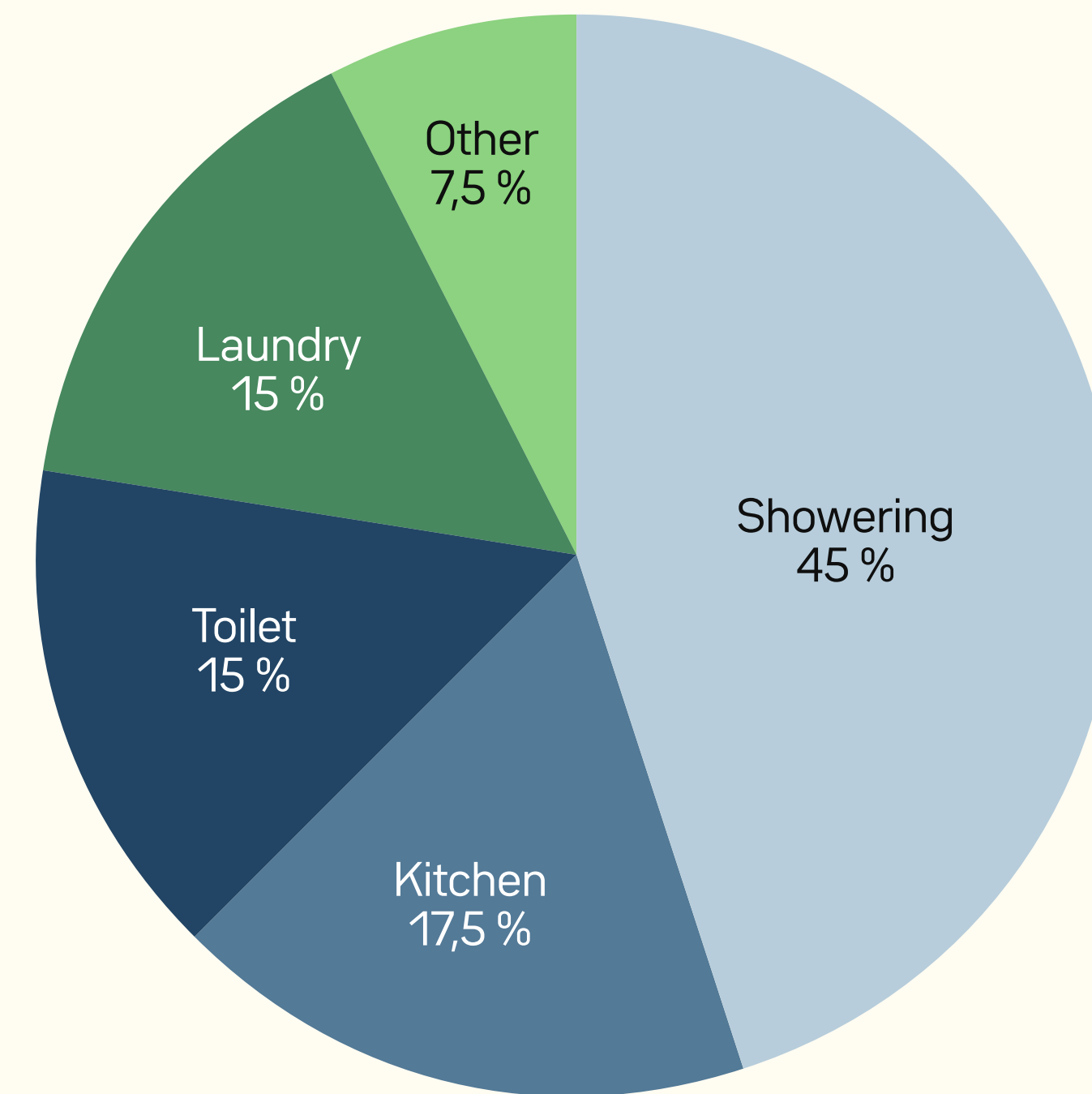
Water Consumption and Promoting Low-carbon Living

According to the Sustainable Water Use report by Työteho-seuranta and Motiva, Finnish households consume an average of 113 liters of water per person per day. Of the water used, 65% is cold and 35% is hot water. The majority of water consumption in Finnish households, 45%, comes from washing.

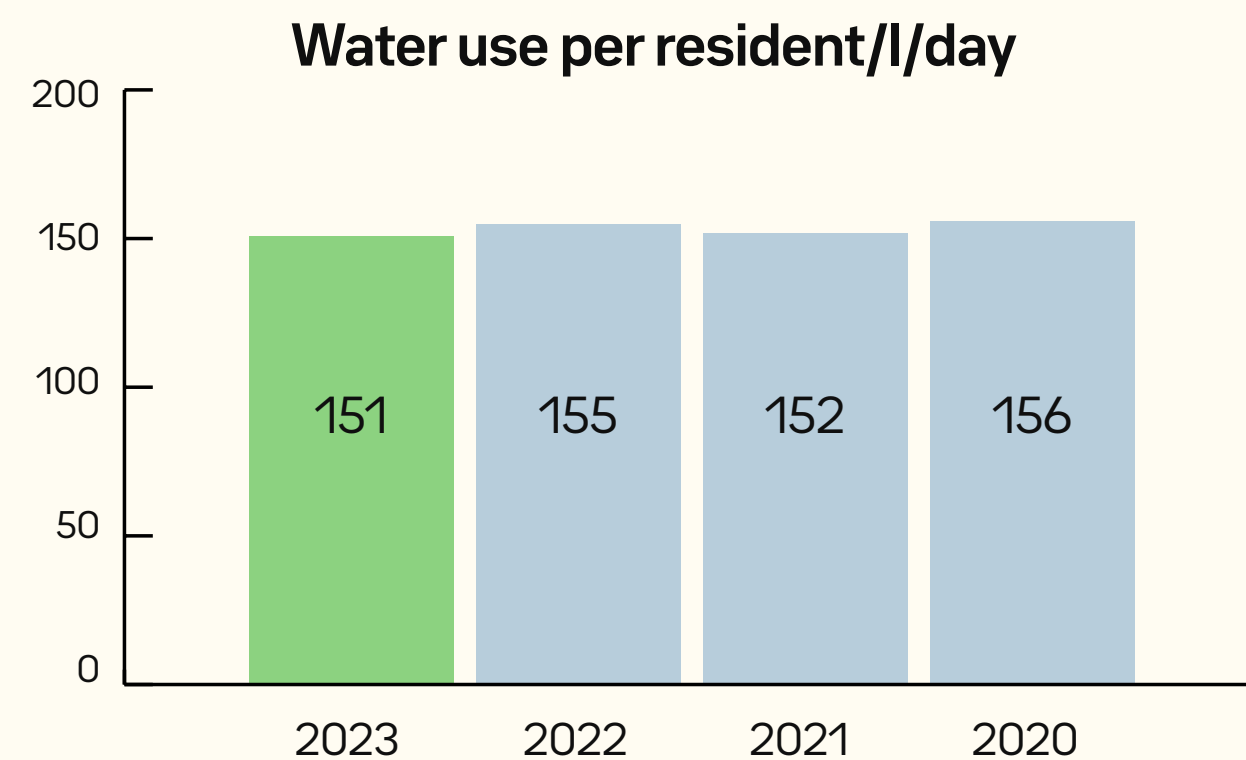
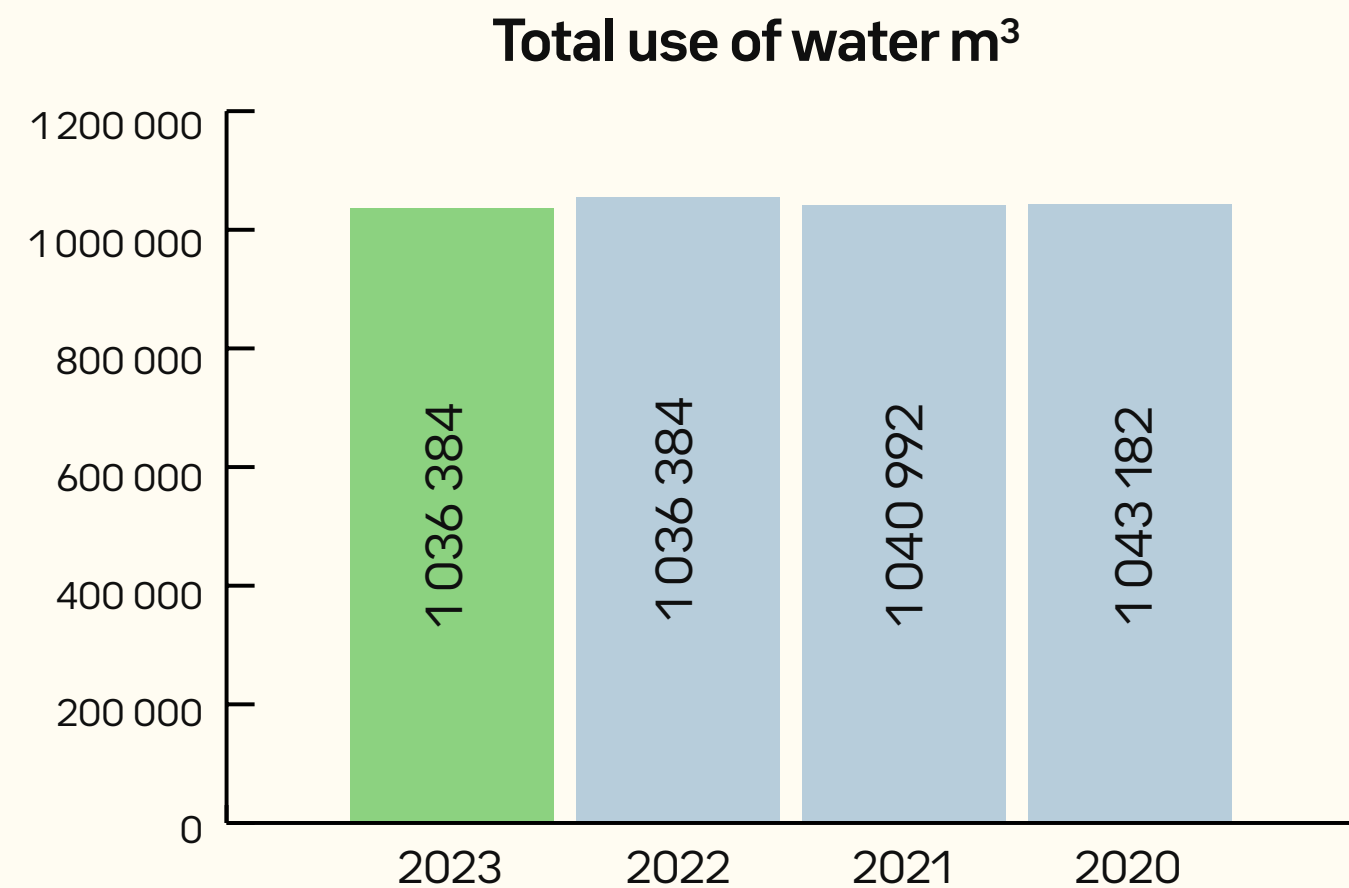
Taking a shower is not only the largest water consumer in households but also a very energy-intensive activity: heating one cubic meter of water from 5°C to 55°C requires an average of 58 kWh/m³ of energy. Finns use an average of 47.2 liters of water per day for personal hygiene, which translates to an average energy consumption for hot water of 800-1200 kWh per person per year [Motiva 2020]. For comparison, washing machines consume about 115-176 kWh per year [assuming 220 washes per year].

