



JATKE

2022

**ANNUAL REVIEW
AND ESG REPORT**

Contents

JATKE

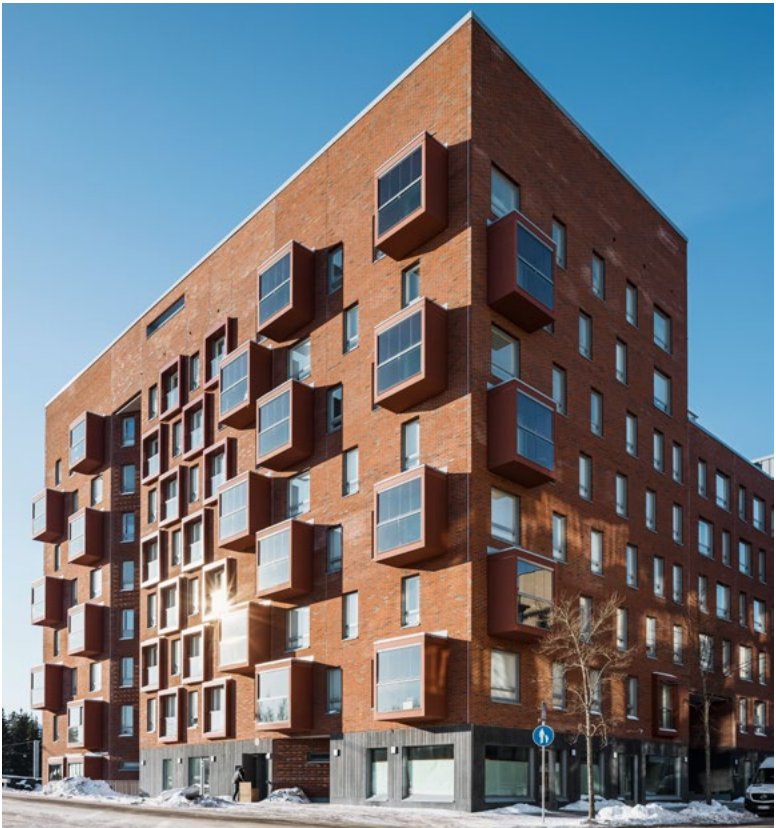
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**WE BUILD HOMES AND WORKSPACES
THAT PEOPLE FEEL INSPIRED TO
BE IN AND LIVE IN.**

Jatke in brief

Jatke is a Finnish, privately owned group operating in the construction sector. We build and renovate homes and workspaces that people feel inspired to be in and live in. We operate in the Helsinki metropolitan area and in the Tampere and Turku regions. We employ approximately 380 construction professionals. In 2022, our net sales amounted to EUR 390 million.

Jatke was founded in 2009 and it has grown into one of the largest construction companies in Finland. With our strong project development expertise, we serve our clients in projects related to residential construction, commercial construction and renovation. We are a forerunner in knowledge-driven management and project management. We always deliver on our agreements and adhere to the agreed schedules and costs. For us, responsible business not only means sustainable construction but also the well-being of personnel. We provide our employees with the best employee experience in the industry.

Arvostamme



We are a company with a great work environment.



Our employees make independent decisions and take responsibility for their work.

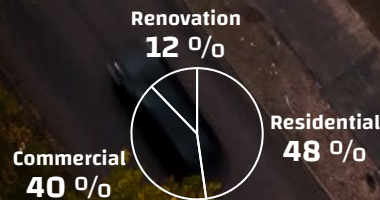


We always deliver on our agreements.



At Jatke, quality means that the client receives the finished product on schedule.

Distribution of net sales



390 net sales in 2022,
EUR million

16,4 operating profit in
2022, EUR million

378 employees

The best in building – development continues!

In many ways, 2022 was an exceptional year. Despite the challenges, we were able to continue to grow in line with our strategy. Our growth was also profitable.

The past year 2022 was the first year with the current Group structure. We incorporated commercial construction in the Helsinki metropolitan area into Jatke Toimitilat Oy and changed the role of Jatke Oy so that it is the Group's parent company. With the slowing down of the housing markets, investing in commercial construction over the past year was a successful choice, the benefits of which we will definitely see in the coming years.

Our net sales grew to approximately EUR 390 million. We did not achieve the profitability level referred to in our strategy, but profitability still remained at a good level.

Volatility in the operating environment continued

The construction industry did well during the COVID-19 pandemic, and we quickly adapted our operations to the exceptional circumstances. However, the war in Ukraine and the rapid economic fluctuations have generated a new disruption in our operating environment, which has had significant impacts on the operations of companies. Cost increases and problems with material availability

also affected our operations and profitability.

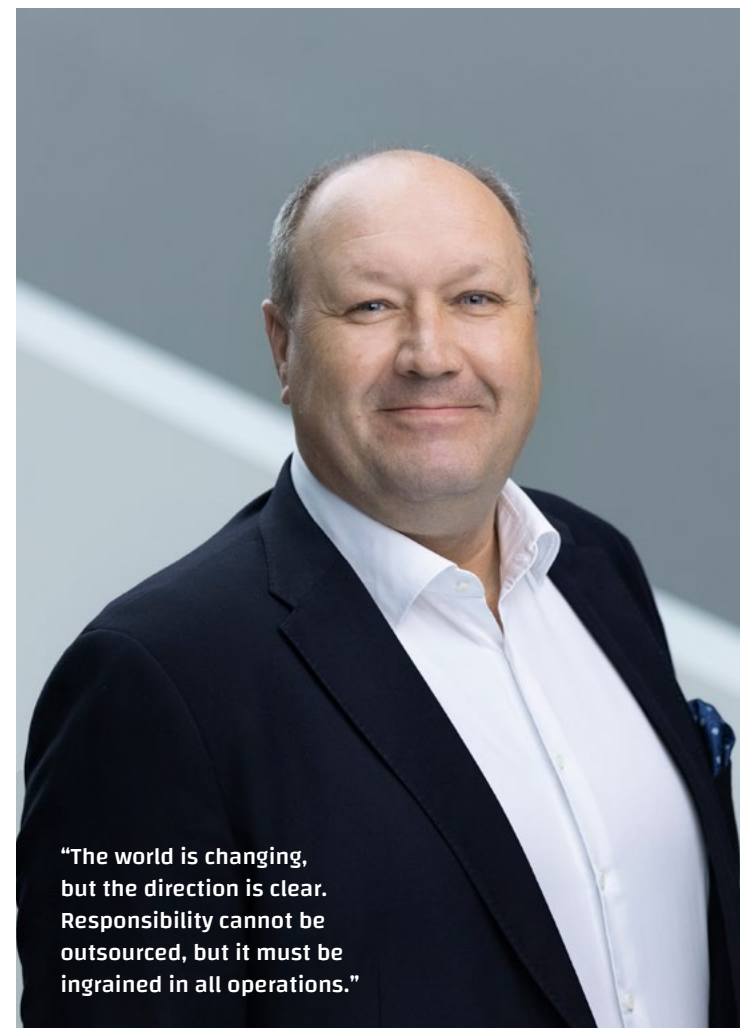
Despite the challenging year, we did well and the past year also saw some special successes. In 2022, Jatke Pirkanmaa Oy's development in Tampere was excellent. The company's net sales grew as planned, with profitability exceeding the targets. The growth targets of Jatke Toimitilat Oy were also achieved during the first year of operation.

