

Lahti – Enduring Change

Ecological sustainability The basis of all sustainability

Climate-neutrality Biodiversity From linear to circular economy























Social sustainability Good and meaningful everyday life

Education Employment Inclusion











Economic sustainability

Balanced economic growth without indebtedness and overspending







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A sustainable city is a better city

ahti is Finland's leading green city and a trailblazer among European sustainable metropoles. As most Europeans live in cities the size of Lahti, we set an excellent example to an enormous number of people.

The city has been taking determined steps to promote sustainability for decades. In the 1970s, we launched an ambitious water resources management programme to stop the eutrophication of Lake Vesijärvi.

The journey that started with the preservation of the lake beloved by our residents earned Lahti the title of European Green Capital in 2021. Lahti was nominated one of Europe's top one hundred climate-neutral and smart cities in 2022.

Sustainability has become a principle that penetrates all of the city's activities. We pay equal and simultaneous attention to the environment, people and the economy as we are building a bright future.

A city exists for its residents, and from the perspective of Lahti, a sustainable city is a better city. As a pioneer, we encourage others and stand out as an attractive living environment and an enticing location for business and investment.

Pekka Timonen

Mayor



Sustainable city corporate group

he City of Lahti's subsidiaries implement sustainable action through management and everyday operation. By means of corporate governance, the city sets sustainable goals and guides companies to actively communicate the results of their social responsibility actions. The systematic management and reporting of responsibility matters is constantly developed as part of the city's corporate governance and by its subsidiaries.

The Lahti Group is committed to sustainable development and aims at net zero emissions by 2025. In 2022, the group companies prepared emission calculations, reported any emission compensations and drew up detailed plans to achieve low-carbon or climate-neutral operations.

Employment and education lay the foundation for social sustainability. One of the goals set for our subsidiaries is to facilitate the employment of students and the unemployed. Lahti

Read the Lahti Group's finance and operations monitoring reports at lahti.fi/kaupunki-ja-paatoksenteko/talous/

Group companies engage in active cooperation with the region's education institutions and create pathways to employment by hiring trainees, summer employees and thesis workers.

Our corporate governance places emphasis on ensuring good governance at companies and monitoring their financial position. The companies' financial position is monitored through quarterly reports on finance and operations.

Mika Mäkinen

Director of Group Services



Lahti in figures

120200

residents

7900 companies

48 800 jobs

Lahti Group

3700

people employed by the City of Lahti

11 000 employees in the Lahti Group

50 entities in the Lahti Group

Summary



Metrics indicating positive trends



Lahti strives for climate-neutrality by 2025. By 2021, greenhouse gas emissions in the Lahti region had been reduced by approximately 70 per cent from the level of 1990.



Lahti residents' level of education keeps rising. The number of uneducated people reduced by 18 per cent while the number of people with tertiary education increased by 22.5 per cent in 2010–2021. However, in comparison to other large cities, the level of education in Lahti is still low.



The city's financial statements for 2022 are positive. The cash flow was sufficient to cover the city's net investments in 2021–2022.



Metrics indicating needs for development



Biodiversity must be strengthened. Nature reserves account for only 2 per cent of the city's surface area, while the target for 2030 is 5 per cent.



Our employment rate has developed positively. Nevertheless, when comparing overall unemployment in the 12 largest Finnish cities, Lahti's performance is still one of the poorest. In addition, social exclusion is on the rise among certain youth groups.



The city's economy suffers from a sustainability issue caused by a structural imbalance in income and expenditure. This results in pressure to increase debt.



























No forest without trees, no people without nature

cological sustainability is the fundamental precondition of sustainable development. It not only requires preserving biodiversity and the functionality of ecosystems but also adapting human activities to the limits of nature's carrying capacity.

The city's role in ecological sustainability is focused on land use solutions, sustainable mobility and energy production, and encouraging residents to adapt a sustainable lifestyle. Climate-friendly choices in everyday life contribute to achieving significant impacts.

