



SUSTAINABILITY REPORT

2022

METROPOLIA'S SUSTAINABILITY REPORT 2022

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This publication is Metropolia's second sustainability report. It compiles all of 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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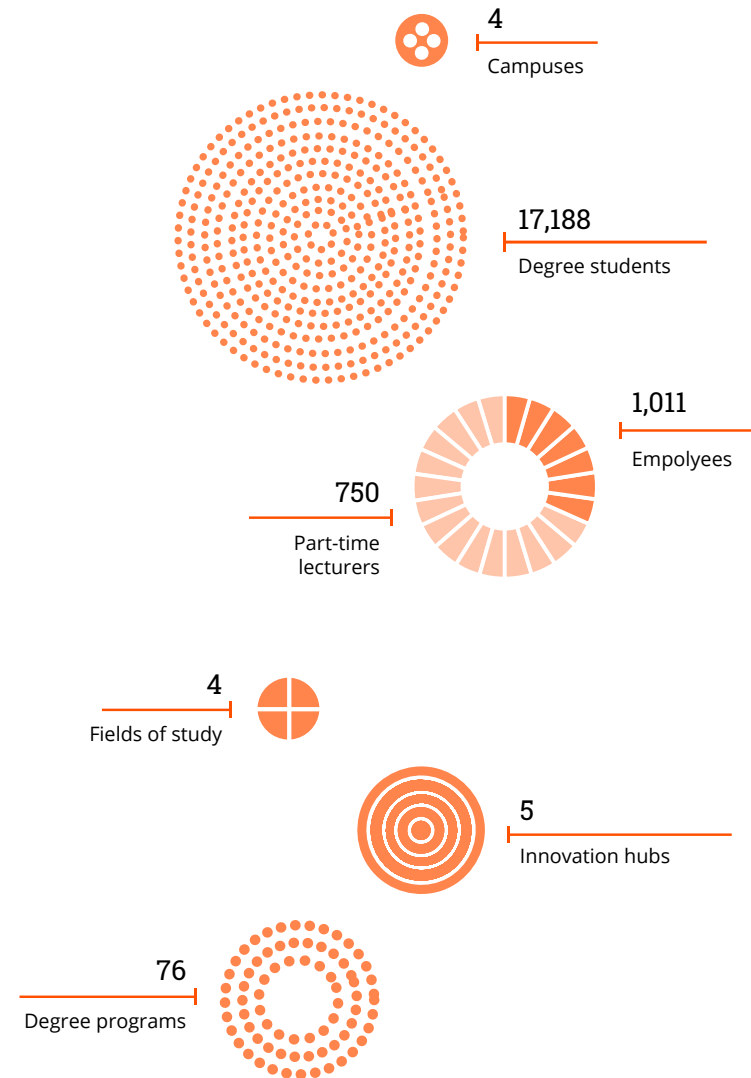
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About Metropolia

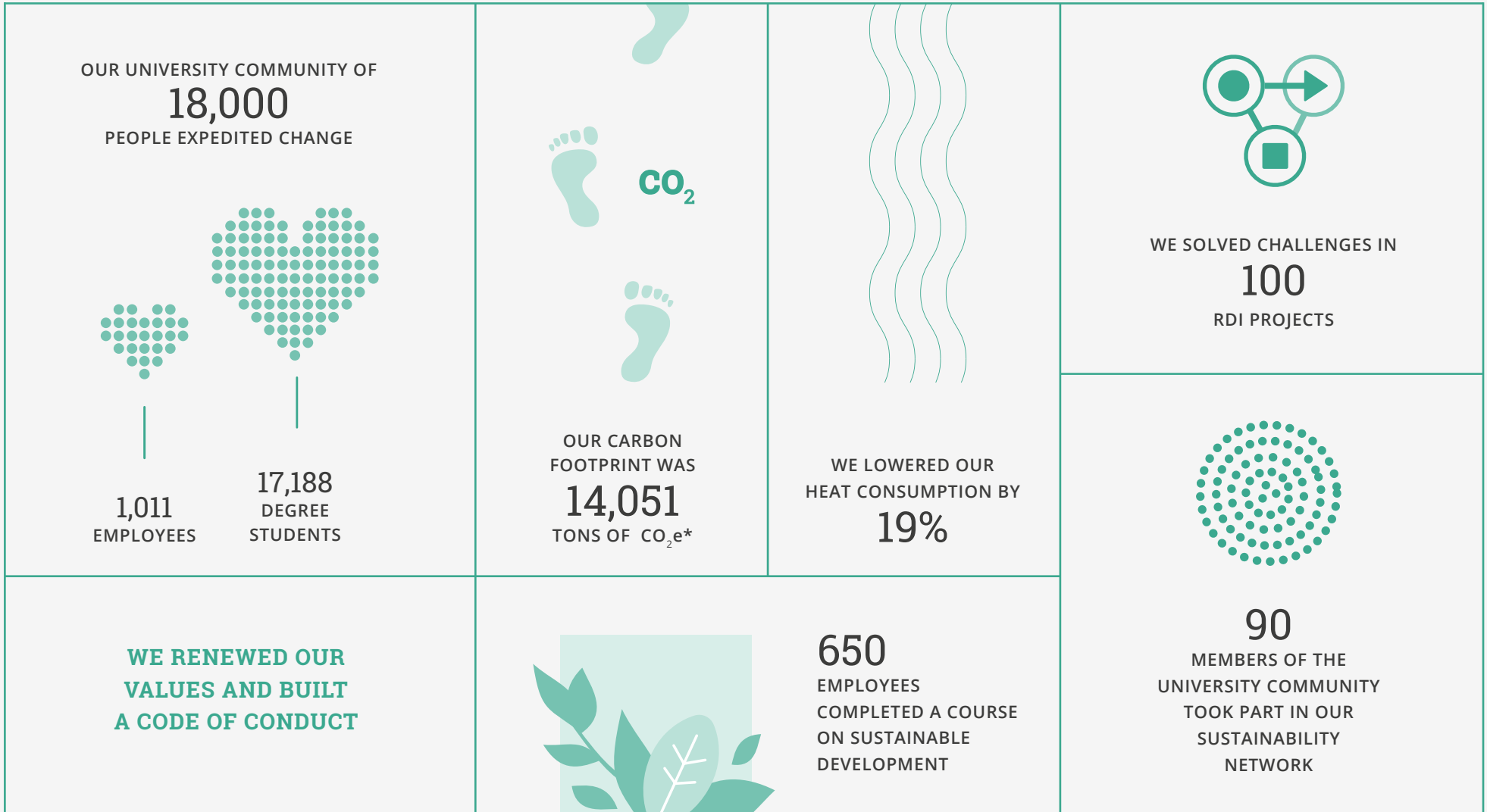
Metropolia University of Applied Sciences is a multidisciplinary higher education institution in the Helsinki metropolitan area that operates in the areas of culture, business, technology and health care and social services with a special focus on the intersecting nature of these fields. Metropolia's phenomenon-based innovation hubs carry out multidisciplinary research, development and innovation activities, in which Metropolia students are also involved in learning and creating new.

Metropolia has four modern and accessible campuses: In Helsinki's Myllypuro and Arabia, in Vantaa's Myyrmäki and in Espoo's Karamalmi.

Our strategy (2021–2030) aims for making a stronger impact for the benefit of society, by putting people first. Our strategic intent is to be a bold reformer of expertise and an active builder of a sustainable future. Sustainable development is an overarching theme in our strategy. Our goal is that the principles of sustainable development and responsibility guide all of our operations and that Metropolia is carbon-neutral by 2030. We strive for sustainable growth in Finland as well as internationally.



Sustainability Highlights and Review of 2022



* CO₂e, or carbon dioxide equivalent, is a common unit for measuring greenhouse gas emissions. It allows us to tally together the impact of various different greenhouse gases. (Source: Statistics Finland)

Review of 2022

In 2022 we continued to integrate sustainable development into the everyday operations of our university community. We updated Metropolia's value base to feature sustainable development more prominently. Based on this value update, we also created a code of conduct to guide our operations. Both the values and the code of conduct were drafted in collaboration with the entire university community.

We invested in sustainability expertise, which is at the core of our operations as a university. Over the year 2022, we reviewed how sustainable development is currently visible in our degree programmes. A solid foundation has been laid for continuing development work towards our impactful goal of ensuring that every Metropolia graduate is an expert of sustainable development. We also developed the expertise of our staff: two thirds of our staff completed a basic course in sustainability in 2022.

Russia's invasion of Ukraine also affected Metropolia's operations. We terminated all cooperation with Russia and Belarus, including business trips and staff and student exchange programmes. We voiced our support for Ukraine and its university community and condemned Russia's war efforts and breaches of international law in Ukraine in a joint statement with the Rectors' Conference of Finnish Universities of Applied Sciences Arene. We increased our educational offering to persons receiving temporary protection in Finland with the help of project funding from the Ministry of Education and Culture. These services include career counselling and guidance on finding appropriate education and career paths in

Finland, free open university studies, access to separate rights to study and grants to cover tuition fees. Furthermore, we organised supply drives on our campuses together with UYS, an association for Ukrainians in Finland.

Sustainability work means constant development. We believe success requires wide-ranging cooperation both within our university community and with outside partners. In 2023, we will focus on integrating code of conduct into Metropolia's everyday operations, integrating sustainable development into education, developing our procurement into a more sustainable direction and drafting a roadmap for emission reduction in 2030.



RIITTA KONKOLA,
President and CEO



ELLI OJALA,
Sustainable Development Manager

IMPACT



Sustainable Development in Metropolia

Universities play a central role in building a sustainable future. Metropolia creates impact on three levels:

- 1. Our university community operates sustainably**, i.e., in a manner that is ecologically, socially and economically sustainable.
- On the second level we ensure that there will be **sustainability know-how** in the future. Our goal is that every Metropolian, whether a member of staff or a graduating student, will get sustainability know-how that can be implemented in working life and society.
- On the third and most significant level of impact we create **solutions to sustainability challenges** with our partners in our innovation hubs.

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (the SDGs) guide our work. As a multidisciplinary university, Metropolia's operations have an impact on all of the SDGs. In 2021 we identified eight of the most material SDGs based on our strategy and built our sustainability roadmap 2030 based on those goals.



The most relevant UN Sustainable Development Goals for Metropolia



SDG 4: QUALITY EDUCATION

Education is at the core of our operations. We ensure that every graduate and staff member of Metropolia is able to promote sustainable development in both working life and society at large. We build individual and flexible learning solutions for various life situations and ensure that our education is accessible and flexible through digitalization, for example.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We educate people to become experts in sustainable development and encourage individuals to make responsible choices. We promote the sustainable use of natural resources and resource efficiency in all of our operations by reducing waste and water consumption at our facilities, among other means. We will draft sustainability principles that will steer all of our future investments and acquisitions. We report on the progress of our sustainability work on an annual basis.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

We aim to grow sustainably within ecological and social confines both in Finland and internationally. We take care of the health, well-being and safety of our entire university community. We strive for resource effectiveness and utilize the business models of circular economy, such as the practices of a sharing economy.



SDG 13: CLIMATE ACTION

In the year 2030 we will be a carbon-neutral university. We increase people's awareness of the climate crisis as part of the education we provide and solve problems related to it. We will lower and reduce our climate emissions regarding energy, transportation, waste, investments and acquisitions, and offset the emissions we cannot eliminate.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

We expedite the solving of challenges related to sustainable development with a phenomenon-based approach and innovation and research efforts. We reinforce the vitality of our region through sustainable entrepreneurship, business and employment.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

We lead sustainably and ensure good governance. We place the human being in the centre. Values and Code of Conduct guide all our operations and culture. We are open and transparent in our communication both in-house and externally.



SDG 10: REDUCED INEQUALITIES

People come first in our operations and we promote equality, non-discrimination and diversity in our university community. We invest in dialogue and an operational culture that values diversity.



SDG 17: PARTNERSHIPS FOR THE GOALS

We reinforce the vitality of the capital region through sustainable entrepreneurship, business operation and employment. Our operations adhere to the ecosystem principle and we cooperate with our partners across borders. We are members of several cooperative commitments and networks, both global and local, through which we aim to promote a more sustainable future.

Sustainability Management and Roadmap 2030

Our sustainability work is steered by the UN Sustainable Development Goals, the Metropolia strategy 2021–2030, the expectations of our stakeholders and our sustainability roadmap. The roadmap depicts our sustainability goals and the measures and indicators needed to reach them. It also functions as the framework for our development efforts. The main goals of our roadmap are:

- 1. Social sustainability:** We operate responsibly and by putting people first.
- 2. Ecological sustainability:** We will be a carbon-neutral university by 2030.
- 3. Economic sustainability:** We will grow sustainably and invest into the future.
- 4. Expertise in sustainable development:** Everyone at Metropolia is capable of promoting sustainable development in society and working life.
- 5. Sustainable solutions:** Together we create innovative solutions to sustainable development challenges.

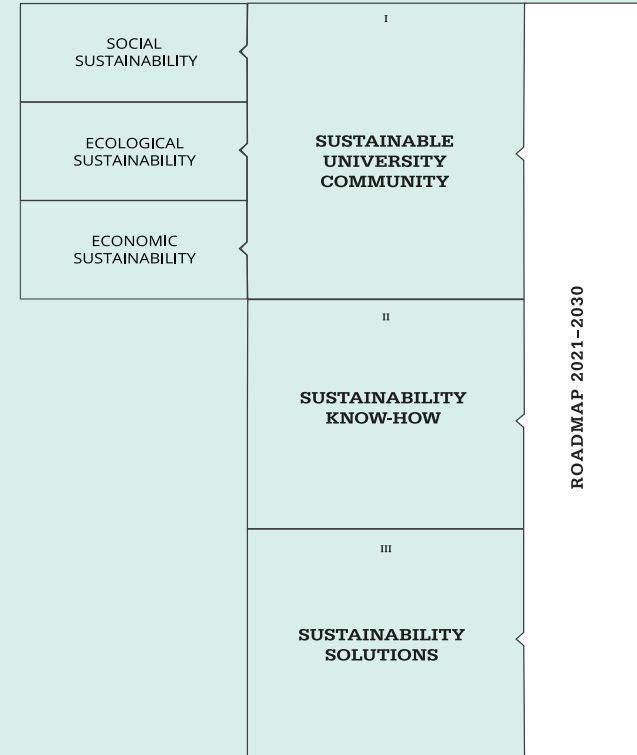
Metropolia’s environmental sustainability together with the Environment Specialist. On the management group -level, the Development Director is responsible for sustainable development, while the Deputy CEO is responsible for sustainable growth. Furthermore, each goal on the roadmap has a manager assigned to it. The measures on the sustainability roadmap are promoted throughout the organisation and in the everyday lives of all Metropolians also through rewards and development discussions.

We will be reporting on our progress on sustainability to our stakeholder groups and the board in Metropolia’s quarterly impact reports, as well as annually in the sustainability report.

For a summary of the progress we have made on our sustainability roadmap in 2021 and 2022, see **Appendix 1**.

The Sustainable Development Manager is responsible for overall coordination and leading the sustainability teams. The manager develops

Sustainability roadmap steers our work until 2030.









