

SUSTAINABILITY

JORMA MIKKONEN
SVP, SUSTAINABILITY &
PUBLIC AFFAIRS



HILPPA RAUTPALO
SVP, HUMAN RESOURCES





SUSTAINABILITY

**TURNING
CIRCULAR
ECONOMY
INTO REALITY**



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TOGETHER TOWARDS FULL CIRCULARITY

Together with our customers, we work to mitigate climate change and the loss of biodiversity. Our role is to keep materials in circulation for as long as possible and provide solutions for the sustainable use of the built environment.

SUSTAINABILITY PROGRAMME

CUSTOMERS

TURNING
CIRCULAR
ECONOMY
INTO REALITY

OWN
OPERATIONS

SUPPLY
CHAIN

GOOD GOVERNANCE

We act appropriately and transparently throughout the value chain.

EMPLOYED BY TOMORROW

At L&T, everyone is free to be themselves. We treat each other and our suppliers fairly. We want our employees to enjoy good health and well-being, which is why we invest in well-being at work and occupational safety.



STRONG ENVIRONMENTAL SUSTAINABILITY PERFORMANCE

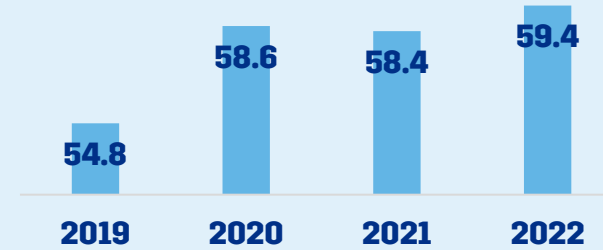
RECYCLING RATE HAS INCREASED

8%

SINCE 2019



RECYCLING RATE (%)



OUR TARGET 2030

70%

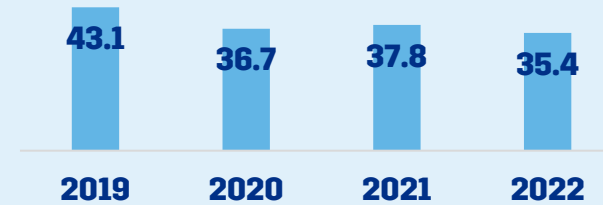
CARBON FOOTPRINT HAS DECREASED

18%

SINCE 2019



CARBON FOOTPRINT (SCOPE 1&2 KTCO2-EKV.)



OUR TARGET 2030

38%

REDUCED EMISSIONS

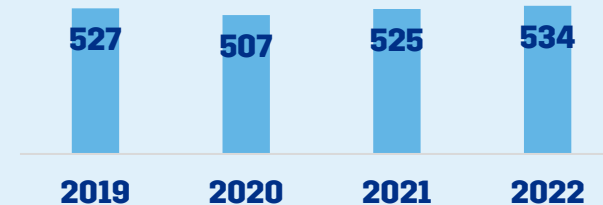
CARBON HANDPRINT HAS INCREASED

1.3%

SINCE 2019



CARBON HANDPRINT (KTCO2-EKV.)



OUR TARGET 2030

CARBON HANDPRINT GROWS FASTER THAN NET SALES



Committed to the UN Global Compact goals



Our climate target has been scientifically validated



We are committed to the Sustainable Development Goals





NOW WE ARE ON OUR WAY TO
NET ZERO

**AS THE FIRST CIRCULAR ECONOMY
COMPANY IN FINLAND**

- The target applies to the entire value chain
- Our aim is to reduce emissions by 90% from the 2022 baseline by the year 2045

L&T'S CLIMATE IMPACT IS POSITIVE

Energy efficiency & renewable fuels

CARBON HANDPRINT
Emissions avoided together with our customers
534,500
tnCO2 ekv.

Recycling

Own operations

CARBON FOOTPRINT
300,900
tnCO2 ekv.

