

2025

Sustainability and responsibility
report of Tampere University

**We work together to build
a sustainable world**

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We work together to build a sustainable world

Foreword

This report provides an overview of Tampere University’s efforts to advance sustainability and responsibility in 2025. According to the University’s strategy, our mission is to **work together to build a sustainable world**. This commitment is reflected in our education, research and engagement with society. Our handprint – the positive impact we create through our activities –is realised through our contributions to society as we educate future professionals, generate new knowledge and develop solutions to the most pressing sustainability challenges of our time. At the same time, we continuously assess and reduce our operational footprint as well as promote responsibility across all our activities.

We have made sustained efforts to advance sustainability and responsibility while ensuring our practices remain up to date and responsive to emerging developments. A key theme in 2025 has been the responsible, ethical and sustainable use of artificial intelligence (AI) in research, education and administration. While AI offers significant opportunities, it also requires clear principles, strong AI literacy and

carefully considered practices. The findings in this report indicate a gradual reduction in the University’s carbon footprint, demonstrating the impact of our efforts. Nevertheless, there is still more to be done.

Sustainability and responsibility are not isolated areas but shaped by the expertise, collaboration and commitment of the entire university community. This report highlights both our progress and areas requiring further attention. Transparent reporting is an integral part of our commitment to responsibility as it enables us to assess performance, identify areas for development and guide future actions. I hope this report helps to build a shared understanding of how we can work together to make Tampere University an increasingly sustainable and responsible institution.

Antti Lönnqvist
Vice President



We work together to build a sustainable world

This is Tampere University's second Sustainability and Responsibility Report, offering insights into the positive contributions of our research and education as well as our impact on advancing sustainable development. The report showcases our work to build a sustainable world through multidisciplinary research and the education of experts and professionals. In addition, it examines the footprint of our operations from the perspectives of environmental impact, staff, facilities and campus activities.

In 2025, the growing role of AI emerged as a particularly topical issue, alongside concerns within the university community about how AI can be used ethically without increasing environmental impacts. Experts from across the University have begun to actively develop instructions and guidelines in this area. Equality, diversity, inclusion and sustainable internationalisation have also emerged as important themes in the context of social sustainability.

Sustainability and responsibility reporting has become an established tool for monitoring the University's progress in sustainability. We are also developing reporting practices in collaboration with other universities in Finland, with the aim of creating tools that support the monitoring and continuous improvement of sustainability efforts. Ultimately, however, meaningful change depends on concrete actions that advance sustainable development and reduce our footprint. These actions will remain our priority

Eeva-Liisa Viskari
Chief Specialist
Sustainability and responsibility



We work together to build a sustainable world

Governance and the management of sustainability efforts

Tampere University's strategic mission is to work together to build a sustainable world. We implement this strategy by developing solutions with our partners to improve human health and well-being, strengthen societal resilience and promote environmental sustainability. Sustainable development principles underpin and guide all aspects of our activities. Our quality system supports the achievement of strategic goals, promotes the sustainability of operations and enhances the impact of our core functions. We are committed to the theses on sustainable development and responsibility adopted by the Council of Rectors of Finnish Universities (Unifi), which were updated in 2025 and published in early 2026. Unifi's theses provide a guiding framework for our sustainability efforts.

Our core values are openness, critical thinking, diversity, learner-centredness, courage, erudition and responsibility.

We adhere to the principles of good governance, originally adopted in 2022, and continue to refine them in response to evolving expectations and strategic goals. We also follow established national and international principles and best practices in quality management. The Tampere University Quality Manual (2023) is based on the University's strategy and its strategic goals to continuously enhance the quality of operations and deliver lasting value and impact. In our internal, development-oriented assessments, we apply the European Foundation for Quality Management (EFQM) 2020 model, which reflects European values and aligns with the United Nations Sustainable Development Goals (SDGs).

More information on our senior leadership, governance structure, risk management processes and key financial indicators for 2025 is provided in the Annual Report. No staff bonus schemes are currently in place at Tampere University.

Organisation of sustainability and responsibility activities

Tampere Universities Community (Tampere University and Tampere University of Applied Sciences, TAMK) adopted a Sustainable Development Roadmap in 2021. An action plan aligned with this roadmap and Unifi's theses on sustainable development and responsibility has also been developed, extending to the year 2030. The action plan sets out clearly defined goals and indicators to support the implementation of the roadmap. Progress in the implementation of goals

and indicators is reported to the University Community's Management Group and communicated across the wider university community. The process of updating the roadmap commenced in early 2026.

The responsibility for coordinating sustainability and responsibility efforts rests with one full-time staff member, who is supported by a working group comprising 11 members from Tampere University's service units, one expert representative from TAMK and one student representative. A Steering Group, which is chaired by the Vice President for Strategic Development and consists of the Director of Finance and representatives from the management teams of each faculty, governs these activities and ensures their alignment with the University's strategy.

We generate both a handprint and a footprint

Tampere University has a mission to create a positive impact on society through its core functions of education and research. Our scientific research and research-informed teaching generate new knowledge and expertise that benefit not only the wider society but also industry and business.

At the same time, our activities generate environmental impacts and emissions, which we are committed to continuously reducing through our sustainability and responsibility efforts.

Evolving priorities in sustainability work

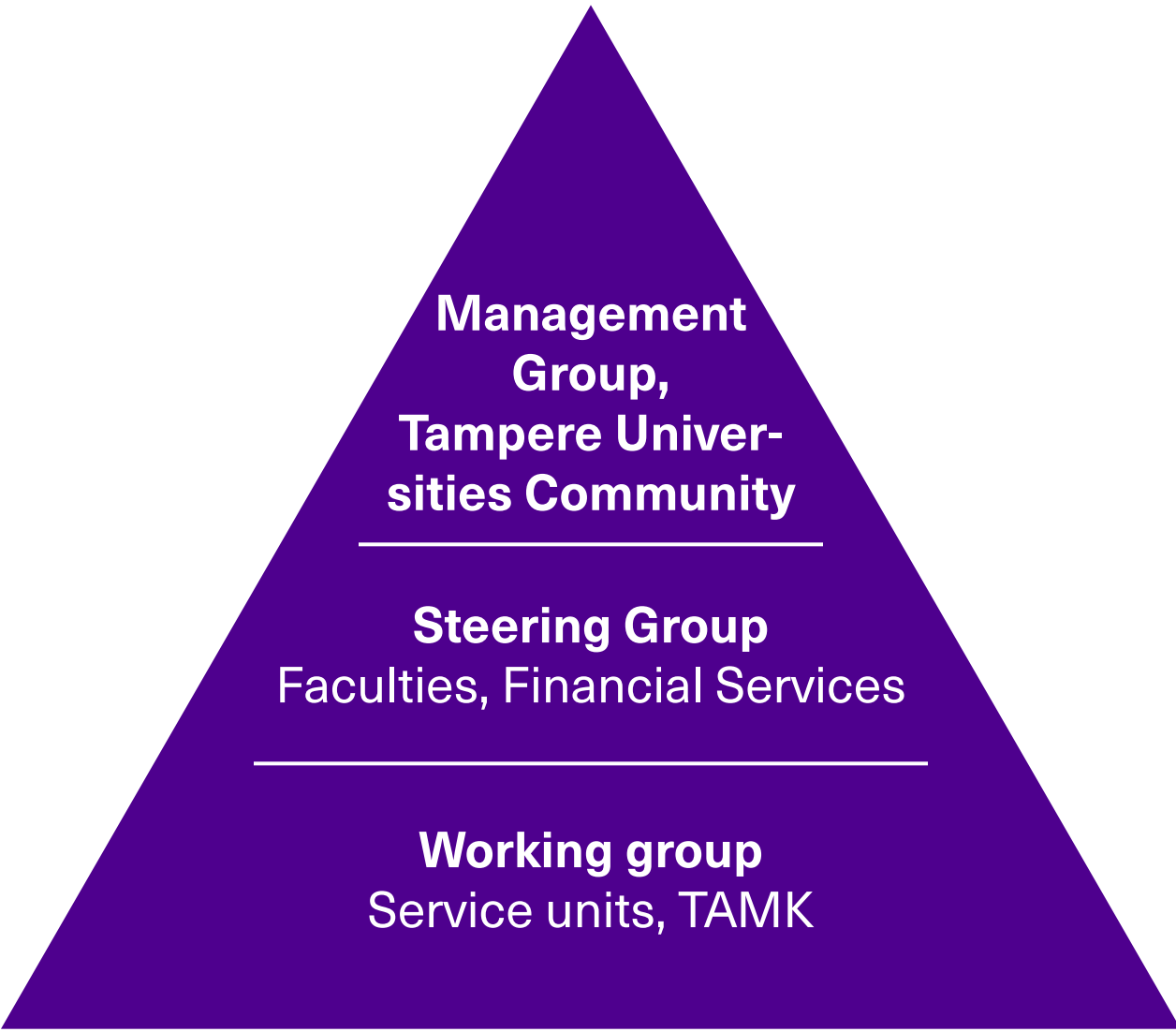
The rapid emergence of AI as a tool to support research, teaching and administrative functions has raised questions within the university community about its responsible and sustainable use. In 2025, efforts were initiated to address both the ethical and environmental dimensions of AI.

PROMOTING THE RESPONSIBLE USE OF AI

Tampere University organises an AI Week twice a year, in the spring and in the autumn. These biannual events, along with targeted training sessions and guidelines, have strengthened AI literacy across the university community and enhanced understanding of the responsible, ethical and sustainable use of AI as well as its effective and controlled application in teaching, research and administrative work.

The virtual AI Team within IT Services plays a key role in ensuring that the use of AI across the community is aligned with institutional policies on responsible and secure AI use. The team collaborates, for example, with the Software Validation Group on AI-related procurements and with HR Services in delivering workshops on the responsible use of AI.

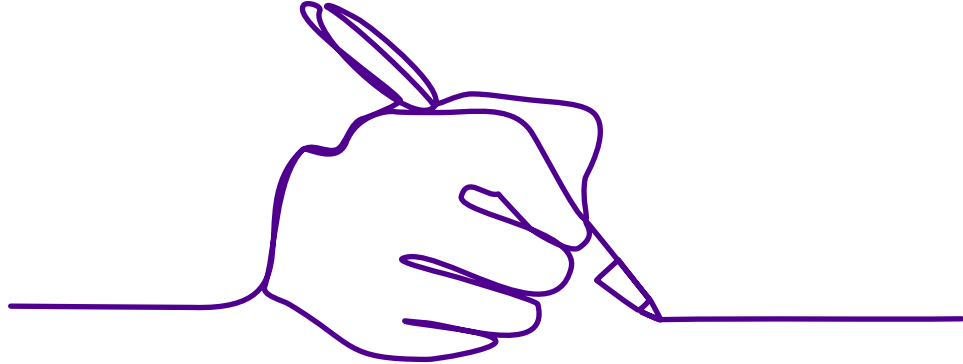
Governance of sustainability and responsibility efforts at Tampere University



Sustainable development goals by United Nations.
17 goals to change the world.