Jatke 2.0 development programme supports operations and well-being

In 2022, we continued our Jatke 2.0 development programme. We took big steps forward, especially in knowledge-driven management, as we moved from conjecture to data. The primary purpose of up-to-date information and digital tools is to facilitate the work of our employees.

We will continue to promote development on a broad front and share best practices. A major part of the success of the Jatke 2.0 development programme was the personnel's ability to cope and their commitment to joint development. This creates good possibilities for future success, as well.

Skilled people and good common rules and practices result in an efficient outcome. By openly sharing best



"The world is changing, but the direction is clear. Responsibility cannot be outsourced, but it must be ingrained in all operations."

practices, we support the work of all Jatke employees, while minimising risks. We also invest heavily in the training of managers. By developing people management, we ensure the well-being of our personnel going forward.

We will also actively continue to develop our corporate and employer image. We are the sixth largest building construction company in Finland and in the top ten in the entire construction industry. Clients already know us quite well, but we still need to work to improve our employer image and increase the company's recognition.

We invest in the well-being of our personnel

We want to offer the best employee experience in the industry and we hope that people want to be part of our winning team. The positive personnel survey results throughout the Group are once again an indication of the success of the measures focusing on the well-being of personnel.

The well-being of our personnel and safe working conditions are important to us. We achieved our target regarding the accident frequency on sites and we will continue this safety work. Everyone is responsible for creating and maintaining a safe culture and it should not be taken for granted.

Responsibility cannot be outsourced

Aspects related to environmental responsibility, such as carbon neutrality, the green transition and the circular economy, have an increasingly strong impact on the construction industry. The pace of ESG-related demands, actions and expectations is accelerating and changing the entire industry. Legislation, operating methods and work culture are all developing and changing. The rate of all these changes is increasingly

rapid and they require quick responses from all parties in the industry – including us.

Last year, we started measuring ESG in various areas in accordance with our ESG programme. We are already a responsible operator, but we will continue to develop ESG metrics, target levels and the transparent reporting of results.

Strong order book and synergies ensure stable business

Our order book for 2023 is the largest in the company's history. The company's good financial standing provides security for operations and employees. With the changes in economic trends, financial strength also gives time to adapt to changes.

A construction company is its people

I would like to warmly thank all our employees for the year 2022. You are the most important part of our company's operations. Together, you worked hard and ensured the company's survival and growth in the evolving operating environment. Client feedback on our operations remains at a good level despite the challenges related to the operating environment.

Thanks to your significant contribution, we will also overcome any future challenges and look towards the future with a feeling of optimism.

Hannu Anttonen
Group CEO

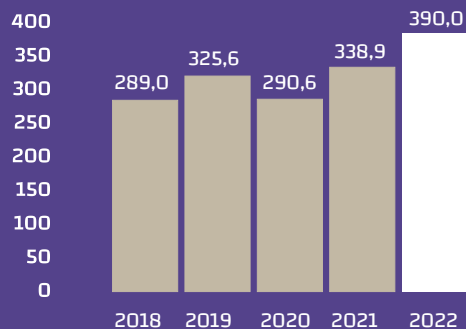
“Our order book for 2022 was the largest in the history. The company's good financial standing provides security for the business.”



