

SUSTAINABILITY IN BRIEF

2021



Adapteo.

Sustainability highlights 2021

- ✔ Defined and released sustainability targets to 2030
- ✔ Improved data quality and baselines
- ✔ Launch of our Sustainability Playbook to increase internal knowledge and anchoring of our strategy
- ✔ Improved processes for sustainable sourcing

8
operating
countries



538
employees



Net sales:

282.5 MEUR

*Unaudited figures. See full report for more information.



We build adaptable and sustainable societies

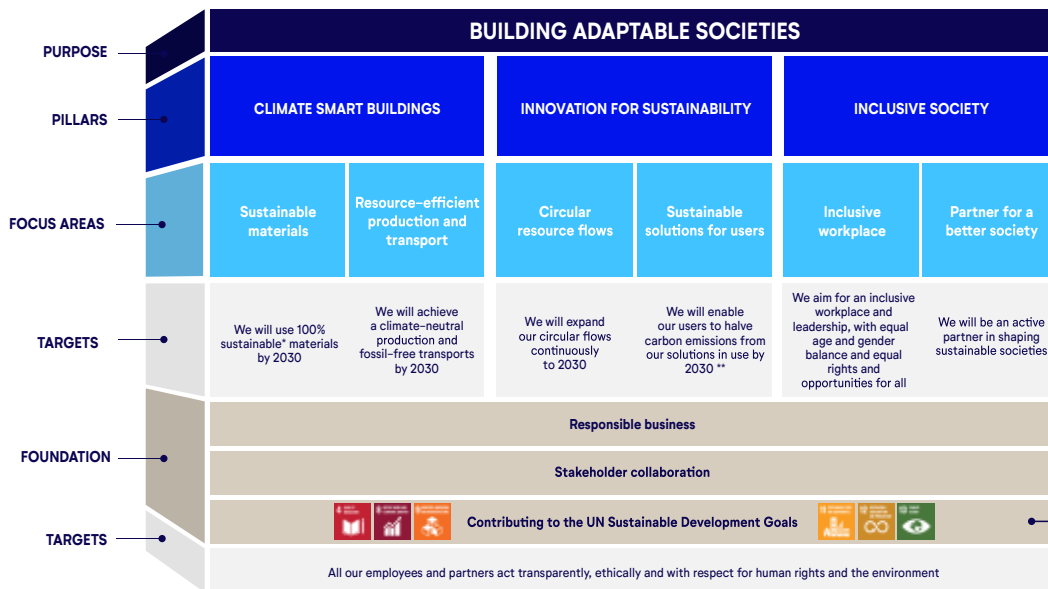
Adapteo is the leading adaptable space partner in Northern Europe. We develop, build, rent out and sell adaptable buildings, that can be transformed, repurposed, scaled up and down based on our customers' changing needs. By providing space for essential functions such as schools, daycares, care centers,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

Adapteo's sustainability strategy

We aim to become one of the most sustainable companies in the industry.

Adapteo's sustainability strategy guides our efforts to contribute to sustainable development. The strategy is integrated throughout Adapteo's operations, and all employees are offered education and insight about our sustainability agenda.

In 2021 we decided on seven sustainability targets to 2030, as well as a roadmap with milestone targets leading up to this year. Employees and functions across the organisation work together to contribute to the fulfilment of our sustainability targets. This year we also launched our sustainability playbook which will serve to guide each Adapteo employee on how to work with sustainability.



*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.

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.

Climate smart buildings

Studies indicate that the global building and construction sector accounts for 38 %* of all energy-related CO₂ emissions globally. Adapteo's strategic focus area climate-smart buildings is about producing adaptable buildings with minimal climate impact. In 2021 Adapteo continued working to increase the amount of renewable, recyclable, and recycled material used in in our buildings. We also increased our knowledge about the climate impact of Adapteo's buildings, by using a life cycle assessment.