Tampere University's Sustainability and Responsibility Action Plan 2030

Themes	Goals for 2030	Annual indicators
We educate promoters of sustainability and responsibility: we generate a positive handprint by educating professionals 	1. Our graduates have the ability to apply and develop sustainable and responsible practices in their professional lives and to promote sustainability in society.	Quantitative: Studies offered in sustainable development (credits, courses, study modules, degree programmes). Qualitative: Learning outcomes, collaborative networks that offer sustainability courses, education-related sustainability actions, case examples.
	2. Our degree education and continuous learning opportunities are accessible and inclusive.	Quantitative: Metrics includes in the Equality and Non-Discrimination Policy. Qualitative: Sustainability actions and case examples.
	3. Sustainability and responsibility are demonstrably integrated as cross-cutting themes into our continuous learning provision.	Quantitative: Number of training sessions (KOTA), number of participants, Open University courses. Qualitative: examples and descriptions of training sessions.
Research addresses sustainability challenges 	4. We conduct research that promotes the SDGs and addresses sustainability challenges in our strong areas of expertise.	Qualitative: Alignment with SDGs in the University's research profile (Technology, Health, Society), research-related sustainability actions, case examples, descriptions of impact.
	5. Our research and research infrastructures are managed responsibly in accordance with the principles of open science and the standards of research ethics.	Quantitative: Number of training sessions. Qualitative: Policy documents.
Impact and cooperation: we promote responsibility and sustainable development in collaboration with our partners 	6. We are a responsible partner and promote sustainability and responsibility through collaboration and active engagement with our partners.	Quantitative: Memberships, networks, number of partnerships. Qualitative: Partnership criteria (due diligence).
	7. We communicate and advocate for our sustainability and responsibility goals, actions and achievements	Qualitative: Communication on sustainability-related research and actions.
The work community as a driver of sustainability: we are a responsible employer and promote the professional development and well-being of our staff 	8. We operate in accordance with the University's strategy and adhere to the principles of sustainable development and responsibility.	Quantitative: Resources allocated to sustainability efforts. Qualitative: Principles of good governance, responsible investment practices, descriptions of sustainability and responsibility measures (procurement, travel, partnerships, investments), sustainability actions.
	9. Professional development among staff supports the advancement of sustainability and responsibility across the organisation.	Quantitative: staff training sessions, eNPS, age and gender distribution. Qualitative: Equality and Non-Discrimination Policy, Accessibility Policy, professional development activities, promotion of occupational well-being.
Towards carbon neutrality and nature positivity: we aim to achieve carbon neutrality and promote nature positivity	10. Tampere University is carbon neutral and promotes nature positivity.	Quantitative: Carbon footprint in accordance with GHG Protocol, energy and water consumption, waste and side streams. Qualitative: Measures to reduce environmental impact.

HANDPRINT

FOOTPRINT

We educate promoters of sustainability and responsibility



We educate promoters of sustainability and responsibility

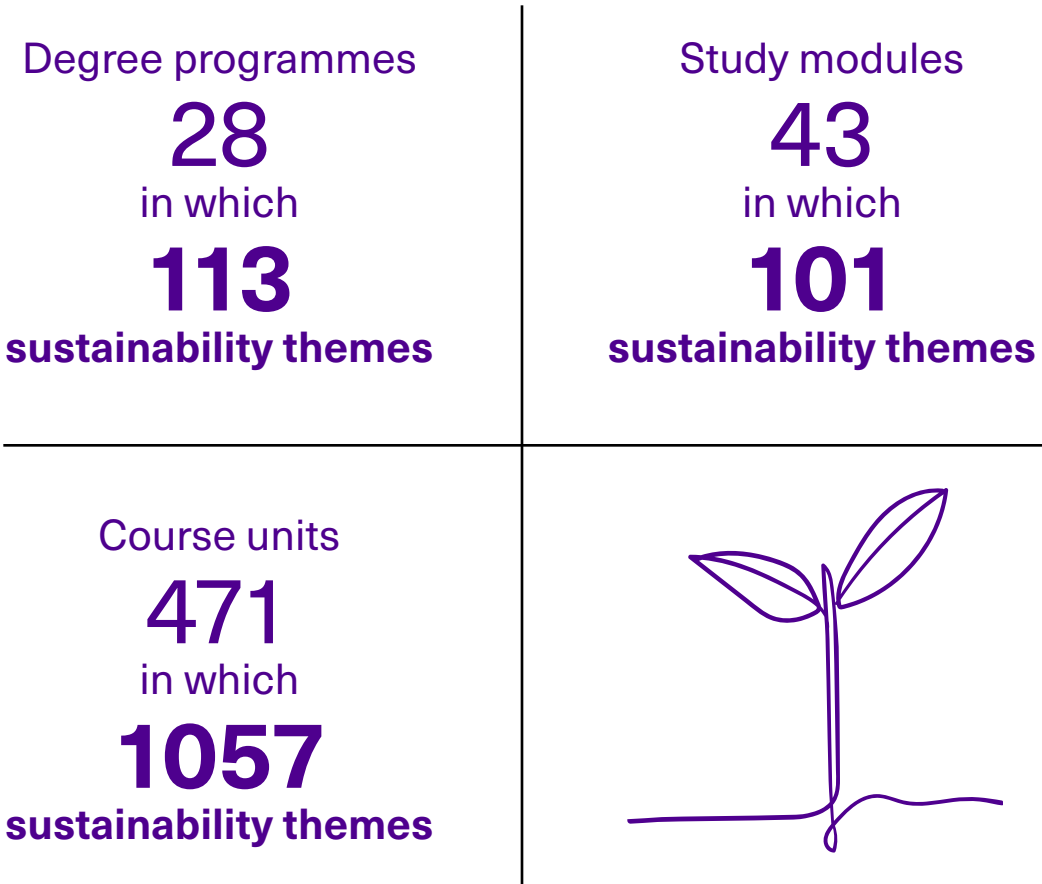
Integrating sustainability competence into education

Sustainability and responsibility are integrated into the shared learning outcomes defined by Tampere Universities, which all students are expected to achieve upon graduation. The aim is for all our graduates to have the ability to apply their sustainability knowledge in practice and to promote sustainability and responsibility in their professional roles. It is also important to foster positive attitudes and a strong commitment among students to advancing sustainability.

The SDGs are integrated into degree programme curricula at a minimum baseline level, with certain goals further specified at the course level. Altogether 113 sustainability-related themes have been defined for courses, and they are used as classification categories at the level of degree programmes,

study modules and individual courses (such as sustainable development, responsibility, climate). This approach supports the systematic collection of quantitative data on the integration of sustainability into education.

During the 2024–2027 curriculum period, SDG-related themes were incorporated across curricula as follows:



In addition to quantitative data, the SDGs have informed the definition of expected learning outcomes. Courses have also been classified in accordance with the SDGs, and the course offerings presented in the Student’s Guide can be filtered accordingly.

We foster students’ well-being

Effective academic progress depends on both the availability of courses and students’ physical, psychological and social well-being. Tampere University offers a range of services to support academic progress and promote students’ well-being, including:

- guidance on developing effective study skills;
- academic guidance and counselling;
- individual arrangements where necessary, such as additional time for examinations and personalised support;
- tutoring, peer support and mentoring;
- campus chaplains;
- health and sports services (SportUni);
- Safer Spaces Policy;
- support for students in times of crisis.

In the context of AI use in teaching, we work with a range of stakeholders to ensure that sustainable development perspectives are considered when updating AI-related guidelines, with a special focus on environmental impacts, ethical considerations and human rights.

Continuing education	2024	2025
Training programmes	82	59
Participants	2,328	2,173

Open University	2024	2025
Study rights	2,172	1,834
Credits awarded	-	17,592



Continuous learning

Our continuous learning provision serves as one important channel for translating the University’s research, expertise and innovations into societal benefit and for advancing sustainable development by supporting skills renewal, promoting responsible leadership and enhancing well-being. Flexible modes of delivery, such as online courses and study modules that can be completed alongside employment, improve the accessibility of education and reduce the need for travel in line with our environmental goals. We maintain close collaboration with employers to ensure our continuous learning provision responds to real-world skills needs, contributes to regional vitality and supports the practical implementation of sustainable solutions. The themes of sustainability and responsibility are reflected in our continuous learning provision, either through positive environmental impacts achieved by strengthening the sustainability competences of working professionals, or through direct contributions to the green transition in areas such as the circular economy, sustainable logistics, renovation, the utilisation of new technologies and responsible operating models.

We respond to the demand for skilled professionals

Tampere University provides psychotherapy education that addresses the growing need for mental health expertise and supports social sustainability. We offer several psychotherapy training programmes that lead to a professional title recognised by the National Supervisory Authority for Welfare and Health (Valvira). Through these programmes, we contribute to meeting the increasing demand for mental health services. In addition, we offer preparatory training that supports doctors who qualified outside the EU/EEA in preparing for the licensing examination that is required to practise in Finland. This training not only helps to address workforce shortages but also supports the integration of internationally trained professionals into Finnish society.

Education advances sustainability competence

Sustainable development is integrated as a cross-cutting theme across degree programmes at Tampere University, with an emphasis on incorporating discipline-specific sustainability competencies into each programme. For example, in the fields of engineering and natural sciences this includes expertise in areas such as circular economy in construction, environmental engineering, sustainable energy production and atmospheric sciences. These competencies can be developed through standalone courses, broader study modules or through their integration as cross-cutting themes within degree programmes. Sustainability and responsibility are systematically embedded in degree programmes offered by the Faculty of Management and Business, the Faculty of Education and Culture, the Faculty of Social Sciences, and the Faculty of Medicine and Health Technology. Students are also able to complete challenge-based assignments that explore sustainability themes.

In addition, students at Tampere University have the opportunity to undertake sustainability studies through collaborative networks. The University participates in national education networks such as Climate University and the Sustainability Studies Network, which offer a shared portfolio of courses across partner institutions. The Faculty of Education and Culture serves as the academic contact for the Sustainability Studies Network, and the Faculty of Engineering and Natural Sciences coordinates Climate University.

EXAMPLES OF SUSTAINABILITY-RELATED COURSES OFFERED BY THE FACULTIES ARE PROVIDED BELOW.

The Faculty of Information Technology and Communication Sciences (ITC) has introduced a new Finnish-language Master’s Programme in Energy Transition, which focuses on fossil-free and low-carbon energy solutions as well as related policy and financial instruments from a sustainable development perspective. The first students graduated from this programme in 2025.

The Faculty of Education and Culture (EDU) provides teacher education in which students learn to deliver sustainability education and develop expertise in linguistic and cultural diversity. This type of training has a far-reaching impact, as graduates go on to influence future generations through their teaching careers. The Tampere University Teacher Training School, which is part of EDU, holds the Finnish Sustainable Development Certification of Educational Establishments, awarded by the OKKA Foundation.

The Faculty of Built Environment (BEN) offers courses in which architecture students collaborate with external partners to develop proposals for the repurposing of existing buildings, with an emphasis on resource efficiency and ecological sustainability. Examples include a three-storey block of flats in the Amuri district and the former office building of a lignin factory in Hiedanranta, Tampere.

The Faculty of Engineering and Natural Sciences (ENS) offers courses in materials science that provide students with the skills to develop environmentally sustainable materials. These skills open up career opportunities in the circular economy as well as in the development of biomaterials for medical and packaging applications.

The Faculty of Social Sciences (SOC) offers both Tampere University students and Open University students a sustainable development module, comprising 20 to 40 credits depending on student choice. The module introduces students to sustainable development themes from diverse and multidisciplinary perspectives.

