LAB University of Applied Sciences

Report on Sustainability 2024

Contents

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Foreword by the Rector

Responsible growth, together

The world around us is in the midst of profound change. At the same time, the challenges we face are increasingly interwoven with the planet's capacity to sustain life, with the climate crisis being more urgent than ever. In these transformative times, it is crucial to continue our long-term efforts to ensure that actions in favour of sustainable development remain a priority.

At LAB, we are committed to continuing our journey at the forefront of creating a better future for all. In 2024, LAB renewed its strategy. Our promise, that we enable responsible growth, reinforces the idea that social, economic and environmental responsibility are the cornerstones of our work. These principles are deeply embedded in our daily activities, guiding our education, RDI activities and regional development efforts. In the reporting year, we further integrated sustainability into the core of our operations and developed our first sustainability programme. Our work towards carbon neutrality and a positive handprint continues.

This report details how we have advanced responsibility in 2024 and highlights our progress in relation to the UN Sustainable Development Goals. It also outlines our yearly advancements in regard to adhering to the Ten Principles of the UN Global Compact. The content and structure of this report are largely based on the sustainability reporting model developed collaboratively by Finnish universities of applied sciences. The model takes into account the EU's corporate sustainability reporting directive while considering the unique characteristics of the business model and statutory responsibilities of higher education institutions.

Although universities of applied sciences are not legally required to carry out sustainability reporting, as a strong societal and regional actor, we are dedicated to increasing transparency and comparability in our sustainability reporting. We aim to provide our stakeholders with comprehensive information that can support their own sustainability efforts.

We invite you to explore the details of our work and look forward to continuing this journey of responsible growth together.

Turo Kilpeläinen
Rector of LAB University of Applied Sciences

LAB in figures 2024

2020
established

10 425
students

1 984
publications

79
million euros
in funding:
Ministry of Education
and Culture:
€58.6 million;
supplementary
funding:
€20.4 million

70.4%
of graduates
graduate on time

600
staff members

29
programmes that
award bachelor's
degrees

1 607
completed
bachelor's degrees

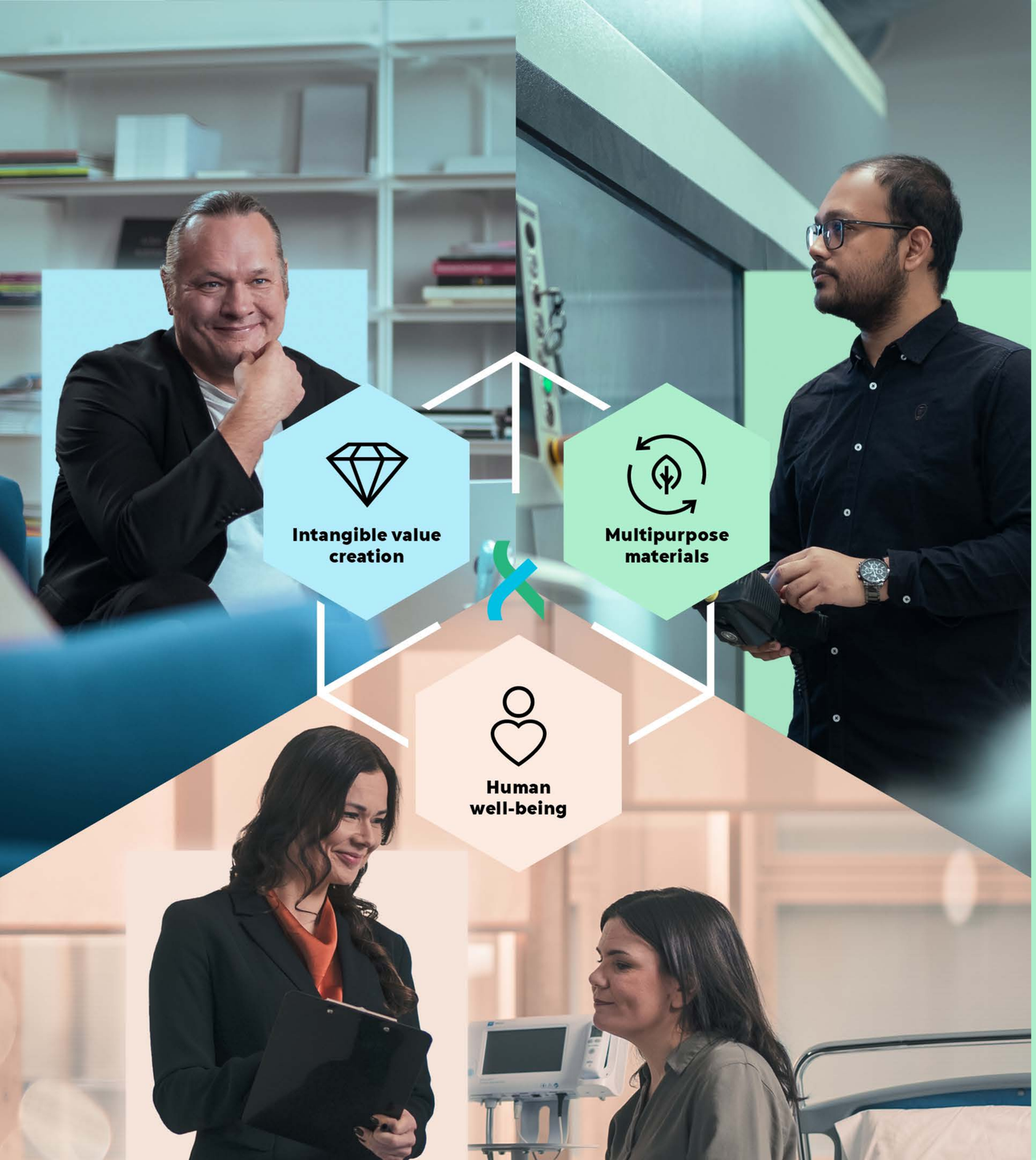
93.1%
of graduates
are employed
within 5 years
of graduating

84
nationalities
at 2 campuses

17
programmes that
award master's
degrees

397
completed
master's degrees

Read more about studies in LAB



LAB University of Applied Sciences

We Enable Responsible Growth

LAB Strategy 2030

The LAB University of Applied Sciences is a higher education institution specialising in innovation, business and industry. It operates in Lahti and Lappeenranta, Finland, and also online. We offer education in five fields: health care and social services, technology, business, hospitality, and design, fine arts and visual communication.

We help to create new jobs and train future top experts for those jobs. We promote sustainable development in cooperation with the wider higher education community, the business world and the public sector. Notably, our active collaboration with SMEs generates new solutions and innovations. Together with LUT University, we compose the high-level, curious and dynamic university group called LUT Universities.

We enable responsible growth

LAB tackles the important societal challenges of the future in its three key competence areas. Multipurpose materials, intangible value creation and human well-being are cross-cutting themes in all our activities. Through these themes, we approach complex problems and global challenges as we investigate sustainable growth in business enterprises. We believe the growth of businesses leads to well-being.

