

# SUSTAINABILITY REPORT

2025



## Metropolia's Sustainability Report 2025

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& authors 2026  
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Layout design: Pentagon Design  
Layout: Advertising Agency SST  
Photographs: Media Bank by Metropolia  
University of Applied Sciences

Publications of Metropolia UAS  
TAITO-series 165  
Helsinki 2026

ISBN 978-952-328-476-0 (pdf)  
ISSN 2669-8021 (pdf)

[metropolia.fi/publications](https://metropolia.fi/publications)  
[metropolia.fi/en/about-us/this-is-how-we-work/  
sustainable-development](https://metropolia.fi/en/about-us/this-is-how-we-work/sustainable-development)

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This publication is Metropolia's fifth sustainability report. It compiles the most significant measures taken by Metropolia over the calendar year towards progress on its sustainability roadmap. The sustainability report is published annually in Finnish and English.

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# INTRO- DUCTION

In recent years, Metropolia has strongly focused on sustainable development. As a higher education community of approximately 19,000 people, Metropolia has a significant responsibility and opportunity to address challenges and advocate for a sustainable future.

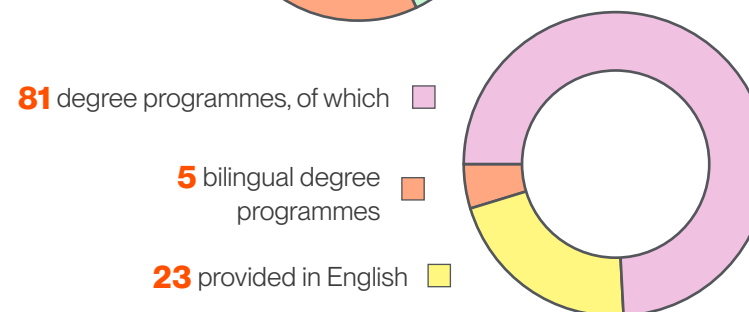
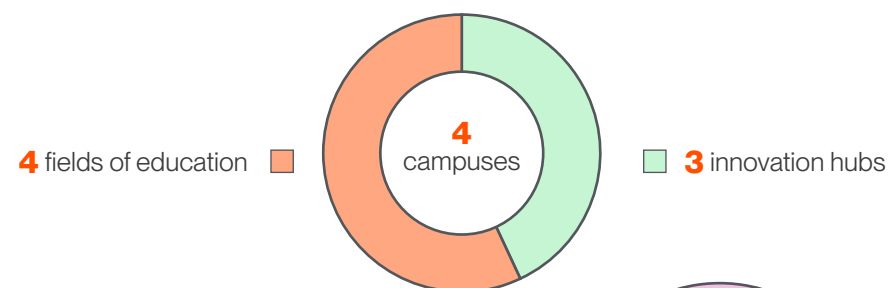
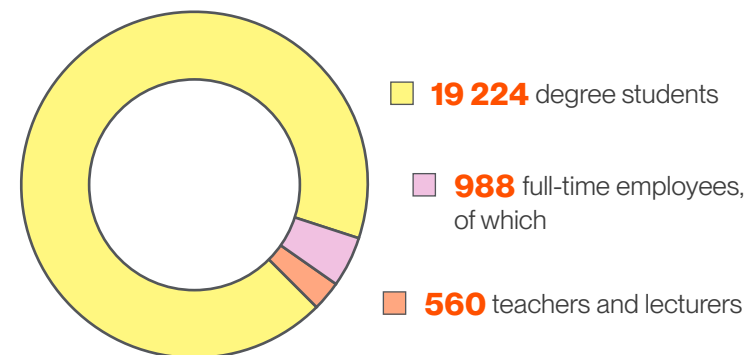
The Sustainability Report 2025 is a comprehensive presentation of the university's sustainability efforts. The report details the progress of Metropolia's sustainable development goals and actions, as well as the year's key highlights.

Enjoy reading the report!

# METROPOLIA UNIVERSITY OF APPLIED SCIENCES

Based in the Helsinki Metropolitan Area, Metropolia University of Applied Sciences is the largest university of applied sciences in Finland. Metropolia offers various educational opportunities in the fields of culture, business, health care and social services, and technology. Metropolia's phenomenon-based innovation hubs engage in multidisciplinary RDI activities, which also provide Metropolia students with opportunities to learn and create new things.

Metropolia has four modern and accessible campuses: In Myllypuro and Arabia in Helsinki, Myyrmäki in Vantaa, and Karamalmi in Espoo. Our strategy aims at making a strong impact for the benefit of society. Our strategic intent is to be a bold reformer of expertise and an active builder of a sustainable future. Sustainable development and growth is an overarching theme in our strategy. Our goal is that sustainable development and responsibility guide all our operations.



# SUSTAINABILITY HIGHLIGHTS IN 2025



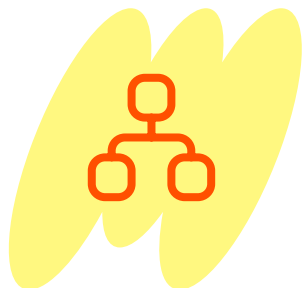
## **Renewal of the Climate Programme**

We renewed our Climate Programme and strengthened the university's carbon-neutral practices.



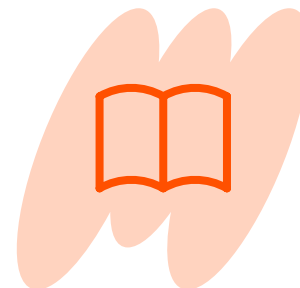
## **Development of sustainability reporting**

We acquired a sustainable development reporting platform that enables all sustainability-related data to be collected in one place. Planmark's AI-based reporting software supports CSRD and VSME reporting by automating data collection, verification and the continuous utilisation of information.



## **Updating the Sustainable Development Roadmap for 2026–2027**

We updated our Sustainable Development Roadmap by adding concrete objectives and indicators that help ensure the promotion of sustainable development across all levels of activity.



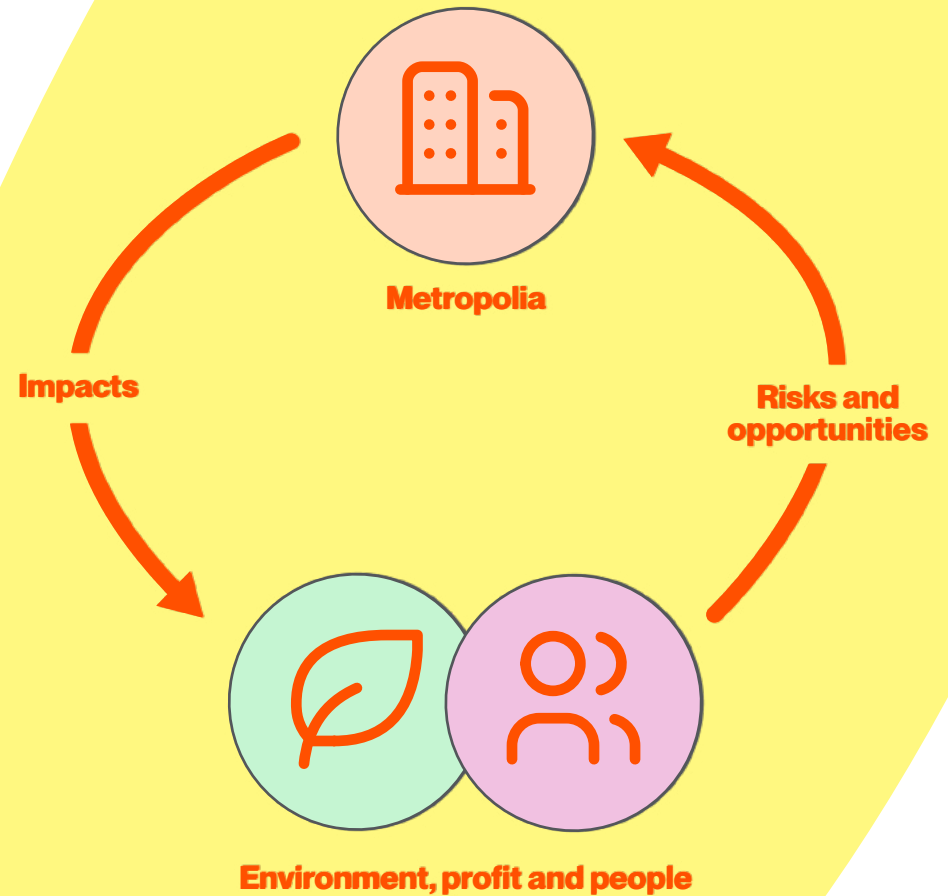
## **Strengthening pedagogy for a sustainable future**

We published a book titled Creativity, Imagination and the Power of Change – Perspectives on Pedagogy for a Sustainable Future in Universities of Applied Sciences. The book aims to strengthen teaching and learning related to sustainable development in a higher education context. As we develop our pedagogical thinking and teaching practices, we also enhance our staff's capacity to act as promoters of sustainable development. For this reason, we also updated the sustainable development Moodle course available to our staff.

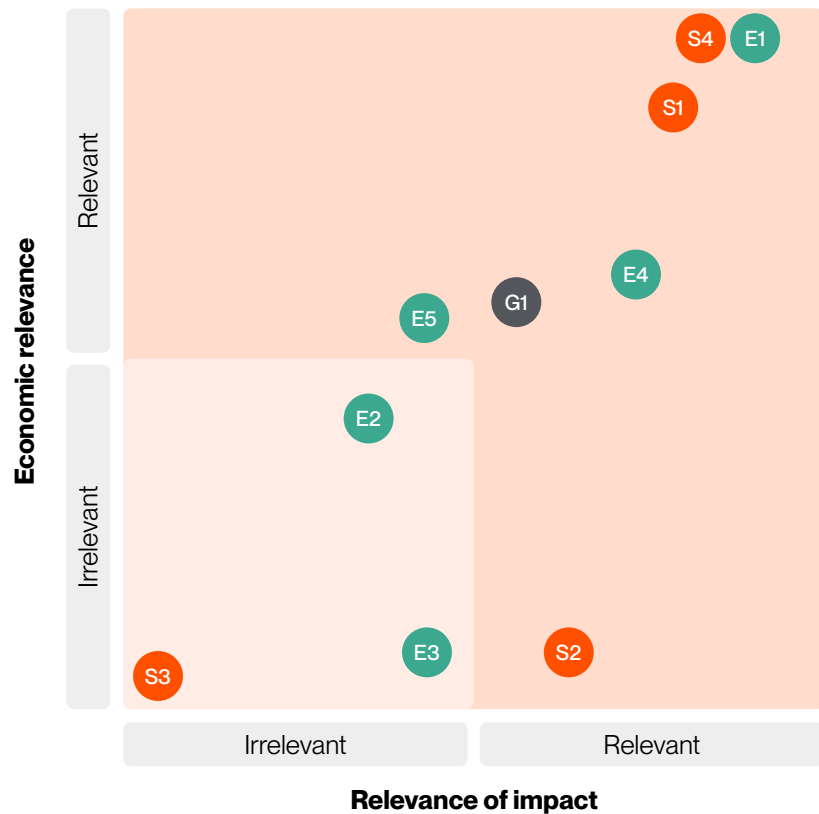
# METROPOLIA'S SUSTAINABLE DEVELOPMENT GOALS

Metropolia's sustainable development efforts are defined by Metropolia's strategy and the sustainability roadmap. The roadmap depicts our sustainability goals and the measures and indicators needed to reach them. The roadmap was updated during 2025 and applies to the years 2026–2027.

1. Everyone at Metropolia will get sustainability know-how that can be implemented in working life and society.
2. We lead responsibly and with a human touch.
3. We create innovative solutions to promote sustainable development.
4. We aim for carbon neutrality in line with our climate programme.
5. We grow sustainably and invest in the future.



*Double materiality analysis. The double materiality analysis is a process where a company assesses the impacts of its operations on the environment and society, as well as the impacts of the environment and society on the company. Simultaneously, changes that cause financial impacts and risks, as well as create opportunities for the company's operations, are identified.*



**Environment**

- E1 Climate change
- E2 Pollution
- E3 Water and marir
- E4 Biodiversity and ecosystems
- E5 Resource use a

**People and society**

- S1 Own workforce
- S2 Workers in the v
- S3 Affected commi
- S4 Consumers and

**Governance**

- G1 Business condu

Based on the analysis, the most significant impacts of Metropolia's operations on sustainable development are directed towards climate change (E1), consumers and end-users (S4), which in Metropolia's context refers to students, and its own workforce (S1). 8



# SUSTAINABILITY MANAGEMENT

In Metropolia's sustainability work, the highest decision-making and steering responsibility lies with the Metropolia Board of Directors. At the management group level, the Development Director is responsible for sustainable development and the Deputy CEO is responsible for sustainable growth. Each of the objectives in the Sustainable Development Roadmap has also a responsible director. The Sustainable Development Manager is responsible for coordinating the overall operations at the operational level and leads various thematic teams together with the Environment Specialist.

During the 2025 financial year, the Board and management group meetings addressed the following sustainability areas:

- sustainable development roadmap
- climate programme
- Developing sustainability reporting in line with the CSRD/VSME\* frameworks
- diversity and sustainable future.

