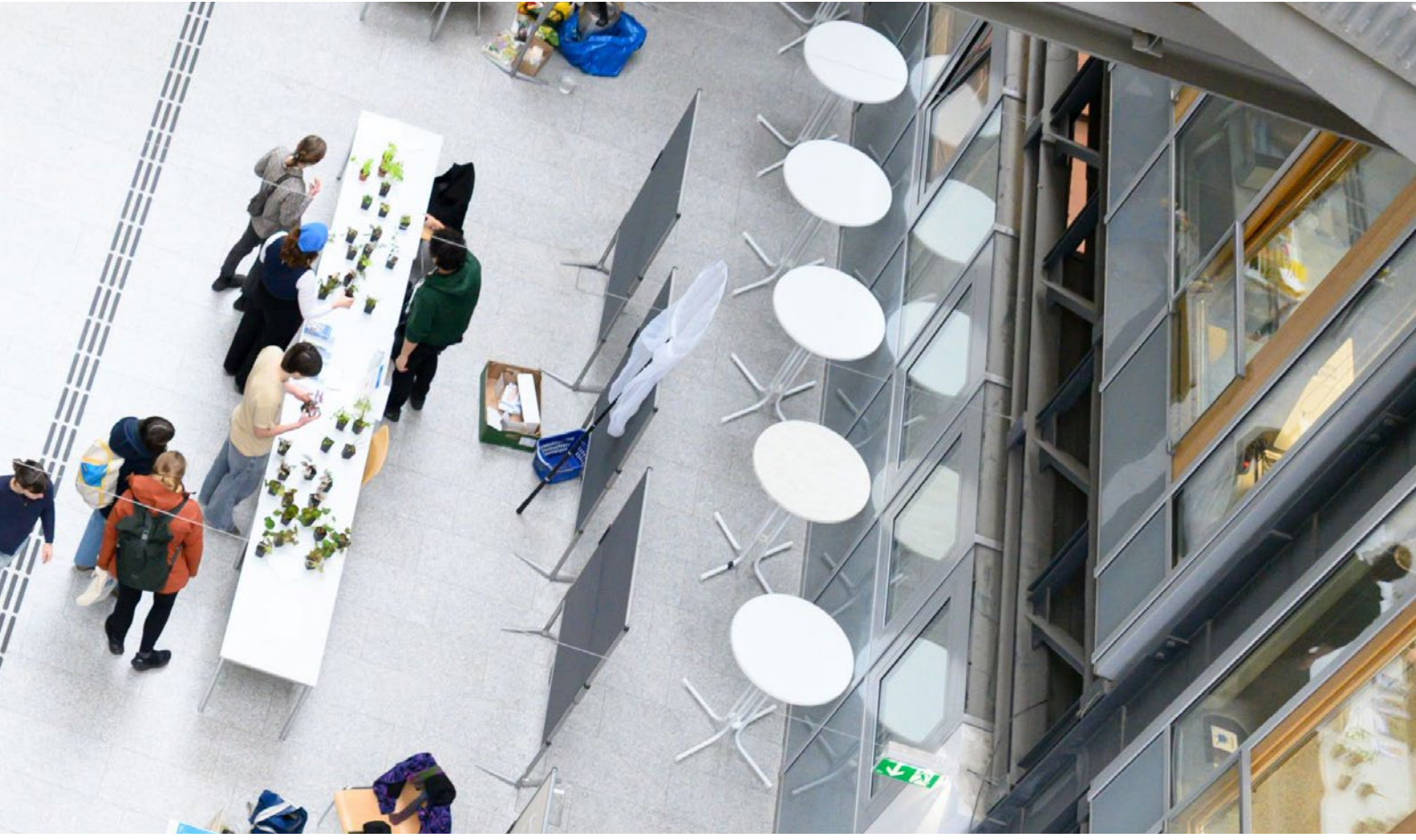
BOKU UNIVERSITY

Sustainability Update

[2025]



Preface by the Rector

Transformative forces driving us towards a sustainable future are more important than ever. Precisely at a time when social, environmental and economic developments are often a cause for concern, we need people and institutions working on strategies and ideas to overcome crises. At BOKU, as a university committed to sustainability, people are actively working every day to find answers to the big questions of our time.

In 2025, work at BOKU was characterised, on the one hand, by the reorganisation of the departments, which was important in order to be better able to respond to the challenges of the future. This report shows that, at the same time, there

have also been significant developments in the area of sustainability. Furthermore, BOKU has launched a comprehensive, participatory materiality analysis to further develop its sustainability objectives. In 2025, the first steps were also taken towards establishing the Centre for Transformative Sciences and the associated Chair in Transformative Sustainability Sciences.

In order to place greater emphasis on the further development and implementation of sustainability goals and to allow time for critical reflection on strategies and measures, the full BOKU Sustainability Report is now published only once every three years. In the intervening years, we will publish a sustainability update report – the first of which is presented here – which provides an overview of the key developments and challenges relating to sustainability at BOKU.

It is a pleasure for me to work towards a sustainable future every day alongside over 3,000 BOKU staff and over 10,000 students. I would like to thank you all from the bottom of my heart for your commitment and dedication.

Your Rector,
Eva Schulev-Steindl

Table of contents

Sustainable [BOKU] University

With extensive activities in the field of sustainability, BOKU is pursuing its vision of maintaining its position as one of the leading international sustainability universities, focusing on inter- and transdisciplinary research and teaching, and playing a leading role in the exchange of science and students with society, business and politics.

BOKU has a clear mission: to promote the protection and improvement of livelihoods through research and teaching, to manage natural resources sustainably, to secure food and health, and to shape the social and technical transformations in a sustainable way. In terms of content, BOKU covers the fields of competence “Ecosystem Management and Biodiversity”, “Agricultural Production and Food”, “Sustainable Materials and Technologies”, “Biotechnology”, “Landscapes, Water and Infrastructures” and “Resources and Social Dynamics”.

BOKU University 2025 in Numbers

- **51** degree programmes, including 7 Bachelor’s, 31 Master’s (including 13 international) and 13 doctoral programmes
- **10,420** students (68% from Austria, 23% from the EU, 9% from non-EU countries) (effective date: 2 January 2026)
- **3,194** employees, including 2,298 scientific staff (73% of total employees)
- **1,686** scientific publications, 1,624 lectures (90% science to science, 10% science to public) and 17 patent applications filed by BOKU scientists
- **Third-party funding** from R&D projects of €71.1 million

Sustainability at BOKU

BOKU's **understanding of a sustainable university** is guided by a **Whole Institution Approach** (WIA) (Fig. 1). This approach encompasses the environmental, social and governance (ESG) topics commonly used in business plus university-specific topics of curriculum and learning, research and societal engagement. The **sustainability strategy** describes goals and measures in all sustainability areas of the university and thus forms the overarching framework for BOKU's sustainability efforts. The **sustainability report** serves as an important tool for monitoring BOKU's commitment to sustainability and for communicating BOKU's successes, efforts and challenges as a leading sustainability university.

