

Our Sustainable Handprint

Sustainability Report 2024





Contents

A partner for change.....	3	Environmental handprint	
AINS Group in brief.....	4	– commitments.....	23
AINS Group's 2024 in figures.....	5	The environmental handprint	
Managing sustainability.....	6	as part of our approach.....	24
Sustainability in our strategy.....	7	Circular economy.....	27
Sustainability management.....	8	Circular intelligence in practice.....	29
Double materiality.....	9	How we reduce our	
Certified systems guiding		climate emissions.....	32
sustainability.....	11	Our own climate emissions	
UN Sustainable		– commitments.....	33
Development Goals.....	12	AINS Group's greenhouse gas	
People.....	13	emissions 2024.....	34
Employee experience.....	14	Corporate governance.....	38
AINS Group staff in figures.....	15	Corporate governance and	
A comprehensive approach to		ethical business practices.....	39
supporting wellbeing.....	16	We ensure information security.....	40
Responsibility for early		GRI content index.....	42
intervention.....	17		
Come as you are!.....	19		
Young experts building			
the future.....	20		
Our environmental handprint.....	22		



AINS Group is a multidisciplinary Finnish engineering and design consultancy. We leverage our extensive expertise to create and implement sustainable built environments.



A partner for change

Over the decades, AINS Group has been a pioneer when it comes to the technologies and operating practices used by the design and consultancy sector in Finland. This foundation is built on deep and robust core expertise, i.e. our top experts, and sustainability.

Amidst the global changes occurring today, we aim to be a leading partner in two key areas: implementing environmental sustainability and enhancing productivity. We are channeling our expertise and innovation efforts into these areas to help our clients make significant strides in sustainability and productivity within their projects.

The green transition and improvements to productivity are top priorities for almost all our clients, whether they operate in industry, construction or the public sector. At the interface of these two seismic changes is not only

energy efficiency, but also the circular economy and material efficiency.

By using less materials, doing things more efficiently and building service models and partnerships that increase repeatability and extend lifecycles, we will boost productivity while also adapting to the limits of ecological carrying capacity.

Optimisation of the use of materials and energy, solutions to extend lifecycles and collaboration are our core areas of expertise. With the Circular Economy Green Deal, we were one of the first Finnish organisations to have committed to actively offering these and other ways to reduce the use of natural resources.

Together and better,

Kari Kauniskangas
CEO
AINS Group



AINS Group in brief

We are a multidisciplinary Finnish company providing built environment design and consultancy services, supported by a team of over 1,300 engineers and architects. We serve as experts and partners for our clients in building, industrial and infrastructure projects.

AINS Group and ONE Architects, who form part of our group, provide a full array of design and project management services for real estate, construction and industrial projects. We have offices in 19 locations across Finland and Estonia.

In 2024, we worked in 8,500 projects in industrial, new construction, renovation, and civil engineering sectors, serving as designers, project leaders, and experts in costs, lifecycles, sustainability, safety, and other areas.

We believe that the best built environment for people and the planet is achieved by integrating diverse skills in a holistic manner and fostering open-minded collaboration. We are fully committed to our projects, leveraging all our expertise and technology to find the right sustainable solutions. We are passionate about our work and succeed as a team alongside our clients. This is our approach to projects.

Although the level of residential construction in Finland was low in 2024, we remained busy with renovation projects, circular economy initiatives, public sector projects, and the green transition in industry. Alongside numerous completed sites, research and development projects, and acclaimed client work, we also made significant strides as a business.

In the area of environmental sustainability, we strengthened our own climate work by committing to emission reduction targets approved by the Science Based Targets initiative (SBTi). We joined the strategic Circular Economy Green Deal to minimize the use of natural resources. Additionally, we have made our positive environmental impact – our environmental handprint – visible in 1,400 client projects.

These goal-oriented approaches are just some of the ways we demonstrate to our staff, clients, and other stakeholders our strong, credible commitment to advancing the sustainability transition of the built environment.

Sustainability Report 2024

AINS Group's sustainability report is intended for our staff and owners, clients, partners and all other stakeholders interested in our sustainability goals and results. This is our fourth annual sustainability report.

We describe the actions and commitments taken during the year to promote sustainable development in a variety of ways in our work community and in our clients' projects.

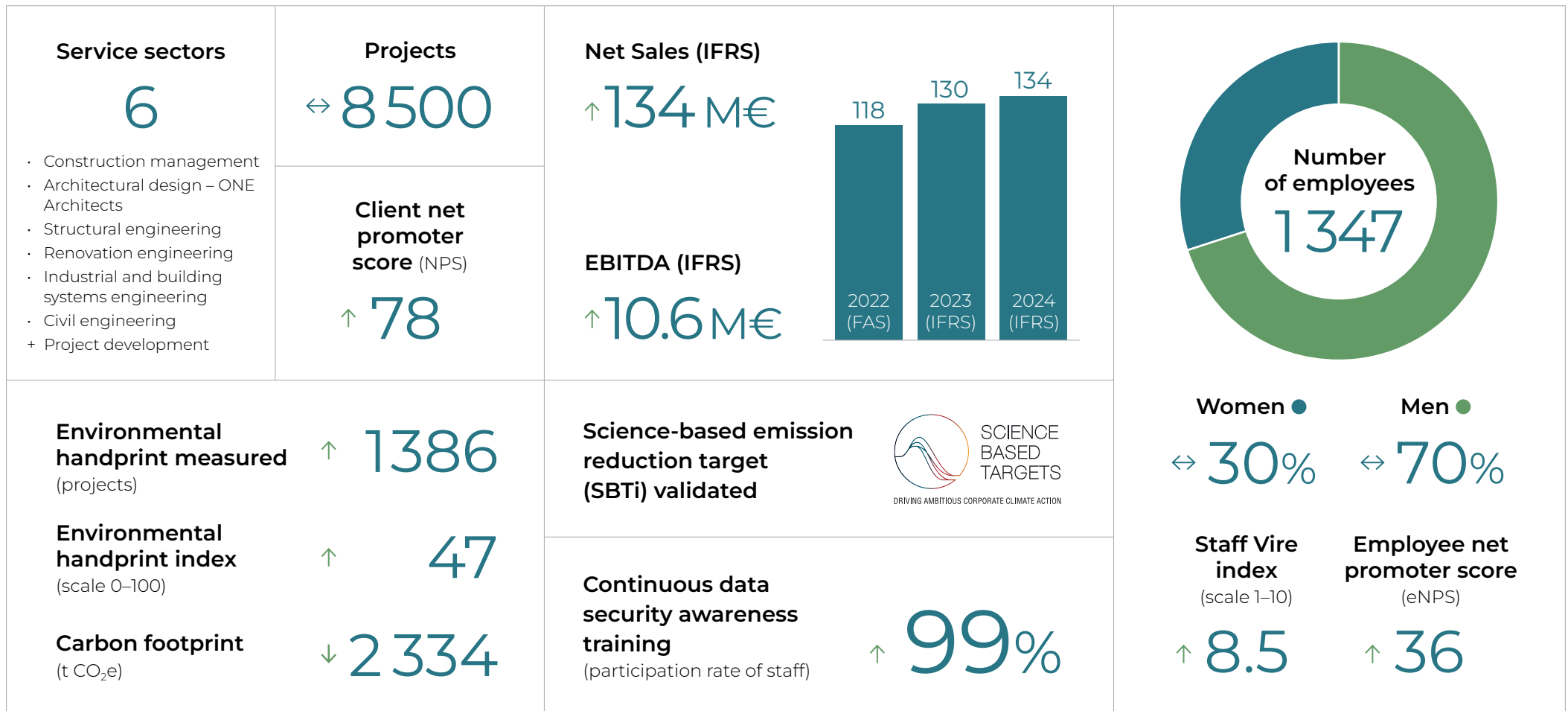
We are gearing up for future reporting in accordance with the European Sustainability Reporting Standards (ESRS). In this report, you will find a summary of the double materiality analysis, in line with the ESRS.

This sustainability report has been prepared with reference to the Global Reporting Initiative's (GRI) reporting standard, referring to the GRI 1: Foundation 2021.

[→ GRI content index p. 42](#)