\* Corporate Sustainability Reporting Directive / Voluntary Sustainability Reporting Standard

# ACTIONS FOR A SUSTAINABLE FUTURE

This chapter provides concrete examples of how sustainable development is promoted in Metropolia's education, as well as in research, development and innovation activities. The chapter does not aim to be a comprehensive description of all sustainability work but rather offers examples of the diverse ways in which a sustainable future is advanced at Metropolia. Each example is linked to at least one sustainability goal from the UN's Agenda 2030, to which the activity most clearly relates.



# SUSTAINABLE DEVELOPMENT AT METROPOLIA THROUGH THE EYES OF STUDENTS

One of the goals of Metropolia's sustainability roadmap is that every member of Metropolia knows how to promote sustainable development in the working life and society. The feedback questionnaire for University of Applied Sciences graduands (the AVOP survey) shows that Metropolia students' knowledge of and ability to apply sustainable development principles has strengthened since 2022.

The positive and consistent trend reflects impactful and long-term efforts to reinforce sustainability competences. The results can be seen as a very strong indication that the strategic objectives are clearly reflected in students' skills. The adjacent table presents the average responses of students graduating in 2022–2025 to statements related to sustainable development. In the feedback survey, each statement is assessed on a scale where 1 = strongly disagree, 4 = neutral and 7 = strongly agree.

QUESTION	AVERAGE 2022	AVERAGE 2023	AVERAGE 2024	AVERAGE 2025
Sustainable development has been well integrated into my studies.	4,33	4,48	4,67	4,99
My sustainability competences have grown during my studies.	4,35	4,48	4,7	4,96
I am able to apply my sustainability competences in working life.	4,63	4,73	4,91	5,15

Averages of Metropolia students' responses to the AVOP survey statements on sustainable development for the years 2022–2025



**The positive and consistent trend reflects impactful and long-term efforts to strengthen sustainability competences.**

# URBAN CIRCULAR HACK

## – students' sustainability solutions for the urban energy transition

In November 2025, Metropolia organised the Urban Circular Hack Helsinki 2025 hackathon for students, with the aim of identifying concrete solutions to energy transitions in urban areas. The event took place on 24–25 November 2025 at the Helsinki XR Center and offered participants the opportunity to work in multidisciplinary teams together with representatives from cities and experts in sustainable development.

Participants developed solution ideas for real sustainability challenges faced by the cities of Helsinki, Espoo and Vantaa, supported by mentors in innovation methods and project work. The hackathon brought together students from different fields, highlighted the importance of multidisciplinary collaboration and encouraged the development of new approaches for building more sustainable cities. The hackathon provided students with hands-on experience in teamwork, innovation and presenting project outcomes. At the same time, the hackathon supported Metropolia's responsibility goals by promoting circular economy competences and fostering sustainable solutions.

**The hackathon brought together students from different fields.**





## COMPLETION OF THE DEI COURSE strengthens equality and a responsible organisational culture

Metropolia has developed a DEI course (Diversity, Equity & Inclusion) aimed at the entire staff. The course is designed to strengthen competences in promoting equality, diversity and inclusion, and to support Metropolia's responsible and inclusive organisational culture.

The course provides up-to-date information and practical tools for recognising and valuing diversity in teaching, work communities and leadership. Its content covers, among other things, equitable practices, recognising biases and building an inclusive operational environment as part of everyday work.

Developing DEI competences supports Metropolia's responsibility efforts particularly in terms of educational quality, accessibility and a well-being work community. As a course targeted at staff, it promotes sustainable development by strengthening the skills needed to build an equal, learning and just higher education community.

**The course is designed to strengthen competences in promoting equality, diversity and inclusion.**

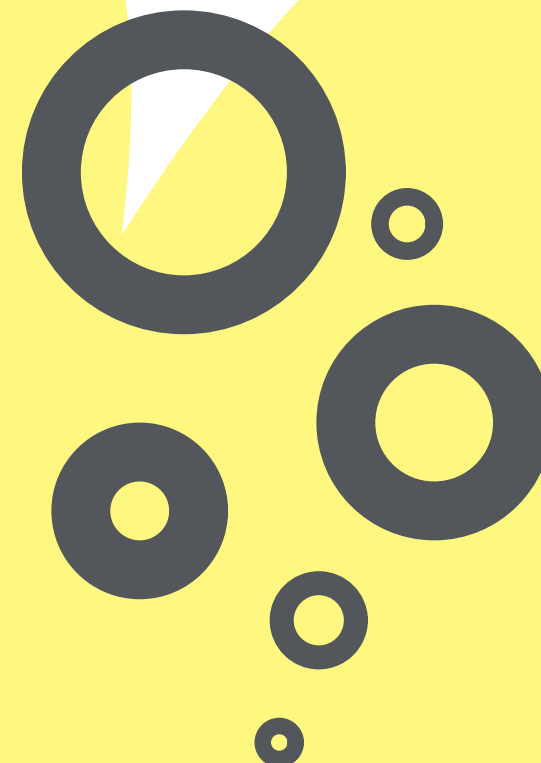
# WELCOME HUB — GUIDANCE POINT FOR INTERNATIONAL STUDENTS

Metropolia's Welcome Hub began its operations in autumn 2025. Its purpose is to support international students in adapting smoothly to their new study and living environment. The Welcome Hub provides low-threshold guidance, advice and community-oriented services that support students' everyday life, study ability and wellbeing throughout different stages of their studies.

At the core of the activities is a holistic approach to student wellbeing. The Welcome Hub responds to the identified needs of international students by offering information, support and opportunities for connection that strengthen the sense of belonging, inclusion and a safe study environment. The Hub organises events, info sessions and workshops aimed at fostering social networks, intercultural interaction and students' integration into Finland and the Helsinki Metropolitan Area.

The Welcome Hub demonstrated its significance already during its initial phase. In autumn 2025, the guidance point served 91 students, and an additional 421 students participated in events and workshops organised by the Welcome Hub. These participation figures show a clear need for the service and highlight how it meaningfully complements Metropolia's existing student services.

The Welcome Hub is an important part of Metropolia's responsibility efforts. It promotes equality, inclusion and wellbeing among students and supports equal learning opportunities in a multicultural higher education community. The activities reinforce Metropolia's commitment to internationalisation, student-centredness and building a sustainable community.



**In autumn 2025, the guidance point served 91 students, and an additional 421 students participated in events and workshops.**



# PEDAGOGY FOR A SUSTAINABLE FUTURE

In 2025, we advanced pedagogy for a sustainable future by developing a wide range of learning materials, training modules and interactive practices that support the long-term integration of sustainable development goals into teaching and learning. The work focused particularly on ensuring that sustainability competences are strengthened systematically across all fields of study and at all stages of learning.

A key measure was the development of pedagogical material for a sustainable future. The aim of this material is to support teaching staff in identifying sustainability-related themes and integrating them into the planning and delivery of teaching. The material provides pedagogical approaches, examples and practical tools to help embed sustainability perspectives naturally into teaching and learning across different disciplines.

We also updated the sustainable development Moodle course for staff to reflect current and evolving competence needs. In the update process, particular attention was paid to the multidimensional nature of sustainability challenges and to strengthening staff readiness to address sustainable develop-

ment in teaching, guidance and everyday work within the Metropolia community.

In collaboration with the UIREKA European University Alliance, we developed a sustainability education module shared by all higher education institutions within the alliance. This module supports the alliance's common competence objectives and promotes a coherent, high-quality and impactful approach to sustainability competences in higher education communities. The joint development work also strengthens learning in networks and enables the sharing of best practices between institutions.

**The aim of the pedagogical material is to support teaching staff in delivering education on sustainable development.**





# KIEHKURA

## — Public procurement as a driver of sustainable product design and circular economy markets

Metropolia promotes the circular economy and the green transition by coordinating the KIEHKURA project, which responds to the requirements set by evolving legislation for the design and manufacture of machinery and equipment.

The KIEHKURA project (2025–2027) develops the public procurement process by implementing procurement pilots, strengthening methods for market dialogue, and creating new circular economy criteria for the national criteria bank used by public procurement units. The aim is to accelerate the transition to a circular economy, particularly in the production and market supply of machinery and equipment, and to support the adoption of more sustainable solutions in markets and public procurement.

Metropolia implements the project in collaboration with Laurea University of Applied Sciences and the Universities of Applied Sciences in Jyväskylä and Turku. Experts from the Finnish Environment Institute analysed the impacts of the evolving legislation on

public procurement, and Motiva's experts will continue the work by contributing to the development of circular economy criteria. Motiva is a state-owned company specialising in sustainable development and promoting resource efficiency, energy efficiency and sustainable public procurement in Finland.

The KIEHKURA project is co-funded by the European Union and is part of the national thematic package on the green transition. The project supports Metropolia's responsibility objectives by linking research, development and innovation activities with concrete measures that advance sustainable production, market development and society's transition towards a circular economy.



**The project supports the wider adoption of more sustainable solutions in markets and public procurement.**



## SKILLS, CONNECTION AND LANGUAGE PROFICIENCY – the TOKASA and SAILA projects as enablers of a sustainable working life

In the functionally bilingual nursing education (TOKASA), the Finnish language is actively used from the very beginning of the studies, even if a student's language skills are almost non-existent at the start. Students are guided onto individual language pathways according to their proficiency level. The aim is for every student to reach a level of Finnish that is sufficient for working as a registered nurse, and to ensure that – once they have learned the language – they are strongly motivated to remain in the Finnish labour market. The TOKASA programme has been highly attractive. The TOKASA project has been coordinated by Metropolia and Tampere University of Applied Sciences.

The TOKASA model was expanded in autumn 2025 to include other degree programmes. More than 160 students with an international background began their studies in Finnish-integrated programmes in Biomedical Laboratory Science, Physiotherapy, and two bilingual degree programmes in Business Administration. The models and outcomes developed

in the projects were celebrated in an event at the Myllypuro Campus in December 2025.

The SAILA projects (Nurse Licensure in Finland), coordinated by Metropolia, have improved the opportunities for nurses from outside the EU/EEA to work in their own profession in Finland. The projects, carried out in collaboration with all Finnish universities of applied sciences that educate nurses, developed a national licensure pathway enabling nurses to access employment in Finland more smoothly and in roles corresponding to their qualifications.

**Finnish is actively used from the very beginning of the studies, even if the student's language skills are almost non-existent at the start**





# ENERGY-EFFICIENT AND LOW-EMISSION PROPERTY SOLUTIONS

Metropolia is participating in the AURI2027 development project, which promotes the adoption of solar energy and energy-flexibility solutions in public buildings nationwide. The aim of the project is to support municipalities and other public actors in transitioning towards more energy-efficient and low-emission property solutions, while also generating results that can be utilised nationally to advance the public sector's energy transition. AURI2027 also strengthens the ability of small and medium-sized enterprises in the energy sector to develop and offer solutions for the public sector through market dialogue and co-creation. The project is implemented in cooperation with LAB University of Applied Sciences, Karelia University of Applied Sciences and Oulu University of Applied Sciences, and is co-funded by the European Union as part of the national green transition initiative.

The AURI2027 project supports the implementation of the EU Energy Performance of Buildings Directive (EPBD) by providing information, operational models and practical solutions for the use of solar energy and the development of energy flexibility. At the same time, the project helps public actors achieve their own car-

bon-neutrality targets and strengthens the realisation of the energy transition in the built environment. As part of the project, a browser-based solar energy potential mapping tool has been developed. Using this tool, national-level solar energy assessments have been carried out in collaboration with 11 municipalities, covering approximately 170 public buildings to date.

Metropolia's participation in the project supports the university's responsibility objectives by combining expertise, development activities and practical pilots. The project also enhances Metropolia's role in promoting sustainable construction, energy efficiency and renewable energy solutions through both education and research, development and innovation activities.

**The project provides information, operational models and practical solutions for utilising solar energy and developing energy flexibility.**

# ECOLOGICAL SUSTAIN- ABILITY

Ecological sustainability means for Metropolia responsibility for the environment and respecting planetary boundaries. We are developing our operations towards greater ecological sustainability through carbon neutrality efforts, investments in resource wisdom, and actions in line with circular economy models. We not only seek and create innovative solutions in education and RDI activities, but also reduce our own carbon footprint, both directly and indirectly through the emissions generated across our value chains.