The city provides residents with guidance and advice through gamification, for example.

Our new operating models include the Climate Campaigners app that Lahti residents can download on their phones. It enables residents to track their personal carbon footprint and take everyday climate actions. The application presents daily challenges that provide real-time information about the impact of climate actions on the user's carbon footprint.

Our aim is to show in various ways that a sustainable lifestyle is achievable on everyone's own terms without compromising the quality of life.

Elina Ojala

Environmental Director



Lahti strives for climateneutrality by 2025



"Climate work promotes public health and generates financial savings in the long term. At the same time, it improves the quality of life for everyone."

Aino Kulonen Environmental Coordinator

inland's leading green city Lahti strives for net-zero emissions by 2025 as the first major city in Finland.

In 2022, Lahti was admitted into the EU's Cities Mission as one of Europe's top one hundred climate-neutral and smart cities. This programme run by the European Commission provides direct support to our environmental objectives.

The climate-neutrality of Lahti means cutting emissions produced in the region by 80 per cent from the level of 1990. The remaining emissions are sequestered by the region's carbon sinks or compensated for. In 2021, Lahti generated approximately 70 per cent less emissions than in 1990.

The primary reason for the rapid reduction in emissions lies in the replacement of the district heat production method. One of the Lahti Group companies, energy supplier Lahti Energia, discontinued coal combustion in the production of district heat in spring 2019.

Going forward, it will no longer be possible to solve emissions issues with a single sizeable measure. Instead, considerable impacts will be achieved through accumulated small reductions in both the production and consumption sectors.

The main concern among emission sources is transport, the emissions of which have not decreased remarkably. The reduction of transport

emissions is implemented in two key areas, one of which has to do with a shift in transport modes and the other with the transition to electric transport. The modal shift means replacing private car use with more sustainable alternatives, such as public transport, walking, cycling or the Mankeli city bikes.

To enable the shift, the City of Lahti makes a concrete effort every day – together with the residents, companies and the entire city corporate group.

Read more about Lahti's concrete environmental actions and follow their progress in the Lahti Environmental Watch service at lahdenymparistovahti.fi

Lahti aims for carbon neutrality by 2025 – key goals



Modal shift from private car use to sustainable alternatives

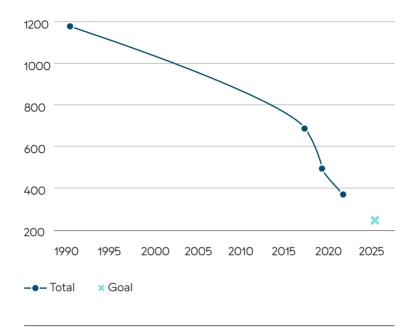


Transition to electric transport



Promoting the circular economy

Greenhouse gas emissions in the Lahti region



Greenhouse gas emissions in the Lahti geographical area from 1990 onwards and the target year for climate-neutrality 2025. The emissions of 2021 were approximately 70 per cent lower than in 1990.

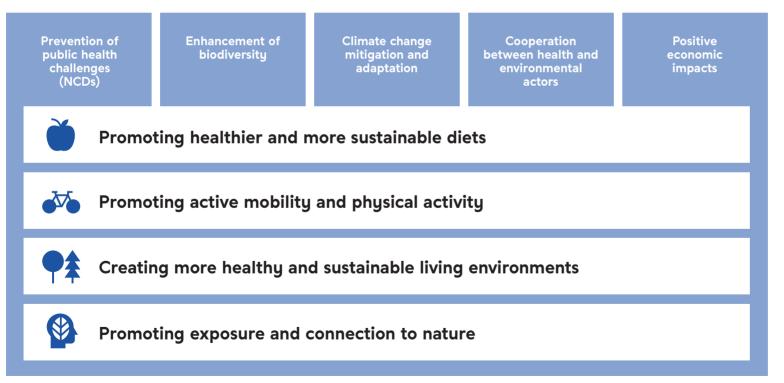
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Climate-neutrality means that the amount of greenhouse gas emissions produced is lower than what can be sequestered from the atmosphere to carbon sinks or compensated for. Thus, the emissions remain at a level that does not contribute to global warming. The EU compares its emission calculations to the levels of 1990.