SOCIAL SUSTAINABILITY

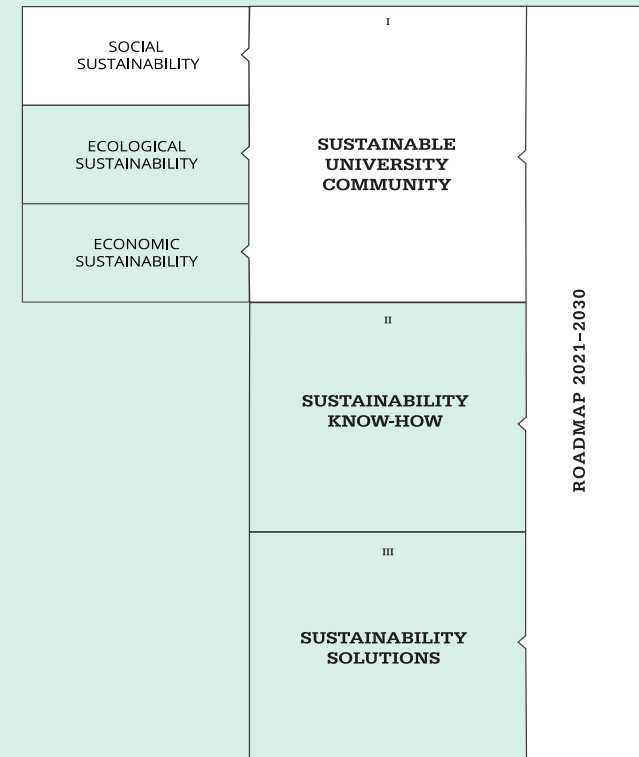
SOCIAL SUSTAINABILITY:

We operate responsibly and by putting people first

For us, social sustainability means taking responsibility for people. Leading responsibly and with good governance is one of the focal points of our sustainability work. We take care of the health and well-being of our university community and foster equality, non-discrimination and diversity as well as an operating culture based on dialogue throughout the community.

Simultaneously, we are promoting the UN Sustainable Development Goals 8: Decent Work and Economic Growth, 10: Reduced Inequality and 16: Peace, Justice and Strong Institutions.

ACTIONS	INDICATOR	RELATED SDG
1. We lead responsibly and by putting people first.	Key Performance Indicator: Personnel survey index	
2. We take care of the health, well-being and safety of our entire higher education community.	Personnel survey and feedback survey of graduate students	
3. We promote equality and diversity in our university community.	Age and gender distributions of staff and students. Share of female executives.	
4. We increase opportunities for inclusion and open dialogue in our university community.	Personnel survey (communication and participation)	



All indicator results can be found in [Appendix table 1](#).

Responsible Management

We invest in responsible and human-centred leadership through our management system, superior work and reformed thinking. We operate according to the principles of good governance. Good governance and management are based on the superiors' expertise, strong ethical value base and appreciative interaction with others. In our rapidly changing times, good governance and management are especially challenging.

Management that strives to build a sustainable future also promotes renewal, productivity, quality and health in the university community. We treat the members of our diverse community fairly and justly. Our decisions are made openly, with justification and in dialogue. We are open and transparent in our communication both in-house and externally.

Metropolia's operations are based on our strategy and the values that we have defined together to steer us. These values express what we at Metropolia consider right and worth pursuing.

We updated our values in the spring of 2022. Nearly a thousand Metropolians took part in updating the values, and as a result of the participatory process we created a new value base: Towards a Sustainable Future with an Orientation on Solutions, Competence Renewal and a Human Touch.

However, values alone are not enough; acting according to them in everyday situations is essential. Based on our values we also drafted a Code of Conduct for the first time. Our Code of Conduct defines shared rules for our operations and helps each and every one of us act ethically and correctly on a daily basis.

The Code of Conduct was created together with the university community in the autumn of 2022. In the spring we surveyed both students and staff about their thoughts on our everyday operations and how Metropolians should and should not act. These thoughts were then further refined in the autumn in workshops, with an online survey, through feedback rounds and in the meetings of Metropolia's board and management group.



Strategy, values and Code of Conduct steer the operations of our university.





Development of Superior Work

To develop employee-oriented superior work, in 2022 we placed a special emphasis on supporting superiors' scope for action. Metropolia identified the different Superior roles and reinforced sub-team structures by paying attention to team sizes.

We began a management development project that focuses on good management and its implementation in practice.

In the autumn we began a superior work development project (2022–2023) that focuses on good management and its implementation in practice. Every superior at Metropolia has been invited to participate in the development efforts to standardise management practices. The aim is also to commit the superiors to these practices and instil a high-quality and fair

management culture at the university. The project also offers practical tools for areas such as time management, coaching-style leadership and continuous renewal management. We also continued to hold sparring forums for superiors to support management work and foster shared dialogue and peer mentoring.

An annual development discussion was replaced by two personal discussions. Going forward, this will enable better performance management, employee development and support for employees' mental resources. Furthermore, we bolstered cooperation between HR Business Partners and superiors to facilitate management work and ensure shared dialogue.

Staff Well-Being

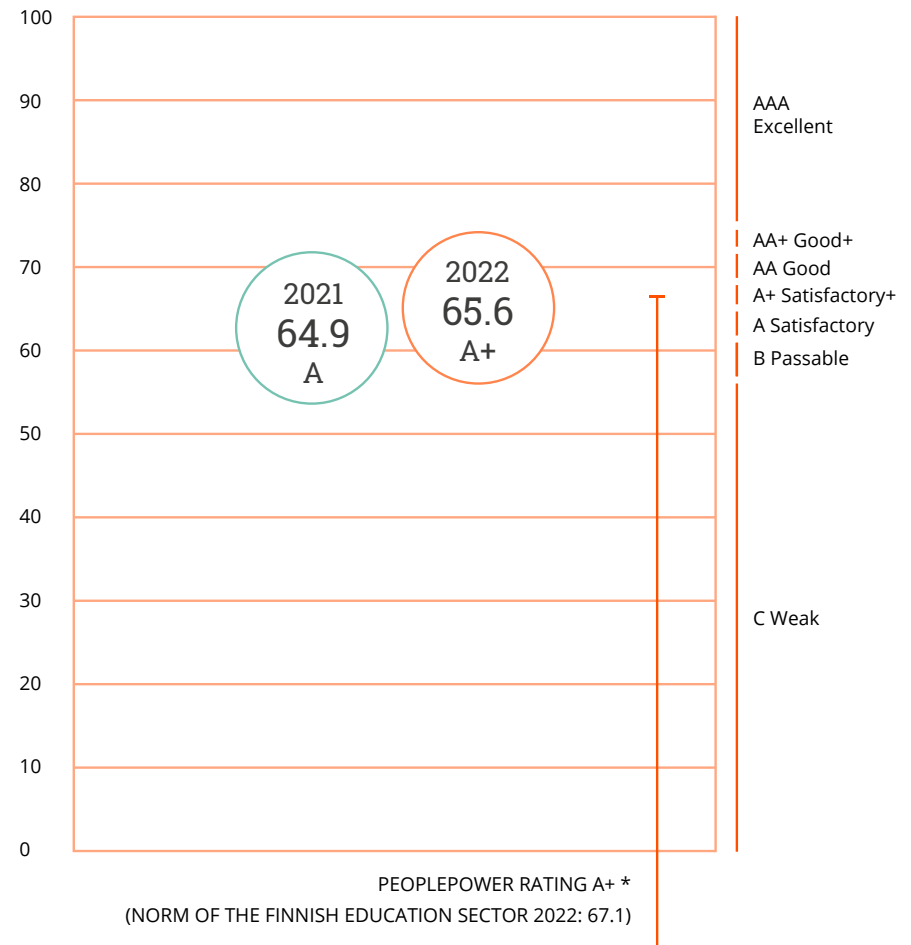
In 2022, the well-being of staff has been monitored and promoted in various ways. The status of staff well-being is monitored annually with the People Power employee survey. The overall index of the survey paints a general picture of staff views on management, commitment, performance and dedication. Metropolia's overall index was 65.6, which meant a slight increase from the previous year (2021: 64.9). Metropolia's overall index thus still remains below the comparison material (norm for the Finnish education sector: 67.1), so staff well-being must be actively emphasised in the coming years as well.

According to the survey, employees' experience of their own capacity for work remained at a good level also after switching to post-pandemic hybrid work. A whopping 91 % of staff rated their capacity for work either excellent or good. The share of those who rated their capacity as excellent had grown from the previous year. Over half of employees either somewhat or strongly agreed that the practices of their units promoted their capacity for work. Correspondingly, over half of employees felt that communality was realised to an adequate degree also in hybrid work.

Metropolia's units and teams went through the results of the survey and joint development measures were agreed on. The shared goal is to create a functional hybrid work model where people work together communally. Furthermore, Metropolians wish to place more emphasis on expertise development and the organisation and autonomy of work in the future.

The number of sickness absences grew slightly from last year. In 2022, there were, on average, 4.9 sickness absence days per person. The most common reasons for absence were mental health issues, musculoskeletal disorders and infections.

In 2022, Metropolia invested into comprehensive occupational well-being services, thanks to which the number of mental health absences was halved from last year's. Over the course of the year, we piloted services relating to brief psychotherapy and job control, for example, and implemented Auntie, a low-threshold service for supporting mental well-being and stress management. The Auntie service will continue in expanded form also in 2023.





Student Well-Being

Several studies* have demonstrated an increase in psychological problems among university students that manifest as exhaustion or experiences of loneliness, for example. The COVID-19 pandemic affected the levels of reported psychological stress, but this trend had already begun significantly earlier, and it is driven by a variety of factors, including concerns about meagre or uncertain subsistence. Fostering a communal culture and providing low-threshold services and meetings were the central themes of student well-being at Metropolia in 2022.

Student well-being is monitored in various encounter and interaction situations, as well as with surveys that aim to glean information on students' experiences of well-being and factors that affect their ability to study. The response rate of the student survey concerning Metropolia's university services conducted once every two years remained low, at approximately 3%. In addition to personal support and counselling meetings, the respondents hoped for more communal campus events and various kinds of hobby and study circle activities where students could meet other students across degree programme borders in a supported setting.



* E.g. Opiskelijabarometri 2019 (Opiskelun ja koulutuksen tutkimussäätiö Otus) and The Finnish Student Health and Wellbeing Survey (KOTT) 2021 (Finnish Institute for Health and Welfare THL).



We built a yoga space for self-guided training and relaxation together with the student association METKA.

Metropolia has added its own questions related to student well-being to the AVOP feedback questionnaire for graduating UAS students. In this questionnaire, each statement is evaluated on a scale of 1–7 (1 = completely disagree, 4 = somewhere in between, 7 = completely agree). Metropolia especially monitors the percentage of respondents who agree, i.e., choose answers 6 or 7. Of the students who graduated in 2022, 46.8% felt that their studies were very meaningful, and 36.3% of respondents were satisfied with their motivation to study, but only one third of students rated their own well-being as very good, and the overall grade for well-being was only 4.65/7. Consequently, student well-being must be heavily focused on going forward.

To answer the wishes and feedback of students, Metropolia's student well-being services and student association METKA initiated the MMKK project (Metkasti Metropoliaassa kohti kukoistusta, 2022–2023). The goal of the project is to support student integration into the student community, foster relationships between students and promote a communal culture on campuses. The project has developed new kinds of communal events to stand alongside regular peer support activities and created shared hangout lounges on each campus where students can meet each other and participate in hobbies, clubs and study circles. Furthermore, the project has developed METKA's club operations and initiated support student (tukiopiskelija) activities. The project is

funded by the Ministry of Education and Culture. This funding also allowed METKA to hire two new project employees.

Based on the surveys, students consider it important to have access to low-threshold personal meetings and encounters that support student well-being and one's progress in their studies. Generally, the available meeting opportunities were considered to be adequate and timely, but at the same time students also wished for shorter waiting times and the opportunity to meet sooner and more frequently. To respond to this, we have hired one additional fixed-term well-being operator for our student well-being services.

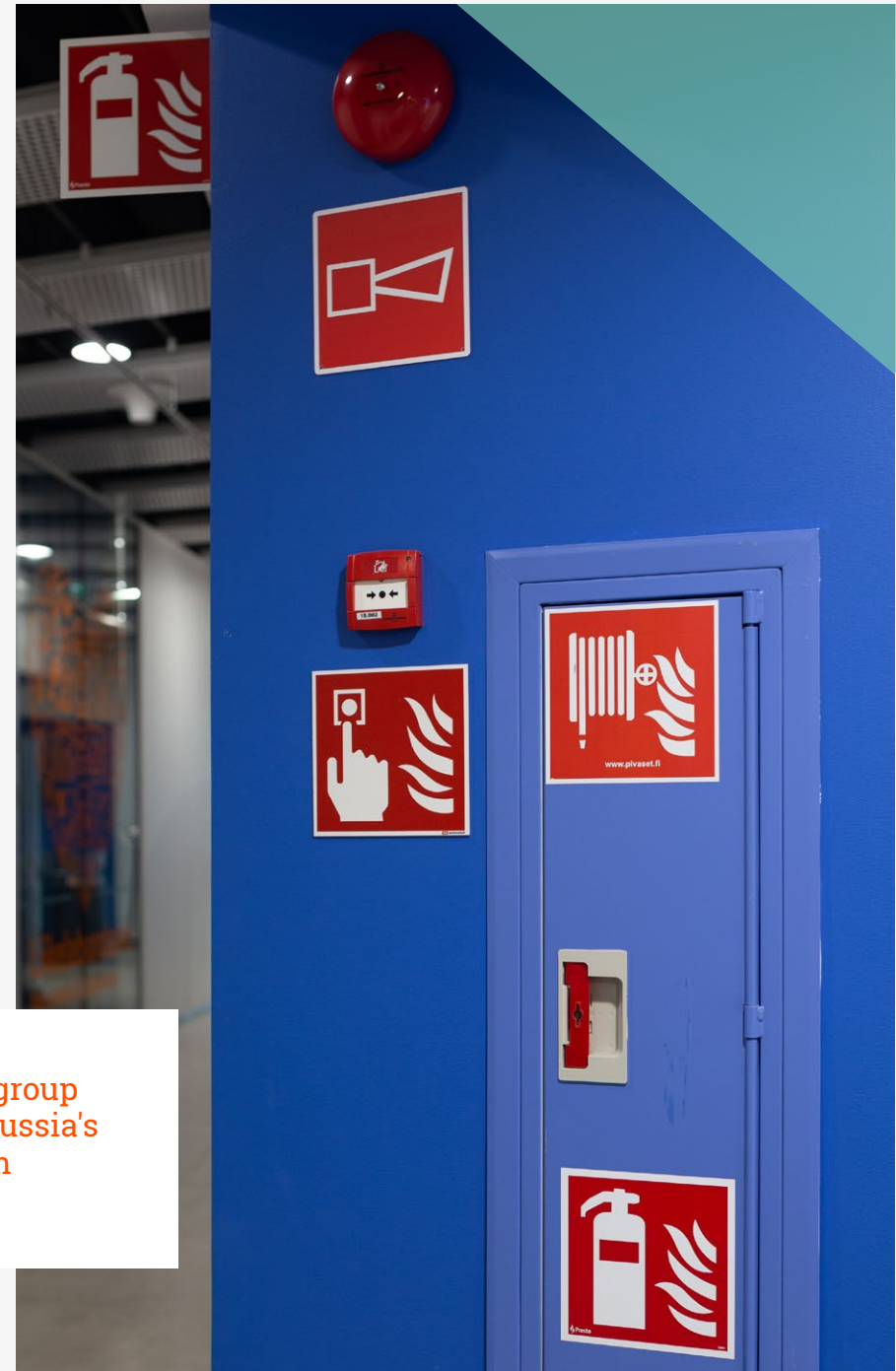
Access to services has also been facilitated by the introduction of electronic appointment booking to student well-being services. As part of its new low-threshold service offering, Metropolia's student well-being operators have produced webinar recordings on well-being and capacity for study that are open to all Metropolia students. Additionally, the section of the Study Guide concerning student well-being and health has been updated to be more accessible.