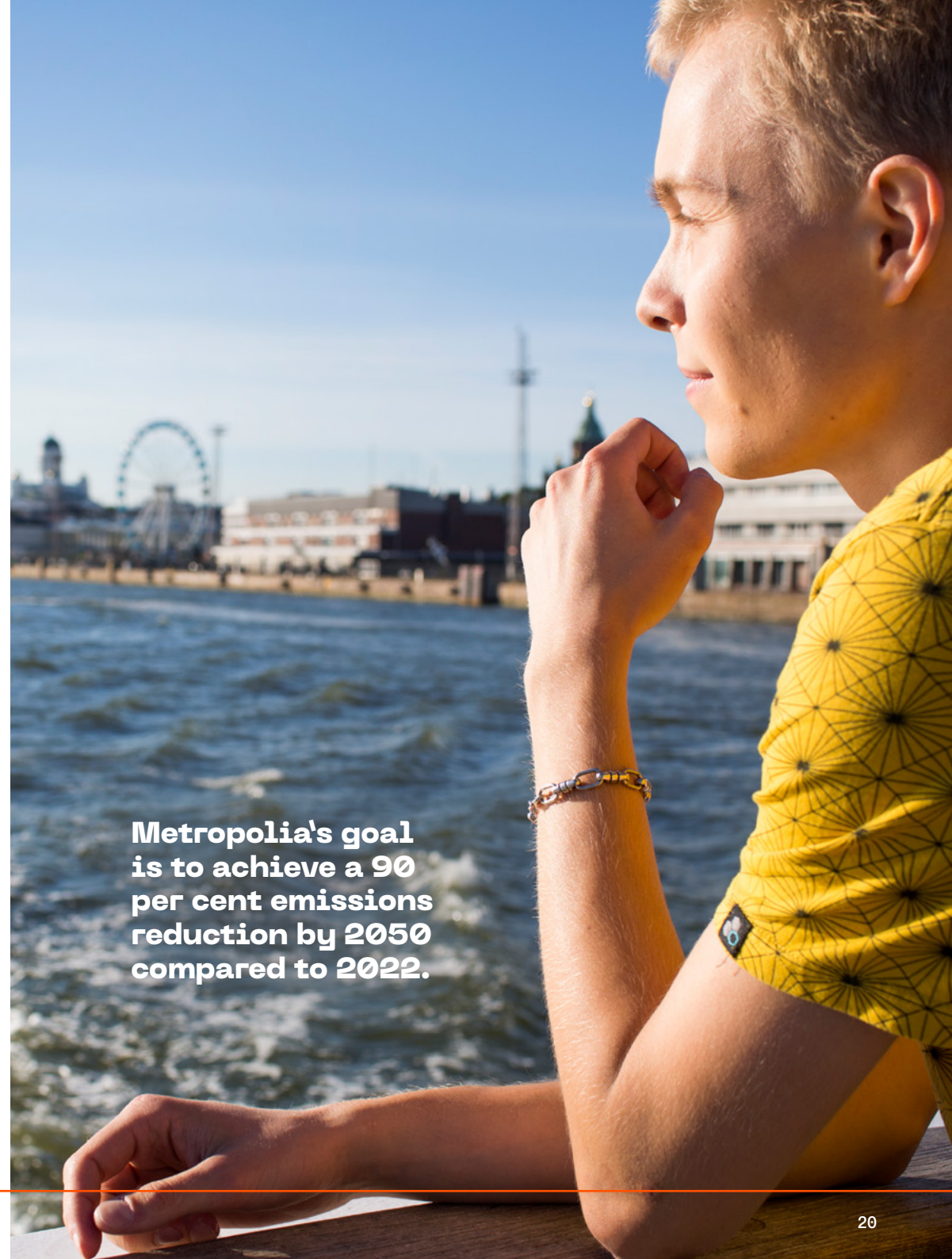


# TOWARDS CARBON NEUTRALITY

The emission-reduction targets of Metropolia's Climate Programme were updated at the end of 2025 based on the results of the carbon footprint calculation. The calculation is based on the Greenhouse Gas (GHG) Protocol, a globally used standard for measuring and reporting greenhouse gas emissions. Following the update, two key short-term targets were set for Metropolia to be achieved by 2030. The first target is to reduce absolute greenhouse gas emissions by 50 per cent compared to the baseline year 2022. The second target is to halve emissions relative to turnover, meaning a 50 per cent reduction in carbon-dioxide-equivalent emissions per million euros of turnover.

Metropolia has ambitious growth targets, which have been taken into account in the updated Climate Programme. The significant projected growth is recognised as a challenge for achieving the climate targets, which is why the programme also includes a growth-adjusted emissions-reduction target that complements the absolute target.

In the long term, Metropolia's climate ambition is aligned with the Science Based Targets initiative and the Paris Agreement. The goal is to achieve a 90 per cent emissions reduction by 2050 compared to 2022, with the remaining 10 per cent addressed through carbon removals.



**Metropolia's goal is to achieve a 90 per cent emissions reduction by 2050 compared to 2022.**

## Actions and resources

The emission-reduction targets of the Climate Programme and their implementation form part of Metropolia's updated Sustainable Development Roadmap (2025). The key emission-reduction areas for the coming years – procurement, IT procurement and business travel – were identified along with the key individuals and teams who will work together to advance emission-reduction measures. In addition, during the preparation of the Climate Programme, the need to update the chart of accounts and to conduct a more detailed assessment of the carbon footprints of RDI activities and business operations was identified.

The chart of accounts plays a central role in carbon-footprint calculation, as emission accounting relies heavily on an organisation's financial data, particularly purchasing and expenditure information. Sufficiently detailed and appropriate categorisation of costs enables emissions to be allocated to the correct emission categories and improves the accuracy of the calculations. A consistent chart of accounts that supports carbon-footprint calculation also creates the basis for systematic monitoring, comparability and long-term steering of emission development.

Concrete measures to reduce emissions and consumption will also be advanced within Facility Services. As part of the Climate Programme update, the 2026 budget includes a transition to heating based entirely on renewable energy.

The most significant contribution to emission reductions from Facility Services in 2025 was the comprehensive improvement of waste management across campuses, including the waste generated when leaving campus premises. More on this development work is provided in the [Waste and Water Consumption](#) section.



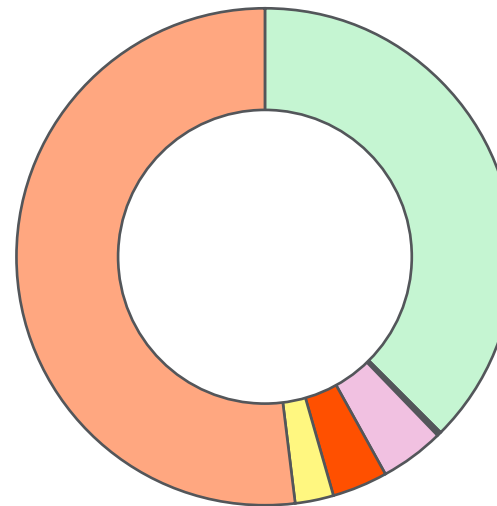
**The most significant emission-reduction focus areas selected for the coming years are procurement, IT procurement and business travel.**

# METROPOLIA'S CARBON FOOTPRINT

Metropolia's carbon footprint is calculated annually using two different methods: the broader Greenhouse Gas Protocol (GHG Protocol) standard and a slightly more limited calculation method jointly developed by Finnish universities of applied sciences. The expanded calculation method enables Metropolia to compare its emissions with organisations reporting under, for example, the European Sustainability Reporting Standards (ESRS). The joint UAS calculation method, in turn, enables comparison of emission development between Finnish higher education institutions.

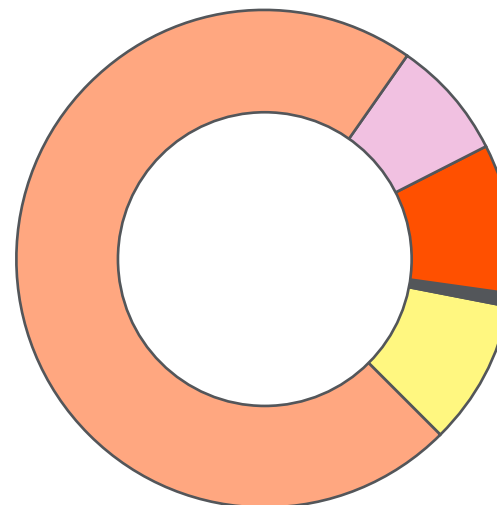
In 2025, Metropolia's carbon footprint was 14,278 t CO<sub>2</sub>e according to the broader calculation and 6,495 t CO<sub>2</sub>e according to the shared calculation method. The fact that the majority of total emissions stem from procurement and investments, mobility, and campus and facility maintenance is consistent with previous years.

Total emissions increased by 13 per cent under the expanded method and by 7 per cent according to the shared calculation method. Both methods show that the most significant growth in emissions comes from procurement and investments. In the shared method, some emissions classified as investments in the broader calculation are included under property (development) emissions. According to the expanded method, the remaining increase in emissions is linked to various forms of mobility, such as business travel, commuting by private vehicles, and students' travel between home and campus. Positive developments were seen in the reduced consumption of electricity, water and heating across the campuses.



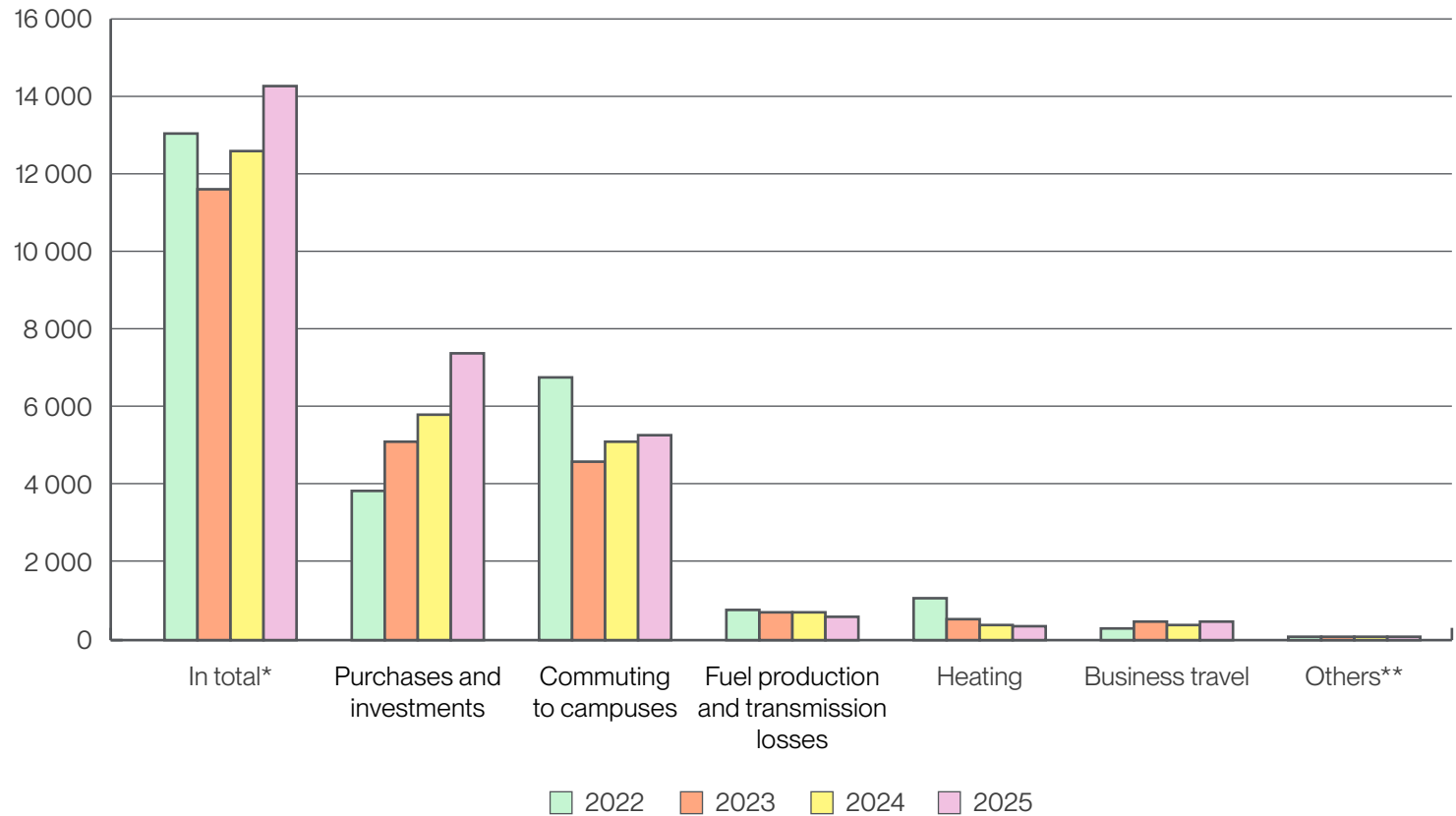
- **51,98 %** Purchases and investments
- **37,23 %** Commuting to campuses
- **4,27 %** Fuel production and transmission losses
- **3,50 %** Business travel
- **2,66 %** Heating
- **0,35 %** Others

*Metropolia's carbon footprint according to the expanded method of calculation*



- **72,17 %** Purchases and investments
- **9,75 %** Business travel
- **9,42 %** Heating
- **7,78 %** Fuel production and transmission losses
- **0,89 %** Others