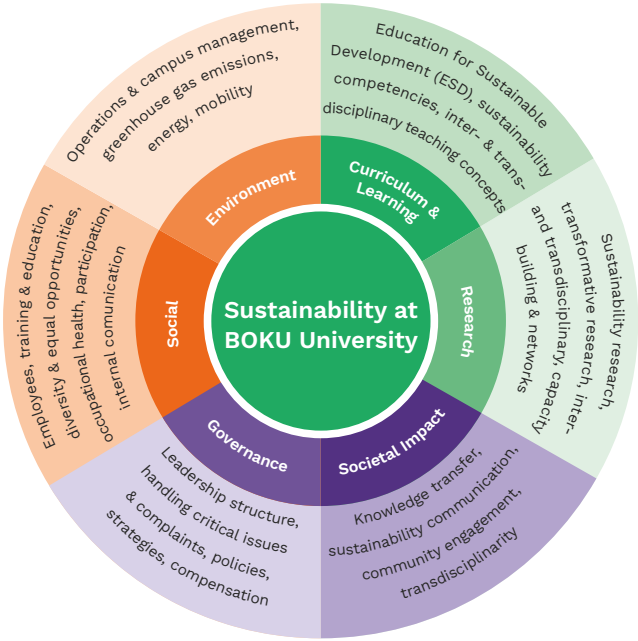


Fig. 1: Overview of sustainability topics at BOKU along the Whole Institution Approach.

Innovations in BOKU Sustainability Reporting

After BOKU submitted fully GRI-certified sustainability reports for the years 2019 to 2024, the Rectorate decided in 2025 to adjust the reporting cycle. The aim is to refocus on the further development of the sustainability process and to gain time to critically reflect on and reassess underlying strategies and measures.

In the future, the full BOKU Sustainability Report will be published every three years at the end of each performance agreement period, i.e. the next major report will be published in autumn 2027 for the 2026 reporting year.

In the years in between, there will be a "Sustainability Update Report" with a focus on the material topics and key figures. Cross-references in the Sustainability Update point to additional information on selected topics in the full sustainability report. Previous sustainability reports can be accessed via the QR code below. The environmental key figures (energy and emissions figures) reported in the 2025 Sustainability Update Report as of 31 December 2025 were subject to a voluntary audit with limited assurance carried out by Forvis Mazars Audit GmbH.

You can find more information about sustainability at BOKU in the previous reports or on our sustainability website.

Material Topics of BOKU Sustainability

Material topics guide BOKU's efforts to promote sustainable development in all areas. The following topics per sustainability area were recently[1] identified as material:

- **Curriculum & Learning:** Education for Sustainable Development (p. 12)
- **Research:** Research for Sustainable Development (p. 18)
- **Societal Impact:** Societal Engagement (p. 24) & Science Communication with a Focus on Sustainability (p. 25)
- **Environment:** Greenhouse Gas Emissions (p. 30)
- **Social:** Employment Relationships & Working Atmosphere (p. 39) & Internal Communication & Transparency (p. 38)
- **Governance:** no material topics, only highlights in the Sustainability Update

1 Details on the current materiality analysis 2024 can be found in the Sustainability Report 2024 on page 12.

Sustainability Governance at BOKU

Sustainability at BOKU[2] is supported by a large number of actors at different levels. The Rectorate bears overall responsibility and makes strategic decisions – with the support of the Sustainability Core Group. Operational planning and implementation is divided into various specialist groups (Fig. 2).

BOKU's sustainability goals are also reflected in the six-year development plan and the three-year performance agreements with the BMFWF.

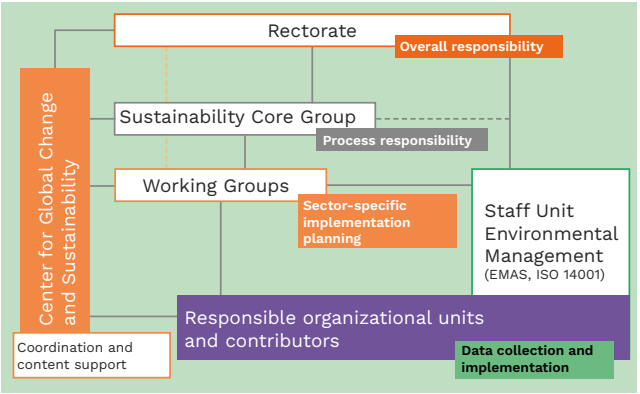


Fig. 2: Sustainability Governance at BOKU University.

2 Details on Sustainability Governance at BOKU can be found in the Sustainability Report 2024 on pp. 21

Curriculum and [Learning]

Our vision: BOKU empowers students to critically examine future issues and co-design transformative solutions for the global challenges of our time.

An important lever for the design of BOKU teaching in the sense of a sustainability transformation is the integration of **Education for Sustainable Development (ESD).** In terms of content, BOKU has a lot to offer in research-led teaching on sustainability. In addition to sustainability knowledge, BOKU teaches sustainability skills that enable students to actively and proactively contribute to the sustainable development of society.

Our Goals & Achievements

Education for Sustainable Development

Maintaining the attractiveness of didactics and ESD training ..... **58** **general didactics training courses,** 6 of which are directly related to ESD (2024: 48, of which 6 related to ESD)

Support BOKU's participation in the ESD certification programme ..... **2** **BOKU graduates of the ESD certification programme** in 2025 (2024: 8)

Submissions to the BOKU Sustainability Award Category Keeping ESD at a High Level ..... **15** **submissions for ESD Award** (2024: 18)

Promoting students' learning skills ..... **5** **Club Bachelor Offers**

Contributing to ESD discourse ..... **9** **scientific publications** & active participation in the Austrian ESD community

The indicators for the subject area of Curriculum and Learning have been revised for the present report. Attention was paid to quantifiability, and attempts were made to map a broader range of activities. Measures to strengthen learning skills and contributions to the ESD discourse through publications and active participation in the ESD community are now represented.

Didactics and ESD Training

The complex challenges in the field of sustainability require integrative, problem-centred and research-based forms of learning that enable learners to become critical, creative and capable of change.[3] Didactic & ESD competencies of university lecturers must be strengthened to support them in implementing ESD in teaching. In our reporting, we distinguish between general didactic training courses (indirectly related to sustainability) and specific ESD training courses for teachers.

A total of 58 **general didactics courses** with 514 participants took place in 2025 (2024: 48 courses, 539 participants) (Fig. 3). Of these, 5 courses (13 participants) were directly relevant to ESD (2024: 6 courses, 13 participants).

The goal of "offering at least 3 ESD training courses per year with an increasing number of participants" was therefore not achieved in terms of an increasing number of participants, but the status quo from the previous year was maintained.

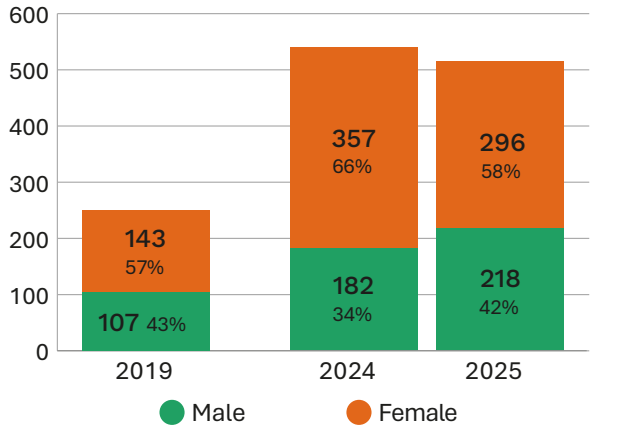


Fig. 3: Number of participants in didactic training courses (incl. ESD training courses) by gender; 2019, 2024, 2025.