Safety and Risk Management

Metropolia's safety and risk management services ensure the continuation and safety of operations as well as their compliance with requirements. In 2022, Metropolia acquired a new risk management system and chemical register that further reinforce our safety and ability to prepare for risks. Over the course of the year, the required risk assessments and workplace surveys concerning occupational health and safety were conducted on Metropolia's campuses. Safety measures and management procedures were also streamlined.

In 2022, the impact that COVID-19-related occupational safety measures had on the operations of our work and study community was fairly minimal. Early on in the year, Metropolia established a work group that convenes when needed to monitor the effects that Russia's war of aggression could have on Metropolia's operations. Furthermore, our safety and risk management services drafted a plan for possible disruptions in energy distribution together with facility services.

Metropolia established a work group that monitors the effects that Russia's war of aggression could have on Metropolia's operations.





Our goal is to be a community where everyone can work and study safely and be treated with respect.

Diversity, Equality and Non-Discrimination

Our goal is to be a work and study community where everyone can study and work safely and be treated with respect. Our work in this regard is guided by our equality and non-discrimination plan. The main themes of the 2021–2022 plan period were recruitment, career development and remuneration, studying and teaching, and management, operating culture and communications. The equality and non-discrimination workgroup consisting of students and staff members monitors and promotes the realisation of the plan and discusses topical issues concerning equality and non-discrimination.

In 2022 we brought diversity even more strongly onto Metropolia's agenda. Diversity

management was evaluated internally using Finnish Business and Society ry's (FIBS') self-evaluation tool. The tool helped bring to the fore our strengths and areas in need of development regarding diversity and inclusion. The tool was used to evaluate the current status of diversity in the organisation from the perspectives of organisational commitment, staff, students, customers, users, other partners and the processes of diversity management. Development of diversity management and the related goals and indicators, taking diversity into account at different stages of the employment relationship and bolstering diversity in teaching and counselling were identified as the most significant areas in need of development.

These development targets were included in **Metropolia's equality and non-discrimination plan for 2023–2024**.

Metropolia is committed to zero tolerance for harassment. In 2022, we renewed our operating model for dealing with inappropriate behaviour and harassment and launched the Kohti yhdenvertaisempaa Metropoliaa game (Towards a more Equal Metropolia) on the Seppo mobile learning platform. The goal of the game is to increase awareness and understanding about matters and operating models related to equality and non-discrimination at Metropolia. Furthermore, we also organised training on diversity and inclusion for our sustainable development network.

We also paid more attention than before to the accessibility of our communications. The OMA intranet shared by staff and students was developed further in terms of usability and bilinguality. We drafted an accessibility plan for higher education for the period 2022–2024 that defines the current status and goals of accessibility at the university regarding demanding and otherwise central functions, such as student selection, studies, teaching and guidance, staff services, digital accessibility, student well-being services, library services and estates services.



Staff Diversity

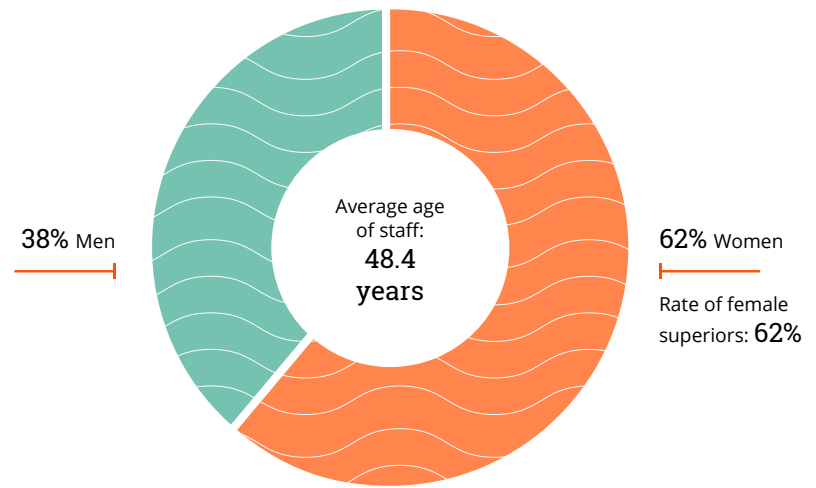
In the staff survey of 2022, we once again charted staff's experiences of equality and non-discrimination at Metropolia. In 2022, most of the respondents felt that people of different genders and ages were treated equally at the workplace (gender 3.47 / 4, age 3.42 / 4). When the respondents were asked to evaluate their overall experience of equality and non-discrimination, the experience was slightly weaker than the previous points (3.08 / 4), but there had been small improvement across the board from 2021.

According to the survey, 88% of staff stated that they had not experienced harassment, bullying or inappropriate treatment at the workplace. 7% had experienced inappropriate treatment but the situation had already been solved, while for 5% of the respondents the situation was still ongoing. The results had improved slightly from 2021.

The gender ratio has remained steady throughout the years, and it demonstrates the traditional division between male-dominated and female-dominated fields. For example, 71% of teachers in technology and transportation were men while 87% of teachers in health care and social services were women. For our entire staff, the ratio is 62% women and 38% men. Our HR system also allows one to report their gender as "other", but this share is so small for the moment that it is not visible on the graph. 62% of our superiors were women. The average age of our staff has slightly

decreased in recent years, and at the end of 2022 the average age of our entire staff was 48.4 years.

Family leave was used more in 2022 than in the previous year, and the majority of the leave was used by women at Metropolia. Men spent 12 % of family leave days, which is slightly more than in previous years (for example, in 2019 the number was 4%). Since entering into effect on 1 August 2022, the family leave reform has already slightly increased men's share as takers of family leave at Metropolia. Family leave must also be accounted for when considering pay equality and career advancement opportunities between genders.



METROPOLIA'S STAFF 2022



Rewarding as part of equality work

Salary surveys help us ensure that there are no unjustified salary differences between men and women doing the same or equally valuable work. A just salary system is built on having acceptable justifications for salary differences and applying these justifications equally to all employees. Despite these shared justifications, salary considerations always have a subjective element, which is why we are constantly evaluating whether the shared line of interpretation holds.

Metropolia's salary survey 2022 demonstrates that there are no significant differences between the salaries of men and women in administration and support staff even though a small difference does exist for the benefit of women. Regarding teaching staff, the salary difference between men and women is divided by profession, which is explained especially by the availability bonus paid to teachers in technical fields. The availability bonus is a bonus for technical teaching staff agreed upon in the collective agreement that is based on the assumption that there is a labour shortage in the field of technology. Metropolia's position is

Salary surveys are conducted to ensure there are no unjustified salary differences between men and women.

that availability bonuses should not be included in collective agreements but instead they should be paid on market terms.

We have been actively developing our salary system to be more transparent. All information concerning salaries and hiring has been updated in the spring of 2022 and made available to the entire staff on the intranet. The human resources department also communicates directly with the entire supervisory staff and holds personal consultations with both superiors and employees. Furthermore, the employer and shop stewards maintain a constant dialogue.



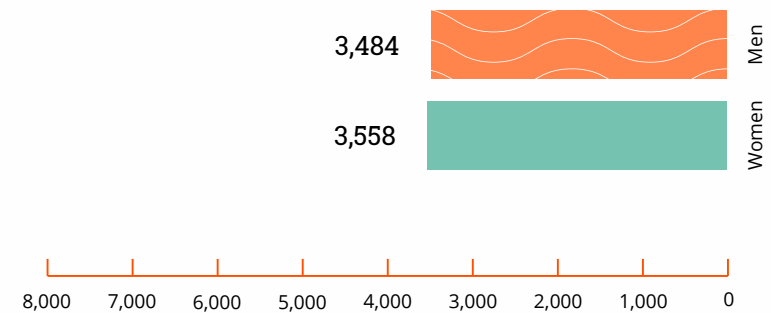
AVERAGE SALARY OF LECTURERS €/MONTH



AVERAGE SALARY OF SENIOR LECTURERS €/MONTH

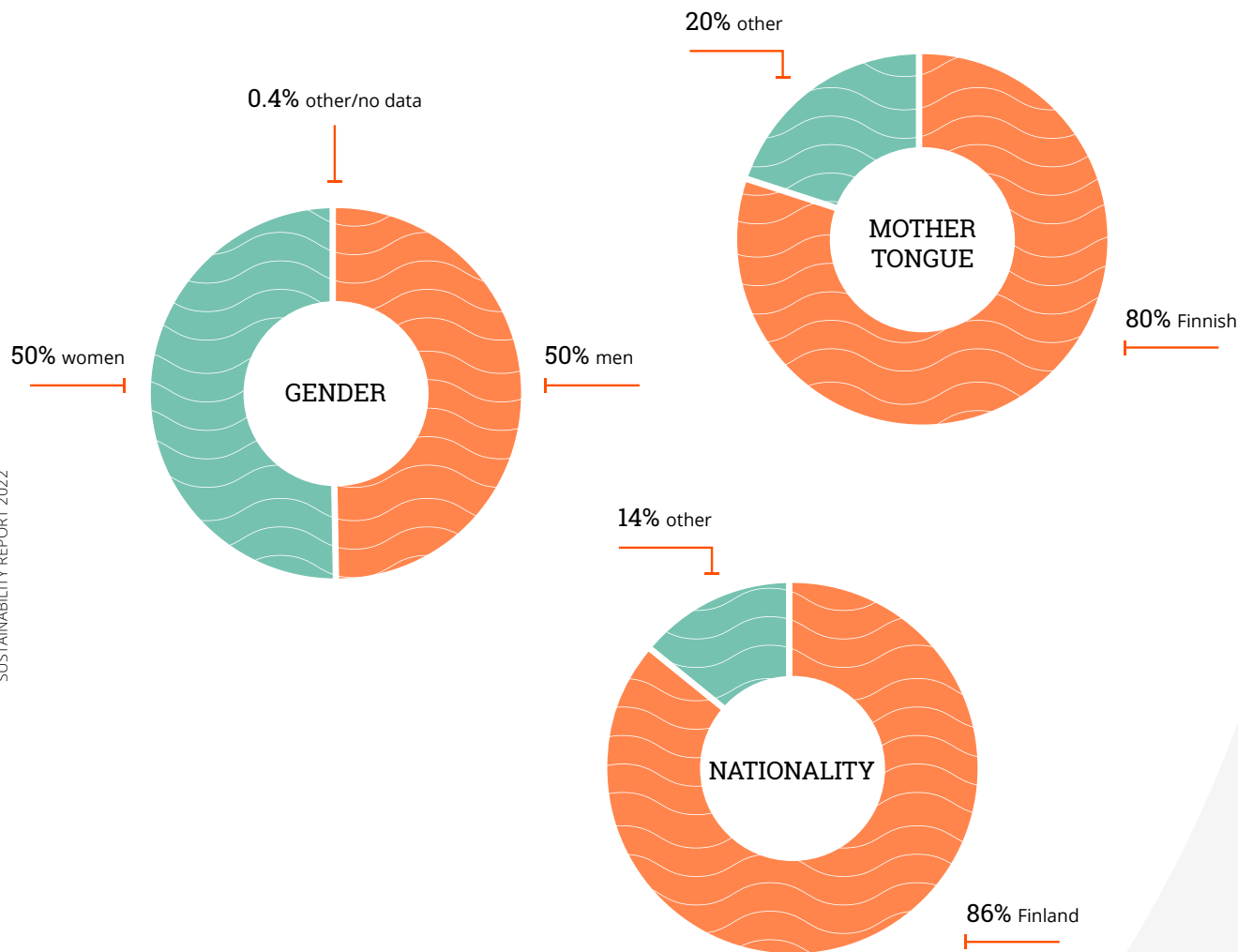


AVERAGE SALARY OF ADMINISTRATIVE STAFF €/MONTH *



* The salaries for administrative and support staff were reported as too large in the 2021 sustainability report as the unallocated salary portion was erroneously added to the total salary while already being included in it. The comparable figures from the 2021 report are men: 3,605 €/mo. and women 3,523 €/mo.

AVERAGE SALARIES OF METROPOLIA'S STAFF GROUPS 2022



DIVERSITY OF METROPOLIA'S STUDENTS 2022

Student Diversity

In 2022, the gender ratio of Metropolia's students was very even: 50% of students were women and 50% were men. The share of those reporting other/unknown was 0.04%, which had seen some growth over the previous year (0.01 %). Metropolia's fields of study are gendered. 79% of technology students were men while 83% of students in health care and social services were women. 65% of students in the culture sector were women. The most even gender ratio could be found in business where the share of women was 52 % by the end of 2022.

In 2022, we made a special effort to clarify our process for intervening in cases of harassment or inappropriate behaviour and created instructions for these situations for both staff and students in multidisciplinary cooperation. These instructions were also strongly present in the student association METKA's peer tutor training in 2022. The aim of the training was to ensure that every trained student knows how to act if they come across harassment or inappropriate behaviour in their study environment.

When it comes to teaching and guidance, we have identified the diversity of students and their need for more individual and comprehensive monitoring of their studies. We developed a student-centred guidance model to help us react in situations where the student's studies are not progressing as planned, for example. In planning workshops on equality and non-discrimination, students highlighted the need to pay attention to how things are talked about in the university community and how language can steer thinking and affect attitudes.





Metropolia's values were updated and a code of conduct was created in a process that the entire university community could participate in.

Participation, Interaction and Transparent Communications

Over the course of 2022, monthly meetings for managers and supervisors made use of participatory working methods and bolstered cooperation between the participants. Peer monitoring groups that support the orientation of new employees continued to operate. Metropolia's values were updated and a code of conduct was created in a process that the entire university community could participate in. Monthly campus coffee meetups held on all campuses brought Metropolians together over coffee and tea.

In the spring of 2022, the national event for universities of applied sciences held on Metropolia's Myllypuro campus made our participatory culture visible both within our community as well as to other universities of applied sciences. In addition to speeches, the event also included interactive workshops on

the themes of sustainable development, well-being of the university community and the spaces and environments of learning. The event was held in cooperation with Timeout-Foundation, whose Timeout dialogue concept was used in the workshops.

In 2022 we continued to integrate Metropolia's "making a difference" brand into the everyday operations of the university. The clarified brand has been shaped by Metropolia's strengths and directs

us to identify content that highlights new solutions, innovations and bold experiments created at Metropolia that drive the change towards a more sustainable future.