In 2024, the LAB strategy was updated to its current form. In addition, the action plan for the strategy was updated and a monitoring tool for annual targets was introduced as part of it. In connection to this, research groups were set up at LAB to sharpen the spearhead of research content in our areas of expertise in accordance with the strategy. In addition to the research groups, a new innovation platform was launched with the aim of developing innovation thinking in cooperation with companies and enabling multidisciplinary research and development.

Quality management system in support of strategic targets

In 2024, we passed our first quality audit by the Finnish Education Evaluation Council (FINEEC) with flying colours. As the special strengths of LAB's quality management system, the audit report listed strong ties to the working world and goal-oriented research, development, and innovation (RDI).

FINEEC
AUDITED

Sustainability at LAB

Sustainability at LAB

LAB promotes sustainability and responsibility in education, research, development and innovation activities, stakeholder cooperation and its operating methods in everyday life on the campuses. We are committed to environmental, economic and social responsibility in all our activities. In addition, we enact positive reforms in business and industry by educating experts who work to identify responsible actions and promote sustainable development.

Sustainability management at LAB

Our sustainability work is guided by LAB's sustainable development policy which was adopted in 2023 and for which the new LAB Sustainable Development Programme sets concrete objectives. The development of our responsibility work, on the other hand, is guided by an internal quality and sustainability work steering group, which includes representatives from both LAB and the support services of LUT Universities. Each year, the management reviews how the Sustainable Development Goals (SDGs) and responsibility have been realised and how much progress has been made. Our responsibility work is also guided by the joint rules, guidelines and policies of LUT Universities.

We provide information on LAB's sustainable development and responsibility to our staff and students through our internal channels. The contents of the responsibility communications are produced for internal channels in cooperation with different units, and for external channels, the communications are coordinated by the communications unit.

We publish an annual sustainability report. This year's report follows Arene's sustainability reporting framework to a large extent and covers both of our campuses. The information in the report comes from the university's data collection systems. The sustainability report is published on LAB's website, and in accordance with accessibility principles, most of the reported information is available in both English and Finnish on the website. The content of the report has not been reviewed by an external service provider, but the correctness of its information is ensured through internal quality management.

The LAB Annual Report includes all the events during the 2024 financial year that are most important from the perspective of the development of activities and performance. Also, investment activities aim to take responsibility into consideration.

In 2024, we made a decision that, starting from 2025, LAB would participate in the international Times Higher Education Impact Ranking.

Our commitments

Arene's programme for sustainable development and responsibility

We are committed to Rectors' Conference of Finnish Universities of Applied Sciences Arene's programme for the sustainable development and responsibility of universities of applied sciences. With our measures, we will reduce our harmful carbon footprint and increase our positive carbon handprint as a united front of universities of applied sciences.

The Ten Principles of the UN Global Compact

LAB is involved in the UN Global Compact, which is the world's largest corporate responsibility initiative. In this initiative, organisations commit to promoting human rights, environmental protection and a global economy that advocates for sustainability and engagement through the Ten Principles. Information on our progress in achieving the Global Compact's Ten Principles is published yearly on the Communication on Progress reporting platform.

Commitment to SDGs

LAB is committed to all 17 goals in the UN 2030 Agenda for Sustainable Development and has selected seven to focus on in particular. Each of our RDI project promotes the selected SDGs.

Key measures in LAB 2024

- During the reporting year, we drew up our first sustainable development programme which was approved by the LAB Executive Group on 11 December 2024.
- We created an introductory course on sustainable development to help share the principles and operating methods of LAB's sustainable development work with everyone. The course is primarily aimed at new employees, but we recommend it to all of our personnel.
- During the year under review, LAB took significant strides in alumni activities, for example, by growing its alumni network and organising its first alumni events. An important contribution to improving alumni activities also included hiring an alumni coordinator for LAB in January 2024.
- In December 2024, we once again donated 10 000 euros to charity together with LUT University. Our staff voted for the Joulupuu campaign as the recipient of the donation. The association brings joy and help to children and youth in need and supports their recreational activities.

Sustainability in education

Sustainability in education

According to LAB's sustainable development policy, all graduates from the LAB University of Applied Sciences are equipped to promote responsibility in their professional field. Through a mandatory orientation course, all our graduates will have at least a basic knowledge of sustainable development and responsibility, including climate issues, in addition to the expertise related to their respective fields. We are one of the leading actors in Finland in the fields of environmental technology and the circular economy.

LAB provides education for lifelong learning in order to promote persistent sustainable change in all areas and at all levels of society. We will promote the accessibility of higher education so that everyone can strive for education and expertise regardless of their family background, gender, language, ethnic background, nationality, disability, place of residence, or the other factor beyond the individual. Our activities are also guided by the Ministry of Education and Culture's sustainable development policies that encourage strengthening sustainability targets in all education and stakeholder activities.

The students assess their competence in sustainable development and responsibility in the AVOP feedback questionnaires for graduands every year. According to the survey, a total of 82.5 per cent of those who graduated from LAB in 2024 with a bachelor's degree felt that their competence related to sustainable development and responsibility had developed to some extent, to a great extent or very much. The corresponding figure for graduates with master's degrees was 79.2 per cent.

We are also committed to the Societal Commitment 2050 for the education of registered nurses, public health nurses and paramedics. Nursing professionals who have graduated from LAB will follow the principles of sustainable development in their work and have the capacity to develop the sector in a more sustainable direction. Nursing curricula are integrated with tasks consistent with the theme of sustainable development.

Examples of degree programmes promoting sustainability at LAB:

- The Sustainable Construction Technology degree programme will prepare students for an international career in construction engineering with expertise in sustainability.
- The main areas of the Erasmus Mundus joint degree programme, Master in Urban Climate and Sustainability, include climate change in cities and its effects, as well as mitigating climate change and adapting to it.
- The Bachelor of Culture and Arts programme, Sustainable Design Business, aims to improve the world through user-friendly, sustainably feasible and viable solutions.
- The Master's Degree Programme in Circular Economy Solutions prepares students to address global challenges related to sustainable development and to promote societal change. Graduates will master circular economy strategies and business models.
- The Sustainable Solutions Engineering degree programme equips students with the skills to tackle the world's most pressing challenges, including climate change and sustainability crises.