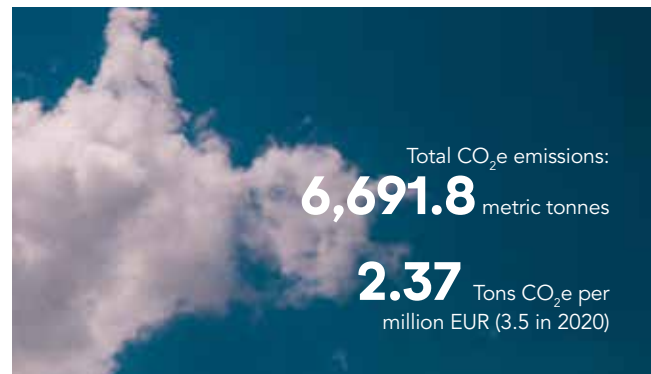


Adapteo strive to only source wood from sustainably managed forests. As of 2021, 100 % of all wood used in Adapteo's own production and C90 series is Forest Stewardship Council (FSC) certified.

*) Net-zero buildings: Where do we stand?, report by WBCSD, 8 July 2021

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

Waste, transport, business travels, and energy consumption, are sources of greenhouse gas emissions from Adapteo. During 2021, we improved data collection across the entire organisation. Our new knowledge will enable us to further develop targeted efforts to reduce emissions.



Innovation for sustainability

A sustainable future demands innovation and creativity. At Adapteo, we are innovating for sustainability throughout our value chain. With Adapteo's circular construction concept we build, transform, repurpose, scale up and scale down buildings in a matter of weeks. Our concept enable our buildings to be rented out for several rounds and serve different purposes depending on customer needs. We strive to prolong the lifetime of our buildings and develop new circular flows of material.



During 2021 300 products, equalling almost SEK 1.4 million in turnover, found new owners in Sweden via Klaravik auctions.

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

- Adapteo started developing a new set of value-added products and services, including an energy efficiency package. This will enable our customers to reduce their climate impact.
- A pilot project was initiated in 2021 where the climate impact of different materials was assessed in the design process of Adapteo's new building model.
- Used components that Adapteo no longer need, are sold via the digital marketplace Klaravik. Fire escapes; steel stairways and doors where among the most frequently sold components.
- Adapteo joined CCBUILD, Centrum för cirkulärt byggande, a Swedish network for circular solutions in building and real estate development.


Inclusive societies

Societal needs for adaptable buildings are growing, demographic changes and increased mobility place higher demands on flexible and inclusive solutions. Adapteo provides space that fit people’s changing needs and are welcoming to all. Adapteo highly values inclusion and diversity at our own workplaces and want to be an active partner in shaping sustainable and inclusive societies. Our goal is to be a zero-accident workplace. In 2021 we defined steps to work more systematically with occupational health and safety in all our operations, incorporating local needs and regulations.

We aim for an inclusive workplace with equal opportunities for all and will be an active partner in shaping sustainable societies.

Adapteo’s core values and guiding principles;

- Proactive
- Collaborative
- Committed




Gender balance among our employees

Employment category	Women	Men
Board of Directors	28.6 %	71.4 %
Group Management Team	37.5 %	62.5 %
Local Management Teams	25 %	75 %
Managers	22 %	78 %
Employees	18 %	82 %

Strategy foundation

All our employees act transparently, ethically and with respect for human rights and the environment.

Being an ethical and responsible business with respect for human rights and the environment, collaborating with stakeholders and contributing to the United Nations Sustainable Development Goals are focus areas for the foundation of Adapteo’s Sustainability strategy.

Many of our group companies are ISO certified and by 2027 we aim to be 100 % certified according to ISO standards for:

- Quality management
- Environmental management
- Occupational health and safety



Our sustainability council, founded in 2021, meets quarterly to develop clear action plans to accelerate progress across the organisation.

In 2021 we improved our processes for sustainable sourcing and strengthened our supplier relationships.

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adapteogroup.com

Sustainability information

For further information please read Adapteo's full sustainability report for 2021 at www.adapteogroup.com/sustainability/sustainability-reporting/

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: Core option.

**CONTACT THE ADAPTEO
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