Connecting objectives

Joint programme for improved health and a cleaner environment

Aims and objectives



Nature Step to Health is the Lahti region's health and environment programme for 2022–2032. The City of Lahti, Päijät-Häme Joint Authority for Health and Wellbeing and the region's university community engage in close cooperation to prevent chronic diseases and mitigate climate change and biodiversity loss. The cooperation also aims at financial sustainability.

Environmental action highlights biodiversity

he World Economic Forum's Global Risks Report 2023 identified biodiversity loss as one of the current decade's most significant risks. The global goal for preventing biodiversity loss and preserving natural diversity is to place at least 30 per cent of the world's land and water areas under protection. Cities play an important role, as changes in land use are the most significant threat to biodiversity.

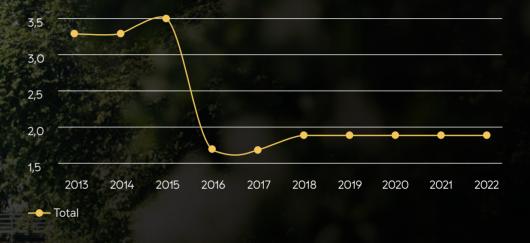
Lahti has a total of 25 areas and 20 natural habitats protected under the Nature Conservation Act, with a total area of approximately 1,000 hectares.

The areas cover approximately two percent of the city's surface area. They represent the

marshlands, wetlands and forest environments of the Lahti region. The City of Lahti aims to designate at least 5 per cent of the city's area as nature reserves by 2030.

In addition to conventional nature conservation, municipalities and cities are required to take new active measures to stop biodiversity loss. Lahti preserves biodiversity by, for example, restoring natural habitats and integrating nature into areas of dense urban structure. Urban greenery promotes the comfort and wellbeing of residents. At the same time, green spaces mitigate climate change and help adapting to it.

Proportion of nature reserves in the City of Lahti surface area



Areas protected under the Nature Conservation Act account for approximately 2 per cent of the City of Lahti surface area. The aim is to increase the proportion to 5 per cent by 2030. The drop in 2016 was caused by the merger of the City of Lahti and the Municipality of Nastola.

The City of Lahti Nature Conservation Programme will be completed in 2023. It will define the network of protected areas in areas owned by the city.

State of water bodies

he journey of Lahti becoming the Green Capital started with the restoration of Lake Vesijärvi already in the 1970s. Cleaning up the polluted lake laid a foundation for environmental expertise and research in Lahti. The successful project set an example to others: our treatment model has been used in the restoration of more than a thousand Finnish water bodies.

Water resources protection is still carried out actively, as human activities and climate change lead to nutrient pollution in lakes and, consequently, eutrophication. Conservation measures such as selective fishing, establishment of catchment area buffer zones and under lake purification reduce the phosphorus load in water bodies.

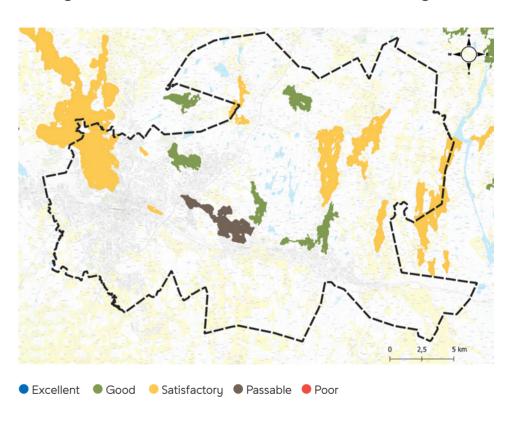


"We are developing a new method of water resources protection in Lahti. We pump water from the deep in Lake Kymijärvi, filter out phosphorus and return the water to the lake. Approximately 90 per cent of the phosphorus is retained by the sand filters used in the process. Our purification method is globally unique."

