

Corporate Responsibility Report



Lehto Group Plc



Corporate Responsibility Report 2020

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Highlights of 2020

1. Occupational safety improves

In 2020, the company's accident rate decreased compared with the previous year. In 2019, the accident rate was 29, whereas it was 23 in 2020. However, we still have plenty to do in this area – our aim is to further reduce accidents at work and improve the safety level in all of our operations.

2. Wood construction is at the heart of sustainable construction

Lehto's approach to sustainable construction emphasises wood construction in particular and the company aims to increase the share of operations accounted for by wood in housing construction. Lehto seeks to gradually transition to the carbon-neutral circular economy.

3. Becoming familiar with the ethical guidelines

Our ethical guidelines training package – Fair Play Rules – was added in 2019 to our induction training for all new employees. By the end of 2020, about 87% of employees had completed this training.

4. Lehto joins the Green Building Council

In 2020, Lehto also became a member of the cooperation network of the Green Building Council (GBC) with the aim of contributing to the creation of sustainable construction solutions. GBC and its networks are leading the way in operating models for sustainable development and play an important role in implementing and developing regulations for the industry and their joint adoption.



Business model

Lehto Group is a Finnish innovator in the construction sector. Lehto seeks to make construction faster, more affordable, and higher in quality. The key competitive elements that enhance productivity are design management, standardisation, industrial production and harnessing digitalisation. Lehto's goal is to build efficiently and save resources, and to reduce the material waste generated in construction.

Lehto Group's net sales amounted to EUR 544.7 million in 2020 and it engages in business operations in two service areas: Housing and Business Premises. Lehto has factories in four municipalities. They produce large roof elements, wall elements, bathroom and kitchen modules, housing modules, building technology centres, renovation

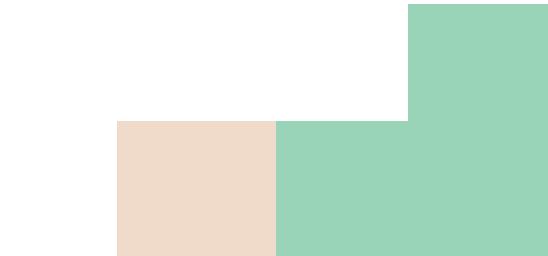
elements, doors and windows, and fixtures. The largest units are located in Oulainen and Hartola. All our factories are located in Finland, and the bulk of our outsourcing is contracted in Finland and the European Union.

On 31 December 2020, Lehto Group had 1,034 employees, of whom slightly under half were office workers, about a quarter factory workers, and the remainder construction workers. Subcontracting and hired resources are also used at construction sites for specific work phases, during start-ups, and for short-term, urgent work. In the Lehto Group, about 87 per cent of employees have permanent employment contracts and about 13 per cent have fixed-term employment contracts. Fixed-term contracts are generally used for projects, substitute positions, summer

jobs or traineeships. Most of Lehto's employees work in Finland. Our Swedish operations are handled by a team of fewer than ten people.

Thanks to our efficient factory construction, Lehto Group is able to reduce building and housing costs and offer people reasonably priced homes with excellent travel connections – even in growth centres. Lehto completed 1,459 new apartments and 21 new business premises in 2020.

Responsibility focus areas and management



The construction industry plays a major role in reducing the carbon footprint and cutting down on waste. Lehto wants to renew the construction industry, and sustainable construction will play a major role in the company's future. The aim is to combine smart and sustainable construction and digitalisation. In its development efforts, Lehto is currently focusing on, for example, solutions for wood construction that utilise factory production that is more ecological than traditional construction. Production at factories reduces both construction waste and logistics, including emissions.

Spring 2020 General Meeting elected Helena Säteri to the Board of Directors. As the former Director-General of the Ministry of the Environment, she brings a strong perspective on environmental issues and sustainable construction to the work of the Board.

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development and play an important role in implementing and developing regulations for the industry and their joint adoption.