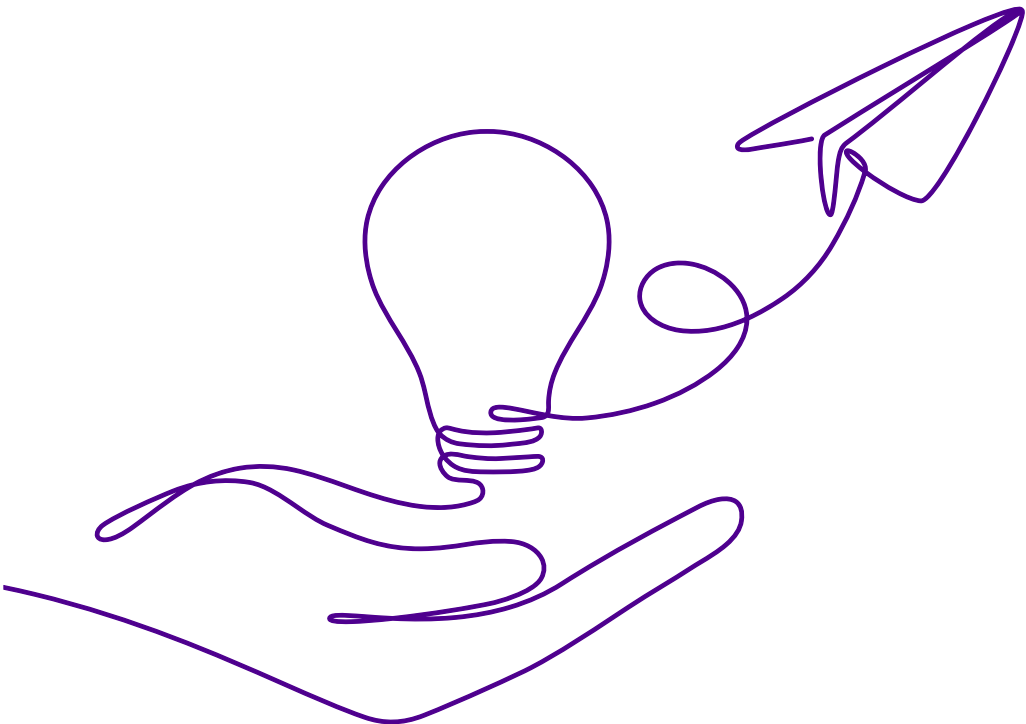
Research addresses sustainability challenges



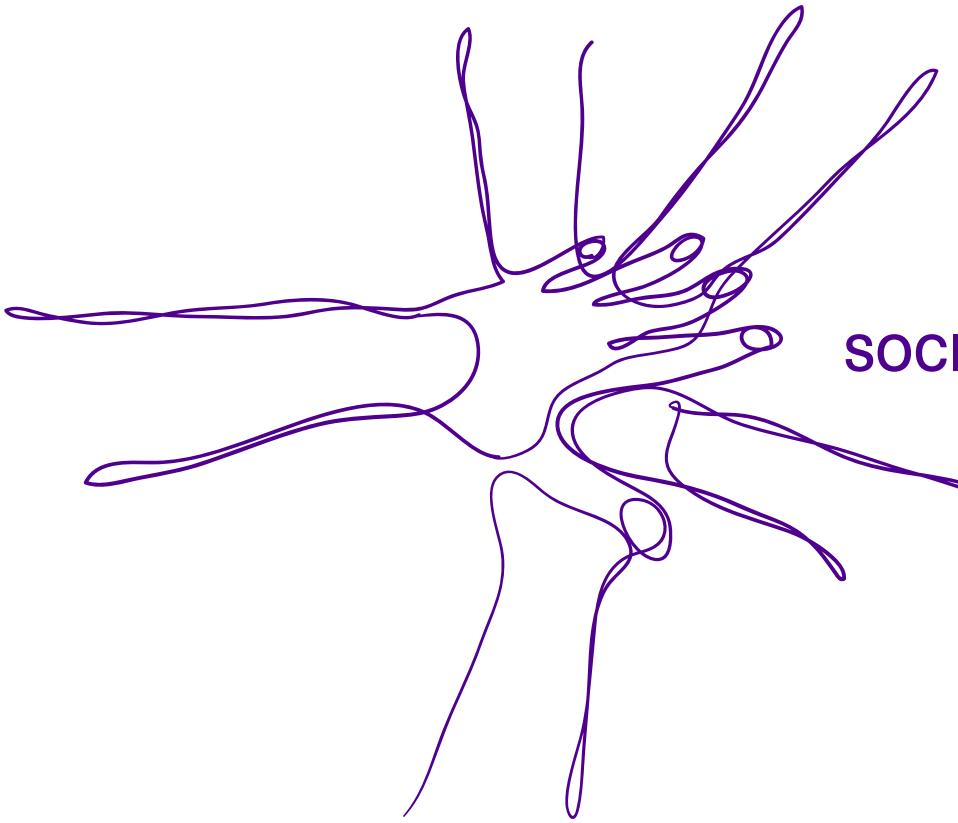
Research addresses sustainability challenges

Research profile and sustainable development goals

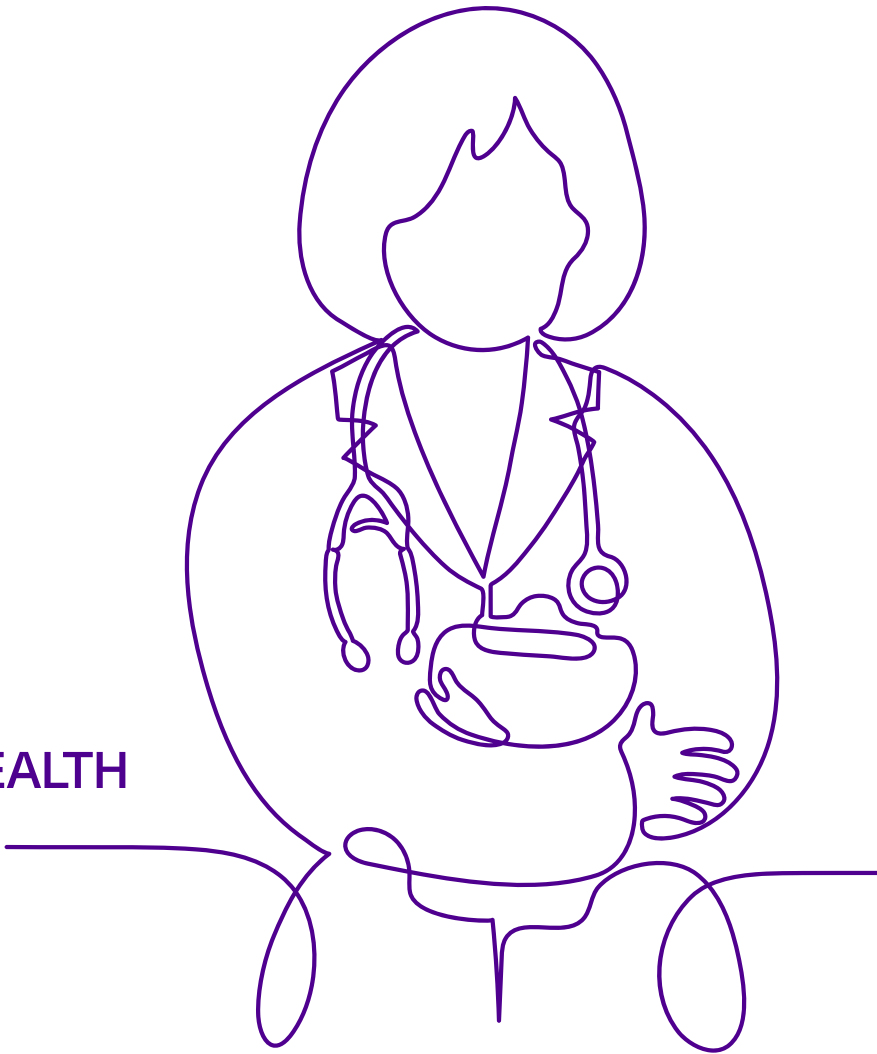
As stated in Tampere University’s strategy, our mission is to work together to build a sustainable world. This commitment is primarily realised through our research activities. Our research and education are strategically focused on three core areas: technology, health and society. Based on these core areas, projects funded under the Research Council of Finland’s Profi programme, research platforms, flagship initiatives and the University’s partnership activities, we have identified seven key SDGs that our research and development efforts specifically support.



TECHNOLOGY



SOCIETY



HEALTH

Research projects address sustainability challenges

One of the international research projects underway at Tampere University is Towards a Sustainable Wellbeing Economy (ToBe), which is conducted within the Faculty of Social Sciences (SOC) and funded under the EU’s Horizon programme. The project explores sustainable well-being and economic models in Europe, Ecuador and South Africa and involves 15 partner organisations. In addition, SOC coordinates the MERGE project (Measuring what matters: Improving usability and accessibility of policy frameworks and indicators for multidimensional well-being through collaboration) that project develops a knowledge base and engages in policy advocacy related to the sustainability transition by working with organisations such as the United Nations. The project aims to build a shared understanding of multidimensional well-being and to identify solutions for measuring it at the EU level as well as within Member States, global organisations and civil society.

Several research projects are underway at the Faculty of Engineering and Natural Sciences (ENS) that develop, for

example, biodegradable materials and low-carbon energy solutions. One such project is BioDrones, conducted in collaboration with the University of Helsinki, which aims to develop innovative biodegradable drones powered by wind energy. These drones do not require a power source, as they are capable of independently taking off, landing, flying and navigating. This ambitious project provides new insights into the combination of soft robotics and biodegradable materials. ENS is also coordinating a project called ThunderStack, which develops technologies for the production of green hydrogen to support the EU’s climate objectives and advance the transition towards cleaner energy production. In addition, the Future Makers programme of the Technology Industries of Finland Centennial Foundation funds a joint project between Tampere University and Aalto University, which develops a new emission-free method for upcycling plastic waste into value-added products, biodegradable polymers and green hydrogen. This project addresses the global plastic waste challenge and promotes the transition towards a circular economy and a green hydrogen economy in Finland.

The ORGANIC project

Funded under the EU’s Horizon programme, employs smart manufacturing strategies, advanced engineering design methods and digital tools to develop products inspired by nature. The goal of this project is to integrate digital design, materials science and manufacturing into cognitive systems capable of predicting and optimising zero-waste and zero-defect production processes. This research supports global efforts to reduce environmental impacts and improve product design and manufacturing.

The Shift Towards Renovation project

At the Faculty of Built Environment (BEN), the project Shift Towards Renovation examines the growing importance of renovation in the transition towards a low-carbon, resource-efficient built environment. The project explores the transition towards prioritising the use and adaptation of existing buildings instead of new construction. Professor Satu Huuhka has received the Blue Globe Award in recognition of her pioneering work in promoting sustainable construction. The award was granted by the TAH Foundation, the Maj and Tor Nessling Foundation and the Society of Swedish Literature in Finland.

Research conducted at the Faculty of Information Technology and Communication Sciences (ITC) addresses practical challenges related to sustainability, responsibility and accessibility in information technology and electrical engineering. The project Advancing Sustainable Economic Growth through Space (SpacEconomy) promotes economic growth, societal well-being and sustainable development through space technologies. Funded by the Research Council of Finland, the project Sustainable 6G Radio Access Networks (S6GRAN) develops new methods to improve the energy efficiency and computational performance of future 6G networks. In addition, the project develops new wireless receiver technologies and system optimisation solutions to enable sustainable and energy-efficient next-generation 6G mobile networks. Doctoral research conducted within ITC has developed new methods for applying AI algorithms and especially neural networks in mobile base stations to improve their energy efficiency.

Research projects underway within the Faculty of Management and Business (MAB) approach sustainability from both economic and socio-ecological perspectives. For example, the WorkWell project promotes a practice-driven, comprehensive shift towards a more sustainable model of working life. The project focuses on the timely challenge of expert work in a digitalised, multi-location working environment and is carried out in collaboration with the Faculty of Social Sciences (SOC).

The Sustainability and Critical Accounting Research Group examines, among other topics, the role of accounting and reporting practices in building a fairer and more socially and

ecologically sustainable society. For example, the project titled Accounting, Biodiversity and Firm Decision-Making (AccBiD) investigates how information related to biodiversity and ecosystems can be integrated into organisations' accounting systems and decision-making processes, which traditionally rely only on financial information.

Research infrastructures and research units promote sustainable research practices

Within the Faculty of Medicine and Health Technology (MET), the Finnish Hub for Development and Validation of Integrated Approaches (FHAIVE) research unit is a GLP-certified, EU-recognised reference laboratory, tasked with validating alternatives to animal testing. New alternative methods pave the way for new approaches to assessing the safety of chemicals. The Environmental Health Group conducts research that supports the digital and green transitions and addresses associated challenges. Municipal wastewater contains a wide range of biological and chemical markers that reflect the health status of entire communities. Wastewater monitoring therefore serves as a complementary approach to tracking clinically relevant public health indicators. However, the same contaminants that are monitored in wastewater for public health purposes complicate the recycling of valuable nutrients from sewage sludge. The Environmental Health Group also conducts research on the health effects of environmental chemicals.



The Aerosol and Trace Gas Mobile Laboratory (ATMo-Lab)

is part of the Finnish Integrated Atmospheric and Earth System Science Research Infrastructure (INAR RI), through which Tampere University participates in the European Aerosol, Clouds and Trace Gases Research Infrastructure (ACTRIS). ACTRIS supports research on atmospheric processes, climate, air quality and weather. The mobile laboratory has been used, for example, for roadside measurements of traffic emissions as well as for measurements in remote areas and so-called vehicle chase measurements. It was also deployed in early 2025 to monitor air quality following a fire at a waste management facility in Rusko, Tampere.