3 Wals, A. (2012). Shaping the education of tomorrow: 2012 full-length report on the UN Decade of Education for Sustainable Development. UNESCO. DESD Monitoring & Evaluation.

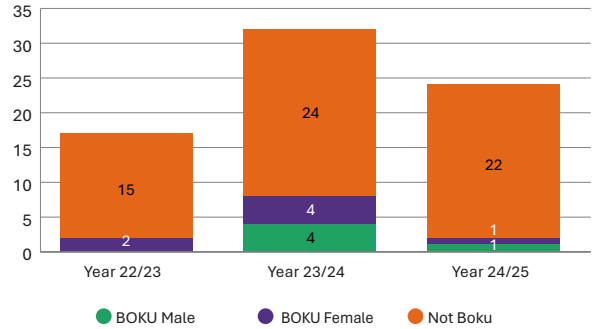


Fig. 4: Graduates of the ESD Certification Programme of the Alliance for Sustainable Universities by year. Colours indicate BOKU participants.

The **inter-university qualification for teachers in ESD** is offered by the ESD Working Group of the Alliance of Sustainable Universities.[4] The interdisciplinary certification programme is designed for two semesters. After a very strong year in 2023/24, only two people from BOKU completed the ESD certification programme in 2025. (Fig. 4)

4 https://nachhaltigeuniversitaeten.at/arbeitsgruppen/bildung-fuer-nachhaltige-entwicklung/

The **ESD category of the BOKU Sustainability Award** honours special achievements for education for sustainable development.

The goal is for the ESD award to be well established and for new submitters to be reached. The number of submissions is to be kept above 10, with a focus on the quality of the submissions. In 2025, 15 high-quality projects were submitted. (Fig. 5)

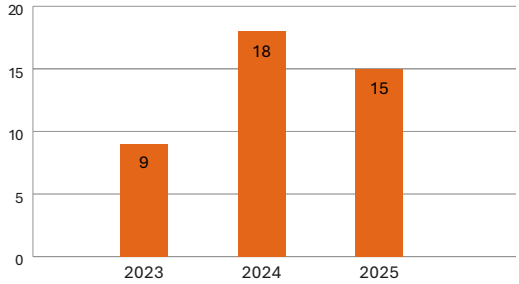


Fig. 5: Number of submissions for the BOKU Sustainability Award in the category “Education for Sustainable Development” since the start in 2020.

Strengthening Learning Skills

Learning competence and ESD are closely intertwined. While learning competence describes the ability to independently acquire and reflect on knowledge, ESD aims to enable people to think and act responsibly and sustainably. Together, they form the foundation for lifelong, transformative learning.[5]

In 2023, BOKU launched the Club Bachelor, which aims at providing students with networking opportunities, conveying effective learning strategies to reflect on their learning at the university and overall supporting students in the transition from school to university. In 2025, five events took place with a focus on "Motivation, Focus, Learning Strategy", "Academic Learning", and "AI and Studies".

Since 2024, students also can individually reflect on and optimize their learning strategy with a certified learning coach. In 2025, 157 individual appointments were offered and taken advantage of.

Contributions to ESD Discourse

In 2025, BOKU employees contributed to strengthening ESD through scientific and coordinating activities. In 2025, nine ESD-relevant publications were published by BOKU members (cf. https://short.boku.ac.at/BNE_Publ). In addition, BOKU employees participated in the Sounding Board for the ESD Action Plan of the BMFWF & Ministry of Education in 2025.[6] The coordination of the ESD working group of the Alliance for Sustainable Universities[7] and the working group for students[8] of the Alliance for Sustainable Universities are also in the hands of BOKU.

5 Cf. Steiner R., Rauch F. (2013). Grundsatzpapier zur Bildung für Nachhaltige Entwicklung in der PädagogInnenbildung Neu; im Auftrag des BMWF:Wien

6 https://www.bmfwf.gv.at/wissenschaft/leitthemen/nachhaltigkeit/entw_hs.html

7 https://nachhaltigeuniversitaeten.at/arbeitsgruppen/bildung-fuer-nachhaltige-entwicklung/

8 https://nachhaltigeuniversitaeten.at/arbeitsgruppe-studierende/

[Research]

Our vision: As a university for life, we want to set a transformative process in motion with our research that contributes to the solution of social problems and the prosperous development of humanity and the natural environment.

Research for sustainable development can take different forms – from research that indirectly contributes to sustainability to transformative research that explicitly aims to bring about change in the sense of sustainable development.

BOKU creates conducive framework conditions that support researchers across all fields of research to conduct relevant societal research and to thus contribute to sustainable development.

Our Goals & Achievements

Research for Sustainable Development

Strengthening research for sustainable development ..... Announcement of a **professorship for Transformative Sustainability Sciences**

Keeping projects addressing SDGs at a high level ..... **94%** of newly acquired projects address the global Sustainable Development Goals (SDGs) (2024: 91%)

At least 25% of doctoral students in cross-departmental Doctoral Schools ..... **26%** of doctoral students (2024: 27%)

Strengthening Citizen Science competencies

7 **Trainings and individual consultations**

19 on Citizen Science

Maintain internal BOKU collaboration through joint publications and projects

16% of SCI publications with cross-institutional co-authorship (BOKU-internal)

Goals in the research area relate directly or indirectly to sustainability. Doctoral programmes, Citizen Science and BOKU's internal cross-institutional collaboration have only limited sustainability relevance, but promote inter- and transdisciplinarity, which is essential for sustainability-related research. In this way, these activities improve the basis for research for sustainable development.

Research for Sustainable Development

In 2025, a **professorship for Transformative Sustainability Sciences** was advertised and will be assigned to the Centre for Transformative Sciences, which is currently being founded. The primary task of this centre is to support existing or incipient transformation processes and to initiate and carry out transformative activities at BOKU.

The **Working Group Sustainability Research** supports BOKU's efforts to proactively promote research for sustainable development and strengthens the sustainability discourse at the university. In 2025, the Working Group Sustainability Research met three times in plenum. At the beginning of 2025, the working group presented its action plan for early-career researchers with a focus on transformative research[9] to the Rectorate and discussed projects for implementation.

Two focal points have been defined for the next few years, and first steps were already taken in 2025:

- Quality in sustainability research: BOKU has joined the Coalition for Advancing Research Assessment on the initiative of the working group, which advocates for more diverse methods for assessing research. The working group supports this project by developing proposals for assessing quality in sustainability research.

- Democracy & Sustainability Research: Attacks on democratic institutions – including universities – are increasing worldwide. Research on sustainability issues is particularly under attack. The working group wants to raise awareness on this risk and increase BOKU's resilience to possible attacks.

9 Details can be found under https://short.boku.ac.at/6dev9d

Projects Addressing the SDGs

A large proportion of projects started in 2025 address the UN Sustainable Development Goals (SDGs) (Fig. 6). The most frequently discussed SDGs continue to be SDG 15 (Life on Land) and SDG 13 (Climate Action).