Ismo Malin

Water Protection Manager

Ecological status of surface waters in the Lahti region



Lahti's goal for water management is to ensure that the region's water bodies reach at least a good ecological state. The status of areas indicated in light blue on the map is unclassified.

From linear to circular economy

Raw materials → Design → Manufacture → Distribution → Use → Waste

The linear economic model is based on the idea of inexhaustible natural resources.

The transition to a circular economy is underway.



The circular economy refers to an economic model where products, materials and other resources are utilised efficiently and sustainably. The materials and their value remain in circulation as long as possible when the products are reused multiple times.

The City of Lahti published the Roadmap for a Circular Economy in 2022. Lahti aims to become a zero-waste city of sustainable consumption by 2050.



"The circular economy generates economic and social wellbeing within the limits of the environment's carrying capacity. Furthermore, it brings new business and employment opportunities."

Jenni Rahkonen

Environmental Coordinator

Lahti Group

The operations of the Lahti Group companies support the achievement of the city's climate-neutrality target. The Group's real estate operators are involved in the Lahti Carbon-neutral Construction Development Centre.

The construction of wooden apartment buildings saw a resurgence in Lahti after Lahden Talot Ltd completed its wooden apartment block project on Svinhufvudinkatu Street close to the city centre. Lahden Talot Ltd has long engaged in goal-oriented work to improve the environmental and energy performance of properties. The aim is to offer residents responsible and safe living with as low a carbon footprint as possible.

















Education, employment and inclusion promote wellbeing

ocial sustainability refers to holistic physical, psychological and social wellbeing that enables a good and meaningful everyday life. Equality, non-discrimination and justice are at the core of social sustainability.

Lahti invests particularly in education, families and the wellbeing of children and youth. Sustainable Lahti takes equal account of the environment, people and the economy.

As a vibrant area with plenty of employment opportunities, the Lahti city region enables the wellbeing of its residents. Physically and mentally sound residents are able to make personal choices that support their wellbeing and health on a daily basis.

Tiina Granqvist

Director of Education



High-quality schooling from early childhood education to university

arly childhood education, preschool education and basic education lay a solid foundation for social sustainability. In Lahti, environmental education is included in learning activities from early childhood education to upper secondary schools. The goal of environmental education is to encourage a sustainable lifestyle.

Following the merger of upper secondary schools Kannas and Tiirismaa, Upper Secondary school Gaudia started operations as the largest of its kind in Finland in August 2022. Located on the new Paavola campus in central Lahti, the school resides at the heart of Lahti's educational and cultural activities. Upper secondary education is also provided by the 100-year-old Lahden Lyseo, the private school Lahden yhteiskoulun lukio and the Steiner school Lahden Steinerkoulun lukio.

The 2021 reform on compulsory education extended the compulsory schooling age to 18 years and the level of compulsory schooling to secondary education. The reform will reduce the number of Lahti residents who rely on basic education only.

The significant educational institutions in Lahti, vocational school Salpaus Further Education and

the LAB University of Applied Sciences, are among the largest educational institutions in Finland.

Following the LUT University's transformation into Lappeenranta–Lahti University of Technology in 2019, Lahti became the youngest university city in Finland. A total of more than 2,100 new higher education students started their studies in Lahti in 2021. In 2022, the number of new tertiary education students was 2,460. The University of Helsinki, too, carries out environmental research and instruction activities in Lahti.

Lifelong learning is strengthened by Finland's largest regional adult education centre Wellamo Community College where people of all ages can study and practise hobbies.

