

HOAS



HOAS



Sustainability data



Foundation for Student Housing in the Helsinki Region sr (Hoas)

Ownership and legal

form: A non-profit foundation

Location: Helsinki

Reporting period: 1.1.–31.12.2024

Previous report: 1.1.–31.12.2023

Contact: Marika Nyyssönen,
Sustainability manager





91
employees



125
facilities



19 534
tenants



11 016
apartments



30 %
international
students



92 613
M€ / revenue



SCOPE 1
24 tCO₂e

SCOPE 2
0 tCO₂e

SCOPE 3

17 704 tCO₂e



66 %

Of total waste was mixed waste (2 067 t)



25 297 MWh

Used electricity produced by
renewable energy sources (100%)



83 191 MWh

Used heating produced by
renewable energy sources (100%)



228

New apartments in 2024



41

NPS 2024



15,10 € / m²

Average rent 2024

GRI-2

General disclosures



GRI1-2

General disclosures

2-7 Employees *

* Not reporting nonbinary as there are less than 5 in total

| | Total 2023 | Total 2024 | Men % 2023 | Men % 2024 | Women % 2023 | Women % 2024 |
|--------------------------------|------------|------------|------------|------------|--------------|--------------|
| Total number of employees | 99 | 91 | 20 | 21 | 80 | 79 |
| Permanent employees | 85 | 82 | 20 | 10 | 80 | 80 |
| Temporary employees * | 14 | 9 | 22 | 33 | 78 | 67 |
| Non-guaranteed hours employees | 2 | 1 | 100 | 100 | 0 | 0 |
| Full-time employees | 86 | 76 | 21 | 23 | 79 | 76 |
| Part-time employees ** | 13 | 15 | 15 | 13 | 85 | 87 |

* Among employment types, fixed-term employment contracts concern temporary workforce, based on reasons such as development projects, study leaves, and substitutions for holiday and family leave.

** The reason for part-time employment is usually the employee's own request, for example, due to partial parental leave or studies.

Distribution of personnel into roles by gender

| | Total 2023 | Total 2024 | Men % 2023 | Men % 2024 | Women % 2023 | Women % 2024 |
|---|------------|------------|------------|------------|--------------|--------------|
| Chair | 8 | 7 | 50 | 57 | 50 | 43 |
| Management | 9 | 8 | 22 | 25 | 78 | 75 |
| Other white-collar employees (excluding supervisors or management team members) | 82 | 76 | 17 | 17 | 83 | 83 |



Economic impact



GRI1-2

Economic impact

201-1 Direct economic value generated and distributed

| Stakeholder (thousand euros) | Definition | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|--|-----------|----------|-----------|-----------|-----------|
| Customers | Rental and operating compensation, sales, adjustment items | 75 994,0 | 78 943,6 | 82 146,2 | 87 952,7 | 92 612,9 |
| Direct economic value generated and distributed | | | | | | |
| Providers | Purchased services, other project costs | 111 749,9 | 87 466,3 | 109 548,6 | 105 974,7 | 137 940,3 |
| Employees | Personnel salaries and related expenses | 4 644,5 | 5 067,6 | 5 500,2 | 6 152,4 | 6 660,7 |
| Producers of capital | Interest and financial expenses | 3798,0 | 3 855,6 | 4 263,9 | 8 119,8 | 10 691,3 |
| Public sector | Deferred income taxes | 0 | 0 | 0 | 0 | 0 |
| Communities | Investments for community purposes | 0 | 0 | 0 | 0 | 0 |

GRI1-2

Economic impact

201-1 Cash flows; coming

| Coming (thousand euros) | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|----------|----------|----------|----------|----------|
| Customers | | | | | |
| Rental income (incl. adjustment items) | 75 640,7 | 78 581,0 | 81 805,1 | 87 474,9 | 91 713,7 |
| Operating allowances | 10 752,8 | 7 377,7 | 2 460,2 | 477,8 | 899,2 |
| Property sales | 0 | 3 184,7 | 1 584,3 | 183,3 | 0 |
| Public sector | | | | | |
| Grants received * | 10 752,8 | 7 377,7 | 2 460,2 | 16 333,0 | 11 456,0 |
| Owners and financiers | | | | | |
| Borrowing | 69 061,0 | 21 185,0 | 41 808,0 | 46 468,0 | 64 951,0 |
| Other income | | | | | |
| Other financial income | 68,9 | 321,6 | 483,6 | 50,3 | 116,4 |

* As a non-profit foundation, Hoas receives investment grants from special groups for the construction of new student housing and the basic renovation of existing ones.