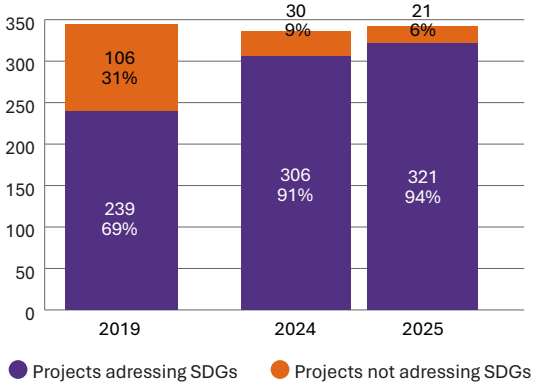


Fig. 6: Number and share of newly acquired projects addressing SDGs or not addressing SDGs in 2019, 2024, 2025. "Addressing SDGs" does not provide any information about the extent or depth of addressing SDGs.

Cross-Departmental Doctoral Schools

BOKU's interdisciplinary Doctoral Schools[10] offer doctoral candidates and their supervisors a variety of opportunities to network and exchange ideas across disciplines. The proportion of doctoral students in cross-departmental Doctoral Schools was maintained at a high level of 26% (Fig. 7).

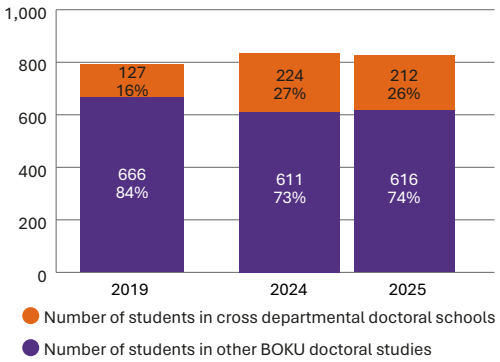


Fig. 7: Number and proportion of doctoral students in cross-departmental Doctoral Schools and other doctoral programmes; 2019, 2024, 2025.

10 Usually, 3 to 4 of the 6 BOKU departments cooperate in the Doctoral Schools. More information: https://boku.ac.at/docservice/doktoratsstudien/doktoratsschulen

Citizen Science Competencies

Citizen Science projects are carried out with the help of or solely by interested amateurs and thus promote a dialogue between science and society. The BOKU working group "Citizen Science"[11] continued its training programme (4 courses and 3 advanced training courses for scientists and doctoral students) and its consultations (p. 20). Six new partner organisations were welcomed to the Austria-wide network "Österreich forscht". The network was represented at Austria's largest book fair in 2025 with a workshop on Citizen Science.

Cross-Institutional Projects and Publications

Joint publications and projects strengthen the cooperation between departments and institutes and demonstrate BOKU's interdisciplinary competencies. 16% of SCI publications in 2025 were written across institutes (average value 2019–2024: 12%). Fig. 8 shows the corrected values for all previously reported years. The share of newly acquired projects with the participation of several BOKU organizational units decreased slightly to 12% (average value 2019–2024: 14%).

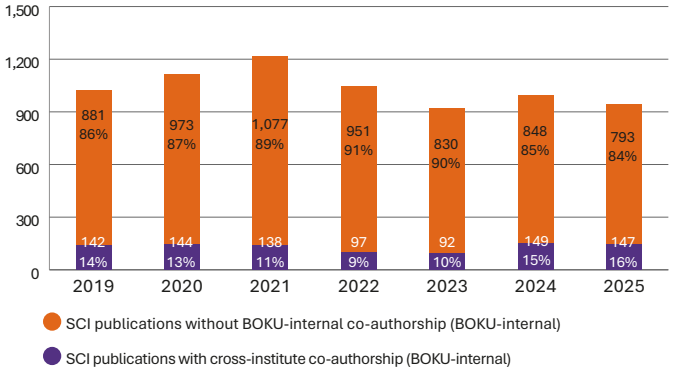


Fig. 8: Number and share of SCI publications with and without BOKU-internal co-authorship, i.e., authors from different BOKU institutes, corrected time series since 2019. The previously published figures on SCI publications with and without BOKU-internal co-authorship had to be revised downwards due to incorrect data interpretation.

11 https://boku.ac.at/citizen-science

Societal [Impact]

Our vision: In a cooperative and reciprocal exchange with actors from business, politics and administration, as well as civil society, we seek and find answers to the pressing questions about the transformation of society and a sustainable future.

Science depends on dialogue and exchange with actors and decision makers in society to support and help shape the transformation towards sustainability.

Mutual exchange can be ensured through instruments such as knowledge transfer (e.g. advising practitioners, policy advice, committee work), public relations (e.g. press releases, interviews), dialogue and participation formats (e.g. events), or transdisciplinary research approaches.

Our Goals & Achievements

Societal Engagement

Creating and strengthening conducive framework conditions for societal engagement

Founding of the **Austrian Centre for Transformation**

Science Communication with a Focus on Sustainability

Continue BOKU training courses on science communication . . . . **12 courses** on science communication (157 participants) (2024: 144 participants)

Steadily increase the number of lectures for a non-university audience . . . . . **570 lectures** for non-university audiences (2024: 658)

Maintain BOKU's media presence . . . . . **2,216 mentions** of BOKU in print and web media (2024: 2,640)

Increase follower numbers on BOKU social media channels . . . **83,665 followers** on various channels (2024: 69,395)

2nd place in the ranking of Austrian universities (social media interactions)

Societal Engagement

BOKU strives to improve the **framework conditions** for societal engagement of BOKU members in the context of sustainability. In this sense, BOKU is involved in institutions that work at the interface between university and society (e.g. Climate Change Centre Austria [CCCA], Disaster Competence Network Austria [DCNA]). The Working Group Sustainability Research (p. 20) focuses on transdisciplinary and transformative research and thus addresses a central topic of societal engagement.

In 2025, a new network was founded with the **Austrian Centre for Transformation** (founding universities: BOKU University, University for Continuing Education Krems and University of Applied Arts Vienna). At the kick-off symposium in November 2025, possibilities for a transdisciplinary, creative exchange between science and art were discussed with decision makers from politics, administration, business and civil society, and approaches for transformative change towards a sustainable society were developed.

Science Communication With a Focus on Sustainability

Good science communication is essential to link research results with society, yet it is usually not part of traditional research processes or training. BOKU offers **internal training programmes,** in which 157 employees took part in 12 courses in 2025 (Fig. 9). The training courses cover a wide range of topics (e.g. media training, techniques for effective presentations and storytelling, using social media for science communication).

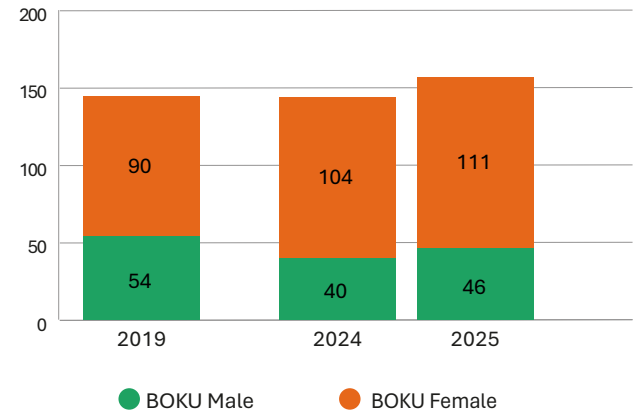


Fig. 9: Participants in training on science communication, by gender, 2019, 2024 and 2025.