SDG highlights

- During the year under review, we designed a new, fully online master's degree programme in emergency care in cooperation with Arcada University of Applied Sciences. This is the first international master's degree for healthcare professionals focusing on system-level development.
- Out of all graduates from the Nursing Top Up commissioned education in 2024, which was organised with our partners for the needs of working life and to alleviate the nurse shortage in Päijät-Häme, almost all the Filipino nurses stated that they would stay to work in Päijät-Häme.
- The OHITE project responds to the challenges of continuous learning in sustainable and carbon-neutral industries by building strategic networks for education and training providers and the manufacturing industry (namely the bioproduct, mechanical engineering, and the textile and fashion industries).
- LAB promotes sustainable mobility, for example, in the Erasmus exchange programme. Students opting for green modes of travel are entitled to additional grants and, in longer Erasmus exchanges, additional grant days.
- A housing laboratory located on Lahti campus is designed for studying future housing solutions, and the facilities can be used for the user testing of ergonomics, accessibility or furniture assembly.
- A green roof will be planted on the roof of Section D of the Lahti Science Park as part of a student thesis. Two urban planning students got the idea for their thesis after participating in the annually organised sustainable urban greenery course. During the year under review, the planning process for the green roof started with a survey which collected feedback and wishes from the building's users.
- As part of the Climate University network we are offering learning materials and cooperation with business and industry for solving sustainability challenges. As part of the cooperation, LAB participated in the implementation of specialisation training for climate experts in 2024.

Sustainability in RDI activities

Sustainability in RDI activities

Our responsible RDI activities promote societal impact, sustainable solutions and ethical practices. The impact of LAB comes from the expertise we produce for society not only through education but also through our RDI activities. The aim of the applied research by LAB's new research groups is to produce new knowledge and expertise and to develop and commercialise solutions based on it. In addition, an innovation platform was launched, aiming at the continuous increase of innovation competence and innovation projects with local, national and international partners.

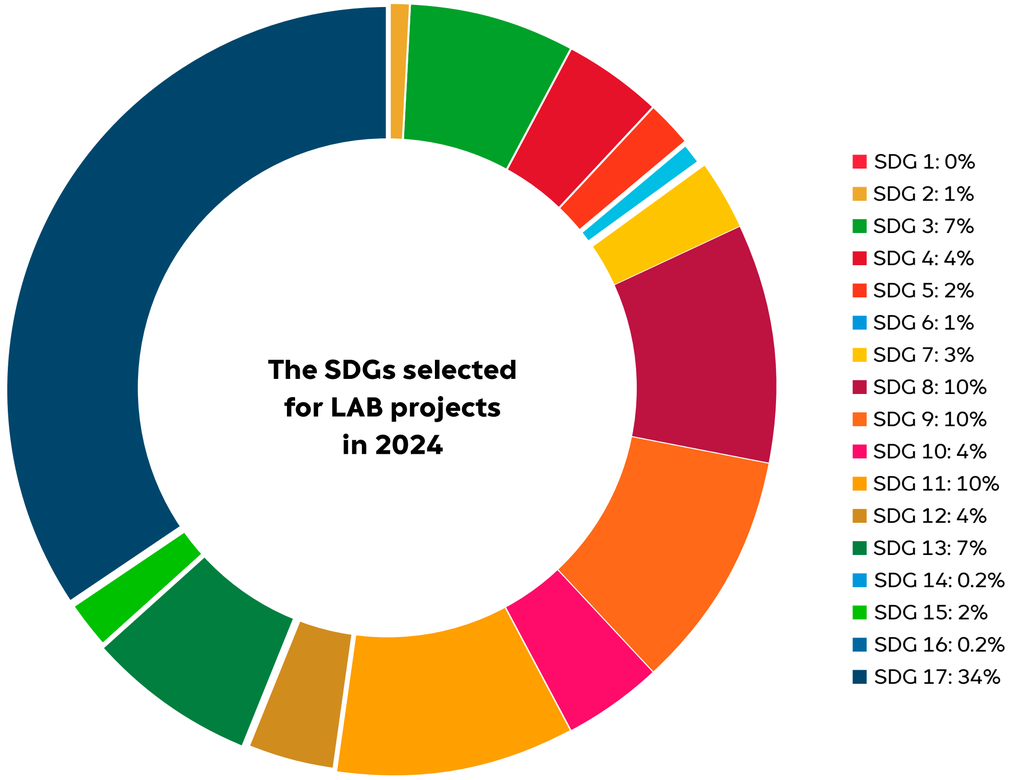
We plan a large part of the RDI projects together with business actors in Päijät-Häme and South Karelia to meet the needs of the regions. Our students also participate in solving sustainability challenges through RDI activities. We carry out nature-positive RDI activities with regard to identified development needs while promoting the preservation of the carrying capacity of nature, the sustainable and responsible growth of companies, and human well-being.

In particular, we aim to ensure that all our RDI activities are carried out in a transparent, fair and environmentally respectful manner. We continuously examine and develop the responsibility of processes in our RDI projects. LAB is committed to complying with TENK's guidelines on the ethical principles of research with human participants and ethical reviews as of 20 December 2024. LUT Universities also follow TENK's guidelines on research integrity (RI) and the procedures for alleged RI violations.

With our publication activities, we aim to publish articles, studies, reports and learning materials that are important for higher education and thus raise awareness of regional competence. In accordance with the principles of open access, all LAB publications are available to anyone freely and without a charge.

Integrating Sustainable Development Goals into RDI

Sustainability and responsibility are cross-cutting themes in all the key competences of our RDI activities: intangible value creation, multipurpose materials and human well-being. For each of our projects, we select specific UN SDGs to promote. One project can contribute to several goals. In 2024, LAB projects contributed extensively to almost all the UN SDGs, but in particular to the strategic SDGs selected by LAB: SDGs 3, 8, 9, 11, 12, 13 and 17.



SDG highlights

- Together with LUT, we developed flavour solutions for professional kitchens with a new type of ultrasound extraction equipment. The ultrasound extraction solution improves the efficiency of kitchen staff, reduces waste and supports sustainable development. Creating customised flavours promotes both the improvement of the tastiness of food and creates a competitive advantage for businesses in a sustainable manner.
- The ETKATEX project increased knowledge of recyclable textiles and their utilisation. In April 2024, the project organised a clothing exchange event on the Lappeenranta campus to promote the circular economy of textiles, which extended the life span of many clothes.
- The 5R REFINERY project succeeded in producing comprehensive new information and expertise on the properties of side and waste streams in the forest industry, as well as municipal sewage sludge, and their suitability for further utilisation.
- LAB's Africa-related capacity-building project continues: Developing Sustainable and Entrepreneurial Villages through Educational Living Labs in Namibia and Zambia. The project aims to reform and develop new innovative approaches and initiatives for entrepreneurship education in targeted higher education institutions and for community development by providing access to informal and formal education and training tools through technological platforms established in Smart Village Living Labs in rural villages in Zambia and Namibia.
- The Regenerative growth through design project aims to produce new innovations and solutions for green building by using design methods and by using organic materials to replace plastic. During the reporting year, we worked together with the PilotGreen project, focusing on greener infrastructure solutions in order to find ideas for a greener, climate-resilient campus yard. The aim is to increase the comfort of the yard of the Lahti campus with various green solutions using natural resources sustainably and by utilising the principles of the circular economy and renewable energy sources.

Sustainability in stakeholder cooperation

Sustainability in stakeholder cooperation

The LAB University of Applied Sciences is building a more sustainable future together with its partners. Cooperation with business life, the public sector, higher education institutions, research institutes and other educational institutions is an important resource for developing LAB's operations and improving the quality and impact of its operations. Cooperation and influencing are carried out at regional, national and international levels.