Key figures for 2022

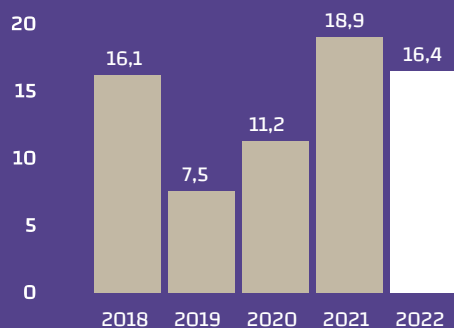
390,0

Net sales in 2022,
EUR million



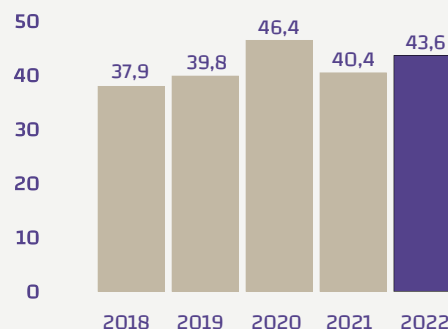
16,4

Operating profit in
2022, EUR million



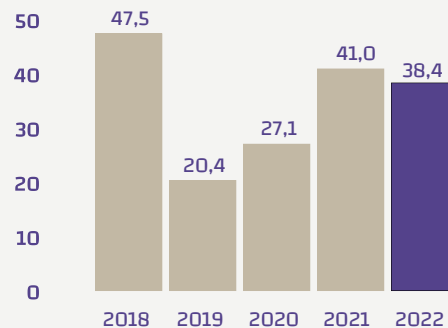
43,6

Equity ratio, %

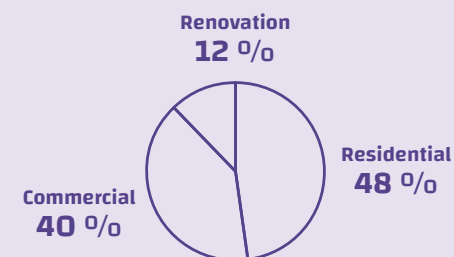


38,4

Return on equity, %



Distribution of net sales



Accident frequency 2022

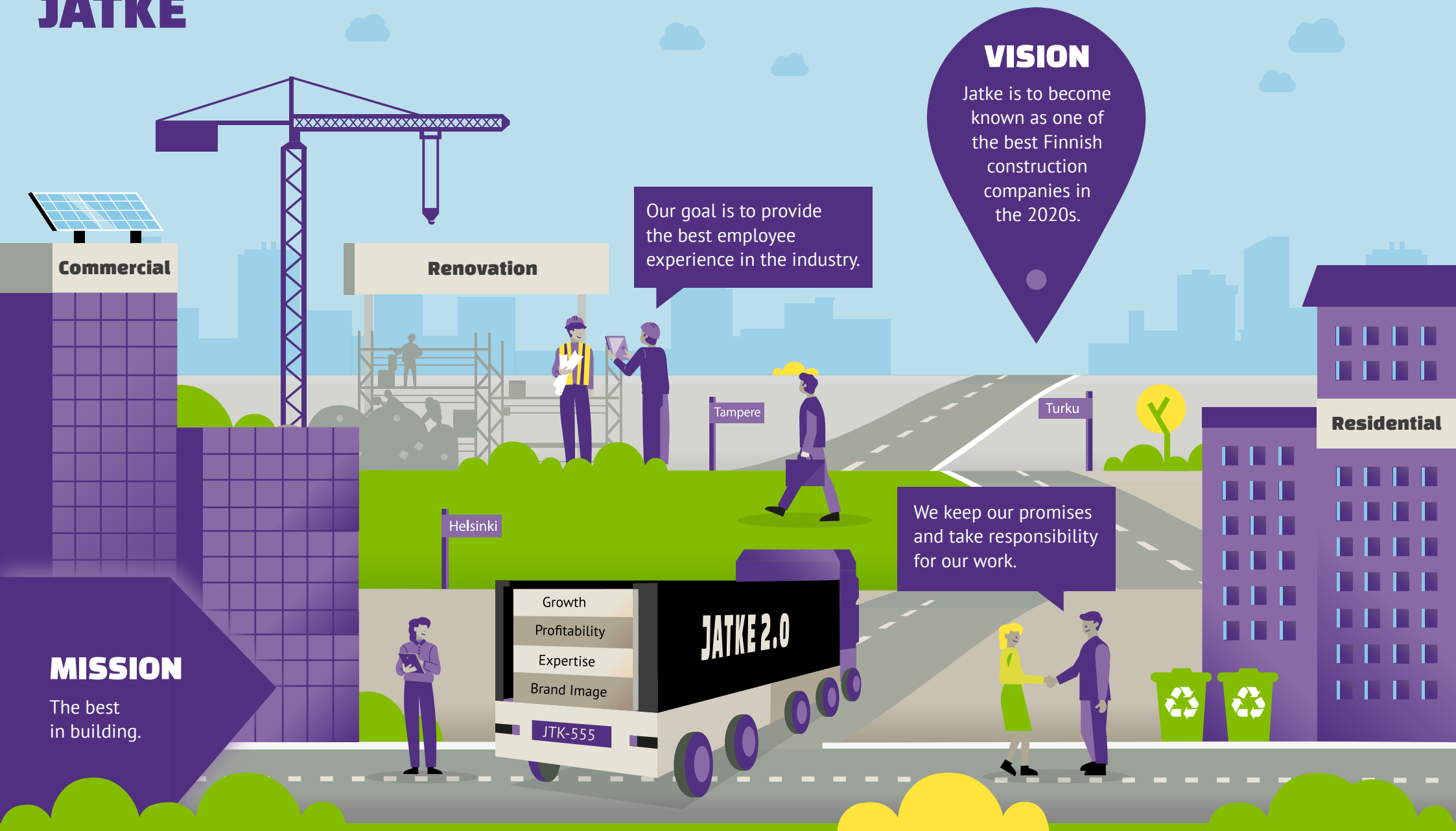
9,1

* accidents resulting in absence
from work/million hours

4,3

overall rating of the employer personnel
survey 2022, scale 1–5

JATKE



Commercial

Renovation

Our goal is to provide
the best employee
experience in the industry.

VISION

Jatke is to become
known as one of
the best Finnish
construction
companies in
the 2020s.

Tampere

Turku

Residential

Helsinki

We keep our promises
and take responsibility
for our work.

MISSION

The best
in building.

Growth
Profitability
Expertise
Brand Image

JATKE 2.0

JTK-555

Jatke 2.0 – THE BEST IN BUILDING.

Our goal is to become known as the best Finnish construction company. Success isn't achieved by accident, but by unyielding cooperation. Our success is judged by our clients, personnel, partners and owners. Our strategy is based on strengthening the company's growth, profitability, expertise and image.

We are expanding our client base and service offering and strengthen partnerships with our existing clients. We prepare for the demands of the rapidly evolving operating environment of the construction industry by sharpening our operating methods, risk management and knowledge-driven management. We act responsibly. We ensure that we have the best project management in the industry.

The best Finnish construction company needs top professionals. We take excellent care of our employees and offer our personnel the best employee experience in the industry. We develop the competence and management of our personnel to ensure that our employees have the opportunity to continue to flourish in the future, as well. We listen to our clients and employees and develop our operations on the basis of the feedback we receive.

JATKE studies support the personnel

Our goal is to provide the best employee experience in the industry and to ensure that our employees have the opportunity to develop and maintain their skills.

In 2022, we surveyed the competence needs of our personnel through personnel and system surveys, feedback collected on trainings and expectations expressed in performance discussions. Based on this, we introduced a common JATKE studies training calendar, which offers a comprehensive selection of training requested by our personnel.



We build like it would be for ourselves

The development of quality assurance at construction sites was highlighted as a key development area for 2022. We started by requesting feedback from our personnel regarding the areas where we perform well in our quality assurance and where there is still room for development. Using this as the basis, the entire production management of Jatke gathered to discuss the issues we want to pay special attention to in terms of quality assurance in the future. Jatke's quality assurance practices are the outcome of this development work. They describe the company's best practices that we adhere to in all our projects. A common understanding of the objectives and key measures related to quality assurance are the backbone of high-quality construction.

Strategic choices support development



Mikko Kuusakoski is the Knowledge-driven Leader 2022

Mikko Kuusakoski, CIO of Jatke, was nominated as the Knowledge-driven Leader in the individual category in Innolink's gala in October 2022. A jury of experts said the following regarding the award: "The prime mover for the shift from using data instead of gut feelings firmly established knowledge-driven management as part of the organisation's daily life and decision-making. The change was achieved cost-effectively in a very short space of time. The knowledge-driven management system in question combines experience-based and operational data and takes into account the task-specific needs for knowledge-driven management."



Strength from cooperation

The construction industry is also being developed across company boundaries through various cooperation networks. Jatke is a member of the Building 2030 consortium. Through the consortium, construction companies and Aalto University develop and promote the Finnish construction industry's vision for 2030.

Jatke also participates in the RAIN3 project. RAIN3 is a research and development project to be implemented in 2022–2025, which aims to continue and boost the change in the construction industry and support the goals of the property and construction sector. The project aims to improve productivity and competence and support the green transition by utilising the LEAN principles.