Public events at BOKU or events at other locations where BOKU researchers participate are of central importance for the dialogue with societal actors. **Lectures** aimed at the general public or a non-academic audience can be entered into the "FIS" research information system. The number of documented presentations continued to decline from 2024 to 2025 (Fig. 10), presumably due to changes in data collection processes.

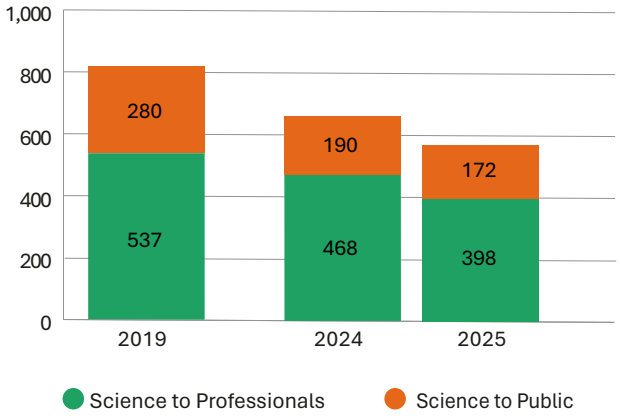


Fig. 10: Number of lectures to non-university audiences (public and non-academic professionals), 2019, 2024 and 2025.

BOKU's Media Presence

Between 2024 and 2025, mentions of BOKU in **print media and web portals** (Austria, Germany, Switzerland) decreased by 16% to 2,216. While clippings in web media decreased (– 22%), clippings in print media increased by 32% (Fig. 11). The data is based on the OBSERVER tool and is also published in the BOKU Intellectual Capital Report.[12]

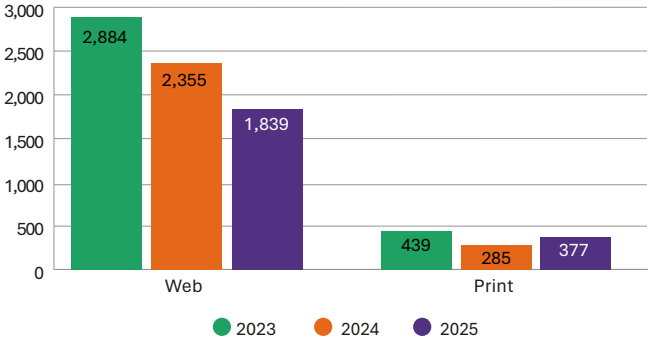


Fig. 11: Mentions of BOKU in web and print media, 2023, 2024 and 2025.

Through its **social media channels**, BOKU makes complex research findings easily accessible to a wide audience. This approach has led to strong engagement and continuous growth in reach and followers with BOKU content, especially compared to other Austrian universities (Fig. 12).

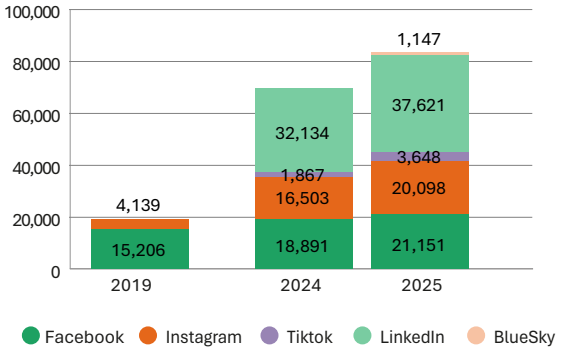


Fig. 12: Number of followers by social media channels, 2019, 2024 and 2025.

12 https://boku.ac.at/fos/themen/boku-wissensbilanz/boku-wissensbilanz-2025

[Environ-ment]

Our vision: Sustainability, climate protection and ecological responsibility have become an integral part of our operational processes and campus management.

Our Goals & Achievements

Greenhouse Gas Emissions

BOKU is committed to reducing the environmental impact of its activities. The main goal is to reduce greenhouse gas emissions by two-thirds by 2030 compared to 2019.

However, BOKU's long-term **climate neutrality goal** goes even further: **by 2040, BOKU wants to reduce 90% of its annual emissions** (base year: 2019) and offset unavoidable residual emissions through climate protection contributions, thus achieving a state of net-zero emissions. Based on BOKU's greenhouse gas balance of 2019 (preliminary balance with emission factors 2018), a climate neutrality path was developed. This was confirmed by a decision of principle by the Rectorate.

Reduce of total emissions by 67% by 2030 (base year: 2019)

50% of total emissions compared to the base year (vs. **51%** in the previous year)

Reduce business travel emissions by 52% by 2030 (base year: 2019)

46% of business travel emissions reduced compared to the base year (vs. **32%** in the previous year)

Reduce electricity emissions by 90% by 2025 (base year: 2019) ..... **92%** of electricity emissions reduced (vs. **92%** in the previous year)

Reduce of energy consumption by 10–15% by 2030 (base year: 2019) ..... **8%** of energy consumption reduced compared to the base year (vs. **15%** in the previous year)

Details can be found on the website including decision of principle or in the Sustainability Report 2024 on pp. 80

Reduction of Greenhouse Gas Emissions

BOKU calculates its greenhouse gas balances with the tool ClimCalc, which is recommended for Austrian universities. Emission factors are published retrospectively. All emission results presented in the current Sustainability Update 2025, apart from the base year 2019, are to be considered as preliminary. In addition, there have been some methodological changes in the electricity and air travel balancing in the ClimCalc tool, which is why the base year 2019 has been recalculated. The emission values for 2019 therefore differ from previous reports. The updated climate neutrality path – including the 2019 recalculation–, which BOKU is currently working on, will be published in the next comprehensive Sustainability Report (reporting year 2026). Details about the tool and the methodological changes on the ClimCalc website.[13]

13 https://klimaneutralität.boku.ac.at/projects/climcalc/

Total emissions in 2025 amounted to 8,185 t CO_2eq (Fig. 13). Compared to the base year 2019 (16,369 t CO_2eq), this results in a reduction of 50%. This means that BOKU is well on its way to achieving its reduction target by 2030.

Compared to the previous year 2024 (8,021 t CO_2eq), total emissions have increased slightly (2%). This is mainly due to an increase in emissions in the area of energy consumption (district heating) and material use (paper and refrigerants). In the area of mobility, emissions have decreased.