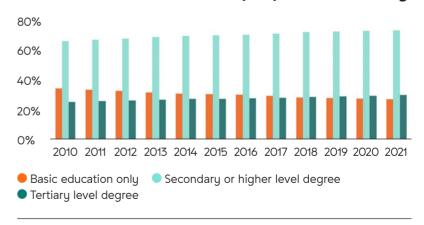
As a university city, Lahti inspires and encourages children and youth to engage in science and higher education studies. The Lahti Junior University JunnuYliopisto offers unique learning opportunities as part of the curriculum for early childhood education and the curricula of different age groups.



"Diverse educational opportunities promote social sustainability in the area as well as the wellbeing and success of residents on their chosen paths."

Henna Eskonsipo-Bradshaw Development Manager

The level of education is increasing in Lahti, while the number of uneducated people is decreasing



Lahti education demographics 2010–2021. Outturn 2021: basic education only 27.1%, secondary or higher level degree 72.9% and tertiary level 29.8%.

Improved employment situation contributes to sustainability in various ways



mprovements in the employment situation are effective contributors to social and economic sustainability. For a long time, structural unemployment has burdened the vitality of the Lahti region and caused costs.

The employment situation has improved in the Lahti region since launching the municipal trial on employment in March 2021. The municipal trial has successfully promoted the employment of unemployed jobseekers and their access to training in Lahti. In addition, it has created new solutions for the availability of skilled labour.

The employment situation of youth clearly improved by the end of 2022. The total number of unemployed people decreased by nearly 1,000 persons from the previous year; the number of unemployed youth under 25 years of age by over 200 persons and the number of long-term unemployed by over 500 persons. The employment of persons with a foreign background has also developed positively, and the activation rate is higher than the national average.

Read more about the employment situation in Lahti and the comparison between the 12 largest cities and the entire country: Lahti Employment Review "One in four working-age people in Lahti received unemployment benefits at some point in 2021. Even though the unemployment rate is high, the people behind the unemployment figures have changed. Some people find work while others become unemployed for a while before finding a new job. Each unemployed person has unique strengths and skills."

Taisto TuominenDirector of Employment Services

Figures of the municipal employment trial in the Lahti region

6,218

new jobseeker clients (Lahti residents)

8,445

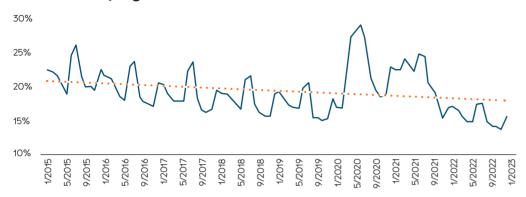
completed job searches (Lahti residents)

497,000

contacts from private clients in the entire municipal trial involving Lahti, Asikkala, Hollola, Kärkölä and Orimattila.

The municipal employment trial in the Lahti region started on 1 March 2021. The figures are based on data from 1 March 2021 – 31 January 2023.

Youth unemployment at a record low in late 2022

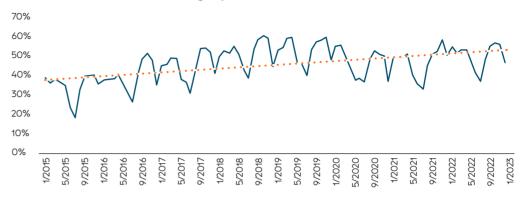


Lahti's youth unemployment rate has been one of the highest among Finnish large cities for a long time, even before the COVID-19 pandemic. Towards the end of 2021, youth unemployment started to fall drastically. At the turn of 2022–2023, the situation was unprecedentedly good compared to the situation at the beginning of 2015. In December 2022, youth unemployment among people under 25 years of age was 16.0% (all of Finland: 11.8%).

Number of long-term unemployed has fallen after the pandemic



Activation rate of foreign jobseekers is on the rise



The activation rate of foreign jobseekers has risen above the national average in Lahti after the COVID-19 pandemic in 2020–2021. In December 2022, the activation rate of foreign jobseekers was 46.7% (all of Finland: 41.0%). Activation rate refers to the percentage of those covered by active labour market services in the sum of unemployed jobseekers and persons covered by services.

