
Architecture that Empowers People

ANNUAL AND SUSTAINABILITY REPORT 2017



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Annual and Sustainability Report 2017

The Sustainability Report consists of the White Group and its subsidiaries, except subsidiaries Koggensgrand AB, White Tengbom Team (50 percent ownership) or dormant companies. If indicators, metrics or routines do not match this demarcation, it has been noted. The report is based on the requirements of the Annual Accounts Act, which means that it contains information on sustainability needed for understanding the company's development, position, results, and consequences of the operations. The report includes information on the environment, social conditions, labour, respect for human rights, and anti-corruption. The report relates to the fiscal year from January 1 to December 31, 2017.

The report refers to our commitment under the UN Global Compact and its ten principles. It also constitutes our annual report on Communication on Progress and will be published on the UN Global Compact website, www.unglobalcompact.com. The report is also published on the White website, www.whitearkitekter.com.

Pictures: Jenny Leyman, Sarah Blake Elmwall, Vladimir Ondejcik, Åke E: son Lindman, Adam Mørk, Ken Pils, Kalle Sanner, Annette Larsen, White and White View.

Contact: Anna Graaf, Director of Sustainability, anna.graaf@white.se



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Power of Architecture!

The headlines can be gloomy: Inequalities are increasing in cities, and wellbeing is decreasing. The effects of climate change are becoming apparent and throwing the planet out of balance. Political polarisation is increasing, both between and within countries. However, with social and environmental challenges come opportunities. We are convinced that through architecture, we can make a difference.



The built environment affects us, sometimes more than we think. By creating housing for everyone, schools where students achieve better results, hospitals that support recovery and healing, and parks for play and social interaction, we contribute to making the world a better place.

By challenging ourselves and our clients to move towards zero carbon projects, we can help to rescue the planet by advancing the building industry. As wood is the only renewable building material, we encourage its use as the primary choice for construction and also as a source of design inspiration.

In the future, the circular economy will be vital to identify new, sustainable business models. It is already making an impact in our interior design projects and 2018 may well be the year that the circular economy gains momentum in the building materials industry too.

The coming year our focus will be on incorporating emerging technologies for designing buildings and developing cities.



We will also continue our international venture with sustainable architecture as a driving force. By having a presence in the international arena, we can share our Scandinavian approach and values with other markets and countries. Simultaneously, experiences from different countries and cultures will challenge and enrich us as individuals and make White Arkitekter a successful practice.

Working for sustainable development is part of who we are. We continue to develop our practice and our projects based on the United Nations' Global Goals and Global Compact. With architecture, we have the power to change the world and create spaces that empower people!

Alexandra Hagen

Alexandra Hagen, Chief Executive Officer

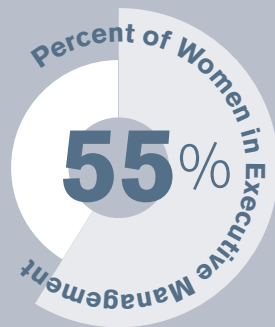
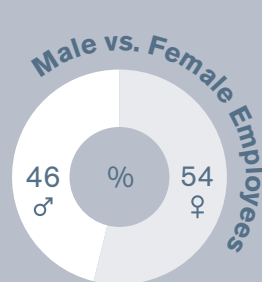
Anna Graaf

Anna Graaf, Director of Sustainability

2017 in short

Total Employees

916



1 533 registered commissions 2017



156

New Employees in 2017

30

Research Projects via White Research Lab

63%

Reduced CO₂ footprint since 2014



14

We have had
a presence in
different countries in 2017

Kenya, USA, Canada, Finland, Latvia, The Netherlands,
Italy, Germany, Austria, The United Kingdom, DR Kongo,
Denmark (and Greenland), Norway and Sweden.



42

Total times around the globe with train

94% of all travels between
Sweden, Norway, and
Denmark is by train

Percent of
Environmentally
Certified
Commissions:

41%

35 000 000 SEK

invested in Research and Development

1,54

ton of CO₂ per employee

1 082 420

webpage visits to
white.se & whitearkitekter.com





How We Work

Our company's vision is to create architecture with people in focus, inspiring a sustainable way of life. Strong social engagement is an integral part of White's culture and it is through our projects, where we can push sustainable development forward.

White was founded in Gothenburg in 1951 and is one of Europe's largest architectural practices with 13 offices in Sweden, Denmark, Norway, and the United Kingdom. We work both in the public and private sectors. Our commissions range from housing, offices, hospitals, and schools to urban planning, landscaping, interior design, project management, and sustainability.

What makes White unique is that our employees own the company. Of 950 employees, there are 650 shareholders, including 130 partners. This gives us the power to decide what investments to make and what projects to engage in. We have the opportunity to conduct our practice from a long-term perspective, without being concerned about profits in the short-term. A collectively owned architecture practice of this size is unique, and it allows us to do what we believe in on a large scale: create inspiring architecture that empowers people.

Architecture is more than form and design; it is about creating sustainable societies and a better world. Our goal is to be the leading, sustainable and innovative Nordic architecture practice on the international market. To meet today's social challenges and to achieve our goal, we believe that diversity is crucial and this is the reason why we have developed our practice with different disciplines, experiences, and backgrounds for many years. Our architects work side by side

with social anthropologists, environmental specialists, project managers, lighting designers, energy experts, and interior designers.

We see a growing trend for engineering companies to extend their services to include architecture. However, our strength is that architecture is the starting point for us and not an addition – our interdisciplinary approach helps us reach an even higher potential. We believe that this diversity is a prerequisite for maintaining our strong position in the market.

STRATEGIC PLAN 2017–2019

2017 was the first year of the strategic plan that is in place until 2019. We employ three main strategies to help us achieve our business goals by 2019:

Explore: We explore through practice-based research and knowledge exchange in our projects.

Challenge: We challenge with new perspectives, leading our clients into new sustainable solutions.



Inspire: We inspire with an evocative architecture based on each unique context.

The targets which can be assessed on sustainability performance are specified in the following table:

In Quebec's international competition, White won a silver award for its proposal for a national urban park.

ABOUT WHITE

OVERALL OBJECTIVES TILL 2019	OBJECTIVES 2017	STATUS 2017	FOLLOW-UP 2017
By 2019 a majority of our research and development will be performed in conjunction with our commissions and reinforced by external collaborations.	Focus on internally and externally funded research projects.		30 internal research projects. 20 external co-financed.
Our research is openly available and distributed externally.	Increase dissemination through seminars, websites, conferences.		15 seminars. More than 700 external participants. R&D on the website in development.
By 2019, 5 percent of staff engaged in White's mentoring program as mentees and 5 percent more as mentors.	1,5 percent mentores and 1,5 percent mentees.		Objective achieved.
By 2019 we have developed 30 projects with a zero carbon footprint.	Start minimum five projects. Solidify White's definition and working methodology. Training that includes a focus on zero carbon. Lobby for a Swedish definition of zero carbon.		>5 projects with a goal of zero carbon. Definition + working methodology developed. Training started. White leads one of the groups Advancing Net Zero Buildings (Sweden Green Building Council).
We have reduced CO2 emissions for energy, travel, purchases, and waste by an average of 30 percent, compared with 2014.			Objective achieved. 63 percent lower CO2 emissions per annual employee compared to 2014.
New business models contribute to 5 percent of our sales.	<u>New sustainable business models:</u> Developing models for circular economy. Develop at least one product from raw material waste.		Several projects underway with reuse/recycling +3 research projects. Started cooperative product development.

-  Achieved
-  Partly achieved

*Strategic Plan 2017–19,
objectives for sustainability*

INTERNATIONAL PERSPECTIVES OUTLOOK

To increase our understanding of global challenges such as climate change and integration, we need to operate in several different geographic markets. In 2017, we had commissions in 14 countries. In Oslo and London, we develop carbon-neutral projects and approach to urban design from a social perspective. Other focus markets are Germany, Canada, and Kenya. Our Nordic architecture, mastery of wood construction techniques, and expertise in sustainable urban planning are highly sought after in these markets. Kenya is

particularly interesting because it is a young democracy and a hub for eastern Africa where urbanisation is developing fast. By working in different countries, we can engage in new types of commissions, diversify our partnerships, and gain new perspectives. This way of working is imperative for the development of our architecture at large and strengthens our practice.

STRONG VALUES

Since White is employee-owned, our core values come from within us. Initiated by our owner's directive, three strong values permeate White's practice: we should

be *exploratory, responsible*, and act with *involvement and respect*.