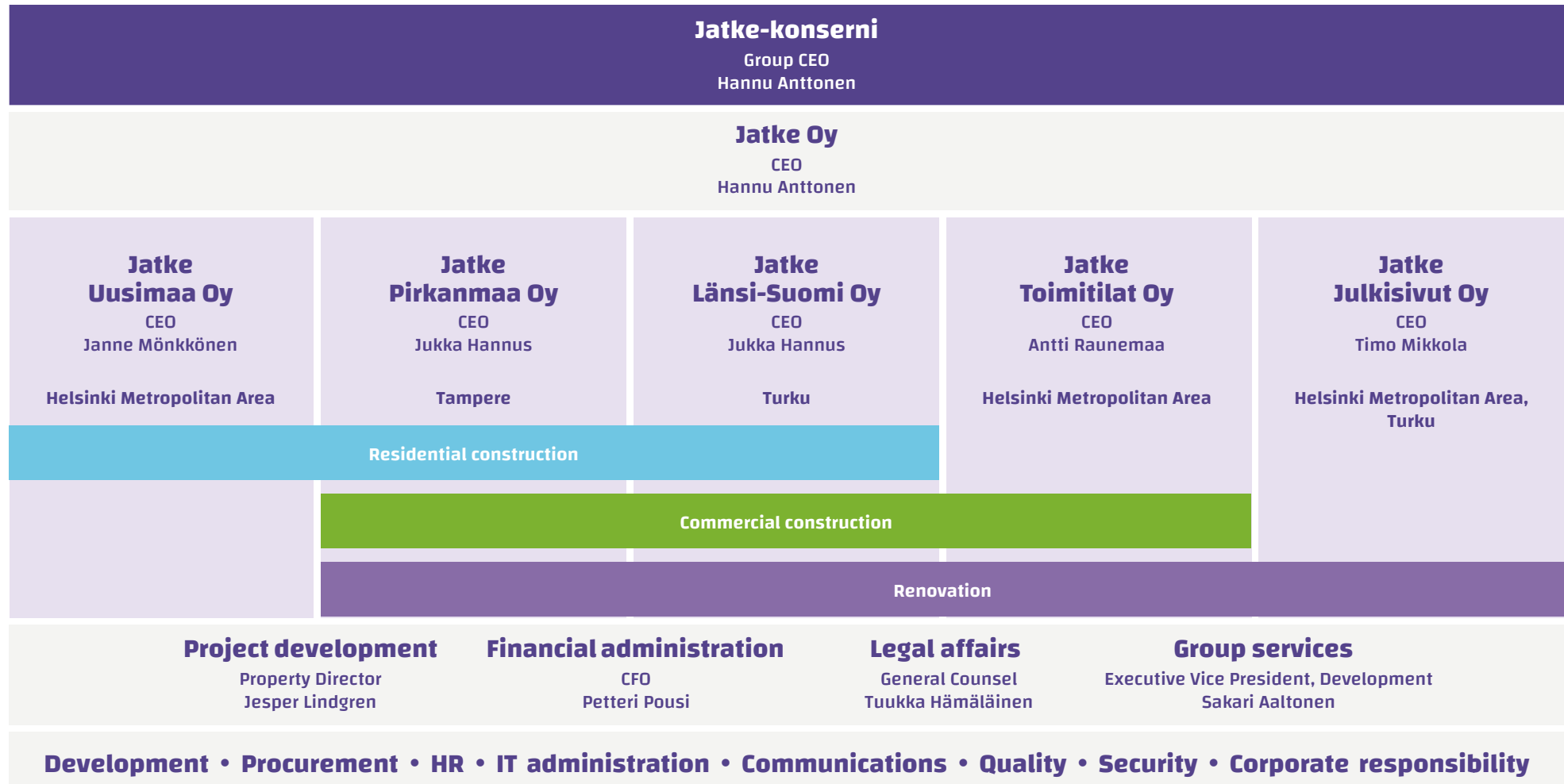
Mikko Kuusakoski (on the right) is the Knowledge-driven Leader 2022



Further digitalisation

Knowledge-driven management is part of the best employee experience in the industry offered by Jatke. Information relevant to the work must be easily available to all employees. Business decisions can increasingly be based on data with the help of a management view that combines data from various systems. Efficient use of the systems is ensured by implementing Jatke's own training and support model. In 2022, Jatke also implemented the Group's common financial and procurement systems and transferred its basic IT operations to the cloud. The more user-friendly systems increase transparency and enable efficient information sharing within the company. Reporting and utilisation of data in business will be easier when information is readily available.

Jatke Group's organisation



Jatke's Management Team and Board of Directors



Photo: Juha Pekka Ojala,
Chair of Jatke Group's Board
of Directors

”

The prevailing circumstances made 2022 challenging for all builders. However, we managed to grow profitably in line with our strategy. This was made possible by our personnel, clients and partners.

Board of Directors 2022

Juha Pekka Ojala
Chair
1.1.–31.12.2022

Tero Lehtonen
28.4.–31.12.2022

Hans Sten
1.1.–31.12.2022

Petteri Pousi
Vice Chair
1.1.–31.12.2022

Eero Saastamoinen
1.1.–31.12.2022

Kari Vanhalakka
1.1.–14.11.2022

Jatke's Management Team in 2022:



Hannu Anttonen
Group CEO



Janne Mönkkönen
CEO, Jatke
Uusimaa Oy



Jukka Hannus
CEO,
Jatke Pirkanmaa Oy
Jatke Länsi-Suomi Oy



Timo Mikkola
CEO,
Jatke Julkisivut Oy



Antti Raunemaa
CEO,
Jatke Toimitilat Oy



Petteri Pousi
CFO



Jesper Lindgren
Property Director



Sakari Aaltonen
Executive Vice President,
Development

**A CONSTRUCTION COMPANY IS ONLY
AS GOOD AS ITS LATEST BUILDING.
NOT WORDS, BUT ACTIONS.**

Business reviews 2022



Jatke Toimitilat Oy's business operations started

We started our operations at the beginning of 2022. The Public and Collaborative Construction business segment got off to a good start in a completely new business area. Logistics and commercial construction had a strong year and exceeded targets. We

also continued the construction of sports

halls and logistics and industrial buildings, as well as cooperative project development with partners. Despite the challenges related to resources, the need for renovation will increase further as the maintenance backlog in the built environment continues to grow.

We are also pleased that we have been able to participate in the co-development of projects as a sought-after partner whose expertise is widely recognised in the field. Through co-development, we create economically and technically sustainable life cycle projects.

Photo: Antti Raunemaa, CEO, Jatke Toimitilat Oy

137,2

net sales in 2022,
EUR million



Pirkanmaa's appeal not fading

For Jatke Pirkanmaa Oy, 2022 was a successful year. More than 800 residential units and various commercial projects were under construction. The renovation project of the old Tavara-asema building in Tampere was the most memorable of these, and we are very happy with the outcome.