The number of long-term unemployed rose high in Lahti during the COVID-19 pandemic but started to fall towards the end of 2021. At the turn of 2022–2023, the situation had returned to the level of 2017. In December 2022, there were 3,464 long-term unemployed people in Lahti.

Work to promote inclusion involves ideas, dialogue and proactive services



"Many people have realised that the general dialogue culture is currently not constructive. We need to be more open and understanding towards the ideas of others, even if they are very different to our own. Improved dialogue enables easier achievement of common goals."

Olli Toivonen Strategy Director

nclusion in society means having access to health and education services, work and livelihood opportunities, housing and social relationships. Inclusion is also a key structure of democracy. The Lahti inclusion model was drawn up jointly by Lahti residents, decision-makers and city employees in 2020.

Inclusion work enables Lahti residents to influence matters that concern them and the development of the city, for example, through participatory budgeting, the Partnership Table model, urban environment planning and Timeout discussions. Timeout discussions enable

participation to people who are easily excluded from other inclusion work.

The Timeout Foundation granted the City of Lahti the Dialogue Act of the Year 2019 award based on Lahti's Timeout network and the dialogue skills of the city's employees. In addition, the foundation awarded the Finnish Dialogue Act 2021 recognition to Lahti's constructive dialogue tool for children Skididialogi, which is based on the Timeout method. The tool was also recognised as one of the most inspiring development acts in the municipal sector in 2022 at the Municipal Work 2030 gala.

Inclusion work in Lahti

- · Partnership Tables
- · Palvelutori Service Centre
- · Multisectoral wellbeing work
- · Various immigrant services
- Low-threshold sports and cultural services
- Housing counselling

- Preventive mental health and substance abuse work
- · Lahti Control Room
- · Outreach youth work
- Hobby guarantee for children and youth
- · 'Digikinkerit' digital meetings for seniors
- Association and organisation cooperation

The most popular resident idea of the first round of participatory budgeting in Lahti was the Cherry Park, the opening of which was celebrated on 21 May 2022. The Cherry Park is located in Laune Central Park, next to the Kullankukkula area.



Number of events and participants in 2022

inclusion events
participants in inclusion events
Timeout discussions
Timeout dialogue participants, of whom 539 were children who participated in Skididialogi

11 'Kerro Pois!' events organised by Partnership Tables
8 other resident events
4,500 A total participants at events organised by Partnership Tables

950

participatory budgeting ideas with a voter turnout of 3.9% in 2021

Lahti Group

ahti Group companies open new routes to the labour market and cooperate with higher education operators in the region. The cooperation includes research and development activities as well as student internships. In 2022, the Lahti Group employed a total of 126 pay subsidised people, trainees and summer workers.



"Every year, we recruit summer employees and students in our field to familiarise themselves with our work in water management. We have been glad to notice that the youth who have worked with us are genuinely interested in the diverse tasks of water management. By offering jobs in an industry that is critical to society, we believe that we increase the attractiveness of the industry."

Jouni Lillman CEO at Lahti Aqua





"The best things about working at Lahti Aqua were the colleagues and the general atmosphere. The most interesting thing was to learn about the wastewater treatment process and plants from experienced employees. We will certainly have future use for the experience gained from water management tasks over the course of the summer. By seeing and doing things personally, the things already learned became clearer and we gained a lot of new knowledge."

Perttu Jussila and Sanna Kilpeläinen worked as part of the Lahti Aqua wastewater treatment team in the summer of 2022. Both of them study Energy and Environmental Engineering at the LAB University of Applied Sciences.

Lahti as an employer

he City of Lahti is a responsible and employee-oriented employer. The personnel policy is based on the city's strategy, values and ethical principles.

Good management practices and the wellbeing of the entire personnel are at the core of our personnel policy. Cooperation and trust are important success factors.