GRI1-2

Economic impact

201-1 Cash flows; going

| Going (thousand euros) | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------|-----------|----------|-----------|-----------|-----------|
| Service providers | | | | | |
| Purchases of services | 111 749,9 | 87 466,3 | 109 548,6 | 105 974,7 | 137 940,3 |
| of which investments | 69 280,9 | 42 092,2 | 60 151,3 | 52 548,3 | 77 304,4 |
| Personnel | | | | | |
| Salaries paid | 4 644,5 | 5 067,6 | 5 500,2 | 6 152,4 | 6 660,7 |
| Owners and financiers | | | | | |
| Loan repayments | 11 838,4 | 17 563,7 | 29 993,0 | 15 988,3 | 14 226,9 |
| Interest expenses | 3 798,0 | 3 855,6 | 4 263,9 | 8 119,8 | 10 691,3 |
| Public sector | | | | | |
| Taxes * | 0 | 0 | 0 | 0 | 0 |

* Hoas is an operational foundation (a non-profit student housing foundation). According to Finnish tax laws, the rental of non-profit student housing is tax-exempt. Regarding rental income from other premises, the tax authorities have assessed that Hoas operates as a non-profit foundation engaged in socially significant activities and have granted a temporary tax relief. Hoas is registered in the employer, value-added tax (VAT), and prepayment registers. Hoas remits payroll tax withholdings and employer-related social contributions in accordance with legislation.

* According to tax legislation, the rental of non-profit student housing is exempt from value-added tax (VAT). For other rental premises, Hoas has opted to be VAT-liable. The VAT included in the costs of student housing cannot be deducted. However, for other premises, Hoas is VAT-liable, and the VAT on their costs can be deducted. Hoas pays energy taxes as part of its expenses. Property taxes are paid according to the tax rates and practices determined by municipalities. Transfer taxes are remitted in accordance with applicable legislation.



Environmental impact



302-1 Energy consumption within the organization

| Total fuel consumption within the organization from non-renewable sources | Unit | 2022 | 2023 | 2024 |
|---|------|--------|--------|--------|
| Petrol | l | 2 542 | 4 064 | 2 341 |
| Diesel | l | 3 625 | 4 427 | 6 105 |
| Refrigerant fluid | Unit | 2022 | 2023 | 2024 |
| R410A | kg | 8,5 | 12 | 2 |
| Energy, used | Unit | 2022 | 2023 | 2024 |
| Electricity consumption | MWh | 23 149 | 23 233 | 25 297 |
| District heating consumption | MWh | 75 363 | 83 728 | 83 191 |

303-5 Water consumption

| Water used by tenants | Unit | 2022 | 2023 | 2024 |
|-----------------------|------|---------|---------|-------------|
| Water | m³ | 915 582 | 858 427 | 1 064 351 * |

* The calculations have been refined by combining information from two different sources increasing the consumption compared to previous years.



GRI

Environmental impact

305-1 All direct GHG emissions

| | Unit | 2022 | 2023 | 2024 |
|---------|-------------------|------|------|------|
| Scope 1 | tCo2 ^e | 31.1 | 42,7 | 24,1 |

305-2 Emissions of purchased energy

| | Unit | 2022 | 2023 | 2024 |
|--------------------------|-------------------|----------|----------|---------|
| Scope 2 (market based) | tCo2 ^e | 9 345,0 | 7 737,6 | 0 |
| Scope 2 (location based) | tCo2 ^e | 13 062,7 | 12 437,3 | 9 960,9 |

