



HANKEN

CLIMATE ACTION PLAN 2025-2030

established 3.12.2025

Towards carbon neutrality and nature positivity

- Our overall aim is to reduce climate and environmental impacts, strive for nature positivity, and support national and international environmental and climate goals. This is a long-term process and will not end in 2030 – rather it will continue to 2050 and beyond.*
- Hanken is committed to becoming carbon neutral by 2030 in Scope 1 and Scope 2 emissions.
- We will also aim to halve emissions from our value chain (Scope 3 Upstream) by 2030.
- For our investment portfolio (Scope 3 Downstream) we will be setting a separate goal, action and emission offsetting plan during 2026.
- Additionally, we will work towards understanding the environmental handprint of our research and education.

*Considering the nature of operations at Hanken as well as the time horizon of our Strategy, a Climate Action Plan with shorter time horizon is deemed more meaningful at this point.



Guiding principles of the Climate Action Plan

1. Avoid and minimise Hanken's climate and ecological footprint
2. Restore environment when possible
3. The plan focuses on areas where Hanken has operational control or influence
4. We will keep monitoring the development of carbon emission offsetting and ecological compensation schemes

We acknowledge that some emission reduction actions may increase environmental impacts in some respects. Understanding better our ecological and biodiversity footprint is our future objective.



EMISSION REDUCTION ACTIONS



Green buildings

- **Refrigerants:**
 - Change to refrigerants with smaller global warming potential and change of equipment at the end of life (2025-2030)
- **Energy:**
 - Adjust lights' and screens' operating time (2025)
 - Maintain carbon neutral electricity and heating contracts (2026)
 - Set indoor temperatures according to need and use (2025-2030)
 - Set air doors / curtains to avoid loss of heat (2025-2030)
 - Implement recommendations from the Net Zero Carbon Audit Report of Hanken buildings (2025-2030)
 - Optimise the use of teaching and office space (2025-2030)
 - At least 15 % of total electricity use (purchased +solar) is produced by own solar panels (2025-2030)
- **Waste management:**
 - Standardise waste collection opportunities at the waste collection points (2025)
 - Decrease the amount of mixed waste (2025-2030)
 - Decrease food waste (2025-2030)



Responsible consumption

- **Purchased goods and services:**
 - Update procurement guidelines to include sustainability criteria (2026)
 - Develop circular economy models at Hanken (2026)
 - Develop internal carbon credit system for particular emission categories (2027-2030)
- **IT:**
 - Develop clear IT guidelines considering sustainability aspects (2026)
 - Develop circular economy models for IT (2026)
 - Invest in an IT Asset management system (2026-2027)
 - Invest in virtual meetings and organise engaging hybrid or online events (2025-2030)
- **Food:**
 - Procurement of Hanken restaurant services (2025)
 - Update the guidelines for event catering (2026)
- **Paper:**
 - Purchase eco-certified paper (2025-2030)



Responsible travel and commuting

- **Business travel:**
 - Update the travel instructions (2026)
 - Develop internal carbon credit system for particular emission categories (2027-2030)
 - Dialogue with the travel agency (2025-2030)
- **Exchange studies:**
 - Raising awareness of students to travel land-based (2026)
- **Commuting:**
 - Develop information package (website) for guests (2025)
 - Introduce commuting benefits for staff (2026)
 - Campaign for sustainable commuting with staff and students (2026)
 - Invest in biking facilities for staff and students (2026-2030)
- **Other:**
 - Allowing people to work remotely (2025-2030)
 - Not offering car parking for anyone (or allow only for electronic vehicles in interim before turning the yard for people and bikes) (2025-2030)



Responsible investments

- **Investment portfolio:**
 - Set environmental performance goal, and an action and emission offsetting plan for Hanken's investment portfolio (2026)

