

SUSTAINABILITY REPORT

2023 SUMMARY

Adapteo.



THIS IS ADAPTEO

WE ARE THE LEADING PROVIDER OF MODULAR BUILDINGS

Our portfolio includes premium, modular spaces tailored to the evolving needs of schools, daycares, offices, housing, and beyond. Through our circular business model, we offer space solutions that prioritise people and enhance social value creation, whilst minimising environmental impact. This is how we empower societies to become more equal, resilient and sustainable.

TOTAL FLEET: 1.5 MILLION m²

2022: 1.4 million m²

RENTAL SALES: +23%

Compared to 2022

NET SALES: 351.1 MEUR

GROUP ACHIEVEMENT: ECOVADIS GOLD

EcoVadis rates companies based on 21 sustainability criteria across four core themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

A Gold medal places Adapteo Group in the top 5% of over 125,000 assessed companies globally.



OUR SPACE SOLUTIONS EXPERTISE:



DAYCARE

SCHOOL



OFFICE

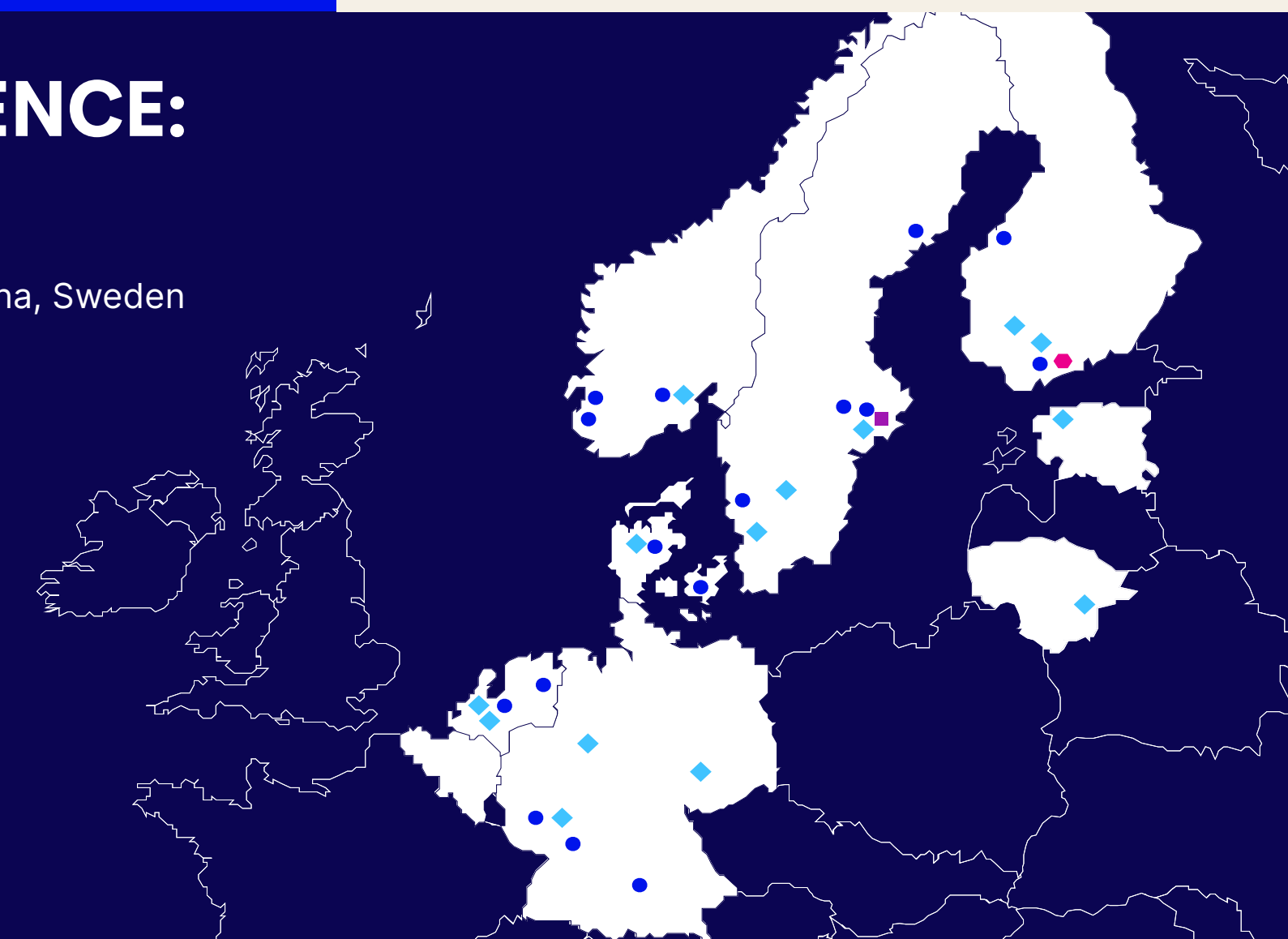
HEALTH CARE

ELDERY CARE

ACCOMMODATION

MARKET PRESENCE:

- ◆ Headquarter: Vantaa, Finland
- Operational Headquarter: Solna, Sweden
- Office
- ◆ Refurbishment hub





**IN TIMES OF
RAPID CHANGE,
FLEXIBILITY CAN
CHANGE EVERYTHING**

2023 marked a significant chapter for Adapteo. Despite facing economic downturns and geopolitical uncertainties, alongside the emergence of a new industrial landscape in Northern Europe, we not only persevered – but thrived.