The experiences of communication and participation are also monitored through staff surveys. The relevant section asks staff members about issues such as team spirit, flow of information, sharing of expertise and opportunities for making a difference. The grade achieved in the 2022 survey was 2.94 / 5, which was slightly higher than the previous year, but there is still a clear need for development.

Sustainability Network

The shared sustainability network of Metropolia's staff and students aims to connect Metropolians interested in sustainable development and serve as a forum for active change. The network is open to all members of our university community. At the end of 2022, the sustainability network had 90 members, most of which belonged to staff. The network has an active Teams group, and four meetings were held over the year. The meetings were for sharing information and discussing topics related to sustainable development, working on the code of conduct and updating our understanding of diversity under the leadership of D&I (Diversity and Inclusion) specialist Dakota Robin.

CASE:

Employing Those with Partial Work Ability at Metropolia

Participation in working life is a significant health and well-being factor that prevents social exclusion. Enabling partially disabled people and others with poorer labour status to work is a socially sustainable activity. A person with partial work ability means someone who has some of their work ability left and has the desire to use it.

There are many methods and forms of employment for those with partial work ability. Supported temporary jobs are one way of gaining access to working life and receiving remuneration for one's work. They offer a good way to gain work experience and try one's readiness for working life.

Metropolia has wanted to bear its social responsibility by offering supported temporary jobs to persons with partial ability to work. At Metropolia, supported temporary jobs have brought relief in busy times and with work that is not included in service contracts or the basic job descriptions of staff members.

On Metropolia's Myllypuro campus, a wide variety of supported temporary jobs have been done all around the campus. These have included cleaning of special-purpose facilities and teaching materials, maintaining sports equipment and arranging workshop spaces. Supported temporary jobs have also been found in equipment maintenance and in the archives dealing with students' internship documents.

Supported temporary jobs have been organised for the Myllypuro campus in collaboration with the students and teachers training and working at the **HyMy village**. The students directing the supported temporary jobs have mainly been from the health care and social services sector. Students of business have also participated in the organisation, steering and development of supported temporary jobs. Organising these temporary jobs, shaping the job tasks and directing the temporary employees have given students the opportunity to participate in the creation of sustainable working life and promote the employment of those with poorer labour status during their studies.

The supported temporary job idea was developed jointly by Metropolia, Etelä-Suomen Klubitalot ESKOT ry and partially disabled people looking for employment as well as other organisations, companies and private individuals. This is depicted comprehensively in the online publication **Tuettu keikkatyö** (Supported temporary jobs) (in Finnish). This online publication is especially intended for professionals and specialists working as job coaches. All of the material is intended for use, and it can be applied and edited to suit one's own work.

Metropolia wishes to bear its social responsibility by providing supported temporary jobs for those with partial work ability.








ECOLOGICAL SUSTAINABILITY

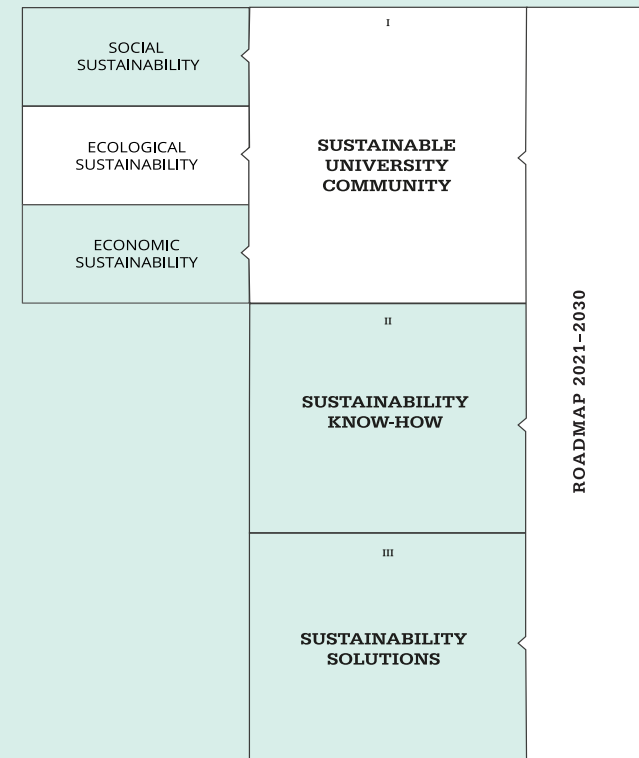
ECOLOGICAL SUSTAINABILITY:

We are carbon neutral by 2030








Our goal is to be a carbon-neutral university by 2030. We will lower and reduce the climate emissions of our operations and offset the emissions we cannot eliminate. We promote resource efficiency and the sustainable use of natural resources in our operations.

Our carbon-neutrality work promotes the UN Sustainable Development Goals 12: Responsible Consumption and Production and 13: Climate action.

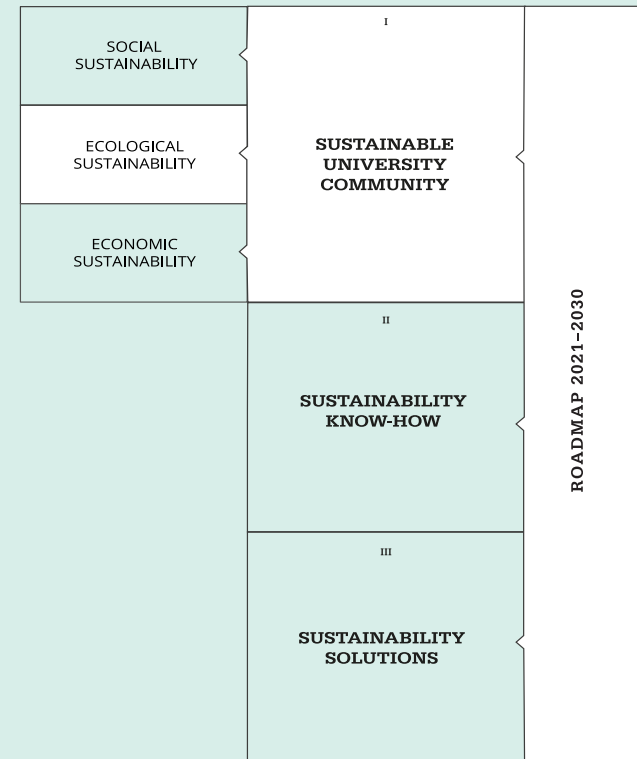
ACTIONS	INDICATOR	RELATED SDG
1. We will develop a more comprehensive emissions calculation and lock 2022 as the baseline year.	Done/not done	
2. We will increase the use of renewable energy and improve the energy efficiency of our properties.	Emissions from energy use (CO ₂ e tons) and the share of renewable energy	
3. We support low-emission mobility and reduce emissions caused by mobility	Emissions from mobility(CO ₂ e)	



We lower and reduce the climate emissions of our operations and offset the emissions we cannot eliminate.

ACTIONS	INDICATOR	RELATED SDG
4. We promote the sustainable use of natural resources and resource efficiency in all our operations	Emissions from waste management and water use (CO ₂ e)	 
5. We reduce emissions caused by our investments and procurement.	Emissions from procurement (CO ₂ e)	 
6. We prefer climate-friendly food and reduce food waste.	Amount of food waste (tons)	 
7. We will offset emissions we cannot eliminate.	Offsetting in euros	

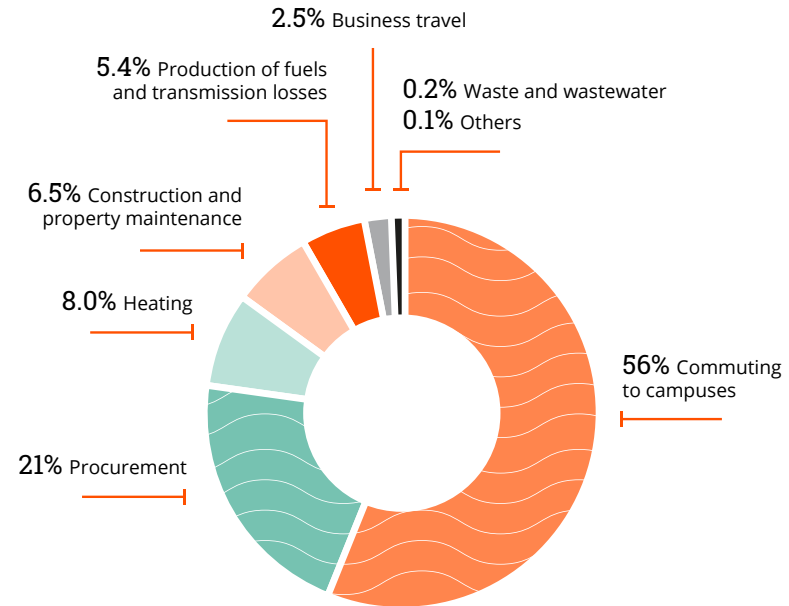
All indicator results can be found in [Appendix table 1](#).



Metropolia's Carbon Footprint in 2022

In 2022 our carbon footprint was 14,051 tons CO₂e. For the first time, this calculation now contains all material emission categories. Our footprint increased when compared to the year 2021 (8,191 tons CO₂e*) and this is explained especially by the emissions caused by staff and students commuting to the campuses, which was added as a new category for 2022. A carbon footprint that is comparable to 2021, i.e., one that is calculated using the same boundaries, amounts to 6,204 tons CO₂e. The emission reductions seen in this comparable carbon footprint result from reduced construction and the slight decrease in emissions from heating and procurement. In relation to turnover, Metropolia's carbon footprint was 126 tons CO₂e / million euros.

The majority of Metropolia's carbon footprint consists of indirect emissions. Metropolia's only direct emissions include the fuel used in its vehicles and the emissions created by the use of gases in laboratories. Both of these categories are quite small in the overall picture, and in Metropolia's carbon footprint the share of direct emissions is some 0.1%.



METROPOLIA'S CARBON FOOTPRINT 2022

The majority of our carbon footprint consists of indirect emissions.

* In the spring of 2023 we also retroactively calculated the carbon footprint for 2021. The calculations were corrected regarding heating, energy consumption, life cycle emissions from fuels and the emissions of water and wastewater, which meant the carbon footprint was larger than previously reported.



Commuting to and between campuses forms a sizeable portion of Metropolia's carbon footprint.

Commuting to Campuses

The emissions resulting from commutes by staff and students from home to campus and between campuses were included in the carbon footprint calculations for the first time in 2022. The modes of transport and the number of trips were surveyed with a commuting questionnaire in November 2022. The annual mileages of the different modes of transportation used by Metropolians were then estimated based on the results. These calculations included degree students, full-time staff and part-time lecturers. Commuting to and between campuses forms a significant part – 56% – of Metropolia's carbon footprint. There are many more students than there are staff members, therefore 87% of emissions result from student commutes while the remainder is formed by staff. However, the commutes of staff are significantly more emission-intensive: on average, the commuting of a staff member resulted in twice the emissions when compared to an average student.

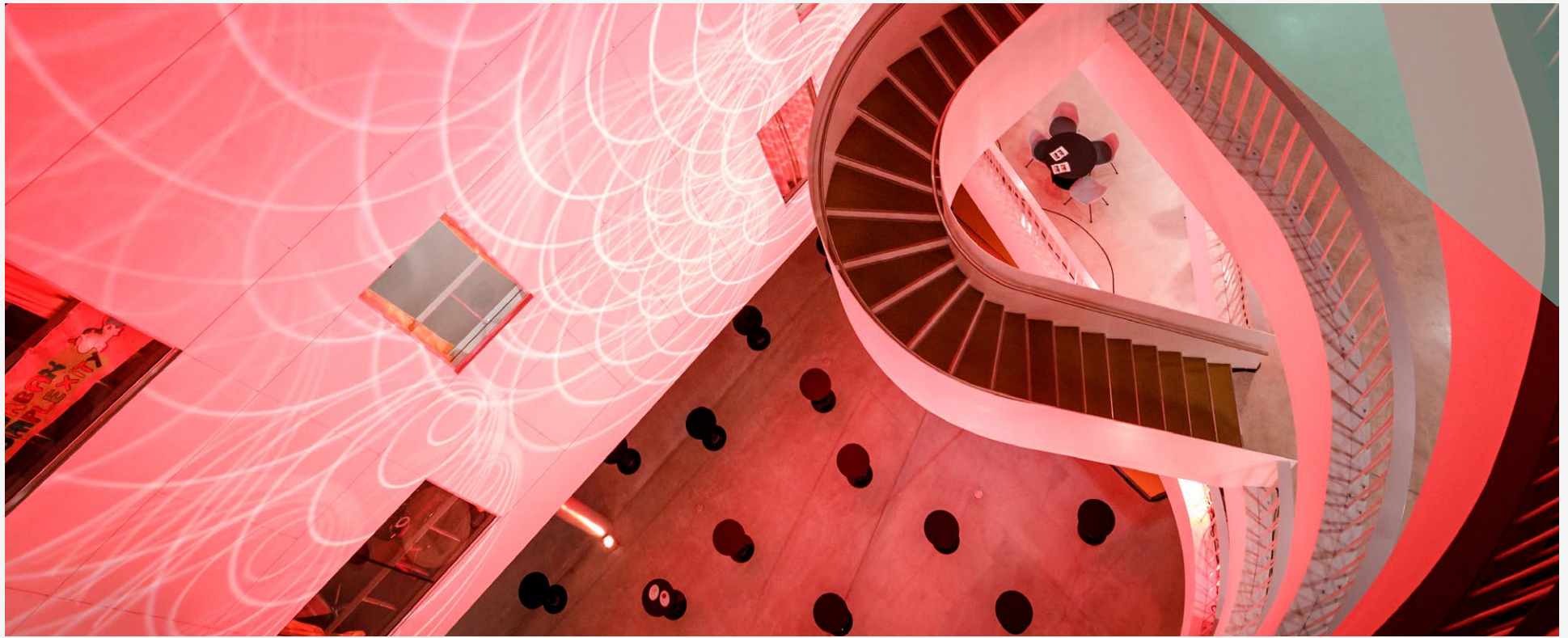
In 2023 we will investigate opportunities to support low-emission transportation and specify our data collection methods to reduce the uncertainty of questionnaire-based calculations.

Procurement

Emissions related to procurement amounted to 21% of all emissions in 2022. Procurement emissions include all the emissions resulting from the production of all the products, services and fixed assets procured by Metropolia, such as IT equipment, teaching materials and accessories, furniture, food and coffee offerings and various specialist services. Procurement emissions were calculated using Hansel's Procurement Pulse tool. The tool makes use of the Envimat calculation model developed by the Finnish Environment Institute that analyses an organisation's purchase invoice data based on euros. The carbon footprint estimates of the procurement categories are based on the average carbon footprints of products on the Finnish market and they do not equal the actual carbon footprint of an individual procurement.

Overall, procurement emissions were reduced slightly from 2021 as a result of reduced furniture and laboratory equipment acquisitions. On the other hand, emissions resulting from the procurement of IT equipment and services, which amount to some third of procurement emissions, rose when compared to last year.

In 2023 we will put special emphasis on developing sustainability criteria for procurement.