Responsibility is one of the values that guides Lehto's operations. Lehto's goal is to build efficiently while saving energy and resources, to reduce the material waste generated in construction, and to be a good employer that is fair to everyone. Lehto Group's corporate responsibility comprises three focus areas: responsible construction, personnel wellbeing, and responsible business practices.

The CEO is responsible for Lehto Group's responsibility and the CFO for responsibility reporting. Operational responsibility work is managed on a decentralised basis in accordance with our key focus areas, primarily by the HR Director, Sourcing Director and Legal Counsel. The management team monitors trends in the key indicators of responsibility.

Lehto Group reports to external stakeholders on its responsibility in connection with annual reporting, and our reporting complies with the requirements laid down for non-financial information in the Accounting Act.

This report deals with the required issues as follows:

ACCOUNTING ACT REQUIREMENT	LOCATION IN THIS REPORT
Description of the business model	Business model
Environmental issues	Responsible construction
HR issues	Personnel wellbeing
Social responsibility	Personnel wellbeing
Anti-corruption activities	Responsible business practices
Human rights	Responsible business practices, personnel wellbeing

Responsible construction

Responsible construction is one of Lehto's three focus areas in responsibility and it involves environmental impacts in particular. Buildings have the greatest environmental impacts when they are in use, but the decisions that affect these impacts are made during the design and construction phases.

Methods to measure and control energy and water consumption play a key role in reducing environmental impacts, but it is also important to educate building users, so they will adopt energy- and environment-saving practices.

Lehto improves its productivity with an approach to construction that employs highly standardised technical solutions and operating methods, and by using prefabricated elements and modules manufactured in its own factories. This improved productivity will also be reflected as a reduction in environmental loading. For example, factory production boosts the efficiency of logistics and reduces emissions from transport, as elements and modules are transported in large batches and fewer delivery runs will be required. Material waste is also considerably lower in factory production than in on-site production.

The key promises of Lehto's project to promote carbon-neutral housing construction that was launched in 2018 are in-house industrial production, resource and energy efficiency, and the promotion of sustainable wood construction and the sustainable use of wood. In addition to the carbon footprint, we make a major contribution to the carbon handprint, helping cities, municipalities and residents to adopt carbon-

neutral lifestyles. Our carbon-neutrality pledge is based on proactively reducing full-lifecycle emissions and emissions from construction processes, practices, building use, and the materials employed, increasing carbon sinks, and providing reliable compensation for the remaining emissions. Lehto is a member of Green Building Council Finland and actively participates in the development of sustainable construction.

The two key indicators for responsible construction are the waste recycling rate and the share of electricity accounted for by renewable energy. The waste recycling rate improved slightly/significantly on the previous year and stood at 21%* in 2020. The company fell short of the target for the waste recycling rate. In the company's estimation, employees in 2020 were strongly focused mainly on executing the revitalisation programme, due to which less attention was paid to other objectives. Particular attention will be paid to this objective in 2021. The share of electricity accounted for by renewable energy was 75%**.

At Lehto Group, the CEO is ultimately responsible for environmental issues. Responsibility for practical environmental management is assigned as follows: EVPs of the service areas for construction; the factory production manager for factory production; and the Group Sourcing Director for centralised purchasing. Environmental issues are discussed in the management teams as part of routine business management and development.

The key environmental impacts during construction include:

	Consumption of natural resources such as energy, materials and water
	Material waste
	Impacts on human health and biodiversity (such as the harmful effects of chemicals on humans, organisms, soil and water)
	Waste and emissions, including liquid and gaseous emissions (such as carbon dioxide)

*Covers about 85% of waste; the information is based on figures received from the service provider

** Covers over 90% of purchased electricity; the information is based on figures received from the service provider and calculations based on these figures



In their construction and demolition work, Lehto Group and its subcontractors handle hazardous substances such as coolants, oils, solvents, asbestos, or materials that have been exposed to mould or construction dust. If released into the environment, these materials may cause environmental contamination and therefore damage. The company's most significant environmental risk factors stem from the potential discharge of hazardous substances into the environment in the course of Lehto's or its subcontractors' operations due to, for example, errors or negligence in the handling or disposal of hazardous substances. In all of its activities, Lehto seeks to ensure that its business complies with all current environmental legislation and regulations. In addition, standardised practices and guidelines are in use at factories and sites.