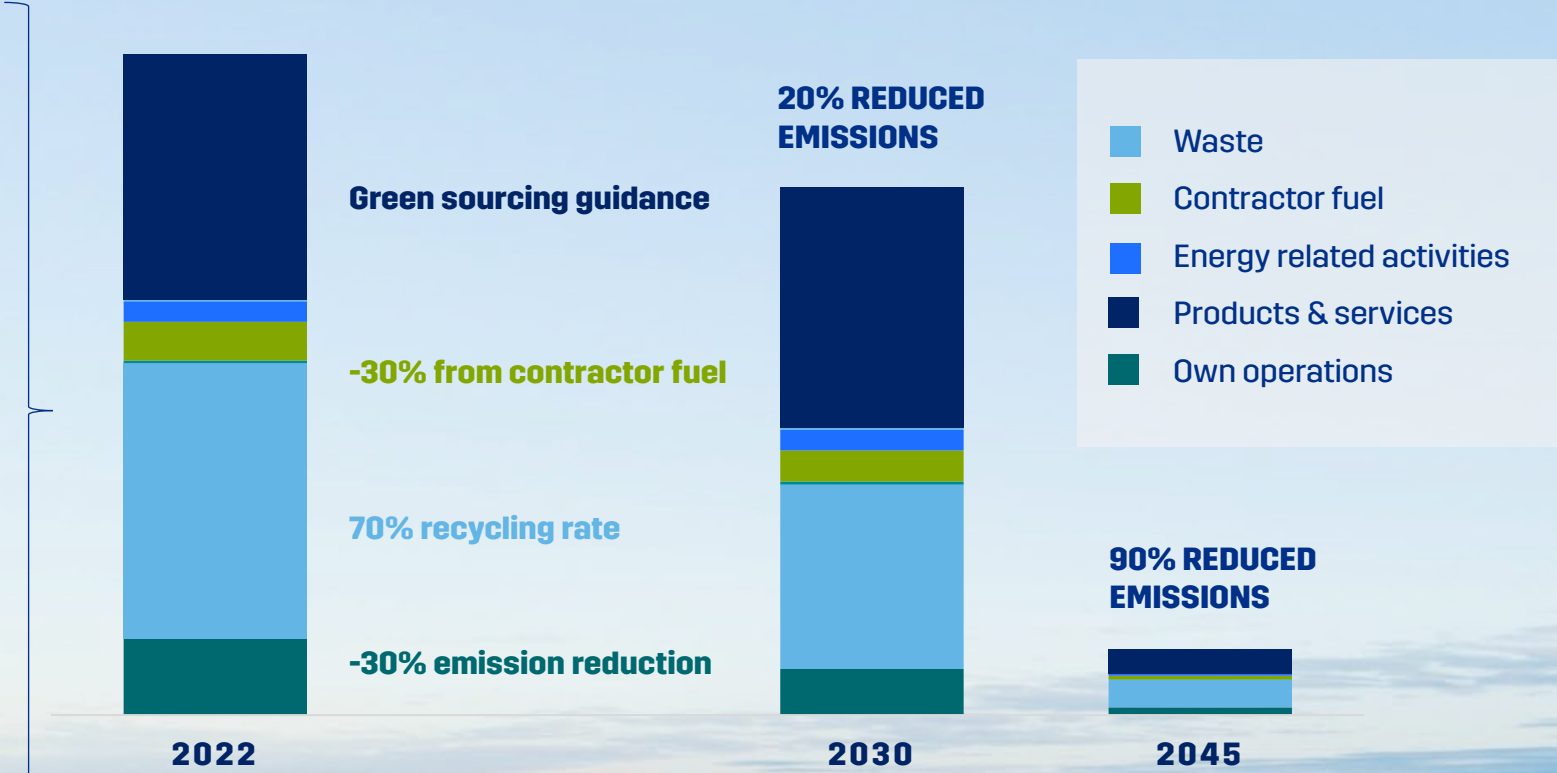
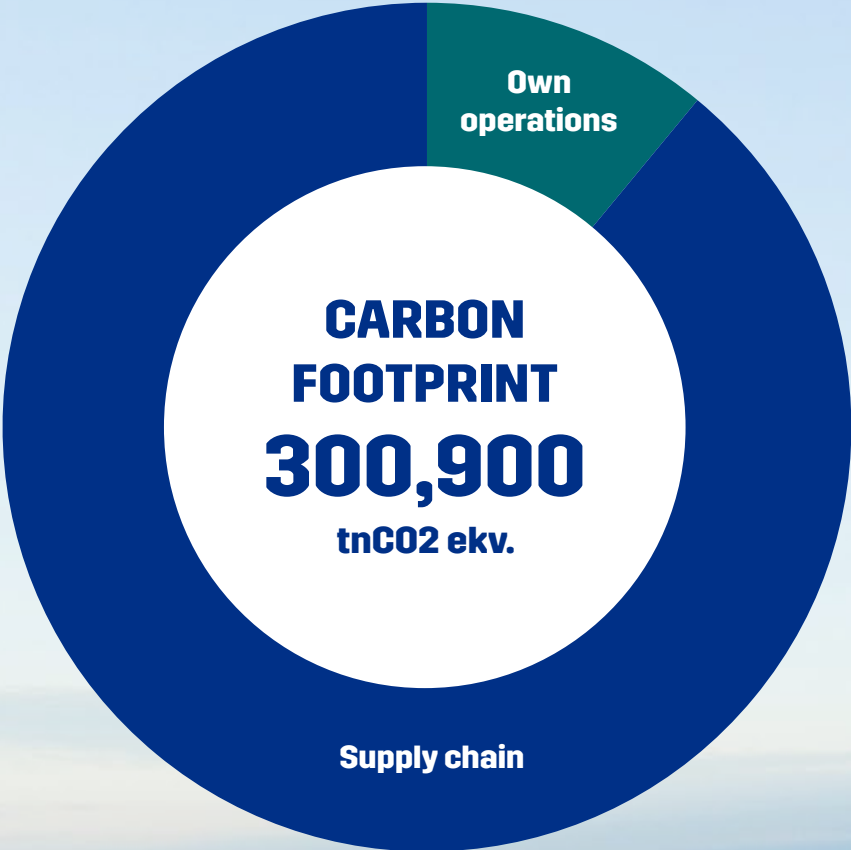
Supply chain