Within the Faculty of Management and Business (MAB), the Research Centre for Managing Circular Economy (ManCE) is a multidisciplinary research centre that specialises in circular economy management. This topic encompasses a wide range of themes, including circular business models, the management of circular technologies and innovations, and the governance and economic understanding of real-world processes related to the circular economy, particularly at the industrial scale. ManCE’s expertise is also integrated into teaching within MAB.

In 2025, the **Faculty of Education and Culture (EDU)** defined three thematic areas for its research: Knowledge, power and agency; Diversity, sustainability and equity; and Teaching, learning and Well-being. The research groups at EDU undertake research that promotes social sustainability and especially contributes to the UN Sustainable Development Goal 4: Quality education.



The Spatial Socialization and Environmental Citizenship Research Collective (SPECS) has published a comparative analysis of climate education in Finland and Greece, highlighting a significant need to strengthen human-centred

environmental education in comprehensive schools. SPECS is conducting a project titled Multiculturalism, transnationalism and transformation in education (MTT), which follows young people who have recently moved to Finland as they transition from preparatory education to comprehensive or upper secondary education and onwards to more independent participation in Finnish society. The findings of this project will inform the development of more equitable education and migration policies. The Research Engagement for Sustainable and Equitable Transformations (RESET) group comprises researchers specialising in learning studies. RESET examines cross-sectoral learning and transformative agency and contributes to the resolution of pressing societal challenges.

Profile areas strengthen the quality of research

The Research Council of Finland provides funding that supports Finnish universities in their efforts to establish stronger, strategic research profiles and thereby enhance the quality of their research. The PHOTO-ELEC profiling area, launched at Tampere University in 2025, brings together photonics and microelectronics to advance the development of high-performance, energy-efficient solutions for semiconductor technologies.



We work together to build a sustainable world

Research platforms support sustainability transitions

Tampere University allocates significant resources to strategically selected, fixed-term research programmes called research platforms. In 2025, the Faculty of Management and Business hosted three research platforms focused on advancing sustainability transitions.

The Climate Neutral Energy Systems and Society (CNESS) research platform brings together the University's expertise and development potential in energy technology and its societal dimensions, spanning the fields of technology, natural sciences and social sciences. The CNESS platform addresses five interrelated themes: the electrification of energy systems, hard-to-electrify sectors, the societal implications of the energy transition, value creation in the energy transition, and energy policy.

The Towards Effective and Equitable Welfare Services (TRANSFORM) research platform promotes the development of effective and equitable welfare services. It generates knowledge on the development needs of the welfare system and supports improved decision-making.

The Digital and Sustainability Transitions in Society: A Double-edged Sword (DigiSus) research platform aims to develop a comprehensive, cross-disciplinary understanding of digitalisation and sustainability as societal transitions.

From the perspective of sustainable development, digitalisation presents both opportunities and threats. The DigiSus platform brings together a cross-disciplinary community of researchers to co-create sustainable approaches to digitalisation.

Events and engagement enhance our impact

Researchers at Tampere University actively contribute to a wide range of events. For example, researchers from the Faculty of Social Sciences are closely involved in organising the Autism Research Day hosted by the Autism Research Network. This event brings together researchers and members of the autism community to promote ethically sustainable, participatory autism research as well as the development of equitable services and facilities. Participants in the project Words for Care: Literature, Healthcare and Democracy have organised reading circles to facilitate the development of Finnish language skills among healthcare professionals for whom Finnish is a foreign language.

Further information on the University's diverse research, development and innovation activities is available on the Tampere University website (www.tuni.fi).

Comprehensive library and research support services

The Tampere University Library offers data services that support research and provides training for the university community in areas such as information retrieval, source criticism, AI literacy, and responsible and open science practices. The Library produces monitoring data on societal impact, including metrics on open access publications, learning materials and datasets as well as analyses based on the Overton database. The University’s Research Services provide support and training in research ethics, research integrity and the responsible use of generative AI.

Open science services (open access publishing, self-archiving and open institutional repositories) enhance the

long-term availability, security of supply and usability of research-based knowledge, while also promoting the globally equitable dissemination of information. The adoption of the Rights Retention model, along with related specialist support, strengthens researchers’ publishing autonomy, enables immediate open access without author fees under Creative Commons licences, and helps to contain the costs of scholarly publishing. This has contributed to an increase in the volume of open access publications across the faculties at Tampere University.

The University Library’s collection policy and shared use of resources are based on a lifecycle approach and the principles of the circular economy: the use of both printed materials and digital resources reduces duplication in acquisitions and supports resource-efficient access to information.

“How to Save the World?” is a thematic collection curated by the Tampere University Library. This collection brings together multidisciplinary resources related to sustainable development, the circular economy and responsibility as well as supports the integration of sustainability into teaching.

Operational metrics for the Tampere University Library	2024	2025
Library visits	606,000	634,600
Participants in the Library’s training and guidance sessions (in-person and online sessions)	14,000	15,000
Information retrieval workshops		29
Information retrieval support for individual researchers		54
Training sessions on responsible research and open science	2024	2025
Training sessions on responsible research and open science	78	-
Consultations by the Senior Specialist	50	50
Individual guidance sessions	100	80
Training sessions on the responsible use of generative AI	30	15



Impact and cooperation



Impact and cooperation

We promote responsibility and sustainable development in collaboration with our partners

Tampere University’s partnership activities are based on a customer-oriented approach, openness, goal orientation and the creation of mutual value. All collaborations are conducted in accordance with the University’s principles of good governance, the guidelines of the Finnish National Board on Research Integrity (TENK) and established standards of research integrity. We require that the University retains the right to publish scientifically significant research results and that publication activities are carried out in collaboration with our partners.

We are bound by both national and international regulations on export controls and sanctions, which are designed, among other things, to prevent the proliferation of weapons of mass destruction and the escalation of conflicts. We do not

collaborate with parties involved in questionable or unlawful business practices or those who fail to comply with agreed contractual obligations. We take a critical stance towards sectors where there is clear evidence of adverse impacts on human or animal health, such as the tobacco industry. The University has established the Know Your Partners group to review proposed partnerships and dual-use technologies, develop internal guidelines and criteria, and provide related support to staff. We have introduced guidelines for conducting appropriate due diligence before engaging in collaboration with potential new partners, including the assessment of ethical considerations, legal compliance, and financial and reputational risks. Members of the university community are expected to recognise, for example, whether a research project or role within a project falls within the scope of export controls and whether sanctions may affect recruitment. They must be able to respond appropriately in such situations while ensuring equality and non-discrimination.

Through its paid memberships in approximately 200 national and international organisations and associations, the University engages in advocacy at both institutional and faculty levels and actively participates in professional networks. We are also involved in numerous other networks through which we promote the impact of research and foster collaboration. Tampere University has been awarded the status of a Fairtrade University.





We work together to build a sustainable world

Communication enhances impact

Communication is one means through which we support the success of our community and advance the achievement of our strategic goals. We promote the visibility and impact of sustainability and responsibility and maintain active engagement with the broader society. We foster a strong sense of community and internal interaction through our open culture of communication.

Communications support the University’s visibility and societal engagement in the following ways:

- We support researchers in science communication.
- We regularly publish research and organisational news related to sustainable development and responsibility on our website.
- We make the contact details of experts on current topics available on our website.
- We assist the media in identifying and contacting our experts for interviews.
- We prioritise digital materials and avoid the unnecessary production of printed materials. Our print supplier offsets the emissions generated by the production of printed materials.

Examples of our open science events and activities

Juniversity – a university for children and young people. Juniversity provides children, young people and their teachers with opportunities to explore higher education through activities designed for early childhood, comprehensive school and upper secondary levels. Themes related to sustainable development are integrated into lectures organised by the University for children and young people, for example, through the Children’s Academy, Science Café events and expert lectures delivered via the expert database. In 2025, Juniversity reached approximately 40,000 people, of whom around 35,000 were children and young people.

Light of Knowledge (Finnish: Tiedon valoa) – an annual science and arts event. Light of Knowledge is held annually in January. The event is open to all and features lectures, panel discussions, performances and exhibition stands, offering opportunities to explore the research conducted at Tampere University.

We encourage the university community to reduce the environmental impact of events by also organising virtual and hybrid events. We avoid distributing unnecessary items and gifts and reuse materials, such as decorative elements.

The work community as a driver of sustainability



The work community as a driver of sustainability

Equality and non-discrimination are our shared responsibility

Equality is one of the core values that guide our work. We promote equality across society through our research and teaching. The members of our community, including students and staff, have the right to study and work in an environment that is safe and equitable from physical, psychological and digital perspectives. All forms of inappropriate behaviour, bullying and harassment are strictly prohibited, and we have established internal procedures for addressing, intervening in and investigating such behaviour. This also applies to harassment originating from outside the university community. For example, certain research topics and publications may attract negative attention or harassment on social media. We take such issues seriously and provide support and guidance to those affected.

The University’s Equality and Non-Discrimination Committee monitors and evaluates the implementation of the goals set

out in the regularly updated Equality and Non-Discrimination Policy and reports on progress every two years. The Committee also makes proposals and issues statements on the promotion and development of equality, non-discrimination and accessibility, and communicates these matters within the university community. Staff and students can submit proposals and questions related to equality and non-discrimination to the Committee by email. The University promotes and monitors equality and non-discrimination on an annual basis. For example, the Faculty of Built Environment has incorporated social sustainability themes and related measures in its HR plan under the section “Promoting well-being, diversity and equality.”

The key tools for monitoring progress include the University’s equality and non-discrimination indicators. Statistics on the age and gender distribution of staff, as well as pay differences between women and men, are presented in an appended table. International employees make up approximately 20% of the University’s workforce.



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Accessibility

The University's Equality and Non-Discrimination Policy and Accessibility Policy identify the adoption of language principles as a key means of promoting equality and inclusion within our diverse community. The language principles were developed by inviting broad participation from the university community and its administrative bodies as well as through other collaborative forums. Adopted in December 2024, the language principles set out the shared vision of the university community on the use of Finnish, English and other languages, along with related services.

Tampere University is a Finnish-language university and an international community. The presence of multiple languages and cultures is a natural part of the daily working and learning environment of both our staff and students. The language principles support the development of the University as an inclusive and diverse community where we engage with one another openly, foster a sense of belonging, and promote participation and well-being for all, regardless of linguistic background.

We value bilingualism and aim to provide materials in both Finnish and English whenever possible. Simultaneous interpretation is provided at events as needed. The faculties,

units, administrative bodies and working groups agree on appropriate language practices in their respective contexts. We encourage the use of technical tools available at the University, such as dictionaries and translation software. The Communications unit is committed to ensuring that our communications are accessible. This work has yielded positive results: according to an audit conducted by the Regional State Administrative Agency in 2024, our website meets a high standard of accessibility.

In 2025, a special emphasis has been placed on enhancing the accessibility of teaching. For example, a Moodle course on accessible teaching has been developed for teaching staff. In addition, we have prepared a checklist for accessible teaching, published a podcast on accessibility, and supported the faculties by organising discussions and workshops on accessibility.

The University Library's physical spaces and digital services promote equality and accessibility by providing accessible facilities, accessible electronic resources, and targeted support services for different user groups. Accessibility guides, thematic collections and collaboration with specialist service providers (such as Celia) support diverse learners' opportunities to participate in teaching and research.



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Professional development and well-being

The University’s strategic goals include fostering a thriving university community and maintaining financial stability. Staff well-being is monitored, for instance, through regular staff well-being surveys and statutory workplace surveys. The faculties and units define the key measures for promoting staff well-being in their annual HR plans. The key indicators relating to staff (age and gender distribution, pay, staff well-being indicators) are reported in the notes to the 2024 financial statements.