Carbon dioxide emissions from construction contribute to climate change. Lehto's climate risks can be considered to include an increased flood risk and extreme weather conditions that may impact both zoning and the operational capacity of factories and construction sites.

Special protection of endangered species is implemented on a case-by-case basis in cooperation with the authorities in order to avoid negative construction-phase impacts on the environment.

From the perspective of environmental protection, zoning and construction are guided by the Nature Conservation Act. The authorities provide regulations for nature protection in the zoning phase, if needed. If there are populations of endangered animals and/or plants in the planned area, the area may not be zoned for building use.

Personnel wellbeing

Employees are the most important asset for Lehto Group's strategy. The HR plan based on our strategy takes into account any changes occurring in the Group's operations that have an effect on the structure, number and professional skills of Lehto personnel.

The construction industry is sensitive to business cycles. Stabilisation in the industry manifests itself as replacement recruitment. Business cycles led to a reduction in demand for human resources during the year. In February, Lehto initiated employee cooperation negotiations as part of its revitalisation programme with the aim of focusing even more strongly on its strategic competitive advantages: standardisation and factory production. As part of this focus, Lehto reduced the offerings of the Social Care and Educational Premises service area both regionally and in production terms and reorganised its operations as part of the Housing and Business Premises service areas.

In the case of layoffs or redundancies, we use the possibilities provided by change security to improve the situation of employees under threat of redundancy. If employees are at risk of losing their capacity to work or being dismissed, Lehto takes advantage of local employment office services and vocational training in accordance with our training plan.

Coronavirus pandemic

In March, the coronavirus pandemic clouded the market outlook. Lehto reacted to this with Group-wide cooperation negotiations to safeguard its financial standing and solutions for changes in the workload situation were sought with part-time and temporary personnel layoffs. Based

on the management's assessment of the impact of the coronavirus crisis, the company's Board of Directors and CEO and the members of the Group Executive Board and the management teams of the service areas also lowered their remuneration for a period of five months on their own initiative.

Minimising the effect of coronavirus was one of the focus points in the spring. Lehto's HR drafted coronavirus guidelines for personnel, laying down Group-specific operating models for the implementation of nationwide guidelines. Many office personnel started working remotely, essential meetings were held online and site visits were limited to supervision and control visits. Partitions were installed between office workstations, and face masks paid for by the company were introduced for use during commuting and work tasks in which a safety distance cannot be maintained.

In spite of all the precautions, a cluster of 13 coronavirus infections struck a Lehto site in the Greater Helsinki area. One of those infected was a Lehto employee, while the others were on the payroll of subcontractors. All of those exposed to them were successfully identified. The infected and exposed persons were quarantined.

In August majority of office personnel came back to work in office. The company decided to continue operating in line with the coronavirus guidelines and restrictions, which had already become established practices. The coronavirus situation was monitored on a weekly basis, ensuring the ability to respond to any changes. In mid- December, five (5) cases of infection were reported at the Vantaa office, as a result the entire office was transferred to working

remotely and the exposed people were tested. No other infections were reported in association with these cases.

Enhancing occupational safety a priority

The accident rate is one of Lehto Group's key indicators for responsibility and the most important indicator for HR issues, social responsibility and human rights. Lehto Group prioritised occupational safety as a special focal area in 2017 and has continued efforts to improve safety.

Lehto has three employees who work full time on maintaining and developing occupational safety. The Group's objective is that every day is an accident-free day, and construction sites and factories are orderly and safe. In 2020, the accident rate for the Group as a whole was 23 (LT11 index) (2019:29). Since 2018, the accident rate has been measured using the LT11 index (accidents leading to absence from work of more than one day per million hours worked) and this indicator is reported in connection with annual reporting.