106,4

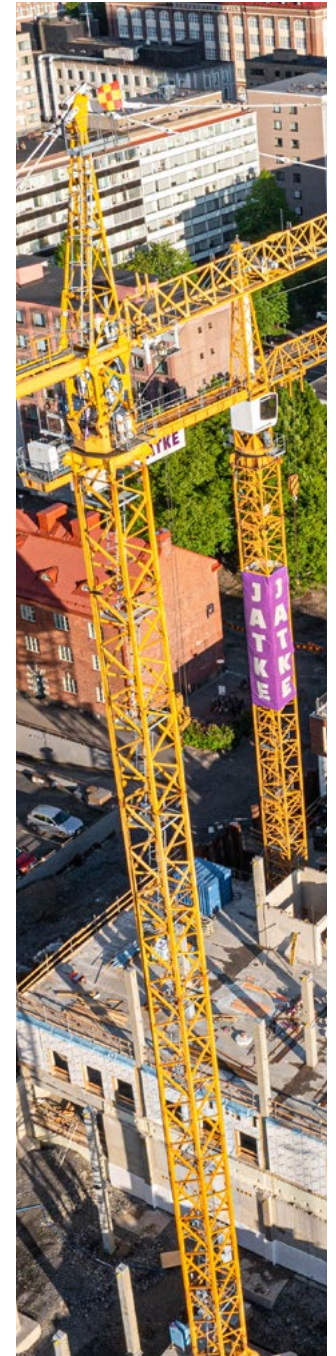
net sales in 2022,
EUR million

Homes and commercial premises in Turku

In general, Jatke Länsi-Suomi's projects progressed profitably in 2022. Construction projects covered commercial premises and nearly 300 residential units. The renovation project of Turku Technology Properties was successfully completed. The project covered the renovation of an old industrial building to fully meet modern office and industrial requirements.

30,0

net sales in 2022,
EUR million





Residential construction returning to the normal level in Uusimaa

In autumn 2022, the housing market slowed down and project starts were delayed or even cancelled altogether. However, the decrease in the volume of residential construction is also beneficial to the sector, with production volumes better meeting the needs. Jatke Uusimaa Oy has a very good plot reserve, which allowed us to start our own production in autumn 2022, despite the market situation.

Now we are preparing to start our own sites in Lauttasaari, Helsinki, and Tapiola, Espoo. Plots in good locations and properties built on them hardly lose their value even in an economic downturn. Despite the challenging year, we were able to launch several projects, thanks to Jatke's reputation as a reliable and desirable partner.

Photo: Janne Mökkönen, CEO Jatke Uusimaa Oy

92,2

net sales in 2022,
EUR million



Stable outlook for Jatke Julkisivut Oy

During the year, 13 façade projects of various sizes were completed. Even though we are facing an economic downturn, there is steady need for renovation. The slowing down of building material price increases, the existing maintenance backlog of properties and the need for renovation will be the driving forces for renovation in the coming years. The easing of the interest rate outlook and inflation also promote improved consumer confidence.

We are entering 2023 with a positive feeling. Our order book is at a good level. We are also expanding our façade business to Pirkanmaa in addition to the Helsinki metropolitan area, Turku and Päijät-Häme.

Photo: Timo Mikkola, CEO, Jatke Julkisivut Oy

23,8

net sales in 2022,
EUR million



Tampere's old Tavara-asema building was given a new life as a cultural venue

The renovation of Tavara-asema provided Tampere Culture Chamber Ltd with a great venue for events.

Jatke Pirkanmaa Oy renovated the old Tavara-asema building owned by A. Ahlström Kiinteistöt Oy in Tampere. The Art Nouveau style Tavara-asema building dating back to 1907 and the old railway workers' residential building next to it joined the Tampere Culture Chamber Ltd family in early 2023. The opening celebration of the new cultural and event venue took place on 12 January 2023.

The walls of the old Tavara-asema building in the new location

The project began in 2020 with the old Tavara-asema, which is a listed building, being transferred to its current location, about 28 metres from the original location. It took six months to prepare the transfer of the building, which is about 50 meters long and 23 meters wide. The transfer itself took about three hours. Behind the stylish façade, there is now an event venue for organising a variety of events ranging from concerts to fairs and private events. The facilities can accommodate up to 1,200 people. "In addition to the event house, the adjacent

residential building, the wooden Puutalo, will have a restaurant operated with a partner, with office premises located at the other end. Activities are planned for the basement premises, and a terrace world will be built in the street area between the buildings," says **Tero Viikari**, Chair of the Board of Tampere Culture Chamber Ltd.



Tero Viikari (Photo by: Miikka Varila)

Event venues require special design

The design of an event venue differs from the design of traditional commercial premises. Construction requires special expertise in areas such as noise abatement, audio-visual cabling and suspensions.



"During the renovation, we saw a lot of change needs emerge, which was challenging in terms of construction. However, we were able to complete the project swiftly in accordance with the agreed schedule," Viikari says.

The event venue operation also consumes a lot of electricity, which is why energy-efficient solutions were sought in terms of equipment selection and construction.

"Despite the challenges, the project demonstrates that protecting historic buildings pays off. It is important to restore them for use so that future generations can also enjoy the cultural heritage," Viikari says.

The Tavara-asema building in Tampere is part of Jatke's G021 project, in which a versatile commercial block will rise next to the railway station. G021 is implemented by Jatke Pirkanmaa Oy and A. Ahlström Kiinteistöt Oy.

Homes for young people with a good atmosphere

Jatke Uusimaa Oy implemented apartment building projects for NAL Asunnot in Kruunuvuorenranta, Helsinki, and Suvela, Espoo.

NAL Asunnot rents and builds affordable homes for young adults under the age of 30. Affordable rental homes and good housing services support young people's independence and transition to working life.

"We are very pleased with the completed projects. The Kruunuvuorenranta project of more than a hundred residential units is large on our scale and it is a great addition to the developing area. At the Suvela site, the entire area was re-zoned while respecting diverse housing," says **Samuli Killström**, CEO of NAL Asunnot.

The apartments that NAL Asunnot ordered to be built are ARA-funded, that is, they are built with interest subsidy loans and the government's investment grants for special groups.

"We build high-quality rental homes that are specially designed to meet the needs of young adults," Killström says.

Jatke is a reliable and responsible partner

Responsibility is important for NAL Asunnot.

"Environmental friendliness and responsibility in the context of society are values that we also expect from our partners and their subcontractors," Killström says.

NAL Asunnot trusts Jatke as a partner.

"Occupational safety at the construction sites was well ensured, work progressed as scheduled and problems were always solved efficiently," Killström says.

From the client's point of view, both projects were very successful.

"The construction site crews from foremen to subcontractors were incredibly good at both sites. There was a warm and sincere atmosphere at the construction sites, with everyone pulling together in a professional manner," Killström says.



Samuli Killström,
CEO, NAL Asunnot



Site	Kruunuvuorenranta
Location	Turumankatu 2, Helsinki
Building	Residential building, 109 residential units, 3,552.5 m ² (rentable space)
Timetable	4/2021 – 9/2022

Site	Suvela
Location	Kirstinharju 4 B, Espoo
Building	Residential building, 59 residential units, 2,115 m ² (rentable space)
Timetable	12/2020 – 9/2022

Close cooperation with a flexible approach

Jatke Toimitilat Oy built diverse premises for Avesco Oy in Kerava.