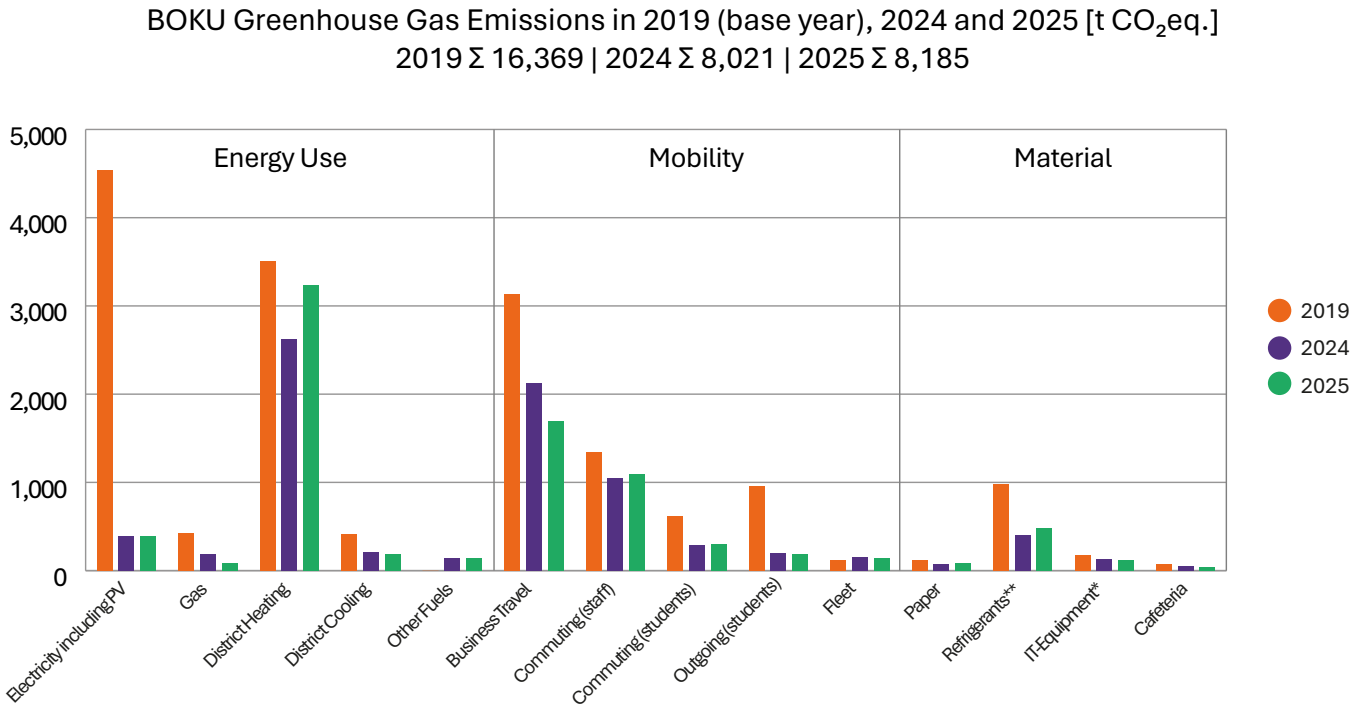


Fig. 13: BOKU's GHG emissions by emission item; 2019, 2024, 2025; in t CO_2eq. (*For the 2025 calculation, the latest available consumption data for IT Equipment [as of 2024] was used. **Refrigerants also include initial charges. As a result, the reported greenhous gas emissions are higher than they actually were during the reporting year.)

Reduction of Business Travel Emissions

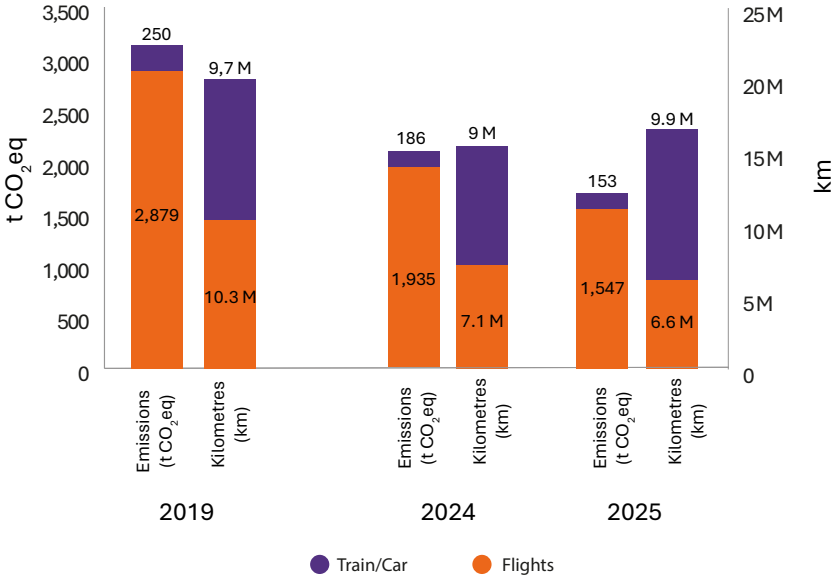


Fig. 14: Development of business travel emissions (in t CO_2eq) and kilometres; 2019, 2024, 2025.

Business travel emissions[14] in 2025 were 1,700 t CO_2eq. This is 46% less than in the base year 2019 (3,129 t CO_2eq) and around 20% less than in 2024 (2,120 t CO_2eq). BOKU has thus achieved almost 90% of the targeted 52% reduction. The main driver of the emission reduction is the decline in air travel. Air travel causes significantly higher emissions per kilometer than travelling by train or by car (Fig. 14).

14 Further information on business trips can be found in the Sustainability Report 2024 on p. 95.

Reduction of Electricity Emissions

Electricity purchased from the grid (excl. PV self-consumption) generated 371 t CO_2eq (market-based) in 2025, 92% less than in the base year 2019 (4,532 t CO_2eq).

This means that the target of a 90% reduction in electricity emissions[15] has been achieved. The reduction is largely due to the switch to certified UZ-46 electricity (81% of total electricity consumption). Compared to the previous year (371 t CO_2eq), market-based electricity emissions have remained almost unchanged.

15 Further information on electricity emissions can be found in the Sustainability Report 2024 on p. 83.

Reduction of Energy Consumption

Total energy consumption[16] decreased by 8% in 2025 compared to the base year 2019, from 48,989,514 kWh to 45,046,077 kWh (Table 1). Compared to the previous year 2024, energy consumption has increased by 7%.

This is mainly due to an increased consumption of district heating due to the climate. Overall, as of 2025, just over half of the targeted reduction has been achieved.

Energy consumption in kWh	2019	2024	2025	compared to 2019	compared to 2024
Energy consumption of renewables	29,371,820	29,691,440	30,752,484	+5%	+4%
Energy consumption of non-renewables	19,617,694	12,498,802	14,293,593	–27%	+14%
Total energy consumption	**48,989,514**	**42,190,242**	**45,046,077**	**–8%**	**+7%**
Of which purchased energy	48,818,506	41,652,740	44,453,877	–9%	+7%
Of which self-generated energy (PV & solar thermal)	171,008	537,502	592,200	+246%	+10%

Table 1: BOKU's energy consumption in 2019, 2024 and 2025, in kWh. Energy consumption data is based on internal energy monitoring data and utility bills. Conversion factors of the Federal Environment Agency Austria* for diesel, gasoline and natural gas.

16 Further information on energy consumption in the Sustainability Report 2024 on p. 89.

*https://www.umweltbundesamt.at/fileadmin/site/publikationen/rep0948.pdf

[Social}

Our vision: Appreciation, diversity, respect and cooperation are not just empty words at BOKU – they are an integral part of our organizational culture and shape the way we work together every day.

The “BOKU Spirit” stands for a strong sense of community and a positive, collaborative working environment. Through health promotion, professional development and lived inclusion, BOKU fosters a supportive environment for working, learning and research.

The BOKU community includes research and administrative staff, faculty, students and external service providers (e.g., cafeteria operators, cleaning staff) with varying roles, employment statuses and ties to the university.

Our Goals & Achievements

Internal Communication & Transparency

Strengthen internal communication and transparency

. . . **6 department events** with more than **600 participants** fostered integration, dialogue, networking and internal communication during the reorganization of the departments.