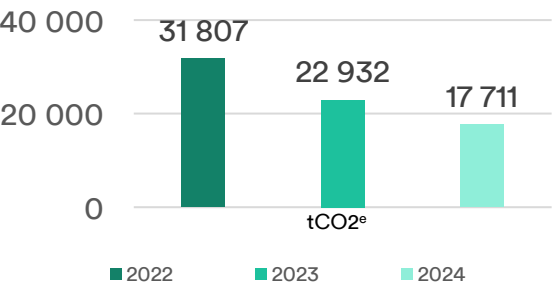
305-3 Corporate value chain

| | Unit | 2022 | 2023 | 2024 |
|--|-------------------|----------|----------|----------|
| Scope 3 total | tCo2 ^e | 22 431,2 | 15 151,9 | 17 687,1 |
| Category 1: Purchased goods and services | tCo2 ^e | 4 620,0 | 4 576,2 | 4 793,3 |
| Category 2: Capital goods | tCo2 ^e | 12 731,1 | 5 140,7 | 7 355,0 |
| Category 3: Fuel and energy related activities (not included in scope 1&2) | tCo2 ^e | 4 398,3 | 4 808,6 | 4 592,8 |
| Category 4: Upstream transportation and distribution | tCo2 ^e | 3,6 | 1,5 | 1,2 |
| Category 5: Waste | tCo2 ^e | 530,8 | 498,6 | 676,0 |
| Category 6: Business travel | tCo2 ^e | 32,3 | 33,5 | 69,5 |
| Category 7: Employee commuting | tCo2 ^e | 115,0 | 92,7 | 50,0 |
| Category 13: Downstream leased assets | tCo2 ^e | N/A | N/A | 1670 |

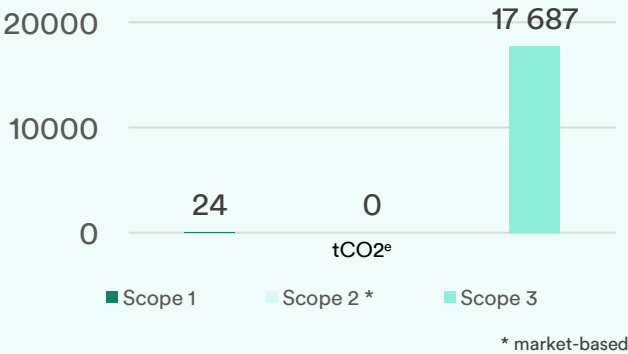
Carbon footprint

2024

2022-2024



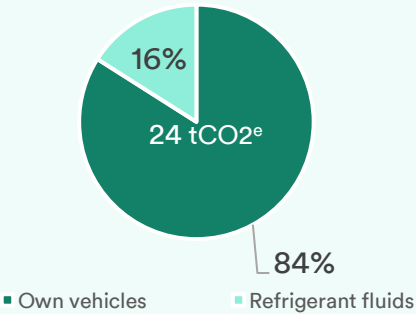
2024



Scope 1

All direct GHG emissions

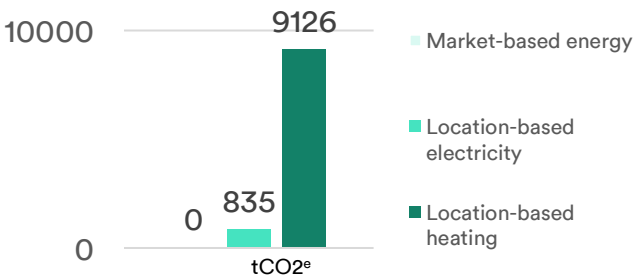
Hoases direct GHG emissions make up 0,1 % of total GHG emissions.



Scope 2

Purchased energy

Market based versus location based purchased energy

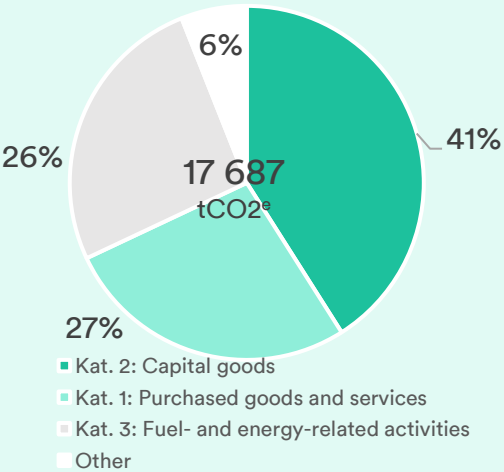


All the purchased energy has been produced by using either fossil free energy or buying guarantee of origin for the energy.