Our policy is that all employees in production-related work must have a valid Occupational Safety Card. In addition, the Group arranges training on occupational safety and first aid. Through preventive measures and training, Lehto Group seeks to prevent accidents at work and influence employees' attitudes.

In 2020 Lehto Group Plc organised one-day Safety Park Trainings covering the entire production, Business Premises and Housing organisations. The training focused on illustrating and discussing accident situations in a real environment. In addition, safety issues have been added to site production training programmes.



Lehto actively raises employees' awareness of occupational safety issues with its annual clock for safety at work. The annual plan has a monthly theme suited to each season, and the associated materials will be distributed in both online channels and on-site breakrooms. A report on the previous month's accidents will also be given in conjunction with the monthly theme. Safety briefings form part of our on-site safety activities. These meetings go through accidents and near-miss situations, and cleanliness and tidiness are also discussed. Whenever a new construction site opens, we hold a safety start-up meeting and conduct follow-up visits throughout the project.

As part of Lehto's safety principles, all personnel are informed of major accidents and the safety guidelines relating to the accident in question are also updated for use on site. A report on each accident/dangerous situation is written within three days of the incident and all of these cases are reviewed with the persons involved. The company seeks to identify the root causes of all accidents and dangerous situations and to determine corrective measures to avoid such incidents going forward.

Personnel wellbeing and competence development

Lehto Group's HR and training plan is based on the company's growth strategy. It serves as the basis for HR planning and also creates guidelines for employee competence maintenance and development. Lehto Group actively develops the expertise of personnel and encourages self-development.

At the beginning of the year, the Group introduced a competence review of salaried employees as part of the HR system. This review can be used to identify the most important competence areas to support internal personnel training as well as the areas in which there are competence development needs.

A new four-stage orientation and training system (Lehto 0-1-2-3) was also introduced in the spring to support supervisors and HR. Orientation was systematised as a comprehensive process of about six months.

The revitalisation programme during the first half of the year produced internal training materials, an operating manual linked to business processes and further development needs. The materials and operating manual created during the summer were integrated into the overhauled orientation and training system. The aim is to ensure that training provides more appropriate and effective support to business operations as operating models evolve. Lehto currently has three larger-scale management training programmes (Management Academy 1A (managerial work), 1 B (early support) and 2 (middle management leadership)), design management and site management (formerly known as Production Academy).

Career Promise is a trainee programme that seeks to secure the number of personnel required by our growth strategy with the aid of students in the sector. The Group is committed to employing 3–5 per cent of our payroll as students from different fields of study and offering them trainee and summer jobs during their studies, as well as providing them with topics for their theses or diplomas whenever possible. Lehto offered jobs to 37 students in 2020.

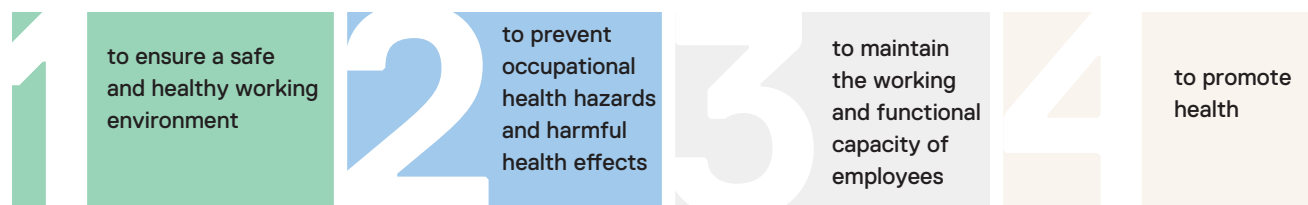
Lehto carried out a personnel survey at the turn of August and

September. The survey was a continuation of the survey commissioned from the same provider at the end of 2018. Analyses of the results must take into account the changes in the business environment, the impacts of the coronavirus spring on general wellbeing and the length of time between measurements. Taking these factors into account, the results indicate that personnel feel that their job motivation, work management and working conditions are good. Based on the results, the level of managerial work was felt slightly improved. The results indicate that the greatest development needs concern internal communications as well as the management and operating culture. The large personnel reductions in autumn 2019 and spring 2020 as well as the 2020 layoffs due to the coronavirus must have unavoidably affected these results.