We have three policies that inform our business practices: The Employee Policy, The Quality Policy, and The Sustainability Policy. Our *Code of Conduct for Sustainable Business*, based on The Ten Principles of the UN Global Compact and White's policies, are essential guides to how we take responsibility. The Code mandates how we act and what expectations we have for ourselves and our partners. Our Quality- and Environmental management systems, White-Work, are certified according to SS-EN ISO 9001 and SS-EN ISO 14001.

ETHICS AND ANTI-CORRUPTION

Responsibility, respect, and democracy are core values for White. Our employees act according to our *Code of Conduct for Sustainable Business*, which describe guidelines in the areas of human rights, labour, environment, and anti-corruption. Employees also follow the Swedish Public Building Sector's (Samhällsbyggnadssektorns) ethical rules as well as the ethical standards stipulated by Sweden's union for architects, Architects Sweden. We oppose all form of corruption, strive for competition on equal terms and promote social responsibility in the value chain.

To ensure that the partners we collaborate with act in accordance with our values, we have a *Code of Conduct for Clients and Suppliers*. When signing a contract, the partner must certify that they have read the Code of Conduct and understood its contents. This routine is new; a follow-up performance indicator will be introduced during 2018. We have not identified any deviations from the Code of Conduct or been involved in any form of corruption during the past year.

RISKS

Our risk policy dictates that *"...White takes limited and controlled economic and operational risks. In cases where the risks are deemed to be extensive, a thorough risk assessment procedure shall be conducted."*

Our annual comprehensive risk analysis makes assessments from the perspective of the employee, the commission, the office, the practice, and stakeholders. It is reviewed by the board of directors at White. Our Code of Conduct is an essential guide for minimising risk exposure concerning sustainability.

White conducts continuous follow-ups for employees' health, economic development, and commissions. Providing good working conditions and the opportunity to develop as individuals are crucial components to attract and retain skilled employees. Without highly competent employees, we risk not only our competitiveness but also our brand and the practice's future.

For all commissions, both a risk assessment procedure and a sustainability analysis are conducted to identify high priority sustainability issues and possible risks. It is based on whether the commission aligns with our business goals, brand, sustainability profile, and financial conditions. The client and collaborating partners are carefully evaluated as well.

For commissions outside of Sweden, Norway and Denmark, a country risk analysis is always performed. It is based on reports and evaluation from three different organisations: Freedom House, EKN Export Credit Committee SE, and Transparency International. Their analysis covers the areas of risk we consider to be most important which are democracy, human rights, corruption and business risks associated with the specific country. Involvement in corruption can result not only in legal consequences but also damage our brand and contribute to economic uncertainties in both the short and long term.

Finally, we conclude there is a low risk for White to contribute directly to a negative impact from a sustainability perspective. Conversely, we find that White can contribute to reducing the environmental impact and strengthening the conditions for an equitable society through our work. See our *Sustainable Architecture Model* on page 11.

Risk analysis performed for commissions



Sustainability as Incentive

For us, global sustainability is a driving force for creativity, innovation, involvement and better architecture. We are convinced that architecture can contribute each day to positive changes.

GLOBAL CHALLENGES SET OUR DIRECTION

The UN Climate Agreements, the 17 Sustainable Development Goals (SDG), and our commitment to the Global Compact inform our engagement in the community, our research, and our commissions. Six of the goals are in particular alignment with our business strategy and our daily work. As such, they can be sorted into five areas that define the cornerstones of our work. This report provides a further description.

A SUSTAINABLE BUSINESS

Sustainability is today a starting point for many corporate strategic ventures because it drives innovations and new business models forward.

At White, we can move sustainability issues forward every day, but to make real impact, our clients' and other partners' involvement is a vital prerequisite. Since

each of our commissions are unique, we always start with a sustainability analysis based on seven priority areas.

Our sustainability policy clarifies how we define sustainability. Our aim is to empower people, by creating buildings and communities that contributes to equity and improved health and wellbeing. This vision cannot be realised at the expense of the Earth's resources, nature, or climate. The underlying condition is that we operate within the planetary boundaries. A truly sustainable society can only be achieved if social and environmental values always are taken into consideration in investments and financial models.

Our model for sustainable architecture is based on the global goals, societal challenges, legislations, directives, our commitments, and the priorities of our stakeholders. By creating a common vision and weighing investments towards long-term social and ecological values and profits at an early

White's prioritised SDGs form five clear focus areas.



UN Global Compacts ten principles

HUMAN RIGHTS

Principle 1

Businesses should support and respect the protection of internationally Proclaimed human rights; and

Principle 2

make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

the elimination of all forms of forced and compulsory labour;

Principle 5

the effective abolition of child labour; and

Principle 6

the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

undertake initiatives to promote greater environmental responsibility; and

Principle 9

encourage the development and diffusion of environmentally friendly technologies.

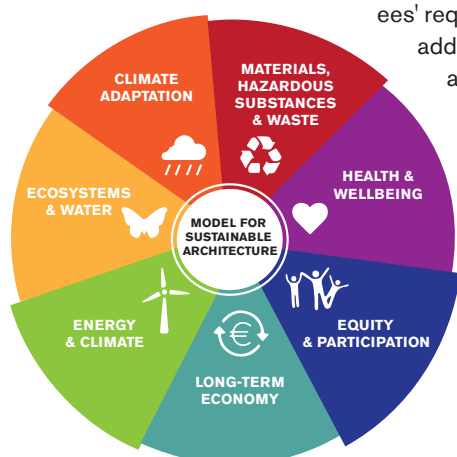
ANTI-CORRUPTION

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

White is associated with the UN Global Compact and has committed to following these ten principles.

Our Sustainable Architecture Model includes seven primary aspects with several subcategories. An analysis based on these aspects is performed in every project. The most important and relevant issues are summarised in a sustainability vision and strategy.



stage, we are achieving a sustainable project and a sustainable business – for our customers, for us, for society and for the planet.

STAKEHOLDERS

By understanding and considering our stakeholders' interests and opinions, we can develop ourselves and take responsibility within our sphere of influence. Our stakeholders are end-users, developers, real estate owners, consultants, contractors, municipalities, local communities, organisations, academy, media and our employees.

To verify that we make the right investments, we conduct a brand survey every two years. In all of our commissions, a client survey is conducted. Our employees' requirements and expectations are addressed by, among other things, appraisal talks and employee surveys. See page 13.

A 2017 survey among selected stakeholders identified which sustainability issues they consider the most important and which should be prioritised in both our business and

commissions. Most of these are already our prioritised focus areas, but in 2018 we will further develop our work related to economic sustainability.

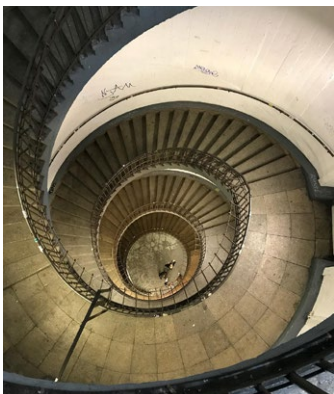
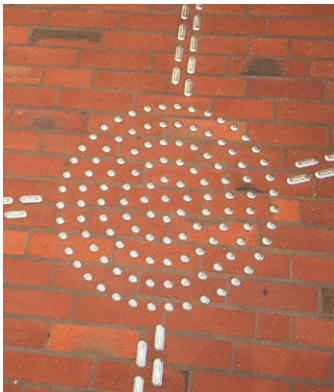
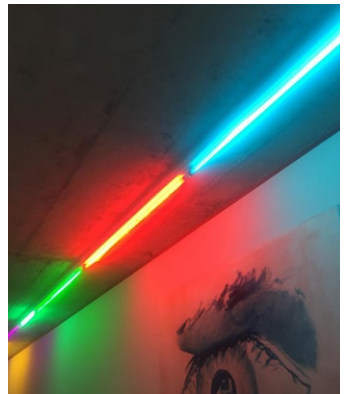
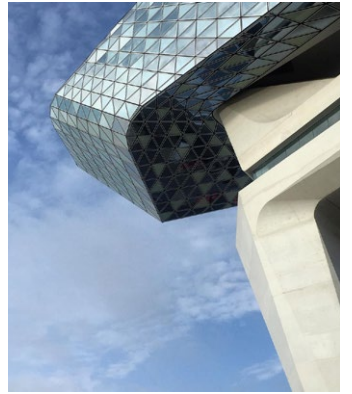
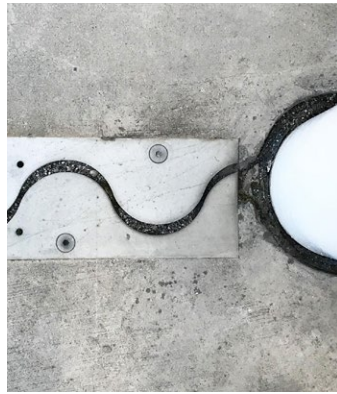
What is most important to prioritise for White's practice?