Finns use water for personal hygiene approximately 47,2 liters per day.

The distribution of water use



Source: Sustainable Water Use report. Työteho-seura.



CASE: WATER NUDGING

In 2023, the Y-Säätiö launched a pilot project (co-financed by ARA) to reduce water consumption in showers. The project is testing two devices that provide feedback on shower usage: an hourglass and a digital shower.

The hourglass near the shower helps track time. It is a simple and affordable device that provides real-time information about the

time spent in the shower.

The digital shower has a display that shows real-time information about water usage and energy consumption in addition to the time spent in the shower. The digital shower is connected to a mobile app, allowing users to monitor their showering habits over time.

In September-October, we instal-

led digital showers in 355 apartments (two different functionalities are currently being tested) and sent hourglasses to 201 apartments. We will monitor the water consumption data of these apartments for six months to assess the effectiveness of the devices in reducing water consumption.

CASE: WATER-SAVING CAMPAIGN IN THE TAMPERE AREA 1.4.-30.9.2023

All properties of M2-Kodit in the Tampere regional office that were completed in 2022 or earlier participated in the water-saving campaign. During the campaign, we organized a kick-off event for all residents, provided information on each building's water consumption and its development over the six-month campaign period. The campaign also included friendly competitions, such as sharing the best water-saving tips and reporting leaking water fixtures. During the campaign, 40 leaking water fixtures were reported, and all informants were rewarded with a €20 gift card. The most commonly reported leaking fixtures were kitchen taps and handheld showers.

The winning property in the water-saving campaign was Kattilaistentie 24 in Pirkkala, with a water savings of 37% compared to the previous year. The second place went to Tieteenkatu 8-10 in Tampere, with a water savings of 25% compared to the previous year.

The winning property received €1000 for a communal project. The residents decided to use the prize money to jointly finance a barbecue hut with the neighboring building, Kattilaistentie 26. The second-place property received €500 for communal activities.

“When I go to the shower, I play a song. You need to finish washing within that time. It’s fun with kids too, they get really excited about washing quickly.”

A water-saving tip from a resident who participated in the Water Tip Competition.

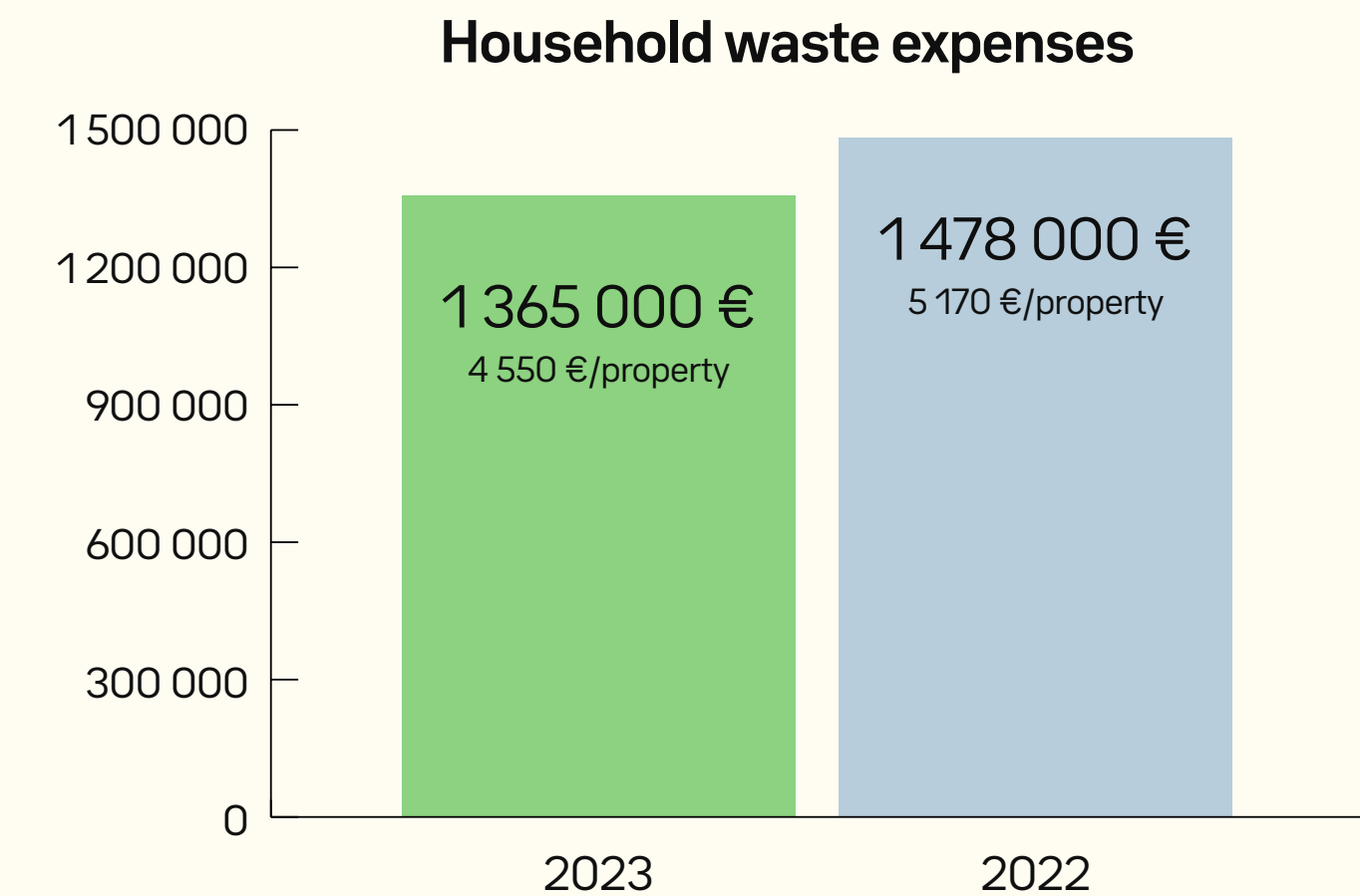
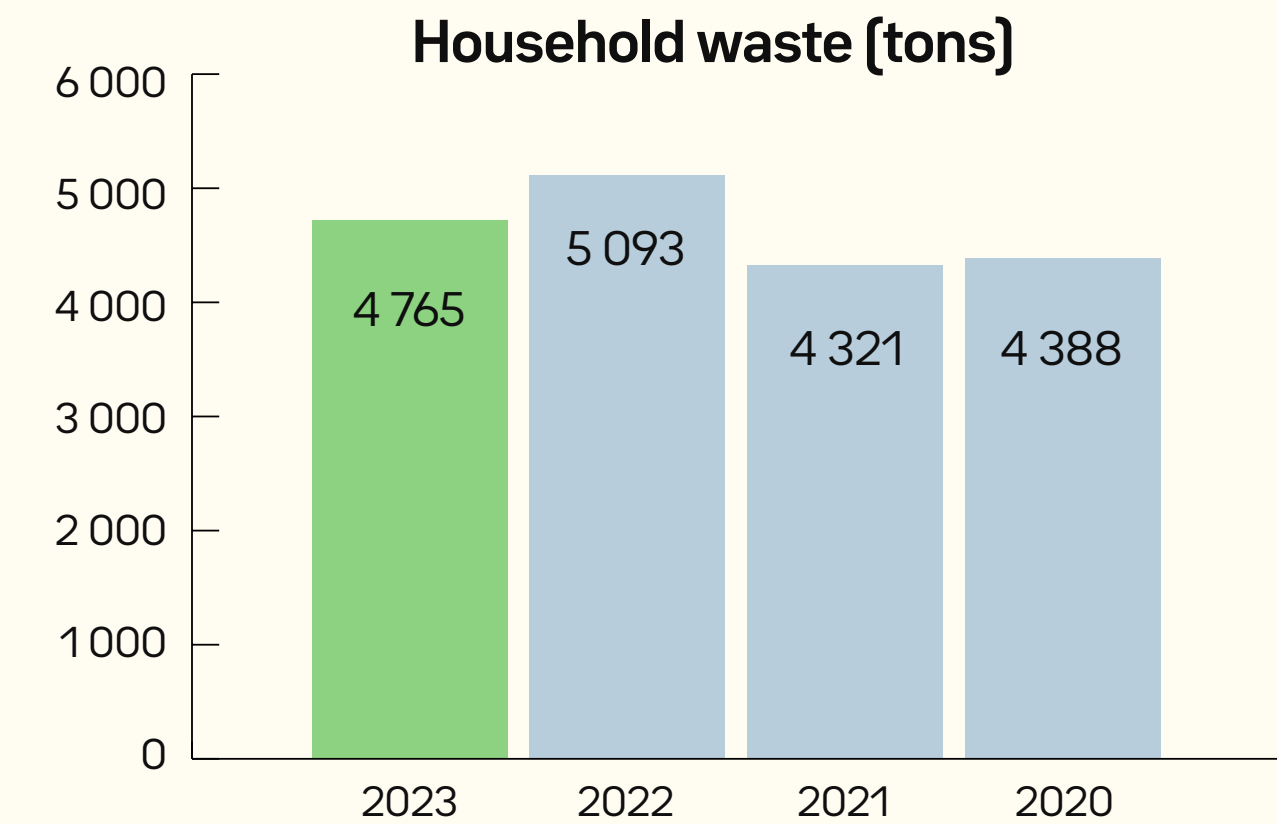
Waste, Recycling and Demolition Green Deal