According to Lehto Group's updated strategy, the objective is to ensure that personnel enjoy smooth workdays, thereby providing a good workplace experience. In 2020, total employee turnover was 20% (2019: 26%).

The action plan includes preventive occupational health care services and medical care at a general practitioner level beyond the statutory requirements, with an emphasis on occupational health. Sickness absences in 2020 totalled 3.3% (2019: 3.3%).

The objective of Lehto Group's occupational healthcare action plan is



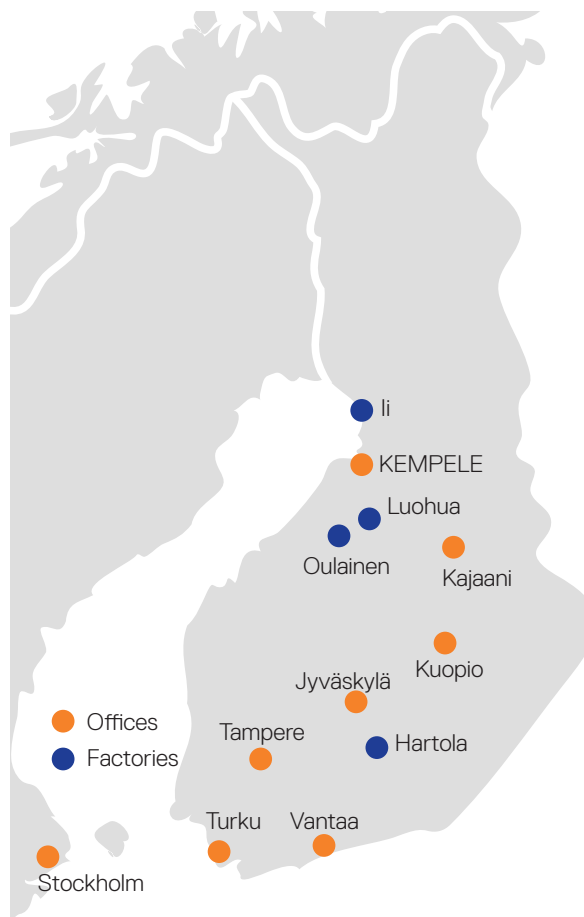
Human resources management and identified risks

HR management is a Group-level function that supports, steers and serves our business units with named HR business partners. HR matters are regularly discussed by the Group management team and in business unit steering groups. Lehto Group's HR management is responsible for ensuring that employment legislation, HR policies, local agreements and operating models, and the fair and equal treatment of employees are implemented and complied with in every Group business unit.