- Develop sustainable architecture
- Show economic benefits of sustainability
- Offer the market environmental and energy expertise
- Counter discrimination; protect diversity and gender equality

What is most important to prioritise in the projects?

- Energy-efficient buildings
- Health and wellbeing
- Efficient use of land and space
- Economic and sustainable long-term solutions

Social media makes it is easy to reach and update our stakeholders as well as get quick feedback. We have seen a significant increase in traffic in social media in recent years, and in 2017 the number of page views on our websites was 1,082,420.



Our People

Our employees are our most important asset. Their skills and dedication are essential to our success. White strives to be an attractive workplace for everyone and gives everyone the opportunity to develop both professionally and personally. Employee development equals development for White.

STRONGER TOGETHER

White is owned by its employees. Of 900 employees, around 650 are shareholders. All shareholders work at White and contribute every day to drive the company forward. The collective ownership creates a sense of responsibility and empowerment which has been crucial to developing our practice since its inception in 1951.

GROWING AT WHITE

According to our Employee Policy, we strive to attract and develop the best professionals in the industry. Each employee should have the opportunity to develop professionally as well as personally in the best way.

Managers conduct annual employee performance evaluations with follow-up assessments in between. The need for education, personal development, or change to the working environment is surveyed at each office. Every other year, a company-wide employee survey is conducted, which forms the basis for formulating White's approach concerning leadership, working climate, gender equality, values, and business practices. Based on the survey, the HR department establishes action plans and steps for improvement for each

office. These action plans are accompanied by reports and follow-ups by the office directors, executive management-, and the Board of Directors.

The result of the 2017 employee survey showed motivated employees. A reported 88 percent of employees expressed they are proud to work at White (79 percent being the benchmark for Swedish companies at large). On the other hand, White was below benchmark (61 percent at White versus the Swedish benchmark of 74 percent) concerning a healthy work-life balance. The survey is fundamental for the development of our practice, particularly regarding the work environment, gender equality, and our business.

In 2017, we introduced a mentor program to increase the exchange of knowledge between our younger and more experienced employees. The goal is for 5 percent of employees to complete the program by 2019. In the first year, 1.5 percent of employees participated in it.

Personal development, health and well-being are important to us. Through White's Staff Foundation, all employees are eligible for grants to be used for anything from training, wellness and personal development to language and art courses.

In conjunction with our 2017 Study Tours, we organised White Detail Hunt, a photo contest on Instagram. Here are a select few from the 1,600 contributions.

The whole company gathered at Whitedagen in Gothenburg.

What do you value at White?



Ulla Antonsson,
at White since 1979
Architect and Partner

White is a company that has ambitions beyond the ordinary. We focus on research and development as well as on our employees. Being a collectively owned company isn't just a good business investment but also shows that we as employees are loyal and believe in White's vision and values. The best thing about 2017 was the inauguration of Chalmers School of Architecture, where I was a student, professor, and now Lead Architect for our project there. It was special!



Arya Azadrad,
at White since 2016
Building Engineer

I like that human values get space on White. I like how the projects raise aspects beyond efficiency and cost, but also how we as a company develop and care for our employees through healthcare and grants for studies. Being collectively owned means that we drive the company forward together, but we also care about each other, both as colleagues and fellow human beings!



Lisa Wistrand,
at White since 2013
Cultural Geographer

The best thing about working at White is to be involved in building society, where the social aspects are my most passionate issues. To create a city for everyone, we, as urban developers, need to challenge norms and raise perspectives that aren't usually heard. Seeing the different needs of the residents in everyday life is important to me!



Lotta Sundell,
Returned to White in 2016
Architect

The best about White is the high ambition, the strong commitment to both human and environment, and the broad knowledge within the company. At White in Halmstad, I also get the best of both worlds - the feeling of a small, family run office with all the possibilities of a large practice! My best memory 2017 is when we won the competition for the Halland Art Museum.



Ingmar Rahm,
at White since 2012
Cost Consultant

My job is about understanding the customer's business from the project's economy, but for the architect it's also about creating value. The process is both creative and iterative and for me it was a whole new, exciting way to work. White is such a dedicated company and has such fantastic projects, which I get an insight into. It's fun!



Sarah Dahman Meyersson,
at White since 2012
Sustainable Engineering Designer

I lived in Paris when I heard about White - a good architectural practice with a stimulating environment. I sent my resume, got the job and moved to Stockholm! The research and development effort and the work on gender equality are worth all the challenges I've encountered on the journey. At White, you can do the things you believe in, and I am grateful for that!



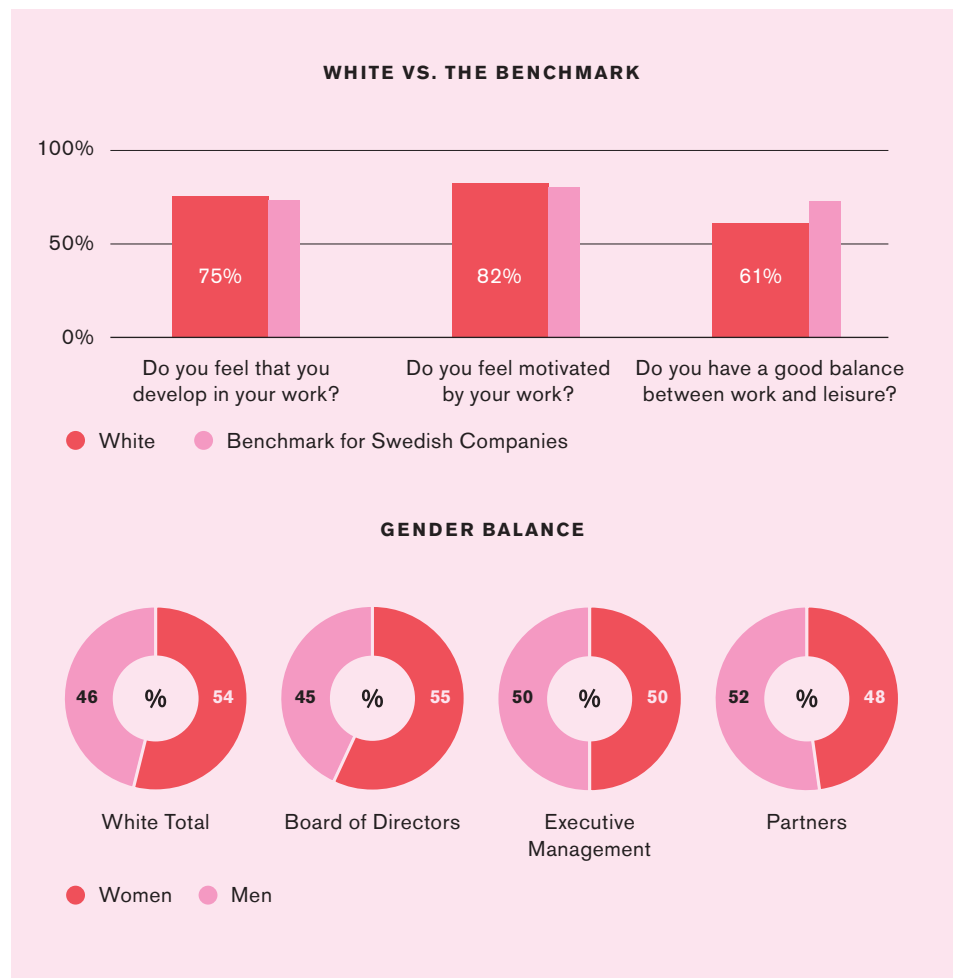
Åsa Haremst,
at White since 1984
Interior Architect and Partner

I think White has a great history while we remain future-oriented. White consists of people with different backgrounds and skills, which gives us unique capital and we are good at supporting each other! Being employee-owned, we have a flat organisation and a sense of solidarity. I started at White in 1984, and there are many, many reasons why I work here!



Hans Forsmark,
at White since 1994
Architect and Partner

For me, White is a platform for running my own projects, but together with others. It gives me freedom. The fact that we are employee-owned imposes expectations on White's ambitions and role as a practice. It is a balance between business and passion that drives and develops both White as a practice and me as a person. That's why I've stayed for 24 years.



