

The VTT logo consists of the letters 'VTT' in a white, bold, sans-serif font, centered within a solid orange square. The background of the slide features a close-up photograph of vibrant green coffee leaves, with a blurred orange VTT logo visible in the upper right background.

**VTT**

# **VTT Sustainability Program 2026**

20/03/2026 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 2026



# 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 2026 main actions

## Environment



- Climate: Finalising Climate Transition Plan and defining carbon neutrality target
- Biodiversity: Reviewing our targets and taking SBTN course
- Circularity: Making a 5-year plan to improve recycling rate at VTT

## Social



- Safety: Improvements in trainings and guidance, 5-year planning
- Defining sustainability criteria for procurement categories
- Enhancing leadership development via trainings and informing
- Making a 5-year plan to be the most meaningful workplace

## Governance



- Updating VTTs Code of Conduct and the related course
- Implementing sustainability and ethics into new project management system (PPM)
- Defining metric and short- & medium-term targets for responsible partners -material topic
- Preparing 5-year plan to improve data security and widely implementing data classification

# Research impact targets (KPIs)

Topic	Goal	Metric	2025 levels	2030 Target (medium)
<b>Impact of research</b> (societal resilience, climate change, circular economy, responsible customers)	We solve the worlds biggest challenges through innovations, research and cooperation. We help our customers develop their business sustainably and responsibly, resulting in sustainable growth.	KPI 1.c Sustainability Impact (Measure in ASVA *)	64% (2024: 59%)	TBC
		KPI 1 – New products, Services and Technologies (Measure in ASVA**)	64% (2024: 70%)	TBC

\*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)

# Environmental targets

Topic	Goal	Metric	2030 Target (medium)	2050 Target (long)
<b>Climate change</b>	<b>Climate neutral VTT</b>	VTT's carbon footprint	2030: -42% compared to 2023 levels (Near-term emission reduction target according to SBTi)	Net-zero target
<b>Biodiversity</b>	<b>Minimize negative impact in value chain.</b>	Three biggest chemical suppliers investigated (under re-evaluation)	Using chemical suppliers that do not operate on biodiversity rich areas (under re-evaluation)	No long term target
<b>Circular economy and resource use</b>	<b>Minimize waste, maximize circularity.</b>	Recycling rate (%)	70% recycling rate	No long term target

# Social targets

Topic	Goal	Metric	2025 levels	2030 Target (medium)
<b>The most meaningful workplace</b> (Own workforce)	VTT is the most meaningful place to work.	KPI 5 Organizational culture (Sub-indexes followed: Employee engagement, excellence, performance, wellbeing, people leadership)	<b>78</b> (2024: 78)	tbc
<b>Diversity, equity and inclusion</b> (Own workforce)	An inclusive, diverse workplace that is free of discrimination.	Navigator: sense of inclusion	83 (2024: 84)	80
<b>Safety</b> (Own workforce)	Everyone comes to work healthy, everyone leaves healthy.	TRIF as a primary metric + (LTI 3 as a follow up metric)	TRIF: 5,98 (-29%) LTI3: 0,85 (2024: TRIF: 8,43 LTI3: 1,44)	"Zero targets" 0
<b>Workers in value chain</b>	We minimize any human and labour rights risks and impacts in our value chain	Using social part of ESG tool in % of tenderings. → <b>New</b> Using sustainability criteria in % of tenderings	ESG tool social part: 23% (2024: 24%)	100%

# Governance targets

Topic	Goals	Metric	2025 level:	2030 Target (medium)
<b>Business conduct</b>	VTT is reliable and ethical partner.	Reputation & trust: "Open and transparent – fair in the way it operates" (three year rolling average)	3,78 (2024: 3,81)	3,80
<b>Research ethics</b>	Our research is always ethical and responsible, we reinforce excellent practices with our work.	1) Customer impact survey: "Was high research integrity realised in the project?" (three years rolling average)	1) 4,57 (2024: 4,55)	1) 4,5
		2) Valid Opinet course completion in research ethics %	2) 85,8% (2024: 82%)	2) 90%
		3) RCR violations	3) 0 (2024: 0)	3) 0
<b>Data security</b>	Our data is always secured and responsibly handled in compliance with stakeholder requirements.	1) Cybersecurity awareness: Completion rate of mandatory courses (CoC, Security at VTT, Information security and distribution, Personal Data Protection at VTT)	1) 45%	1) 95%
		2) Maturity level of information security management system (scope of ISO27001 certification):	2a) ~ 50% mandatory requirements are implemented	2a) All mandatory requirements achieved
		a) Mandatory requirements set by ISO 27001 standard achieved b) ISO 27001 related controls implemented	2b) ~ 50% control measures are implemented	2b) All the controls implemented
<b>Responsible partners</b>	We only engage with responsible partners.	To be defined during 2026	-	Not yet defined

# bey<sup>0</sup>nd

## the obvious

First Name Surname  
firstname.surname@vtt.fi  
+358 1234 5678

@VTTFinland  
@your\_account

[www.vtt.fi](http://www.vtt.fi)