Employment Relationships & Working Atmosphere

Ensure stable personnel development ..... **+ 2.34%**
more staff (academic + non-academic) compared to 2024

Systematically develop leadership culture ..... **22** **leadership training seminars** attended by nearly 200 participants (2024: 22 seminars).

Promote qualification and professional development .... **191** **courses** offered through the BOKU Training Pass with 1,238 participants (2024: 1,141 participants).

Develop health and safety at work ..... two certificates **ISO 45001 & BGF obtained**

Employment Conditions & Work Environment

BOKU aims for stable personnel development. In 2025, BOKU recorded continued workforce growth, with the number of non-academic staff increasing by 26 employees (+3.14%) and the number of academic staff by 46 employees (+2.04%) compared to the previous year (Fig. 15).

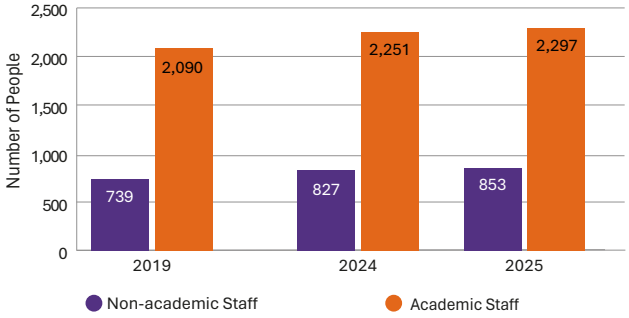


Fig. 15: Development of academic and non-academic staff according to the Intellectual Capital Report, 2019, 2024 and 2025.

In 2025, BOKU strengthened **leadership development** by offering 22 leadership trainings attended by more than 197 participants. The programme focused on key leadership competencies, communication, diversity and inclusion, and legal aspects of Human Resource management.

Another focus was the implementation of the new departmental structure as part of the "BOKU 2025" initiative. Leadership retreats and dialogue formats with the new department management teams promoted networking and joint development of the new departments. In addition, participatory strategy workshops were held across all new departments, involving department heads, institute heads and employee representatives aiming to foster a shared departmental culture, to define strategic priorities for the future and to lay the foundation for the further development of BOKU's overall university strategy.

In 2025, BOKU maintained its internal training programme with 191 courses (2024: 201). The number of participants and course attendances increased compared to 2024 (Fig. 16). Through its training programme, BOKU promoted the professional and personal development of its staff and contributed to strengthening sustainability competencies across the university through dedicated courses.

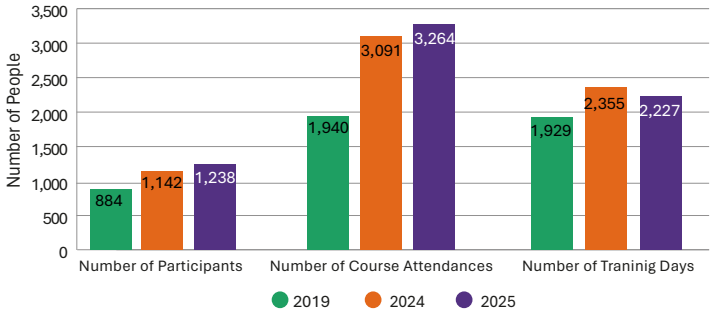


Fig. 16: Number of participants, course attendances and training days, 2019, 2024 and 2025.

In 2025, BOKU successfully completed the required annual surveillance audit for its ISO 45001 certification. In addition, BOKU was once again awarded the Austrian Workplace Health Promotion (BGF) Quality Seal.

Further highlights in 2025 to promote health and occupational safety at BOKU:

- Occupational psychological counselling (German, English and online options)
- Trusted Advisor Programme (19 trusted advisors at BOKU)
- New workshops and seminars implemented (e.g. Men's Health Week and online exercise classes)
- New working group "A Climate for Emotions"
- Launch of the "BOKU Mobility4Health" project

Internal Communication & Transparency

As part of the department's restructuring, the Rectorate invited all six departments to joint events attended by more than 600 participants. These events provided opportunities for direct dialogue, exchange and networking, making an important contribution to strengthening cohesion within the newly established departments and enhancing internal communication.

In addition, the further development and optimization of the central administration was advanced as part of the Reform 2025 initiative. Through numerous information, dialogue and discussion formats, employees were actively involved in the transformation process. These initiatives promoted transparency, enabled joint discussions on future organizational structures and work processes, and strengthened university-wide dialogue throughout the ongoing organizational change process.

Further highlights in 2025 to promote internal communication and transparency at BOKU:

- Introduction of harmonised departmental statutes with mandatory information and participation formats to strengthen transparency and employee involvement.
- Transparent sharing of the target agreements between the Rectorate and the departments with all employees (with personal data redacted).
- Strengthening direct dialogue between the Rectorate and employees through formats such as Town Halls and Round Table discussions.

[Governance}

Good and effective Corporate Governance is an essential basis for sustainable practices.

The BOKU Governance structures[17] are mostly defined by law. Furthermore, the application of the central objectives of the "Federal Public Corporate Governance Code 2017"[18] (B-PCGK 2017) within the framework of the Performance Agreement 2025–27 is contractually agreed between the BMFWF and BOKU University, and BOKU submits an annual Corporate Governance Report.[19]

17 Details can be found in the Sustainability Report 2024 on p. 128 ff.

18 https://www.oesterreich.gv.at/themen/egovernment_moderne_verwaltung/Seite.800600.html

19 https://boku.ac.at/fileadmin/data/H01000/mit¬teilungsblatt/MB_2025_26/MB18/Corporate_Govern¬ance_Bericht_2025.pdf

Our Highlights

New Department Stucture 2025 ..... **Profile sharpening Autonomy Professionalisation Optimization**

Stakeholder Engagement .....
1 Boku Connect Event
1 meeting of the Stakeholder Board
2 meetings of the Scientific Advisory Board

BOKU Inter-University Commitment ..... BOKU provides **spokesperson of the Expert Group** of the Alliance of Sustainable Universities

Department Restructuring 2025

The former 15 departments were bundled into six departments along the six BOKU fields of competence (p. 6) to bring into focus scientific strengths, to position research fields more clearly, and to optimize administrative processes. The aim is to strengthen inter- and transdisciplinary cooperation and to make contributions to sustainability, food security and climate and resource protection more effective and visible.

In the full version of the 2024 Sustainability Report, the “Governance” chapter covers the indicators required by GRI 2, starting on page 125.
There were hardly any changes in the 2025 reporting year.