Lastly, we follow the industry's collective bargaining agreement through the Swedish Federation of Consulting Engineers and Architects (STD), Architect Sweden (SA), the Swedish Association of Graduate Engineers (SI) and Unionen.

DIVERSITY IS A STRENGTH

A survey, conducted by the magazine Dezeen in the autumn of 2017, showed that among 100 architectural companies around the world, only three companies (all Nordic) have a senior management consisting of more women than men. White is one of these.

It is a result of a consistent and structured work during several years aiming for equal opportunities and supporting personal development.

Our Equal Opportunities Plan aligns

with applicable legislation in addition to our employee policy. Our employee survey shows that 86 percent of our employees experience White being an equitable workplace (compared to the Swedish benchmark of 79 percent).

Our approach towards diversity in the workplace is not limited to gender; we want co-workers with different backgrounds. Today, about a quarter of our employees have a background outside of the Nordic countries. We are also convinced that we need many different skills, and that cooperation between disciplines adds value and raises the quality of our projects. For example, at White, architects and construction engineers work together with environmental experts, behavioral scientists, and economists. We desire diversity in all aspects at White.

Curiosity and Innovation



To be an attractive and successful company, we believe that it is crucial to be curious, challenge the status quo and constantly develop our skills and ways of working. As such, investments in research and development are important to us – in 2017 they totalled SEK 35 million.

White Research Lab (WRL) is our R&D organisation. For us, it is obvious to support the development of knowledge within architecture and urban planning, as it affects people's everyday life and the development of the society. Through WRL, all employees have the opportunity to develop and share their expertise through networking, and to develop cutting-edge knowledge in practical project-related research.

Our research foundation, ARQ, contributes to architectural research in collaboration with other fields, such as academia and industry. We also support six PhD students and have several employees working as professors at Chalmers University of Technology in Göteborg, Lund University and The Royal Academy of Technology in Stockholm. These partnerships help to establish long-term collaborations within academia to further strengthen our practice.

PRACTICE-BASED RESEARCH

In 2017, the WRL launched a new research program with three themes to develop by 2019:

Equitable architecture. Equitable environments take individual characteristics and needs into account to bring fairness

into practice. We see the need to develop new processes, methods and designs to secure public space as a common good.

Resource efficiency. We focus on human needs and quality of life when designing the built environment with respect to our basic resources.

Informed design. Our projects are becoming increasingly more complex. Informed design can make relevant information readily available to the architect and give feedback on the consequences of decisions during the design process.

In 2017, we have implemented approximately 30 different project-related research studies. The variation is high, with themes such as digital design, daylight, wood construction, equitable spaces, urban greenery, and reuse of materials. The project about norm-creative visualisation offers solutions to make visual information a more inclusive and realistic portrayal of who lives in our society.

During the year, we also participated in four research publications which concerned green roofs, urban biodiversity, daylight, and the future of healthcare architecture.



Programming was used when designing the 60 meters long couch at Forum Square in Uppsala. This admits design changes very late in the process.

OPPORTUNITIES IN DIGITALISATION

Digitalisation is gaining influence in architectural processes. It contributes to new platforms for communication, collaboration, and shared learning. It also affects how public and private spaces are used. Digital models are also used for simulations of construction, daylight, energy, and wind.

With Computational Design, programming becomes a natural part of the creative process. It allows the architect to create project-oriented digital tools and new possibilities for design. An example is the curved facade of the Humanist Theater in Uppsala, which, with the aid of computational design, could be punched in a pattern in accord with artist Ann Lislegaard's graphic works.

NETWORKING

Networking is an important part of the culture at White. We have 15 internal networks in different areas of expertise. They are open platforms where everyone is welcome to participate and share knowledge, ideas and inspiration. Once a year, at

Whitedagen, the whole company gathers to socialise, strengthen our culture, be inspired by guest speakers and have fun.

An important part of both personal and professional development is our annual Study Tour. The 2017 theme was 'Details and construction technology'. 678 of our 900 employees visited Switzerland, Austria, the Netherlands, UK, Italy and Germany.

COMMITMENT

It's important for us to share our knowledge. It drives development forward and can contribute to new and perhaps unexpected collaborations. We participate in the debate, organise seminars, attend conferences locally and globally, and we work broadly to reach people both within and beyond our own industry. During the year we have had ministerial visits and several employees have been engaged as experts for the authorities. We are engaged in many organisations such as the Sweden and Norwegian Green Building Council, Sustainable Innovation, the think tank Global Challenge and Fossil Free Sweden.



The Human In Everything



The UN Sustainable Government Global Goals aim to reduce inequalities in society. Cities should be equitable, safe and inclusive. How they are designed affects human health and quality of life. As architects, we can make a difference by creating spaces that empower people.

EQUITABLE PLACES AND ROOMS

Girls and women are affected by unevenly distributed resources, oppression, and social exclusion on a global scale. Prioritising them in urban development is therefore crucial for cities to become inclusive and sustainable. Our project "Places for Girls" is entirely about creating space for girls to make the city's environments more equitable. The architects behind the project presented at the World Urban Forum in Kuala Lumpur and also received an award at the Swedish Architectural Awards for their efforts to promote equality in the city. Also, in 2017, White has been part of the #UrbanGirlsMovement project initiated by Swedish think tank Global Challenge.

Inclusive, equitable environments also need to be created indoors. But how can such a space be designed?

In Malmö, White, together with the organisation Tjejer i Förening (Girls United), has worked with young people to design the new youth department KRUT in the City Library. Based on the themes of Gender Equality, Creativity and Flexibility, young people developed their ideas about what the new meeting place should be. The chal-

lenges were many: what does it truly mean that a room is equitable? One result was that the idea of a dark cave in a corner was rejected, girls would not feel safe in a place like that.

HOUSING FOR ALL

In Sweden 700,000 homes will be built in the following years, but housing is becoming more and more expensive. The risk is that this will increase socioeconomic gaps and segregation. It is a human right to have somewhere to live, but the lack of housing is acute. Counteracting these trends requires developing new housing forms.

Relatedly, we notice an increased interest in new types of collective housing, for different target groups. Various reasons make living together attractive: it is less expensive, more fun, less lonely, and feels safer than living alone. A modernised form of collective housing can entail a higher quality of life and contribute to a reduced environmental impact through better use of shared resources.

Our proposal, "The Dream Apartment", gained attention at the Vallastaden Housing Exhibition in Linköping, Sweden.

At the Home of Heroes, Norrland's University Hospital in Umeå, the family and the young patient can meet for social gatherings in a less constrained way. Here, health is in focus!

HUMAN RIGHTS

It is a 55 m² home that is especially suitable for families that have children at home only every other week. It can be converted from a studio with a kitchen and bathroom to five bedrooms with a kitchen and bathroom, via removable walls and smart storage.

We also have an ageing population. According to the WHO, the number of inhabitants over 60 years will be 22 percent by 2050, compared with 12 percent in 2015. Thus, the need for housing for the elderly will increase dramatically over the next few years. At White, we have already taken action, by investing in development of homes for elderly.

Seniors today value a vibrant life filled with experiences, activities, and social gatherings. But most of Sweden's elderly population live alone in the homes where they raised their families. New types of accommodation are needed, which take into consideration the need for both solitude and social interaction, and where there is service, security, and proximity to transport. The accommodation needs to offer qualities that make it possible for residents to remain for the rest of their lives.

INJECTING CULTURE INTO THE CITY

Culture makes cities both innovative and integrated; thus it should be central to the development of cities. We know that injecting culture into cities and neighbourhoods contributes to more equitable environments.

Today, there are indexes for how many green spaces or parking lots there need to be in a city, but cities are rarely planned with culture in mind. We rise to challenge the municipalities to adopt a "cultural index", a factor indicating how much culture there needs to be in a city to create a socially healthy environment. In 2017 we published a cultural manifesto: "Six Steps for Cultural Destinations".

1. Inject the city with culture!
2. Dare to share the key!
3. Test new prototypes!
4. Let art thrive!
5. Embrace the diversity!
6. Introduce culture outdoors!

The manifesto has played a vital role in developing some of our recent projects:

The purpose of the new Agora Community Building in Linköping is to be the local district hub and to build bridges between different parts of the city. The building will be a place for culture and social life with a cafe, a stage, an art studio, a music studio, and a library. Everyone is welcome, just as they are, regardless of age.

The winning proposal for the expansion of the Halland Art Museum, will give White the opportunity to contribute to yet another new inclusive culture hub in Halmstad. An art museum can reach a wide range of people and is an attractive meeting place. White's vision is to create an inviting space: a public building that engages people, the city, and the surrounding landscape; and where outdoor environments are as important as the spaces inside.