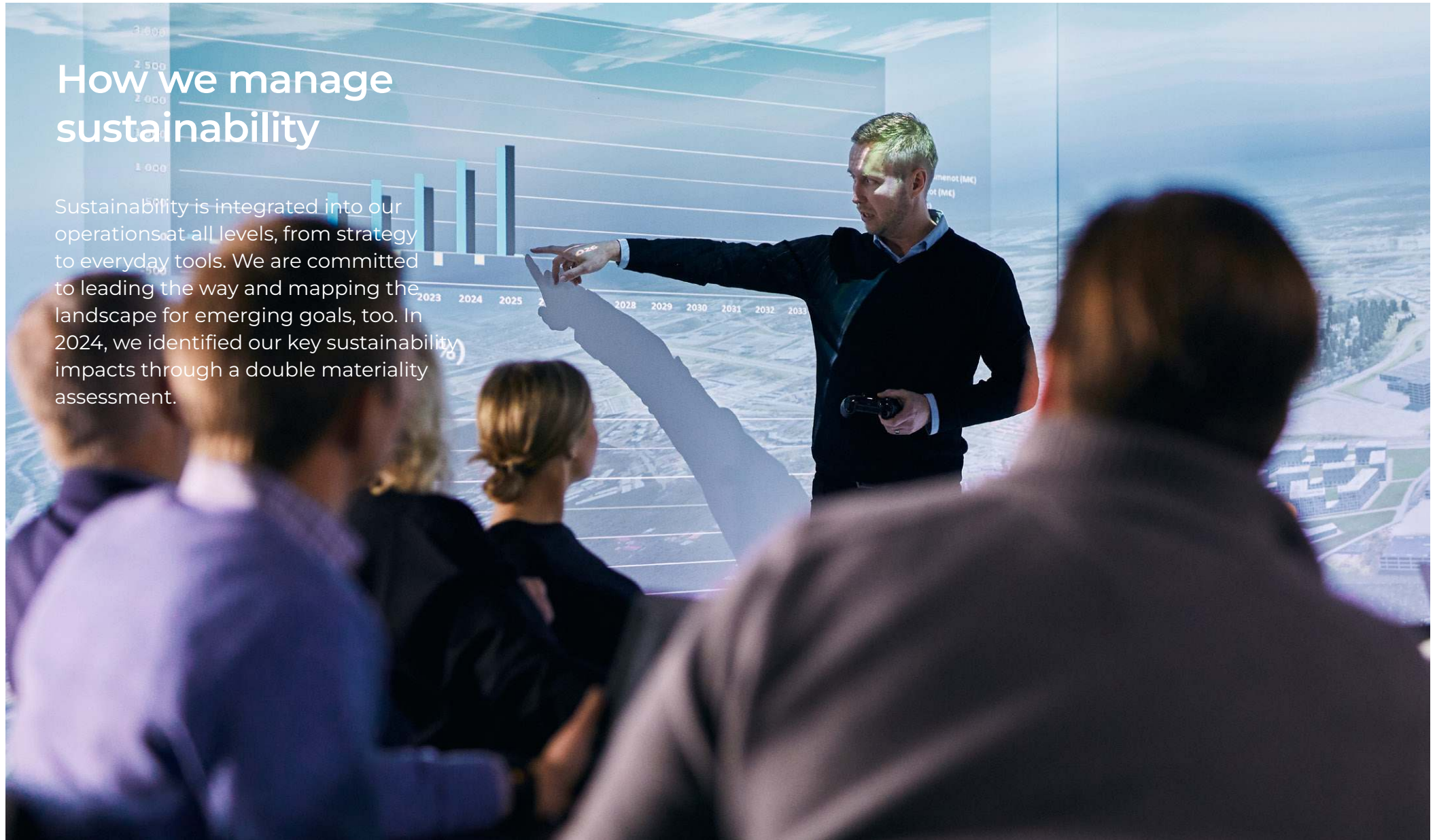
AINS Group's 2024 in figures





How we manage sustainability

Sustainability is integrated into our operations at all levels, from strategy to everyday tools. We are committed to leading the way and mapping the landscape for emerging goals, too. In 2024, we identified our key sustainability impacts through a double materiality assessment.





Sustainability in our strategy

Creating the best environments together is our strategic vision. It also serves as a strong message of our commitment to sustainability, people and the environment.

Sustainability can be seen in the AINS Group's strategy as a critical success factor, a development focus and several measurable objectives. Alongside the growth in sales and a positive profitability trend, our strategic objectives include maintaining a strong reputation, high client satisfaction, wellbeing at work and expanding the environmental handprint of our experts.

As one of the most desirable places to work in our industry, we have a long-term commitment to employee wellbeing, safety and a company culture that fosters commitment and encourages people to succeed together. Only with sustainable personnel practices can we provide our clients with what we strive for: the

best partner experience in the industry. We listen to the views and feelings of our staff through means such as the monthly Vire survey.

Environmental sustainability is a strategic priority for us. As cross-disciplinary experts in the built environment, our mission is to guide our clients in achieving their goals in the green transition and in reducing greenhouse gas emissions.

As experts, we have a responsibility to ensure that our knowledge helps, step by step, to align design and construction methods with the earth's carrying capacity. For many of our experts, contributing to the sustainability of the built environment is also a key motivator in their work.

We systematically monitor, measure and increase the positive environmental handprint of our experts in our assignments using an environmental handprint metric we developed.

Our sustainability objectives are also reflected in how we reward our staff. Taking an active approach in responding to the Vire questionnaire and in project-specific environmental handprint assessments are bases for bonuses.

We are committed to leading the way in our sector and mapping the landscape for emerging goals, too. Circular economy represents the future approach to reducing the overconsumption of natural resources, high greenhouse gas emissions and the alarming biodiversity loss caused by construction.

We have, therefore, chosen the circular economy as our main focus in environmental sustainability, and an area in which we will develop our expertise in the coming years. With an open and enquiring mindset, we are exploring how each project could be designed with more circular intelligence.



Sustainability is about concrete actions. I do not like empty words or greenwashing. It is essential to take tangible actions and undertake exemplary projects.

Eelis Leino

Architect, ONE Architects, Helsinki
Member of the Future Leaders group



Sustainability management

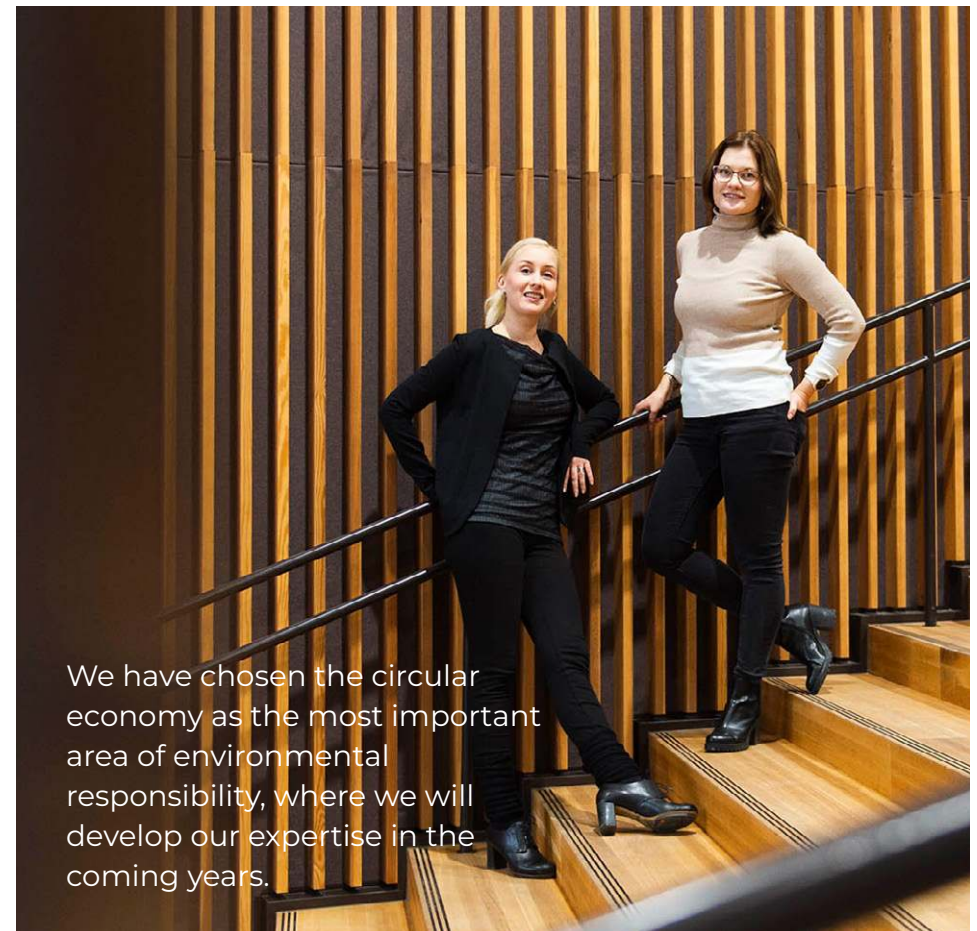
Our key sustainability objectives are summarised in our sustainability programme, which guides our progress from year to year.

We update the programme annually, taking into account progress with our strategy, our commitments and the materiality of the sustainability sub-areas. The Group Executive Management approves the objectives of the programme annually.

Executive Vice President, Sustainability and Development, reporting to the CEO and the Group Management Team, is responsible for the sustainability programme. The programme is steered by the Executive Vice President, HR in terms of personnel responsibility, the Chief Information Officer in terms of information security, and the Executive Vice President, Sustainability and Development, in terms of environmental sustainability.

Sustainability management requires an understanding of the challenges and opportunities of the future, from both our own perspective and that of our stakeholders. In 2024, we carried out a double materiality assessment in line with the ESRS, which confirmed and refined our understanding of the key impacts, risks and opportunities of sustainability. The green transition is becoming stronger and more tangible in the expectations of our stakeholders: investors and developers, from industry urban infrastructure, are demanding approaches that incorporate low-carbon options, biodiversity protection and circular economy in their projects.

We have made the necessary preparations to collect data and report on our sustainability in accordance with the ESRS from 2025, or the year required by the standards at the latest.



We have chosen the circular economy as the most important area of environmental responsibility, where we will develop our expertise in the coming years.



Double materiality

In 2024, we identified the material sustainability impacts, interdependencies and business opportunities resulting from sustainability as part of the double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS).

The diagram on the right presents all essential sustainability areas relevant to our operations, categorized by their impact materiality and economic materiality. Black and grey colors indicate risks and negative sustainability impacts, while green represents new or growing business opportunities.