Energy Consumption

Heating accounts for 8.0% of Metropolia's emissions. This figure includes emissions resulting from the consumption of district heating on Metropolia's four campuses. When compared to 2021, Metropolia's overall heat consumption decreased. Heat consumption was smaller than last year on all campuses except Arabia where the growth of consumption is explained by the new Soiva building. The Arabia campus uses emission-free district heating, and as of the autumn of 2022, the

Myrämäki campus is also heated with renewable energy. The decrease of heating-related emissions is also explained by Metropolia letting go of some facilities that were still in use in 2021, the energy-saving methods implemented late in the year and the year itself being warmer than average, reducing the need for heating in the first place.

Our electricity is emission-free as we purchase renewable electricity generated by

hydropower, which has a calculated electricity emission factor of zero. When compared to 2021, energy consumption rose slightly on all of our campuses as the COVID-19 pandemic relented and students and staff could return to the campuses. In 2022, the share of renewable energy in our electricity and heat consumption was 58%.

Turn to the example on [page 34](#) to learn more about what we did to save energy in 2022.

Our electricity is emission-free as we purchase renewable electricity generated by hydropower, which has a calculated emission factor of zero.



Construction and Property Maintenance

Construction and property maintenance accounted for 6.5% of our total emissions. Calculated with the help of the Procurement Pulse tool, this category includes new construction, basic renovations and space alterations, maintenance repairs, cleaning, use and upkeep as well as emissions relating to the maintenance of buildings and areas, including security and safety services. Emissions from construction and property maintenance were reduced significantly when compared to 2021 as there was less construction. Over 2022 we also let go of some of our properties and developed leasing opportunities.

Production of Fuels and Transmission Losses

In 2022 we developed our calculations related to the life cycle emissions of energy and fuel consumption. Emissions related to the production and transportation of the fuel we use in our vehicles and upstream emissions resulting from the production of the energy we purchase and the related transmission losses amount to 5.4% of Metropolia's carbon footprint.

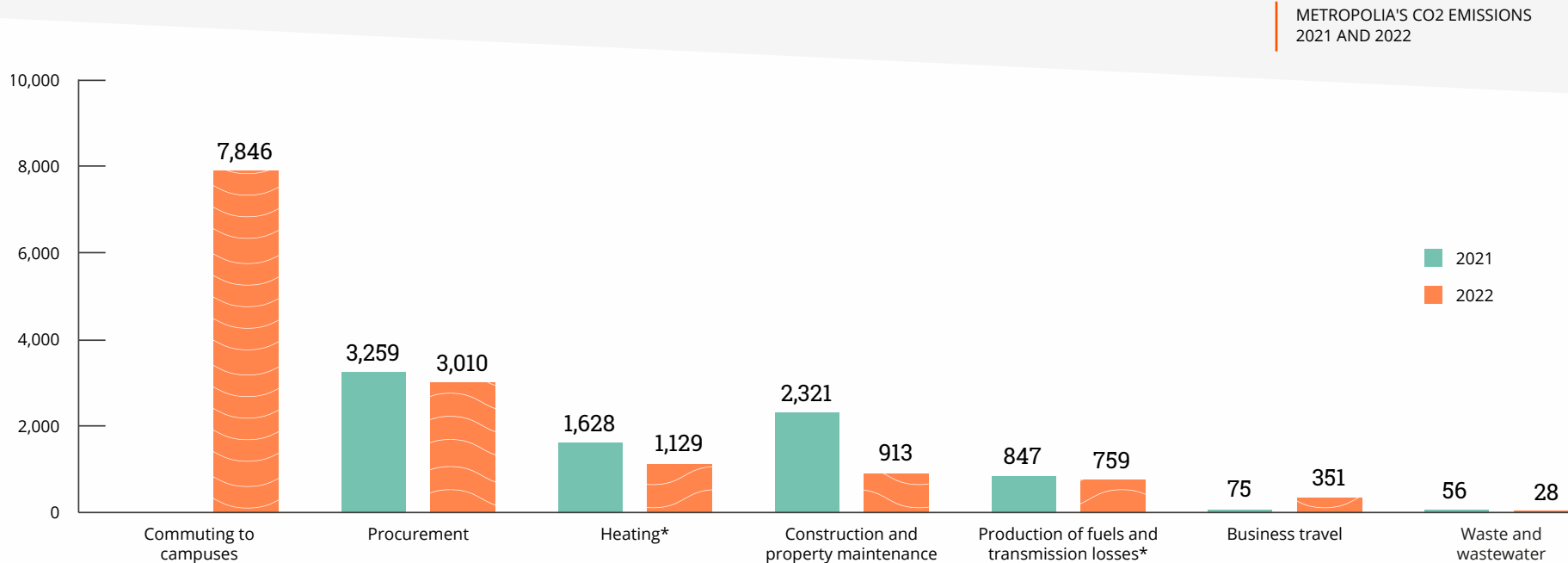
Business Travel

Business travel accounted for 2.5% of Metropolia's total emissions. Business travel includes flights, boat trips, car trips eligible for kilometre allowance, taxi and bus fares and hotel nights of staff members. Of these emissions, 92% come from air travel. In 2022, the amount of travel returned to nearly pre-COVID levels. There was a 14-fold increase in the number of flight kilometres, a 7-fold increase

in boat trips, a 6-fold increase in hotel nights and kilometres driven by car were doubled when compared to 2021.

Internationality is important for Metropolia. Reducing the emissions of travel while promoting internationalisation will be a crucial challenge for us to tackle in the coming years. In 2022 we drafted preliminary environmental guidelines to be included in staff travel instructions, and this work continues in 2023.

In 2022, the amount of travel returned to nearly pre-COVID levels.



* The 2021 figures have been recalculated retrospectively and differ from the Sustainability Report 2021

Waste and Wastewater

The transportation and processing of waste amounted to some 0.2% of Metropolia's overall emissions. This figure also includes the treatment of the campuses' wastewater. Emissions related to the treatment of waste were reduced from 2021 levels as a result of more accurate calculations. Emissions of waste management are calculated with the help of data received from waste management companies that is based on waste amounts and processing methods. Waste amounts are usually based on weighing results, while the mass of certain types of waste is evaluated using other means. In 2023, the waste sorting opportunities and waste management processes on campuses will be developed further.

Other Emission Sources

The rest of the emissions (0.1%) included in Metropolia's carbon footprint are mainly direct emissions from our own operations and, to a small degree, emissions resulting from transportation and distribution and the end-of-life treatment of sold products. The share of transportation and distribution contains the emissions of mail and courier services purchased by Metropolia. As for sold products, the emissions resulting from the management of the waste at the end of their life cycle are included in the calculation.

Carbot Offsets

Our goal is to reduce climate emissions as much as possible, but we cannot reach zero emissions through our own actions. In 2022 we conducted a preliminary survey of credible offsetting methods. In 2023 we will evaluate different emission reduction scenarios and create a roadmap for emission reduction efforts. We are also considering the role of carbon offsets while prioritising genuine emission reductions from our own operations.



Our goal is to reduce climate emissions as much as possible, but we cannot reach zero emissions through our own actions.



Carbon Footprint Calculation

Our journey to carbon-neutrality requires that we calculate our carbon footprint comprehensively enough and reduce it as much as possible. We will use the carbon footprint of 2022 as the baseline for calculating our emission reduction scenarios for 2030.

Scope of the Calculation

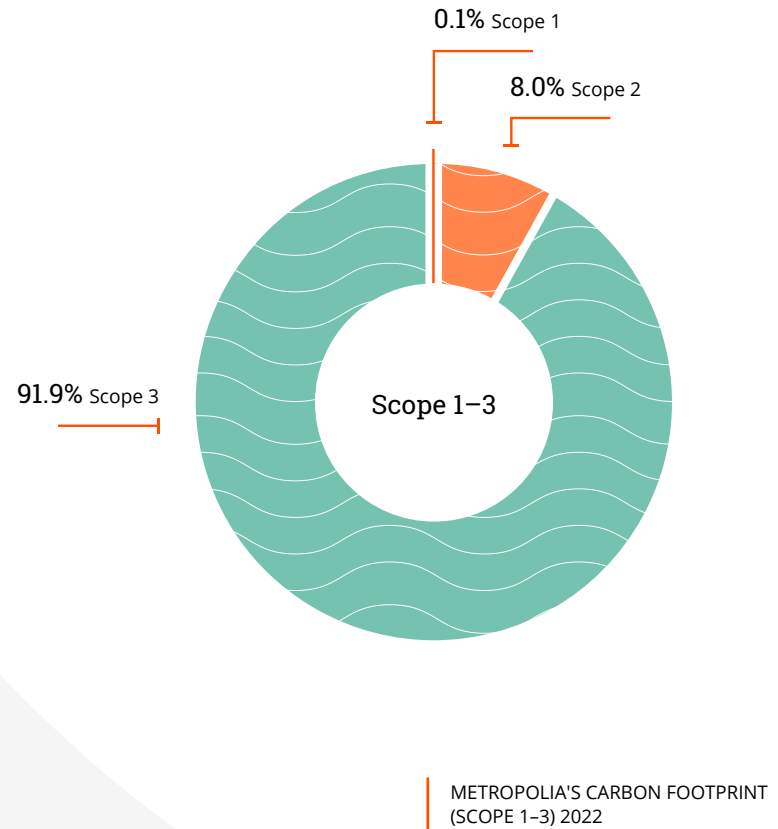
An organization's emission sources are divided into three scopes (Scope 1, 2 and 3) according to the Greenhouse Gas (GHG) protocol. Before the carbon footprint calculation for 2022, we conducted a materiality assessment according to the GHG protocol concerning which categories Metropolia's calculation should include.

Emissions resulting from commutes by staff and students to and between campuses were included in the carbon footprint calculation for the first time in 2022. We also added smaller emissions sources to the calculation that were

previously missing. In the materiality assessment, emissions resulting from investments were also considered to be included, but it was decided that this category would be left outside of the calculation for the time being. However, we will review the environmental and climate impacts of our investments separately in the future.

Read more about the materiality assessment of Metropolia's calculation and emission categorisation according to the GHG protocol in **Appendix 2**.

Scope 1 emissions accounted for 0.1% of our total emissions, and they consisted of laboratory gases and the fuel consumption of Metropolia's own vehicles. The share of Scope 2 emissions was 8.0%, and they consisted of heating. Most of Metropolia's emissions (91.9%) were indirect Scope 3 emissions consisting mostly of procurements and commutes to campuses.



We will use the carbon footprint of 2022 as the baseline for calculating our emission reduction scenarios for 2030.

CASE:

Metropolia's Sustainable Energy-Saving Solutions

- **Metropolia's energy-saving measures:**
- Indoor temperature on campuses was dropped by two degrees to 21 degrees.
- Energy consumption was reduced by optimising the timing of building services systems.
- Building services on campuses were actively monitored and developed.
- Metropolians were invited to come up with energy-saving methods in the form of a competition.
- Metropolians became more knowledgeable of the impacts individual choices have on energy saving. As a university community of over 18 000 people, Metropolia bears a great responsibility and has a great opportunity to impact the sufficiency of energy.
- Energy-efficiency projects were listed and a roadmap was created for the coming years.

In October 2022, the national Down a Degree campaign began in Finland to encourage people to take fast-acting and practical energy-saving measures. The goal of the campaign is to get Finns to save energy at home, while on the move and at workplaces and schools to achieve permanent reductions in energy consumption on the long term. Metropolia participated in the Down a Degree campaign by disseminating the campaign's official messages and committing to taking significant energy-saving measures.

Over the autumn, Metropolia conducted numerous energy-saving measures and invited Metropolians to think of ways to save energy. The most significant energy-saving measure was reducing the indoor temperature by two degrees to 21 degrees on all four campuses. A drop of one degree means an average reduction of 5% to annual energy consumption. The measure led to a clearly visible reduction in energy consumption, but gaining an accurate percentage of the reduction requires a longer period of observation.

Metropolia also optimised the adjustments of building services based on the results of an energy review for large businesses and instructed Metropolians on how to save energy on campuses and at home. The energy review is conducted in two rounds, one of which takes place in the summer (cooling) and the other one in the winter (heating). This yields more extensive information on the operations and energy-saving potential on campuses.

Furthermore, Metropolia drafted contingency plans for possible blackouts.



Metropolia is committed to being carbon neutral by 2030, and energy savings play a crucial role in the reduction of emissions.





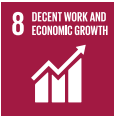


ECONOMIC SUSTAINABILITY

ECONOMIC SUSTAINABILITY:

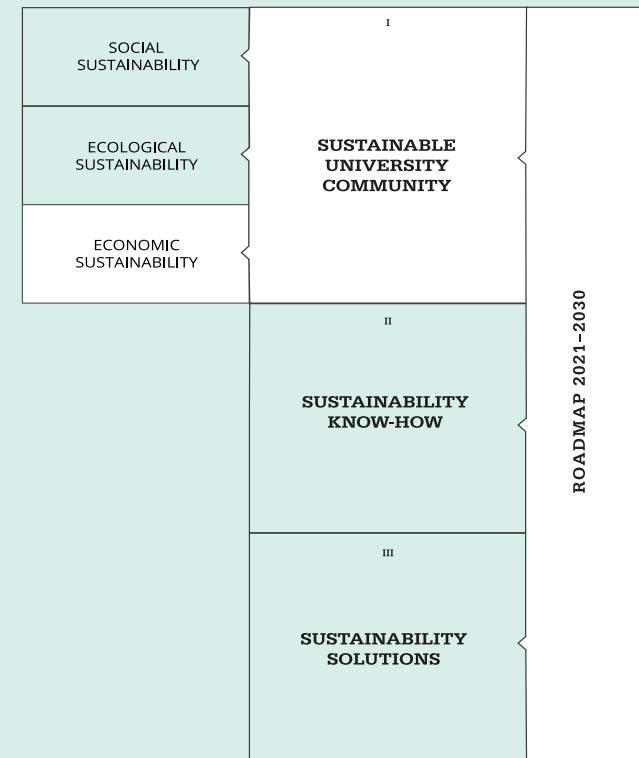
We grow sustainably and invest into the future

We aim to grow sustainably within ecological and social boundaries both in Finland and internationally. We wish to be a part of creating the preconditions for sustainable growth across all of society. Sustainable growth is also important for financially securing Metropolia's operations.

Within this theme we are especially promoting UN Sustainable Development Goals 8: Decent Work and Economic Growth and 12: Responsible Consumption and Production.

ACTIONS	INDICATOR	RELATED SDG
1. We comply with the principles of responsible business.	Continuous improvement	
2. We define and apply the principles of responsible investing.	Investments that meet the responsibility criteria (%)	
3. Our procurement is in accordance with the principles of sustainable development.	Procurement that meet the sustainability criteria (%)	 
4. We promote circular economy thinking, expertise and business models.	Will be defined in 2023	

All indicator results can be found in [Appendix table 1](#).