L&T'S CARBON HANDPRINT EQUALS THE EMISSIONS OF 77,000 FINNS



ON OUR WAY TO NET ZERO 2045





**WE ARE EMPLOYED BY
TOMORROW**



LEADING A DIVERSE WORKFORCE WITH WELL-BEING AND SAFETY IN FOCUS



ENVIRONMENTAL SERVICES
INDUSTRIAL SERVICES

FACILITY SERVICES FINLAND
FACILITY SERVICES SWEDEN



AGE DISTRIBUTION

15 - 77 y.

2022

NATIONALITIES

87

2022

WORK SAFETY TRIF

23

Q1-3/2023

OCCUPATIONAL HEALTH%*

48

Q1-3/2023

SICKNESS- RELATED ABSENCE%

4.9

Q1-3/2023

SUPERVISOR INDEX

37

2023

AVERAGE RETIREMENT AGE

63.8

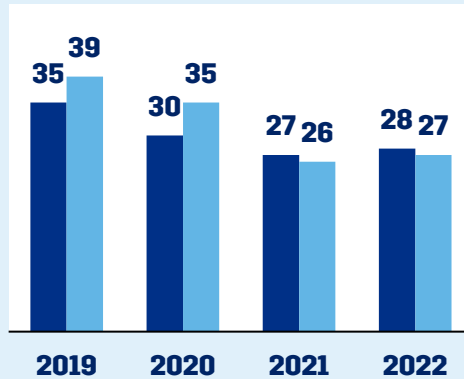
2022

*48 percent of L&T personnel had no sickness-related absences in January-September