We foster well-being among staff in the following ways:

- ePassi staff benefits cover sport, culture and well-being;
- bicycle benefit;
- opportunity to use one hour of working time per week for physical exercise;
- Break Pro workout application;
- recommendations that support well-being at work (such as meeting-free Fridays, reducing the duration of meetings to 45 minutes, and protecting lunch breaks from meetings);
- SportUni provides sports services for staff and students across Tampere Universities.

In 2025, we promoted professional development among staff in the following ways:

- The University provides staff with access to the Eduhouse platform, which offers a wide range of online training and self-study materials, covering topics such as digital skills, communication and interaction, personal productivity, leadership, well-being, and the integration of sustainability and responsibility into organisational activities and individual work.
- The University organises longer training programmes that are free of charge to participants and undertaken during working hours (such as the OSAAVA coaching programme for supervisors) as well as shorter training sessions as required.
- A Moodle-based induction course introduces new employees and grant-funded researchers to employment and organisational practices. The course also provides an overview of the University and the available services and support for professional development and well-being.
- A Moodle-based induction course for supervisors was introduced in 2024. The course is recommended for all supervisors and line managers. It aims to ensure that all supervisors have the core competencies required for effective leadership.
- The University has defined the general principles of research competence, covering research ethics, data protection, the management of data and research methods, and open science. Staff are provided with opportunities to develop their expertise in these areas.
- The University supports the development of pedagogical skills among teaching staff. For example, staff are offered the opportunity to undertake university pedagogy studies and have access to the broad range of services provided by the Teaching and Learning Centre (TLC)



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Promoting the responsible use of AI

Tampere University has promoted the development of AI literacy across the community and enhanced understanding of the responsible, ethical and sustainable use of AI by organising the AI Week in the spring and autumn and providing targeted training sessions and guidance. These activities emphasise transparency, competence development, and the controlled and appropriate use of AI for teaching, research and administrative purposes.

Established in 2025, the virtual AI Team within IT Services plays a key role in ensuring that the use of AI across the community is aligned with institutional policies on responsible and secure AI use. The team collaborates, for example, with the Software Validation Group on AI-related procurements and with HR Services in delivering workshops on the responsible use of AI.

SportUni offers sports services for Tampere University and TAMK

SportUni provides a broad range of high-quality sports services for students and staff at Tampere Universities, thereby promoting the well-being of the entire community. Sports services are offered on three campuses to all members of the Tampere Universities community.

SportUni delivers its services responsibly, guided by the following principles:

- Safer Spaces Policy;
- accessible facilities, communications and marketing;
- shower and toilet facilities are provided, for example, for staff members commuting by bicycle,
- saunas are heated only during part of the day;
- lighting is controlled by timers;
- unclaimed lost items are released for redistribution after the designated holding period;
- ensuring the longevity of equipment through regular maintenance and the selection of high-quality options;
- decommissioned equipment is reused or recycled;
- equipment rental and loan options;
- ice packs left over from the Arvo building's order centre are reused in SportUni's sports facilities.

We reduce our environmental impact and carbon footprint



We reduce our environmental impact and carbon footprint

Carbon footprint

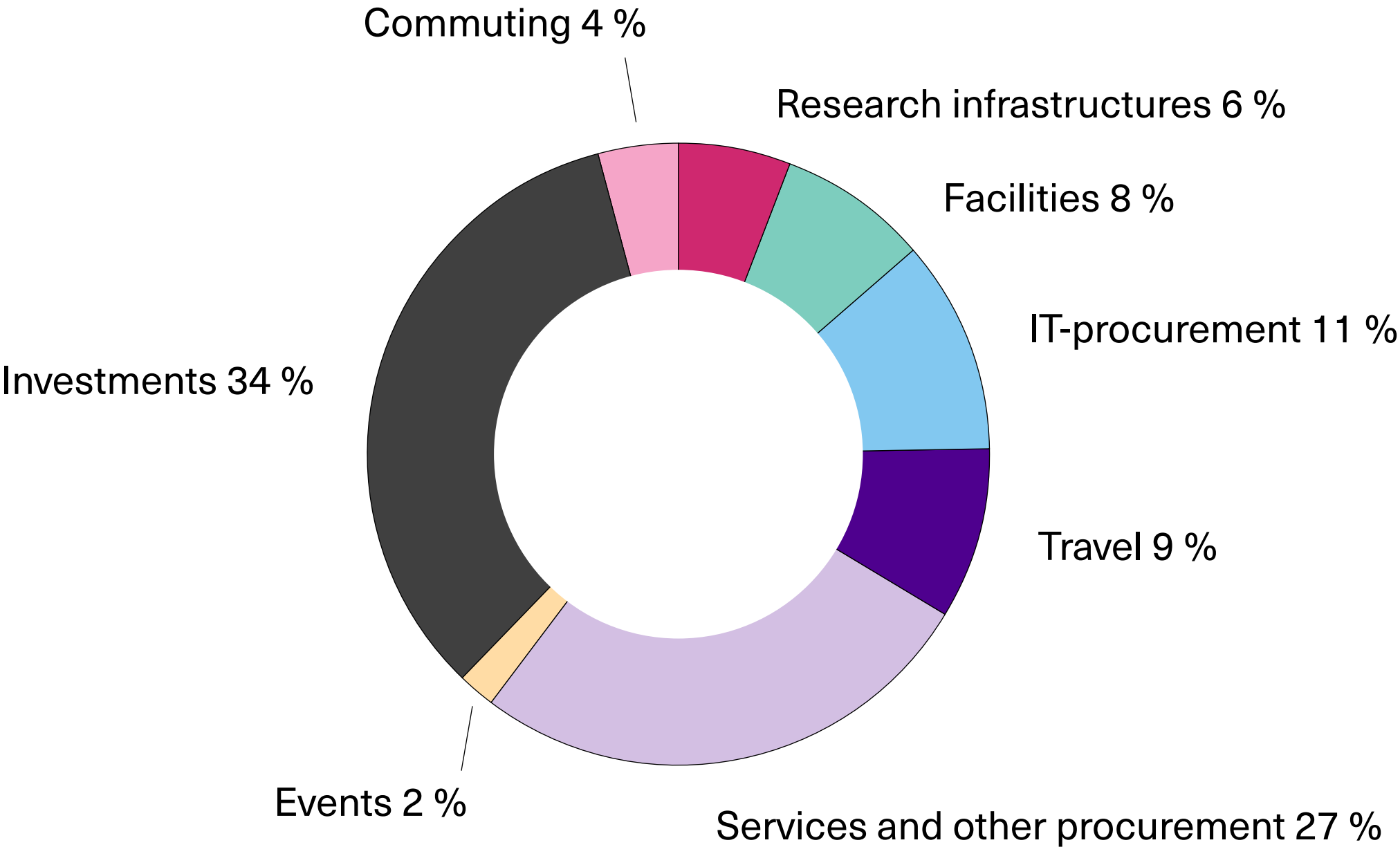
In line with the policy of the Finnish Ministry of Education and Culture, we are committed to working towards carbon neutrality by 2030. The carbon neutrality target, originally established in 2019 through the joint sustainability and responsibility work of the Council of Rectors of Finnish Universities (Unifi), has since been updated in light of the latest research and knowledge, including developments in the classification of emissions categories. We are actively involved in this national collaboration. It has also become clear that reducing carbon emissions and relying on offsetting alone are no longer sufficient. For example, biodiversity loss and disruptions to nutrient cycles are now considered to pose even greater global environmental challenges than

- the increase in greenhouse gas emissions. (Stockholm Resilience Center, 2025).
- In calculating carbon dioxide emissions, we follow the Greenhouse Gas Protocol (GHG Protocol, 2015) and include the following emissions categories in our annual carbon footprint reporting:
- **Scope 1 emissions:** all direct greenhouse gas emissions arising from the University’s own operations (fuel consumption, refrigerants).
 - **Scope 2 emissions:** greenhouse gas emissions resulting from the generation of purchased energy (electricity, heating, district cooling).
 - **Scope 3 emissions:** other indirect greenhouse gas emissions related to the University’s operations, including business travel, emissions from facilities management (waste management, water services and building maintenance), procurement (such as IT, laboratories and research infrastructure, equipment, furniture, supplies, event-related purchases and services), investments, commuting between home and the workplace (estimated), and upstream emissions associated with Scope 1 and Scope 2 categories. Commuting emissions were included in the calculations for the first time in 2024.

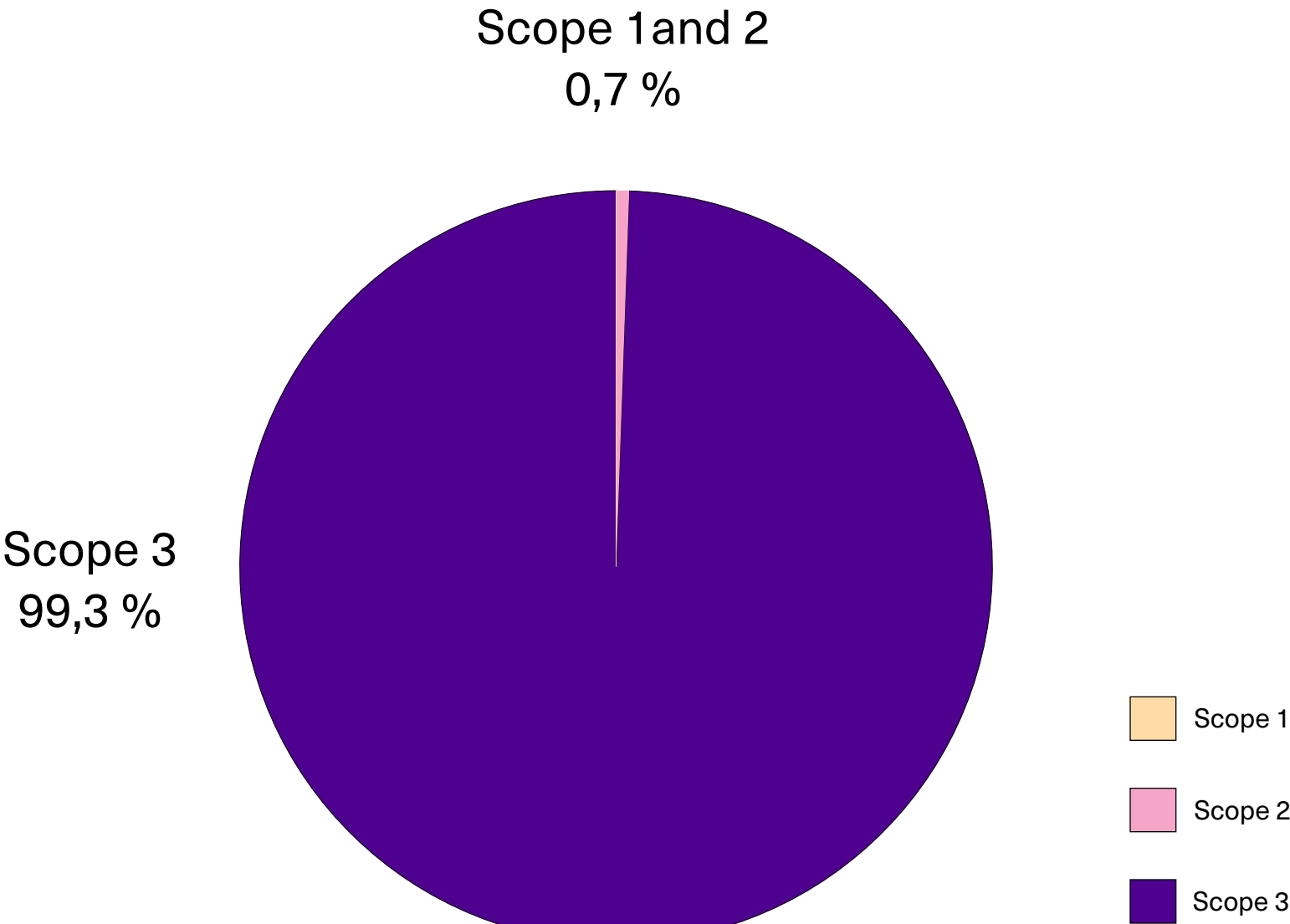
In 2025, the University’s carbon footprint amounted to 30,700 tCO₂e. This represents a reduction of approximately 4.9% compared to 2024 (32,300 tCO₂e) and 14.5% compared to the 2022 baseline year. The 2025 carbon footprint is equivalent to the average consumption-based carbon footprint of approximately 3,200 people in Finland. The carbon footprint of investments amounted to 10,370 tCO₂e (Scopes 1 and 2), including an estimated share of approximately 4% attributable to investments held by other organisations within the higher education group (TAMK, Campusta Oy and the Scholarship Fund).