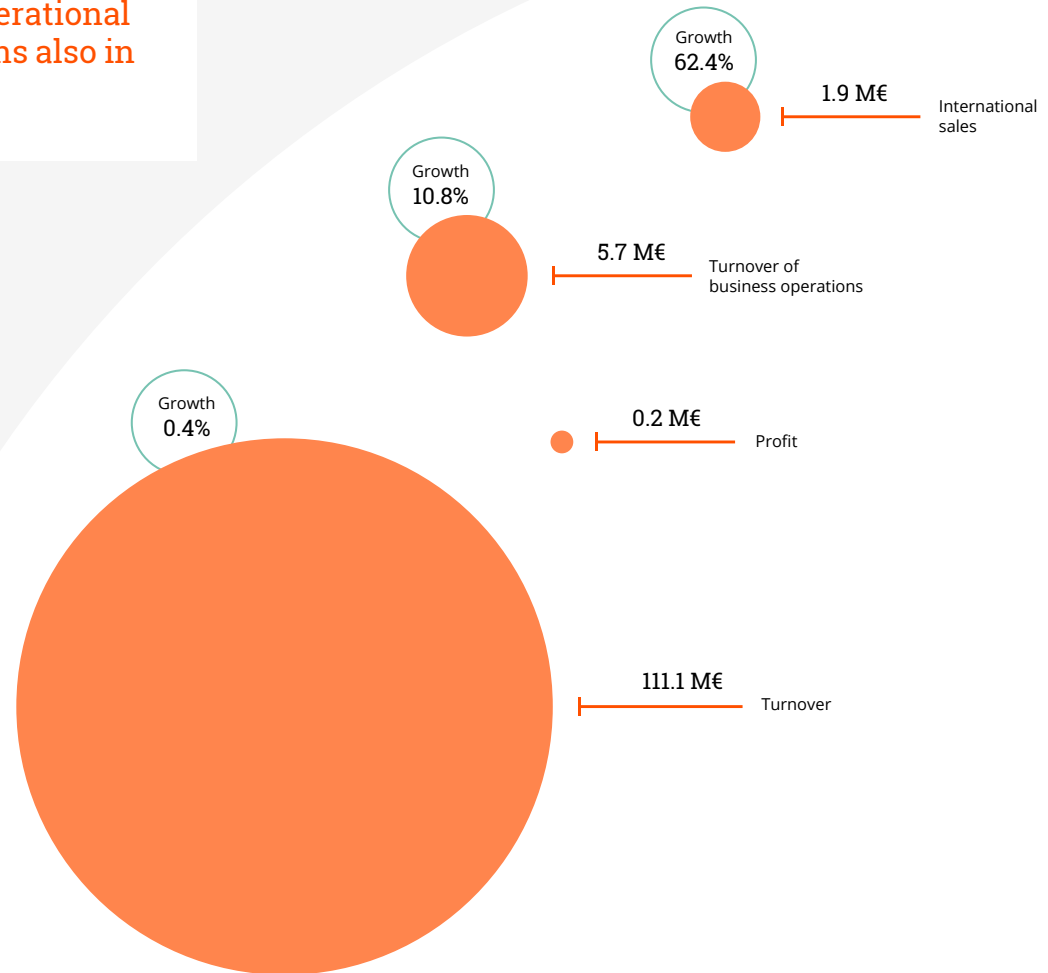


Financial Situation 2022

Metropolia's business operations are based on the principles of sustainable growth that ensure Metropolia's financial operational preconditions also in the future. In 2022, Metropolia's turnover was 111.1 million euros, which grew by 0.4 % from the previous year. Basic funding from the Ministry of Education and Culture dropped by 2.7 million euros, but other external income grew by 3.2 million euros. The profit for the financial period was 0.2 million euros, which meant a drop of 7.0 million euros from the previous year (2021: 7.2 million euros). The profit was weighed down by an instalment paid in advance by the Ministry of Education and Culture in 2021 (0.6 million €) that would show on the expense side in the financial period 2022. When the profit of the financial period is corrected with this instalment, it rises to 0.8 million euros. The profit was reduced especially by the 3.2 % rise in personnel costs when compared to last year and the growth of financing costs resulting from the general rise in interest rates. Furthermore, operations were becoming normalised in the aftermath of the COVID-19 pandemic in 2022, which led to increased travel expenses, for example. At the end of the year Metropolia's overall financial situation was good.

The turnover of Metropolia's business operations increased by 10.8 % from the previous year and was 5.7 million euros. This growth in business operations resulted from factors such as increased sale of supplementary education, profits from leasing activities and increased cooperation with working life. International sales, including business operations and tuition fees from students outside of EU/EEA countries, amounted to 1.9 million euros, which means an increase of 62.4 % from the previous year (2021: 1.1 million euros). The number of students paying tuition fees doubled to 194 students, which is the one major reason for the significant growth of international sales (2021: 92 students paying tuition fees).

Our business operations are based on the principles of sustainable growth that ensure Metropolia's financial operational preconditions also in the future.





Our goal is to make investments and procurements according to the principles of sustainable development

Sustainable Growth and Responsible Business Operations

At Metropolia, business operations consist of training courses and various services and products that are sold to both consumers and organisations. Possible business losses are never funded using public funds. Statutory taxes are paid on business profits. We conduct business operations in the following sectors, for example:

- supplementary education
- corporate services (tailored educational offerings, research, development, testing and analysis services)
- international sales
- premises leasing services.

The supplementary education on sustainable development and responsibility offered by Metropolia is mainly aimed at the construction sector. We educate experts in the environmental and sustainable aspects of construction as well as specialists in the energy matters of properties. On the business side, we offer the Sustainable Procurement training module.

One example of sustainable business operations is the Metropolia Shop. The shop sells Metropolia merchandise online and was launched in December 2022. We wish to enable more sustainable consumption and

we do not store or produce more products into this world than are needed. Therefore, each and every product in the online shop is made and printed on demand.

Sustainable Investment and Procurement

Our goal is to only make investments and procurements according to the principles of sustainable development. Metropolia's investment operations aim to invest funds productively and securely according to company policy and the goals and instructions defined by the board. In 2022 we had discussions with our portfolio managers about sustainability and carbon footprint calculations, and we surveyed the changes that need to be made to our investment strategy from the perspective of sustainable investing. We also added a concise environmental guide for our procurements, integrated the perspective of sustainability to our investment presentation templates and tested our preliminary environmental criteria for tendering. The sustainability criteria for procurements will be developed and implemented gradually over the course of 2023. Reporting on the results of indicators for investments and procurements will commence as of 2023.



LIBRARY OPEN TO ALL ON THE ARABIA CAMPUS

Shared use of premises, vehicles, devices and equipment is a way to promote circular economy.

Promotion of the Circular Economy

We promote circular economic thinking, expertise and operating models as part of our everyday operations. The 15-credit study module on circular economy realised in cooperation with the 3AMK strategic alliance was added to the offering of the open university of applied sciences, which meant that in addition to 3AMK students it attracted students from all over the world – from Asia, Central and Northern Europe and the United States.

Shared use of premises is one way to promote circular economy. In 2022 we surveyed and developed underused premises on our campuses.

We improved our communication concerning facilities and the ways in which to use them, and encouraged everyone to use our premises in diverse ways by allowing students to reserve more facilities and developing the ways in which staff are able to reserve them. Metropolia's staff and students may reserve premises using the mobile app Tuudo. The opening hours of campuses were also extended.

Circular economy is also promoted by enabling shared use of the vehicles, devices and equipment on Metropolia's campuses. The equipment that is available to be borrowed includes laptop computers, tablets, video projectors, presentation technology, 3D printers, health care equipment and various vehicles used in teaching, such as the ambulance. Furthermore,

libraries on the campuses also lend out technological devices, reading aides and exercise equipment in cooperation with student association METKA.

The principles of circular economy are taken into account as well as possible when considering the life cycles of Metropolia's ICT devices. Metropolia owns all of the ICT devices it uses. At the end of their useful life (4 years), laptop computers used by staff are reused internally as backup devices for entrance exams, replacements for devices in maintenance or as temporary laptops for project employees, for example. Workstations remain in use in computer labs for 5 years, after which they, too, are reused internally in laboratories, for example. Once the devices are no longer used by

Metropolitians, they are sold to members of our university community and people living near our campuses. The prices in these clearance sales are affordable, which grants everyone access to information technology. Metropolia's student trainees handle the sales, and the proceeds cover some of their salaries. The useful life of mobile phones is 2–3 years, and after they are retired from use, they are delivered to a recycling partner for further utilisation. The same happens to unsold devices and other electronic waste.

CASE:

The Nursing Degree in English as Part of Sustainable Growth

Currently and in the future, the health care and social services sector in Finland faces the growing challenge posed by the availability of competent labour, which is significantly impacted by the reduction of applicants especially in nursing programmes. Metropolia's English-language degree programme in nursing alleviates this labour shortage by training more nurses for the sector.

The nursing degree is aimed at international students and the number of students enrolled in it has grown significantly each year. In 2022, the degree programme had 266 students whereas in 2021 the number of students was only 115. The number of students is expected to reach over 350 in 2023. The students mainly come from Asia, from places such as the Philippines, India and Sri Lanka, for example. There has also been a small group of students from Kenya. The tuition fees of students from outside of the EU/EEA bring income for Metropolia and competent health care experts for working life.

The nursing degree significantly promotes sustainable growth that takes into account finances, ethics and expertise. This helps alleviate the acute need of finding competent health care professionals while taking the ethical perspectives into account, the most important of which is coaching the international student arriving in Finland about Finnish language and culture. From the perspective of the

economy, international students bring Metropolia income while creating new jobs.

The goal is that graduates from the programme find employment in the health care sector in Finland. During their studies they study Finnish in numerous modules with the goal of achieving adequate proficiency in Finnish to be able to work in Finland upon graduation. Employment is monitored with a career follow-up questionnaire, which is sent to students after their graduation.

For more information on the degree programme and students' experiences, see: [**Nursing, Bachelor's Degree | Metropolia UAS**](#)

Metropolia's English-language nursing degree solves the labour shortage by training more nurses for the sector.





SUSTAINABILITY KNOW-HOW







SUSTAINABILITY KNOW-HOW:

Everyone at Metropolia will get sustainability know-how

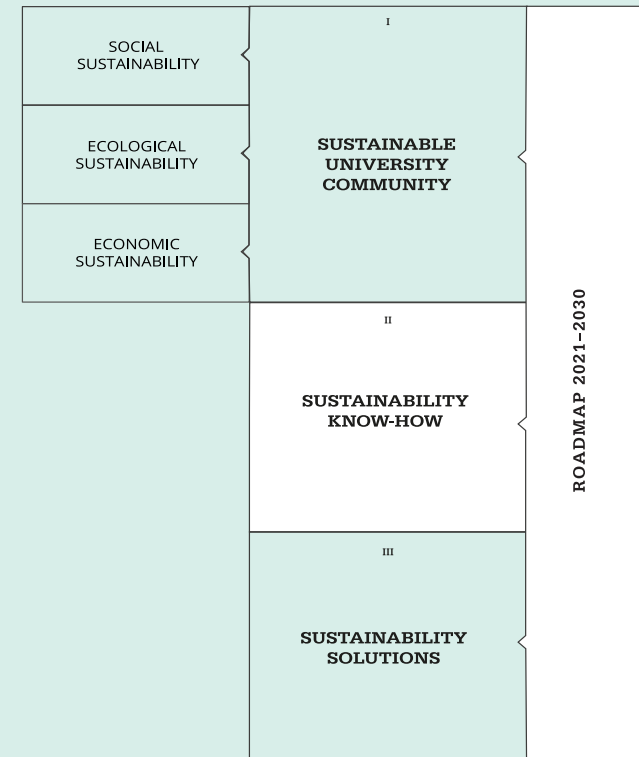
A sustainable future requires great investment into sustainability know-how. Our goal is that every member of our university community, whether student or staff, is an expert of sustainability. For us all to be able to promote sustainable development in working life and society, it is crucial to include sustainability in all of our

educational offering and invest in the development of the sustainability expertise of our staff.

This especially promotes the UN Sustainable Development Goals 4: Quality Education and 12: Responsible Consumption and Production.

ACTIONS	INDICATOR	RELATED SDG
1. We will integrate sustainable development into all of our education by the end of 2023.	Graduate students' feedback survey (AVOP) on sustainable development skills	 
2. We will increase the sustainability competence of Metropolia's staff.	Completed studies	 
3. We build individual and flexible learning solutions for different stages of life.	Credits completed outside of degree programs	
4. We ensure the accessibility and flexibility of education, e.g., through digitalisation.	Share of online and multiform studies (%)	

All indicator results can be found in [Appendix table 1](#).





Sustainable Development in Education

Sustainable development is taught at Metropolia as part of the degree programmes as well as in elective study modules. The Rectors' Conference of Finnish Universities of Applied Sciences Arene published shared competencies for universities of applied sciences in December 2021 that highlight sustainable development as its own competency for both bachelor's and master's degrees. Metropolia officially introduced Arene's shared competencies into all of its degree programmes in the autumn.

In 2022, Metropolia's degree programmes conducted analyses of the current state of

sustainable development in their teaching. Over the course of 2023, these analyses are to be used as the basis for continuing the integration of sustainability into curriculum descriptions and the everyday operations of the degree programmes. Degree programmes have been sparring with sector-specific specialists from Metropolia's sustainable teaching team when conducting these analyses and working on integration.

We updated the elective 30-credit study module on sustainability aimed at all of our students. This module consists of five courses of

which students can choose one or more based on their interests and schedules. We realised the updated courses for the first time in the autumn of 2022, and the courses will continue to be piloted in 2023 and developed further based on the gained experiences. The contents are suitable for students of all fields and the way the courses are realised allow experts from different fields to work together and learn from each other in multidisciplinary environments. The core idea of the pilot project is to offer contents related to sustainability and circular economy openly to all Metropolia students as well as more broadly through other networks.

In 2022, Metropolia's degree programmes conducted analyses of the current state of sustainable development in their teaching.

It is important to be able to monitor how sustainable development is taught at Metropolia. One identified monitoring method was the AVOP feedback questionnaire for graduating UAS students to which Metropolia added its own additional questions concerning sustainability know-how in February 2022 (see table). In this questionnaire, each statement is evaluated on a scale of 1–7 (1 = completely disagree, 4 = somewhere in between, 7 = completely agree). Metropolia especially monitors the percentage of respondents who agree, i.e., choose answers 6 or 7. The results shed light on the current state of sustainability teaching and the possible needs for further development. Sustainable development was added

to Metropolia's strategy in early 2021, which is why it is understandably not very visible in the evaluations made by students who graduated in 2022.

Individual and Flexible Learning Solutions and the Accessibility of Teaching

Different life situations call for individual and flexible learning opportunities. We have built different study paths through which learners can gain access to university studies. An

example of such a path is the path of vocational education, which is directed at students in secondary school, or the path of intermediary studies that is ideal for those changing professions or aiming to become degree students. New paths that are still being worked on include the high school path aimed at upper secondary school students and the work life path in which professionals of the field in question work and accumulate studies through converting their work into credits.

In 2022, we especially bolstered our offering of guidance and counselling services and individual learning solutions aimed at external customer groups. The customer groups that have become highlighted are youths, those with difficulties finding employment, those moving to Finland from abroad and those fleeing to Finland from Ukraine. We have identified functional solutions and good practices with the help of various pilot projects. Special attention has been paid to reaching persons arriving from Ukraine through social media and various events, for example. The goal is to identify learning solutions suitable for them.