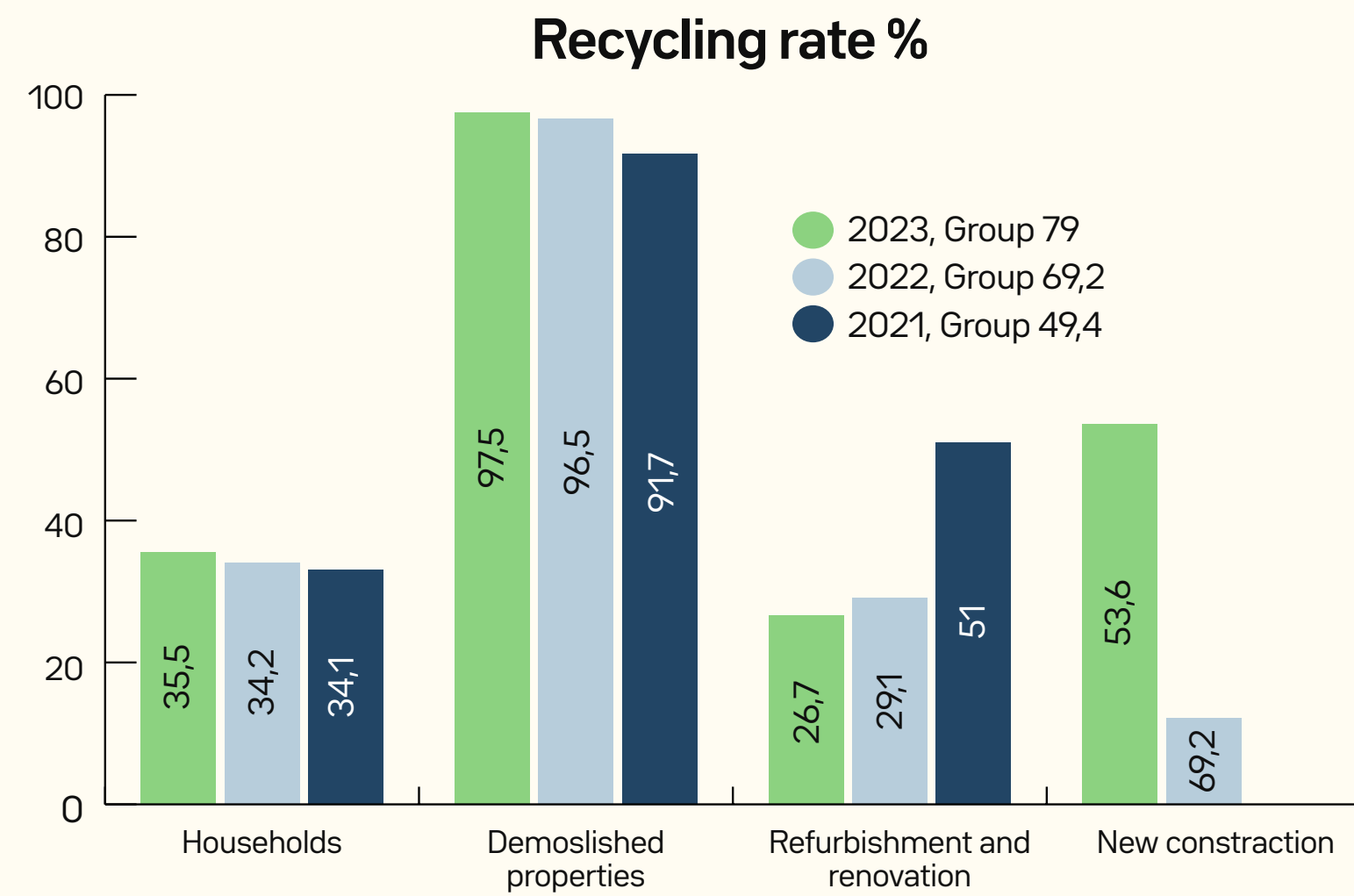
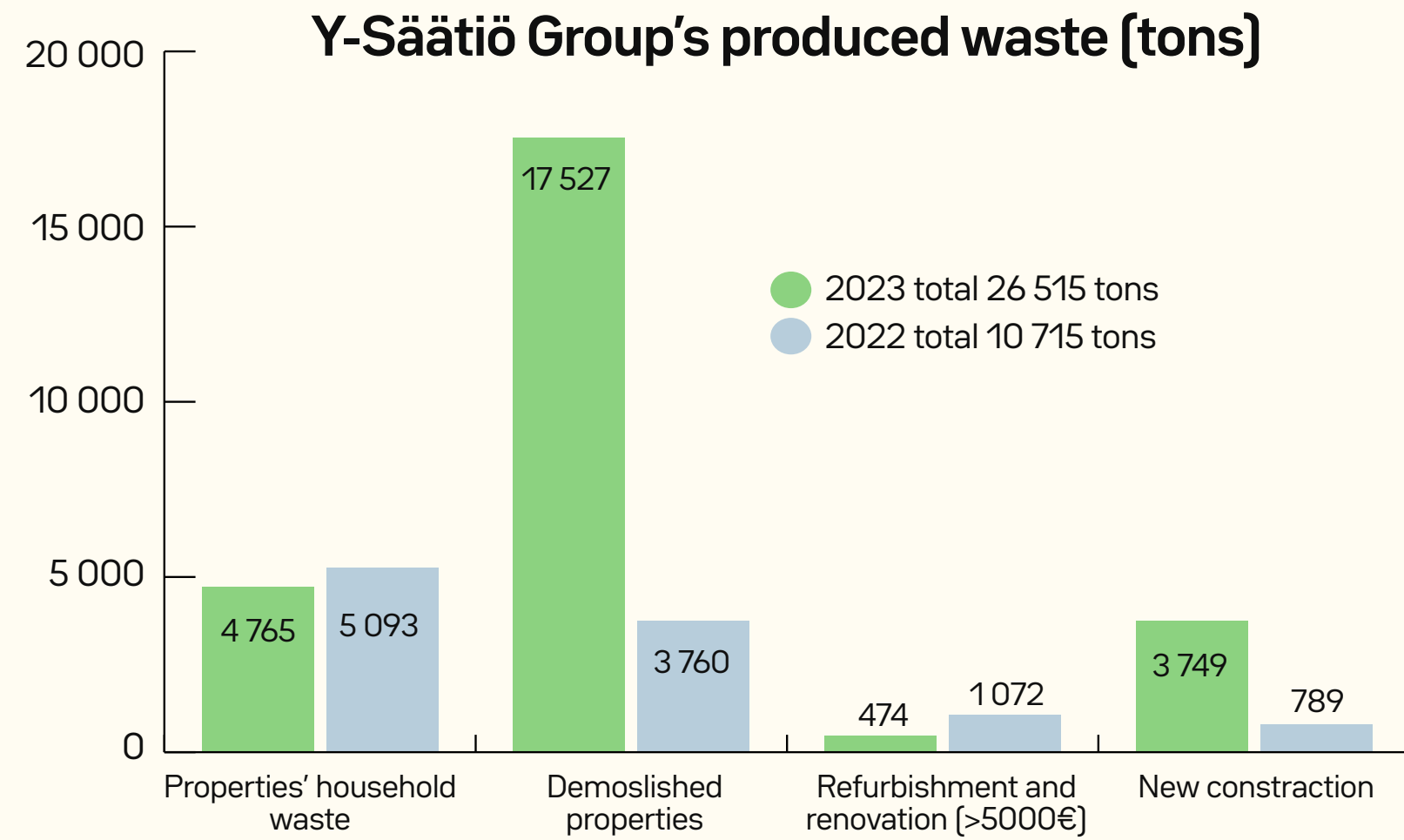
The recycling rate in Finland is stagnant, with energy recovery from waste increasing compared to material recycling. Additionally, Finland is among the top countries in natural resource usage. This trend is unsustainable, and therefore, Y-Säätiö aims to continue promoting recycling rates in the coming years.

