Sustainability at Lujatalo



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Sustainability is linked to everything we do



Harri Savolainen

CEO

Lujatalo builds long-lasting spaces and environments for people and communities. Sustainability guides us throughout the entire lifecycle of a project: we design energy-efficient, durable and adaptable buildings that stand the test of time and use. We ensure safe construction sites, responsible procurement and that our work creates value for both our clients and the environment. For us, sustainability is not an addition. It is part of the way we build at Lujatalo.



Arto Vänttilä

Environmental Manager

For us at Lujatalo, it is important that environmental issues are reflected in our practical work and do not remain just goals. At construction sites, this means, for example, reducing material waste, careful sorting and using low-emission forms of energy in heating and other energy consumption. Small everyday choices ultimately have a big impact.

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Responsibility is at the heart of our operations

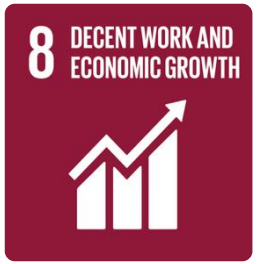
- Sustainability is not a separate project, but an integral part of our strategy.
- The environment and the principles of sustainable development are taken into account in business operations.
- Lujatalo is committed to the Green Deal agreements for plastics and equipment.
- At our construction sites, we use carbon-neutral energy in electricity, district heating and fuel oil.
- We are committed to our values and Code of Conduct. We also require our partners to operate ethically and responsibly.
- We are constantly striving to improve the well-being of our personnel at work and in their free time.
- We do not tolerate any form of discrimination, harassment or inappropriate behaviour in the workplace.
- We invest in long-term and responsible partnerships and high-quality cooperation.

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We have tied our sustainable development measures to the goals of the UN's 2030 Agenda



We promote the health and well-being of our personnel. Occupational safety is the foundation of everything we do.



We meet our customers' needs and create added value. Our business is financially profitable, customer-centric and innovative.



We reduce the harmful environmental impacts of cities and promote biodiversity.



We create sustainable products, apartments and business premises by promoting environmentally friendly construction, improving recycling and sorting, and increasing certified and taxonomy-aligned projects.



We strive for carbon-neutral products and operations while using natural resources responsibly.







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Lujatalo's sustainability key factors

ENVIRONMENTAL

- On our construction sites, we use carbon-neutral energy sources for electricity, district heating and fuel oil.
- Our goal is a mixed-waste-free construction site.
- By 2030, we will phase out the use of fuel-oil heaters.
- We are committed to the Green Deals agreements for construction machinery and plastics recycling.
- We use renewable energy sources for heating the apartment buildings we construct.
- We care about the ecology of our projects and take biodiversity into account in our solutions.
- Our goal is to build all own-development residential and commercial projects to the highest A energy class.
- We have experience with all environmental certification systems commonly used in Finland and deliver projects according to the certification level selected by the client.



SOCIAL

- Zero accidents guide our operations.
- We do not accept any discrimination, harassment or inappropriate conduct in the workplace.
- Our employees continuously learn and develop.
- Safety observations are easy for everyone working on our sites, and we track them to prevent accidents.
- We invest in employee well-being at work and in leisure time.

GOVERNANCE

- Our leadership approach is participative.
- We uphold our Luja values and strictly follow our Code of Conduct. We require the same from our partners.
- We manage our partnerships diligently and accept only fair competition.
- We only approve partners that meet Vastuu Group requirements.
- We monitor our own operations through internal audits.

MEMBER OF GREEN BUILDING COUNCIL FINLAND

MADE IN FINLAND

Lujatalo

lujatalo.fi/vastuullisuus/responsibility-and-sustainability

Our approach to responsible construction

As a Finnish family-owned company, Lujatalo builds responsibly with a long-term perspective. We are committed to systematically reducing the carbon footprint of our construction activities and operations, delivering energy-efficient and durable solutions, providing a safe and inclusive working environment, and supporting the skills and well-being of our employees.



Environmental responsibility

At Lujatalo, environmental responsibility is reflected in practical choices at construction sites, procurements and project planning. Our goal is to reduce the environmental impact of construction and to develop our operations in the long term throughout the building's life cycle.

In practice, this means promoting energy-efficient and low-carbon solutions, material efficiency, developing waste sorting and recycling, and taking environmental classifications, EU taxonomy requirements and customers' sustainability goals into account in our projects.

From 2025 onwards, we will annually calculate our company's carbon footprint, also taking into account the most significant Scope 3 emissions in the value chain. Based on the results, we will identify our most important emission sources and draw up measures to reduce them.



Social responsibility

For Lujatalo, social responsibility means safe workplaces, continuous competence development and responsible cooperation. Our responsibility extends beyond our employees to our customers, partners and local communities.