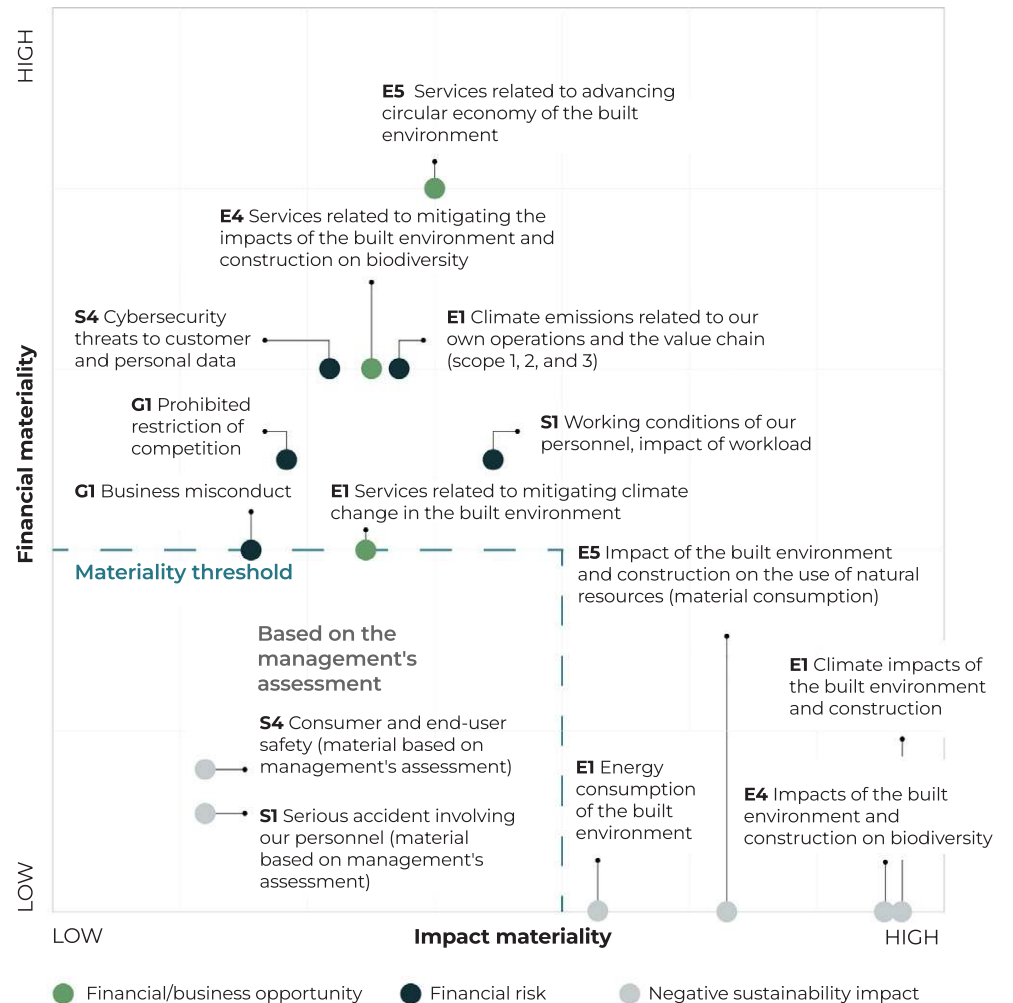
For our own operations, the material, manageable sustainability impacts relate to greenhouse gas emissions, the strain caused by working conditions, information security and corporate culture.

Our expertise is needed to design, build, renovate and maintain the built environment in a way that respects the circular economy, climate and natural values. Growth in service offerings is seen as an opportunity in all areas of our business, especially in renovation engineering.

Two sustainability impacts were upgraded to material status based on management's assessment, despite not meeting the material threshold due to their low probability. It is important to monitor and manage these unlikely but unacceptable risks, and to communicate our preventive measures.

The outcome of the outcome of the double materiality assessment will guide the structure and content of our sustainability programme and the development of our business operations.

Identifying material topics





Our material topics

ENVIRONMENT

ESRS E1 Climate change

Although the climate emissions from our own operations are minimal, they are part of the emissions in our customers' value chains. We are responsible for and report on our own climate impacts.

The climate impacts of our customer projects are significant.

Our business is resilient to the effects of climate change.

ESRS E2 Pollution

Our operations do not directly impact to soil pollution, and the indirect impacts are not material. Other sub-topics (pollution to air, water, etc.) are not material to our operations.

ESRS E3 Water and marine resources

Our operations do not directly impact to water and marine resources, and the indirect impacts are not material.

ESRS E4 Biodiversity and ecosystems

Our operations do not directly impact to biodiversity and ecosystems. The impacts of our customer projects are significant.

ESRS E5 Resource use and circular economy

The use of materials in our own operations does not have significant impacts to circular economy. The use of materials in our customer projects is significant, and therefore they have a material impact to circular economy. Promoting and advancing circular economy principles is an essential part of our expertise in customer assignments.

SOCIAL SUSTAINABILITY

ESRS S1 Own workforce

The foundation of our professional service business lies in the work performance, expertise, and motivation of our people. Therefore, ensuring good working conditions and prioritizing employee well-being are fundamental to our operations.

Our employees are mainly educated professionals and work in Finland and Estonia. Child labor, forced labor, vulnerable employee groups, and insufficient wages are not material risks in our operations.

ESRS S2 Workers in the value chain

Our subcontracting primarily involves expert business, where social risks are low, similar to our own operations.

ESRS S3 Affected communities

Our operations do not jeopardize the conditions of disadvantaged communities.

ESRS S4 Consumers and end-users

The use of properties and environments resulting from our value chain involves health and safety risks, which are managed through the maintenance of regulations, guidelines, and research.

We manage risks by ensuring our personnel have sufficient expertise and skills for every situation.

Our operations and sustainability program also include expertise in managing cybersecurity risks.

GOVERNANCE

ESRS G1 Business conduct

In our professional service business, a responsible, ethical, and safe corporate culture is at the core of sustainable operations. The trust of our personnel, customers, and stakeholders is a prerequisite for our business.

- Material in AINS operations
- Material in our value chain
We will report of policy, only
- Not material



Certified systems guiding sustainability

The high quality and environmental focus in our project operations is based on our dedicated experts, audited quality and environmental management systems and continuous monitoring of client feedback.

Quality and environmental management are based on a constantly evolving set of guidelines, requirements and tools that emphasise client satisfaction, prevention of mistakes, consistency in documentation, work efficiency and sustainability perspectives.

To improve the client experience, we systematically ask our clients

The average recommendation index (NPS), i.e. clients' willingness to recommend us as a partner, was very high at 78

for feedback through our own NPS survey as part of project and assignment management. In 2024, we asked over 2,000 clients for feedback and received 1,089 responses. The average recommendation index (NPS), i.e. respondents' willingness to recommend us as a partner, was very high at 78.

The quality management systems of our structural engineering, renovation engineering, architectural design and construction management service sectors are certified in accordance with the RALA Quality Certification, which is based on the ISO 9001 quality standard. In 2024, our RALA Competences were extended to include new areas of expertise.

In the fields of civil engineering and industrial and building services engineering, our services are produced and developed in accordance with the

ISO 9001 quality standard.

The environmental systems in our six service sectors are ISO 14001 certified. Through our certified project activities, we ensure that we take environmental considerations into account in every project, our environmental expertise is continuously developed and the results are reflected in our clients' projects.

We certified our project and construction management services' occupational health and safety management system in accordance with the ISO 45001 standard in 2024.

We are currently harmonising our management systems across service sectors, and preparing for the expansion of ISO standards compliance certifications in 2025.



Quality, environmental health and occupational safety certificates

- RALA Quality
- ISO 9001
- ISO 14001
- ISO 45001



UN Sustainable Development Goals

Our sustainability programme is also in line with these UN Sustainable Development Goals (SDGs), which we have identified as the most relevant for our operations.



A sustainable future requires a change in energy consumption and production. We are transforming the built environment from a consumer of fossil energy to a producer of renewable, emission-free energy.



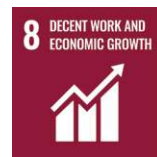
A sustainable urban environment enables a good life. We are involved in designing living environments that are inclusive, provide security and adapt to climate change.



Through sustainable design and construction, we aim to minimise the consumption of natural resources, protect precious biodiversity and maintain balanced land use for the benefit of all species.



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



Sustainable economic growth is based on a balance between people and the environment. We provide a high quality, respectful, equal and diverse workplace that provides wellbeing for its members, which we continue to develop.



We want to play our part in ensuring sustainable consumption and production practices. We will enable the built environment in our projects to make the transition to an efficient circular economy.



Cooperation is power, and knowledge grows through sharing! We work together with our clients, the property and construction industry, organisations, legislators, research and education organisations to promote sustainable development.



Gender equality is the foundation of a diverse, equal and inclusive working environment.



Construction is an endless source of innovation. We, as experts, participate in creating the conditions for sustainable growth and development for people and businesses.



The construction sector is one of the largest industries contributing to climate change. Our goal is a carbon-neutral building stock and urban environment which is protected against the inevitable impacts of climate change.



People

Our aim is to maintain and develop an inclusive work community where everyone can be themselves. We support the physical, mental and social wellbeing of our employees in a variety of ways.

Employees are treated fairly and with respect

(% of respondents to the employee survey)

89%
(2023: 84%)

eNPS

36
(2023: 35)

Social sustainability index (1–4)

3.6
(2023: 3.2)



Employee experience in our work community

In a good expert community, people come first. Our goal is to maintain and develop a culture of respect and equality that values the individual and inspires and encourages collective success.

As of the end of 2024, AINS Group and ONE Architects employed 1,347 built environment designers, experts and project professionals.

	2024	2023	2022
In our unit, people are treated fairly and with respect	89%	84%	90%
My work does not cause excessive strain	78%	75%	70%
Our company values and goals are worth pursuing	82%	81%	87%
We have a good sense of team spirit in our unit	91%	90%	92%

Somewhat or strongly agree, % of employee survey respondents

Our company culture is based on equal respect, mutual support, and collaboration. We believe that a human-centric and inspiring work culture is a strategic success factor, and we are committed to maintaining and developing it over the long term. Excellent supervisory work is a crucial element in this effort and a key priority in our strategy for developing our work community.

Team cohesion and collaboration as strengths

We want to provide our experts with an excellent staff experience and work community that they feel good about and want to commit to. We survey our employees' experiences with a comprehensive staff survey conducted by Eezy Flow every year, as well as asking them about their thoughts every month through the Vire survey.

In terms of the surveyed employee experience, we aim to achieve a

better than good level (AA+ or overall index of > 78.3) in all our sectors. In 2024, the staff assessment of the workplace remained at a similar level to that of 2023. The overall index or PeoplePower index is currently at 71.1 (in 2023: 70.9), a satisfactory A+ level and slightly lower than the average for Finnish expert work. However, employees' willingness to recommend AINS Group as an employer (eNPS 36) was still higher than the average in peer organisations.