We take the views and expectations of our stakeholders into account in strategic planning and decision-making. Cooperation between LAB and LUT and with local business life is close: there are several ongoing research and development projects with municipalities, companies and other partners. Through our recruitment services, businesses can reach 10 400 LAB students. Through close cooperation with business and industry, LAB links the needs of society to educational content and to RDI activities.

We develop our activities in a manner that will make us an attractive partner and employer through ecologically, socially, culturally and economically sustainable and responsible RDI activities. Together with the campus cities of Lappeenranta and Lahti, we promote a clean environment and sustainable society.

We assess and develop LAB's stakeholder support and reputation annually through the Reputation&Trust survey, conducted by T-Media. The reputation survey carried out during the year under review shows that the level of stakeholder support has remained almost the same, that is to say, the general public continues to trust LAB. Responsibility stood out as one of LAB's strengths. In addition, we commission an annual brand survey to explore applicants' perceptions of studying, working life, and their awareness of LAB as a university of applied sciences and as a brand.

The student union of LAB University of Applied Sciences (KOE) advocates for the interests of all LAB students and the quality of teaching. One of the most important tasks is to make students' voices heard in the decision-making concerning them. In addition, KOE takes responsibility into account in its operations and promotes sustainable development as part of the LAB community. KOE is involved in LAB's quality and sustainability work steering group and organises annual sustainability days on campuses.

As part of the Junior University, we promote the teaching and learning of natural sciences, mathematics and technology for children and other young people. The Junior University particularly promotes SDGs 4, 12, 13 and 17. We also participate in the activities of the JunnuYliopisto youth university in Lahti. Their activities include water research, circular economy solutions, developing robotics and assessing carbon footprints.

SDG highlights

- On LAB's Lahti campus is a product development environment for plant-based foods, the Food Pilot Plant. It provides businesses in the food industry with product development and testing services that promote the development and innovation of plant-based foods in particular.
- The Future Talents programme took significant steps towards its objectives in 2024. The aim of the programme is to arrange opportunities for students and businesses to meet in the early stages of studies and thus alleviate the shortage of labour in Päijät-Häme. A good two-way dialogue has been established between the staff and students, which has been managed through various events and visits.
- During the reporting year, LAB started extensive cooperation with the well-being services county of Kymenlaakso, the aim of which is to jointly develop the client path of the elderly and to strengthen competence related to the functional capacity of elderly customers, cooperation between services and customer orientation.
- In the year under review, we strengthened the food production cluster in Päijät-Häme and our Food Campus Finland cooperation network. A network consisting of regional clusters in Päijät-Häme and the companies, educational institutions and development organisations operating in them supports the goals of doubling food exports and making a significant increase in the added value of the food sector.
- Lahti Science Day was organised in November 2024. The event is aimed at the general public, stakeholders in higher education institutions and the scientific community in Päijät-Häme. Its purpose is to highlight the results and significance of the research and development work carried out in or from the Päijät-Häme region.
- As a member of the FINIX consortium, LAB is accelerating societal change towards a resource-wise textile system by means of interdisciplinary co-creation, new technologies and circular business models.
- After our project with the South Karelia well-being services county ended in the year under review, we decided to continue the operation of our joint teaching ambulance, LABlanssi, through our own funding. LABlanssi develops paramedic education, combining working life and pedagogy, and it improves the uniform quality of student guidance with a coherent student guidance model for paramedics.
- LAB WellTech produces new ideas and develops and tests product templates and innovations for health and social services using technology and machine vision. In 2024, a well-being technology exposition was also organised on the Lahti campus.

Social responsibility and governance

Social responsibility and governance

LAB is a young and growing higher education community. For us, social responsibility means contributing to people's well-being, as our strategy says. Our policy is to treat all our students and staff members equally, and we aim for an engaging work environment with a culture that strongly supports safety and well-being at work. In a fair and equal working community we succeed in promoting the business of the circular economy, developing the low-carbon economic structure of regions and promoting the well-being of people and the environment.

LAB's social responsibility

LAB's code of conduct describes the ethical and lawful courses of action that guide our activity and expectations of each other in all areas of our operation. The code of conduct also marks out the manner in which the institutions ensure ethical and responsible conduct in their decision-making. We expect our partners to respect fundamental human rights and comply with the UN's Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work and not to use forced or child labour in any form.

LAB's organisational structure, board of directors and advisory board are transparent. LAB consults its student union in decision-making. In 2024 women made up 75 per cent of the management group and 33 per cent of the board of LAB. Among all LAB's staff members, 47% are women. Also, 80.6 per cent of LAB employees were on contracts of at least 24 months.

We value our employees and uphold their respectful and equal treatment. As a responsible employer, LAB also allows hybrid and remote working for its employees. We use a bonus system consisting of publication bonuses and personnel and management bonuses. During the reporting year, a decision was also made to introduce a bonus system for project managers during 2025–2026 in externally funded RDI projects.

We have feedback channels where staff and students can submit feedback, initiatives or reports in accordance with the whistleblower protection act. A whistleblowing channel on LAB's website enables people from outside the UAS's community to safely report breaches. The reports are dealt with in accordance with the act's provisions.

Systematic risk management and its principles are part of performance management and internal control, which are implemented in accordance with good governance principles. The responsibilities and resources are specified in the LUT Universities' risk management plan and operating model, and the risks are reported to the LAB and LUT boards at least twice a year. All our employees are insured for accidents at the workplace, as well as for accidents that happen during travel to work and in remote work. Any accidents are investigated by the occupational safety and health managers, and action is taken to ensure that similar accidents will not occur again.

Equality and inclusion

LAB's equality plan aims to make the community more equal and inclusive. Key areas in the equality and non-discrimination plan include the identification of and intervention in discrimination, the assessment of the equality impacts of activities and practices, and the implementation of measures to promote equality and increase inclusion. In addition, we have equality training for our staff, particularly for new employees.

Accessibility at the LAB University of Applied Sciences is a key part of equal and non-discriminatory treatment. The joint accessibility plan for LAB and LUT compiles the accessibility work implemented in various activities, a report on the status of accessibility, and the objectives and measures for promoting participation in accessibility and diversity.

LAB recognises the labour rights for all, including women and international staff. LAB complies with the general collective agreement for universities in Finland (SIVISTA), which negotiates the working conditions with the trade unions representing personnel (i.e. collective bargaining) to ensure labour rights for all. The current agreement is valid until 31 March 2026.

Up-to-date competence is a significant part of a person's ability to work. We encourage maintaining competence and learning new things in many ways, such as by offering further training. The development of personnel competence is supported by the Eduhouse online training service, through which it is also possible to complete equality and diversity training. These training sessions are announced on the intranet and can be found in the staff training calendar.

