

Sustainability Report 2025

Reporting period 1 Jan–31 Dec 2025 | Arene reporting model | CSRD/ESG framework

Governance and management

Education	Advanced (4)
RDI	Advanced (4)
Management and staff	Advanced (4)
Climate and nature work	Managed (3)

Target 2030: Strategic (5) in all areas

Risk Management

- Have Your Say at Humak feedback channel: 51 initiatives from Humak staff
- 78 % of initiatives related to sustainability
- Cultural and social sustainability featured most
- Risk management plan to be drawn up in 2026

Environmental responsibility and carbon footprint

671 tCO₂e carbon footprint (Scope 3)	-1,7% change on previous year
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- Largest source of emissions: procurement
- Travel emissions fell in 2025
- Travel policy to be updated in 2026

Humanistinen ammattikorkeakoulu – Humak

Strategy and value chain

”With people, building a sustainable tomorrow”
- Strategy 2025–2030

A Sustainably Communal Humak -
sustainable development programme 2023–2030

Four cross-cutting themes

A more sustainable world

Thriving communities

Youth and participation

Arts and culture as
a force for change

Social responsibility | Staff

189
employees

A+
PeoplePower Index

- 92 % can carry out their work in an environmentally sustainable way (2024: 87%)
- Staff’s greatest strength is dedication – work is felt to be meaningful

Social responsibility | Students

2 859
degree students

6 549
other students

- 645 student union members
- Student satisfaction: UAS 5.4 | Master’s 5.6 (scale 1–7)
- School to Belong certificate awarded in 2025
- Harmful loneliness: 30% (other UAS average: 33%)

The handprint of education

10 ECTS

sustainable development
studies for all UAS
students

42

courses supporting
sustainability (curriculum
mapping)

AVOP 2025 – sustainability competence (scale 1–7):

Sustainable development competence has
increased: **5.5** (national UAS average 5.4)

Motivation to promote sustainability in working
life: **5.6** (national UAS average 5.4)

- About 2/3 of theses relate to sustainability
- AVOP Thesis question group: rank 1/22 (field-adjusted)

The handprint of RDI activities

50

RDI projects – SDG target
identified in 100%

34%

sustainability-related
publications

Cultural: 96%

Social: 94%

Economic: 70%

Ecological: 12%

- 94 partners (26 domestic, 68 international)
- Stakeholder survey (scale 1–5):
 - Collaboration skills 4.7
 - Reliability 4.6
 - Expertise 4.6
 - Usefulness 4.4

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