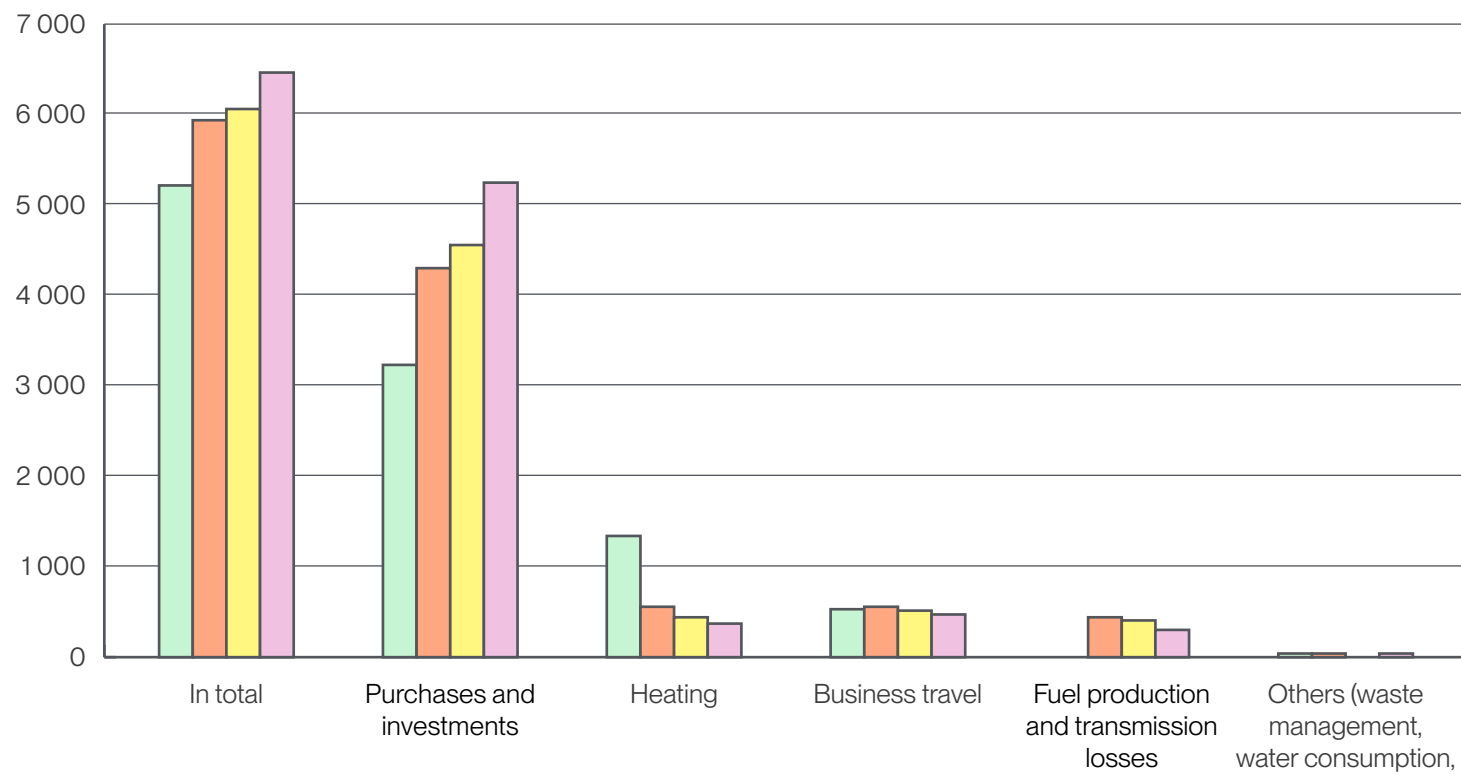
*Metropolia's carbon footprint according to the shared calculation method of universities of applied sciences*



\*The 2022 carbon footprint has been retrospectively adjusted due to corrected energy consumption data and an incorrect emission factor, which is why the final result differs from the 2022 sustainability report.

\*\*waste management, transport and distribution, own vehicles, (laboratory gases)

*Development of Metropolia's carbon footprint from 2022 to 2025 according to the expanded method of calculation*



*Development of Metropolia's carbon footprint from 2022 to 2025 according to the shared calculation method of universities of applied sciences*

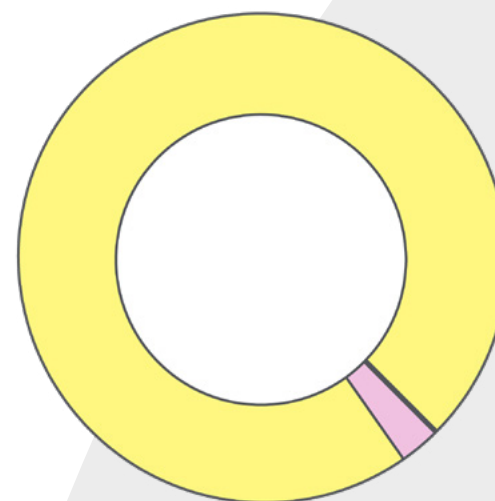
### The majority of emissions originate from our value chains

The majority of Metropolia's emissions originate in its value chains – that is, in the lifecycle stages of purchased services and products, either before or after their use. These indirect emissions are referred to as Scope 3 emissions. Scope 1 emissions are very low and consist mainly of fuel consumption from Metropolia's own vehicles. Scope 2 emissions consist primarily of emissions from campus heating, as all purchased electricity is renewable when calculated using the market-based method. More detailed figures, including the location-based Scope 2 emission levels, are provided in Appendix 2.

There are still activities with climate impacts that remain outside the carbon-footprint calculation. These include, for example, investments, campus catering (which is accounted for in the service provider's own emission calculations) and travel related to student exchanges, for which emissions cannot yet be reliably measured due to insufficient data availability. In 2025, progress was made in monitoring the sustainability and emissions impact of investments, but this work will continue in the coming years.

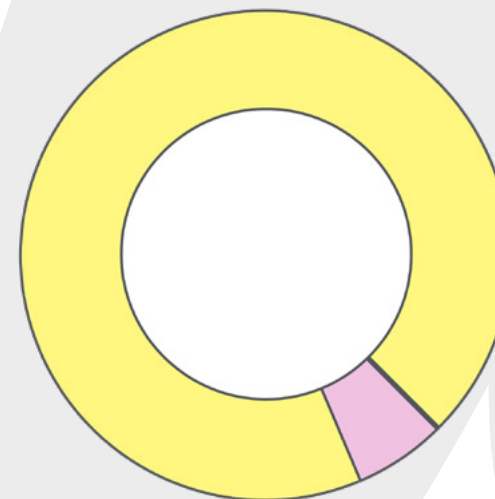
### Other emission sources

Other emission sources include the Scope 1 emissions generated from Metropolia's own operations. In 2025, the only emission source in this category was the fuel consumption of Metropolia's own vehicles, as there was no consumption of gas related to Metropolia's operations during the year (which would fall under the expanded calculation method). The gases used in teaching laboratories and workshops are reported under Scope 3. In addition, emissions from postal and courier services, which fall under transport and distribution in the expanded calculation method, are included in this category. Together, these emissions amount to 0.15 per cent of total emissions.



- **20.8** t CO<sub>2</sub>e, Scope 1
- **380** t CO<sub>2</sub>e, Scope 2
- **13 876** t CO<sub>2</sub>e, Scope 3

*Metropolia's carbon footprint by emission categories according to the expanded method of calculation*



- **18** t CO<sub>2</sub>e, Scope 1
- **380** t CO<sub>2</sub>e, Scope 2
- **6 097** t CO<sub>2</sub>e, Scope 3

*Metropolia's carbon footprint by emission categories according to the shared calculation method of universities of applied sciences*



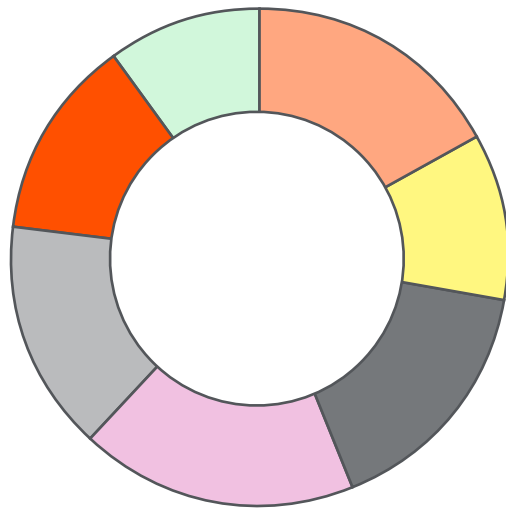
### Energy usage

Metropolia's energy-related emissions include district heating used on campuses as well as emissions from fuel production and transmission losses. In 2025, all electricity purchased by Metropolia was produced with hydropower and is therefore considered emission-free under the market-based calculation method. Market-based district-heating emissions amounted to 380 t CO<sub>2</sub>e, representing a 21 per cent reduction compared to the previous year when using the expanded calculation method. During the year, the costs were assessed and budget allocated for updating district-heating contracts to renewable-energy-based district heating in 2026.

In addition, despite the increased number of students, heat and electricity consumption decreased by a total of 15 per cent when assessed using the location-based calculation method (see Appendix 2). This reduction was influenced by more precise monitoring of consumption and building-system adjustments, shorter campus opening hours during the summer, and a slightly higher indoor temperature.

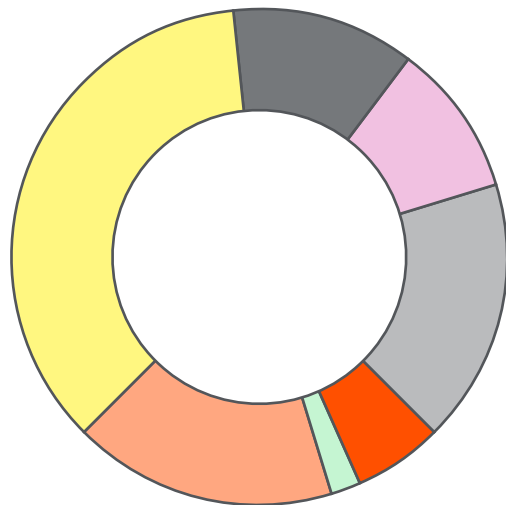
Emissions from fuel production and transmission losses accounted for 4 per cent of Metropolia's total emissions according to the expanded calculation method, and approximately 7.8 per cent according to the joint UAS calculation method. These emissions arise before energy or fuel reaches Metropolia for use. Consequently, reductions in this category depend on broader societal infrastructure development and the national green transition.

**Heat and electricity consumption decreased by a total of 15 per cent.**



- **18 %** IT equipment
- **17 %** Expert, office, and administrative services
- **16 %** Construction and property maintenance
- **15 %** IT services
- **13 %** Laboratory equipment and supplies
- **11 %** Other products and services
- **10 %** Food and coffee services

*Emissions from procurements and investments according to the expanded method of calculation*



- **36 %** Other products and services
- **17 %** Expert, office, and administrative services
- **17 %** IT services
- **12 %** Construction and property maintenance
- **10 %** IT equipment
- **6 %** Other equipment and supplies
- **2 %** Food and coffee services

*Emissions from procurements and investments according to the shared calculation method of universities of applied sciences*

## Procurements

Procurements and investments are the largest source of emissions for Metropolia according to both calculation methods. Under the expanded calculation method, they accounted for 46 per cent of the total carbon footprint, representing a 2 per cent increase from the previous year. According to the shared calculation method used by universities of applied sciences, their share is 72 per cent, which is consistent with the previous year. With the growth of Metropolia's operations, emissions from procurements and investments also increased in 2025, in line with monetary growth and the impact of inflation on prices. Unlike in the previous year, the emission factors have almost without exception decreased.


Emissions arise mainly from IT equipment and services, expert, office and administrative services, as well as construction and facility maintenance, which together account for more than 65 per cent of procurement-related emissions. In 2025, an exceptional share of construction and renovation activities was attributed to the decommissioning of the Koskelo premises and restoring them to their original condition prior to vacating the space, as well as the renovation of the Vapaalantie premises into a learning environment. The emissions from these activities significantly increased the footprint of renovation and space-conversion projects compared with the previous year, representing more than 15 per cent of the emissions from projects and investments.

The emissions from food and beverage services increased most notably due to a change in the calculation method, amounting to 10 per cent of the total procurement footprint. This represented a 50 per cent increase compared with the previous calculation. As a result of the methodological update, a greater number of procurements related to food and catering were accurately identified in the accounts and could be assigned the correct emission factor.

### **Business travel**

Business-travel emissions in 2025 were approximately 500 t CO<sub>2</sub>e under both calculation methods, which represents a 13 per cent increase compared with the previous year when assessed using the expanded calculation method. According to the shared calculation method used by universities of applied sciences, travel-related emissions had slightly decreased, which reflects differences between calculation methods and the emission factors used rather than an actual reduction in travel.

The Climate Programme updated at the end of 2025, together with the Sustainable Development Roadmap, identified the reduction of business-travel emissions as one of the key development areas requiring attention in 2026. In addition to the update of travel guidelines initiated in 2025, Metropolia will therefore focus more closely in the coming years on travel arising from its various operations and on the emissions associated with it.



**In the coming years, Metropolia will place increasing emphasis on travel and the emissions it generates.**

## Commuting to campuses

In Metropolia's expanded emission calculation, commuting by students and staff between home and campus is included. These emissions amounted to 5,315 t CO<sub>2</sub>e. The assessment is based on a mobility survey conducted for the entire community, from which separate emission factors for staff and students are calculated, taking into account mode-specific emission values. The survey also provides detailed information on travel behaviour, modes of transport, distances and the regularity of commuting within the community.

The most recent survey was carried out in two rounds around the turn of the year. A total of 871 people responded, corresponding to only 4.3 per cent of the entire Metropolia community. Compared with the previous year, the response rate decreased by 3.7 percentage points, meaning that the travel patterns of respondents cannot be reliably scaled to represent the whole community. The response rate among staff was relatively higher. Based on the survey, no significant changes were observed in staff-commuting emission factors. For students, however, the previous year's emission factors were used in the calculations.

The challenges of survey-based data collection have been recognised in previous years, which is why the most significant efforts to improve mobility-footprint calculation have focused on learning-integrated (opinnollistaminen) development projects. Two separate projects were launched in 2025 and will continue into spring 2026. The first project focuses on automating the existing calculation tool based on the current survey, making the updating of emission factors easier. The second project, implemented as an international innovation project, explores new, more agile and accurate ways of collecting mobility data. This project is carried out in collaboration with HOGENT University of Applied Sciences and Arts (Belgium).