Health and well-being

At LAB, well-being at work consists of a healthy work community, occupational well-being management and healthy individuals. The well-being at work plan, which is updated every two years, ensures the well-being, ability to work and coping of personnel. In 2024, the focus was on clarifying objectives and measures, and on allocating more time for supervisory work and encounters. We monitor the well-being and satisfaction of our personnel through monthly mood surveys and personnel surveys that are conducted every two years.

All employees are entitled to occupational healthcare related to both preventive services and medical treatment, including mental well-being services. Staff well-being is also supported by flexible working hours and a hybrid working model. In addition, employees are granted sick leave by their own notification when the duration of the absence is 1–7 calendar days. We allow staff to try different sports and move about during breaks, both remotely and on campuses, and we also offer our personnel a bicycle benefit. Workplace well-being activities also include social welfare. In 2024, it was decided that a new Epassi sport, culture and well-being benefit would be offered to employees, starting in 2025.

In order to improve the well-being and coping of our students, we offer a wide range of support for both physical and mental well-being, such as well-being and exercise services, a study psychologist and pedagogical specialist services. In Finland, health and medical care services for higher education students are provided by the FSHS. Our student well-being team monitors student well-being through an annual well-being survey and a student feedback survey (AVOP) for graduating students. The average score on well-being in the 2024 AVOP survey improved from the previous year.

As an athlete-friendly UAS, we also take into account the needs of elite athletes, and we offer support to the extent we can considering the student's field of study.

SDG highlights

- We took part in the celebrations of the themed week for sexual and gender minorities by flying rainbow flags on our campuses in Lahti and Lappeenranta. Our Bachelor of Business Administration and Bachelor of Hospitality Management students organised events for Lahti Pride together with the human and civil rights organisation Lahden Seta ry. LAB is also one of the partners of Lappeenranta Pride.
- The Active Campus project aims to improve LAB and LUT students' physical activity and well-being, for example, by promoting a culture of mobility as part of teaching and modifying the campus environment to encourage physical activity.
- LAB and LUT gave out free reflectors to their staff and students as part of a national road safety theme day in October 2024.
- LAB offers free-of-charge study opportunities for those fleeing the war in Ukraine.
- We celebrated the national Children's Day at Work in November 2024. The purpose of the theme day is to make work more family friendly and increase the participation of children in society.
- LUT Universities participated in the 'Miljoona roskapussia' campaign after being challenged to do so by the PlastLIFE project. Together, the aim was to prevent litter in the environment and increase understanding of the importance of sorting plastic. The personnel were allowed to spend two paid working hours on the campaign. The aim of the PlastLIFE cooperation project is to create a sustainable circular economy of plastics by 2035.
- Webinar training on race, racism and antiracism was offered for the staff, which was organised by the Finnish universities' DEI network.

Environmental performance

Environmental performance

Climate change mitigation and making our campuses carbon neutral in 2025 (Scopes 1 and 2) are our strategic choices. Our goal for carbon-neutral campuses is related to the joint goal set in the Arene's programme for sustainable development and responsibility which sets up all Finnish universities of applied sciences to be carbon neutral by 2030. The programme emphasises both reducing emissions and increasing the positive carbon handprint. Our carbon neutrality objective is also included in the agreement between LAB and the Ministry of Education and Culture.

Our policies include improving energy efficiency, introducing renewable energy, responsible procurement practices, and waste and emissions management. The Climate Action Plan, updated in 2024, outlines our actions to reduce our emissions, and it guides us in achieving our goals. The principles apply to all operating locations and stakeholders of the university of applied sciences, such as students, staff and partners. We strive to minimise the negative environmental impacts of our operations and support the SDGs.

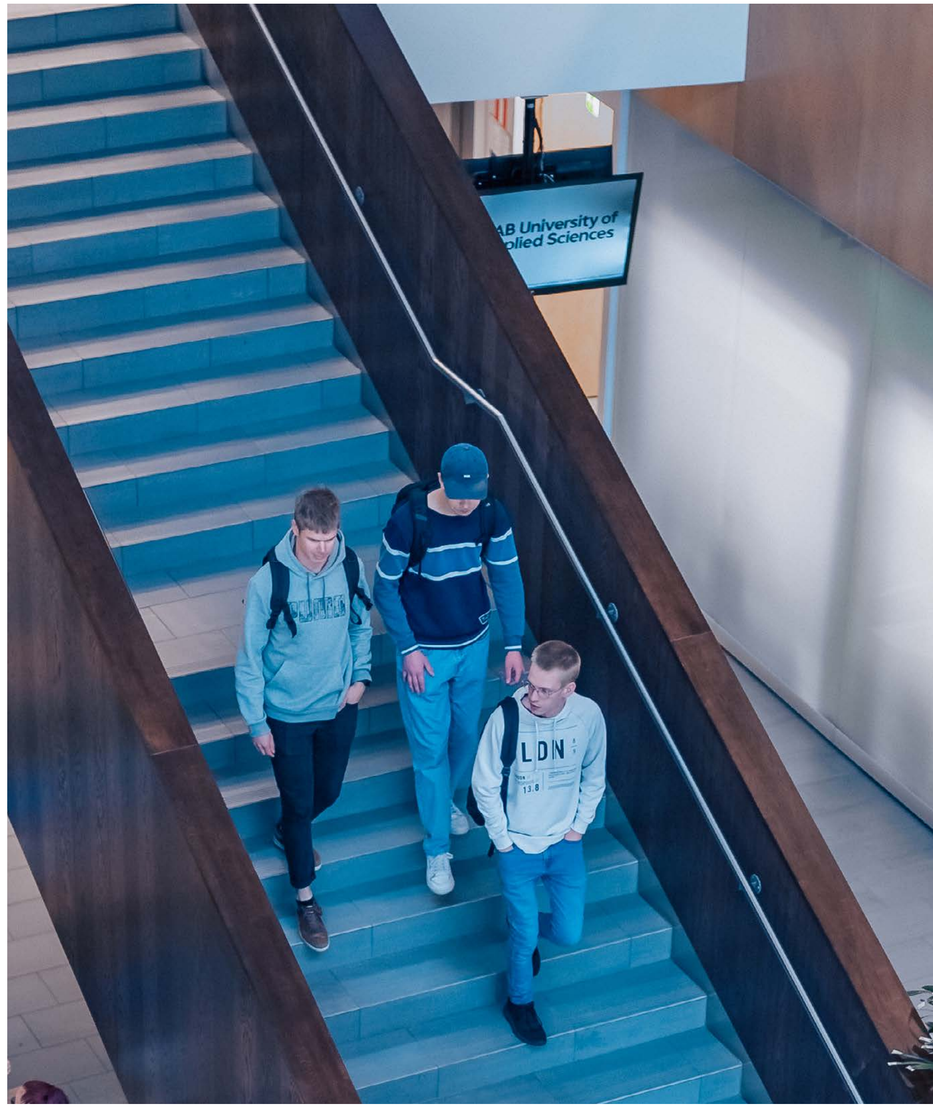
As part of the university group of LUT Universities, we share the campuses in Lahti and Lappeenranta and also share university services and information systems that support our core activities. ESG compliance is implemented at group level.

