

**SUSTAINABILITY
IN BRIEF**

2022



Adapteo.

Sustainability highlights

2022

Developed 131 new schools, which make 775 schools in total, housing over 6 million educational hours in 2022, across the group.



Created a material guide to make it easier to choose sustainable building materials.



Improved and developed new offers, including Solar Panels as a Service, that will reduce our customer's energy consumption.



Created locally adapted and short-term action plans related to sustainability.



Continued to conduct Life-Cycle Assessments as a basis for product development of new modules.



This is Adapteo

Adapteo is the leading adaptable space partner in Northern and Western Europe. We develop, build, rent out and sell adaptable buildings that can be transformed, repurposed, and scaled up and down based on our customers' changing needs. By providing space for essential functions, such as schools, daycares, care centres, offices and accommodation, we create value in society.

Net sales 2022

MEUR 350

Number of employees

497

Space provided
in Europe

**1.4 million
square
meters**

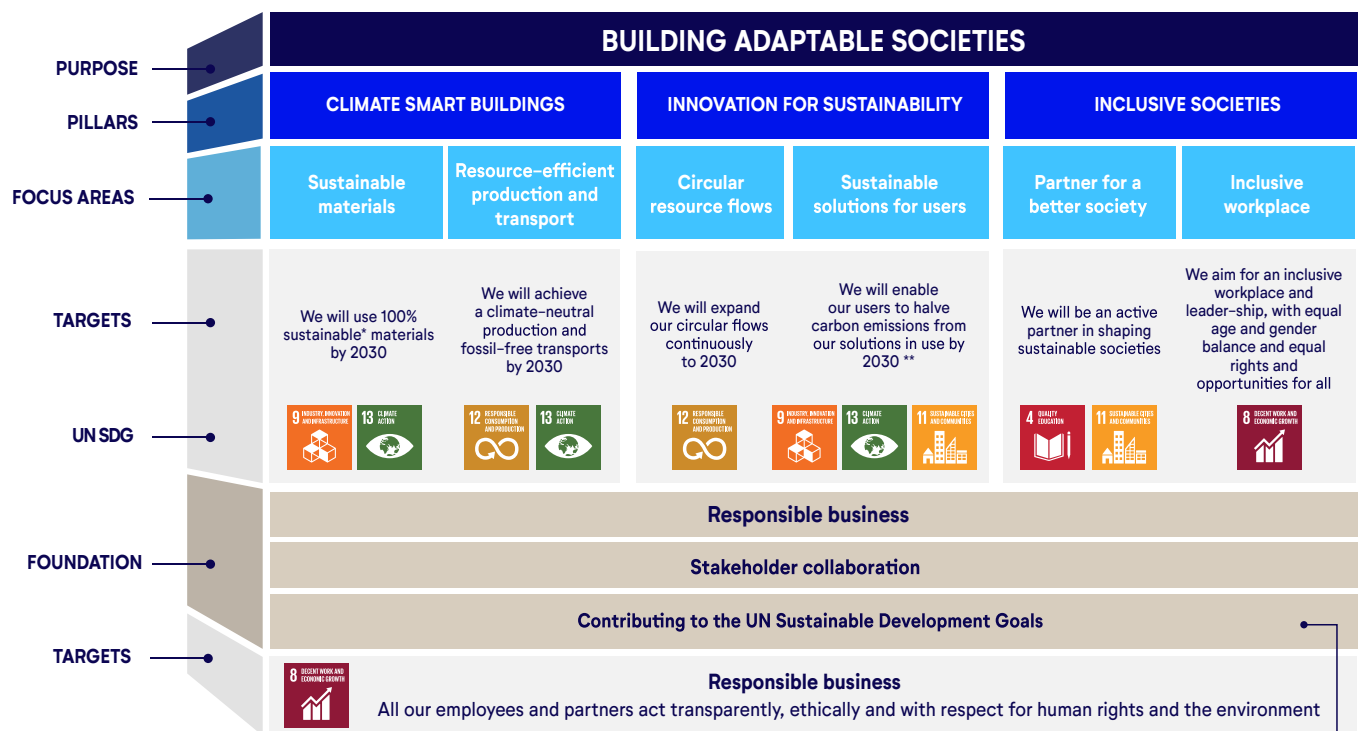
Adapteo's sustainability strategy and targets

Adapteo's sustainability strategy, launched in 2020, focuses on three strategic pillars which define the areas where we have the most significant impact.

Our strategic pillars are:

Climate-smart buildings | Innovation for sustainability | Inclusive societies

These areas are complemented with focus areas and targets that guide our sustainability work.



Adapteo is committed to contribute to the SDGs with specific focus on six goals, where our business has the biggest impact.

We are a signatory to the UN Global Compact and commit to upholding the 10 principles, and our sustainability targets have been formulated keeping the 10 principles in mind.

*Adapteo chooses renewable or recycled materials when possible and minimise our use of virgin, finite and fossil materials, and should always try out new materials with better sustainability performance to continuously improve materials used in new production and building upgrades.

** Our best practice solution including value added products and service will generate half the emissions by 2030. Meaning if customers choose the best available option with i.e. solar panels, technology etc they minimise climate impact.

Strategic pillar 1

Climate smart buildings

Climate change is the defining issue of our time, and it will inevitably shape our future. As the construction and real estate industry stands for more than a third of global emissions, with a significant impact on the climate, we must take action.