**The international innovation project carried out with students explores new ways of collecting mobility data.**

## Waste and water consumption

In 2025, emissions from waste and wastewater treatment accounted for only 0.2 per cent of Metropolia's total carbon footprint according to the broader emission-calculation method. The total amount of waste generated was just under 200 tonnes, with a recycling rate of approximately 50 per cent. As Metropolia aims to raise the recycling rate to the EU-required level of 60 per cent by 2030, further efforts were made during the year to improve recycling on campuses.

Hazardous waste represented around two per cent of the total waste volume but accounted for a significant share – approximately 48 per cent – of total waste-related emissions. Hazardous waste includes, among other things, waste oils, oil filters, oily waste, solvents, paints, varnishes, adhesives, laboratory chemicals, pharmaceutical waste, batteries, energy-saving lamps and fluorescent tubes. These arise both from Metropolia's daily operations and from teaching processes across different disciplines.

Wastewater accounted for 19 t CO<sub>2</sub>e of emissions. No major operational measures were implemented in relation to water use during the reporting year, as it has been assessed that significant emission reductions cannot be achieved relative to the financial or material investment required.

**Metropolia aims to increase its recycling rate to 60 per cent by 2030, in line with EU requirements.**



## Climate-friendly food on campuses

All Metropolia campuses offer daily food services provided by external service providers. Emissions arising from community lunches are not included in Metropolia's carbon footprint but are accounted for in the service providers' own emission calculations. An exception to this are meeting catering services purchased by Metropolia, which are included in procurement-related emissions under Scope 3.

In 2025, Metropolia continued its agreement with Sodexo, which provides restaurant services on the Myllypuro and Myyrmäki campuses. Compass Group is responsible for restaurant services on the Arabia and Karamalmi campuses. Both service providers are systematically developing their operations and promoting sustainable food by offering healthy options and minimising the environmental impact of food production.

To reduce food waste, Sodexo monitors waste in three categories: plate waste, serving-line waste and kitchen waste. Serving-line waste is increasingly redirected to food-aid activities: in Myyrmäki, surplus food is delivered to Vantaa's Yhteinen Pöytä network, and in Myllypuro cooperation with Stadin safka was initiated at the end of the year. Sodexo's goal is to reduce total waste to below 50 grams per customer. Between January and September 2025, waste levels were 42.6 g/customer in Myyrmäki and 53.2 g/customer in Myllypuro.

At Compass Group, portion-based waste amounted to 20 g/portion at the Arabia campus and 24 g/portion at Karamalmi. Compass Group has also developed planning and monitoring systems to support low-emission operations and piloted them in 2025 at the Arabia and Karamalmi restaurants. The tool enables CO<sub>2</sub>e emissions to be calculated in advance – from a single portion to a restaurant's total annual output – and verified afterwards based on actual consumption. At both locations, annual and portion-specific emissions were slightly lower than projected.

Together with food service providers on all campuses, Metropolia aims to reduce waste and support sustainability by emphasising the use of seasonal produce and improving communication with providers. This enables better forecasting of food demand in relation to the number of people present on campus.



# STRENGTHENING THE CIRCULAR ECONOMY

Metropolia's updated Sustainable Development Roadmap identifies the sustainable use of natural resources and resource efficiency as one of its sub-targets. This includes strengthening circular-economy practices in areas such as the use of space and furniture, water consumption and waste management. Indicators for these targets include the amounts of water consumed and the quantities of different waste fractions.

The most significant circular-economy measures were taken in the area of waste management. During 2025, work continued to improve campus waste recycling on the Myyrmäki and Karamalmi campuses. The development model for this project was based on a pilot carried out the previous year to enhance recycling on the Arabia campus. The aim was to improve the effectiveness and ease of recycling through user-centred design by optimising the placement of recycling bins in common areas and kitchens. Additional bins were provided for necessary waste fractions, and mixed-waste bins were removed from all classrooms except specialised rooms and studios. As a result of the redesign, eight different waste fractions can now be recycled in shared campus areas. A corresponding project will be extended to the Myllypuro campus the following year.

Two additional updates were made in waste management. The first focused on improving the efficiency of waste handling and recycling opportunities on campuses. As part of this, paper shredders were purchased for all campuses. In the same process, separate collection of confidential paper waste will be discontinued in spring 2026, which will reduce the number of waste transports and enhance data security. In addition, the waste compactors at the Myyrmäki and Myllypuro campuses were upgraded to dual-chamber compactors – allowing two fractions to be collected in a single unit – and rented compactors were replaced with Metropolia-owned equipment.

The second update concerned the transfer of waste collection at the Myyrmäki and Myllypuro campuses to Helsinki Region Environmental Services Authority HSY's waste-management system, as required by the Waste Act. However, as HSY does not provide collection for all waste fractions, some services will still need to be purchased externally. This change fragments Metropolia's waste-management system, but it is mandatory for a publicly funded institution. The impact on waste-management costs and the overall footprint will only become apparent with some delay over the coming year.





**A user-centred project to improve waste recycling was carried out on the Myyrmäki and Karamalmi campuses.**

# SOCIAL SUSTAINABILITY

Social sustainability means responsibility for people in Metropolia. Responsible and good governance is one of the key points of sustainability work. At Metropolia, we take care of the health, well-being and safety of the university community and promote equality, non-discrimination, diversity and an inclusive culture throughout the community.

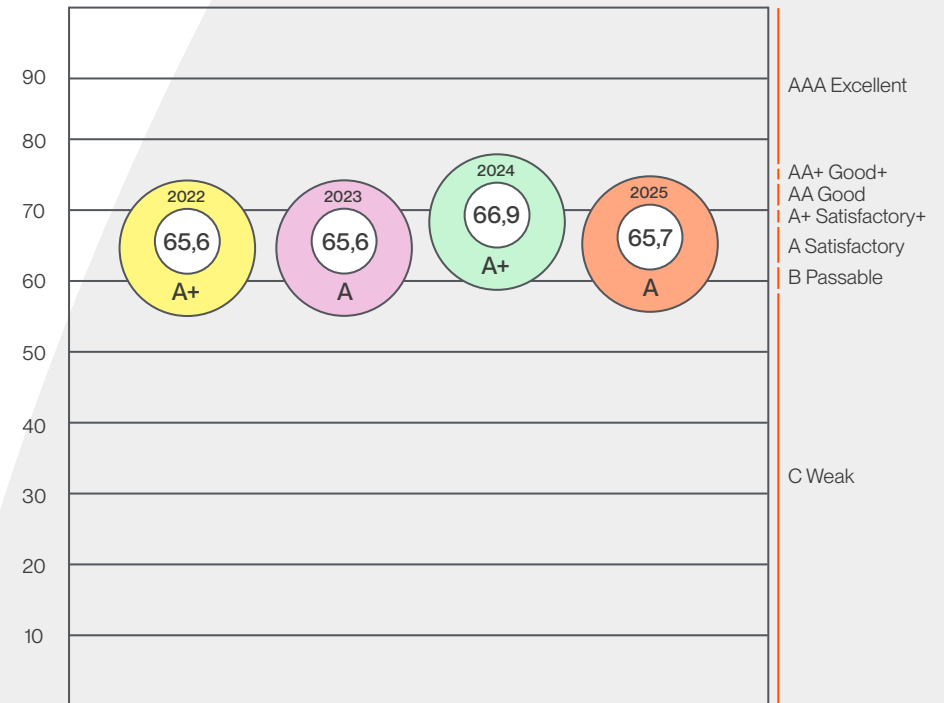


# RESPONSIBLE AND HUMAN-CENTERED LEADERSHIP

At Metropolia, the annual Eezy Flow PeoplePower employee survey is conducted to gather staff perspectives on various aspects of social sustainability, such as well-being at work, team or unit functionality and atmosphere, leadership, participation and possibility to influence one's own work, as well as management and organizational culture. The employee survey helps to identify Metropolia's strengths and areas for development.

The PeoplePower index represents the overall result of the survey, allowing Metropolia's results to be compared internally or externally with other organisations participating in the PeoplePower survey. In 2025, 83 percent of the staff responded to the employee survey. This has been the highest number of respondents this far. Metropolia's PeoplePower index in 2025 was 65,7/100.

Based on the previous year's survey, change management was selected as Metropolia's joint development area for 2025. The change management training programme carried out during the year has been used to practise the different phases of leading change (anticipation, preparation, planning, implementation and evaluation) and the related tools. The models and tools for change management that were created and practised will be established as part of our operations and management structures at Metropolia, enabling the implementation of the strategy and its growth objectives.



*PeoplePower® is an employee survey concept developed by Eezy Flow. The PeoplePower index represents the overall result. It is calculated based on 22 index questions. The result is 0 if all respondents were extremely critical, and 100 if all respondents were extremely positive in answering all index questions. In 2022–2023, Metropolia's results were compared to other educational organizations that conducted the same survey. From 2024 onwards, the comparison data consists of other universities of applied sciences that conducted the survey.*

# HEALTH, WELL-BEING AND SAFETY OF THE METROPOLIA COMMUNITY

## Employee well-being

Metropolia aims to promote a sustainable way of working that seeks to create a balance between the demands of work and the resources of each employee. Wellbeing at work is shaped by many factors, and high-quality supervisory work is the single most significant element influencing employees' wellbeing. To support leadership and supervisory work, management teams have been offered change management training as well as other coaching services. To support mental wellbeing and stress management, a range of easily accessible low-threshold services has been available to all staff. When challenges have persisted, employees have also had the option of consulting an occupational health psychologist or, where necessary, attending brief psychotherapy.

Employees' perception of their own work ability remained excellent in 2025. In the 2025 PeoplePower survey, 88 per cent rated their work ability as excellent (45 per cent) or good (43 per cent). Sickness absences decreased slightly in 2025 and averaged 4.57 days per person (2024: 5.7). A large majority of staff (77 per cent) had no sickness absences at all (2024: 48 per cent). The most common reasons for absence were mental health disorders, infections, and musculoskeletal conditions.



**Employees' perception of their own work ability remained excellent in 2025.**

## Student well-being

The wellbeing and study ability of students – as a foundation for sustainable working life – is promoted through close collaboration between several actors. Students are supported by teaching staff, study counsellors, specialists from student wellbeing services, chaplains, the student union METKA and student associations, as well as the Finnish Student Health Service (FSHS). Strengthening students' study ability and wellbeing is a shared goal, as students who are well and feel connected to their studies are more likely to progress, graduate on time and enter working life with good work ability.

Student associations have sought to strengthen community wellbeing by organising events that encourage social interaction and by supporting new students in forming peer groups. Metropolia's multi-professional guidance staff provide student-centred study guidance at different stages of the studies. Opportunities for individual study arrangements and low-threshold digital services also help support students' study ability. Student wellbeing services offer both individual and group based support and activities on campuses and online. The aim is to focus on preventive services and student centred practices.

Feedback plays a key role in developing these services. The 2025 national student survey (AVOP) examined students' experiences of wellbeing and study ability. Among the 2,829 respondents, feelings of meaningfulness and motivation had slightly improved compared with 2024. At the same time, however, experienced burnout and loneliness had increased. This contradiction may relate to growing performance pressures and perceived competition in the labour market, the intensive pace of studies, insufficient recovery, a weakening sense of community and the increasing emphasis on self-directed learning. The results highlight the need to strengthen community-building, support recovery and prevent overload. In 2026, the aim is to develop new ways to support students' coping, enhance group formation and increase opportunities for connection within learning environments.




## Safety and risk management

Metropolia's risk management and safety services support operational continuity and security through two complementary areas of responsibility. In terms of risk management, the aim is to ensure that risks are identified, assessed and assigned appropriate control measures as part of everyday management. On the safety side, practical safety arrangements, preparedness, operational guidelines and exercises in the campus environment are developed and maintained. In 2025, the goal has been to strengthen a proactive operating culture, improve the knowledge base for decision-making, and ensure that roles and measures related to risk management are clearly defined. During the year, Metropolia established a comprehensive security steering group to systematically coordinate safety work and monitor progress.

Metropolia's institutional safety was enhanced through a large-scale emergency exercise carried out in cooperation with the police and an external partner. The purpose of the exercise was to test and develop campus operating models in a police led emergency, and to strengthen cooperation, communication and situational leadership between different actors. The insights gained from the exercise support the continuous improvement of safety practices and help direct development efforts towards the areas with the greatest impact on operational continuity and personal safety.

In autumn 2025, Metropolia held occupational safety elections in which staff selected a new occupational safety committee for the 2026–2027 term. The new committee will begin its work at the start of 2026, supporting the development of occupational safety and the wellbeing and security of staff.



**Metropolia's institutional safety was further improved through the large-scale emergency exercise.**

# EQUALITY, NON-DISCRIMINATION AND DIVERSITY IN THE METROPOLIA COMMUNITY

Metropolia aims to create an equitable, fair and accessible environment for all students and employees. People from different backgrounds and in different roles are treated equally and provided with the same opportunities to participate in and influence the activities of the university of applied sciences. Metropolia works continuously to promote fairness, safety and a positive atmosphere in which everyone feels valued and heard. This environment supports diversity, strengthens inclusion, and enables both individual development and the wellbeing of the community as a whole.