We develop our employees' skills through our Luja Academies and support future construction professionals through the Luja Väylä internship programme for higher education students.

Occupational safety is the foundation of all our operations. We have developed our safety culture in the long term, which is also reflected in the results: our accident frequency rate (LTIF) decreased to 7.9 in 2025. Continuous improvement of safety is part of our daily operations at all construction sites and locations.



Financial Responsibility and Good Governance

Our operations are based on good governance, participatory management, fair competition and ethical practices. We continuously develop our operations to ensure efficient operating models, high-quality implementation and responding to the needs of our customers. We take care of data security and the processing of personal data responsibly, and we ensure that the data is only available to those who need it in their work.

Only a financially viable and competitive company can bear its responsibility towards its stakeholders and society. We see financial responsibility as a foundation for environmental and social responsibility and good governance.

Profitable business enables investments in the competence of our personnel, occupational safety and the development of operations. Our goal is to ensure the continuity of our operations for future generations as well.

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Sustainability goals and indicators

Environmental*	Indicator	2024	2025	Target 2028
Circular Economy	Recycling Rate (%)	48	52	70
Waste Sorting	Sorting Rate (%)	75	78	90
Social	**Indicator**	**2024**	**2025**	**Target 2028**
Occupational Safety	Accident Frequency (LTIF)	16,4	7,9	5
	Serious Accidents	7	1	0
Employee Experience	Employee Net Promoter Score (eNPS)	35	40	45
	Leadership Index (0-100)	70,4	71,6	73
Equality	Share of Women in Personnel (%)	15,04	16,39	-
	Share of Women in Management Positions (%)	8,2	7,76	-
	General Representation Gap in Management Positions (percentage points)	6,84	8,63	< 4
Customer Satisfaction	Net Satisfaction Index (NSI)	50	45	60
	EPSI Rating	75,8	79	82
Student Cooperation	Trainee Index (Number of Trainees / Number of Sites)	2,81	0,93	2
	Universum Employer Ranking among Construction Companies (Technology Students)	3.	3.	2.
Employee Development	Training Hours per Employee (Training Hours / Number of Employees)	8,03	12,6	20
Governance	**Indicator**	**2024**	**2025**	**Target 2028**
Combating the Shadow Economy	Code of Conduct Training (new)			100%

*The reported figures do not include demolition waste or soil materials recycled by demolition contractors.

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Our role in society

The built environment forms a large part of the national wealth. We want to be involved in building a sustainable society and supporting the well-being of children, families and the environment.

Children of the Station

We support the well-being of children and young people and a safe everyday life.

The Federation of Mother and Child Homes and Shelters

We support the well-being of families and help prevent violence.

John Nurminen Foundation

We promote the protection of the Baltic Sea and the health of our waterways.

The Finnish Work association

We contribute to creating jobs, developing skills and promoting well-being in Finland.

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Cool people don't bully, they build!

Cool people “Tough Guys” don't bully, but build! campaign can be seen at all Lujatalo school and daycare centre construction sites. The campaign emphasises the importance of a safe and encouraging learning environment for children and young people.





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Industry Development and Sustainability

We actively develop our operations together with leading companies in the industry, research organisations and customers. Together, we are building a more sustainable, safer and lower-emission construction industry.

Confederation of Finnish Construction Industries (CFCI)	Building 2030 - consortium	LYRA project	Green Building Council Finland	Suomen Vahvimmat Platinum Rating
As a member of the Confederation of Finnish Construction Industries, we participate in the development of safety and security culture in the construction industry. Our goal is to prevent accidents and strengthen safety thinking at all our construction sites and operations.	We are participating in the Building 2030 consortium, in which Aalto University and leading companies in the construction industry are developing a common vision for a sustainable and renewing construction industry in the future.	We participate in the LYRA project, which focuses on developing value creation management and sustainability in the construction industry. The project aims to increase the value that construction projects create for customers and society.	We promote low-carbon construction and the circular economy in line with the construction industry's shared goals. We are committed to the Green Deal agreement on plastics in construction and are working towards zero-emission construction sites.	Lujatalo has been awarded the Suomen Vahvimmat Platinum rating. The rating reflects long-term financial stability, reliability and the ability to meet its commitments.

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Lujatalo

L U J A T

Excessive risks and Debts are avoided

You can trust that your project will be carried out in a controlled and safe manner without any additional risks.

We renew and develop

You get modern and constantly improving solutions that meet the needs of the future.

Our leadership approach is inclusive

You are kept involved and heard – cooperation is open and smooth throughout the project.

The customer is key to

The solutions are made based on your needs – with the aim of achieving the best possible outcome for you.

Efficiency and profitability is our lifeblood

Your project will be carried out cost-effectively and on schedule.

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