The premises, completed in 2022, house the central Finnish warehouse for CAT spare parts as well as workshop facilities, office premises and Avesco Rent.

"The COVID-19 period, problems with material availability and changes in plans posed challenges in terms of the timetable and operations, but Jatke demonstrated its ability to stretch and be flexible. The overall project schedule was kept well," says **Antti Pitkänen**, Sourcing and Logistics Manager at Avesco.

Building an engine testing laboratory challenged everyone

This was not a conventional commercial project, as it also covered the building of a laboratory for engine testing in the premises. The construction of the laboratory required the most planning, work and even international cooperation.



Site
Location
Building
Timetable

Avesco Oy's headquarters
Karhuntassuntie 5, Kerava
Warehouse, repair workshop
and office premises, 14000 m²
10/2020 – 2/2022

"Noise, vibration, cooling of the engines and well-functioning ventilation are all aspects that must be considered in relation to the premises. Jatke and its subcontractors completed the demanding and challenging implementation, which was a good demonstration of professional expertise. These were definitely the most challenging and expensive square meters in the building," Pitkänen says.

Smooth cooperation by the close-knit core group ensured a good outcome

Antti Pitkänen says that the project progressed smoothly in its entirety.

"A close-knit core group was formed for the project: construction consultant, foremen, project coordinator, building services engineering, HVAC, electricity, ventilation – all areas had great persons working on them. The atmosphere at the construction site was also great. The site was kept tidy and the operations were extremely well organised, also in terms of safety" Pitkänen says. Similar values in terms of ESG also contributed to the success of the project.

"The operations of Jatke are transparent and responsible, from near misses to humidity control and waste management," Pitkänen says.

**WE KEEP OUR PROMISES AND TAKE
RESPONSIBILITY FOR OUR WORK.**

ESG at Jatke Group

This is Jatke Group's voluntary annual review and ESG report, which includes a description of how ESG-related topics are managed and measured in the company. The report covers the year 2022.

ESG and sustainability are present in all areas of Jatke's strategy. In 2022, the development of ESG was focused on the most relevant issues to the company's operations and the selection of significant topics.

Management's role

The company's management is committed to its ESG targets.

The Group's Management Team is responsible for managing ESG and for setting the ESG targets. ESG is furthered by the executive vice president for development, the quality manager and a development engineer specialising in environmental sustainability for issues related to the environment, by the HR manager and the security and safety manager with respect to social responsibility, and by the

management, financial, and legal teams in relation to responsible governance.

Setting ESG targets

The company's Management Team set the ESG targets and metrics based on an assessment carried out in autumn 2021, using an analysis of relevant topics as input. Jatke's Board of Directors approved the ESG targets in 2021.

In 2022, Jatke appointed its first full-time development engineer, who furthers the company's environmental sustainability goals and is in charge of ESG reporting. This report includes the results for all 12 of Jatke's ESG metrics for 2022.

In 2023, Jatke will draw up an action plan for developing its corporate responsibility.

Cooperation, networks and principles

All decision-making complies with Jatke's Corporate Governance Code. As a member of the Confederation of Finnish Construction Industries RT (CFCI), which promotes the interests of the construction industry, Jatke adheres to CFCI's guidelines and participates in its activities, such as in

the development of occupational safety, by participating in occupational safety campaigns and by encouraging personnel to make occupational safety observations. Jatke is a member of Green Building Council Finland, a cooperation network for sustainability in the built environment, which promotes awareness, expertise and practices related to the sustainable development of the built environment as part of the operations of the real estate and construction cluster. Jatke is part of the Building 2030 consortium, through which leading companies in the construction industry and Aalto University jointly develop and promote the vision for the Finnish construction industry for 2030 and prepare for digitalisation, rapid urbanisation and climate change.

As a member of the Association for Finnish Work, Jatke contributes to the creation of jobs in Finland, strengthening well-being in terms of both the economy and society.

Jatke participates in the RAIN3 research and development project, which aims to continue and boost change in the construction industry and supports the goals of the real estate and construction sector related to the

implementation of Lean principles and methods for improving client value, productivity enhancement, people development and the green transition.

Key aspects of ESG

Jatke has identified the topics and perspectives of corporate responsibility that are relevant to its operations. The methods used for the identification of these issues included interviews with clients, management and internal stakeholders, comparison of best practices in the industry, internal workshops, and external assistance. On the basis of the materiality analysis that was carried out, Jatke defined the relevant ESG themes and determined the related targets and metrics.



Development Engineer Daniela Schenk is in charge of work related to environmental responsibility and ESG reporting.

ESG targets and metrics

Theme	Target	Metric	Result in 2022
Resource-efficient construction	Reduction of waste	Recycling rate	31 % ⁽¹⁾
		Amount of waste	22 kg/m ² ⁽²⁾
	Reduction of emissions	Electricity consumed on sites	17 MWh/M€ ⁽³⁾
		Energy efficiency	78 % ⁽⁴⁾
		Carbon footprint of selfdevelopment projects	3 ⁽⁵⁾
Theme	Target	Metric	Result in 2022
Best employee experience in the industry	Occupational safety	Accident frequency	9,1
		Serious accidents	1
	Employee experience	Employee satisfaction	4,3
		Employee net promoter score	51
	Cooperation with students	Number of trainees	58
Theme	Target	Metric	Result in 2022
Responsible governance	Combating the shadow economy	Suppliers admitted to the supplier register	206 ⁽⁶⁾
	Transparent business	Processed cases of abuse	0

(1) Site coverage: 69%, does not include waste/recycling rate of demolition contractors or naturally occurring material

(2) Does not include waste from demolition contractors, site coverage 56%, calculated as the sum of monthly specific waste amounts

(3) Excludes renovation and façade projects, site coverage 73%, denominator: project revenue

(4) Share of self-developed projects with an energy efficiency index that meets or exceeds the figure referred to in the EU taxonomy.

(5) Self-developed projects for which a carbon footprint calculation was carried out

(6) Suppliers admitted during the reporting period.

Calculation of key figures

The reporting of key figures indicating progress related to the ESG targets is based on information obtained from Jatke's own systems and service providers.

Environmental responsibility and resource-efficient construction

With respect to the reduction of waste, site coverage of the figures is also reported. Waste volumes do not include waste from demolition work carried out by subcontractors. An investigation into the monitoring of these volumes will be started in 2023. The recycling rate excludes all recycling that takes place as a result of sorting carried out outside Jatke's construction sites.