BOKU UNIVERSITY

Organizational Chart

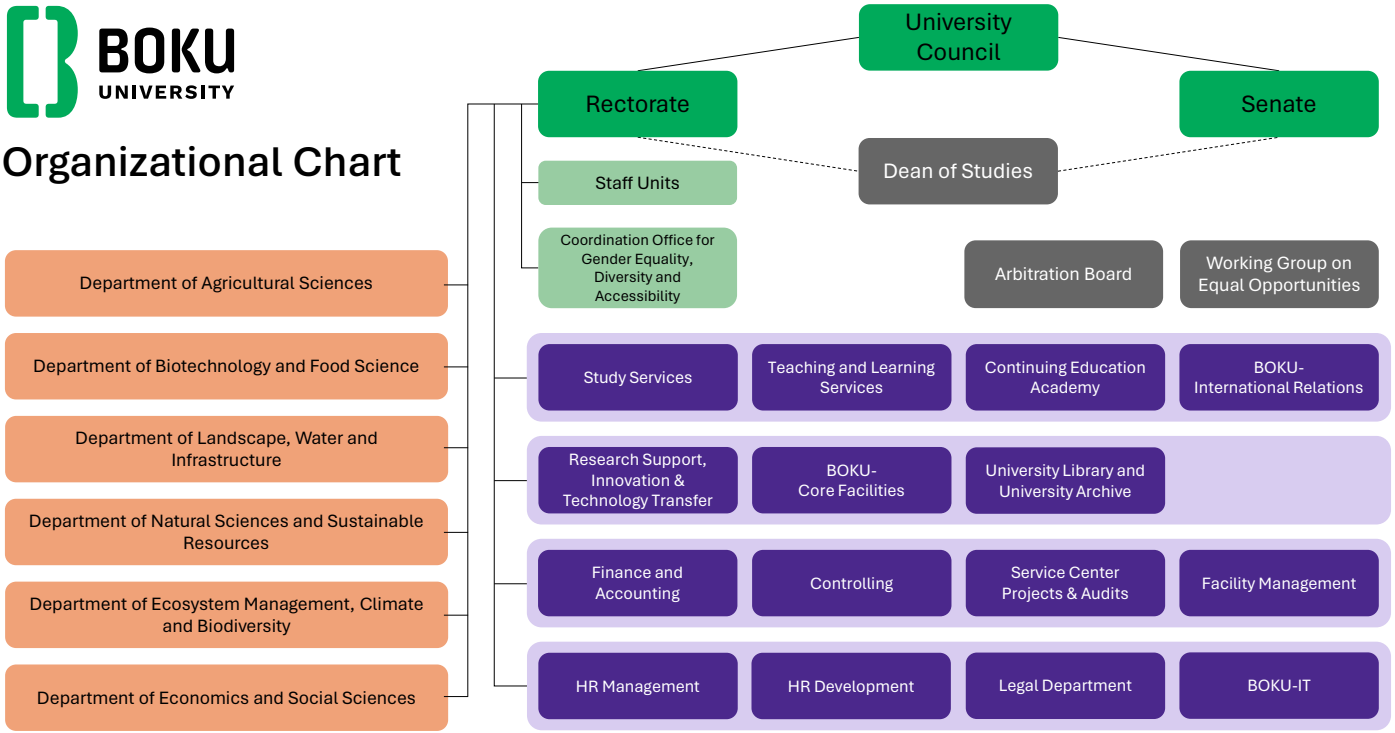


Fig. 17: BOKU University organizational chart since 1 January 2025.

Stakeholder Engagement at BOKU

With “BOKU Connect: Science meets Business”, BOKU is creating a dialogue platform to build long-term, sustainable relationships with the economy and to explore cooperation. For the kick-off on 18 March 2025, company representatives from the areas of agriculture, biotechnology, water and sustainable construction and infrastructure were invited. The evening event with about 60 participants provided insights into research achievements, presented successful alumni and spin-offs, and offered networking opportunities.

The BOKU Stakeholder Board[20] was established by the Rectorate and the University Council and serves exclusively in an advisory capacity. One meeting was held in 2025. The main topic discussed was the future of Master’s degree programmes (Innovative Teaching for the Future: Dialogue on the Further Development of Master’s Degree Programmes).

The Scientific Advisory Board[21] of BOKU consists of a group of five international scientists. Two meetings were held in 2025. The main topics discussed were rankings and alternative career paths, as well as transformative sciences.

20 https://short.boku.ac.at/stakeholder-board
21 https://short.boku.ac.at/scientific-advisory-board

BOKU Inter-University Commitment

The Alliance of Sustainable Universities in Austria[22] is a network for strengthening sustainability at universities. The coordination office funded by the Alliance is located at the Centre for Global Change and Sustainability at BOKU University, which also coordinates five of the thematic working groups (partly together with other universities). In 2025, the expert group elected Lisa Bohunovsky from BOKU University for the first time as a spokesperson and two deputies (Ralph Zettl – University of Graz, Birgit Huebener – University of Music and Performing Arts Vienna). They will represent the Alliance's expert group for two years and will be responsible for the further development of the Alliance in terms of content and strategy.

Elected spokespersons of the expert group of the Alliance of Sustainable Universities in Austria (from left to right: Ralph Zettl – University of Graz, Birgit Huebener – mdw, Lisa Bohunovsky – BOKU University).

22 https://nachhaltigeuniversitaeten.at/

We hereby confirm that this sustainability update report for the 2025 reporting year has been reviewed and approved by the Rectorate.

15th September 2026

Rectorate of Universität für Bodenkultur Wien

Eva Schulev-Steindl
Rector

Nora Silkora-Wentenschuh
Vice Rector for Finances and Infrastrucure

Gerhard Mannsberger
Vice Rector for Human Resources, Organization and Digitalization

Doris Damyanovic
Vice Rector for Teaching, Continuing Education and Student

Christoph Pfeifer
Vice Rector for Research and Innovation

List of Figures

[List of Tables]

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www.boku.ac.at

Project Lead:
Christoph Pfeifer (Vice-Rector for Research and Innovation)

Report Coordination and Editors:
Antonia Staudacher and Lisa Bohunovsky

Report Team:
Antonia Staudacher, Lisa Bohunovsky, Julia Buchebner, Clara Seisenbacher, Bernhard Schönig

With contributions from:
Lisa Bohunovsky (gW/N), Julia Buchebner (gW/N), Doris Damyanovic (Vice Rector for Teaching, Continuing Education and Students), Franz Fehr (Office of the Rectorate), Nicole Fohringer (International Relations), Simone Gingrich (Institute of Social Ecology), Georg Gratzer (Institute of Forest Ecology), Christina Habermann (Office of the Rectorate),Andrea Handsteiner (HR Development), Elke Hanser (Research Information System), Florian Heigl (Institute of Zoology), Sabrina Jeitler-Tösch (Task Force SAP), Marion Koppensteiner (Facility Management), Gerhard Mannsberger (Vice Rector for Human Resources, Organization and Digitalization), Horst Mayr (Research Information System), Christian Obinger / Christoph Pfeifer (Vice Rector for Research and Innovation), Bernhard Schönig (gW/N), Ilse Schwarzinger (Office of the Rectorate), Clara Seisenbacher (gW/N), Nora Sikora-Wentenschuh (Vice Rector for Finances and Infrastructure), Kirsten Sleytr (Employee Protection & Health), Roman Smutny (Facility Management), Antonia Staudacher (gW/N), Alexandra Strauss-Sieberth (E-Learning and Didactics), Jakob Vegh (Public Relations), Christian Vihanek (Equal Opportunities Working Party), Elisabeth Waldherr-Fabiani (Travel Management)

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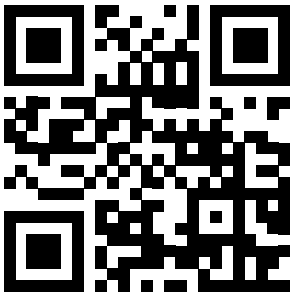

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