Sustainable campuses

LAB owns the campus building and the land around it in Lappeenranta. In Lahti, the buildings and the land are owned by Isku Center and Lahden Tiedepuisto. The services provided by the campus property owners related to building maintenance technology, energy efficiency, waste management, and facility upkeep and development compose a part of our sustainability.

The electricity in all our campuses is produced with renewable energy or nuclear power. LAB's Lappeenranta campus is heated using bioenergy with a guarantee of origin. The Lahti campus at ISKU Center is partially heated with geothermal power, and part of its electricity is produced with solar panels that have been placed on the building. The lights in learning and meeting facilities on the Lahti campus, and partially in Lappeenranta, are controlled by motion sensors, which ensure that our electricity consumption is minimised. In addition, partial remote work and distance learning reduce mobility-related costs and emissions.

The food service providers on our campuses aim for sustainability. The Compass Group, operating on the Lahti campus, aims to be carbon neutral in 2030. Also, the Lappeenranta campus' restaurants operator Kampusravintolat Oy actively promotes sustainability. Food is cooked in batches according to the demand. There are scales with which to monitor biowaste volumes, and people returning dirty dishes get immediate feedback. Since 2024, the carbon intensity of every dish is visible on the menu to reduce the climate impact of food on campuses. Food left over from lunch is sold on campuses at cheap rates. Vegetarian food is served on the buffet daily in both campuses.



Procurement plays an important part in creating the UAS's environmental footprint. LAB makes use of Hansel Ltd.'s framework arrangements in a large part of its procurements. In its own framework competitions, Hansel takes into account environmental criteria. In the reporting year, LAB updated its guidance regarding the environmental considerations in procurement. A precondition for all procurements is that the item or service to be procured is necessary.

LAB events are organised in accordance with the principles of sustainable event production. The environmental impact is minimised, for example, by favouring public transport and serving climate-friendly foods and drinks. The carbon footprint and food waste are also considered during the planning stage of the campus teaching restaurants' pop-up events. The areas of focus when purchasing raw materials include low logistics costs, minimal packaging waste and giving priority to local producers.

Environmental considerations show in all our campus activities. We are planting a tree for each graduate instead to giving them roses at the graduation ceremonies. We also have a paperless graduation, and the graduate will only receive an electronic degree certificate. In addition, the electronic certificate is more reliable because it is much more difficult to forge than a paper certificate.

Examples of sustainable practices on our campuses:

- During the year under review, we introduced chemical-free cleaning in almost all of the premises of the main building on LAB's Lappeenranta campus. Reducing the use of cleaning agents reduces the environmental load as it cuts down on plastic and packaging waste, among other benefits.
- The student canteen on the Lahti campus stopped using trays in autumn 2024. The measure reduces the environmental load as energy, water and detergent consumption decreases.
- The Sycla project aimed to increase sustainable commuting on our Lahti campus. As part of the Sycla project, two surveys related to commuting were carried out during the reporting year. At the beginning of the year, we surveyed the personnel on our Lahti campus about their methods of commuting and thoughts about the commuting benefits offered by the workplace; a follow-up survey at the end of the year examined the impacts of the promotion measures.
- A campus park was completed last year between the two entrances of the Lahti campus. The principles of sustainable development guided the planning and construction of the park, and special attention was paid to increasing communality. The park promotes biodiversity and recycles both natural resources and materials.
- In Lappeenranta, LAB and LUT cover some of the annual costs of city bikes in order to make the bikes available for students and staff on the campus. The Lahti campus also has a city bike stop.

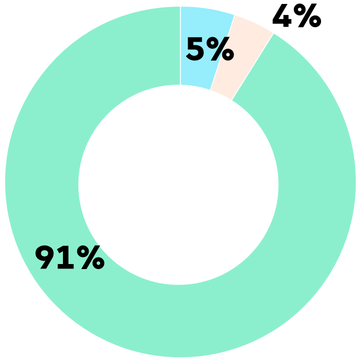
SDG highlights

- The ‘Adapting to climate change in South Karelia’ project started in 2024 with the aim to initiate and enhance climate change adaptation work in the municipal and business sectors of South Karelia. The goal is to increase the know-how and capabilities of municipalities and companies related to adaptation to climate change in cooperation with actors in the region, as well as to increase municipalities’ knowledge of agricultural emissions and climate measures and to improve the discussion atmosphere around the topic.
- The BioCarbonValue project examined the entire value chain of high-value carbon products, ranging from the procurement of raw materials to their end use. LAB was involved in promoting the market access of alternative carbon products, including doing so by studying the pre-treatment of lignin powder before pyrolysis tests. Lignin pyrolysis can be used to produce carbon in a renewable manner and replace graphite, which is used in batteries and extracted from mines or manufactured from fossil raw materials.
- The ‘LUONTOLAS – A nature perspective in the renewal of SMEs’ project supports the sustainable growth of small and medium-sized companies by promoting the identification and measurement of biodiversity impacts and the development of nature-positive business.

Carbon footprint

We are committed to carrying out a carbon footprint calculation annually with the jointly developed Arene calculation model, and we are committed to monitoring the development of our carbon footprint. The 2024 LAB footprint was calculated with the Arene calculator, dated 10.12.2024. The most significant updates are recorded annually in the calculator. The Arene's footprint calculation follows the GHG protocol for the selected categories of business travel, real estate and procurement. The calculation does not include any categories based on individual choices, such as meals on campus and commuting.

- LAB's total carbon footprint in 2024 was 7 744 tonnes of carbon dioxide equivalents (tCO_2eq). Emissions from procurements account for 7 024 tCO_2eq (91%), emissions from buildings account for 344 tCO_2eq (4%) and emissions from travel account for 376 tCO_2eq (5%).
- In 2023, the total carbon footprint was 7 553 tCO_2eq. Emissions from procurements accounted for 6 875 tCO_2eq (91%), emissions from buildings account for 321 tCO_2eq (4%) and emissions from travel account for 357 tCO_2eq (5%).
- The majority of LAB's carbon footprint consists of indirect emissions (Scope 3). Direct emissions (Scopes 1 & 2) account for only 2% of the total.