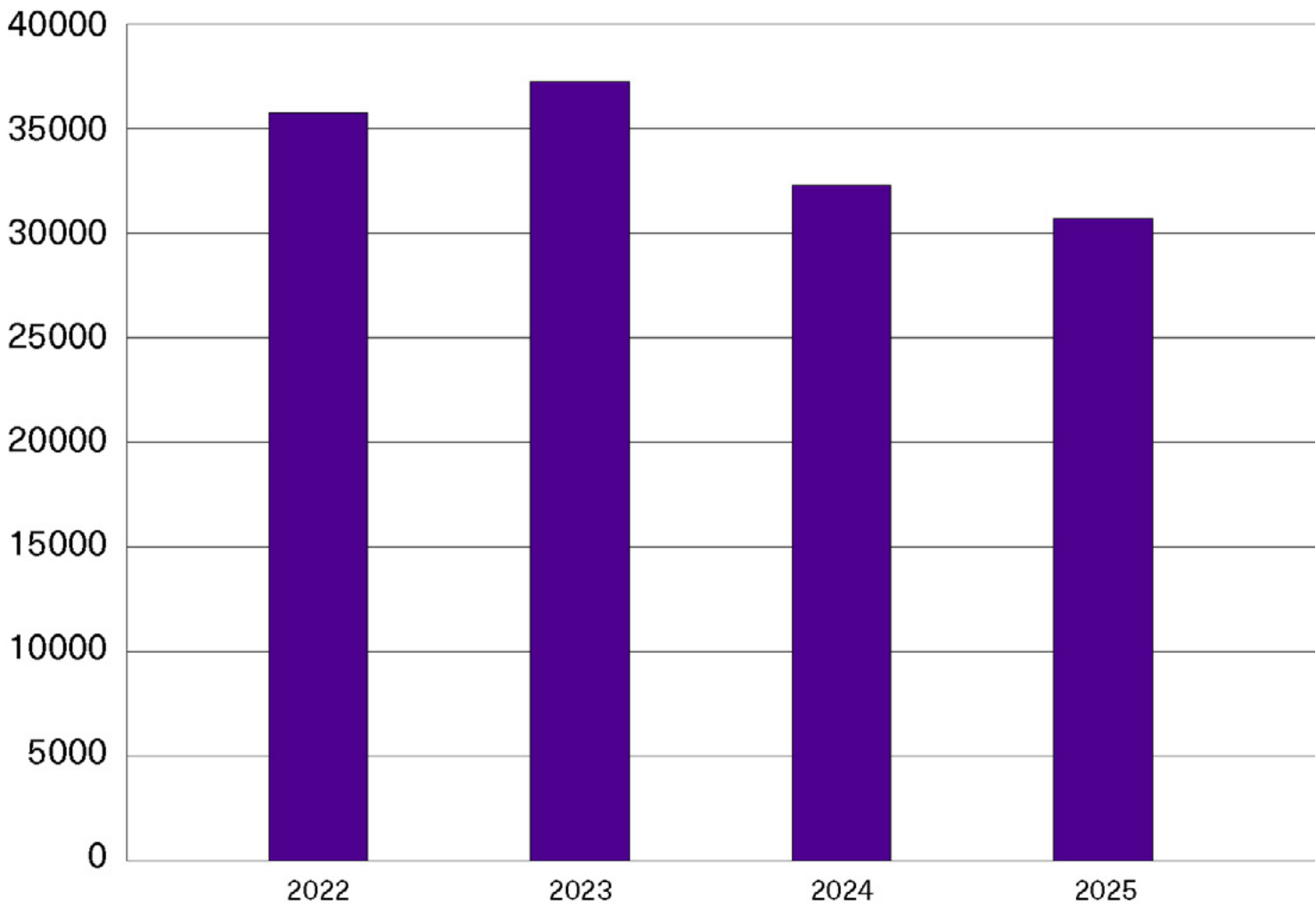
Carbon footprint in 2025: 30,700 tCO₂e



Emissions by emission category (%)



Tampere University’s
carbon footprint in 2022–2025 (tCO₂e)



Emission category	2022	share	2023	share	2024	share	2025	share
Research infrastructure	1,770	5 %	2,220	6 %	2,290	7 %	1,850	6 %
Buildings	1,830	5 %	2,190	6 %	2,470	8 %	2,370	8 %
IT equipment	2,820	8 %	2,550	7 %	3,060	10 %	3,270	11 %
Travel	2,900	8 %	4,020	11 %	3,920	12 %	2,870	9 %
Services and other procurements	6,660	19 %	6,940	19 %	6,620	21 %	8,190	27 %
Events	340	1 %	320	1 %	420	1 %	570	2 %
Investments	19,400	54 %	19,000	51 %	12,300	39 %	10,370	34 %
Staff commuting*)	-	-	-	-	1,190	1 %	1,190	4 %
Total	35,700	100 %	37,200	100 %	31,500	100 %	30,700	100 %

*) The figures for 2022–2023 do not include emissions from commuting between home and the workplace.

Work-related travel by air (km) at Tampere University in 2022–2025



Key observations on the carbon footprint

- The University has several vehicles, whose fuel consumption accounts for the majority of Scope 1 emissions.
- We aim to reduce our carbon footprint associated with Scope 2 emissions by improving energy efficiency and reducing water consumption.
- Regarding Scope 3 emissions, the key areas for development include the effective implementation of procurement-related sustainability criteria and the promotion of cost-effective, sustainable purchasing practices within the faculties and units. In addition, the criteria for the sustainability and responsibility of investments will be applied more rigorously to reduce the associated carbon footprint.
- The carbon footprint of investments (Scope 1 and Scope 2 emissions), amounting to 10,370 tCO₂e, decreased further compared to 2024. The sustainability of investments has been a specific area of focus in 2025.
- The carbon footprint of travel decreased by 27% compared to 2024. The reduction in emissions from air travel is due not only to a slight decrease in the total distance flown but also to advances in aircraft technology and the use of lower-emission aviation fuels, resulting in a lower emissions factor. The share of air travel in total travel-related emissions has decreased from about 90% in recent years to approximately 78%.
- The carbon footprint of commuting has been estimated based on a 2024 survey, under the assumption that commuting patterns did not change in 2025.

- Construction projects and building alterations increase the need for procurement and temporary facilities, resulting in a higher carbon footprint during campus development processes. In the long term (until the year 2030), the carbon footprint of facilities is expected to decrease as overall campus floor space is reduced.
- The volume of IT procurement increased significantly in 2024 and 2025, which is reflected in higher emissions. IT procurement accounted for 11% of the total carbon footprint.
- There has also been an increase in the procurement of other goods and services. This is partly due to ongoing facilities projects, such as acquisitions associated with the new Noodi building that is currently under construction in Hervanta.

Carbon intensity, which links the University’s carbon footprint to the number of completed credits, degrees awarded, publications, and staff and student numbers, serves as an indicator of the climate efficiency of our core activities. Compared to the 2022 baseline year, when the current carbon footprint calculation model was introduced, our carbon intensity has improved across all indicators.

Carbon intensity	2025	change 2022–2025
t CO ₂ e/credit points	30,0	-30,4 %
t CO ₂ e/degrees	6,0	-33,7 %
t CO ₂ e/staff and students	1,11	-19,3 %
t CO ₂ e/publications (A-E)	8,4	-17,2 %
t CO ₂ e/floor area (htm²)	0,13	-10,0 %



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Measures to reduce our carbon footprint

CAMPUSES AND FACILITIES

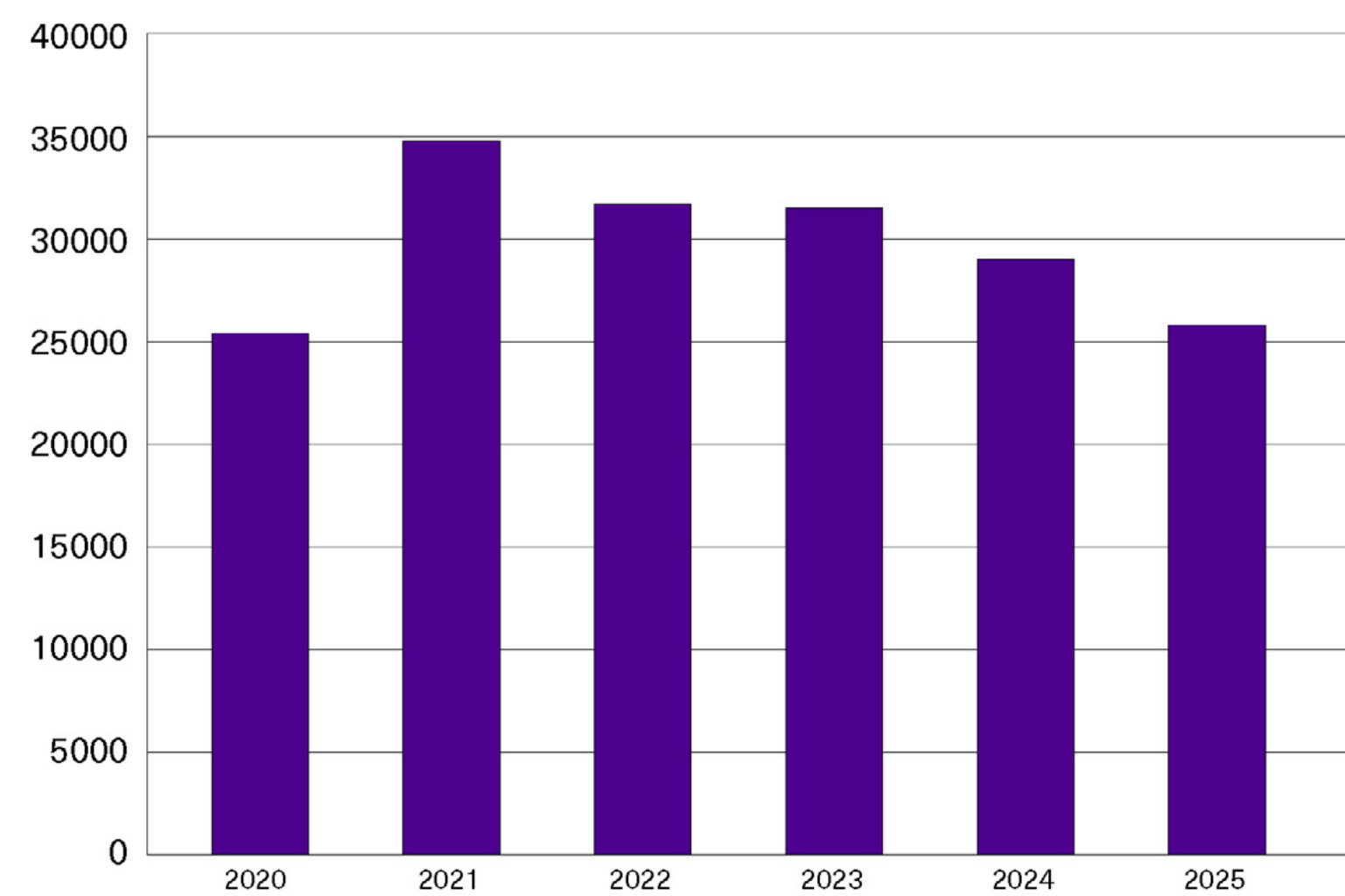
Tampere University has adopted a Campus Development Strategy aimed at supporting a functional and responsible day-to-day campus environment. In line with the decisions set out in the ongoing Facilities Programme, the University is committed to reducing its total floor area by 18% by 2030. The baseline year is 2021, when the University occupied a total of 242,000 m² of leased space. In 2025, the University occupied 229,500 m² of leased space in Tampere, representing a 5.2% reduction compared with the baseline year. The emissions generated by the facilities leased in Tampere from University Properties of Finland Ltd, our main lease provider, have been compensated. Low-carbon district heating is used in facilities on other campuses and those leased from other providers. All purchased electricity is carbon-neutral.