Diversity management was an important theme in 2025. Throughout the year, a wide range of measures were taken to advance this theme, including the creation of safer space principles, the Diverse Metropolia plan, an online course on diversity, equality and inclusion, and a guidance model for the comprehensive management of diversity. The theme was also highlighted throughout the year in various events.

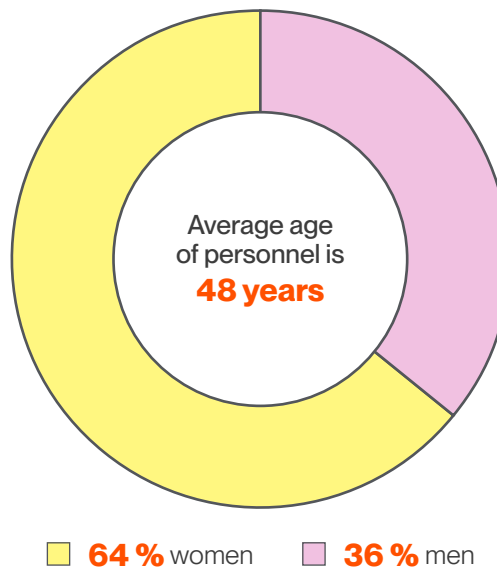
In spring 2025, Metropolia carried out a review of the current state of equality and non-discrimination. The



## 89 per cent of Metropolia personnel stated that they understand what responsibility means in the context of their own work.

review identified Metropolia's strengths and areas for development and helped define priorities for the coming years. It also served as the basis for the Diverse Metropolia plan, which sets the objectives for the next two years to guide diversity development. In addition, within the UIREKA Alliance coordinated by Metropolia, close cooperation was undertaken to develop a joint plan on gender equality, non-discrimination and inclusion. Each partner institution appointed an inclusion officer to support this work.

The pilot phase of the Metropolia Trainee Programme was continued. Through the programme, students have been able to undertake a paid, full-time, field-specific traineeship with language support, earning both a salary and study credits. The programme aims to support the employment and integration of international students in Finland and to help address skills shortages in the Finnish labour market by fostering business collaboration and creating more direct pathways to working life. Strengthening the employment prospects of highly educated international professionals also supports their integration and helps them remain in the Finnish labour market after graduation.



*Metropolia's staff 2025*

### Equality, non-discrimination and diversity for staff

Metropolia's staff survey included a responsibility index for the first time. As part of this, employees' experiences of equality and non-discrimination were examined. Of the respondents, 85 per cent felt that no one in their work unit is discriminated against on the basis of their background. In total, 73 per cent of respondents viewed staff diversity as a positive aspect of Metropolia. Among the staff who responded to the survey, 82 per cent reported that they know how to report any misconduct they have experienced or observed. In addition, 89 per cent stated that they understand what responsibility means in the context of their own work.





**Although the overall gender distribution among Metropolia students is balanced, the fields of study remain clearly gendered.**

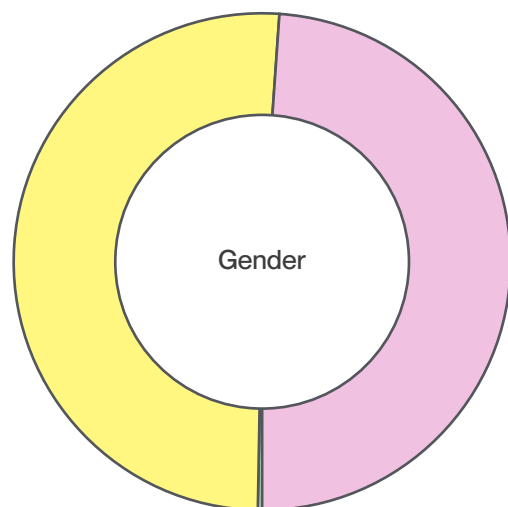
Of the entire staff, 64 percent were women and 36 percent were men. The Metropolia HR system also allows for the gender option “other.” Among the management, 63 percent were women. Women held 69 percent of leadership positions. The average age of our staff has slightly decreased in recent years, and at the end of 2025, the average age of the entire staff was 48 years..

#### **Equality, non-discrimination and diversity for students**

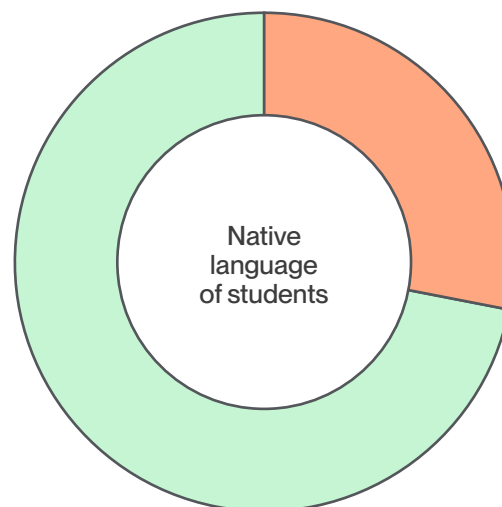
At Metropolia, the overall gender distribution is very even: 51.04 per cent of students are women and 48.93 per cent are men. In addition, 0.02 per cent of students have reported their gender as “other”.

However, study fields remain distinctly gender-segregated. The proportion of women in traditionally male-dominated fields is showing a slight increase, but similar change is not yet visible in female-dominated fields. Gendered patterns have long been embedded in the structures of education and working life, which is why dismantling this segregation continues to require active measures.

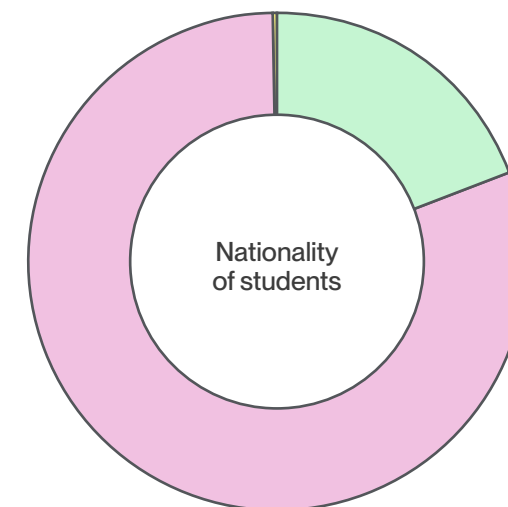
Gender segregation is particularly pronounced in the social and health care field, where in 2025 women accounted for



■ **51,04 %** women   ■ **48,93 %** men  
 ■ **0,02 %** other



■ **71,79 %** Finnish, Swedish or Sámi  
 ■ **28,21 %** other



■ **80,77 %** Finnish   ■ **19,22 %** other  
 ■ **0,02 %** Nationality unknown

84.2 per cent of students and men for 15.8 per cent. The cultural field also had a clear majority of women (68.5 per cent), as did business studies (61.7 per cent). In contrast, the engineering field has moved towards a more balanced distribution: in 2025, 56.4 per cent of students were men and 43.5 per cent women.

This change has been supported by, for example, improved accessibility of education, structural changes in the labour market, and various equality and non-discrimination measures. The media and employers have also highlighted the growing need for skilled professionals in engineering and the increasingly diverse career opportunities in the field.

The diversity of the student body is increasing at all degree levels. In 2025, 28.21 per cent of students spoke a mother tongue other than Finnish, Swedish or Sámi. A total of 80.77 per cent of students were Finnish nationals, while 19.22 per cent held citizenship of another country. Citizenship data was missing for 0.02 per cent of students.

Students' equal opportunities to participate and succeed in their studies are supported in multiple ways. Guidance and support services are available in both Finnish and English, on campus and online. Students may apply for individual study arrangements, and par-

ticular attention is paid to the accessibility of learning environments to ensure that facilities and services are as accessible as possible for everyone.

Student representatives participate in decision-making and help ensure that students' voices are heard at various levels. The student union's advocacy team also communicates students' needs and any issues related to degree programmes to the university of applied sciences. In addition, both the student union and Metropolia have dedicated reporting channels and processes for addressing and resolving cases of harassment and conflicts.



### **Employee salary survey**

A pay system that treats employees equally requires that pay differences have acceptable grounds, and that these grounds are assessed in the same way for all employees. Acceptable reasons for pay differences include educational and professional experience, the demands of the role and performance in the role. At Metropolia, information related to pay determination is openly available to all staff on the intranet, supervisors receive training and support on pay-related issues, and the employer engages in continuous dialogue on pay matters with employee representatives. Pay determination always involves interpretation, which is why the consistency of shared practices is continuously monitored.

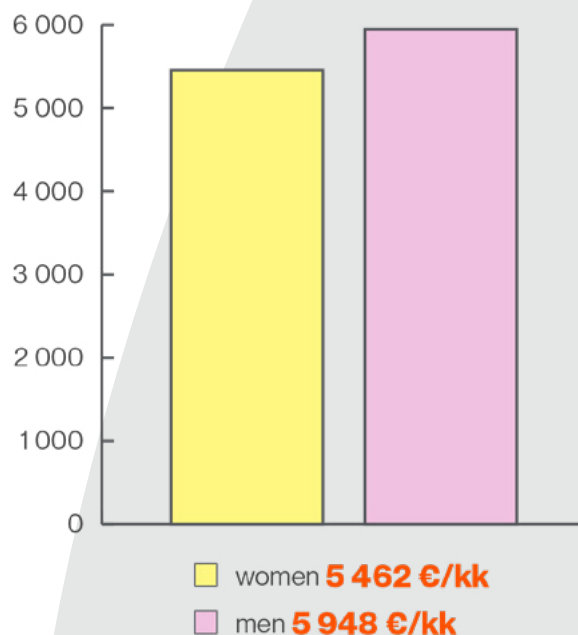
The annual pay survey examines whether there are any unjustified pay differences between women and men performing the same or equivalent work. The survey is published on the intranet for all staff. In addition, Metropolia monitors the difference in average earnings between women and men by staff group. This is a rougher indicator that does not, on its own, reveal whether pay differences are justified or unjustified, but if the figure is particularly high, it may help identify unjustified disparities. The indicator also shows longer-term trends.

Metropolia's 2025 pay survey shows that among expert and support staff, the difference in average earnings between women and men is 0.9 per cent in favour of women. In 2024, the difference was 3.1 per cent in favour of women, and in 2023 the difference was negligible at 0.1 per cent in favour of men.

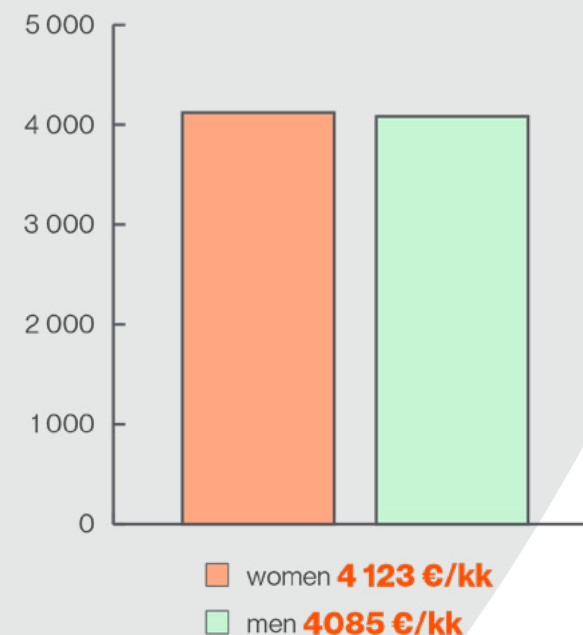
Among teaching staff, the difference in average earnings between women and men is 8.9 per cent in favour of men. In 2024, the difference was 8.4 per cent in favour of men, and in 2023 it was 9 per cent in favour of men. In teaching roles, the gender pay gap is explained by the highly gender-segregated distribution of different professional fields and by the fact that teaching staff in the male-dominated field of engineering and transport receive a labour market allowance in accordance with the collective agreement for universities of applied sciences applied at Metropolia. This allowance is based on the assumption that certain roles are difficult to fill due to labour shortages. Metropolia's aim is that this labour market allowance would not be defined as a mandatory, field-specific provision in the collective agreement but would instead be determined based on labour market conditions.

When the labour market allowance is excluded, the gender pay difference among teaching staff in 2025 was 0.3 per cent in favour of women, whereas in 2024 it was 2.3 per cent in favour of men.

**Average salaries of teaching personnel**



**Average salaries of expert and support service personnel**



*Metropolia's average salaries of employee groups 2025*

# GOVERNANCE AND ECONOMIC SUSTAIN- ABILITY

In this report, good governance is reported alongside economic sustainability. In the double materiality analysis conducted in autumn 2024, business conduct was selected as one of the key sustainability topics for Metropolia.



# GOOD GOVERNANCE

Metropolia operates in accordance with the principles of good governance. The foundation of good governance and management lies in the professional skills of leaders, a strong ethical value base, and respectful interaction.

The organization and governance of Metropolia's operations are stipulated in the rules of procedure and other internal regulations in accordance with the University of Applied Sciences Act 2014/932. Metropolia's rules of procedure define strategic and quality work, organizational structure and its actors. The examination regulations define the principles concerning the objectives, structure, and organization of studies (including guidance and assessment of studies). The aim of Metropolia's pedagogical guidelines is to ensure a common understanding of high-quality teaching and learning. The guidelines for open learning steer the creation and development of an open organizational culture and learning, as well as open publications and materials.

