

The VTT logo is a white, bold, sans-serif font inside an orange square. It is positioned in the top right corner of the slide.

VTT

A close-up photograph of a coffee plant with vibrant green, glossy leaves. The leaves are slightly wavy and have prominent veins. The background is blurred, showing a person in a white shirt with a VTT logo on their sleeve.

VTT Sustainability Program 2025

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11/06/2025 VTT – beyond the obvious

Sustainability shows in everything we do

1. We develop **sustainable solutions** for customers and society – that's our biggest impact
2. Equally we need to act responsibly and promote sustainability in **our own operations** as well

Sustainability program shows our next steps in 2025



VTT's sustainability priorities

Research impact:

We solve the world's biggest challenges through science and research, help our customers develop their business sustainably and responsibly, and transform the society towards sustainability through technological innovations.



Environment

We take climate action towards carbon neutrality, prevent negative impacts on biodiversity and use natural resources sustainably.



Social

We treasure the safety, wellbeing, development, diversity and fair treatment of our professionals and the realization of labor and human rights in our value chain.



Governance

Our impeccable ethical principles, reliable data management and good information security form a solid basis for our research and business.



Sustainability Program 2025 main actions

Environment



- Climate: Making Climate Transition Plan & Resilience analysis
- Biodiversity: Identifying impacts of chemicals -> Surveying and assessing top suppliers
- Circularity: Defining recycling rate & improving recycling options

Social



- Safety: Analysing and stopping the upward TRIF trend curve
- Expanding the use of social responsibility criteria in procurement
- Improving the work environment
- Launching new workshop on feedback, communication & emotional skills (DEI)

Governance



- Preparing to report in accordance with CSRD and ESRS requirements
- Implementing sustainability and ethics into new project management system (PPM)
- Assessing and validating human rights impacts and risks
- Data security: deploying data classification

VTT's research impact targets



Steering of the sustainability impact of research is executed via challenge focus processes.

Topic	Goal	Metric	2024 levels	2025 Target (short)	2030 Target (medium)
Impact of research (societal resilience, climate change, circular economy, responsible customers)	We solve the biggest challenges of our time and create sustainable growth.	KPI 1.c Sustainability Impact (Measure in ASVA *)	59%	70%	To be determined
		KPI 1 – New products, Services and Technologies (Measure in ASVA**)	70%	75%	To be determined

*KPI 1.c: Data source ASVA: VTT's positive impact in increasing customers' and projects partners' sustainability and corporate responsibility (% of positive answers)

** KPI 1: Data source ASVA: Customers who aimed at new product, services, processes or technologies, and also achieved those (% of positive answers)

VTT's environmental targets and actions



Topic	Goal	Metric	2024 level	2025 Target (short)	2030 Target (medium)	2050 Target (long)	2025 actions
Climate change	Climate neutral VTT	VTT's carbon footprint	5612 tCO ₂ eq.	+0 compared to 2023 levels (focus on action planning related to energy consumption and travel emission)	-42% compared to 2023 levels (Near-term emission reduction target according to SBTi)	Net-zero target	<ul style="list-style-type: none"> Stopping increase in VTT's emissions Making Climate Transition Plan & Resilience analysis (ESRS)
Biodiversity	Minimize negative impact in value chain.	Three biggest chemical suppliers investigated	-	Mapping our chemical supply chains to better understand impact	Using chemical suppliers that do not operate on biodiversity rich areas.	No long term target	<ul style="list-style-type: none"> Identifying impacts of chemicals (most significant suppliers surveyed + assessment)
Circular economy	Minimize waste, maximise circularity.	Recycling rate percentage	-	Mapping and defining recycling system status and recycling rate at VTT.	Minimize metal and industrial waste. improve recycling rate (%)	No long term target	<ul style="list-style-type: none"> Defining recycling rate: Enabling Recycling Rate Assessment + Analysis Improving recycling options

VTT's social targets and actions



Topic	Goal	Metric	2024 levels	2025 Target (short)	2030 Target (medium)	2025 actions
The most meaningful workplace (Own workforce)	VTT is the most meaningful place to work.	KPI 5 Organizational culture (Sub-indexes followed: Employee engagement, excellence, performance, wellbeing, people leadership)	78	78	tbc	<ul style="list-style-type: none"> Improving the work environment Defining and implementing research job descriptions
Diversity, equity and inclusion (Own workforce)	An inclusive, diverse workplace that is free of discrimination.	Navigator: sense of inclusion	84	80	80	<ul style="list-style-type: none"> Launching new workshop (giving feedback, constructive communication & emotional skills)
Safety (Own workforce)	Everyone comes to work healthy, everyone leaves healthy.	TRIF as a primary metric + (LTI 3 as a follow up metric)	TRIF: 8,43 LTI 3: 1,44	0 "Nollis-tavoitteet" TRIF: -25% compared to 2024 level on our way to zero	0 "Nollis-tavoitteet"	<ul style="list-style-type: none"> Introducing of the new safety observation tool Analysing and stopping the upward TRIF trend curve
Workers in value chain	We minimize any human- and labour rights risks and impacts in our value chain	Using social part of ESG tool in % of tenderings.	24%	30% of new tenderings	100%	<ul style="list-style-type: none"> Expanding the use of social responsibility criteria in procurement
Responsible customers	We only engage with responsible partners and that way ensure responsible use of our inventions.	To be determined (TBD)	-	TBD	TBD	<ul style="list-style-type: none"> Improving Know-Your-Customer processes

VTT's governance targets



Topic	Goals	Metric	2024 level	2025 Target (short)	2030 Target (medium)	2025 actions
Business conduct	VTT is reliable and ethical partner.	Reputation & Trust: "Open and transparent – fair in the way it operates" (three year rolling average)	3,77	3,80	3,80	<ul style="list-style-type: none"> Assessing and validating human rights impacts and risks Preparing to report in accordance with CSRD and ESRS requirements
Research ethics	Our research is always ethical and responsible, we reinforce excellent practices with our work.	1) Asva and research ethics question "Was a high level of research ethics implemented in the project?" (three years rolling average) 2) Valid completion of the e-learning course in research ethics % 3) Established RCR violations	1) 4,55 2) 82% 3) 0	1) 4,5 2) 85% 3) 0	1) 4,5 2) 90% 3) 0	<ul style="list-style-type: none"> Implementing sustainability and ethics into new project management system (PPM) Conducting sustainability evaluations in all Business Intelligence's market analysis reports Updating the e-learning course on research ethics
Data security	Our data is always secured and responsibly handled in compliance with stakeholder requirements.	Not yet defined*	-	To be determined*	To be determined*	<ul style="list-style-type: none"> Deploying data classification Communicating on data classification Team workshops on information security

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the obvious

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