By operating in accordance with a shared employer model, we ensure the best possible services for the city's residents and an attractive and vibrant living environment.

The City of Lahti employs approximately 3,700 people.

Read the City of Lahti Personnel Report 2022 at lahti.fi/kaupunki-ja-paatoksenteko/ lahti-tyonantajana/













A sustainable economy generates well-being within the limits of the environmental carrying capacity

he city plays a key role in the development of a sustainable economy. To maintain their wellbeing, residents need services provided by the city, and the services must be produced sustainably. When investing in service production, it is essential to consider the environmental impact of the investments.

For Lahti, economic sustainability means balanced economic growth without additional debt and overconsumption of production factors. It also refers to activities that take account

of the environmental carrying capacity and future generations. Economic activity may not lead to reduced social or ecological capital.

The economy must be adaptable and able to face even unexpected changes. With a balanced economy, we can provide residents with high-quality services and promote wellbeing and the comprehensively sustainable development of the city.

Tiina Mörsky

Director of Finance



Lahti strives for a slowdown of debt accrual

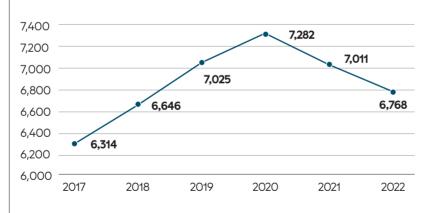


"The realised investments have strengthened the city's vitality, attractiveness and economic growth. The benefits of the investments include, among other things, modern and energy-efficient daycare centres and community centres in Lahti."

Päivi Väisänen Financial Manager

he city's economy suffers from a sustainability issue caused by a structural imbalance in income and expenditure – the expenditure is growing faster than income. Financial deficit increases the pressure to increase debt in order to realise the necessary investments. The City of Lahti has made a lot of investments in the recent years – at a good time, considering that debt servicing costs have been low. Now that debt servicing costs are on the increase, the current level of debt requires prioritisation of investments.

City of Lahti debt per capita from 2017 to 2022 (EUR)



In 2022, the City of Lahti debt amounted to EUR 6,768 per capita.

The cash flow generated by the city itself is enough to cover its net investments (M EUR)



The annual contribution margin shows the cash flow that, after deducting expenditure, remains usable for investments and loan repayment. Net investments = investment expenditure – financial contributions

Responsible and energy-efficient procurement and investments



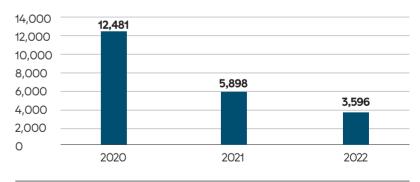
he city's procurements are carried out responsibly and with thorough consideration. Where possible, procurement and investments take into account the product or service life cycle in accordance with Lahti's sustainability goals. Carbon footprint and life cycle cost calculations are carried out in all large projects to compare different options and seek the best solution for implementation.

The Renkomäki Community Centre Aura, constructed in accordance of a life cycle model,

was completed in 2022. The technical solutions of the building are functional and energy-efficient and have sustainable life-cycles. They take into account the adaptability of the premises. A low carbon footprint is achieved in construction projects through careful overall planning and the use of renewable energy sources.

As heating and electricity are the largest items in properties' operating expenses, they are where the biggest room for savings can be found.

CO₂ emissions from properties' energy consumption in 2020–2022 (tCO₂)



The CO₂ emissions from energy consumed by the City of Lahti premises have decreased annually. The favourable development is due to increased energy efficiency and the use of emission-free district heat.

The city's vitality is the cornerstone of sustainable economic growth

he prerequisites for sustainable economic growth are based on a good employment situation and the city's vitality. They have a direct impact on tax revenue which covers more than half of the city's total expenditure. Tax revenue is generated from municipal, corporation and real estate taxes. The most significant factors affecting tax revenue are employment rate, the development of earned income, and the number of businesses and their economic success.