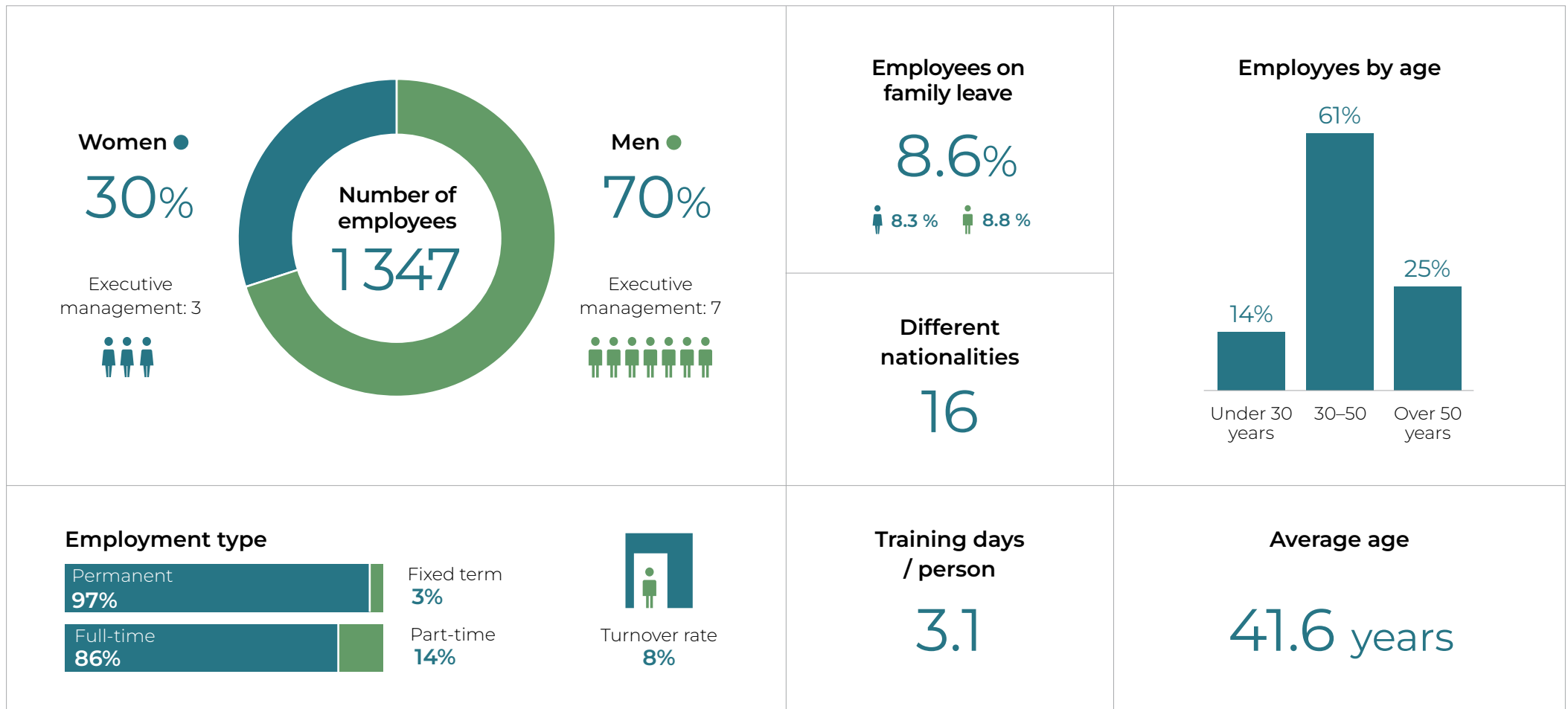
Due to the weak market situation in the construction sector, especially in residential construction, we held several change negotiations during the year. In units where there was a significant reduction in work, temporary lay-offs were made in response to the drop in demand. Despite the uncertain times, staff felt that people are treated fairly and with respect, decision-making is effective and immediate management is good.

In addition to maintaining strong team spirit and agile decision-making in teams and units, our strengths include equal treatment regardless of gender (86% of respondents completely or somewhat agree) and non-discrimination (94% completely or somewhat agree). We supplemented the 2024 staff survey with new sustainability indicators that facilitate comparison. We had a good level of non-discrimination and equal treatment, in line with our peer organisations.

The employee survey identified areas for improvement including fairness in remuneration, opportunities for influence, and trust in senior management. Our employees also saw room for improvement in matters related to operating culture, such as cooperation between sectors and conditions for professional development.



AINS Group staff in figures





A comprehensive approach to supporting wellbeing

We invest broadly in physical, mental and social wellbeing at work. Stress and mental wellbeing are the biggest challenges in project and information work, and it is here that early intervention is crucial.

We value work and good performance, but also leisure time and family life, people's physical and mental wellbeing, breaks and a caring social environment.

We support the wellbeing of our staff comprehensively with comprehensive insurance and extensive occupational health services, including mental wellbeing services. Mornings start with a shared breakfast, which we have been providing for our experts since the foundation of the AINS Group. We also get together for breaks at lunch and for afternoon coffee.

Our working hours are flexible, for example to accommodate studies or other life circumstances, and many

of our employees take long family and study leave periods. We support flexible working arrangements, including remote and office working, if tasks allow. The amount of remote working and office working is agreed with the supervisor in the teams. A company-wide remote working policy provides guidance on tools and information security.

We support physical activity at various locations through recreational sports sessions, including badminton, football, floorball, ice hockey, padel and group exercise. Exercise groups have been a popular staff benefit, while also strengthening social cohesion.

Our employee benefits for all include a lunch and recreation benefits and a bicycle benefit. The performance bonus system covers all our employees. We rewarded our staff with performance bonuses, including ancillary costs, totaling 1.6 million euros for work done towards common goals in 2024.

The responsibility for maintaining an atmosphere that protects against burnout belongs to the entire work community.





Responsibility for early intervention

Our operating culture entails genuinely caring about employees wellbeing. The responsibility for creating a burnout-preventing atmosphere is shared by many.

Proactive management of working capacity is one of the objectives in our occupational health action plan, which is supported by training sessions for supervisors. The sick leave rate in 2024 was 2.35% (2023: 2.25%).

Our early intervention model divides responsibilities and policies between the supervisor, HR, occupational health and safety, and the occupational health partner to proactively address challenges related to performance, occupational safety, occupational wellbeing and working capacity.

Through systematic and active monitoring of work performance, agreed support measures can be taken at an early stage. Our monthly Vire surveys also explore the expert's own

assessment of their ability to work.

The aim is for a key supervisor to proactively identify potential risks to the team's ability to work, and to facilitate discussion and finding solutions in good time. Close cooperation with occupational health care allows for the right kind of support to be provided at the right time.

"When it all comes crashing down"

Work burnout and mental health problems are the biggest causes of absences in our expert work, after absences due to short-term illnesses.

We offer our entire staff a support service for mental wellbeing challenges and self-management, including stress, lack of motivation or overwork. Of our employees, 94% of those who used the mental wellbeing service Auntie in 2024 recommended the service and felt their wellbeing

at work had improved as a result. Employees relied on the service to manage stress, depression and change situations.

"The Auntie service helped in my time of greatest need, when working life felt and feels too stressful and like everything was coming crashing down."

Occupational safety

Through occupational safety activities, we improve the working environment and working conditions to maintain the working ability of our staff and prevent accidents at work, occupational diseases and other physical and mental health problems caused by work and the working environment. The main challenges in terms of office work safety are related to unbalanced physical loads, knowledge intensity and working time management.



For overall well-being, it is essential to take regular breaks and vacations from work, engaging in activities that bring personal enjoyment. The human body also has diverse needs.

Toni Kukkula

Design Director, electrical engineering, Pori
Member of the Future Leaders group



To ensure the safety of our employees working on construction sites, we rely on occupational safety training provided by internal and external trainers.

We are dedicated to achieving zero workplace accidents. In 2024, there were 19 reported accidents occurring at work, on construction sites, or

during commuting. Out of these, one accident resulted in more than a day of sick leave.

We invest in skills for growth

We aim to develop the skills of our employees, especially in the areas of employee wellbeing, project skills, artificial intelligence and circular

economy. In 2024, the average number of training days was three per expert.

We also overhauled our popular project manager coaching programme and implemented two coaching groups in 2024. The aim of the training programme was to ensure a wide range of key skills for project managers in project management and environmental sustainability, to deepen our harmonised AINS approach with our clients and to build an important support and expert network for project managers within our company.

A total of 79 project managers from all over Finland participated in the coaching groups. The trainers were both internal and external top coaches.



A positive and solution-oriented work community is crucial for coping at work. A negative and blame-seeking work community is toxic to motivation.

Joonas Tulonen

Bridge Designer, Tampere
Member of the Future Leaders group



Vire survey: How did you experience your work to be over the past month?

This is how we start our monthly Vire survey, in which we ask a few questions to gauge the mood of our experts. The survey serves as a rapid-response feedback channel upon which our supervisors can rely in matters to do with leadership and identifying areas for improvement.

The average in Vire (scale 1–10) for our whole organisation in 2024 was 8.5 (2023: 8.4) and the response rate was 78%.



Come as you are!

Our value 'Together and better' creates an inclusive foundation for developing a diverse and equal working culture.

We maintain and develop a human, individual-oriented working culture where no one has to fit into a predefined mould. We see this as an important draw factor and a strength of our employer image. We value different views, backgrounds, qualities and skills, and let them be reflected in our work community.

We surveyed our employees experiences of equality in the 2024 staff survey. The vast majority (94%) of respondents felt that equality in our units is being achieved well regardless of a person's age, origin, nationality, language, religion, beliefs, opinions, political activity, trade union activity, family relationships, health, disability, sexual orientation or any other personal characteristics. The score on a scale of 1 to 4 was 3.74 (2023: 3.6). In

addition to this, 86% of respondents felt that all employees are treated equally in terms of gender, gender identity and gender expression. The score on a scale of 1–4 was 3.58, in line with the expert standard.

We participated in the DEI strategy work of the Finnish Association of Consulting Firms SKOL. We were involved in describing the sector's operating environment in terms of diversity, equity and inclusion, and participated in a maturity mapping exercise where we described our strengths and areas for development from these perspectives.

Our development path is guided by the diversity plan we developed in 2023. In 2024, we updated and harmonised our induction programme, which helps to identify and value individual differences and strengths from the very start of employment and supports the realisation of equality in teams.