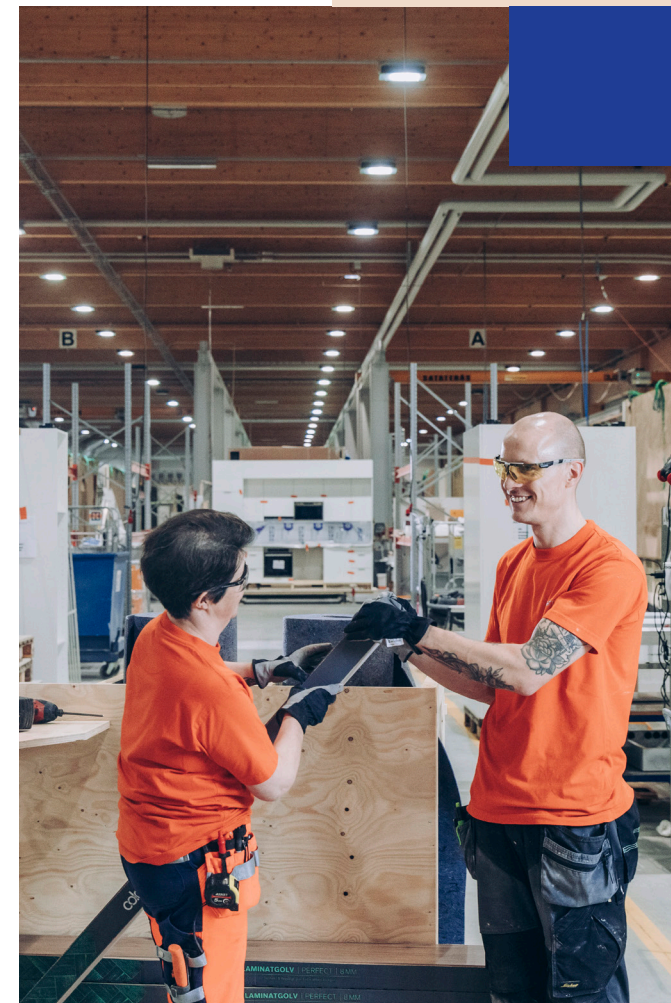
Lehto Group's HR and training plan and equality and non-discrimination plan are both updated on an annual basis, and they form part of our operational planning. Equality and non-discrimination are monitored through gender, age and regional distributions. In 2020, women accounted for 14.5% of personnel (2019: 15%), 0% of the management team (2019: 0%) and 40% of the Board (2019: 20%). The age distribution of personnel is presented in the table below:

Lehto considers it important to employ people all around Finland, not just in growth centres. The geographical distribution of Lehto's business locations in 2020 is shown in the diagram below.

■ Under 30 years of age	23%
■ 30–39 years	33%
■ 40–49 years	20%
■ Over 50 years	24%



The following potential responsibility risks relating to personnel, social responsibility and human rights have been identified: accidents, burnout, discrimination, harassment, and the neglect of terms and conditions of employment. These risks are managed with, for instance, a wide range of supervisor and occupational safety training, appropriate HR policies, agreements, operating models, and an action plan for occupational healthcare.



Responsibility of business practices

Lehto Group is committed to complying with legislation and regulations, and to otherwise conduct our business in an ethical and responsible manner that respects and promotes human rights. We train all personnel using a common induction programme to combat corruption and other illegal practices. Some personnel also attend more extensive task-specific training courses. For example, procurement meetings regularly cover how to fight corruption and other unethical operating models in the subcontractor chain.

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The scope of our training on ethical guidelines and the scope of the ethical guidelines in procurement agreements are two of the key indicators of responsibility that we defined in 2018. Our ethical guidelines training package – Fair Play Rules – was announced in early 2019, when it was made part of our induction training for all new employees. 896 people (around 87 per cent of all personnel) completed this training during the year. Lehto reviewed its whistleblowing channel in 2020 – it meets the requirements of EU directives in its current form. Lehto ascertained that this channel complies with current

regulations and thus did not take other steps with respect to it.

Lehto also has a public Code of Conduct for our partners, which you can read here. We have appended the Code of Conduct to all new procurement contracts signed in 2019. The guidelines take into account requirements concerning issues such as corruption, employee wellbeing, and respecting property and the environment. Cooperation partners must inform Lehto's contact person immediately if they notice or suspect activities that are illegal or contravene Code of Conduct or ethical principles. Cooperation partners can also contact Lehto anonymously. The notification is forwarded to the Group's Legal Counsel and the Chair of the Audit Committee of the Board of Directors.

Lehto Group complies with the measures adopted in the construction industry to combat the grey economy. All Lehto Group contracts require the use of construction site tax numbers and personal IDs. In addition, all Lehto

Lehto Group complies with the measures adopted in the construction industry to combat the grey economy.

employees and those working on site must wear a photo ID, such as a Valtti card, and keep it visible at all times. In 2019, Lehto linked the use of the Valtti card to salary payment, thereby further increasing transparency on construction sites.