As part of the Facilities Programme, approximately 40,000 m² of campus space is being redeveloped to meet future needs. The aim is to achieve annual savings in facility costs of approximately €3.8 million by 2030, compared to the baseline year. The principles of accessibility and inclusion are also considered in the development of campus facilities. All campuses are equipped with induction loops as well as unisex/all-gender toilets and changing rooms.

We actively promote the responsible use of space, especially in office environments (for example, through projects underway in the Pinni B and Tietotalo buildings) by improving space utilisation rates and increasing shared use. On the Hervanta campus, the renovation of parts of Sähköotalo, along with the completion of the new Noodi building, will significantly improve the sharing and joint use of research environments, infrastructure and related support resources. The Noodi building is scheduled for completion in the autumn of 2026. In laboratory facilities, the centralisation of complex building services systems will further improve the environmental performance of experimental research spaces. In addition, a digital system for booking and releasing space is being developed to support more efficient utilisation.

The outdoor spaces and green areas on our campuses are largely open to the public. The green roof atop the Kampusareena building on the Hervanta campus is the largest biodiversity-supporting green roof in Finland, featuring diverse vegetation and insect habitats. In the winter, students and children have used the sloping roof for sledding. On the Hervanta campus, the lawn in front of the Tietotalo building incorporates deadwood elements as part of the MUST project, which supports biodiversity and develops planning practices related to biodiversity conservation. On the city centre campus, there are two publicly accessible meadow areas and one green roof.

District heating in 2020–2025 (MWh)

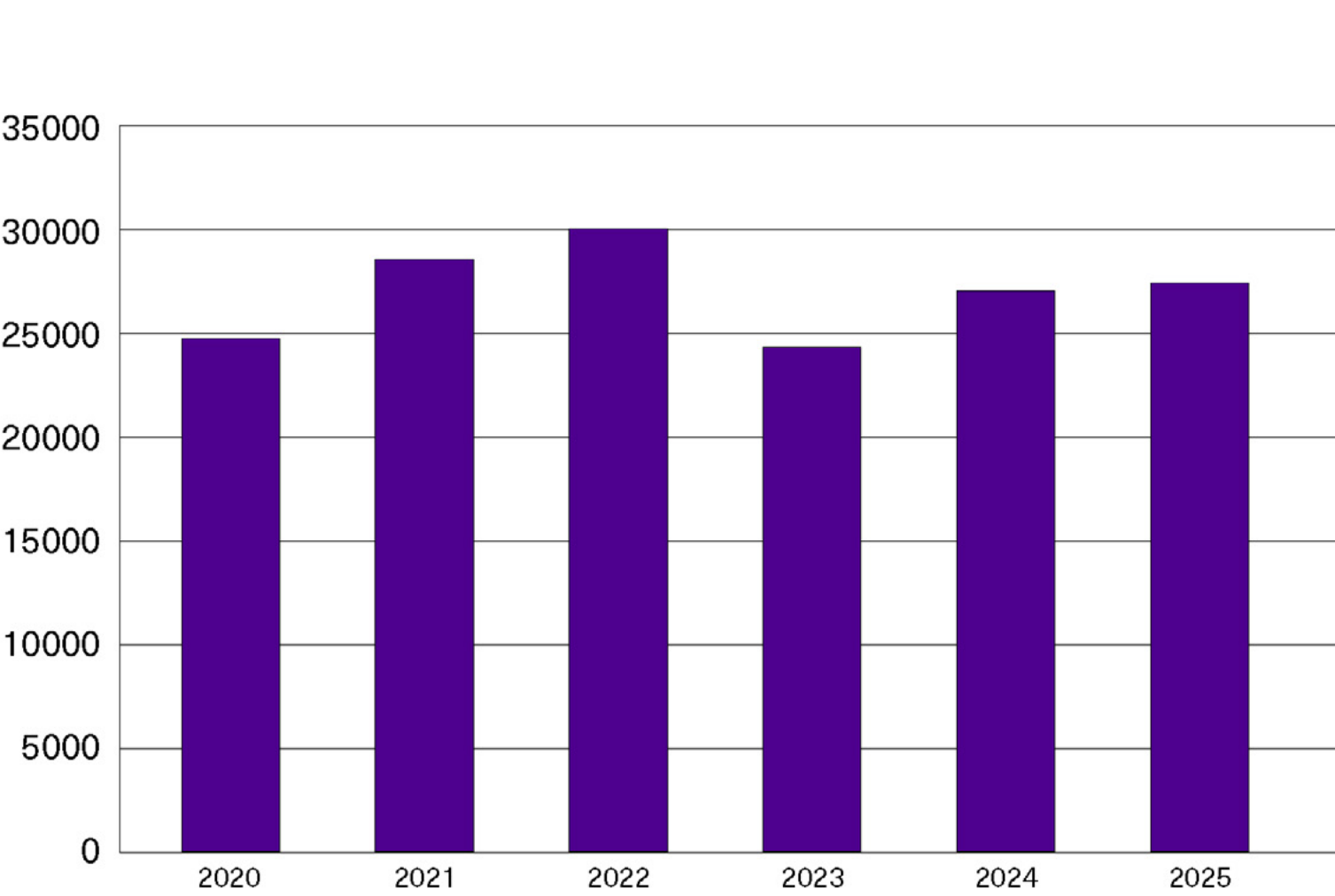


ENERGY AND WATER CONSUMPTION

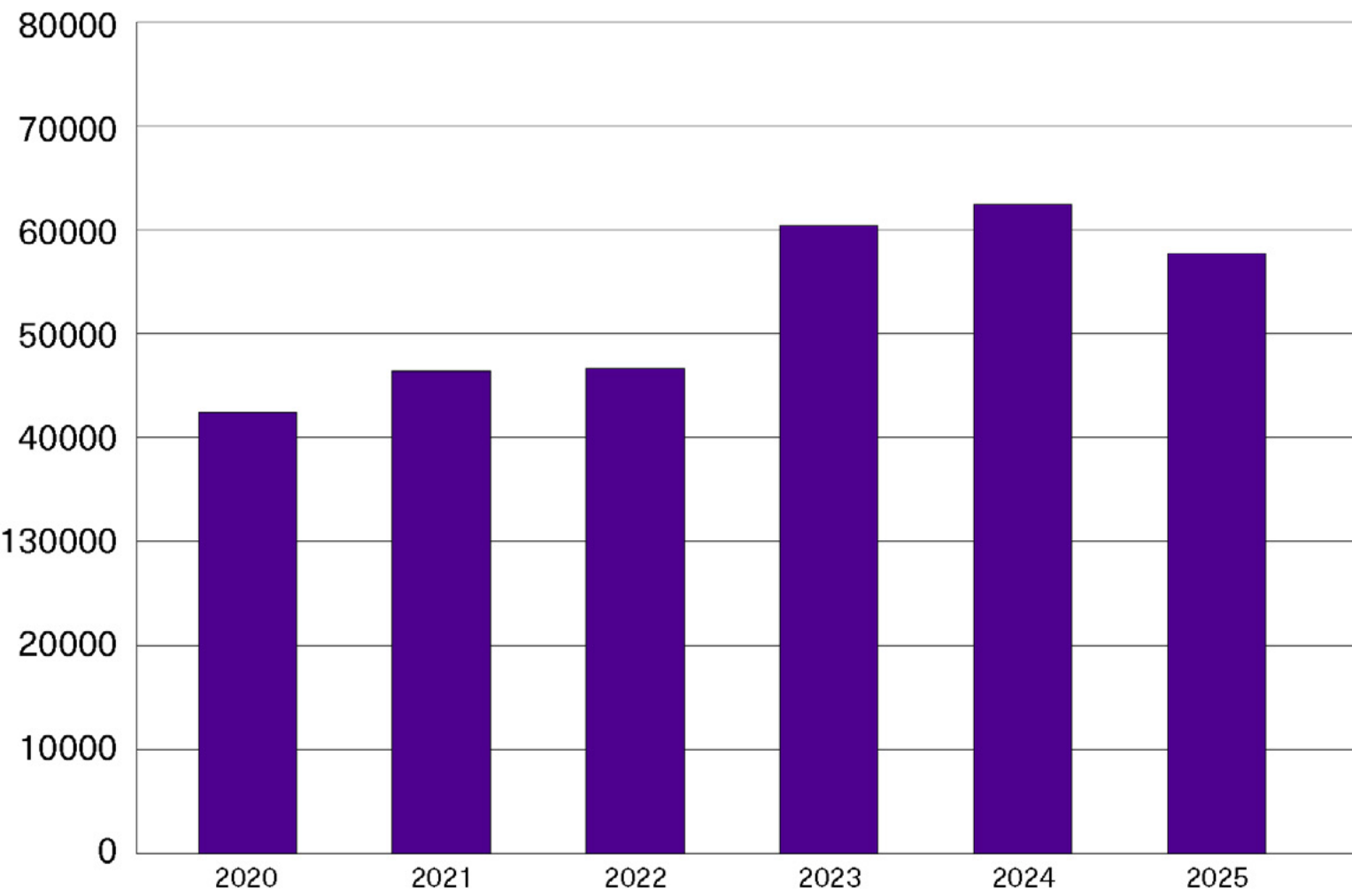
The EcoCompass certificate sets out a range of measures aimed at reducing energy and water consumption across the University. These measures include, for example:

- Reducing the operating hours and output levels of ventilation systems in all campus buildings during holiday periods.
- Adjusting water fixture flow rates to appropriate levels across all campus buildings.
- Avoiding overcooling during the cooling season, especially when facilities are unoccupied during holiday periods. Adjusting cooling levels locally at the start of holiday periods as part of routine maintenance activities. Utilising building automation systems, where possible, to regulate temperature settings in accordance with seasonal conditions and external temperatures.
- Maintaining appropriate setpoints for heating system water temperatures and supply air temperatures during the heating season.
- Improving the energy efficiency of fume hoods and local exhaust systems in laboratories on the Hervanta campus by limiting the operation of extract air fans to actual demand.
- Upgrading building automation systems by extending room-specific cooling controls to also include heating control.
- Implementing energy-efficient LED lighting upgrades in a phased manner across all campuses.
- The electronic publication of theses and publications reduces environmental impacts associated with printing and logistics, while supporting the sustainable dissemination of knowledge. We prioritise cost-effective and environmentally responsible transport solutions in interlibrary loan services, alongside the recycling and reuse of packaging materials.

Electricity consumption in 2020–2025 (MWh)



Water consumption in 2020–2025 (m³)



TRAVELLING BETWEEN CAMPUSES

All Tampere University campuses are easily accessible by public transport (bus and tram). We recommend the use of public transport when travelling to campus for work or events. Facilities for secure bicycle storage are being developed across campuses, and amenities such as changing and washing facilities are provided for cyclists. There is no free parking on our campuses, and efforts are made to optimise the use of available parking spaces. Designated personal parking spaces have been discontinued. Since 1 September 2024, all campus parking spaces have been available to staff who pay the applicable parking fee. A limited number of parking spaces is also available for students and visitors, except on the Kauppi campus where no designated visitor parking is provided. Travel cards are available for loan from designated campus information points for staff travelling between campuses. These cards may be used to pay fares for more than one staff member.

The organisation of conferences and other large-scale events generates emissions. In Tampere city centre, event venues are generally within walking distance. In case travel beyond the city centre is required, public transport tickets are provided to event participants. These tickets, integrated into the event name badges, allow free travel on local public transport for the duration of the event.

IMPROVING WASTE MANAGEMENT

The Facilities Management unit at Tampere Universities is committed to the continuous improvement of its operations and to reducing environmental impacts. The unit has implemented the EcoCompass environmental management system, which was certified in 2022 and successfully re-audited in the spring of 2025.