Regarding the reduction of emissions and electricity consumption on construction sites, the share of Jatke's sites covered by the figures is also reported. Initially, only construction sites are included in the measurement of electricity consumption, as they account for the majority of the company's electricity consumption compared to its offices. Jatke has offices in four locations. In terms of energy efficiency, the share of self-developed projects that have reached or exceeded the energy efficiency index referred to in the EU taxonomy is reported.

Social responsibility and the best employee experience in the industry

We measure employee experience with a net promoter score (NPS)* given by employees. The score for employee satisfaction is obtained through Jatke's personnel survey (average on a scale of 1–5). The number of trainees is based on information obtained from the HR system.

Accident frequency is calculated by using a standardised calculation method. A general, statutory definition is used for determining which accidents are serious.

Financial responsibility and responsible governance

The metric for combating the shadow economy, the suppliers admitted to the supplier register, is obtained from Jatke's own supplier register, which is cross-checked with Vastuu Group's database. The metric for transparent business is the number of suspected cases of abuse processed by the company, with the number obtained through the reporting channel to be introduced in early 2023, with a company-external party processing any identifiable suspected cases of abuse. The data for 2022 was obtained from the organisation in charge of the company's legal affairs.

* (eNPS, Employee Net Promoter Score)

Resource-efficient construction



The GO21 office building, which will be completed in 2023, is built in accordance with the highest level of the LEED® environmental certificate, that is, the platinum level, and in compliance with the WELL Core certificate, which supports the well-being of the users of the premises.

Monitoring Environmental Targets

In 2022, we started to monitor our environmental targets, for example, the recycling rate and electricity consumed on construction sites. We continue to develop our internal environmental reporting. We aim to reduce the total amount of waste and the objective is to have a high waste recycling rate.

Towards a more sustainable future

The national target is to prepare 70% by weight of construction and demolition waste for reuse other than energy or fuel. In 2022, we signed cooperation agreements with two partners that provide our construction sites with valuable support for planning waste management and increasing its efficiency. They also provide comprehensive reporting, through which the amount of waste generated and the recycling rate can be accurately monitored. Our reported recycling rate does not include waste from demolition work carried out by subcontractors.

Enabling the transition to a circular economy

We are building a circular economy plant for Suomen Rengaskierrätys Oy in Loppi. The construction of the plant began in spring 2022. The plant producing recycled rubber is the first of its kind and will take the production of recycled materials in the Finnish circular economy to a whole new level. Initially, the plant will be able to process about 20,000 tons of tyres per year for various purposes. The granulate produced by the circular economy plant can be reused as is, or it can be used to make recycled rubber for the rubber industry.

Environmentally certified projects in cooperation with clients

In 2022, Jatke had, in cooperation with its clients, a total of 11 ongoing projects which applied for BREEAM or LEED certificates. The projects aim to achieve the levels Very Good (BREEAM) or Gold (LEED) or higher. Five of these projects were Jatke's self-developed projects. Last year, 38% of self-developed projects aimed for the aforementioned or higher levels.

Renovation and demolition project preserving the old

Jatke Länsi-Suomi Oy renovated a former precast concrete plant into modern office, production and storage facilities for Turun TeknologiaKiinteistöt Oy.

The project in the Itäharju area in Turku began with demolition work in December 2021. The major renovation of the building, called Industry City, was completed by the end of 2022.

Project required a lot of planning

The renovated building used to be a precast concrete plant and a K-Rauta hardware shop, and it had even been empty for 10 years. Now the building was given a new look and purpose.

"This was a major renovation and demolition project. All exterior walls and roof structures were replaced with new ones, and the technical building systems were replaced to meet today's standards.

The part of the building which used to house office premises was heightened to provide a loft office space behind the tall windows," says **Olli Rosenberg**, Property Director at Turun TeknologiaKiinteistöt.

However, not everything was demolished. The frame and some historical surfaces of the old building were preserved, although this required some additional work.

"The plans had to be changed every now



Olli Rosenberg,
Property Director,
Industry City



Site	Industry City, Itäharju
Location	Teollisuuskatu 35, Turku
Building	Office, production and storage facilities, approximately 9 000 brm ² and 27 388 m ³
Timetable	4/2021 – 9/2022

Kuvat: Jarno Terho

and then along the way, but Jatke managed the changes well. Together we figured out the solutions," Rosenberg says.

A responsible partner is a prerequisite for cooperation

According to Rosenberg, the project went extremely well.

"The atmosphere at the construction site was good and very professional. The site personnel were actively looking for best practices," Rosenberg says.

The demolition components from the site were wall and ceiling elements that could not be utilised, so they were sorted and appropriately delivered for final disposal.

"Responsibility guides our operations. Regarding Jatke, we were pleased, among other things, with the sorting of demolition materials. Safety was also well taken into account, and demolition took place in a controlled and calm manner," Rosenberg says.

"The outcome is excellent and as envisaged," Rosenberg says.

Improved energy efficiency through renovation

The residential building located at Hämeentie 48 in Helsinki was completely renovated, while also significantly improving its energy efficiency.

Jatke Toimitilat Oy was the main contractor in the renovation of Kojamo Oy's housing company Hämeentie 48 in Helsinki. The work started in early autumn 2020, and the finishing of the rental homes for Lumo Kodit Oy was completed in March 2022.

Complete interior renovation of Hämeentie 48

The residential and commercial building, completed in 1939, underwent a complete renovation.

"The wet and dry rooms of the residential units, as well as the residents' shared premises and storage rooms in the basement were renovated. We also replaced the lifts, refurbished the housing company's sauna facilities and replaced the mechanical

ventilation system. The building's façade, windows and the technical building services were also replaced," says **Petri Timonen**, Construction Manager at Kojamo Oy.

The replacement of windows and ventilation systems improved the energy efficiency of the entire building. After the renovation, the energy class is D2018 (146 kWh/brm²/year).

Cooperation with Jatke was smooth throughout the construction period

Timonen praises the cooperation with Jatke.

"We discussed the plans together already before the project started. Therefore, we



were already aware of some of the challenges and we were able to better prepare for them," Timonen says.

The entire project left the client with a positive feeling in all respects.

"We expect our partners to act responsibly. Jatke was serious about ensuring occupational safety and the construction site was always very tidy. Moisture management at the construction site was

also well under control," Timonen says.

Cooperation with Kojamo continues. There is an ongoing renovation project involving the repurposing of a building.



Petri Timonen,
Construction
Manager, Kojamo

Creating the best employee experience in the industry

The results of the 2022 personnel survey were again very good, and some of the subsidiaries further improved their scores. Even as many as 96% of our employees feel that they are very or fairly satisfied with Jatke as an employer. In the survey, good feedback was given especially regarding the managerial work, good working atmosphere and extensive training offering.

The response rate in the personnel survey was 80%, with the net promoter score being 51 (on a scale of -100–100).