We also carried out a salary comparison between men and women, which showed that our pay is equal for jobs of the same level. However, women are more likely than men to work in lower SKOL complexity category level jobs, even after long careers.

In autumn 2024, we set up a Future Leaders Group, which involves our experts from the younger generation in different fields of planning and expertise exchanging and discussing ideas with the executive management when it comes to decision-making.

We also developed, in good cooperation with the representatives of our staff, a model for shop steward activities. This was streamlined by setting up a smaller advisory committee covering all companies and collective agreements, with the power to make decisions affecting all our employees.



We value people primarily as experts, regardless of their background or individual or external characteristics.

Milla Yrjölä

HR Service Manager, Espoo
Member of the Future Leaders group



Young experts building the future

AINS Group is known as an attractive employer in the field of engineering, and our work community is particularly highly valued among students. Respect is mutual.

In 2024, we were ranked as the top employer in the design and consultancy sector in the Universum Student Survey. Among all technical employers in Finland, we ranked as the 9th most ideal. Our attractiveness as an employer had also clearly improved among sciences students.

At our company, young people are helping to build the future alongside more experienced experts. We believe it is important that newcomers to the sector are given the opportunity to participate in project work, even on demanding projects, right from the start. Talent from younger generations are also actively involved in developing our services and technologies.

In autumn 2024, we established

the Future Leaders Group, which brings together our young experts from different areas of expertise to exchange and discuss ideas with the Group Executive Management. The group has, among other things, provided fresh insights for the strategy update and the development of the incentive and reward model.

In addition to influencing the company's decision-making, the Future Leaders group offers its members the opportunity to network across organisational boundaries and learn about the work of the Executive Management.

[!\[\]\(0a56f3838a173d6608ed21a8fa1dd10e_img.jpg\) Read more in the web article \(in Finnish\)](#)

We work closely with the younger generations through student associations and guilds at universities of applied sciences and universities. Our most extensive student cooperation takes place at educational institutions



Our future leaders Janita Rintala, Toni Kukku, and Hamilkar Alava Bergroth. Young experts from different areas of expertise are sparring the management team.

in the Helsinki metropolitan region, and Tampere and Oulu areas. Teams responsible for student cooperation are based in various locations, with HR coordinating their networking activities.

We offer dozens of summer jobs and internships for students every year. In 2024, 95% of our summer workers continued to work for us in trainee roles alongside their studies.

AINS Group has commissioned a large number of theses and dissertations at bachelor's and master's level, with the topics based on ongoing projects and development projects. Most of our trainees become permanent experts at AINS Group after graduation.



People

	TARGET 2024	2024	2023	2022
Employee experience PeoplePower index	> 72.3	71.1	70.9	75.6
Employee net promoter score (eNPS)	> 40	36	35	59
Employees' experience of sustainability, sustainability index (scale 1–4)	3.3	3.6	3.2	3.3
Sustainability training, completed (% of employees)	~100%	93%	58%	70%
Code of Ethics course, completed (% of employees)	~100%	93%	55%	–



Together and Better – an award every month

We acknowledge our experts and teams with the Together and Better award for their achievements that align with our values. The first award was presented in January 2024. Nine teams and two individual winners received the work community award during the year.

In-house awards were presented to experts and teams for, among other things, bringing together our different skills in an open-minded way, winning a major EPCM project, developing the Vibmapper innovation, advanced use of data models in infrastructure projects, demonstrating environmental handprints and delivering an excellent client experience. What all these award-winning successes had in common was an enthusiastic and appreciative approach to working together and a strong commitment to the client.

The Together and Better award is presented each month by the CEO. The winner receives a €500 bonus, and working groups, teams and units receive a joint celebratory lunch or dinner. All members of staff can nominate a colleague for the award, and can congratulate the recipients via the intranet, among other ways.



Our environmental handprint

In circular economy, we reduce overconsumption of natural resources, climate emissions and biodiversity loss caused by construction. In 2024, we committed to the Circular Economy Green Deal and to actively offer solutions that embody circular intelligence.

Environmental handprint
index in our projects

47
(2023: 46)

We helped our clients achieve
the environmental objectives
of the project

62%
(2023: 55%)

 Circular Intelligence in practice



Environmental handprint – commitments



The Circular Economy Green Deal

The Circular Economy Green Deal, coordinated by the Finnish Ministry of the Environment, is a strategic commitment to promoting resource efficiency and a shift towards a sustainable economy by 2035. We announced our commitment to promoting a sustainable circular economy as one of the first Circular Economy Green Deal organisations in 2024.

Every one of our designers and consultants is part of the circular economy solution. We are committed to continuously developing our expertise and actively offering ways to reduce

the use of virgin natural resources in our clients' projects.

We combine the objectives of clients and users with the market offer in terms of space solutions, materials, structural components and equipment. We translate the objectives into solutions and plans that can be implemented with fewer natural resources and less environmental impact. We actively promote the circular economy in client projects in various consultant roles and increase the number of services that promote the circular economy.

We prove our Green Deal commitment with our environmental handprint indicator.



Building Life for emission reductions

We are an active member of Green Building Council Finland (FIGBC) and a supporter of the European #BuildingLife project. The network and project focus on reducing greenhouse gas emissions and boosting the circular economy in the construction sector in many different areas.



Partnerships for sustainable cities

We are engaged in cooperation to address the climate challenges and opportunities of Finland's three largest cities. We are a climate partner for the City of Espoo and the Tampere Region, as well as a sustainability partner for the City of Helsinki.



The environmental handprint as part of our approach

As designers and consultants, we have a unique opportunity to advance circular economy, reduce emissions and support the preservation of biodiversity in the built environment. We manage our environmental handprint in a measurable way as part of our project work.

ENVIRONMENTAL HANDPRINT ASSESSMENT

Sustainability is considered at the beginning and conclusion of the project.

An assessment of the implementation of sustainable development and our role in it is documented and calculated as an index.

Our knowledge base and skills are growing.

The greater the environmental handprint index, the smaller the client project's negative environmental impacts.

Sustainably implemented projects set an example for the sector, showing off good practices that can be replicated.

Environmental handprint refers to our expert work, plans and identified solutions to reduce the harmful environmental impacts of property, industrial and infrastructure projects. This handprint can be seen in our area planning, the lighting of courtyards, bridge structures, the façade of a new campus or the ventilation solution for production facilities, in almost all our client projects.

This is why it is important that each of our experts is not only an expert in their own field, but also in sustainable built environments. Accordingly, we do not require our clients to know or define how sustainability should be taken into account in the work of an architect, construction management consultant, structural engineer, building services engineer, process engineer or urban designer. Our job is to guide our clients.

As part of our regular project work, we have a systematic approach to

assessing the potential for sustainable development, its implementation and our own role in it. Our goal is for our environmental handprint, which covers all our major projects, to grow year on year.

Our environmental handprint tool helps those involved to systematically review sustainable development issues and consider sustainable solutions as part of regular planning and project work. The indicator is one we developed ourselves, based on self assessment.

At the beginning of the project, our project manager or designer will assess the potential of the project when it comes to implementing the circular economy, reducing the carbon footprint, promoting energy efficiency, relying on material-efficient solutions, promoting sustainable forms of transport, etc. from 12 different perspectives.



In my work, the environmental handprint is part of everything we do. It is also excellently linked to building health and safety. In my team, evaluations are made for each project.

Janita Rintala

Project Manager,
Sustainable Construction, Espoo
Member of the Future Leaders group



At the end of the project, we will assess how well sustainable development measures and solutions have been implemented in the project (on a scale of 0–100) and what role (passive, neutral, active) our team played in promoting them. The result is a measured environmental handprint, expressed as an index from 0 to 100.

Environmental handprint assessed in 1,400 projects

Our aim is to comprehensively measure our project-specific environmental handprint in assignments over €15,000 and to increase the handprint of our experts every year.

We estimated the environmental handprint for 1,377 client projects in 2024 (2023: 371). The assessments covered 68% of our projects above the aforementioned threshold and for which the indicator was suitable. In 2024, the average handprint index on a scale of 1–100 was 47 (2023: 46), making it one point better than the previous year.

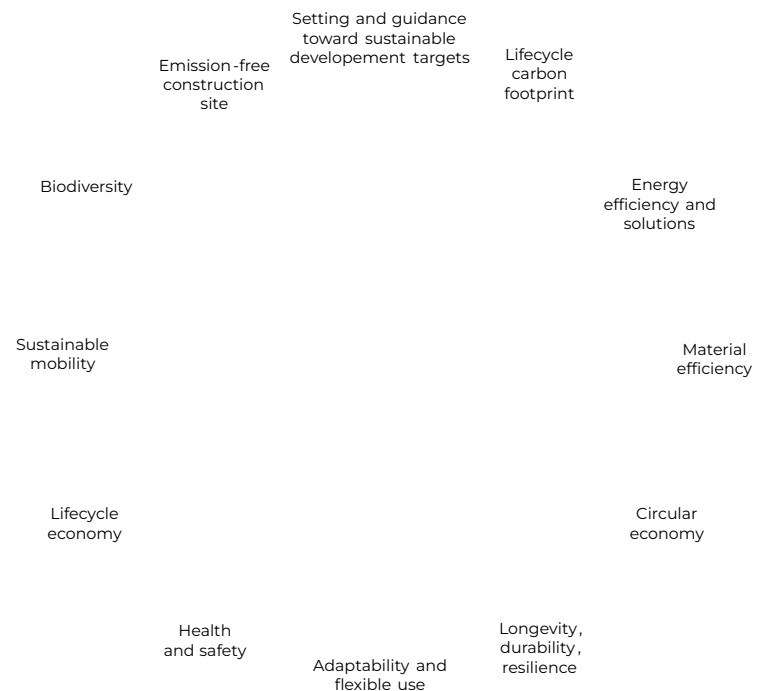
You can read more about our environmental handprint on the next page and [our client cases on pages 29-31](#).

Circular economy targets are monitored

In 2024, we committed to the Circular Economy Green Deal to continuously develop the circular economy skills of our experts and to actively promote ways to reduce the use of virgin natural resources in our clients' projects.