Tampere University has systematically developed its waste management processes, with a primary focus on increasing recycling rates. This has been achieved by relocating waste collection points to entrance areas and hallways and removing waste bins from individual offices. Collection points are centrally located in hallways and include separate bins for plastic, paper, cardboard and mixed waste. Additional bins for other waste types are provided where necessary. Collection points have also been used to share reusable items, such as books and office supplies. Waste volumes in 2025 were influenced by ongoing renovation and construction projects, during which items and furniture that do not meet current ergonomic standards were removed from use.

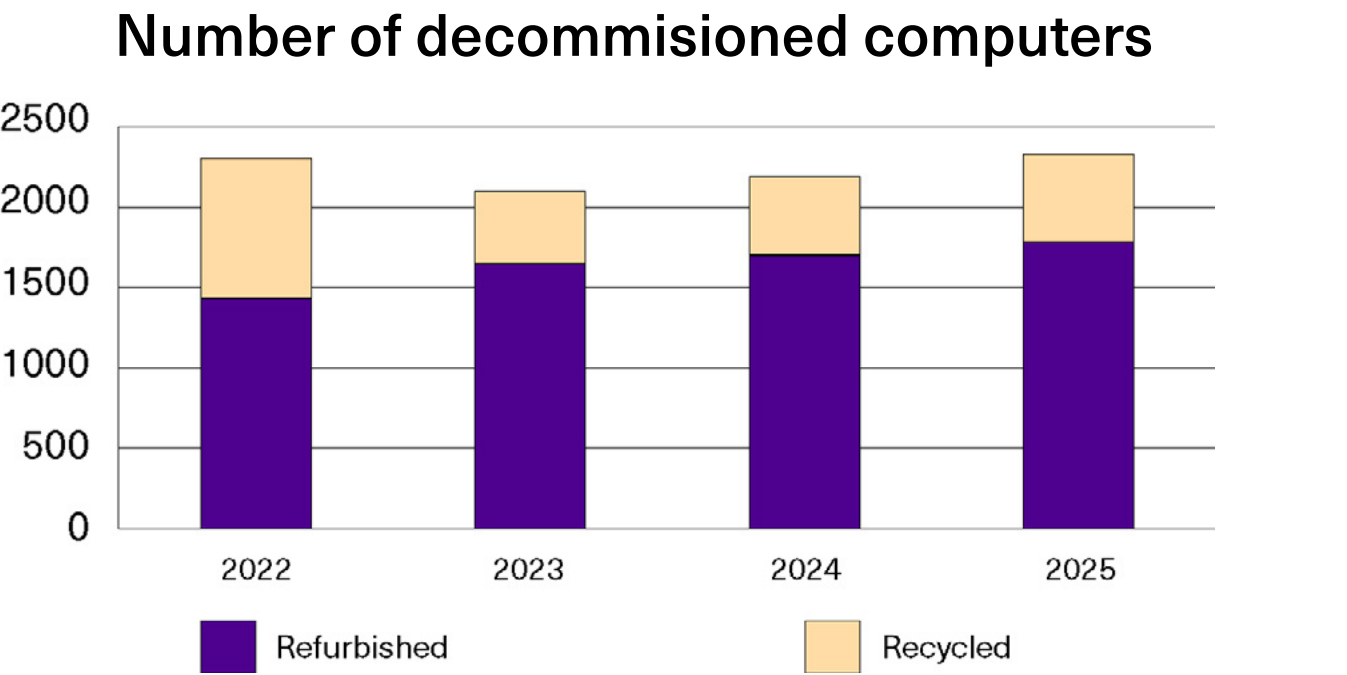
Waste type*)	Amount (t) 2024	Amount (t) 2025
Biowaste	127	203
Energy waste	109	33
Carton and cardboard	83	80
Paper	100	44
Sludge	82	16
Glass	14	12
Scrap metal	78	67
Plastic	15	28
Wood (wood waste, pallets and packaging)	134	141
Construction and demolition waste	43	77
Laboratory glass	2,3	1,8
WEEE	32	31
Mixed waste	230	279
Brick and concrete waste	100	57
Hazardous waste	1,6	8
Clinical and healthcare waste	8,3	6
Confidential paper waste	20	17
Sensitive waste	0,55	0,19
Yhteensä	1,180	1,100

*) Waste volumes also include waste generated by campus restaurants and other organisations subletting the University’s premises.

The University supports the reuse and recycling of household items and textiles by providing a dedicated recycling room on the city centre campus. Members of the university community may bring clean, usable clothing, household textiles and other items to the recycling room and take items free of charge. The international student association ESN-FINT manages the day-to-day operation of the recycling room.

DECOMMISSIONED IT EQUIPMENT

IT equipment that has reached the end of its lifecycle is centrally sold to an external partner for further processing. The partner ensures secure data handling and forwards devices suitable for continued use, while the remaining equipment is dismantled and their materials are recovered and reused. In 2025, approximately 2,300 computers were recycled within Tampere Universities, with around 77% reused as-is. These measures are estimated to have avoided approximately 600 tonnes of CO₂e emissions.



PROCUREMENT

In all procurement activities, we aim to ensure the efficient use of resources while making effective use of market competition. We are committed to conducting procurement in an ethical and environmentally sustainable manner. Our procurement processes are guided by the principles of equal and non-discriminatory treatment, transparency and openness. These processes are further supported by due diligence procedures, which form a core element of the University’s procurement risk management. As part of this, we conduct background checks and require documentation confirming contractors’ compliance with tax and social security obligations.

The faculties at Tampere University are also developing their procurement practices, including the introduction of criteria aimed at extending the lifecycle of equipment. For instance, the laboratories within the Faculty of Built Environment prioritise the modernisation of existing research equipment where feasible, instead of procuring new equipment. Similarly, the Laboratory Unit of the Faculty of Medicine and Health Technology operates a centralised procurement system for basic supplies through an ordering centre. This approach reduces the risk of items becoming obsolete or remaining unused, and the product range is regularly reviewed based on consumption data to minimise waste.

Sustainability and responsibility criteria are integrated into framework agreements, and compliance is actively monitored. In 2025, we initiated a project to review and further develop sustainability criteria that apply to our procurement activities.

Publication of procurement data

As the University’s procurement is funded by public resources, all activities are conducted in accordance with national public procurement legislation and the EU Public Procurement Directive. Tampere University was the first university in Finland to make its procurement data openly available in 2022. Information on procurement expenditure across the University’s units and faculties, along with supplier details, is publicly accessible online at tutkihankintoja.fi. In 2025, the University procured goods and services (including rental costs) amounting to approximately €115 million from 3,459 suppliers. The median invoice value was €302.

TRAVEL

In 2025, work-related travel accounted for approximately 9% of the University’s total carbon footprint, amounting to around 2,900 t CO₂e. Efforts to reduce the carbon footprint of travel have focused on the development of travel guidelines. The updated Travel Policy, implemented in the spring of 2025, allows staff to use ground-based travel options where appropriate. Many of the faculties have also placed increased emphasis on responsible travel, contributing to a reduction in travel-related emissions. For example, the faculties have introduced recommendations for minimising travel, combining trips and identifying alternative modes of transport. Compared to 2024, the share of air travel in total travel-related emissions decreased from 90% to 78%.

RESPONSIBLE INVESTMENT

Tampere University Foundation (operating as Tampere University) engages in investment activities to generate a positive real rate of return on its investment assets over the long term despite economic fluctuations and to enhance the Foundation’s financial stability and autonomy by enabling the provision of funding for the University’s academic activities and strategic development initiatives. The Foundation recognises its responsibility to ensure the continuity of its mission for future generations. This requires the responsible management of its investment assets and both short- and long-term risks.

In practice, responsible investment activities are guided by the principles approved by the Board of Tampere University Foundation and the University’s strategic commitment to promote sustainable development. Progress is monitored and reported annually on our website.

The Foundation invests primarily in fund-based instruments, where individual investment decisions are made by asset managers. Consequently, the assessment of responsibility focuses on reviewing and evaluating the principles and practices of our asset managers. We require that any

fund selected for the Foundation’s portfolio be managed by an asset manager who has signed the UN Principles for Responsible Investment (PRI, 2024) or follows an equivalent policy. The Foundation screens its investment portfolio annually and excludes companies that seriously violate the UN Global Compact principles or derive more than 25% of their revenue from coal or lignite production. The aim of

investment activities is to reduce the carbon intensity of the portfolio, support real-world impact and ensure that portfolio companies have set emission reduction targets in line with the Paris Agreement. The investment portfolio also includes holdings of other organisations within the Group (TAMK, Campusta Oy and the Scholarship Fund), accounting for approximately 4% of the total portfolio.

Carbon footprint metrics for the investment portfolio	2025	change 2022–2025
Coverage (%)	89	2 %
Carbon footprint (Scope 1 and Scope 2 emissions, tCO ₂ e)	10,400	-87 %
Relative carbon footprint (tCO ₂ e per €m invested)	25	-159 %
Carbon intensity (tCO ₂ e per €m turnover)	80	-106 %
Weighted average carbon intensity*)	65	-130 %

*) Carbon intensity * portfolio weight

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Appendix: Staff statistics 1/2

Person-years and staff structure	2025			2024		
Staff structure	women	men	total	women	men	total
Person-years	2,013	1,817	3,830	1,931	1,746	3,677
Teaching and research staff	1,102	1,293	2,395	1,044	1,238	2,282
Research career level 1	430	514	943	388	463	851
Research career level 2	278	331	609	262	313	576
Research career level 3	277	243	519	276	248	524
Research career level 4	91	177	268	86	173	259
Hourly paid teachers	27	29	56	32	40	72
Other specialist staff and support staff	839	502	1,341	818	487	1,306
Teacher training school staff	72	22	94	69	22	90
Number of full-time and part-time staff	women	men	total	women	men	total
Full-time	1,819	1,610	3,429	1,741	1,534	3,275
Part-time	471	527	998	470	450	920
Average age of staff and age distribution	women	men	total	women	men	total
Average age	42,3	40	41,2	42,5	40,6	41,6
20–29	10 %	11 %	21 %	9 %	10 %	19 %
30–39	14 %	13 %	27 %	13 %	14 %	27 %
40–49	15 %	11 %	26 %	15 %	12 %	27 %
50–59	10 %	7 %	17 %	10 %	7 %	17 %
60–69	5 %	4 %	9 %	5 %	4 %	9 %
70+	0 %	0 %	0 %	0 %	0 %	0 %

Person-years and staff structure	2025			2024		
Number of international staff by staff group	women	men	total	women	men	total
Teaching and research staff	327	594	921	304	542	846
Research career level 1	180	303	483	162	263	425
Research career level 2	77	167	244	74	146	220
Research career level 3	25	46	71	28	46	74
Research career level 4	8	23	31	7	17	24
Other specialist staff and support staff	9	7	16	6	9	15
Teacher training school staff	0	1	1	0	1	1
Retirement	women	men	total	women	men	total
Number of retirees	21	23	44	20	30	50
Average age of retirement	65,6	65,7	65,7	64,7	65,8	65,4



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Appendix: Staff statistics 2/2

Salaries	2025	2024	2023
Total salaries and fees during the financial year (€)	251,861,229	236,851,544	233,165,000
Share of bonuses of total salary costs (no staff bonus scheme)	-	-	-
Average salary of women compared to men (%)			
Teaching and research staff	96,3 %	96,2 %	95,6 %
Research career level 1	98,9 %	99,3 %	99,4 %
Research career level 2	96,5 %	96,6 %	96,5 %
Research career level 3	97,1 %	95,5 %	94,7 %
Research career level 4	95,7 %	95,4 %	95,5 %
Other specialist staff and support staff	89,2 %	89,0 %	87,5 %
Teacher training school staff	98,3 %	91,8 %	94,8 %
All staff	95,3 %	94,8 %	93,9 %

Occupational well-being	2025	2024	2023
Varma's staff well-being survey*			
Total index (scale 1-5)	3.86		3.72
Perceived work capability (scale 1-10)	8.07		7.87
eNPS	+11	-8	-28

*The survey is conducted every two years.