LAB's emission distribution 2024

Emissions:
- travel 5%
- real estate 4%
- procurement 91%

Travel (Scope 1 & 3):
Total 376.2 tCO_2eq

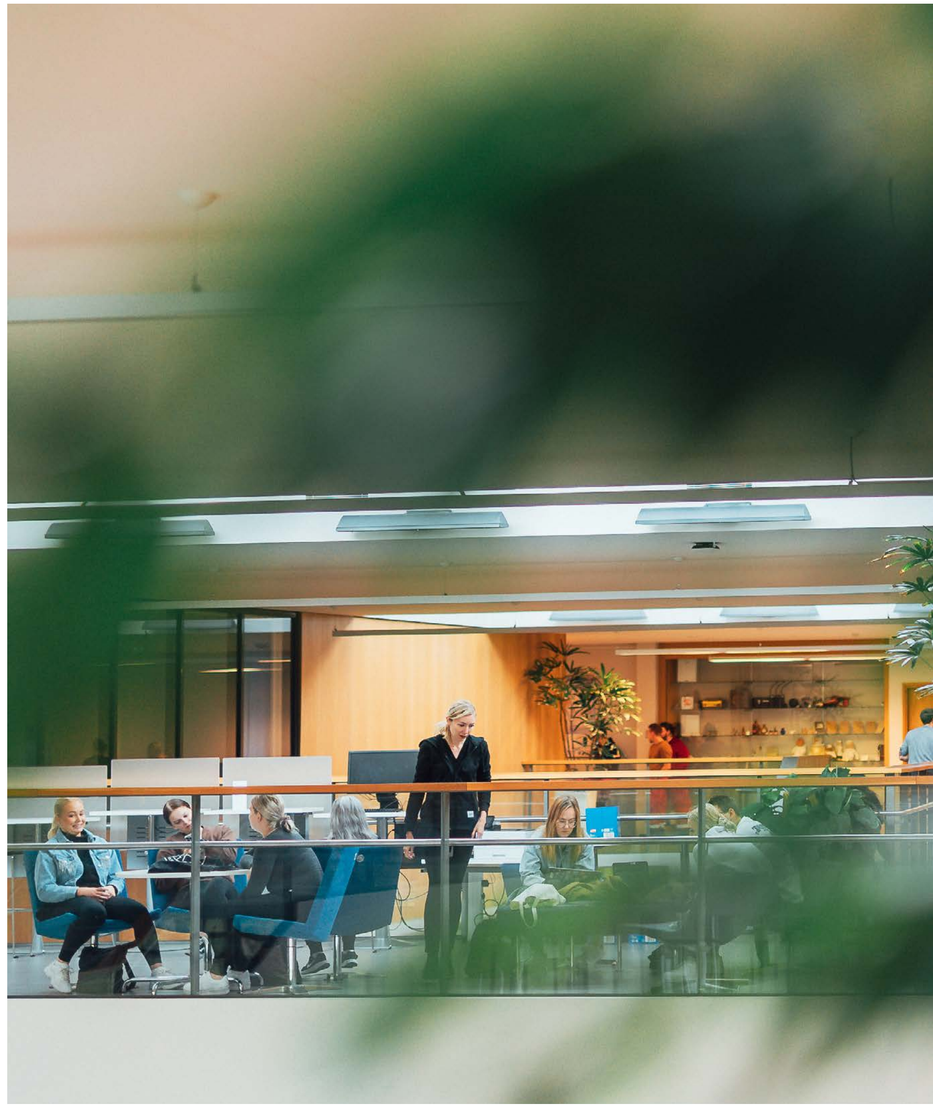
- Travel is defined as work-related business travel and excludes travel between home and work. The category includes flights, car traffic, journeys in the UAS's cars, public transport, rental buses, maritime travel and hotel nights. In 2024, LAB was able to include data from bus travel, rental buses and maritime travel for the first time.
- Emissions from travel grew slightly. In 2023, emissions from travel were reported to be 357 tCO_2eq.
- LAB's strategic target is building higher education institution partnerships that support international growth. Travel for the purpose of promoting this target stayed at almost the same level as the previous year. In 2024 air travel increased by 4 per cent in total. Long-haul flight kilometres continued to decrease, decreasing by 9 per cent, and also short distance flight kilometres decreased by 28%.
- The amount of paid kilometre adjustments grew only slightly, by 9 per cent, after the significant growth the previous year.
- The number of kilometres driven in LAB's vehicles increased significantly (by 59%). The underlying reason is the purchase of a fully electric van at the end of the previous year and the changed use of a second ambulance. Two of LAB's vehicles are ambulances, used in teaching and simulation use. The number of driven kilometres increased significantly due to the location of teaching groups (retraining and upgrading qualifications).
- The rapid replacement of existing vehicles with zero emissions cars, which is a measure included in our Climate Action Plan, is crucial for the LAB emissions to be reduced further.

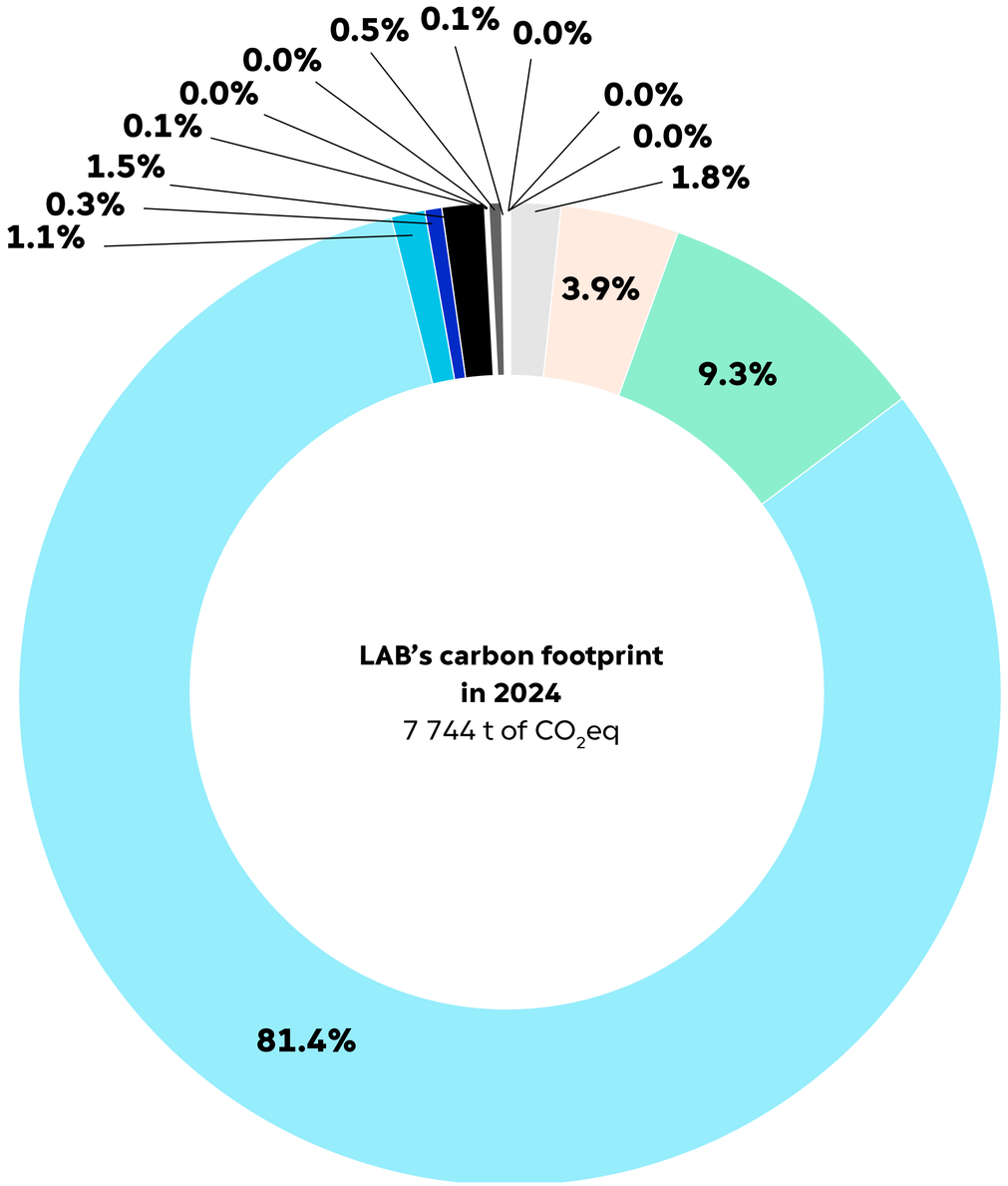
Real estate (Scope 2 & 3):
Total 343.7 tCO_2eq