The amount of household waste generated in our properties decreased to 4,765 tons [previously 5,093 tons] during the reporting year, while the recycling rate of household waste remained relatively the same at 35.5% [previously 34.2%]. We aim to improve the recycling rate of recyclable household waste by 5% compared to 2023. This requires improvements in property waste collection points, optimization of the number of waste bins and their emptying intervals, recycling campaigns, various communication methods to increase awareness, and piloting different green nudging incentives.

We are committed to the Green Deal for demolition, aiming to utilize at least 70% of non-hazardous demolition waste as materials. During the reporting year, we completed the demolition of a large concrete-framed property complex in Imatra. The property produced 17,572 tons of demolition waste, which was 97.5% recycled as materials through efficient sorting. New construction produced 3,749 tons of demolition waste, with a material recycling rate of 53.6%. Renovation and repair projects generated 474 tons of demolition waste, with a material recycling rate of only 26.7%. Overall, the group's recycling rate for non-hazardous demolition waste was 88.4% during the reporting year.

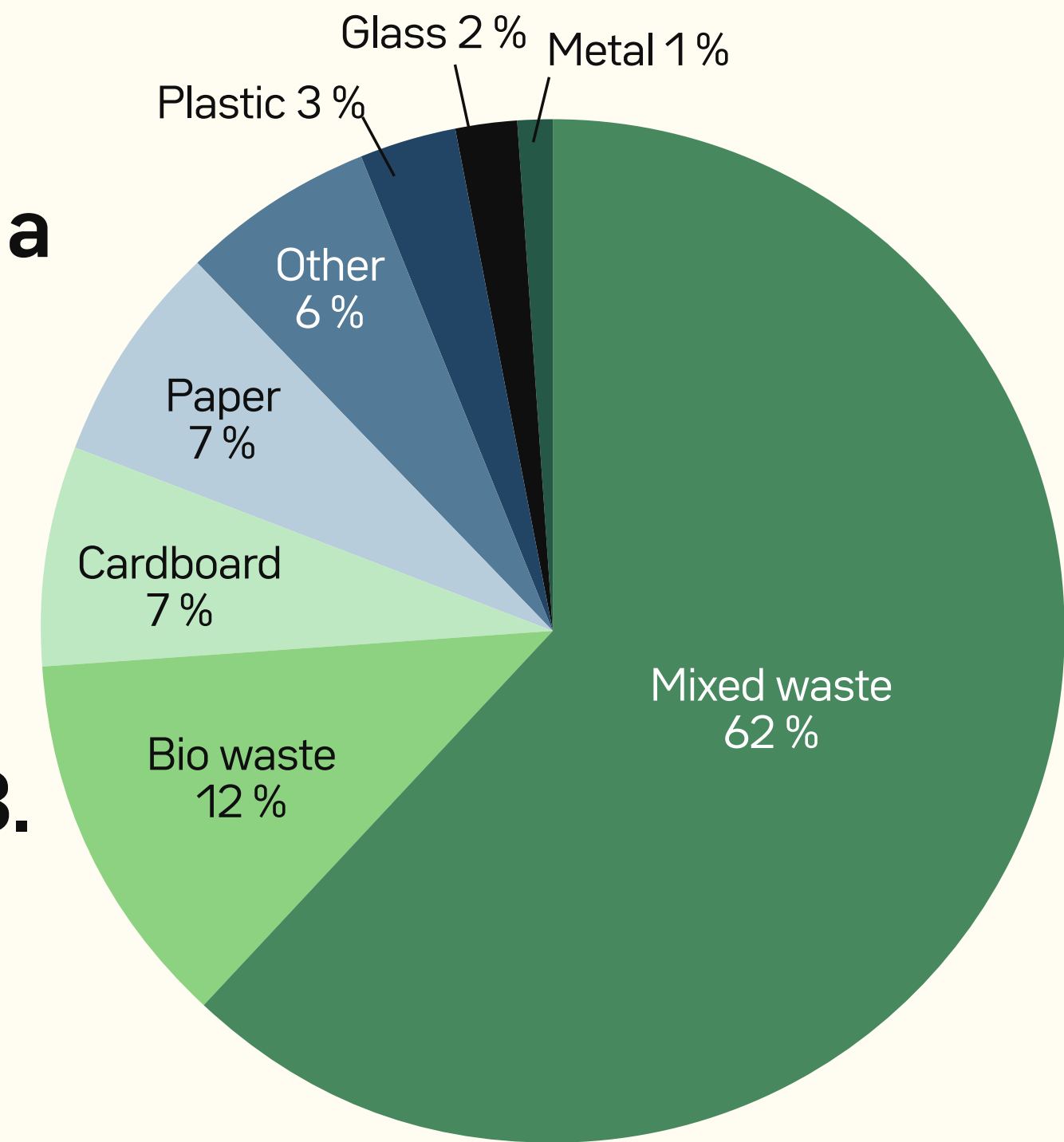
The waste management system was implemented at the end of 2022. The tracking of waste streams from various service providers nationwide has improved, resulting in some differences compared to the previous year's reported data.





We aim to achieve a **5 %** improvement in the recycling rate of recyclable household waste compared to 2023.

The distribution of household waste 2023



Emissions and Emission Reduction Targets vs Measures

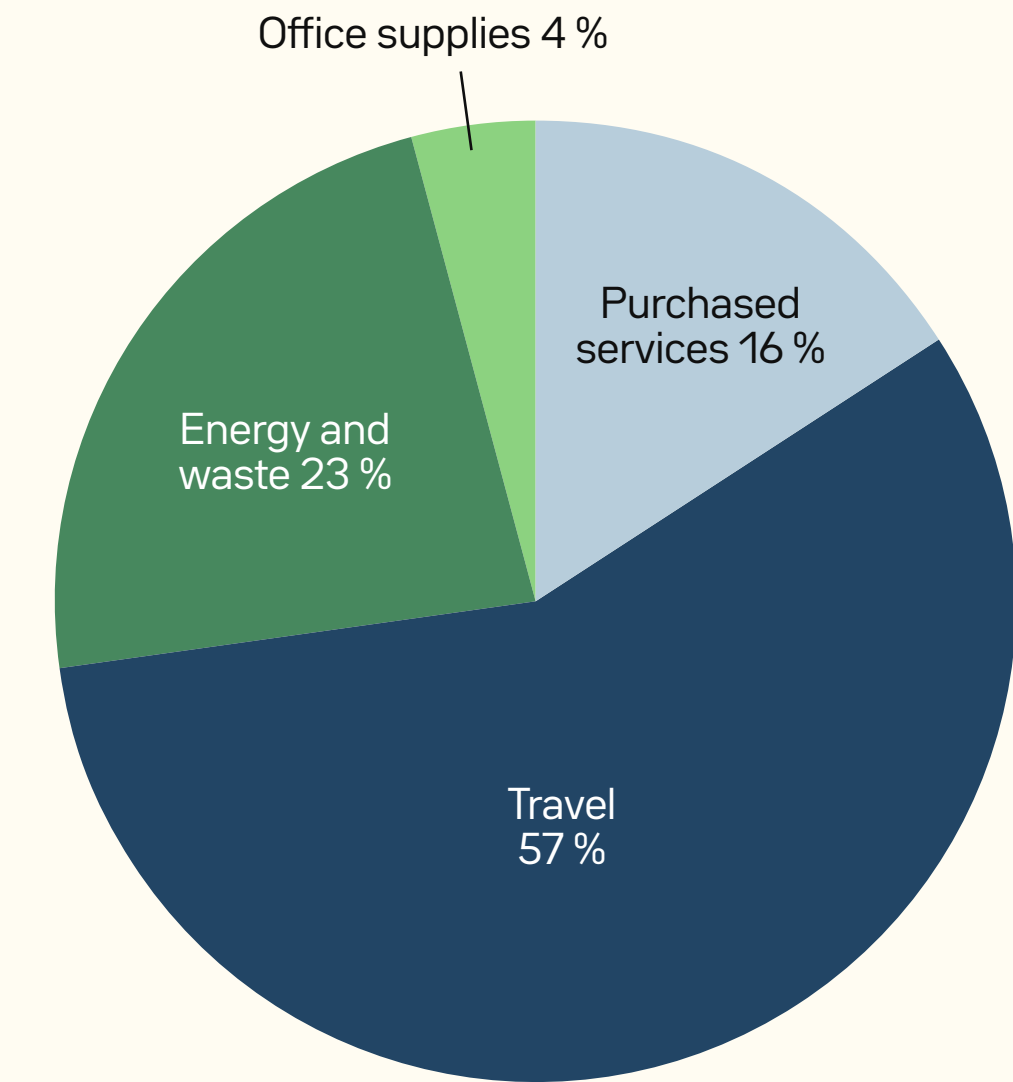
The reporting year is the third year that Y-Säätiö has calculated the group's greenhouse gas emissions. The strategic goal of the group is to reduce CO2 emissions by 70% by 2030 compared to the base year 2022. Additionally, Y-Säätiö shares Finland's national goal of achieving carbon neutrality by 2035. Practically, this means that we can only emit as much carbon dioxide as our carbon sinks can absorb from the atmosphere. We aim to reduce our emissions primarily and only secondarily through compensation.