We manage and verify our circular economy commitment with an environmental handprint indicator. The carefully-defined objectives of the commitment are linked to our active role and expertise in promoting solutions for 1) circular economy, 2) material efficiency, 3) long-term sustainability and 4) adaptability and flexible use.

When hundreds of experts from various engineering and design disciplines integrate sustainability perspectives into their in-depth knowledge and collaborate to develop new solutions, the cycle is positively reinforced. With our multidisciplinary expertise, we can make a significant contribution to the circular economy transition in the built environment.



We contribute to our clients' environmental objectives

Our aim is to help our clients achieve their environmental goals, and to provide sustainable solutions even when we are not specifically asked to do so.

As part of our ongoing client feedback survey, we ask our clients for their views on whether we have helped them achieve their environmental goals. In 2024, 62% (2023: 55%) of our clients felt that we had succeeded in this area.



Measuring the environmental handprint: How is sustainability implemented in our client projects?

In 2024, we assessed the implementation of sustainable development and our impact across approximately 1,400 construction, industrial, and infrastructure projects.

The term environmental handprint refers to choices and decisions made as part of design, construction management or other expert work to reduce the project's negative environmental impacts or increase its positive environmental impacts.

We map 1) the implementation of the 12 dimensions of sustainable development and 2) our own role in implementation with a systematic tool to measure our environmental handprint. The measurement is based on a project-specific assessment carried out by our expert at the beginning of the project and at its conclusion.

By measuring the environmental handprint, we are compiling a database on the role of sustainable transformation of the Finnish construction sector. How comprehensively are sustainable construction guidance and solutions implemented in

projects where AINS Group is involved as an expert?

We looked at our assessments for 700 building construction projects for 2024. Health and safety, material efficiency and energy efficiency were taken into account in almost all of them, at least partially. Nine out of ten projects included sustainable mobility solutions, and in our experts' assessment they were implemented comprehensively in four out of ten projects.

Only under a third of the projects addressed sustainability objectives, the circular economy and lifecycle carbon footprint in a holistic way. However, these matters were present at least partially in around 80–90% of the projects.

Investments in natural biodiversity and zero site emissions were taken into account least often. According to our environmental handprint indicator, they were implemented in fewer than one in five projects.

Implementing sustainable development in building construction projects

Implementation of sustainable development in 707 Finnish property and residential construction projects in 2024. The implementation assessments were drawn up by AINS Group's experts and are carried out as part of AINS Group's environmental handprint measurements.



Circular economy

Right now, we are working to channel the transformative power of our experts into a circular economy solution. We call the know-how for implementing the circular economy transition in the built environment 'circular intelligence'.

1. Steering lifecycle performance

Steering the so-called lifecycle characteristics – durability, flexibility and reusability – in design work provides the basis for the lifecycle strategy of a construction project. For example, a lifecycle strategy based on reusability is appropriate for a building that will be used for a short period of time. A building intended for long-term use can, on the other hand, also be designed to be flexible for new uses.

Steering lifecycle performance means taking a holistic approach and long-term thinking, taking into account both environmental and economic

perspectives. Lifecycle design can reduce the total cost of maintaining a building by up to 20%.

2. Sustainable demolition

Only around 60% of construction and demolition waste is recycled or reused in Finland. The target is at least 70% re-utilisation rate, but many sites have the potential to do even better. Through sustainable planning and implementation of building deconstruction, we can reduce the amount of construction waste going to landfill by up to 90%.

Professional demolition planning involves identifying the structural elements and materials and determining which of them should be dismantled in a way that preserves their condition for re-use.

Circular economy planning can ensure that all materials and components can be reused in a way that

offers the highest possible added value.

By reusing materials or using them in new building materials, valuable natural resources are saved over the lifecycle of future buildings. Many

operators in the property and construction sector are already committed to sustainable demolition. The challenges are the skills required and the time and cost commitments.





3. Construction using circular economy materials and recycled structural components

The use of circular economy materials and recycled structural components instead of virgin materials is the most tangible way to implement the circular economy in construction projects.

This could mean, for example, reusing hollow slabs with site-specific product approvals or simply using building products containing recycled materials instead of new materials. Reducing the use of new materials reduces the use of virgin natural resources and thus supports the preservation of natural biodiversity. Circular economy materials are often also a lower-carbon option in terms of greenhouse gas emissions.

Recycled concrete can have 30% lower carbon dioxide emissions than virgin concrete. The potential is even greater for recycled steel and bio-based materials.

The increasing use of recycled materials in construction is a key pathway towards the transition to a circular economy. In design and construction, this means integrating options for recycled materials and recycled building components into the design process. In addition to conventional design, the designer must be familiar with the range of circular economy materials and able to apply alternatives in the design. Sometimes, options need to be sought in more innovative ways, for example through completely new kinds of materials and close cooperation with material suppliers.

4. Circular energy

Circular energy – the use of renewable energy sources and the reuse of waste energy – can be seen as part of the circular economy of the built environment. For example, the use of geothermal, solar and wind power is already reducing the carbon footprint of many buildings over their lifetime.

Properties and production processes generate waste heat that can be harnessed for other activities. For example, the heat that builds up during the day in the stairwell of a high-rise apartment building can be recovered and used to heat domestic hot water. Larger-scale circular energy solutions are being built around data centres. As part of the district heating network, controlled waste heat can be

used to heat entire neighbourhoods.

Integrating circular energy into projects requires careful planning and investment in renewable energy and energy recovery. When lifecycle costs are calculated and optimised alongside investment costs, decision-making becomes easier.

Our environmental handprint

	TARGET 2024	2024	2023	2022
ISO 14001 environmental management system certified	6	6 (100%)	6 (100%)	5 (100%)
Comprehensive assessment of the environmental handprint for assignments over €15,000	> 50%	68%	25%	7%
Environmental handprint index growth	≥ 45	47	46	39
Client experience of environmental expertise improving (% of clients who partially or completely agree with the statement "We helped you achieve the environmental objectives of your project")	> 60%	62%	55%	63%



CIRCULAR INTELLIGENCE IN PRACTICE

Sustainability Deed of the Year 2024: Circular economy brick

The circular economy brick is a pioneering building product, 40% of which comes from recycled glass and sanitary porcelain. The product, which offers a environmentally sustainable alternative to traditional bricks, was selected as the Sustainability Deed of the Year 2024 by the Finland Chamber of Commerce.

The new product innovation was created in the Circular Economy Block project. The Circular Economy Block is a community-based block planned for Jätkäsaari in Helsinki, which will be built and lived in according to a concept based on the circular economy. The project team explored suitable circular materials for the façade that would meet the requirements of the local detailed plan. AINS Group experts came up with the idea of a product using recycled glass, and brought together Iittala's glass factory, Wienerberger and architectural designers.

The circular economy brick represents the principle of upcycling: sanitary porcelain and crushed glass are given a new life in the form of bricks that meet the quality requirements for a CE marking. The story of the circular economy brick is an example of pioneering thinking and shared insights leading to tangible new circular economy solutions. Circular intelligence in its most creative form.

- **The project team:** Developer – Yrjö ja Hanna -säätiö foundation, construction company – YIT, architectural designer – ARK-house architects, circular economy consultant and structural and building services engineering – AINS Group
- **Recycled glass:** Fiskars Group's Iittala glass factory
- **The circular economy brick:** Wienerberger's Korja brick factory



Adaptable and technically enduring Luola

OUR EXPERTS' ENVIRONMENTAL HANDPRINT 46

The Luola sports and event centre in Neulamäki, Kuopio, is an exceptional rock engineering project in Finland in terms of its implementation method, size and technical solutions. Circular intelligence was incorporated into the centre from the very beginning.

Luola was built in the cave system of a former military depot of the Finnish Defence Forces. During normal use, the facilities are adapted to suit the needs of sports, athletics and various events. For example, the ballroom can also be used as a meeting room. When used for events, Luola can accommodate 2,500 attendees. In emergency situations, it can serve as a population shelter for 6,800 people.

During construction, the old cave system was almost doubled in size, and the rock waste was used for infrastructure construction in the surrounding area. Luola uses geothermal heating, which provides part of the cooling during normal circumstances. In exceptional circumstances, cooling is based entirely on geothermal energy. Geothermal energy was also used on the worksite during the construction phase. Luola has a lifespan of at least 100 years.

- **Location:** Kuopio, Savilahti
- **Completed:** 2024
- **Developer:** Facility Services of the City of Kuopio
- **Our expertise:** rock engineering, construction management, supervision, cost calculation, moisture control and cleanliness management coordination, condition surveys, third-party inspection





CIRCULAR INTELLIGENCE IN PRACTICE

Circular economy innovations in the Laakso hospital project

OUR EXPERTS' ENVIRONMENTAL HANDPRINT 78

The old health centre, a daycare centre and four apartment buildings were demolished on the site of the main building of Laakso Joint Hospital. New, state-of-the-art facilities for HUS's psychiatric inpatient care and Helsinki Hospital will be dimensioned to suit the compact site. Of all the demolition material, 96% was recovered as materials and recycled materials.

Metals, plaster, bitumen and some mineral wool were collected separately from the demolished buildings for recycling. Glass was also collected separately on an exceptional basis. For the four-storey apartment blocks, the possibility of dismantling the precast concrete elements intact was explored, but this proved too expensive.

Mineral wool from the demolition of the health centre was used to develop new materials in the WOOL2LOOP circular economy project, which tested the use of demolition wool powder in concrete production. The potential for crushing and reuse of ceramic waste was investigated as part of the Ceramic Demolition Waste in Circular Economy (KERPUR) project. The rock waste excavated from the underground facilities will be repurposed to construct the courtyard of the new hospital site.

- **Location:** Helsinki, Laakso Hospital area
- **Completed:** 2030
- **Developer:** City of Helsinki and HUS
- **Our expertise:** pre-demolition audit and circular economy and low-carbon expert services, architectural and principal design, rock engineering, structural engineering, acoustical engineering



Building materials enter a new cycle in the circular economy warehouse

OUR EXPERTS' ENVIRONMENTAL HANDPRINT 57

The warehouse, constructed by the City of Helsinki on Mustikkamaa, utilises as many parts of old buildings and recycled materials as possible. The load-bearing frame, roofing material, windows, façade cladding, partition walls in the social facilities, and plumbing and other fixtures were sourced from demolished buildings.