- Real estate includes buildings' heating, electricity consumption, water, waste management, renovation and space alteration projects, maintenance repairs, use and maintenance, upkeep of outdoor areas and cleaning. No data is available for cooling.
- This calculation includes the Lappeenranta campus (9 000 m²) and the Lahti campuses on Mukkulankatu 19 (2 500 m²) and Niemenkatu 73 (3 348 m²). In 2024, the surface area of properties was the same as in 2023.
- The emissions from real estate grew slightly compared with 2023, when the emissions from real estate were reported to be 321 tCO_2eq. The increase in emissions is mainly due to an increase in the costs related to real estate maintenance.
- Total heat consumption, electricity consumption and water consumption have stayed at nearly the same level as in 2023. Consumption figures are in the 'Consumption and waste management' section of the report.
- The electricity purchased by LAB for the Lappeenranta campus is 100 per cent nuclear. Electricity is included in the Lahti campus' rent, and both the ISKU Center and Lahden Tiedepuisto used 100 per cent renewable energy in all their locations. This means that all electricity consumed in LAB was either renewables electricity (73%) or nuclear electricity (27%).
- The emission factors for district heating are those reported by local energy companies (Lappeenrannan Energia and Lahti Energia). In Lappeenranta, the district heating is biobased, with a guarantee of origin. In Lahti, district heating consists of renewable energy sources (84.8%) and fossil fuels (15.2%).
- An increase in general costs is still apparent in waste management costs, which rose by 45%. More attention must be focused on consumption behaviour and reducing waste, as well as on the successful sorting of waste.
- All the collected fractions are directed to recycling and energy recovery processes, and nothing goes to a landfill. In Lappeenranta, the recycling rate is 71 per cent and in Lahti it is 62 per cent.

Procurements (Scope 3):
Total 7 024.4 tCO_2eq

- In the 2024 calculator, procurements are itemised in more detail than before. The following six new categories have been added to the Procurements tab: expert services, communications and marketing, occupational health services, staff recreation and training, and insurance. In addition, procurements include IT equipment, IT expert services, telecommunications services, other equipment, furniture, food and coffee catering, and all other procurements.
- The calculation of the carbon footprint associated with purchases is based on euros spent.
- Procurement-related emissions have grown slightly as the 2023 carbon footprint for procurements was 6 875 tCO_2eq. The figures reflect the overall increased cost level.
- Procurements form the majority of LAB's carbon footprint. Attention must be focused on how environmentally friendly the procurements are, on the emissions of suppliers and on ensuring that procurements are only made for actual needs.
- In 2024 LUT Universities updated their guidelines for environmental considerations in procurement.





LAB's carbon footprint in 2024:
7 744 t of CO_2eq

A more detailed breakdown of emissions:

Emission distribution	of CO_2eq	
SCOPE 1		
LAB vehicles	3.1	0.0%
SCOPE 2		
Electricity	0.0	0.0%
Heating	135.7	1.8%
SCOPE 3		
Flights	300.1	3.9%
Procurements	718.6	9.3%
Other procurements	6 305.8	81.4%
Electricity + heating (Scope 3)	86.1	1.1%
Hotel accommodation	23.1	0.3%
Construction and other buildings maintenance	114.7	1.5%
Waste management	5.7	0.1%
Water consumption	1.6	0.0%
LAB vehicles (Scope 3)	1.1	0.0%
Passenger cars (mileage/ kilometre-adjusted business trips)	38.9	0.5%
Public transport	9.0	0.1%
Maritime travel	0.9	0.0%
Total	**7 744.3**	

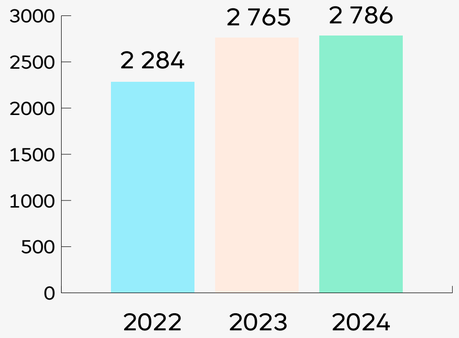
Consumption and waste management

The monitoring and reporting of LAB's environmental performance includes electricity, heat and water consumption, and waste streams. These are reported from both LAB Lappeenranta and Lahti campuses.

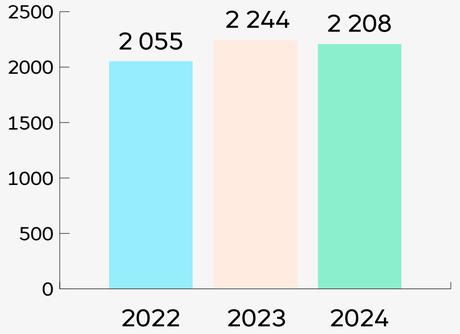
Amount of waste [t] and waste streams [t]

Waste stream*	**t**
Mixed waste	15.0
Energy waste	12.8
Biowaste	21.9
Cardboard	0.9
Metal packaging	2.0
Paper	2.1
Plastic	3.0
Hazardous waste	0.3
TOTAL	**58**

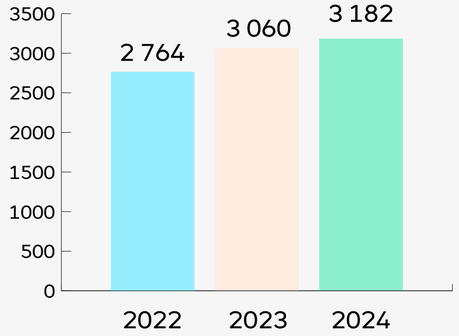
* No data is available for waste electrical and electronic equipment as it is sorted together with other property users.



Heat consumption [MWh]



Electricity consumption [MWh]



Volume of water used [m³]

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