Over the course of 2022 we have surveyed and identified needs for development in the structure of the curriculum. We have identified the need to dismantle courses worth five credits into smaller sections, even into courses of just one credit. These could serve especially

persons in working life who need a certain special competency from Metropolia's offering. This kind of structural change to the curriculum that enables the supplementing of expertise will be advanced further. Furthermore, the future curricula of English-language degree programmes include a study path to ensure the students gain adequate Finnish skills over the course of their studies.

We monitor the development of individual and flexible learning solutions with such indicators as the number of credits completed outside of the degree programme, which in 2022 was 117 047 credits, a 39 % rise from the previous year. The accessibility of education is measured by such means as the share of online studies and blended studies, which in 2022 was 45 %. In 2021 the same share was 32 %.

We targeted measures at reaching persons arriving from Ukraine and identifying suitable learning solutions for them.

QUESTION	AVERAGE	PERCENTAGE OF ANSWERS 6 AND 7
ADDITIONAL QUESTIONS FOR METROPOLIA IN THE AVOP SURVEY 2022		
Sustainable development is integrated well in my studies.	4.33	25%
My knowledge of sustainable development has grown during my studies.	4.35	28%
I can apply my knowledge of sustainable development in working life.	4.63	34%

CASE:

Staff Know-How – 650 Completed the Basic Course on Sustainability

One of the main sustainability goals of Metropolia is to make every Metropolian, whether student or staff member, into an expert of sustainable development.

In the spring of 2022, Metropolia launched a basic course on sustainable development aimed at the entire staff that presented the basic concepts and systemic nature of the topic. The goal of the course was to create awareness of what sustainable development is all about and elaborate on the main sustainability goals so that every Metropolian would be better able to promote sustainable development in their own work.

Metropolia's management granted the entire staff two workdays with pay to complete the course. Furthermore, units had the opportunity to choose the number of personnel who completed the basic course as their unit's performance bonus indicator. In 2022, the course was completed by some 650 employees,

which is nearly two thirds of Metropolia's staff of approximately one thousand.

The course was planned and realised by the sustainable development in teaching team. The contents of the course were divided into five themes: Sustainable Development – Systemicity and Planetary Boundaries Ecological Sustainability, Social Sustainability, Economic Sustainability and Sustainable Development at Metropolia. The course was taken independently in either Finnish or English on the Moodle learning platform. The final assignment of the course was to come up with ways how everyone can promote sustainable development in their work. Many of the responses highlighted good targets for development that are to be considered in Metropolia's sustainable development work.

The feedback our staff gave on the course was excellent. The comprehensive nature of the course, how various diverse perspectives were presented and the opportunity to ponder sustainability from the perspective of one's own work became especially highlighted in the feedback. The course will continue to be available for all employees and it is part of the orientation of new employees.

Nearly two thirds of Metropolia's employees completed our course on sustainable development.









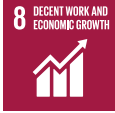
SUSTAINABILITY SOLUTIONS

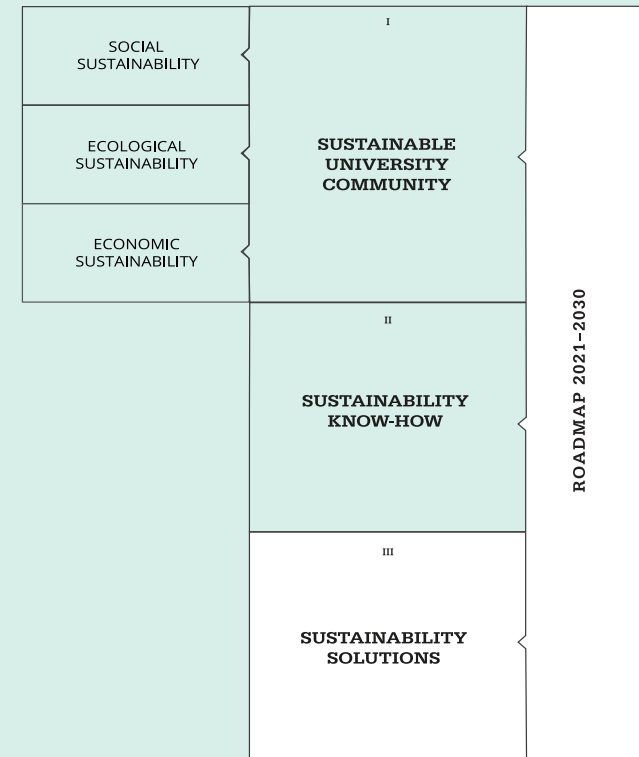
SUSTAINABILITY SOLUTIONS:

We create innovative solutions to sustainability challenges

Climate change, transportation, health services, urbanization and construction now pose the most urgent challenges that we are developing sustainable solutions to in our five innovation hubs. We solve these challenges in a human-centred manner using the methods of open RDI.

Our innovation hubs especially promote the UN Sustainable Development Goals 4: Quality Education, 8: Decent Work and Economic Growth, 9: Industry, Innovation and Infrastructure and 17: Partnerships for the Goals.

ACTIONS	INDICATOR	RELATED SDG
1. We will increase the impact of innovation hubs in solving sustainability challenges.	RDI projects contributing to sustainable development (%)	
2. We solve sustainability challenges with open innovation, research and a phenomenon-based approach.	Amount of open access study materials, amount of RDI partnership agreements	 
3. We will strengthen the vitality of the region through sustainable entrepreneurship, business and employment.	Number of people involved in business incubation and number of new businesses created	 



All indicator results can be found in [Appendix table 1](#).



Five Innovation Hubs Solving Challenges

Metropolia's phenomenon-based innovation hubs enable a new way to learn, produce solutions and engage in multisector cooperation to tackle significant phenomena or challenges for the benefit of society. In our five innovation hubs, our partners, students and staff cooperate on various RDI projects or collaboration platforms and produce works and services for customers. Over the course of 2022, our innovation hubs had approximately 100 ongoing projects.

One of Metropolia's central goals is to steer the operations of the innovation hubs more strongly into the direction of solving challenges related to sustainable development. To speed up this goal, a new indicator was developed in 2022 to better identify the sustainability work related to the RDI activities of the innovation hubs. In the future, those working on RDI activities at Metropolia use the project management system to define the UN Sustainable Development Goals that relate to the project.

Over the course of 2022, our innovation hubs had approximately 100 ongoing projects.



Five Innovation Hubs



Customer-Oriented Well-Being and Health Services is an innovation hub that reinforces social sustainability through innovative ecosystem operations. The operations of the hub are steered by encountering people comprehensively, individually and ethically, promoting equal participation and preventing social exclusion and inequality. Health Proof Helsinki (HPH) launched in 2022 is a RDI and testing ecosystem where partners can utilise our extensive research and testing services for health care and hospital environments. The research and development environment of HyMy village (Hyvinvointia Myllypurosta, Well-Being from Myllypuro) offers private health care services on a customer-oriented and unhurried fashion.



The Clean and Sustainable Solutions innovation hub aims to promote the goals of Metropolia's sustainability roadmap in all of its operations. The hub's central themes are circular economy, sustainable food system and sustainable Industry 4.0 applications. In 2022, the innovation hub garnered success in the Helsinki-Uusimaa Regional Council's ERDF funding application process, and seven new projects related to sustainable development and the green and digital transitions were initiated. Furthermore, preparation work began for the innovation hub's new collaboration platform Carbon Garage (Hiilitalli) that focuses on carbon sequestration solutions.



Data-Driven Construction is an innovation hub that promotes a sustainable built environment through digitalisation. The themes of the hub are smart properties, digitalisation of construction and the energy transition. In its teaching and RDI activities, the innovation hub makes use of the learning environments of Myllypuro's smart campus as well as the Smart-Lab testing platform for smart homes. In 2022, there were nine active projects in the innovation hub that focused on building sustainable solutions together with our partners. These projects delved into topics such as the digital management and reuse of materials left over from the demolition of buildings and the different opportunities provided by regional cooperation on energy, for example.

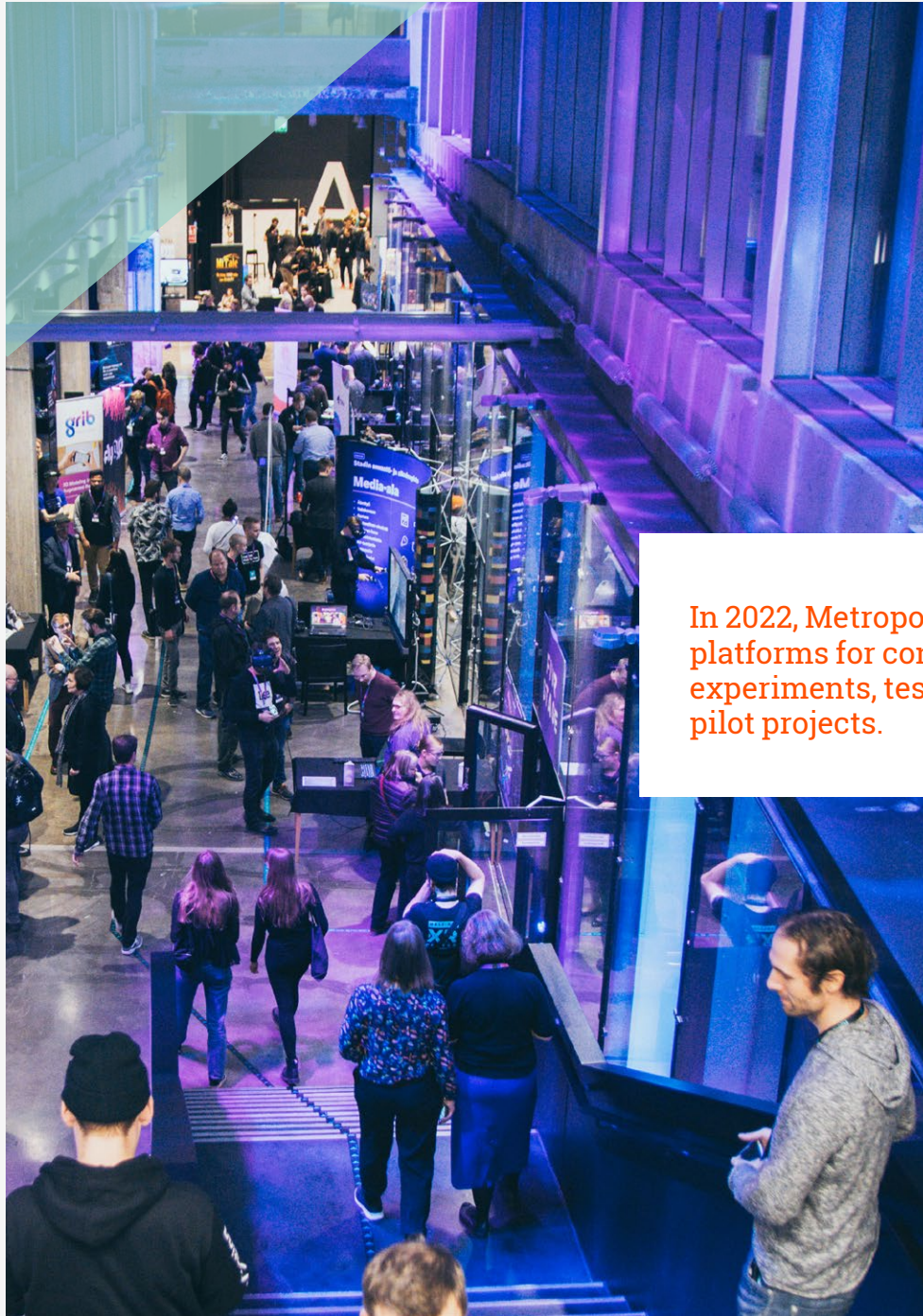


The purpose of the **Functional City for People** innovation hub is to develop better urban environments. The central themes of the hub are sustainable urban development, cultural well-being and work and expertise of the future. In 2022, projects at the hub promoted such matters as youth and immigrant integration into working life, the well-being of ill people and their family carers through communal music activities and youth climate participation as part of Metropolia's New European Bauhaus partnership.



Smart Mobility is an innovation hub that focuses on studying the revolution of transportation technology and its impacts on society and the environment. The hub's RDI activities focus on four themes: healthy and sustainable transportation, regulation and standards of transportation, transportation professionals of the future and unmanned aviation. In 2022, the hub's RDI projects developed transportation services for sparsely populated areas to benefit residents and companies, as well as robotic solutions to everyday challenges in adherence to the principles of circular economy.





In 2022, Metropolia had 10 platforms for conducting experiments, testing and pilot projects.

Open Research and Innovation Activities

Metropolia's open research and innovation activities have been promoted in 2022 by building new collaboration platforms and developing existing ones. In 2022, Metropolia had ten platforms with different themes for conducting experiments, testing and pilot projects.

Early in the autumn we launched the website for the Creative Dimension (Luova Dimensio) platform, which collects into one place all the services

and events on the Arabia campus and brings visibility to the platform. Additionally, the Urbanfarmlab concept utilising new technologies for closed food production has been updated and the facilities have been developed further. For example, we have built a special facility for food production that can be comprehensively monitored. In 2022 we initiated preparation work for Carbon Garage (Hiilitali), which is a new platform at the Myyrmäki campus. Carbon Garage's goal is to widely connect Metropolia's students and specialists, companies and other partners in their

search for new solutions for carbon sequestration and to promote low-carbon operations. Carbon Garage functions as a meeting place both physically and digitally with the help of the platform.

The partnership model of Metropolia's core functions has been developed further in 2022, and the new operating models will be gradually implemented in 2023. The partnership model is divided into bilateral and multilateral partnerships where ecosystem cooperation becomes especially highlighted. In 2022, 16 new RDI partnerships were in effect.

To bolster the openness and transparency of Metropolia's RDI activities, the collaboration platforms Helsinki XR Center and Metropolia Proof Health have been added to the national tiedejatutkimus.fi portal. The goal is that every collaboration platform providing Metropolia's research services could be found in this repository of research data. Furthermore, to promote openness, Metropolia published 21 new study materials under the CC license over the course of 2022.0



Taking perspectives of sustainability into account has been integrated into the pre-incubator programmes.

Sustainable Entrepreneurship, Business and Employment

Metropolia bolsters the vitality of the capital region through sustainable entrepreneurship, business and employment. In 2022, Metropolia's efforts to support and develop student entrepreneurship were strongly steered by Metropolia's action plan created for the Campus Incubators programme of the City of Helsinki. The Campus Incubators programme is creating a company incubator network that connects all universities in the capital region to foster cooperation.

The goal of Metropolia's pre-incubator Turbiini programmes is to ensure that every

Metropolia student has the opportunity to advance their own business idea as part of their studies, if they so choose. In 2022, 94 students participated in the Turbiini activities, resulting in the launch of 13 companies. The accessibility, openness and communication of the Turbiini programmes were bolstered with a brand update, complete with a new website and social media channels. This has resulted in a growing number of participants and a significant increase in the follower counts of the social media channels. Metropolia is also collaborating much more closely with its student associations.

A total of eight Turbiini pre-incubator programmes were held on three different campuses. The programmes are mainly intended for Metropolia students, but they are free of charge and open to anyone through the Open University of Applied Sciences. The latest new concept was the programme of social entrepreneurship organised together with the Centre of Expertise for Social Enterprises (YYO) in late 2022. This trial led to social entrepreneurship being added as a form of entrepreneurship to all future Turbiini programmes. Collaboration with YYO is also set to continue.