The circular economy warehouse built by the City of Helsinki on Mustikkamaa will be used as a maintenance and storage facility for equipment and materials needed to maintain outdoor recreation areas. The warehouse has been built from demolition materials from a convenience store in Lahti, a warehouse in Tampere and a commercial property in Kirkkonummi, to name a few sources. The aluminium cladding on the façade was sourced from an office building in Espoo, and the windows came from Helsinki's Postitalo.

The pilot project has gathered experience and lessons learned about the market for reusable building components and recycled materials and what is available for recycling. The aim is to develop a concept for similar warehouses elsewhere. The circular economy warehouse was inspired by the Closing Loops student competition, which was won by Johanna Saarela and Markus Saarela's proposal 'Lippa'.

- **Location:** Helsinki, Mustikkamaa
- **Completed:** 2025
- **Developer:** City of Helsinki
- **Our expertise:** construction management and construction supervision





CIRCULAR INTELLIGENCE IN PRACTICE

Circulating energy flows in production facilities

OUR EXPERTS' ENVIRONMENTAL HANDPRINT 94

Nordec, a supplier of frame structures, façade and steel bridges, modernised the ventilation in its production facilities using old machinery. At the same time, a heat recovery system with needle pipe radiators was added to the new exhausts, and the heat energy from the exhaust air is reused to heat the supply air.

Nordec's 6,500-square-metre welding shop is used to produce large pieces such as frame structures, so workstations are located throughout the hall. In the ventilation improvement, the old supply and exhaust air unit, previously used for the ventilation of the entire factory hall, was overhauled to serve the third part of the hall. Alongside this, a modern ventilation and heat recovery system more suitable for the conditions was added to the first and second parts of the space.

The heat recovered from the exhaust air of the new ducts will be used to preheat the fresh air entering the hall, reducing the energy consumption of the ventilation system. A suitable heat recovery solution can provide as much as 50–90 % of the energy required for heating the supply air. The new designs were accurately implemented in the old space and equipment environment using 3D scanning.

- **Location:** Seinäjoki, Peräseinäjoki
- **Completed:** 2024
- **Client:** Nordec Oy
- **Our expertise:** HVAC engineering and electrical engineering



Office building converted into modern city apartments

OUR EXPERTS' ENVIRONMENTAL HANDPRINT 56

Lastenkodinkatu 5 in Helsinki was originally built in 1966 to provide office space. A thorough renovation transformed it into Kampin Kupari – 75 stylish city apartments in a central location close to the heart of Helsinki. The suitable floor height and frame depth, as well as the carpark and courtyard, provided good conditions for the building's new lease of life.

Originally completed in 1966, the building is a prestigious piece of office architecture of its time. The transformation, implemented by our construction management services and designed by ONE Architects, was guided by the values we were given: a high quality and elegant, understated end result.

The building's concrete frame, which was in good condition, was retained during the renovations. The lower section was elevated, and new rooms for ventilation machinery and a sauna area with a roof terrace were added to the upper floors. The new façade was crafted in real copper to reflect the 1960s aesthetics. A lifecycle carbon footprint calculation of the property showed that renovating it for new use saved on greenhouse gas emissions compared to erecting a new building.

- **Location:** Helsinki, Kamppi
- **Completed:** 2025
- **Developer:** KOY Lastenkodinkatu 5
- **Our expertise:** Project management and construction, architectural and principal design (worksite phase), interior design





How we reduce our climate emissions

Our own actions to reduce greenhouse gas emissions are guided by science-based targets that will help limit global warming to 1.5 °C. The international Science Based Targets initiative (SBTi) approved our targets in 2024.

2334 thousand kg CO₂e

12% lower than in 2023.

1.7 thousand kg CO₂e / employee

13% lower than in 2023.





Our own climate emissions: commitments

Systematically reducing climate emissions in our own operations has been part of our sustainability programme since its inception. As of 2024, our climate work is grounded in science-based emission reduction targets approved by the SBTi.

Our targets approved by the SBTi

We committed to setting science based emission reduction targets as part of the SBTi in 2022. In 2024, our near-term emission reduction targets were approved by the SBTi.

SBTi is a global cooperation effort to support organisations in setting emission reduction targets in line with the latest climate science findings. The aim is to limit global warming to 1.5 °C and ramp up companies' efforts to halve emissions before 2030 and to reach the target of zero emissions by 2050.

Our emission reduction targets by 2028:

- We will reduce absolute scope 1 and 2 greenhouse gas emissions by 35% from the 2023 level. This goal is in line with the Paris Agreement. (Scope 1 and 2 emissions)
- We will reduce scope 3 emissions related to fuel- and energy-related activities, upstream transportation and distribution and employee commuting by 45% per employee from the 2023 levels. (Scope 3 emissions)
- A total of 69% of suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by 2028. (Supplier engagement)





AINS Group's greenhouse gas emissions 2024

Our expert company's greenhouse gas emissions come from employee commuting; procurement; and office energy consumption. Our comparably calculated emissions decreased from 2023.

The total carbon footprint of the AINS Group (scope 1–3) was 2,334 thousand kg CO₂e in 2024 (2023: 2,665 thousand kg CO₂e). Our annual carbon footprint is equivalent to the carbon footprint of one apartment building over a 50-year lifecycle.

Proportioned to the number of employees, emissions were 1,711 kg CO₂e per employee. Emissions per employee had decreased from last year (2023: 1,962 kg CO₂e).

Key measures to reduce emissions relate to energy use and space utilisation in premises; forms of employee commuting; purchasing; and subcontracting. We have set out our climate emissions and their evolution in relation to our emission reduction targets in the tables on the following pages.

An environment that values sustainable mobility

Of all our climate emissions, 42% were caused by our staff travelling between home and work and taking work trips. Emissions from these journeys decreased significantly compared to 2023.

We will promote increased use of

cycling and public transport in all staff commutes. The staff sports and cultural benefits can be used to buy public transport tickets, and we offer a company bike benefit to all our employees.

In 2024, 12% of our employees had a company benefit bicycle. For many of our experts, commuting by bike is a value choice that also has a financial and health incentive.

Sustainable modes of transport are at the forefront of our commuting policy, which always prioritises the most ecological way of travelling. The choice of train is encouraged with train operator VR's 'Ekstra Class' amenities that also support efficient working during journeys. The aim is to use the train journeys made together for group work in the dedicated compartments available.

Of our employees, 35 had company cars, of which 32 were hybrid or electric.



We encourage business travel by train, including with 'Ekstra Class' amenities.



Gradual transition to renewable energy

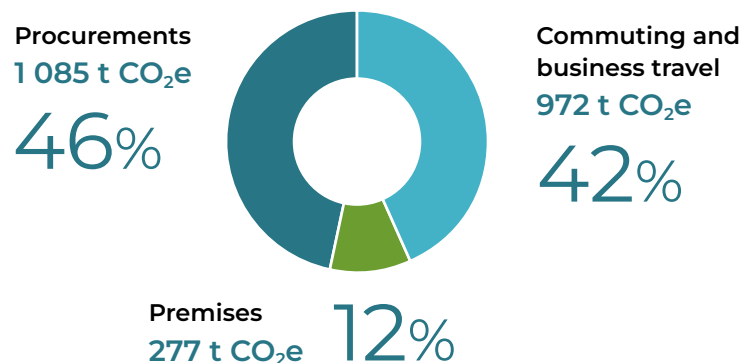
We operate in 19 locations in Finland and Estonia. One tenth of our emissions come from electricity and district heating in our premises. Our greenhouse gas emissions from energy consumption in 2024 had fallen compared to 2023.

In our premises, we aim to create high-quality working environments that take up less space. All our new energy contracts are based around renewable energy and we seek to influence the energy choices of our landlords.

The products and services we buy, from office supplies to project subcontracting services, account for the majority of our greenhouse gas emissions.

To ensure our climate actions are sufficient, significant emission reductions are necessary throughout the construction value chain. We are actively supporting our clients in this, and we also require environmental sustainability of our own suppliers and subcontractors. We focus our procurements on climate-friendly alternatives where possible. We will continue to develop our supply chain management from a climate perspective in 2025.

Distribution of our greenhouse gas emissions in 2024



HOW WE CALCULATE OUR CARBON FOOTPRINT

The carbon footprint of the AINS Group has been calculated according to the Greenhouse Gas Protocol (GHG Protocol). Our calculation covers scope 1, 2 and 3.

Scope 1: Greenhouse gas emissions directly from our own operations. Direct emissions are caused by the use of vehicle fuels.

Scope 2: Indirect emissions, arising from energy production for purchased energy related to our operations. These emissions are related to the use of electricity and district heating in our facilities and other buildings.

Scope 3: Other indirect emissions from our operations and from the products and services we buy.

The organisational boundaries of the emissions accounting are defined in accordance with operational control. Our emissions accounting covers all our emission sources, with the exception of products and services purchased by our Estonian operations (scope 3 category 1) and our investment activities (scope 3 category 15). For these, the estimated emissions are less than 1% of our total carbon footprint.



AINS Group's emissions, thousand kg CO₂e

EMISSION SOURCES		2024 (t CO ₂ e)	2023* BASE YEAR (t CO ₂ e)	DIFFERENCE FROM BASE YEAR (%)
Scope 1, total		50	79	-36%
Fuel consumption		50	79	-36%
Scope 2, market-based total		219	254	-14%
Electricity, market-based		119	138	-14%
District heating, market-based		100	116	-14%
Electricity, location-based		57	85	-33%
District heating, location-based		232	248	-6%
Scope 3, total		2065	2332	-11%
1: Purchased goods and services		931	916	2%
2: Capital goods		148	207	-29%
3: Fuel- and energy-related activities (not included in scope 1 or scope 2)		40	56	-29%
4: Upstream transportation and distribution		6	8	-24%
5: Waste generated in operations		31	30	1%
6: Business travel		337	359	-6%
7: Employee commuting		572	755	-24%
8: Upstream leased assets	Not applicable			
9: Downstream transportation and distribution	Not applicable			
10: Processing of sold products	Not applicable			
11: Use of sold products	Not applicable			
12: End-of-life treatment of sold products	Not applicable			
13: Downstream leased assets	Not applicable			
14: Franchises	Not applicable			
15: Investments	Excluded from the calculation			
Total emissions (scope 1-3)		2 334	2 665	-12 %

* The emissions accounting for the base year of 2023 has been corrected and extended from what was reported in the 2024 Sustainability Report.