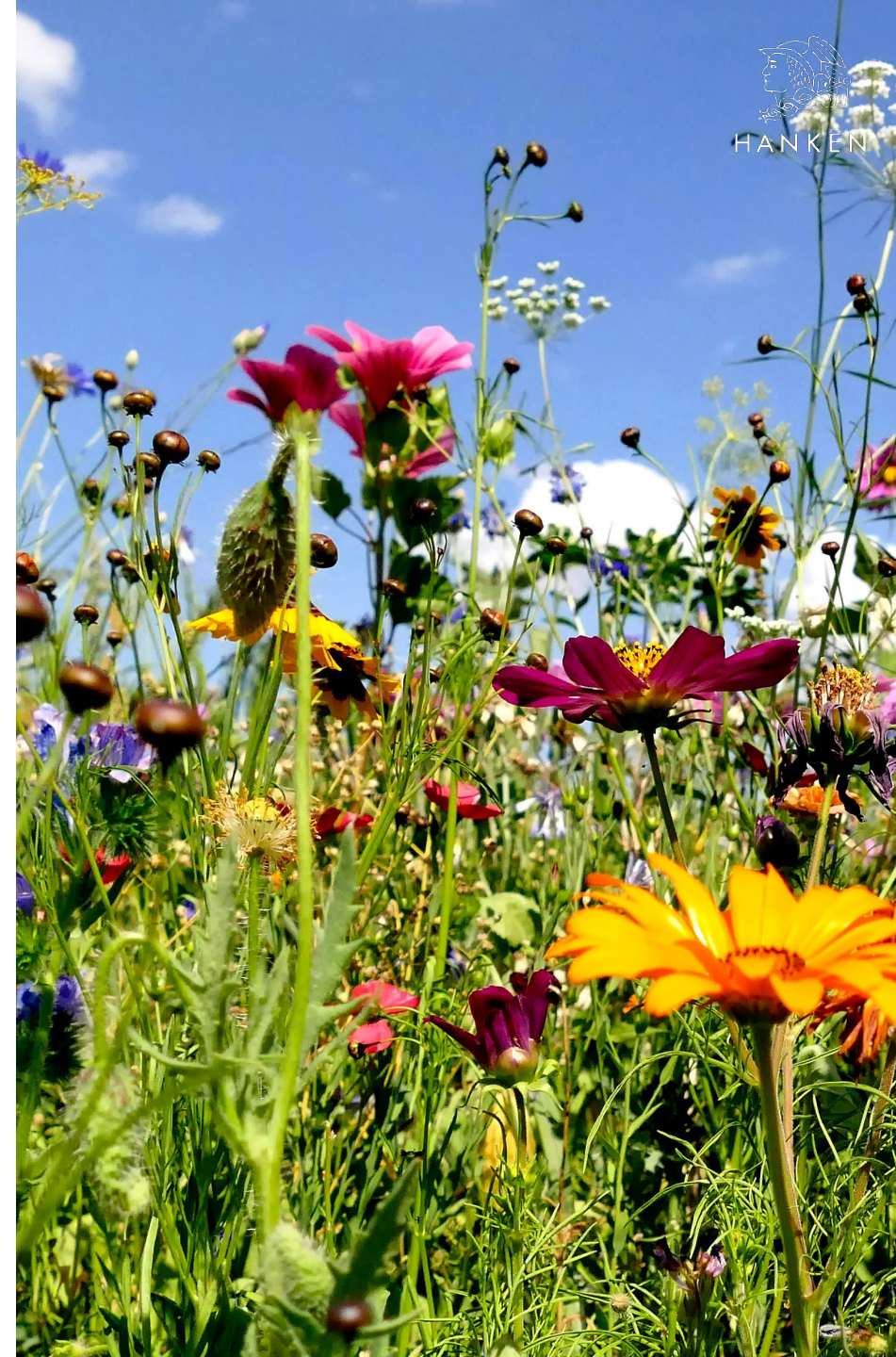


ADAPTATION ACTIONS



Climate change adaptation

- **Impacts:**
 - Assess climate change impacts to Hanken (2027)
- **Flood and stormwater:**
 - Assess the need for preventive action to manage future floods and stormwater (2027)
- **Heat and heatwaves:**
 - Set indoor temperatures according to need and use (2025-2030)
- **Biodiversity:**
 - Develop approach to measuring ecological/biodiversity footprint and conserving biodiversity (2025-2026)
 - Implement biodiversity conservation measures and restore the environment, when possible, as outlined in the Biodiversity Action Plan (2026-2027)
 - Consider ecological compensation (2028-2030)



CROSS CUTTING ACTIONS



Monitoring, reporting and evaluation

- **Monitoring:**
 - Develop data collection methods and data quality for carbon footprint calculation (2025-2030)
 - Annual monitoring of climate footprint status (2025-2030)
 - Bi-annual monitoring of ecological/biodiversity footprint status (2025-2030)
 - Annual monitoring of the status of the Climate Action Plan implementation (2025-2030)
- **Reporting:**
 - Annual reporting of climate footprint (2025-2030)
- **Evaluation:**
 - Assess the effectiveness of the Climate Action Plan (2025-2030)



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