By choosing sustainable raw materials and through resource-efficient production and transport, we aim to develop climate-smart buildings for the future.

Targets:

- We will use 100% sustainable materials by 2030.
- We will achieve climate-neutral production and fossil-free transport by 2030.



Choosing more sustainable materials

To enable our suppliers and colleagues to make well-informed decisions we developed a new material guideline and tool. Different criteria must be considered in sourcing and purchasing of materials: responsible sourcing, hazardous substances, degree of circularity, water and energy efficiency, carbon impact, transport, and waste reduction. An implementation plan for the material guideline and tool will be set in 2023.

Our carbon footprint

Reducing the climate impact from Adapteo's operations and value chain is a key focus of our sustainability work. In 2022, we mapped and analysed the indirect carbon emissions generated upstream and downstream of our value chain, so-called scope 3 emissions. Based on the analysis, a detailed plan for CO₂ reductions will be developed.

Greenhouse gas emissions 2022
(metric tons CO₂e)*

SCOPE 1	SCOPE 2	SCOPE 3
1119	435	92602

GHG-intensity per MEUR Net sales

2021	2022
288 tCO ₂ e	269 tCO ₂ e

*Find more information about emissions calculations and historic figures in Adapteo's full Sustainability report 2022.

Strategic pillar 2

Innovation for sustainability

A sustainable future demands innovation and creativity. Finding new ways of addressing global challenges will be necessary to meet people's needs within planetary boundaries. We innovate for sustainability through our value chain, designing sustainable solutions and circular flows.

Targets:

- We will expand our circular flows continuously to 2030.
- We will enable our users to halve carbon emissions from our solutions in use by 2030.



Circular business model

Adapteo's modular solutions are rented out again and again, creating circular flows that minimise the use of material and contribute to a circular economy. This helps the company maintain material value, eliminate waste, improve quality and, at the same time, be profitable. Adapteo's industrial building technique limits the amount of waste generated in production.

Developing our customer offerings

In 2022, Adapteo refined existing customer offerings and developed new ones, including products and services that strengthen the sustainability performance of our buildings:

- Solar Power as a Service to produce renewable energy for use in the building.
- Smart technology, such as monitoring sensors, to plan and reduce energy consumption.
- Landscaping equipment that contributes to biodiversity, and creates a welcoming and secure environment for our tenants.
- Rental of educational equipment, kitchens, furniture and safety and security products that can be reused.



Strategic pillar 3

Inclusive societies

With demographic changes and changes in moving patterns, demands for adaptable and inclusive solutions are growing. We provide space that fit people's changing needs by delivering adaptable solutions for an inclusive society. Naturally, we also value inclusion and diversity highly in our own workplace.

Targets:

- We will be an active partner in shaping sustainable societies.
- We aim for a diverse workforce and leadership, with equal age and gender balance and equal rights and opportunities for all.



Creating value in society

Adapteo's purpose is to create value in society. Many of our users are public institutions such as schools and healthcare givers. We provide flexible, smart buildings that cater to their needs, upholding the quality and safety requirements of a highly regulated industry.

Inclusive workplace

At Adapteo, we are dedicated to creating an inclusive, and equal workplace, where our employees feel motivated, inspired, and proud to work. We are working actively to attract and retain more women, and we are using recruitment tests and assessments designed to reduce unconscious bias supporting a non-discriminatory recruitment process.

In 2022, Adapteo launched a new Human Capital Management system "Adapteo Core". It will provide a framework for processes, fostering alignment, increased quality and transparency across the group.

Enabling over 6 million educational hours in one year

Total ongoing projects 2022:

775
schools

377
daycares

71
hospitals

New projects in 2022:

131
schools

54
daycares

11
hospitals

Strategy foundation

As a responsible business, we incorporate the protection of human rights, respect for the environment and anti-corruption in each step of our value chain. We collaborate with our stakeholders to develop a more sustainable construction and real estate industry. Our sustainability ambitions are aligned with selected UN Sustainable Development Goals.

Target:

All our employees and partners act transparently, ethically and with respect for human rights, labour rights, environment and anti-corruption.



Stakeholder collaboration

We at Adapteo work with our suppliers to meet sustainability goals and targets. We prioritise transparent, long-term partnerships and collaborate with our partners to enhance the quality and sustainability of our products and services.

ISO certifications

Work towards group-wide ISO certifications progressed in 2022. An example is Adapteo Denmark being certified according to ISO 9001 and 14001 in 2022.

Adapteo holds ISO certifications or equivalent management systems for:

- Quality Management Systems ISO 9001 in all markets except Lithuania.
- Environmental Management Systems ISO 14001 in all markets except Lithuania and the Netherlands.
- Occupational Health and Safety ISO 45001 in Finland, Germany (SCC) and the Netherlands (VCA). The process is initiated in Sweden and Norway.

Perceived respect,
atmosphere, and
equal opportunities
at the workplace:

87/100*

* 2021: 89/100, higher response rate in 2022 compared to 2021

Sustainability information

For further information please read Adapteo's full sustainability report for 2022 at www.adapteo.com

The full report includes sustainability data and information about the working method, responsibilities, policy documents, stakeholder dialogue and materiality analysis. It has been prepared in accordance with the GRI Standards 2021.

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