Metropolia's quality system functions as a tool for continuous improvement, ensuring that operations are purposeful and cost-effective according to the continuous improvement model (planning, implementation, evaluation, development). At Metropolia, quality

management is the responsibility of all Metropolia employees in their respective roles.

Metropolia recognizes and avoids potential conflicts of interest. Disqualification guidelines are followed in all activities. The administrative guidelines define clear instructions for internal meeting practices, recreational and hobby activities, acknowledgments, travel practices, training, procurement of work tools, use of facilities, contract suppliers, as well as representation expenses and business gifts.

Metropolia's operations are based on strategy and jointly defined values that guide the university's activities. Metropolia's code of conduct is derived from these values and it defines common rules of conduct that every member of Metropolia must follow.

Metropolia is registered in the Finnish Transparency Register, which makes visible the lobbying activities directed at the parliament and ministries. During 2025, Metropolia did not make any activity reports to the register.





# ECONOMIC SUSTAINABILITY

Metropolia is committed to promoting the principles of sustainable growth in all its activities. Through educational services, the aim is to create regional impacts that support sustainable growth in business activities and the environment, while continuously developing the sustainability of its own operations.

## Economic situation 2025

Metropolia's turnover was EUR 127.7 million, decreasing by 5.1 per cent from the previous year. Basic funding from the Ministry of Education and Culture decreased by EUR 7.5 million, while other external income increased by EUR 0.6 million. A particular success was the increase in the number of students paying tuition fees. Revenue from this source amounted to EUR 8.0 million, representing an increase of EUR 3.8 million from the previous year (2024: EUR 4.2 million).

Operating expenses (incl. depreciation) totalled EUR 129.4 million, an increase of 1.4 per cent from the previous year. Personnel expenses were EUR 87.9 million, growing by 6.8 per cent year-on-year. Personnel expenses accounted for 68.8 per cent of turnover (2024: 61.2 per cent). Metropolia's result for the financial period was a profit of EUR 0.5 million (2024: EUR 9.5 million). The adjusted result was EUR 2.0 million (2024: EUR 3.7 million), taking into account EUR 0.5 million of income owed to 2025 that the Ministry of Education and Culture had overpaid in



2021, as well as the EUR 7.0 million in funding paid in 2024 for the Digivisio 2030 project, the costs of which will be allocated to 2025–2027 (adjusted expenses for 2025: EUR 0.9 million).

Cash reserves covered 11 days (2024: 24 days). The equity ratio was 74.0 per cent (2024: 75.8 per cent), and solvency remained strong. Metropolia's balance sheet is robust, ensuring financial stability also in the near future. At the end of the year, Metropolia's overall financial position was good.

### **Responsible education export**

In education export, Metropolia seeks new markets and business opportunities to support financial growth. At Metropolia, education export refers to the sale of products, services and expertise related to education, teaching and learning to international customers. It also includes the recruitment of fee-paying students from outside the EU and EEA, as well as other fee-based education delivered in Finland. Revenue from education export provides an important financial foundation for renewal and investments in line with Metropolia's strategy.

Education export is carried out in a responsible manner. At Metropolia, this is reflected, for example, in open discussion on issues related to student wellbeing. The university of applied sciences offers services that help international students settle in Finland, supporting their progress towards graduation and employment.



**Metropolia considers it essential that international students receive an accurate and realistic picture of life in Finland and their potential employment prospects.**

Metropolia's Deputy CEO was interviewed for the Finnish Broadcasting Company Yle's MOT documentary broadcast in December 2025, which examined the financial challenges faced by international fee-paying students in Finland, as well as the ways in which some international education agents lure students to Finland with misleading information. The wellbeing of international students – like that of all students – is of utmost importance to Metropolia. The organisation has worked to ensure the responsibility of its education export activities by introducing external audits for key international business partners and by monitoring the marketing and other activities of education agents to ensure they comply with ethical principles. Metropolia considers it essential that international students receive an accurate and realistic picture of life in Finland and their potential employment prospects. The aim is to increase the number of international students responsibly, in selected target countries, and in line with Metropolia's strategic priorities.

### Investing, investments and procurement

The aim of Metropolia's investment activities is to secure long-term and stable returns with a controlled level of risk, while integrating responsibility considerations into investment decision-making. Responsible investing supports the organisation's strategic objectives and values and promotes sustainable economic, social and environmental development. Responsibility is systematically integrated into the selection, monitoring and reporting of investment targets across all asset classes. Metropolia applies an exclusion strategy in responsible investing, based on ethical considerations and the mitigation of climate change. Investments favour companies committed to the UN Global Compact initiative.

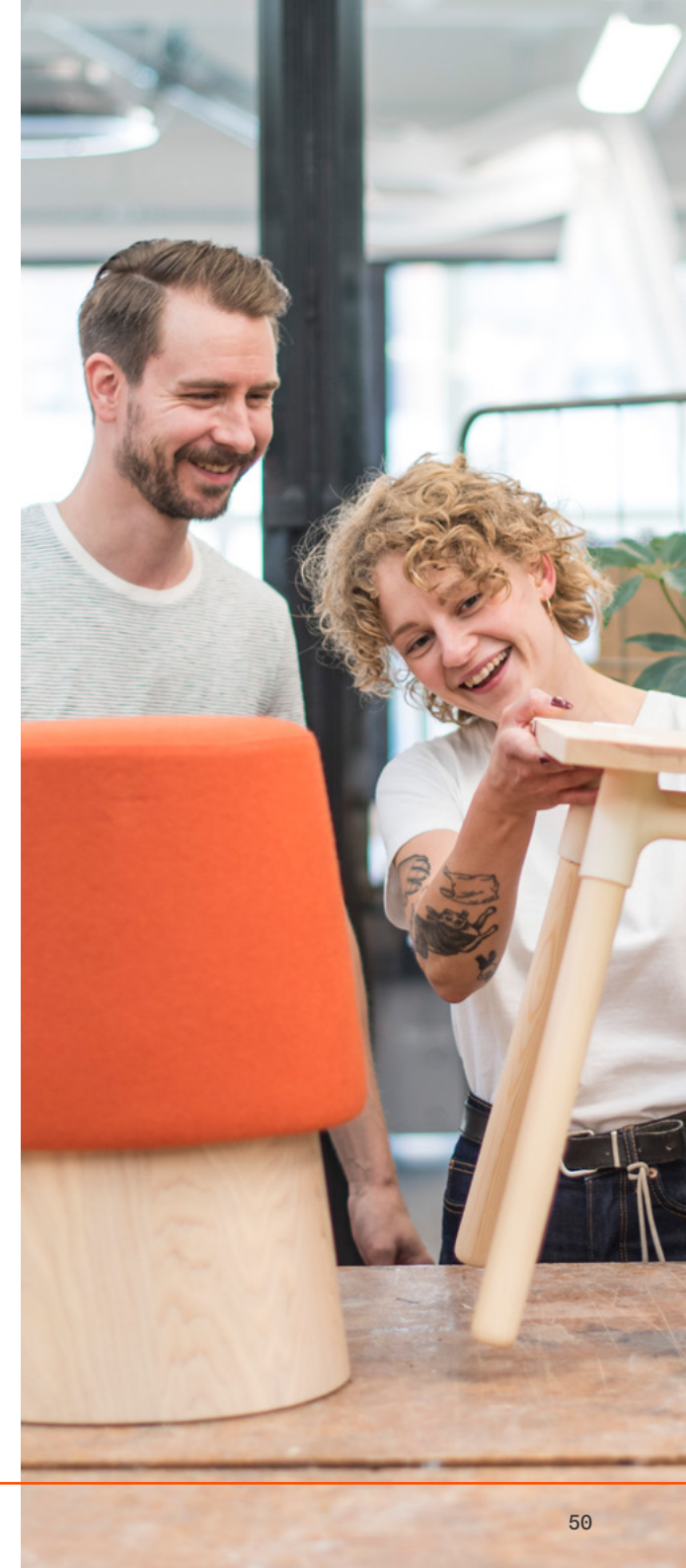
The results of the carbon footprint calculation for the baseline year 2022 showed that procurement has a significant climate impact. Based on these findings, sustainability and responsibility criteria were introduced in 2025 for equipment and furniture procurement, as well as for expert services in software, space alterations and renovation projects. Market dialogue on the use of these sustainability and responsibility criteria has been carried out with suppliers and service providers.

Those preparing investment proposals assess the sustainability and responsibility of their proposals

using a sustainable development checklist completed at the turn of 2023/2024, before submitting their proposals. A procurement memorandum supplemented with sustainability and responsibility questions has been introduced for procurements below the national competitive tendering threshold. The minimum responsibility requirements (Code of Conduct) published by Procurement Finland are used as attachments to procurement contracts. In late 2024, guidelines were prepared for Metropolia's purchasers on how to conduct sustainable and responsible procurements.

Metropolia's updated Sustainable Development Roadmap for 2026–2027 states that investments will be made responsibly and that investment activities will be included in the carbon footprint calculation. The responsibility rating of investment portfolios must be at least level A or equivalent (good).

**The results of the carbon footprint calculation showed that procurement has a significant climate impact.**





### APPENDIX 1. CHANGES AND RESULTS OF CARBON FOOTPRINT CALCULATION

The 2025 carbon footprint calculation for the expanded method (GHG Protocol) was carried out using the same methodology and tool as in 2023 and 2024. The calculation was influenced mainly by the annually updated emission factors and by changes in the chart of accounts. Most monetary emission factors have again decreased by several per cent compared with the previous year. Updates to Metropolia's procurement account structure and the specification of emission factors by account also affected the calculation. The shares calculation method used by universities of applied sciences remained largely unchanged from the previous year, apart from the annual updates to emission factors.

The most significant change in the Scope 1 category compared with the previous year was that it no longer included any emissions from gases owned by the or-

ganisation. In 2025, there were no gas needs linked to properties or operations that would fall under Scope 1. Instead, all gas purchases for the year were counted under Scope 3 procurement, as they relate to teaching and RDI activities.

In Scope 2, the biggest change was the relocation of Metropolia's operations from the Koskelo facilities to the Vapaalantie facilities in summer 2025. The move did not significantly affect electricity, heating, water consumption or waste volumes, but it temporarily increased the number of reported sites. Any impact on emissions will only become visible over a longer period.




In Metropolia's expanded calculation, the boundaries of the Scope 3 categories are based on the materiality analysis conducted in spring 2023. The most signifi-



cant sources of uncertainty continue to relate to monetary-based calculation, particularly in procurement, investments and business travel. On the expanded calculation side, further uncertainty arises from estimates of commuting between home and campus, which are based on a survey sample (n = 4.3%) that is far too small to objectively represent the mobility patterns of the community. In addition, energy consumption and waste data for some campuses have been allocated from the total property consumption in proportion to the floor area used by Metropolia. Some business travel emissions are still based on expenditure rather than travel distances or fuel consumption, although these emissions account for only a few per cent of the total.



## APPENDIX 1. CHANGES AND RESULTS OF CARBON FOOTPRINT CALCULATION



Emission category		Emissions 2025 (t CO2e)	Share of emissions	Description of calculation data and methods
<b>Scope 1: Organization's own emission sources</b>				
	Fuel consumption of own vehicles	20,8	0,15 %	Fuel-based calculation: fuel/gas consumption, emission factors DEFRA 2025
	Gases used in learning activity laboratories	0	0,00 %	
<b>Scope 2: Indirect emissions from purchased energy</b>				
Emissions from energy consumption of premises (market-based calculation)	Heating	380	2,66 %	Consumption data depending on the campus from the energy company or property owner, emission factors from energy companies
	Electricity	0	0 %	
Emissions from energy consumption of premises (location-based calculation)	Heating	1185,4	–	Consumption data depending on the campus from the energy company or property owner, emission factors Fingrid/Statistics Finland
	Electricity	227,7	–	
<b>Scope 3: upstream</b>				
Category 1: Purchased goods and services	Purchased goods and services	5265	37 %	Primarily euro-based calculation using Hansel's Procurement Pulse; data includes purchase invoice data and Finnish Environment Institute's Envimat emission factors. 0.3% calculated based on supplier emission data
Category 2: Emissions from production of fixed assets	Investments	2156	15 %	
Category 3: Production and transmission losses of fuels	Emissions related to the production and transportation of fuels (scope 1) and the production and transmission losses of purchased energy (scope 2)	610	4 %	Consumption data from energy companies or property owners, emission factors DEFRA 2021-25, Statistics Finland, Energy Industry
Category 4: Transportation and distribution	Purchased postal and courier services	0,12	0,001%	Supplier's emission report
Category 5: Waste and wastewater	Waste and wastewater	28,74	0,20 %	Calculation method based on waste type: data includes the masses of waste fractions and treatment methods, emission factors SYKE 2011
Category 6: Business travel	Staff Business Travel: flights, ferry trips, reimbursed personal car trips, taxi trips, hotel stays	500,1	4 %	Distance-based calculation method: data includes travel agency reports on flown trips and hotel stays, travel expense system reports on mileage reimbursements and other trips, emission factors DEFRA 2022–2025 and Cornell Hotel Sustainability Ranking Index 2021-22. Radiative forcing index 1.7 considered for flights
Category 7: Commuting	Staff commuting to and between campuses	510,2	4 %	Distance-based calculation method: mode of transport, travel performance, and frequency data from mobility survey (n=11.3%), emission factors based on DEFRA 2022–2025, HSL 2024, literature data
	Student commuting to and between campuses	4806	34 %	
<b>Scope 3: downstream</b>				
Category 15: Investments	Category possibly included in future calculations. Currently considered as a separate entity and developing data quality together with portfolio managers.			