The vision for the new GoDown Arts Center in Nairobi is of a vibrant cultural centre and a living room for the city's inhabitants. It will be a residence for artists and other creators, a free speech scene and a meeting place that both strengthens the citizens of the neighbourhood and attracts people from other parts of the city. GoDown will be an important democratic arena open to everyone.

ARCHITECTURE FOR WELLBEING

Awareness of the impact architecture has on health and wellbeing is on the rise. Daylight and air quality directly affect how efficient we are at work and how easy it is to learn at school. Access to greenery makes us calmer and places for children to play is an essential factor for public health in the long run.

One example of an environment which has made an impact on people is Faerder High School in Tönsberg, Norway. It was inaugurated in 2015, but now we can see results in the form of higher grades, engaged students, and pride in the school.

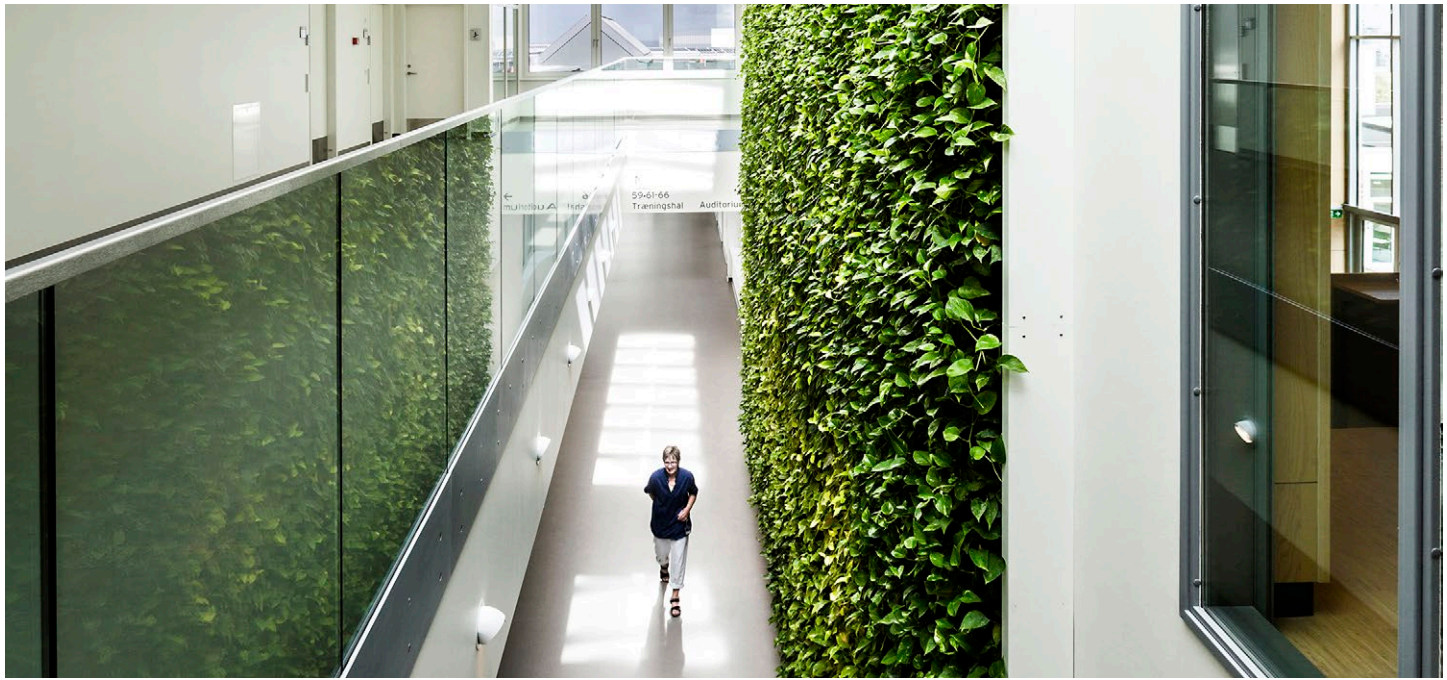
In our Gårda Vesta Office project in Göteborg, the focus expands beyond the indoor environment. It also takes into account the WELL certification, which sets standards for the work environment to encourage a sustainable lifestyle.

The new youth department KRUT at Malmö City Library has been designed by youths in the city based on the key concepts of Gender Equality, Creativity and Flexibility. It is a space that makes them feel good based on their terms.

With culture as a source of power, the extension of the Halmstad Art Museum will be an attractive meeting place for all.

The GoDown Arts Center in Nairobi will be a cultural hub that attracts creators from the city and the whole country. A democratic meeting place, home to free speech.





The physical environment can also be of crucial importance for patients in psychiatric care. In Aabenraa Psychiatric Hospital in Denmark, the nature, daylight, and varied spatial sequences play a significant role in recovery and contribute to positive results with reduced need for restraints and medication.

When a child is ill, the whole family suffers. The Home of Heroes at Norrland's University Hospital is a temporary home for families with children who suffer from long-term illness. The Home of Heroes is designed to feel like being at their own home. Here, playing with friends or having a cosy night at home with the family is encouraged by the architecture. In this house, health is in focus.

In Queen Silvia's Children's Hospital in Gothenburg, the child's perspective informs the scale, colour setting, furniture, and the location of different services.

Health and wellbeing is also about creating conditions for people to meet, play and move in the outdoor environment. Obesity is a growing problem in many countries. The plan for Södra Skanstull in Stockholm includes 750 new homes,

offices, hotels, culture and sports activities. Central to the proposal is that an old railroad track is transformed into a new diagonal pedestrian and bicycle boulevard. The proposal was awarded for its design based on people's different needs, with special focus on health and accessibility.

DIGITALISATION DRIVES OUR BEHAVIOUR

It is all about digitalisation. All over society the digital development is quickly changing our behavior in different ways. Home deliveries, mobile preschools, healthcare via mobile apps and smart refrigerators are already reality. Autonomous vehicles, and robotic psychologists are soon established. These types of technological developments affect how we design housing, offices, and hospitals and how we plan our cities.

New technologies can help us live sustainably, but they are not necessarily always beneficial from a social and environmental perspective. Therefore, companies must consider the long-term impact of technological development. We take the digital revolution seriously, but we do it with people in focus and future generations in mind.

Aabenraa Psychiatric Hospital won the Design & Health International Academy Awards 2017 in the category 'Mental Health Project'.

The multiplex Agora in Linköping, Sweden, will be a place of culture and leisure that unifies different neighbourhoods and serves to make everyone to feel at home.

The new plan for Södra Skanstull, Stockholm, won the World Architecture Festival's special WAFX Award in the category "Ageing and health" and Architects Sweden's Planpriset 2017.

Planning For Blue and Green



Increasing ecological and biological diversity is extremely important to strengthen the resilience of society and the planet. As urban density increases, ecosystem services and blue-green infrastructure and are crucial for the creation of more attractive cities supporting human wellbeing.

Parks and green spaces function as meeting places and valuable recreation spaces. They also clean air and water, regulates temperature, absorb rainfall, and reduce noise pollution. They help to alleviate the consequences of a changing climate by mitigating rainfall or elevated water levels. In short, ecological processes in green spaces have visible, social, and economic benefits. For several years, White has developed methods and concrete solutions for how to integrate urban ecosystem services into the city planning via our research project “C/O City”.

When planning the new district Val-lastaden in Linköping, an existing creek took a central role. The water level in this area can fluctuate up to one metre during the day, so the creek’s critical function as water drainage was left maintained. By adding docks, benches and native plant species, we expanded the ecological diversity while transforming the space into a lush communal living room.