Taking perspectives of sustainability into account has been integrated into the pre-incubator programmes. This is being systematised further in 2023 by supplementing the programmes with the Sustainable Business Model Canvas guidelines developed in Turbiini, which lead every author of a business plan to consider the sustainability aspects of the business and the opportunities they bring.

CASE:

Metropolia Promotes Cultural Well-Being

A sustainable lifestyle requires that one finds meaning and builds well-being on immaterial resources. We must emphasise social sustainability: finding means and methods that bring people together and attach them to cultural well-being and the meaningfulness of life. This way plenty of deprivation and sickness can be prevented and we can build a healthy and productive working life while working towards better social solutions.

Increasing social sustainability and cultural well-being are very closely linked. When perspectives of creativity, art and expression are consciously considered in people's everyday lives, it allows the formation of new forms of existence, community and experiences of being a part of something greater – creating cultural well-being (Huhtinen-Hildén 2023). The perspective of cultural well-being concerns society at large and the attitudes towards work in different fields: how we take the well-being impacts

Metropolia is taking a wide range of practical measures to promote cultural well-being in society.

of creativity, expression, communality and art activities into account and facilitate them.

Metropolia is taking a wide range of practical measures to promote cultural well-being in society. This work is driven by the Cultural Well-Being Research & Education Centre **CuWeRE**, which was founded in late 2022 by Metropolia and the University of Jyväskylä.

CuWeRE has several active research projects related to cultural well-being and we offer cutting-edge education in the field of cultural well-being that leads to a degree. We also offer supplementary education to professionals from various fields.

The cultural well-being sector is new and in development, which is why our central mission is to bolster the sector through research and development, and by disseminating research findings via active communications, publications, events and learning projects. We also aim to enable dialogue about the topic. The most major event of 2022 was ***Mahdollisuuksien maisemia – Creativity in Working Life***. Over 400 professionals from different fields participated in the event to discuss and learn how creativity is visible in working life in different fields and professions, and how conscious acknowledgement of creativity, expression and art experiences promotes a good and sustainable working life and future.

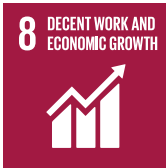






SOURCE:

Huhtinen-Hildén, Laura 2023. Minilecture in Finnish: ***Mitä on kulttuurihyvinvointi?***
Helsinki: Metropolia University of Applied Sciences. Video.

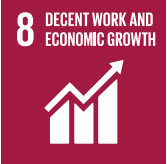

APPENDICES:


Appendix 1. Objectives, indicators and results of the Sustainable Development Roadmap 2030


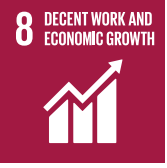


SDGS RELATED TO OBJECTIVES	ACTIONS	INDICATOR	TARGET 2030	RESULT 2021	RESULT 2022	RELATED SDG TARGETS	RELATED SDG INDICATORS
SOCIAL SUSTAINABILITY							
	OBJECTIVE: WE OPERATE RESPONSIBLY AND BY PUTTING PEOPLE FIRST	Key Performance Indicator: Personnel survey index	Above the norm of the education sector, norm of the year 2022: 67.1	64.9/66.8	65.6/67.1	16.6, 16.7, 8.5, 10.2	16.6, 16.7, 8.5, 10.2
  	1. We lead responsibly and by putting people first.	Personnel survey index	Above the norm of the education sector, norm of the year 2022: 67.1	64.9/66.9	65.6/67.1	16.6, 16.7	
	2. We take care of the health, well-being and safety of our entire higher education community.	Personnel survey and feedback survey of graduate students	Target level available for 2023 report	Staff survey: assessment of ability to work 8.06/10	Staff survey: assessment of ability to work 8.14/10. AVOP: students' assessment of their own ability to cope: 4.65/7	8.5, 8.8	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
	3. We promote equality and diversity in our university community.	Age and gender distributions of staff and students. Share of female executives.	Target level available for 2023 report	Personnel: 63% women, 37% men. Students: 48% women, 52% men, other / no information 0.01%. The proportion of women in management positions is 50%.	Personnel: 62% women, 38% men. Students: 50% women, 50% men, other / no information 0.04%. The proportion of women in management positions 50%.	10.2, 10.3, 10.4	5.5.2 Proportion of women in managerial positions
	4. We increase opportunities for inclusion and open dialogue in our university community.	Personnel survey (communication and participation)	Target level available for 2023 report	Communication and participation result: 2.92/4	Communication and participation result: 2.94/4	10.2	

SDGS RELATED TO OBJECTIVES	ACTIONS	INDICATOR	TARGET 2030	RESULT 2021	RESULT 2022	RELATED SDG TARGETS	RELATED SDG INDICATORS
ECOLOGICAL SUSTAINABILITY							
OBJECTIVE: WE ARE CARBON NEUTRAL BY 2030		Key Performance Indicator: CO₂e emissions (CO₂e tons)	Net emissions 0 tons CO₂e	8,191 tons CO₂e*	14,051 tons CO₂e. Comparable carbon footprint to 2021: 6,204 tons CO₂e.	13.2	13.2.2 Total greenhouse gas emissions per year
 	1. We will develop a more comprehensive emissions calculation and lock 2022 as the baseline year.	Done/not done	Done	Calculations extended to include all procurements. Investments and commuting are missing from the calculation.	Done. Calculation extended according to GHG protocol. Travel to campuses included in the calculation.	13.2	
	2. We will increase the use of renewable energy and improve the energy efficiency of our properties.	Emissions from energy use (CO ₂ e tons) and the share of renewable energy	Emissions reduction scenarios to be defined in 2023	Emissions from energy consumption: 1,628 tons CO ₂ e*, share of renewable energy: 51%	Emissions from energy consumption: 1,129 tons CO ₂ e, share of renewable energy: 58%	13.2	7.2.1 Renewable energy share in the total final energy consumption
	3. We support low-emission mobility and reduce emissions caused by mobility	Emissions from mobility (CO ₂ e)	Emissions reduction scenarios to be defined in 2023	75,3 tons CO ₂ e	Business travel: 350 tons CO ₂ e Commuting to campuses: 7,846 t CO ₂ e	13.2	
	4. We promote the sustainable use of natural resources and resource efficiency in all our operations.	Emissions from waste management and water use (CO ₂ e)	Emissions reduction scenarios to be defined in 2023	Waste and wastewater: 56 tons CO ₂ e*, water consumption 0.2 tons CO ₂ e*	Waste and wastewater: 28 tons CO ₂ e, water consumption 0.45 tons CO ₂ e	13.2, 12.2, 12.4, 12.5	
	5. We reduce emissions caused by our procurement.	Emissions from procurement (CO ₂ e)	Emissions reduction scenarios to be defined in 2023	3,259 tons CO ₂ e*	3,923 tons CO ₂ e	13.2, 12.7	
	6. We prefer climate-friendly food and reduce food waste.	Amount of food waste (tons)	Emissions reduction scenarios to be defined in 2023	Data available for the 2022 report	Data available for the 2023 report	13.2, 12.3	12.3.1 (a) Food loss index and (b) food waste index
	7. We will offset emissions we cannot eliminate.	Offsetting in euros	Offsetting analysis and needed funding ensured	Not started	Preliminary analysis of compensation methods carried out	13.2	

*2021 carbon footprint calculation recalculated to be comparable with 2022 calculation. However, the calculation does not include travel to campuses, which has been surveyed and added in 2022.

SDGS RELATED TO OBJECTIVES	ACTIONS	INDICATOR	TARGET 2030	RESULT 2021	RESULT 2022	RELATED SDG TARGETS	RELATED SDG INDICATORS
ECONOMIC SUSTAINABILITY							
OBJECTIVE: WE GROW SUSTAINABLY AND INVEST IN THE FUTURE		Key Performance Indicator: Procurement that meet the sustainability criteria (%)	Target level available for 2023 report	Not started	Started	8.3	
 	1. We comply with the principles of responsible business.	Continuous improvement	Target level available for 2023 report	Not started	Metropolia's Code of Conduct developed	12.6	
	2. We define and apply the principles of responsible investing.	Investments that meet the responsibility criteria (%)	Target level available for 2023 report	Not started	Sustainability aspects mapped for Metropolia's investment policy. Data available from 2023.	12.6	
	3. Our procurement is in accordance with the principles of sustainable development.	Procurement that meet the sustainability criteria (%)	Target level available for 2023 report	Not started	Sustainability perspective added to investment appraisal, piloting of preliminary environmental criteria for tendering.	8.3, 12.7	12.7.1 Number of countries implementing sustainable public procurement policies and action plans
	4. We promote circular economy thinking, expertise and business models.	To be defined in 2023 report	Target level available for 2023 report	N/A	Identification and development of underused facilities, including communication. Sharing of equipment and facilities improved.	8.4	

SDGS RELATED TO OBJECTIVES	ACTIONS	INDICATOR	TARGET 2030	RESULT 2021	RESULT 2022	RELATED SDG TARGETS	RELATED SDG INDICATORS
SUSTAINABILITY KNOW-HOW							
	OBJECTIVE: EVERYONE AT METROPOLIA WILL GET SUSTAINABILITY KNOW-HOW	Key Performance Indicator: Graduate students' feedback survey (AVOP) and studies completed by personnel	Target level available for 2023 report	N/A	Started	4.7	
	1. We will integrate sustainable development into all of our education by the end of 2023.	Graduate students' feedback survey (AVOP) on sustainable development skills	Target level available for 2023 report	N/A	AVOP rating on sustainable development competence: 4.44/7. 29.1% agreeing respondents (i.e. answers 6 and 7)	4.7, 12.8	4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment
	2. We will increase the sustainability competence of Metropolia's staff.	Completed studies	Target level available for 2023 report	N/A	Around 650 people (around 64% of staff) completed basic course in sustainability in 2022	4.7, 12.8	
	3. We build individual and flexible learning solutions for different stages of life.	Credits completed outside of degree programs	Target level available for 2023 report	79,905 credits (23% growth from previous year)	117,047 credits (39% growth from previous year)	4.3	
	4. We ensure the accessibility and flexibility of education, e.g., through digitalisation.	Share of online and multi-form studies (%)	Target 2022: 20%, target 2024: 40%	Share of online studies 32%	Share of online studies 48%	4.3, 4.5	

SDGS RELATED TO OBJECTIVES	ACTIONS	INDICATOR	TARGET 2030	RESULT 2021	RESULT 2022	RELATED SDG TARGETS	RELATED SDG INDICATORS
SUSTAINABILITY SOLUTIONS							
OBJECTIVE: WE CREATE INNOVATIVE SOLUTIONS TO SUSTAINABILITY CHALLENGES		Key performance indicator: RDI projects contributing to sustainable development (%)	100% of projects contribute to sustainable development by the end of 2023	N/A	Started	9.5	
   	1. We will increase the impact of innovation hubs in solving sustainability challenges.	RDI projects contributing to sustainable development (%)	100% of projects contribute to sustainable development by the end of 2023	N/A	SDG targets added to the project management system for each project. First metric result available from 2023.	9.5	
	2. We solve sustainability challenges with open innovation and research and a phenomenon-based approach.	Amount of open access publications, amount of RDI partnership agreements	Open access study materials: 2022: 50 pcs, 2024: 200 pcs, RDI partnership agreements by 2022: 15 pcs, 2024: 25 pcs	76 open access study materials, 8 valid RDI partnership agreements	97 open access study materials, 16 valid RDI partnership agreements	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 incubation and number of new businesses created	Number of enterprises created in 2024: 30 new enterprises per year	N/A	94 people participated in incubation activities, 13 businesses created	8.3, 4.4	

Appendix 2. Materiality Assessment and Results of Carbon Footprint Calculations 2022

In the materiality assessment we conducted in the spring of 2023 we verified operational control as the way to define our organisational boundaries and checked that the allocation of emissions into categories according to the GHG protocol is conducted in a manner required by operational control.

We included Scope 3 Category 7 emissions (employee commuting) in the calculation for the first time in 2022, and this included both staff and student commutes to and between campuses. We also added the direct and indirect lifecycle emissions of fuels and energy (Category 3) to the calculation, as well as the end-of-life treatment of sold brand merchandise (Category 12). The latter only plays a marginal role in Metropolia's carbon footprint, but the sales volume of brand merchandise is expected to grow somewhat from 2022 when

their sale began. Therefore, monitoring the related climate impacts is well-founded.

In the materiality assessment, emissions resulting from investments were also considered for inclusion, but it was decided that this category would be left outside of the calculation for the time being. The category is primarily intended for private financial institutions and it is optional for an organisation such as Metropolia. Metropolia's investments are mainly bond funds and business loans, and conducting reliable emission calculations on the basis of the incomplete data available on them is practically impossible at the moment. However, as Metropolia's investments do have genuine climate impacts, we will continue discussions with our portfolio managers to develop the quality and scope of the data available

on our investments and take the climate and environmental impacts of our investments under a separate review going forward.

Realising the calculation according to the GHG protocol also caused small changes to the way different emission categories are reported when compared to previous years. For example, the emissions from water consumption are now reported under emissions from purchased goods and services for water (Scope 3, Category 1, Purchased Goods and Services) and under emissions from waste management for wastewater (Scope 3, Category 5, Waste Generated in Operations). A fairly marginal waste source, transportation and distribution, was previously counted as part of procurement emissions but is now reported under its own category (Scope 3, Category 4, Upstream Transportation and Distribution).

	DESCRIPTION OF THE CATEGORY	EMISSIONS 2022 (T CO ₂ E)	PERCENTAGE (%)
SCOPE 1: DIRECT EMISSIONS			
	Fuel consumption of own vehicles	14.4	0.1
	Gases used in laboratories	0.93	0.01
SCOPE 2: INDIRECT EMISSIONS FROM PURCHASED ENERGY			
	Emissions from electricity and heating used in campuses (market-based)	1,129.2	8,0
SCOPE 3: OTHER INDIRECT EMISSIONS (UPSTREAM)			
Category 1: Purchased goods and services	Purchased goods and services during the year	2,725.3	19.4
Category 2: Capital goods	Investments made during the year	1,198.2	8.5
Category 3: Fuel- and energy-related activities not included in scope 1 or scope 2	Upstream emissions of purchased fuels (scope 1) and energy (scope 2) and T&D losses	758.6	5.4
Category 4: Transportation and distribution	Purchased postal and courier services	0.3	0.0
Category 5: Waste generated in operations	Waste and wastewater from campuses	27.7	0.2
Category 6: Business travel	Staff business travel: flights, ferries, car trips, taxi and hotel stays	350.3	2.5
Category 7: Employee commuting	Employee commuting and mobility between campuses	1,011.7	7.2
	Student commuting and mobility between campuses	6,834.1	48.6
SCOPE 3: OTHER INDIRECT EMISSIONS (DOWNSTREAM)			
Category 12: End-of-life treatment of sold products	End-of-life treatment of sold brand products	0.001	0.0
Category 15: Investments	<i>A category that may be included in the calculation in the future – for now examined as a separate category with an aim to develop the quality of the available data together with the portfolio managers</i>		