Lehto Group carefully follows compliance processes in order to prevent the occurrence of abuse generally acknowledged as a problem in the construction industry. We are continually enhancing and developing our processes with the aim of improving management's, employees' and our partners' understanding of the importance of this issue.

Lehto personnel can report violations of the guidelines and any suspected abuse by discussing the matter with their supervisor or closest supervisor, or via the reporting (reporting or whistleblowing channel) channel. The Group's Legal Counsel, in collaboration with the Group's CEO, is responsible for initiating investigations into any reported cases. In 2020, three suspected cases were investigated, two of which led to further action. Our goal is to improve general awareness of the existence of our reporting (or whistleblowing channel) channel through communications and by including the topic in a variety of training programmes.

Lehto Group's risk management policy is described on the company's website (<https://lehto.fi/en/investors/corporate-governance/risk-management/>).

▶ Lehto Group's Fair Play Rules

▶ Lehto Group's risk management policy

Key indicators of responsibility

PRIORITIES	OBJECTIVE	INDICATORS	2018	2019	2020
Responsible construction	70%	Waste recycling rate*	20%	26,8%	20.7%
	Growth	Share of electricity accounted for by renewable energy **	-	75,6%	75.2%
Personnel wellbeing	LT11 < 15	Lost time accident frequency***	43	29	23
Responsibility of business practices	All personnel trained	Ethical guidelines, scope of training	Guidelines drafted	trained 52% of personnel	trained 87% of personnel
	100% new agreements 100% framework and annual agreements made before 2019	Scope of ethical guidelines in procurement contracts	Guidelines drafted	100% new agreements 63% existing agreements	100% new agreements 89% existing agreements

*Covers about 85% of waste; the information is based on figures received from the service provider

**Covers over 90% of purchased electricity; the information is based on figures received from the service provider and calculations based on these figures

***LT11 = accidents leading to absence from work of more than one day per million hours worked

Developing responsibility

Lehto updated its strategy in 2020. During the next three-year strategy period from 2021 to 2023, Lehto's special focus areas are design and productisation, factory production and productive sites, sustainable construction, active sales, conceptualised products and services, harnessing digitalisation, development of the customer experience and development of the personnel working atmosphere. The cornerstones of the strategy are still design management, standardisation, industrial production as well as digital processes and service chain.

Sustainable construction emphasises wood construction in particular and the company aims to increase the share of operations accounted for by wood in housing construction. Lehto seeks to gradually transition to the carbon-neutral circular economy.

Occupational safety will continue to be an integral part of our social responsibility. Our aim is to further reduce accidents at work and improve the safety level in all of our operations.

Lehto's Carbon Neutral housing construction 2030 project is still progressing in stages as planned. The long-term objective is to significantly reduce the carbon load caused by construction and make carbon-neutral construction a profitable business. In 2020, progress was made in the project with measures such as stakeholder interviews and the development of concept description.



Responsible actions in everyday life



Textile processing plant in Paimio

Lehto is building the first textile processing plant in the Nordic countries. Located in Paimio, it will go into operation in 2021 and will solve the global environmental problem posed by end-of-life textiles for both companies and consumer textiles. Starting next year, the Paimio plant will convert textile wastes into recycled fibre, particularly for industrial needs. The new plant will be capable of

processing 12,000 tonnes of end-of-life textiles – about 10 per cent of Finnish textile waste – into recycled fibre. The design of the premises has taken sustainability into consideration in accordance with the business operations of the tenants, and has sought to ensure that space usage is as efficient and flexible as possible for textile fibre processing.

Lehto is a pioneer in responsibility issues in the construction industry

“Responsibility has assumed an ever-greater role in property investment during the past ten years – but at an unreasonably slow pace, considering how important this issue is. We property investors are currently strongly encouraging construction companies to engage in more responsible construction – and end customers, that is, those renting offices and housing, have started to pay greater attention to this as well.