The area of Årstafältet in Stockholm will be dramatically rebuilt over the next

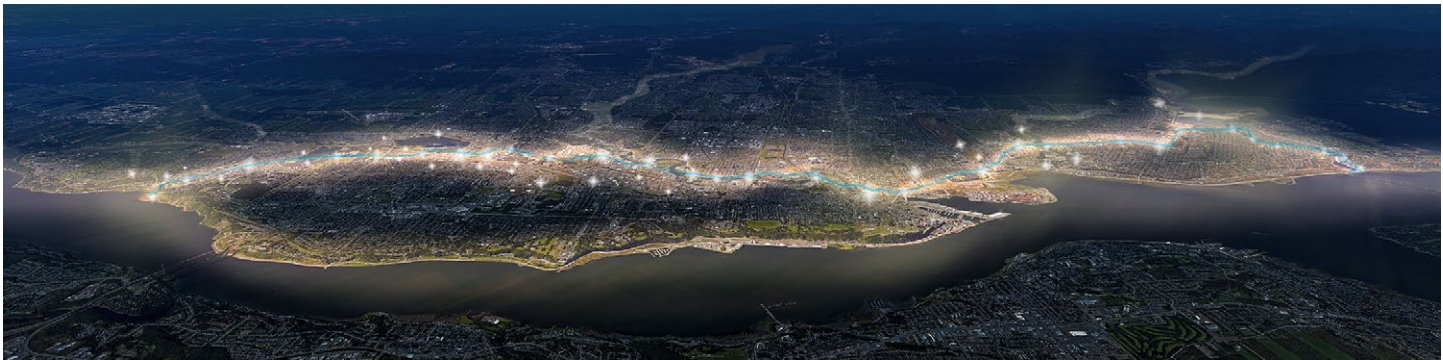
few years, at the expense of existing green spaces. We have taken an ecologically sensitive approach to this area’s development: our planned neighbourhood of 180 apartments constructed in wood will be entirely informed by nature. The green areas focus on biotopes with different themes: life by the water, life in the forest, life under the earth’s surface, nature and man, and life among flowers. A varied selection of plants, birdhouses, insects, and butterfly feeders will contribute to biological diversity that in turn strengthen the ecosystems and creating a unique character for the area.

Green corridors are also vital to connect the city with the surrounding natural landscape. In Quebec, Canada, White was awarded the second prize for our proposal to develop a city park which ties together the city’s four rivers. Based on the idea of the Swedish Allemansrätten, the public’s right to free movement in nature, the park makes it possible for people to get closer to the water – and for nature to get closer to the people and enrich the city.

Årstafältet, Stockholm, includes 180 apartments constructed in wood, with green areas that support the ecological diversity through different themes: water, forest, soil, and flowers.

Four Rivers, Quebec, Canada: An urban city park that connects the city with the water and the surrounding natural landscape. Second prize in an international competition.

Broparken, Linköping: An example where climate adaptation, biodiversity, and social components work together to define the character of the whole area. Tartu Bridge, designed by White in collaboration with artist Johan Kauppi.





Climate action!



To meet the global climate targets, we must reduce carbon emissions. White has set the goal to fulfil 30 projects with a zero carbon footprint by 2019. Achieving zero carbon buildings is not only a challenge for us, but for the construction industry as a whole. We aim to show the way!

To achieve this goal, we have three strategies for our projects: reduce energy demand and convert to renewable energy; reduce the climate impact of energy and materials; and increase the use of renewable materials.

As architects, we can make a difference already in the early design stage. By integrating analysis such as daylight, energy performance and life cycle assessments in the design process, will make sustainability an integral part of the architecture. The shape of the building, orientation, construction, and facade design all affect energy performance; the embodied carbon in the materials also have a significant climate impact. Our definition for zero carbon is:

“Carbon emissions from the production of materials and energy use in the building will be offset by renewable energy on the site.”

The definition differs from several other “net zero carbon definitions”, such as the one in the UK, as it also includes the embodied carbon from materials.

Many countries, organisations, and companies have long-term goals that aim to be fossil free and climate neutral. The World

Green Building Council has set the goal that by 2050, all new buildings shall be net zero carbon concerning energy. White is taking action by leading the Sweden Green Building Council's work to obtain a certification for “Advancing Net Zero”; and we align ourselves with The Roadmap for a Climate-Neutral Construction Industry by 2045.

In 2017 we have achieved our target of starting five zero carbon projects. Lindborgs Eco Retreat in Nyköping, (hotel and conference), will be one of the first climate-positive projects in Sweden. Other projects aiming for zero carbon are the Visitor Centre Oset in Örebro, Sweden (a Passive House), and the Climate Innovation District in Leeds, UK (320 homes constructed in wood).

WOOD

The construction materials account for a significant proportion of a building's climate impact and thus the choice of material plays an increasingly important role. As wood has significant lower carbon emissions than many other materials, increasing timber construction can be an important step towards zero carbon buildings. Our investment in advancing technologies using wood construction has shown results in recent years.

Skellefteå Cultural Center was shortlisted in the “Future Culture” category in the 2017 WAF Awards.

ENVIRONMENT

Of White's projects, about 15 percent are wood framed constructions in 2017. Residential buildings account for the most substantial proportion, but wood is also increasing for public buildings.

Our most remarkable project is the 19-storey Skellefteå culture house and hotel, which will be one of the highest timber frame buildings in the Nordic countries. The project has a reinforced wood frame with a transparent glass facade and will set a new standard for wood constructions.

The development of Frostaliden in Skövde consists of 1,200 residential units, which will make it one of the largest wood construction neighborhoods in Sweden. White has designed the first phase of 52 apartments in 8 storeys, which will also make the buildings among the highest Swedish residential units in wood. The project is an example of a low carbon development using rational, industrialised timber construction methods.

Wood architecture is also very attractive outside the Nordics. The Climate Innovation District in Leeds will be one of the largest low carbon neighborhoods in the UK. We are designing 320 homes

here; the area will comprise 516 homes when fully finished in 2022.

Our proposal for the new Campus buildings at the University of Stuttgart employ wood construction, which turned out to be a winning concept. In cooperation with German partners and expertise from the University, we will realise our largest international wood project thus far.

CIRCULAR MATERIALS

The future major challenge for the construction industry is to adjust to a more circular economy. Globally, we are overconsuming resources and humanity is currently using nature 1.7 times faster than ecosystems can regenerate. This means we would need 1.7 globes. The approach should be that there is no such thing as waste, but that everything is a raw material that can be processed, reused, recycled and transformed into new products.

Therefore, White is investing in R&D to move the transition forward. We are currently participating in three larger research projects; Recycling of building materials, Re-use of interior building materials and New circular business models for furniture.

Lindeborgs Eco Retreat, Nyköping, Sweden, will be White's first climate-positive project.

Chalmers Department of Architecture and Civil Engineering, Gothenburg, Sweden, has undergone extensive renovations, but much of the original materials have been retained.

Wood frames were a winning concept at the international competition for new campus buildings at the University of Feuerbach in Stuttgart, Germany.

The Climate Innovation District in Leeds will be one of Britain's largest carbon-neutral neighborhoods.



A Role Model

Real change begins with oneself. Through our actions, we demonstrate our sincerity and inspire the people around us to move towards a sustainable lifestyle. The trend is positive; over the last three years White's carbon emissions have decreased by 62 percent.

Our goal is to reduce CO₂ emissions from energy, travel, purchases, and waste by 30 percent by 2019 compared to our emissions in 2014.

Every year we analyse the environmental and climate impact of our operations. We follow up energy for heating and cooling, electricity, business travels by flight, car and train, purchases of office supplies, paper, food, computers and phones, and waste from our offices. In 2017, the total emissions were 1,162 tonnes CO₂ equivalent, which is in line with 2016. This number corresponds to 1,539 kg CO₂ eq per full-time employee. Since 2014, carbon emissions have decreased by 62 percent per full-time employee or 45 percent in total at White.

To reduce the impact of transportations we have a very clear travel policy: train is priority one! In 2017, 94 percent of our travel within Sweden, or from Sweden to Denmark and Norway, was made by train. In total, this is the equivalent of 42 laps around the world by train! It is difficult to avoid flights for longer distances, and although the number of flights is small, they account for the most significant climate impact. Business travel in 2017 contributed to a total of 452 tonnes of CO₂, equivalent to 26 percent of total CO₂ emissions. We climate-compensate all our travel by supporting the Kariba Forest Foundation in Zimbabwe.