Scope 3

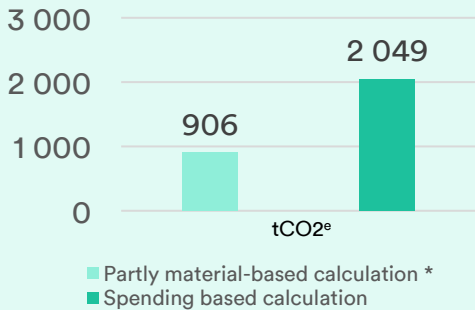
Corporate value chain

Corporate value chain emissions make up 99,9% of Hoases total GHG emissions.



Category 1

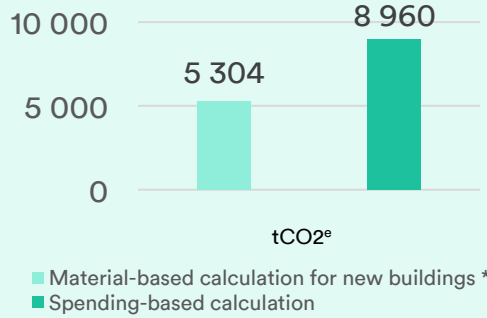
Purchased goods and services



* The calculation of emissions from property maintenance services was refined by increasing the share of material-based calculation.

Category 2

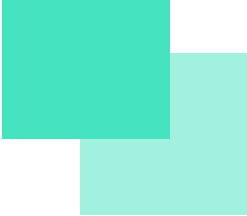
Capital goods



* The emissions of new buildings were calculated based on the emissions determined in the carbon footprint assessment of new buildings (phases A1-A5).

Carbon footprint

Emission intensity 2024

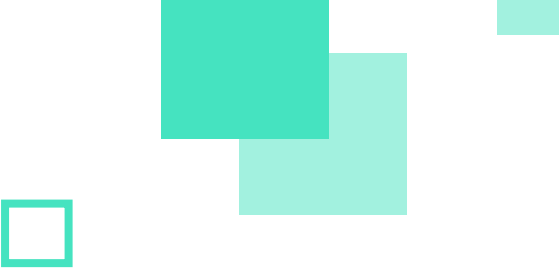


| Greenhouse gas intensity relative to revenue | 2022 | 2023 | 2024 | Change 2022-23 | Change 2023-24 |
|--|--------|--------|--------|----------------|----------------|
| Revenue (1 000€) | 82 146 | 87 953 | 92 613 | + 7 % | + 5 % |
| Total greenhouse gas (market-based) emissions relative to revenue (tCO2e/thousand €) | 0,39 | 0,26 | 0,19 | - 33 % | - 27 % |
| Total greenhouse gas (location-based) emissions relative to revenue (tCO2e/thousand €) | 0,43 | 0,31 | 0,30 | - 27 % | - 5 % |

| Greenhouse gas intensity relative to square meters | 2023 | 2024 | Change 2023-24 |
|--|---------|---------|----------------|
| Residential square meter (m²) | 502 291 | 504 705 | + 0,5 % |
| Total greenhouse gas (market-based) emissions relative to square meters (tCO2e/m²) | 0,05 | 0,04 | - 23 % |
| Total greenhouse gas (location-based) emissions relative to square meters (tCO2e/m²) | 0,06 | 0,05 | - 0,3 % |

Carbon footprint

The most significant changes



| Category | Emissions 2023 tCO2 ^e | Emissions 2024 tCO2 ^e | Change % | Notes |
|--|-------------------------------------|-------------------------------------|----------|---|
| Scope 2 | | | | |
| Purchased energy, market-based | 7 738 | 0 | - 100 % | All the electricity and district heating purchased by Hoas in 2024 have either been produced fossil-free or guarantees of origin have been acquired in an amount corresponding to the consumption. |
| Scope 3 | | | | |
| Category 1: Purchased services and goods | 4 576 | 4 793 | + 5 % | The total procurement amount (€) increased by approximately 21%, but the calculated emissions from property maintenance services decreased with the acquisition of supplier-specific emissions data. |
| Category 2: Capital goods | 5 141 | 7 355 | + 43 % | The cost of facelift renovations doubled. The carbon footprint reports commissioned for the completed new buildings were utilized. |
| Category 5: Waste | 499 | 676 | + 36 % | The calculated amount of wastewater increased by 24%. The data collection for wastewater quantity was refined, and the data is now gathered from two systems. The wastewater emission factor rose by 17.4%. |
| Category 6: Business travel | 34 | 70 | + 106 % | Emissions from air travel increased by 350% based on calculations. The comparison between years is distorted by the change in the underlying data from kilometers to euros. The emissions from this category remain marginal, accounting for approximately 0.6% of Hoas' total emissions. |
| Category 13: Downstream leased assets | N/A | 167 | N/A | Added as a new category to the calculation. Includes estimated emissions from residents' own electricity contracts. |