In 2023, new construction by Y-Säätiö accounted for about half of the group's total CO2 emissions, with the other half resulting from the energy use of the existing housing stock. Y-Säätiö group seeks to reduce its emissions through energy renovation projects, transitioning to renewable energy solutions, and implementing sustainable practices in new construction.

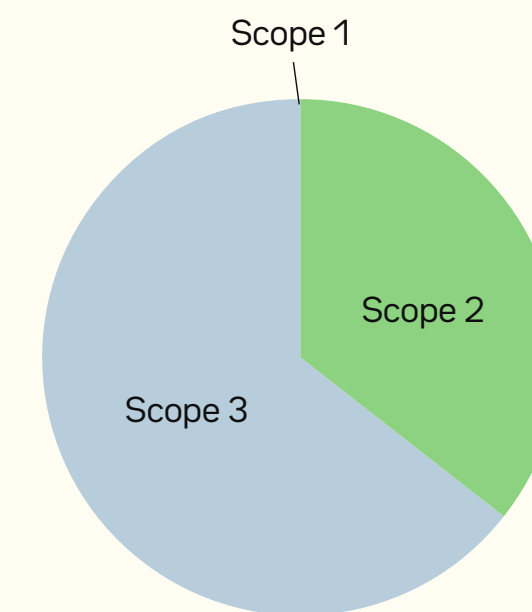
Emissions from the energy consumption of properties have steadily decreased since the start of emissions reporting. This reduction is influenced not only by the decrease in production emissions from energy companies but also by the energy efficiency measures implemented by Y-Säätiö, most notably the purchase of emission-free district heating. We are also implementing an energy management system that supports energy management and environmental goals for properties. The goal is to reduce the CO2 emissions from property energy consumption by 5% compared to 2023.

Expanding the housing stock poses a challenge in striving for carbon neutrality. However, solutions are being sought through continuous staff awareness initiatives, including training and network collaboration.