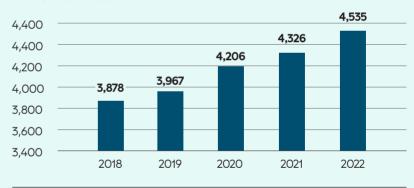


In the context of an ageing population, ensuring the sustainability of public finances requires an improved employment rate in the 2020s and beyond.

"The ageing of the population and the projected decline in birth rate place pressure on the improvement of vitality in order to achieve sustainable economic growth."

Miia Karetjoki Lead Controller

Growth in tax revenue per capita from 2018 to 2022



Tax revenue per capita refers to city's tax revenue divided by the number of residents. in 2022, the tax revenue of the City of Lahti was EUR 545 million.

Efficient and sustainable service production

sustainable economy enables the production of the city's services and realisation of investments as efficiently as possible, taking account of the residents' needs and environmental factors. Sustainably implemented service production contributes to maintaining the city's finances in balance, enabling long-term operational planning and development in line with the city's strategy. A sustainable economy makes it easier to face new challenges and prepare for them as proactively as possible.

Read the City of Lahti's financial statements for 2022 at lahti.fi/kaupunki-ja-paatoksenteko/talous/

Lahti Group

Lahti Group requires its member companies to be profitable and exercise healthy long-term financial management. The dividends paid by the companies have a significant impact on the city's economy. The services and materials purchases made by the city's subsidiaries have a remarkable economic impact on the region. The companies continuously monitor and improve customer satisfaction. The aim is to improve customer satisfaction and to engage in active dialogue with customers in order to enable the improvement.

EUR 6.4 million

In 2022, the group companies paid a total of EUR 6.4 million in dividends.

EUR 22.3 million

The group companies made purchases from the Lahti area for a total of EUR 22.3 million in 2022.



"The realisation of economic sustainability is important as it enables the provision of the basic services and ensuring the vitality of the city. A sustainable economy is a prerequisite for maintaining the city's key functions."

Kati Helin Accounting Manager

City of Lahti net expenditure by service in 2022

The City of Lahti's net expenditure (difference between income and expenditure, including internal items) amounted to EUR 699 million in 2022. The technical services section shows a negative sum since the income was higher than the expenditure. The technical services include the Lahti Premises Centre and the Urban Environment service area.

			Techn - €68. 8	ical services 8m	
	Basic education €111.5m			Early childhood education €71.0m	
	Promotion of employment and business €31.4m		d	Sports and youth services €21.0m	
Social and health care services €436.8m	General administration and city-scale common costs €48.8m	Culture and libe adult education €29.4m		Secondary level €18.2m	

Links and references

Lahti Environmental Watch

lahdenymparistovahti.fi/

Lahti Employment Review

app.powerbi.com/view?r=eyJrljoiYzkOODdmYWltNWl2ZiOONzc2LTgzNTltMmE4NWJ-jYTZkZTlyliwidCl6ljQ5OGM2N2MwLWl3ZTgtNDE3MiO4ZDEzLTc4N2QxYjNhYWU1YylsImMiOjl9

City of Lahti Personnel Review 2022

www.lahti.fi/kaupunki-ja-paatoksenteko/lahti-tyonantajana/

Participatory budgeting in Lahti

www.lahti.fi/kaupunki-ja-paatoksenteko/osbu/

Partnership Tables in Lahti

www.lahti.fi/kaupunki-ja-paatoksenteko/osallistu-ja-vaikuta/osallisuusmalli/kumppanuuspoydat/

City of Lahti Financial Statements 2022

www.lahti.fi/kaupunki-ja-paatoksenteko/talous/

Financial and operational monitoring reports

www.lahti.fi/kaupunki-ja-paatoksenteko/talous/

External sources

Finnish Environment Institute

Ministry of Economic Affairs and Employment, customer information system URA Ministry of Economic Affairs and Employment, Employment Service Statistics Statistics Finland

Lahti