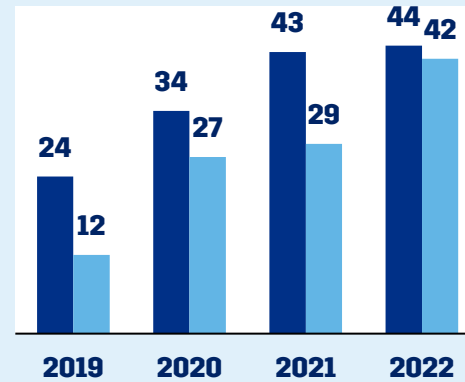
KEY PERSONNEL METRICS DEVELOPING IN LINE WITH TARGETS

Circular economy business

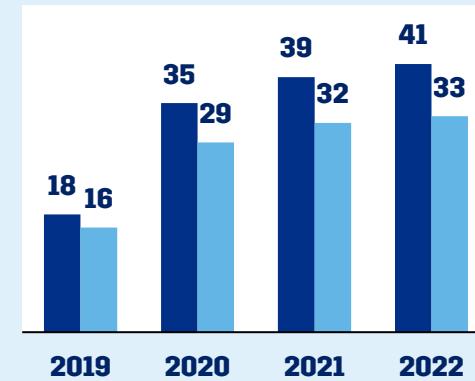
TRIF



Supervisor index



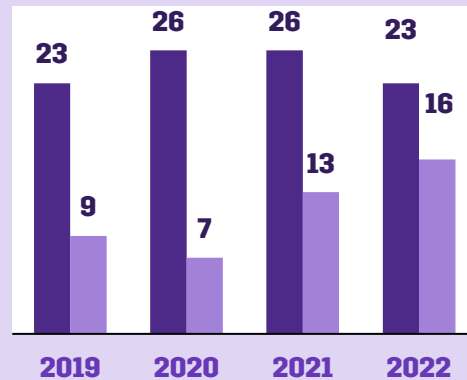
eNPS



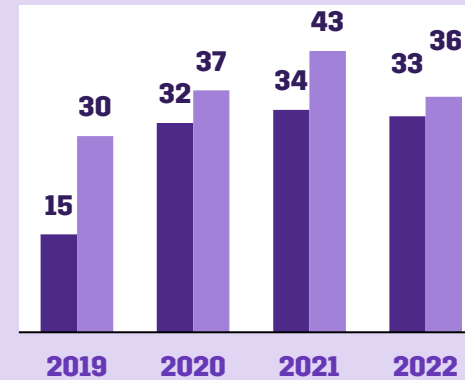
ENVIRONMENTAL SERVICES
INDUSTRIAL SERVICES

Facility business

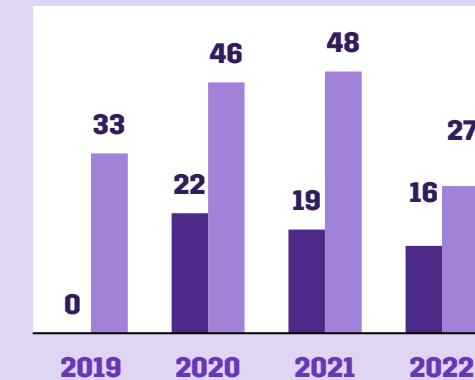
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Supervisor index



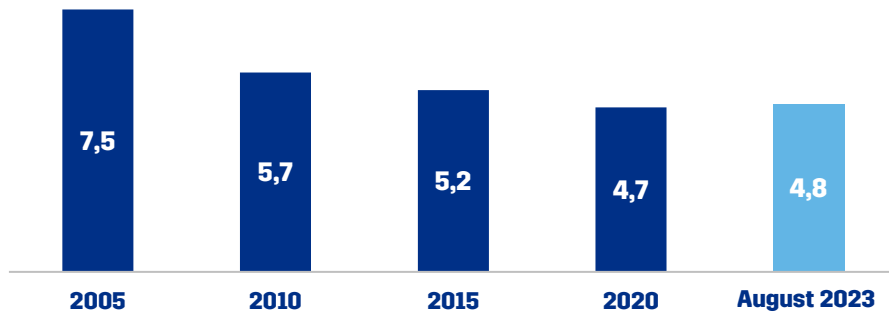
eNPS



FACILITY SERVICES FINLAND
FACILITY SERVICES SWEDEN

HEALTH AND WELL-BEING FOCUS REDUCES THE COST OF LOST LABOUR INPUT

Sickness-related absences*
(%)

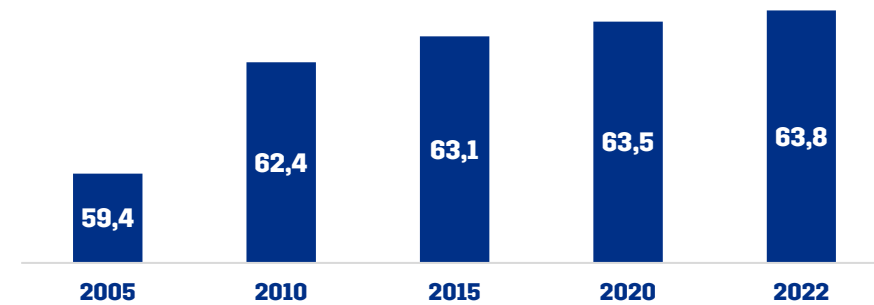


With the help of diverse measures to promote health and work ability, we have reduced the sickness absence rate by

2.7 percentage points.

With this we have saved more than € 6 M.

Average retirement age*



L&T has been actively working to increase the average retirement age of its employees. Through various support measures, we have succeeded in increasing our retirement age (including old-age pensions and disability pensions) by

4.4 years.

*Numbers include operations in Finland

SYSTEMATIC DEVELOPMENT OF EMPLOYEE EXPERIENCE THROUGH THE EMPLOYMENT LIFECYCLE



RECRUITMENT

EMPLOYMENT: RETENTION AND WELL-BEING

EXTENDING CAREERS

Co-operation with municipal and governmental officials and educational institutions

Supervisor and managerial support

Promoting well-being

Employer branding and digitalisation: digital tools for recruitment, induction and managing the employment lifecycle

Sustainable recruitment from abroad (e.g. the Philippines)

On-the-job learning and career paths

Work safety

**Part-time work,
Job curving**

TURNING CIRCULAR ECONOMY INTO REALITY

**TOGETHER
TOWARDS FULL
CIRCULARITY**



**EMPLOYED BY
TOMORROW**





THANK YOU