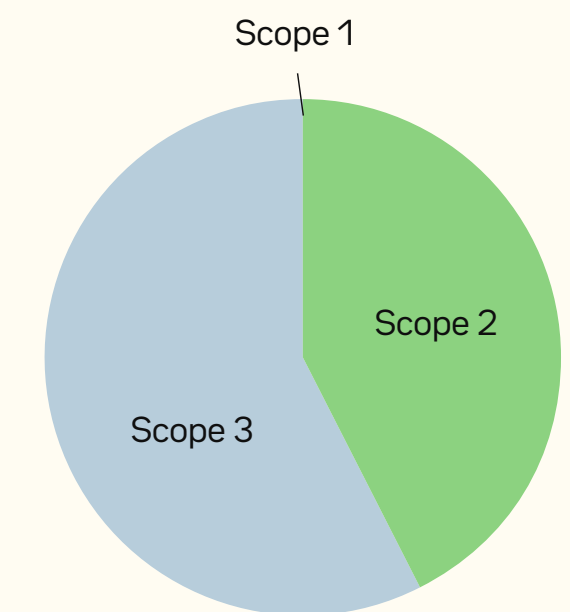
CO₂-Emissions of office spaces in 2023

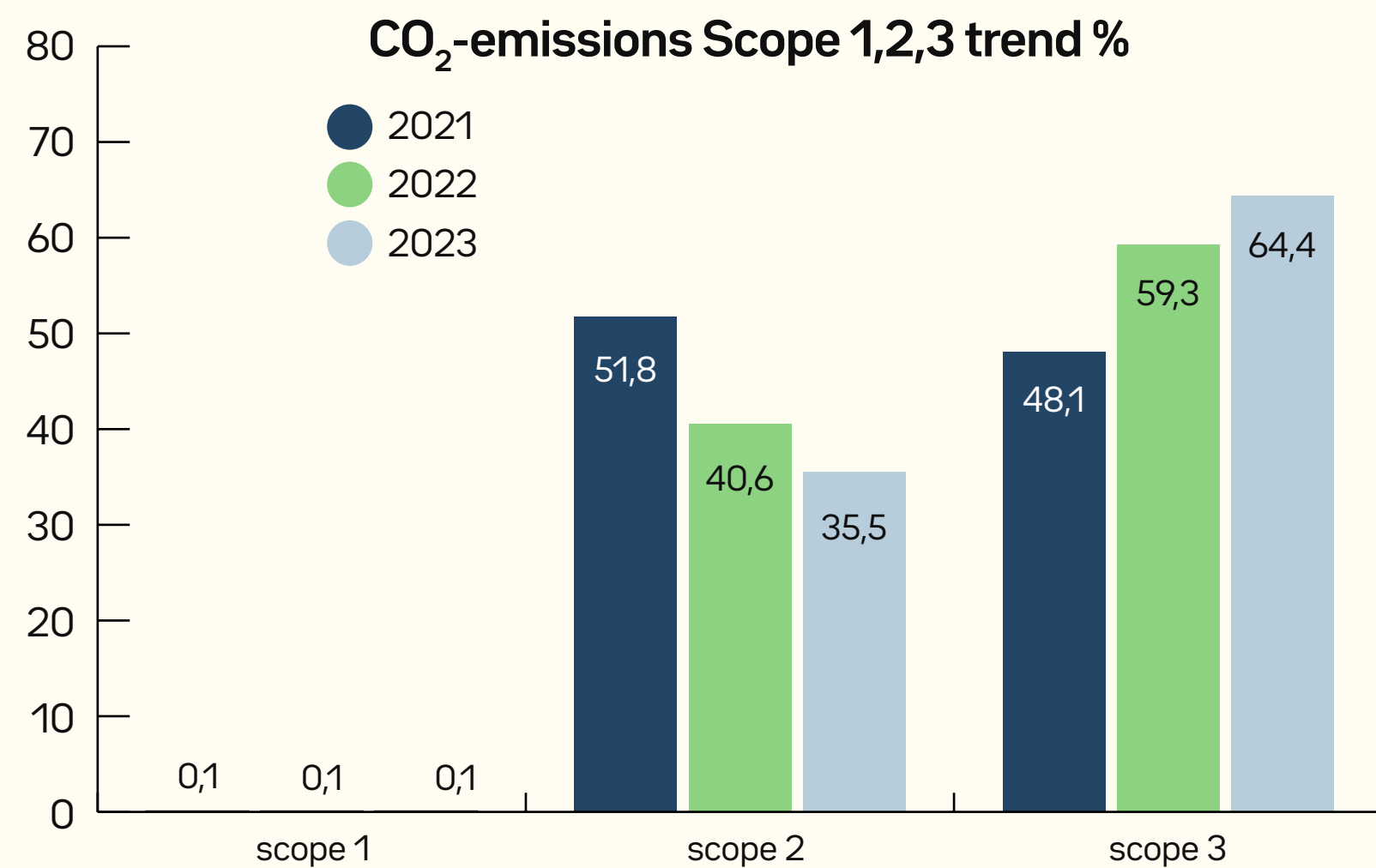


Market-based CO₂-emissions 2023



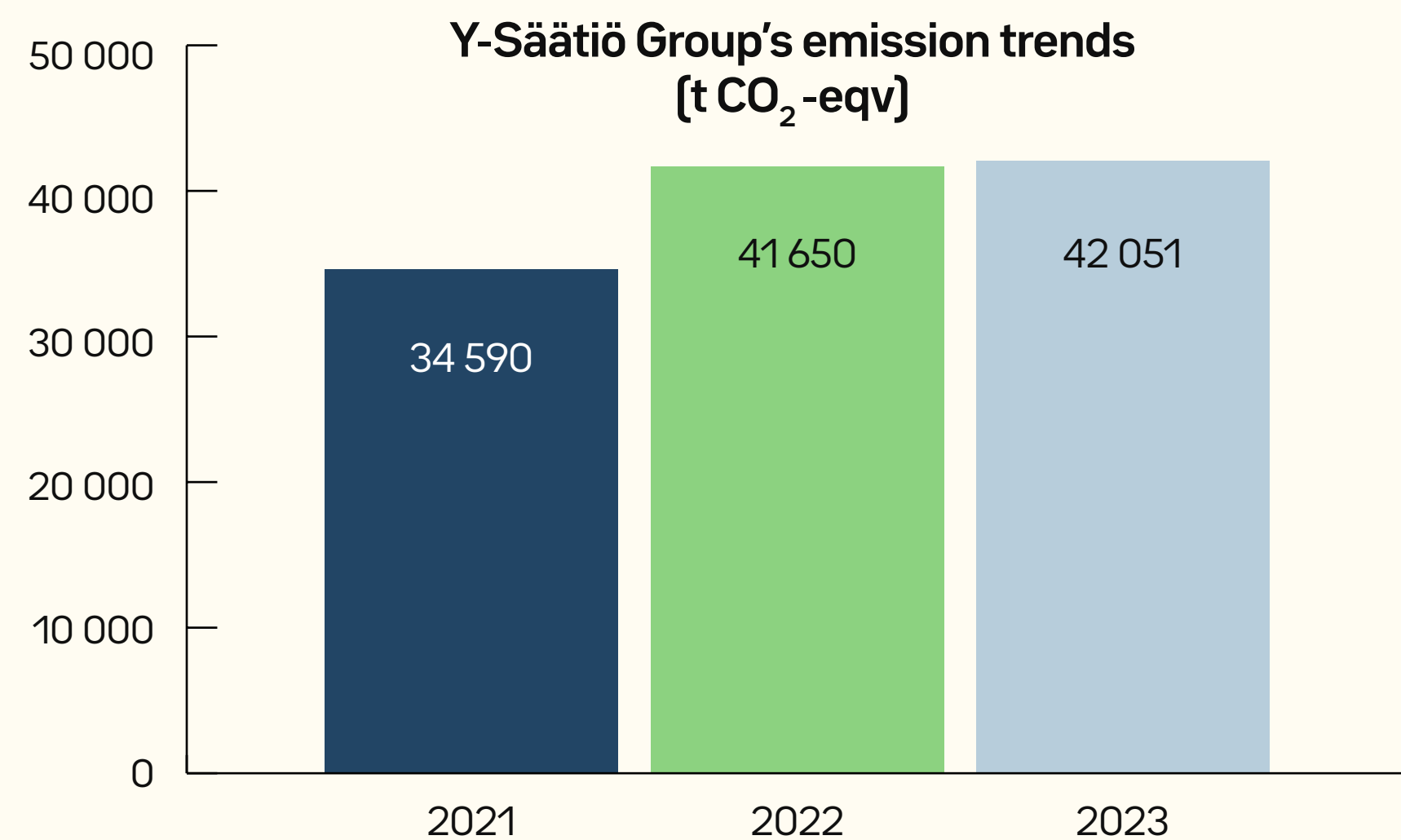
Location-based CO₂-emissions 2023





Y-Säätiö Group's carbon emissions Scope allocation of GHG protocol

	t CO ₂ -ekv 2023	2023	2022	2021
Scope 1	26	0,1%	0,1%	0,1%
The energy consumption of owned and leased	26			
Scope 2	14 939	35,5 %	40,6 %	51,8 %
Electricity consumption	209			
Heat consumption and cooling	14 630			
Cold water	100			
Scope 3	27 086	64,4 %	59,3 %	48,1 %
Maintenance repairs and materials (category 1)	2 447			
Construction and demolition (category 2)	16 253			
Acquired logistics services (category 4)	34			
Waste and effluents (category 5)	8 220			
Travel (categories 6-7)	132			
Yhteensä	42 051			



Emission intensities

t CO ₂ e/rm ³	0,002
t CO ₂ e/as-m ²	0,045
t CO ₂ e/resident	2,2
kg CO ₂ e/revenue	0,3

Sustainable Green Care

The Sustainable Green Care Handbook, which was completed in early 2023, compiles Y-Säätiö's sustainable practices for environmental construction, maintenance, and use.

The pilot of the Sustainable Green Care Handbook began in locations across the Helsinki Metropolitan Area under the supervision of Y-Säätiö's garden specialist responsible for green projects. The goal is to expand this model of sustainable green care nationwide as part of green care contracts, once sufficient experience has been gained.

Y-Säätiö is focusing on communication related to biodiversity and themes from the Sustainable Green Care Handbook to raise awareness. Various campaigns and resident engagement initiatives are also being planned to encourage observation and assessment of gardens from diverse perspectives.

THE AIMS OF THE HANDBOOK:

1. Increasing biodiversity on our property sites

- Planting vegetation favorable to pollinators
- Restoring the environment closer to its natural state.
- Increasing food plants for wildlife and enabling nesting.
- Diversifying plant species in gardens
- Strengthening green connections to the environment and supporting habitat continuity.

2. Building a sustainable environment

- Enabling the success of layered, local plant species.
- Recycling water, nutrients, and other materials on-site; no fertilizing or watering.
- Constructing an environment that self-manages.
- After construction, the environment is more diverse than before construction.

3. Adapting to environmental changes

- Managing stormwater on-site biologically and smoothing out peak rainfall
- Improving microclimates through shade and shelter.
- Capturing air pollutants and carbon dioxide through vegetation.
- Promoting self-sustaining vegetation and allowing species to evolve.

4. Strengthening residents' connection with nature

- Enabling urban gardening for residents.
- Creating a diverse and engaging garden environment that changes with the seasons.
- Providing opportunities for residents to observe nature and enhancing their understanding of local wildlife.
- Allowing space for both people and other organisms within the same area.

Sustainable green care measures implemented in 2023 for properties of M2-Kodit under their own green maintenance:

- 10 meadows established, with five implemented by residents. Priority given to challenging maintenance areas.
- Procured a wood chipper and trailer for branches. Wood chips used as ground cover for plantings.
- In autumn, leaves mulched instead of raking. Only pathways raked, and leaf litter collected under bushes.
- Leaf composting initiated by Uuras.
- Continued non-toxic weed removal.
- Fertilization discontinued. Organic mulch used to nurture and fertilize soil.
- Vegetation from demolition sites utilized in other areas.
- Plants relocated between gardens to suitable environments.
- Removal of invasive species like *Cotoneaster salicifolius* initiated.
- Bushes not pruned into specific shapes, considering flowering value.
- Decaying wood left on site (Valtuustokatu).

Kuinka kestävyys näkyy pihallasi?

Viljely	Niitty	Luontonurkka
M2-Kodit auttaa viljelytoiminnassa!	Niityt lisäävät pörräisten elinympäristöjä!	Tekeekö siili pihasi luontonurkkaan pesän?
		
Kaupunkiviljelyllä lisätään mahdollisuuksia tää ulkona enemmän aikaa. Viljely on yhteistä toimintaa ja yhdessä viljelemällä voidaan kasvattaa korjattavan sadon määrää. Viljelyssä saadaan kirjaimellisesti laittaa k multa ja päästään läheiseen kosketukseen luonnon kanssa	Niityt ovat monellakin tapaa nurmikoita kestävässä kasvillisuutta. Niittyjä perustetaan esimerkiksi pörräisille paikoille ja vähentävät...	Luontonurkat ovat ihmisten käytöltä rauhoitettuja alueita, joissa pienet eläimet, ötökät ja muut eliöt saavat eliä oman tahtiinsa. Ihmiset pääsevät tarkkailemaan luontoa läheltä. Luontonurkat ovat luonnon pieniä turvapaikoita.
Kiinnostuitko? Haluatko aloittaa viljelemään pihalla? Ole yhteydessä: Kaisa Nisula / kaisa.nisula@m2.fi		

Asukaspihat ovat pian kestäviä!



Asukaspihoista tehdään nyt kestävämpiä! Taustalla on Y-Säätiön Kestävän viherhoidon käsikirja -hanke. Käsikirja auttaa tulevaisuuden pihojen ylläpidossa, hoidossa ja käytössä kestävyys edellä. Tämä tarkoittaa pihan hoidon uudelleen ohjausta ja pihaluonnon hallitua viljelytämistä.

Kestäviä muutostöitä tehdään vaiheittain ja aloitetaan osassa pihajoja kesällä 2023. Pihilla muutokset näkyvät esimerkiksi erilaisina istutuksina, kiveyksinä tai viljelyalueina.

Asukkaita tiedotetaan oman pihan muutoksista etukäteen!

Kestävä piha on...

- Kasvillisuudeltaan ainvoimainen ja monipuolinen**
 - Kaunis myös kuivalla ja sateisella säällä
- Helppohoitoinen**
- Ilmastoltaan miellyttävä**
 - Pihalta löytyy suojapaikkoja auringon-paaheteita ja tuulelta.
- Terveellinen**
 - Ilmansaasteita sidotaan kasvillisuuden avulla
 - Vehreä ympäristö parantaa kokonaisvaltaista hyvinvointia
- Houkutteleva paikka linnuille ja eläimille**
- Yhteisöllinen ja toiminnallinen**
 - Mahdollisuus kaupunkiviljelyyn
 - Oleskelu ja leikki
- Yllätyksellinen**
 - Voit bongata kasveja ja muita eliöitä
 - Piha muuttuu vuodenaikojen ja vuosien mittaan



Ending Homelessness in Finland

CASE: Prince William is taking inspiration from Finland's work on homelessness.

In Finland, the work done on homelessness and the Housing First model have received extensive international attention in 2023. In June, Prince William announced that the Royal Foundation is launching a five-year homelessness program in the UK. The aim is to demonstrate that ending homelessness is possible, drawing inspiration from Finland.

Prince William's project, Homewards, aims to eradicate homelessness. It focuses on homelessness prevention and elimination in six locations, showcasing how collaboration, necessary resources, and support can achieve these goals. Collaboration among various stakeholders is pivotal to the project's success—Homewards operates on the principle that homelessness is a societal issue requiring societal solutions.

Finland's successful efforts in eliminating homelessness have served as inspiration for Homewards. The project has been prepared for years, with Finland's work serving as a model: collaboration and long-term commitment to ending homelessness have been identified as keys to success.

Juha Kahila, Head of International Affairs at Y-Säätiö, explained to CNN how Finland has succeeded in eliminating homelessness. Kahila emphasized the effective and straightforward recipe of the Housing First model in the interview. Homeless individuals need a home and, in addition, support.

Y-Säätiö engages extensively in international collaboration, aiming to advance and develop homelessness work both in Finland and globally. Last spring, Y-Säätiö established

the Nordic Homelessness Alliance to collaboratively create a leading global model for homelessness eradication.