We also believe in that we, as a company, have a responsibility to encourage and supporting our employees into

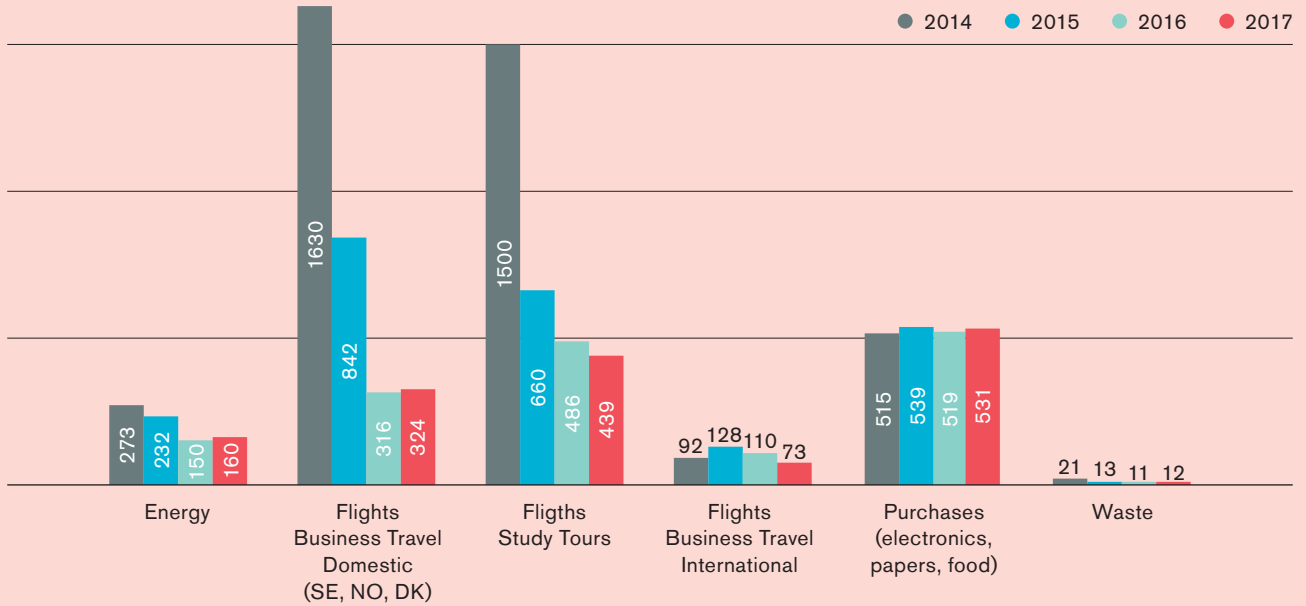
adopting a more healthy and sustainable life style. Most of the offices have bikes and electrical bikes for loan. The Gothenburg office was awarded The Best Cycling Idea in 2017 by the city. Other initiatives are biking repair days, clothes swap events and Sustainability weeks with inspiring lecturers.

FOLLOW-UP ON OUR PROJECTS

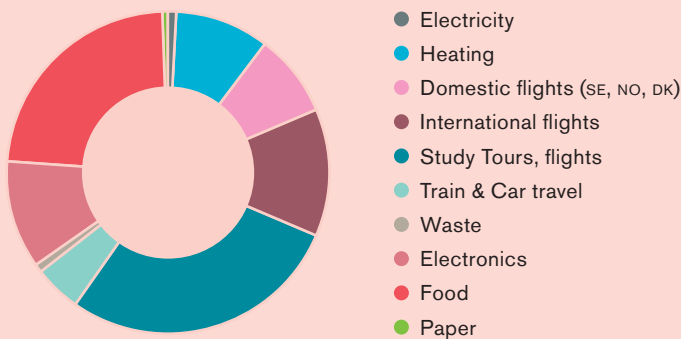
Each year we follow up on the sustainability performance of our projects concerning energy, certification systems, wood construction and which sustainability aspects have been most significant. There is a clear trend that our buildings are becoming more energy efficient, which is in line with increased building regulations for near zero-energy buildings. Wood construction has also increased and accounts for 15 percent of our residential commissions (compared to 12 percent in 2016).

According to a report from Sweden Green Building Council, environmental certifications of buildings have increased significantly in recent years. Approximately 700 buildings were certified in Sweden in 2017. By the end of 2017, 41 percent of White's residential commissions had the objective to adhere to an environmental certification (compared to 36 percent in 2016). The most common certification is the Swedish Miljöbyggnad (Environmental building), followed by Leed and Breeam (especially internationally). Other certification systems expected to increase in 2018 is the Swedish CityLab and the international WELL and Living Building Challenge.

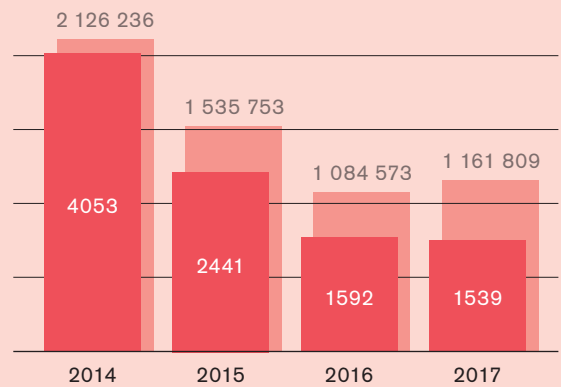
CARBON DIOXIDE EMISSIONS KG CO₂e / FULL-TIME EMPLOYEE



DISTRIBUTION OF CARBON DIOXIDE EMISSIONS 2017



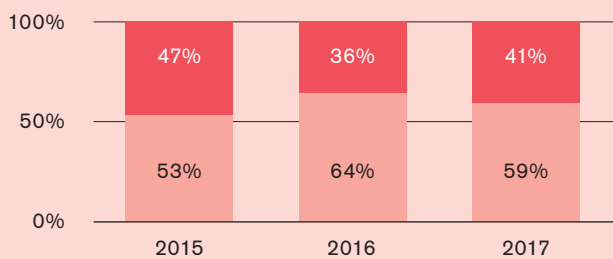
TOTAL CARBON DIOXIDE EMISSIONS 2014–2017



● kg CO₂e / full-time employee

● kg CO₂e total

TOTAL CERTIFIED PROJECTS



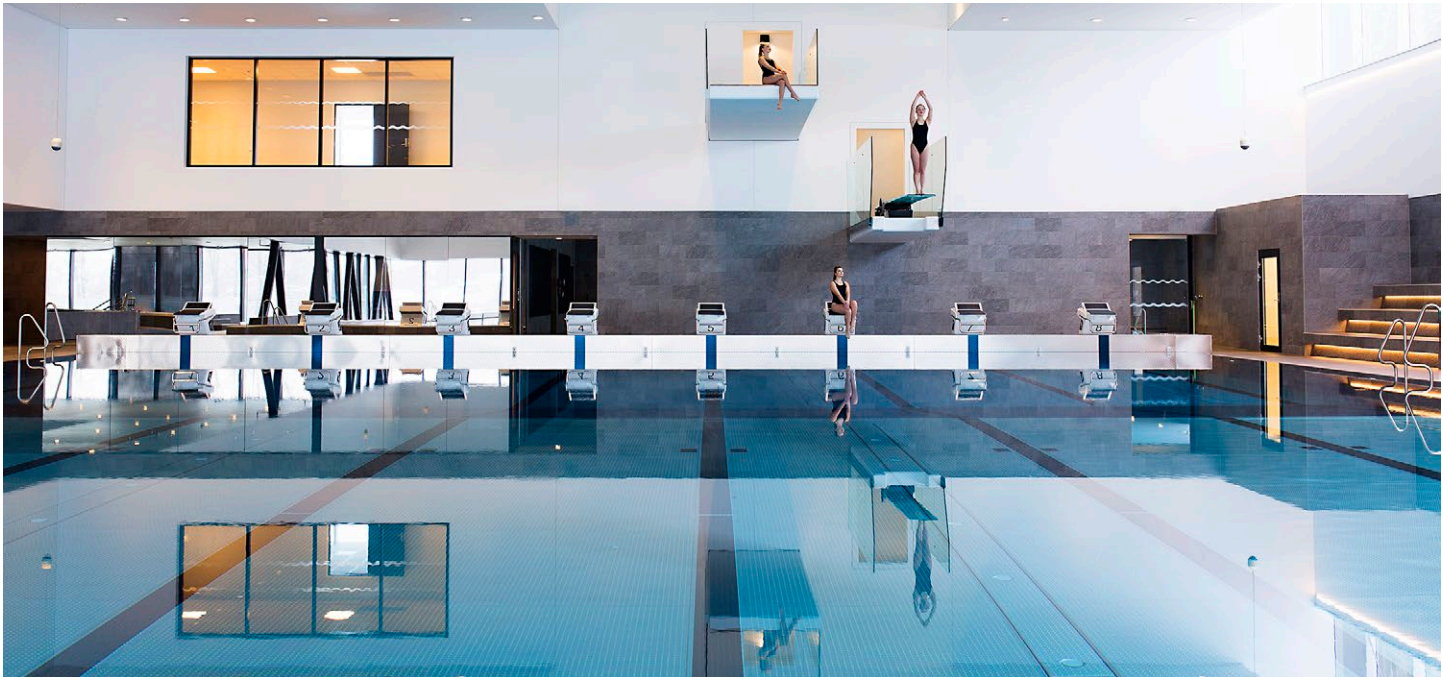
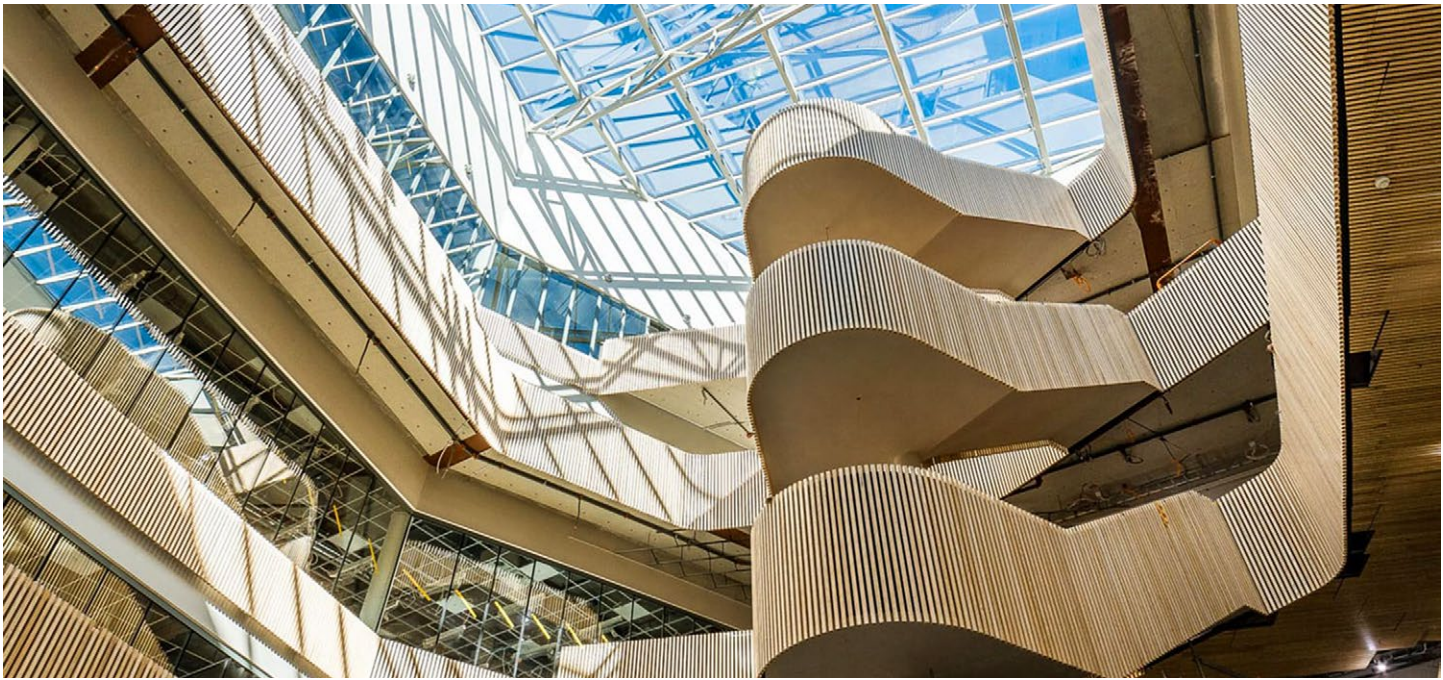
● Certified