306-3 Waste

| Tenants | Unit | 2022 | 2023 | 2024 |
|---------------------|----------------|---------|---------|-----------|
| Waste water | m ³ | 915 582 | 858 427 | 1 064 351 |
| Mixed waste | t | 1 962 | 2 045 | 2 067 |
| Biodegradable waste | t | 278 | 271 | 287 |
| Metal | t | 14 | 24 | 23 |
| Glass | t | 40 | 33 | 35 |
| Paper | t | 626 | 469 | 279 |
| Cardboard | t | 190 | 288 | 289 |
| Plastic | t | 99 | 153 | 140 |

| Office | Unit | 2022 | 2023 | 2024 |
|--------------------------|------|-------|-------|-------|
| Electronical waste (SER) | € | 0 | 298 | 0 |
| Confidential papers | € | 2 275 | 5 361 | 2 497 |

| Maintenance companies | Unit | 2022 | 2023 | 2024 |
|--------------------------|------|-------|------|------|
| Gravel | t | 98,5 | 254 | 149 |
| Snow | t | 0 | 0 | 0 |
| Soil materials | t | 1,5 | 13 | 5 |
| Metals | t | 0,3 | 6 | 2 |
| Cardboard | t | 0,1 | 0 | 0 |
| Paper | t | 0,1 | 0 | 0 |
| Electronical waste (SER) | t | 18,2 | 16 | 16 |
| Yard work waste (raking) | t | 116,9 | 230 | 0 |
| Yard work waste (mixed) | t | 51,3 | 0 | 0 |
| Dangerous waste | t | 6 | 6 | 2 |
| Mixed waste | t | 7,2 | 0 | 0 |
| Wood | t | 0 | 49 | 141 |



Social impact



The photograph shows a bright, modern living room with light wood flooring. A white sofa is visible on the right. A large window with white frames is in the background. In the foreground, a double bass stands on a black stand. There are several potted plants, including a large green one. A small wooden coffee table is on the right. A wicker basket is on the floor. A patterned rug is partially visible. The room is well-lit, suggesting daytime.

401-3 Parental leave

Reporting period 1.1.-31.12.2024

| By gender (amount) * | Men 2023 | Men 2024 | Women 2023 | Women 2024 |
|----------------------|-------------|-------------|---------------|---------------|
| Employees | 0 | 0 | 5 | 1 |
| Permanent employees | 0 | 0 | 1 | 0 |

* Not reporting nonbinary as there are less than 5 in total

* **return** Not reporting nonbinary as there are less than 5 in total

404-1 Average training hours per employee

| Amount | Men 2023 | Men 2024 | Women 2023 | Women 2024 |
|---|-------------|-------------|---------------|---------------|
| Average training hours per employee (all staff) * | 18 | 29 | 32 | 24 |
| Average training hours per supervisor * | 32 | 20 | 25 | 22 |
| Average training hours per other employees (excluding supervisors) * Not reporting nonbinary as there are less than 5 in total | 11 | 34 | 33 | 24 |

404-3 Development discussions and performance evaluations

| Percent (%) | Men 2023 | Men 2024 | Women 2023 | Women 2024 |
|--|-------------|-------------|---------------|---------------|
| Regular development discussions, average per employee (all staff) * | 75 | 52 | 71 | 71 |
| Regular development discussions, average per supervisor * | 40 | 17 | 67 | 70 |
| Regular development discussions, average per other employees (excluding supervisors) * | 91 | 67 | 72 | 71 |

* Not reporting nonbinary as there are less than 5 in total