In Finland, the conditions for success have been favorable because eliminating homelessness has been embraced as a common goal politically and among housing stakeholders. According to Kahila, there is no reason why similar successes cannot be achieved elsewhere:

"The Housing First model can work effectively everywhere. Now, there just needs to be the courage to adopt the Housing First model so that homelessness can be eradicated, not just talked about."

Homelessness in Finland 1987-2023



New Projects

Y-polut – Y-Säätiö’s youth housing accommodation guidance as a resource for independent living

In a three-year (2023-2025) project funded by STEA (Finnish Funding Centre for Social Welfare and Health Organizations), Y-Säätiö is developing its own youth housing operations with a focus on tailored guidance for young adults’ specific needs in housing and daily life management. The project targets Y-Säätiö’s youth housing locations in Espoo, Nurmijärvi, Tuusula, Järvenpää, and Kerava. The aim is to support young adults under 35 years old residing in these facilities.

Successful living project

The STEA-funded project started in the spring. During the first year of the project, efforts have focused on familiarizing with Housing First housing units, building partnerships with welfare regions, and identifying collaborators for active housing and living guidance initiatives. The project supports over 20 residents, and there are approximately 40 applicants seeking assistance from the Successful Living Project.

PROJECT ACTIVITIES

- Group-based events at the locations: Pihapiirit events
- Providing individual guidance through methods such as one-on-one meetings, phone calls, and WhatsApp messages
- Networking and communication work within and outside of Y-Säätiö

Pihapiirit events:

18

Number of participations:

111

Participants involved in the project activities:

92

Residents who received individual guidance:

49

International Work

Y-Säätiö's strong strategic focus is on eliminating homelessness nationally and reducing it internationally. The organization's approach to homelessness is based on implementing the Housing First principle and disseminating research findings. To contribute to global homelessness reduction, Y-Säätiö invests in training professionals in the field, hosting speaking engagements, welcoming visitors, networking, and engaging in various forms of collaboration.

In 2023, Y-Säätiö hosted 286 international visitors interested in Finland's homelessness work, including guests from Hong Kong, Israel, Brazil, and Australia. Additionally, Y-Säätiö experts acted as trainers and speakers at 25 events worldwide, with nearly two thousand participants in total.

Research Work

Cost impacts of homelessness

Y-Säätiö has initiated a research project on the economic impacts of homelessness. The project examines how people use health and social services and benefits while homeless compared to after receiving a permanent home and support according to the Housing First approach. Several studies indicate that when people are assisted in this manner, they are better able to manage their lives and avoid crises that require costly emergency services. This means that ending homelessness can bring savings to society.

The Housing First approach is also a financially sustainable long-term investment that, in addition to improving human well-being, saves societal resources. In Finland, new research data is needed to highlight the importance of reducing homelessness and to ensure the continuity of housing stock and support development.

The research officially begins in 2024. Throughout 2023, Y-Säätiö has been preparing by aiming to utilize registry data from Findata (Finnish social and health data authorization authority), establishing a partnership with the University of Turku, and involving ARA, which contributes to project funding and supports the dissemination of results.

INTERNATIONAL COLLABORATION NETWORKS



Additional Details on Environmental Indicators and Other Key Concepts

District heating combined production

District heating is produced at power plants through combined heat and power (CHP) generation, where both electricity and heat are produced simultaneously.

Heating degree day

The heating degree day is used to normalize actual heating energy consumption. It is calculated by summing the differences between daily indoor and outdoor temperatures for each day of the month.

GRI (Global Reporting Initiative)

It is an independent, non-profit organization and a collaborative body with the United Nations Environment Programme (UNEP). GRI's objective is to establish a globally accepted framework for corporate social responsibility reporting through collaboration among various stakeholders.

EU-Taxonomy

Part of the EU's Sustainable Growth (Green Deal) agenda, this initiative aims to redirect financial flows towards more sustainable targets.

Consequential impacts

Consequential impacts is an assessment method aimed at evaluating the effect of a change on the entire system and assessing the system-level environmental impact. For example, the displacement effect of cogeneration electricity on other electricity production. GRI (Global Reporting Initiative) is an independent, non-profit organization and a collaborative body with the United Nations Environment Programme (UNEP). GRI's objective is to establish a globally accepted framework for corporate social responsibility reporting through collaboration among various stakeholders.

The emission factor describes the amount of emissions produced in relation to the quantity of product or service generated.

Carbon dioxide equivalent

The aggregate measure of greenhouse gas emissions, which allows the calculation of the combined impact of emissions from different greenhouse gases on the intensification of the greenhouse effect.

Normalized consumption

It means temperature-corrected consumption, which takes into account variations in outdoor temperature, thereby facilitating the comparability of data, for example, between different years or locations of buildings.

Specific consumption

The amount of energy used per unit of product, for example kWh/m³.

Emission intensity

The total amount of selected emissions is normalized against a specified quantity, for example tCO₂-eqv/m³.

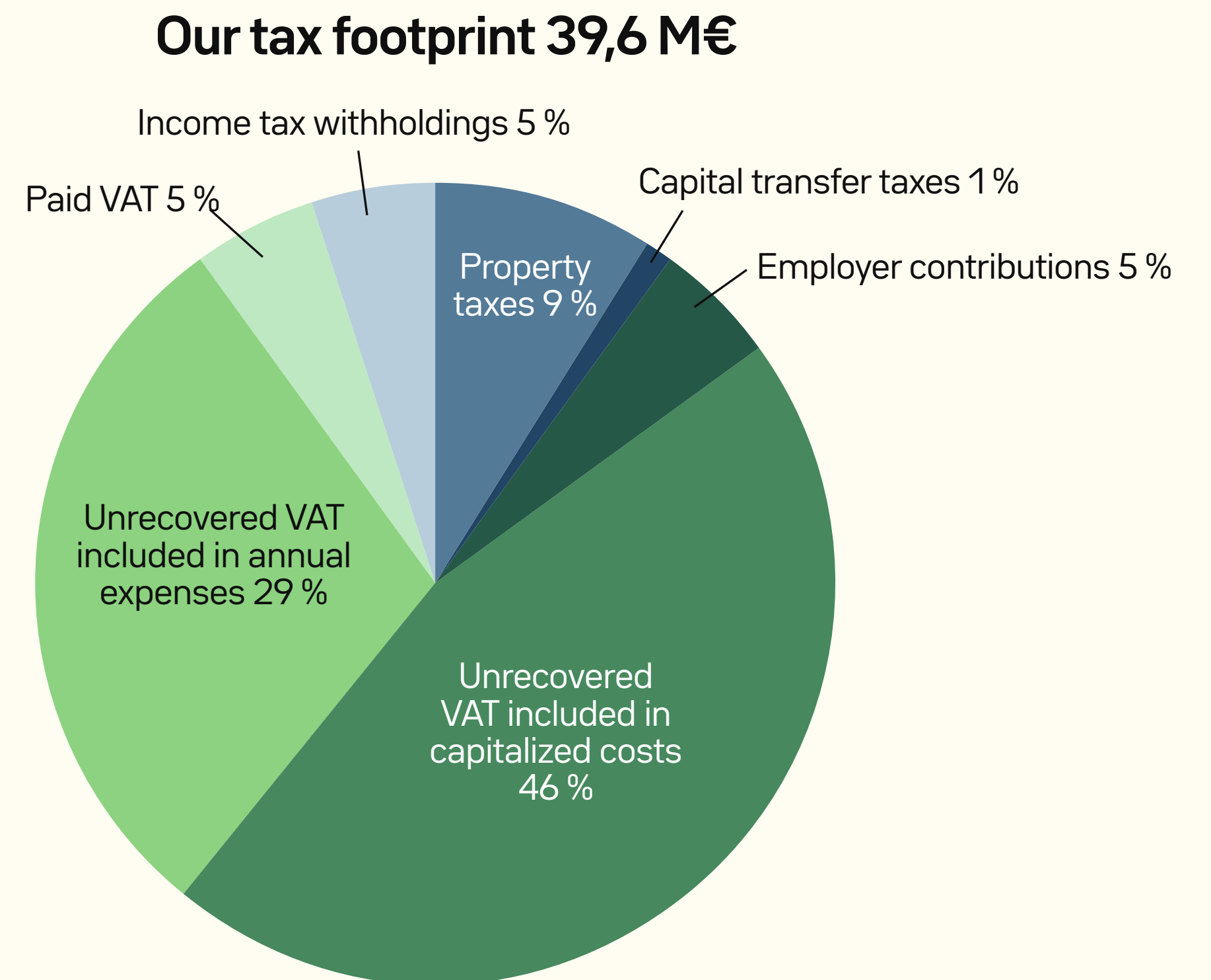
Sustainable Economics – Sustainable Bond

Although Y-Säätiö and M2-Kodit are not yet subject to taxonomy reporting obligations, we wish to proactively report our taxonomy-related information. The economic activities of Y-Säätiö encompass all technical criteria areas, making 100% of the Group’s activities in terms of turnover, CapEx, and OpEx costs taxonomy eligible.

To demonstrate our taxonomy compliance, we have chosen section 7.7 “Acquisition and Ownership of Buildings.” For the reporting year, we present taxonomically compliant turnover data for our properties: those built before December 31, 2020, ranking in the top 15% nationally for energy efficiency [E-values], and those built after December 31, 2020, achieving -10% below NZEB [Nearly Zero Energy Building] requirements in terms of E-values.

Y-Säätiö’s activities are classified under statistical NACE main class L 68 “Real estate activities,” based on which taxonomically compliant technical assessment criteria are presented.