## APPENDIX 2. OBJECTIVES, INDICATORS, AND RESULTS FOR THE SUSTAINABLE DEVELOPMENT ROADMAP 2022–2025





UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
<b>SOCIAL SUSTAINABILITY</b>								
<b>OBJECTIVE: OUR APPROACH IS RESPONSIBLE AND HUMAN-ORIENTED</b>				65,6 / 67,1				
  	1. We lead responsibly and by putting people first with the help of a management system, supervisors and new thinking.	General index for the personnel survey (PeoplePower)	Above the standard for the education sector, 2022 standard: 67.1	65,6 / 67,1	65,6 / 68,6	Can be found on page 36	65,7	16.6, 16.7
	2. We look after the health, well-being, and safety of our higher education community.	Personnel survey and feedback questionnaire for students	The roadmap will be reviewed in conjunction with the reporting reform in 2025.	Personnel survey: own assessment of working capacity 8.14/10. AVOP: students' assessment of their own well-being: 4.65/7	Personnel survey: own assessment of working capacity 8,14/10 AVOP: students' assessment of their own well-being: 4.62/7	Personnel survey: own assessment of working capacity 8,14/10 AVOP: students' assessment of their own well-being: 4.62/7	Results of the personnel survey can be found from chapter Responsible and human-centered leadership. AVOP: students' assessment of their own well-being: 4.91/7	8.5, 8.8, 8.8.2
	3. We promote equality and diversity in our higher education community.	Age and gender distributions of personnel and students, percentage of leading positions held by women	The target level will be defined with the 2025 roadmap reform.	Personnel: Women 62% and men 38%. Students: Women 49%, men 51%, other/not specified 0.04%. 50% of leading positions are held by women.	Personnel: Women 63% and men 37%. Students: Women 50.61%, men 49.65%, other/not specified 0.04%. 50% of leading positions are held by women.	Can be found on page 42	Personnel: women 64 % and men 36 %.	10.2, 10.3, 10.4, 5.5.2
	4. We promote opportunities for inclusion and open dialogue in our higher education community. We communicate in a transparent manner.	Personnel survey (People Power); communication and participation	The target level will be defined with the 2025 roadmap reform.	Results for communication and participation: 2.94/4	2,95	3,04	3,02	10.2

UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
<b>ECOLOGICAL SUSTAINABILITY</b>								
<b>OBJECTIVE: WE WILL BECOME A CARBON NEUTRAL HIGHER EDUCATION INSTITUTION BY 2030</b>		<b>KPI: Carbon footprint CO2e</b>	<b>Net emissions 0 t CO2e</b>	<b>6 898 tonnes CO2e</b>	<b>11 630 t CO2e (expanded calculation method) / 5 970 t CO2e (shared calculation method of universities of applied sciences)</b>	Can be found on pages 23–26	14 295 t CO2e (expanded calculation method) ja 6495 t CO2e (shared calculation method os universities of applied aciences)	13.2, 13.2.2
 	1. We will continue to expand our emissions calculations toward a more ambitious direction and set 2022 as the baseline year for comparison.	Done / not done	Completed in 2023	Done. Expanded calculation method is now compliant with the GHG Protocol. Commuting to campuses is included in the calculations.	Done. The further development of both methods of calculation will continue.	Done	Done	13.2
	2. We will increase the use of renewable energy and energy efficiency.	Emissions from energy consumption (tonnes of CO2e) and the proportion of renewable energy from the total consumption of energy.	The target level will be defined with the 2025 roadmap reform.	Emissions from energy consumption (Scope 2) 1 129 t CO2e (expanded calculation method) / 1 360 t CO2e (shared calculation method of universities of applied sciences). Proportion of renewable energy: 58%	Emissions from energy consumption 560 t CO2e (Scope 2), 750 t CO2e (Scope 3, expanded) / 460 t CO2e (Scope 3, shared calculation method of universities of applied sciences). Proportion of renewable energy of total consumption 79%	Can be found from appendix 1	Can be found from appendix 1	13.2, 7.2.1
	3. We promote low-emission mobility and reduce the emissions caused by mobility.	Mobility-related emissions (tonnes of CO2e)	The target level will be defined with the 2025 roadmap reform.	Business travel: 350 t CO2e (expanded calculation method) / 550 t CO2e (shared calculation method of universities of applied sciences) Commuting 6 790 t CO2e (recalculated retrospectively)	Business travel: 500 t CO2e / 580 t CO2e Commuting: 4 650 t CO2e	Can be found from appendix 1	Can be found from appendix 1	13.2

UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
 	4. We promote the sustainable use of natural resources and resource efficiency.	Emissions from waste management and water consumption (tonnes of CO2e)	The target level will be defined with the 2025 roadmap reform.	Waste and wastewater: 28 t CO2e (expanded calculation method) / Waste management 11 t CO2e (shared calculation method of universities of applied sciences) / Domestic water: 0.45 t CO2e (expanded calculation method, included in procurement) / Water consumption 24 t CO2e (shared calculation method of universities of applied sciences)	Waste and wastewater (expanded calculation method): 30 t CO2e Domestic water (expanded calculation method): 0.3 t CO2e Waste management (shared calculation method of universities of applied sciences): 15 t CO2e Water consumption (shared calculation method of universities of applied sciences): 19 t CO2e	Can be found from appendix 1	Can be found from appendix 1	<b>13.2, 12.2, 12.4, 12.5</b>
	5. We reduce the emissions caused by our procurement.	Emissions from procurement (tonnes of CO2e)	The target level will be defined with the 2025 roadmap reform.	3 923 t CO2e (expanded calculation method) / 3 270 t CO2e (shared calculation method of universities of applied sciences)	5 150 t CO2e (expanded calculation method) / 4 310 t CO2e (shared calculation method of universities of applied sciences)	Can be found from appendix 1	Can be found from appendix 1	13.2, 12.7
	6. We prioritise climate-friendly food and reduce food waste.	Amount of food waste (tonnes)	The target level will be defined with the 2025 roadmap reform.	Indicator data will be available for the 2024 report	–	–	Can be found from chapter Climate-friendly food on campuses	13.2, 12.3, 12.3.1
	7. We will offset the remaining emissions.	Funds required for emission offsetting (€)	Offsetting assessment has been carried out and the required funding secured	An initial assessment of offsetting methods has been carried out	The remaining questions concerning the implementation of the offsetting and its extent will be reviewed internally as well as through cooperation within the higher education sector on an ongoing basis		No progress was made on compensation practices during the reporting period.	13.2

UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
<b>ECONOMIC SUSTAINABILITY</b>								
<b>OBJECTIVE: WE WILL GROW IN A SUSTAINABLE MANNER AND INVEST IN THE FUTURE</b>		<b>KPI: Procurement in accordance with the sustainability criteria (%)</b>	<b>The target level will be defined with the 2025 roadmap reform.</b>	<b>Commenced</b>	A set of specific questions pertaining to sustainable development has been prepared to supplement the investment suggestion form. Environmental criteria has been implemented for public procurement.	Can be found on page 28	Can be found from chapter Economic sustainability	<b>8.3</b>
 	1. We will conduct our business activities in accordance with the principles of responsibility.	Continuous improvement	The target level will be defined with the 2025 roadmap reform.	A Code of Conduct has been drafted for Metropolia	We will only conduct business with partners that act in a responsible and ethical manner.	Can be found on page 49	We will only conduct business with partners that act in a responsible and ethical manner.	12.6
	2. We will determine and implement principles for responsible investment.	Investment in accordance with the principles of responsibility (%)	The target level will be defined with the 2025 roadmap reform.	Responsibility aspects have been reviewed for Metropolia's investment policy.	Metropolia's investment strategy has been updated. The new strategy accounts for the principles of responsible investment.	Can be found on page 51	The responsibility level of investments is at least grade A (good)	12.6
	3. All our procurement will be carried out in accordance with the principles of sustainable development.	Procurement in accordance with the sustainability criteria (%)	The target level will be defined with the 2025 roadmap reform.	The investment suggestion template now comprises the sustainable development perspective; provisional environmental criteria will be piloted in tendering	A set of specific questions pertaining to sustainable development has been prepared to supplement the investment suggestion form. Environmental criteria has been implemented for public procurement	Can be found on page 51	A set of specific questions pertaining to sustainable development has been prepared to supplement the investment suggestion form. Environmental criteria has been implemented for public procurement.	8.3, 12.7, 12.7.1
	4. We promote circular economy related thinking, competence, and business models.	The target level will be defined with the 2025 roadmap reform.	The target level will be defined with the 2025 roadmap reform.	Review and development of facilities with low utilization rates, incl. communication Sharing of devices and equipment has been increased.	Sharing of facilities has been increased, and the intended uses of facilities with low utilization rates have been changed. Circular economy related themes as part of educational and RDI activities.	Can be found on page 33	Can be found from chapter Strengthening the circular economy	8.4

UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
<b>SUSTAINABILITY KNOW-HOW</b>								
<b>OBJECTIVE: WE ARE ABLE TO PROMOTE SUSTAINABLE DEVELOPMENT IN WORKING LIFE AND THE SOCIETY</b>		<b>KPI: Survey questionnaire for graduates (AVOP) &amp; studies completed by personnel</b>	<b>The target level will be defined with the 2025 roadmap reform.</b>	<b>Commenced</b>				<b>4.7</b>
	1. We will integrate the contents of sustainable development into all education by the end of 2023.	Survey questionnaire for graduates (AVOP) on sustainable development competence	The target level will be defined with the 2025 roadmap reform.	AVOP assessment of sustainable development competence: 4.44/7. Proportion of those in agreement, i.e., answers 6 and 7 29.1%	AVOP assessment of sustainable development competence: 4.48/7. Proportion of those in agreement, i.e., answers 6 and 7 31%	AVOP assessment of sustainable development competence: 4.76/7. Proportion of those in agreement, i.e., answers 6 and 7 36.8%.	AVOP assessment of sustainable development competence: 4.96/7. Proportion of those in agreement, i.e., answers 6 and 7 41.8 %.	4.7, 12.8, 4.7.1 i,ii,a,b,c,d
	2. We will increase the sustainability competence of Metropolia's staff.	Completed studies	The target level will be defined with the 2025 roadmap reform.	The number of people who completed the introduction to sustainable development in 2022: approx. 650 people, which corresponds to approx. 64% of personnel.	By the end of 2023, introduction to sustainable development had been completed by 724 people, i.e., approx. 69% of personnel.	69.8% of the new employees completed Metropolia's sustainable development course.	Sustainable development Moodle course was updated in November 2025. 11 persons completed the new course.	4.7, 12.8
	3. We create individual and flexible learning solutions for different stages of life.	Credits completed outside degree programs	The target level will be defined with the 2025 roadmap reform.	117 047 credits (increase of 39% from the previous year)	164 342 credits (increase of 40.4% from the previous year)	171 964 credits (increase of 4.6% from the previous year)	164 371	4.3
	4. We will ensure the accessibility and flexibility of education, through digitalisation, for example.	Proportion of online and multiform studies (%)	Objective 2022: 20%, objective 2024: 40%	Proportion of online studies 48%	Proportion of online studies 42%	Proportion of online studies 43 %	Proportion of online studies 43,28 %	4.3, 4.5

UN sustainable development goal (SDG) related to the objective	Measure	Indicator	Objective 2030	Indicator result 2022	Indicator result 2023	Indicator result 2024	Indicator result 2025	SDG subgoals and indicators related to the measure
<b>SUSTAINABLE DEVELOPMENT SOLUTIONS</b>								
<b>OBJECTIVE: WE CREATE INNOVATIVE SOLUTIONS TO CHALLENGES OF SUSTAINABLE DEVELOPMENT</b>		<b>RDI projects that promote sustainable development (%)</b>	<b>100% of projects have an SDG target by the end of 2023</b>	<b>Commenced</b>	56% of RDI projects promote sustainable development	55 % of RDI projects promote sustainable development	80 % of RDI projects promote sustainable development	<b>9.5</b>
   	1. We will increase the impact of innovation hubs in solving sustainability challenges	RDI projects that promote sustainable development (%)	100% of projects have an SDG target by the end of 2023	SDG targets that can be assigned for each project have been added to the Project Management System. First indicator results will be available for 2023.	56% RDI projects promote sustainable development	55 % of RDI projects promote sustainable development	80 % of RDI projects promote sustainable development	9.5
	2. We solve sustainability challenges with open innovation, research and a phenomenon-based approach	Number of open access publications, number of RDI partnership agreements	Open access publications: 2022: 50 pcs, 2024: 200 pcs, partnership agreements 2022: 15 pcs, 2024: 25 pcs	97 open access publications licensed under CC, 16 pcs valid partnership agreements.	135 open access publications licensed under CC, 23 pcs valid partnership agreements.	160 open access publications licensed under CC, 33 valid partnership agreements	29 open access study materials and 420 open access publications	9.5, 17.17
	3. We will strengthen the vitality of the region through sustainable entrepreneurship, business, and employment.	Number of people involved in business incubator activities and the number of new businesses established	Number of established businesses 2024: 30 new business per year	94 people took part in business incubator activities, 13 businesses were established	175 people took part in business incubator activities, 14 businesses were established	Can be found on page 14	197 people took part in business incubator activities and 15 businesses were established	8.3, 4.4