Responsibility is a broad concept, but the construction industry has its eyes especially on environmental issues and sustainable construction. So far, construction has primarily sought to improve energy efficiency during use, but the focus should definitely be shifted to carbon dioxide emissions generated during construction. One obvious solution to this issue is to use wood as a construction material, but I’m certain that in the future there will be growing demands to utilise other aspects of the circular economy, such as recycling.

Lehto has done excellent work in the development of the construction of wooden apartment buildings. Lehto’s way of using prefabricated kitchen

and bathroom modules increases opportunities to optimise production, which in turn speeds up construction and minimises material waste.

Lehto is an important partner to us. This year, we have announced joint projects to build wooden apartment buildings. Lehto’s product is good and supports the objectives of responsibility in many ways – for instance, I myself appreciate Lehto’s efforts to enable people to live in affordably priced housing. Our cooperation also has an ideological basis, as we seek to actively develop the construction of wooden apartment buildings in Finland.

I think that Lehto is large enough and has both the will and ability to remain at the forefront of responsible construction. Excellent progress is currently being made in this direction, but the construction industry is under heavy pressure. In order to maintain a good position, the company must be able to keep accelerating its efforts.”

Jani Nokkanen, Chief Investment Officer and Partner, NREP



Responsible actions in everyday life



Helena Säteri: Responsibility is an important competitive advantage

“At today’s companies, responsibility is evident in, for example, personnel wellbeing, taking environmental issues into consideration and financially sustainable business. We’re on the right path when responsibility is assessed on the basis of the company’s code of values, and not just euros.

In my opinion, responsibility is now a major competitive edge for companies in the construction industry as well. Young people are particularly interested in sustainable development, and corporate responsibility increasingly guides their consumption and investment decisions.

Lehto’s operations include several elements that support sustainable construction. For instance, advanced industrial prefabrication in dry indoor premises ensures consistent quality and excellent moisture control, and also provides substantial time and cost benefits, as the construction site phase is shorter than usual. Factory production is also favourable to the environment, as it reduces material waste and construction site traffic.

Lehto has also successfully conceptualised factory production as part of

the construction of wooden apartment buildings. Wood construction is an emerging trend in the industry. I think that Lehto is extremely well prepared for the growing demand for wooden apartment buildings.

The construction industry is in transition due to factors such as tighter environmental and energy targets, and companies have to come up with more sustainable ways of working. It’s interesting to follow the development of the industry. I believe that Lehto has all that it takes to lead the way in responsibility, too.”

Helena Säteri, member of the Board of Directors, Lehto Group

Helena Säteri has been employed in construction for 40 years and has more than 15 years of experience on the Boards of Directors of various companies and more than 10 years of experience in ownership steering by the State. Her most recent appointment was as Director-General at the Ministry of the Environment from 2008 to 2020.

Wooden building construction: Tampereen Tuohi

One of Lehto’s first wooden apartment building projects has been erected in Härmälä, Tampere. Called Tampereen Tuohi, it is a four-storey wooden apartment building with 36 apartments: 24 of them are one-room and 12 two-room flats. Tampereen Tuohi was completed on schedule, about six months after factory production was started up. The length of the construction site phase was about half of that of an ordinary apartment building thanks to Lehto’s use of prefabricated space elements. Our modern factory production and installation method ensure both a moisture-controlled construction chain and the quality benefits of factory production.

Lehto’s wooden apartment buildings are designed to withstand the variable and sometimes harsh weather conditions of Finland. Wooden façades withstand subzero temperatures, heatwaves and rain for at least a decade without maintenance. Tampereen Tuohi’s cladding features a harmonious palette of red and white. The locking system of Tampereen Tuohi is also in line with residential trends. It is an entirely keyless apartment building, with a smart locking system. This system enables keyless living and mobility in the entire apartment building property, as the lower doors, public areas and apartment doors are all fitted with smart locks.