Focus on personnel development

Our goal is to provide the best employee experience in the industry. Our active investments in the employer image have yielded great results. We have also invested especially in tools and systems that support the smooth running of work.

In 2022, we focused on making training management and the ensuring of professional competence a part of daily life for everyone. The changes were enthusiastically embraced by our personnel. There were both online and live trainings. We also conducted a personnel survey related to Jatke's management, the feedback from which we take into account when planning upcoming management coaching. The target is that approximately 50 managers receive coaching in 2023.

Work without compromising safety

In 2022, there were 18 accidents at the construction sites of the Group companies, with only one of them being a serious accident. The most common accidents were slipping and tripping.

The Group's accident frequency (accidents leading to absence from work per million hours worked) decreased and was 9.1. The figure includes the reported accidents of both Jatke's own personnel and subcontractors.

We support the career paths of the shapers of the future

We had 45 summer employees in 2022. Their job satisfaction was also at a great level, with the net promoter score we received from our summer employees being 51 (on a scale of -100–100).

In addition to the summer employees, we employed dozens of other trainees and thesis workers during the year. A total of five theses were completed during the year, with four of them being master's theses and one a bachelor's thesis. Three of the master's theses were completed in cooperation with Aalto University's Building 2030 consortium.

We also participated in several student events, such as the Career Paths event with Rakennuslehti and the gala evening of the young members of the Finnish Association of Civil Engineering (RIL).

96 %

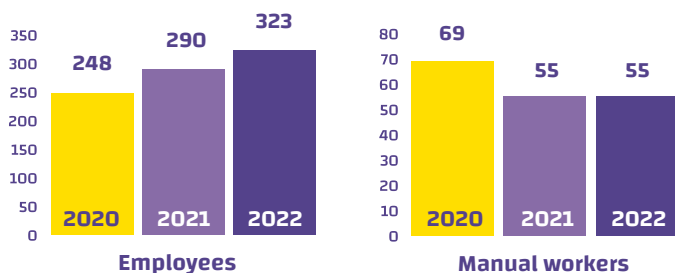
satisfied with Jatke
as an employer

51

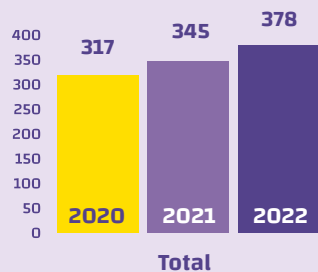
net promoter score in the
personnel survey -100–100

Figures: Personnel survey 2022

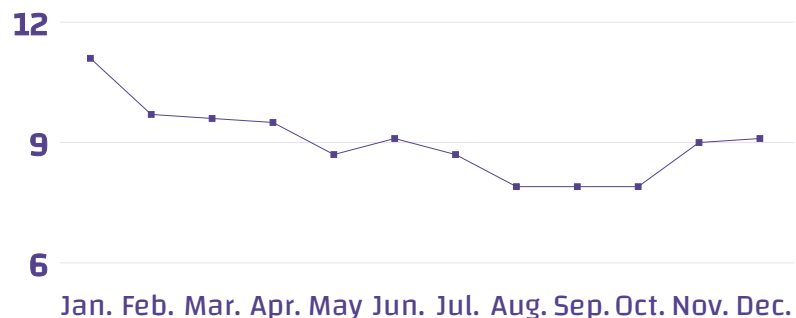
Number of personnel by employee group



Total number of people

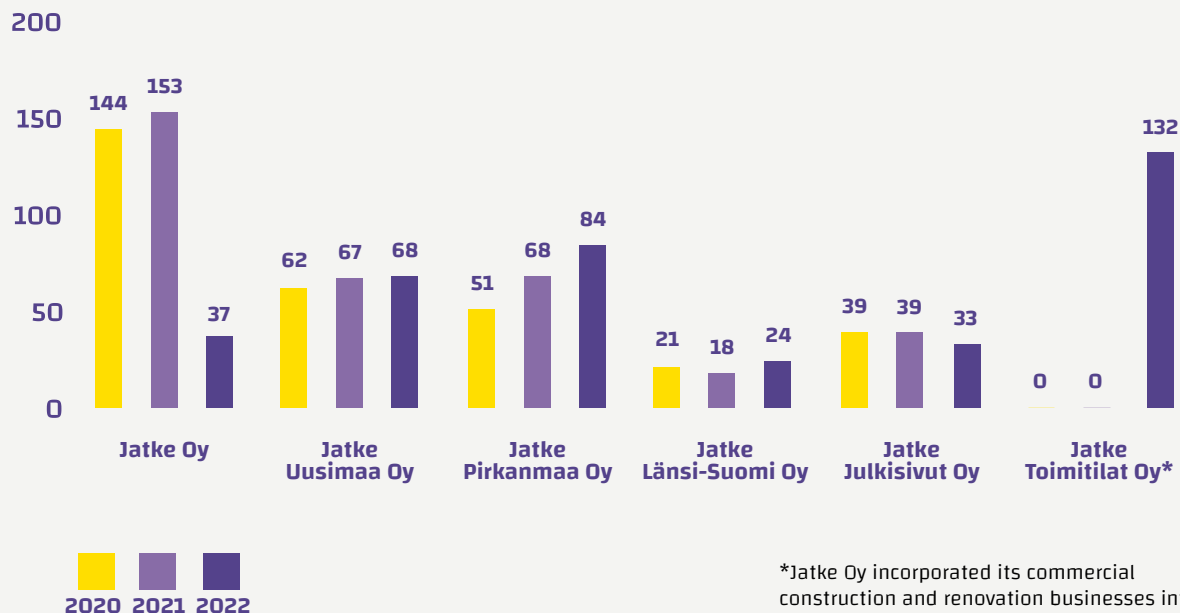


Rolling 12-month accident frequency 2022



Accident frequency among personnel and subcontractors decreased compared to 2021 and was 9.1.

Number of personnel by company



*Jatke Oy incorporated its commercial construction and renovation businesses into Jatke Toimitilat Oy as of 1 January 2022.

Total number
of Jatke
employees

378

Men

315

Women

63



Employees

323

Manual workers

55



Open and transparent governance

At Jatke, good governance means open and transparent business. We are committed to sustainable procurement, and we also require our partners to act sustainably.

We observe Jatke's Corporate Governance Code in all our decision-making.



The joint procurement system supports transparency

We introduced a Group-wide procurement system and supplier register in 2022. The procurement system is used for all purchases and for maintaining up-to-date information on invitations to tender, submitted tenders and contracts in a transparent manner. The supplier register enables us to ensure that our partners commit to complying with responsible operating principles. Successful procurement enables us to improve our competitiveness and continuously create better quality for our clients.

By harmonising procurement, we are a reliable partner for our subcontractors and treat all subcontractors equally and fairly. We adhere to agreements and require the same from our counterparties.

JATKE

THE BEST IN BUILDING.

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