● Not certified

The data is collected from property managers, electricity suppliers, travel companies, travel accounts, waste companies and White's own compiled statistics for purchases.

The key ratios for CO₂ equivalents are based on data from 2050 Consulting AB, applied and optimised for our operations.

The branch in Denmark is not included in these figures. Our practices in Oslo and London do not report energy, electricity, waste, nor purchases.



Effort Yields Results

2017 was an eventful year. We completed several major projects and won important competitions both in Sweden and internationally. We continued the development of our interdisciplinary office to ensure the importance of architecture in the development of a sustainable society.

The result was better than expected due to an increased volume of work, more employees and better business in general. Internal investments have been made during the year, primarily on entering competitions, new premises, digitalisation and allocations to research and staff foundations. Operating income for the Group amounts to SEK 54.9 million and SEK 38.9 million before and after foundation provisions. This amount corresponds to an operating margin of 6 percent and 4 percent respectively. The Group's equity ratio was 33.8 percent, and liquidity was good with cash liquidity of 168 percent.

The Group has a total of 916 employees, and we employed 156 new employees during the year. Half of the employees were hired after 2013. While these new employees provide an opportunity for renewal, they also highlight the need for planning future generational change. This calls for reaffirming White's culture and values.

The owner group received 103 new shareholders during the year. Demand for equities is still high, and therefore an emission of 10,000 shares was issued. Total shareholding is now 230,000 shares. During the year 260 people bought a total of 28,920 shares.

The profitability of operations in Denmark has unfortunately been a significant challenge for a long time, which meant that in the fall of 2017 we started a controlled settlement of the Danish company. We will complete ongoing commissions and maintain projects that the office has done over the years.

During the year, key projects such as Täby City Hall, Carlanderska Hospital and Chalmers Department of Architecture and Civil Engineering were completed while several of our projects and employees were awarded prestigious prizes. The urban development project for sustainable densification in Södra Skanstull in Stockholm was awarded Architects Sweden's Planpriset 2017 for best urban planning, and was also recognised with the WAFX Prize. At World Architecture Festival in Berlin, another three of our projects were shortlisted: the Queen Silvia Children's hospital in Göteborg ("Future Health"), Skellefteå Cultural Centre ("Future Culture") and Södra Skanstull ("Future Masterplanning"). Skellefteå Cultural Centre has also been presented at many international conferences, for example in Sydney.

Täby City Hall won the International Design Awards in the category "Municipality" and NKS won its first award at the European Healthcare Design Awards in the "Best Future Healthcare Design" category. Aabenraa Psychiatric Hospital won an award at the Design & Health International Academy Awards. Other commissions often highlighted during the year were Kiruna City Relay, which has been the subject of lectures in London, Paris, and Yellowknife (Canada); as well as Panzi Hospital in DR Congo, nominated for the Africa Architecture Award. The interior design project for telecommunication company Telia in Luleå, Sweden, has gained attention due to its innovative re-use approach and has been nominated in the WIN Awards.

"The Hub" at Uppsala Science Park is a knowledge hub with 12,500 square meters of offices, laboratories, restaurant, and conference. The entrance is a natural meeting point for everyone in the park. The Hub is certified Leed Platinum.

Bølggen Swimming and Sports Centre is a new meeting place in Drøbak, Norway, which opened in 2017. The building is certified BREEAM NO: Very Good.

The Learning Center in Nairobi will be Africa's first LEED-certified project, level gold. The inauguration is in 2019.

Financial information

From the income statement, KSEK	2017	2016	2015	2014	2013
Operating revenues	964 010	892 156	824 278	759 466	764 670
Operating profit	38 909	60 280	42 605	64 354	43 261
Profit after financial items	40 003	60 307	47 020	63 693	42 893
Tax on profit for the year	-8 075	-13 583	- 11 147	- 15 922	- 10 715
Profit for the year	31 928	46 724	35 873	47 771	32 178
Minority share of profit for the year	8	-272	- 83	- 65	35
Profit for the year	31 936	46 452	35 790	47 706	32 213

From the balance sheet, KSEK

Intangible fixed assets	29	141	666	2 094	3 219
Tangible fixed assets	5 473	9 558	20 901	30 500	35 522
Financial fixed assets	728	985	1 190	2 394	2 567
Current receivables	402 295	303 560	271 188	284 688	245 083
Cash and bank balances, incl. short-term investments	36 586	57 076	40 400	37 927	13 841
Total assets	445 111	371 320	334 345	357 603	300 232
Shareholders' equity	151 010	158 779	141 670	143 426	119 529
Minority share of equity	6 979	6 987	6 715	6 632	6 568
Provisions	25 154	23 957	19 973	20 819	20 959
Current liabilities	261 968	181 597	165 987	186 726	153 176
Total shareholders' equity and liabilities	445 111	371 320	334 345	357 603	300 232

Key figures

Return on shareholders' equity (%)	20,6	31,0	25,1	36,3	27,4
Profit margin (%)	4,1	6,8	5,7	8,4	5,6
Revenues per employee (KSEK)	1 322	1 308	1 304	1 303	1 373
The equity / assets ratio (%)	33,9	42,8	42,4	40,1	39,8
Average number employees	729	682	632	583	557

Definitions

Return on shareholders' equity (%):	Profit for the year after minority share as a percentage of benchmark equity excluding minority share.
Profit margin (%):	Profit after financial items as a percentage of operating revenues.
The equity/assets ratio (%):	Shareholders' equity excluding minority share as a percentage of total assets.

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