The target economic occupancy rate for 2024 is 96,0 % (95,5).



Creating and Distributing Economic Value M€

Stakeholder group	Explanation	2023	2022	2021
Customers	Rental income, operating reimbursements, sales, other income	152,5	144,8	142,3
Suppliers	Purchased services, other project costs	94,9	91,1	83,4
Personnel	Personnel salaries including fringe benefits	11,3	10,9	10,1
Capital providers	Investment and financing activities	13,9	12,7	14,9
Public sector	Deferred taxes and land lease payments	5,1	4,2	5,4
Cash flows				
Incomes M€		2023	2022	2021
Customers				
Rental income		149,4	142,4	137,0
Operating reimbursements		1,3	1,0	0,8
Other income		0,9	0,7	3,8
Public sector				
Grants received		8,8	3,0	10,9
Financiers				
Loans		106,6	63,6	199,0
Interests and dividends		2,5	0,3	0,2
Other financial income		0,5	0,9	1,1
Expences M€				
Suppliers				
Purchase of services and supplies		94,9	91,1	83,4
Investments		92,7	81,6	114,0
Personnel				
Paid salaries		9,2	8,9	8,2
Financiers				
Repayments		67,0	31,2	71,6
Interest expenses		15,5	12,7	15,3
Other financial expenses		1,3	1,2	0,9
Public sector				
Taxes		1,5	0,8	2,2
Land lease payments		3,6	3,4	3,2

Taxonomy eligibility * 2023	%	%	%	Taxonomy compliance* 2023	%	%	DNSH
	Revenue	CapEx	OpEx	Revenue	CapEx	OpEx	
7.1 Construction of new buildings							
7.2 Repair of existing buildings							
7.3 Installation, repair, and maintenance of energy-efficient equipment							
7.4 Installation, repair, and maintenance of electric vehicle charging stations							
7.5 Installation, repair, and maintenance of instruments used in measuring, regulating, and monitoring building energy efficiency							
7.6 Installation, repair, and maintenance of technologies related to renewable energy sources							
7.7 Acquisition and ownership of buildings							
Total €							Climate risk assessments and adaptation plans for taxonomy-compliant properties will be implemented in the coming years
Total [%]	100	100	100	9,8 %			
Non-taxonomy eligible activities				Non-taxonomy compliant activities			
Total [%]	0	0	0	90,2 %			
*Y-Säätiö's financial operations are considered taxonomy-eligible in both the technical criteria aimed at mitigating climate change and those targeting adaptation to climate change.				*Y-Säätiö's financial activities align with the objectives of technical criteria aimed at mitigating climate change.			

Although Y-Säätiö and M2-Kodit are not yet subject to taxonomy reporting obligations, we wish to proactively report our taxonomy-related information.

GRI-Index and Concepts

GRI 200 ECONOMIC

Topic	Standards	Reason for Non-reporting	Reference or Additional Information
201 Economic Performance			ysaatio.fi
	201-1 Direct economic value generated and distributed		
	201-2 Financial implications and other risks and opportunities due to climate change	Information not available or incomplete - no risk assessment and adaptation plan yet regarding the potential economic impact of climate change	
	201-3 Defined benefit plan obligations and other retirement plans		
	201-4 Financial assistance received from government		
202 Market Presence			ysaatio.fi
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Confidentiality restrictions - wage based on the real estate sector collective agreement and skill level scoring	TES
	202-2 Proportion of senior management hired from the local community		Ei palkattua
203 Indirect Economic Impacts			ysaatio.fi
	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
204 Procurement Practices			ysaatio.fi
	204-1 Proportion of spending on local suppliers	Information not available or incomplete - Y-Säätiö's partners are largely national, but investment proportion not calculated	
205 Anti-Corruption			ysaatio.fi
	205-1 Operations assessed for risks related to corruption		
	205-2 Communication and training about anti-corruption policies and procedures		
	205-3 Confirmed incidents of corruption and actions taken		
206 Anti-Competitive Behavior			ysaatio.fi
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
207 Tax			ysaatio.fi
	207-1 Approach to tax	Not applicable - Y-Säätiö is a nonprofit organization operating within the framework of laws and tax legislation. There is no separate tax strategy	
	207-2 Tax governance, control, and risk management	Not applicable - Y-Säätiö is a nonprofit organization operating within the framework of laws and tax legislation. There is no separate tax strategy.	

GRI 300 ENVIRONMENT

Topic	Standards	Reason for non-reporting	Reference or additional information
301 Materials	301-1 Materials used by weight or volume		ysaatio.fi
Construction/Properties	301-2 Recycled input materials used		
Construction/Properties	301-3 Reclaimed products and their packaging materials	Not applicable - the activity does not involve production of materials.	
302 Energy			ysaatio.fi
Properties	302-1 Energy consumption within the organization		
Construction/Properties	302-2 Energy consumption outside of the organization		
Properties	302-3 Energy intensity		
Properties	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services	Not applicable - the activity does not involve production of materials.	
303 Water and Effluents			ysaatio.fi
Properties	303-1 Interactions with water as a shared resource		
Properties	303-2 Management of water discharge-related impacts		
Properties	303-3 Water withdrawal	Not applicable - no own water intake	
Properties	303-4 Water discharge		
Properties	303-5 Water consumption		
304 Biodiversity			ysaatio.fi
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
	304-2 Significant impacts of activities, products and services on biodiversity		
	304-3 Habitats protected or restored		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
305 Emissions			ysaatio.fi
	305-1 Direct (Scope 1) GHG emissions		
	305-2 2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
	305-6 Emissions of ozone-depleting substances (ODS)		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
306 Effluents and waste			ysaatio.fi
Properties	306-1 Waste generation and significant waste-related impacts		
Properties	306-2 Management of significant waste-related impacts		
Properties	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal	Not applicable - waste management delivers to appropriate treatment	
308 Supplier Environmental Assessment			ysaatio.fi
	308-1 New suppliers that were screened using environmental criteria	Information not available or incomplete - measuring just beginning	
	308-2 2 Negative environmental impacts in the supply chain and actions taken	Information not available or incomplete - not yet identified	

GRI 400 SOCIAL

Topic	Standards	Reason for non-reporting	Reference or additional information
401 Employment			ysaatio.fi
HR	401-1 New employee hires and employee turnover		
HR	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees		
HR	401-3 Parental leave		
402 Labor/Management Relations			ysaatio.fi
Management	402-1 Minimum notice periods regarding operational changes		
403 Occupational Health and Safety			ysaatio.fi
Management	403-1 Occupational health and safety management system		
Management	403-2 Hazard identification, risk assessment, and incident investigation		
HR	403-3 Occupational health services		
HR	403-4 Worker participation, consultation, and communication on occupational health and safety		
Management	403-5 Worker training on occupational health and safety		
HR	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
HR	403-8 Workers covered by an occupational health and safety management system		
HR	403-9 Work-related injuries		
HR	403-10 Work-related ill health		
404 Training and Education			ysaatio.fi
HR	404-1 Average hours of training per year per employee		
HR	404-2 Programs for upgrading employee skills and transition assistance programs		
HR	404-3 Percentage of employees receiving regular performance and career development reviews		
405 Diversity and Equal Opportunity			ysaatio.fi
HR	405-1 Diversity of governance bodies and employees		
HR	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality restrictions - gender pay gap reviewed during the reporting year	
406 Non-discrimination			ysaatio.fi
Management	406-1 Incidents of discrimination and corrective actions taken		
407 Freedom of Association and Collective Bargaining			ysaatio.fi

Management	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
408 Child Labour			ysaatio.fi
Construction, Renovation, Properties, IT, Office Supplies	408-1 Operations and suppliers at significant risk for incidents of child labor	Information not available or incomplete - measuring just beginning	
409 Forced or Compulsory Labor			ysaatio.fi
Construction, Renovation, Properties	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information not available or incomplete - measuring just beginning	
410 Security Practices			ysaatio.fi
HR	410-1 Security personnel trained in human rights policies or procedures		
411 Rights of Indigenous Peoples			ysaatio.fi
Management/Whistleblowing	411-1 Incidents of violations involving rights of indigenous peoples		
413 Local Communities			ysaatio.fi
Construction/Resident Activity/Uuras	413-1 Operations with local community engagement, impact assessments, and development programs		
Construction/Customer Relationships	413-2 Operations with significant actual and potential negative impacts on local communities		
414 Supplier Social Assessment			ysaatio.fi
Construction, Renovation, Properties	414-1 New suppliers that were screened using social criteria	Information not available or incomplete - measuring just beginning	
Construction, Renovation, Properties	414-2 Negative social impacts in the supply chain and actions taken	Information not available or incomplete - measuring just beginning	
415 Public Policy			ysaatio.fi
Executive Team, CEO	415-1 Political contributions		
416 Customer Health and Safety			ysaatio.fi
Construction, Renovation, Properties	416-1 Assessment of the health and safety impacts of product and service categories		
Real Estate Managers, Management, Construction	416-2 Vaatimustenvastaisuudet tuotteiden ja palveluiden terveys- ja turvallisuusvaikutusten osalta		
417 Marketing and Labeling			ysaatio.fi
Construction, Renovation, Properties (Maintenance Company)	417-1 Requirements for product and service information and labeling		
Construction, Renovation, Properties (Maintenance Company)	417-2 Incidents of non-compliance concerning product and service information and labeling		
418 Customer Privacy			ysaatio.fi
Data Protection Group, Executive Team	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		

Y-Säätiö

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