Science-based targets for emission reductions

	2024 (t CO ₂ e)	2023* BASE YEAR (t CO ₂ e)	TARGET CHANGE 2023–2024	ACTUAL CHANGE 2023–2024
We will reduce absolute scope 1 and 2 emissions	269	333	-7%	-19%
We will reduce scope 3 emissions per employee related to fuel- and energy-related activities, upstream transportation and distribution and employee commuting	0.45	0.60	-9%	-25%
69% of suppliers by emissions covering purchased goods and services and capital goods will have science-based targets	53%	48%	4%	5%

Emission accounting figures and additional information

	UNIT	2024	2023*	ACTUAL CHANGE 2023–2024
Total emissions (scope 1–3) (location-based) by net sales	t CO ₂ e / €	0.0000179	0.0000211	-15%
Total emissions (scope 1–3) (market-based) by net sales	t CO ₂ e / €	0.0000174	0.0000205	-15%
Total emissions (scope 1–3) (location-based) per employee	t CO ₂ e / employee	1.76	2.02	-13%
Total emissions (scope 1–3) (market-based) per employee	t CO ₂ e / employee	1.71	1.96	-13%
Share (average) of scope 3 emissions accounted for using primary data	%	51	58	-12% pt
Share of renewable energy from scope 2 emission sources	%	49	49	0% pt
Validation of the emissions accounting	Yes / No	No	No	–
Employee number used in emissions accounting	No	1 364	1 358	0.4%
Net sales used in emissions accounting	€	134 000 000	130 078 000	3%

* The emissions accounting for the base year of 2023 has been corrected and extended from what was reported in the 2024 Sustainability Report.



Corporate governance

Our governance is based on openness, transparency and honest business practices. Through continuous development and vigilance in information security, we also meet stringent security requirements in projects.

Continuous data security awareness training

(% of staff)

99%
(2023: 94%)

Ethical principles course completed

(% of staff)

93%
(2023: 52%)





Corporate governance and ethical business practices

Our governance system is based on ethical principles, which focuses on cooperation and respect for people, fair business practices and environmental sustainability.

AINS Group activities are guided by own ethical and good governance principles, in addition to guidelines and standards for the design, the consultancy and architect sector, and legislation. Our Code of Ethics is based on cooperation and respect for people, fair business practices and environmental sustainability and encapsulated in our values: Together and Better.

2024	
AINS Group's Board of Directors	women 1 men 6
Code of Ethics training completed (% of employees)	93%
Instances of misconduct reported	4

It is every employee's responsibility to adhere to the Code of Ethics of the work community, and it is the responsibility of management and supervisors to ensure that employees are aware of it. Almost all our staff completed the online training course on familiarisation with our Code of Ethics in 2024.

Corporate governance system promotes openness and transparency, and provides a platform for improving governance operations. It complements our values, Code of Ethics and policies. In it, we define the roles of the Board of Directors and other elements of company management, the principles of internal control and risk management and, among other things, the handling of insider information based on the recommendations of the Finnish Securities Market Association.

We strive to reflect diversity in our senior management and Board of Directors. In selecting board members,

we emphasise the importance of prior experience, education and sufficient skills to perform board duties, and we seek to ensure diversity in the genders of candidates for the board.

We promote ethical business practices throughout our value chain, from purchasing and subcontracting to our clients' projects. In 2024, we developed management systems for our suppliers, including our subcontractors. The development of supply chain management will continue in 2025.

We blow the whistle

Our staff and stakeholders have access to a whistleblowing channel for reporting instances of potential misconduct. This offers a confidential way to report suspected misconduct.

Reports are treated confidentially following a separately defined process, even when the reporter discloses their identity. The notifications are handled jointly by the legal director and the HR

Our Code of Ethics

Respecting people and mutual cooperation

- We respect human rights
- We look after everyone's wellbeing
- We encourage our staff to develop their expertise

Fair business practices

- We seek to eliminate conflicts of interest
- We stand against corruption

Environmental responsibility

- We are committed to environmental sustainability

[→ AINS Group Code of Ethics on our website](#)

executive vice president. In 2024, four suspected instances of misconduct were reported through the channel, all of which have been processed.

[→ AINS Group whistleblowing channel](#)



We ensure information security

We maintain and develop a high level of information security with a goal-oriented approach and by constantly raising the bar. Our information security system includes regular audits, active training of staff and continuous response to cyber threats.

Protecting personal, client and project data from unauthorised processing and dissemination is an essential part of the sustainability of our operations. This ensures not only the confidentiality of the data we process, but also the undisrupted continuity of our services.

In 2024, we made progress in the development of information security, which was reflected in the concrete security of our operations and the strengthening of the information security skills of our experts.

We carried out four audits of our information systems using the Traficom Cybermeter. The audits have provided valuable information on our level of information security, helped identify areas for improvement and strengthened our ability to meet the challenges of a changing cyber environment.

We started with a pre-audit of our ISO 27001 information security management system, which gave us a comprehensive overview of our readiness to meet the requirements of the standard. We aim to achieve the ISO 27001 certification of our information security system during 2025.

We are building a strong and ingrained culture of information security

We are committed to building a strong culture of information security

through a range of communication and training activities. The aim is for all our employees to participate in continuous Hoxhunt information security training and complete an updated information security orientation every year.

Training in recognising phishing attempts (Hoxhunt) is ongoing and compulsory for all. At the end of 2024, 99% of all staff were taking part in the training.

The online training, the content of which is updated annually, teaches employees how to use the AINS Group's data network effectively and securely. The training also provides information security skills that can be used outside of work. In 2025, 72% of staff had completed training.

To ensure the safe and ethical use of AI, we published an AI policy and a staff guide for the use of AI.



An ethical playbook for AI

In 2024, together with the Finnish construction information foundation RTS, we compiled an ethical playbook for AI in the property and construction sector. Published in January 2025, the aim of the updated playbook is to support all operators in the built environment in the use of AI, and

to help strike a balance between rapid development and safe, sustainable progress. Check out the ethical playbook for AI (in Finnish)

[!\[\]\(0951c329bc76fa9a1cc6ea057e6ce872_img.jpg\) Ethical playbook for AI](#)



Continuous monitoring of information security threats

We monitor information security threats and incidents with a 24/7 security team and the support of a service partner's information security centre. In maintaining the situational picture, we also focus on liaising with authorities and on external threat intelligence.

Uninterrupted monitoring, staff expertise and continuous development of information security practices have been key factors in ensuring our information security and avoiding data breaches. In 2025, we aim to achieve the ISO 27001 information security

certification and further strengthen our information security management system.

High-level security in projects

In our security agreement, we committed to high-level security practices in accordance with the National Security Auditing Criteria (KATAKRI) and to security-related continuous collaboration with all our security-critical clients.

The agreement allows for the handling of classified material at security classification levels TLIV and TLIII, in accordance with separate instructions and specific procedures.

Corporate governance

	TARGET 2024	2024	2023	2022
Information security system audit	Completed	Completed	Completed	Completed
Participation in continuous information security training, Hoxhunt (% of employees)	95%	99%	94%	91%
Completion of information security orientation (% of employees)	85%	72%	67%	–



Focus on data ownership and management

We consider information to be a valuable asset and its confidentiality to be of utmost importance. Our comprehensive data policy clearly defines data ownership and related roles. A constantly evolving data policy will adapt to new challenges and technologies and provide the foundations for ensuring information security.

Access to our information systems is defined based on need: staff only have access to the information and systems that are necessary to carry out their work. This helps to minimise the dam-

age caused by potential information security breaches. Access rights are regularly reviewed and updated. This ensures that only the right people have access to critical information and that potential risks are managed.

We back up our own and our clients' data in accordance with best information security practices. We use advanced technologies and methods to ensure that all data is secure and recoverable in the event of a potential disruptions.



GRI content index

Statement of use: AINS Group (A-Insinöörity Oy) has reported the information cited in this GRI content index for the period 1.1.–31.12.2024 with reference to the GRI Standards.

GRI 1 standard used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	EXPLANATIONS	GRI STANDARD	DISCLOSURE	LOCATION	EXPLANATIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 4		GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 5	
	2-2 Entities included in the organization's sustainability reporting	p. 9-10		GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 8	
	2-3 Reporting period, frequency and contact point	p. 4			205-2 Communication and training about anti-corruption policies and procedures	p. 39	
	2-4 Restatements of information	p. 36	Base year 2023 emissions have been recalculated from those reported in 2024. The emissions are 26% higher than previously reported.	GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 35-37	
	2-6 Activities, value chain and other business relationships	p. 4-5			302-4 Reduction of energy consumption	p. 37	
	2-7 Employees	p. 15		GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	p. 24-25	
	2-14 Role of the highest governance body in sustainability reporting	p. 8		GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 36	
	2-27 Compliance with laws and regulations	p. 39			305-2 Energy indirect (Scope 2) GHG emissions	p. 36	
	2-28 Membership associations	p. 23			305-3 Other indirect (Scope 3) GHG emissions	p. 36	
	2-29 Approach to stakeholder engagement	p. 9			305-5 Reduction of GHG emissions	p. 37	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 9		GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	p. 16-19	
	3-2 List of material topics	p. 9-10		GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 15	
	3-3 Management of material topics	p. 8					



Our experts are key to making the circular economy a reality in property, industrial and infrastructure projects.

Liisa Jäätvuori

Executive Vice President,
Corporate Development and Sustainability
AINS Group

+358 44 300 1358
liisa.jaatvuori@ains.fi

ains.fi/sustainability