As the leading provider of social infrastructure spaces, it's evident to me that our offerings are not only integral to shaping the future of Europe, but also poised to facilitate the rapid expansion of green and socially responsible infrastructure. As society continuously evolves, so does its needs and ideals, leading to ever-changing demands for spaces and buildings.

We are steadfast in our commitment to lead our industry forward in circular social infrastructure solutions, while staying within the boundaries of our planet. Being a vital component in propelling society towards circularity, low-impact space solutions, and equitable access to essential services such as healthcare, education, and accommodation, is something we take seriously.

To succeed, we collaborate closely with municipalities, industry sectors, and private companies to proactively address challenges. Our 2022 Swedish municipality study highlights the anticipation of new space demands over the next decade, emphasize the importance of incorporating flexible buildings into urban planning.

For over 30 years, Adapteo has developed a system for maximising the use and reuse of building solutions. Our circular business model and intelligent, adaptable building concepts are

designed to create spaces precisely when and how they are needed. Flexible solutions and services, designed with long-lasting materials for enduring multiple lifecycles and a long afterlife – that is our formula.

Adapteo achieved a 23 percent growth in rental sales at group level in 2023. I firmly believe that our offering, centred on modular and flexible building solutions, is pivotal in efficiently delivering essential social functions. And as the icing on the cake, our sustainability efforts align seamlessly with Europe's ambitious climate goals, including reducing emissions by 55 percent by 2030 and achieving net-zero emissions by 2050. In spring 2023, we introduced an exciting opportunity for our customers to integrate solar panels as a service onto their Adapteo spaces. This initiative not only helps to reduce the climate impact of our buildings in operation but also contributes additional renewable energy to the grid. It's a win-win scenario.

Our persistent efforts were duly recognized in 2023 with two EcoVadis Gold medals, awarded to Adapteo Sweden and Adapteo Group, marking us as the first company in our industry to achieve this distinction at group level. This achievement is a testament to our dedication and will serve as a strong motivator as we continue to strive towards our mission of fostering thriving societies in an ever-changing world.

JOHANNA PERSSON

President and CEO, Adapteo Group

2023 VALUE DASH- BOARD

TOTAL FLEET:

1,506,000m²

GREENHOUSE GAS EMISSION INTENSITY:

76 kg CO₂e/m²

1,250 SOLAR PANELS INSTALLED

PROJECT SIZES, FROM SMALLEST TO BIGGEST:

7m² – 30,000m²

AVERAGE PROJECT SIZE: 500m²

SEGMENT SHARES, BASED ON DEPLOYED SQUARE METRES:

EDUCATION:

53%

INDUSTRY:

19%

INFRASTRUCTURE:

11%

OTHER PUBLIC SERVICES:

9%

HEALTHCARE:

8%

11.7%

LESS WASTE PER SQM VS 2022

86.9% OPERATIONAL
TIME UTILISATION RATE

NET RENT SECTOR SPILT:

71%

PUBLIC SECTOR

29%

PRIVATE SECTOR

ONGOING PROJECTS:

SCHOOLS

657

WORKER VILLAGES

50

DAYCARES

423

OFFICES

478

ENABLED EDUCATIONAL HOURS IN ONE YEAR:

6.7M

83 EMPLOYEE ENGAGEMENT SCORE

GLOBAL BENCHMARK: 81

TOTAL SOCIAL
INFRASTRUCTURE
EXPOSURE:

81%

93% eNPS RESPONSE RATE

TOUCHDOWNS 2023

01.
Adapteo Sweden awarded
EcoVadis Gold

02.
Chief Sustainability Officer added
to the Group Management Team

03.
Launch of solar panels as a service

04.
Sustainability & QHSE team
of specialists established

07.
Dutch Cabin Group rebranded
as Adapteo Benelux

06.
Innovated an approach merging CSRD
alignment with our growth agenda

05.
Integrated sustainable
business strategy developed

08.
Strategic partnerships formed to level up collaboration
for circularity

09.
Pilot innovation project to reuse stone wool
insulation in our modules

10.
Adapteo Group awarded EcoVadis Gold

11.
Decarbonisation plan developed
for scope 1 and 2

13.
Achieved 23 percent growth in
rental sales

12.
Commitment to set Science Based Targets
with a net zero goal for 2040

2024

OUR STRATEGY

OUR BLUEPRINT FOR IMPACT

WITH THE BIG GAP between societal needs and sustainable building solutions, we are committed to becoming the market leader in circular social infrastructure solutions while staying within the planetary boundaries.

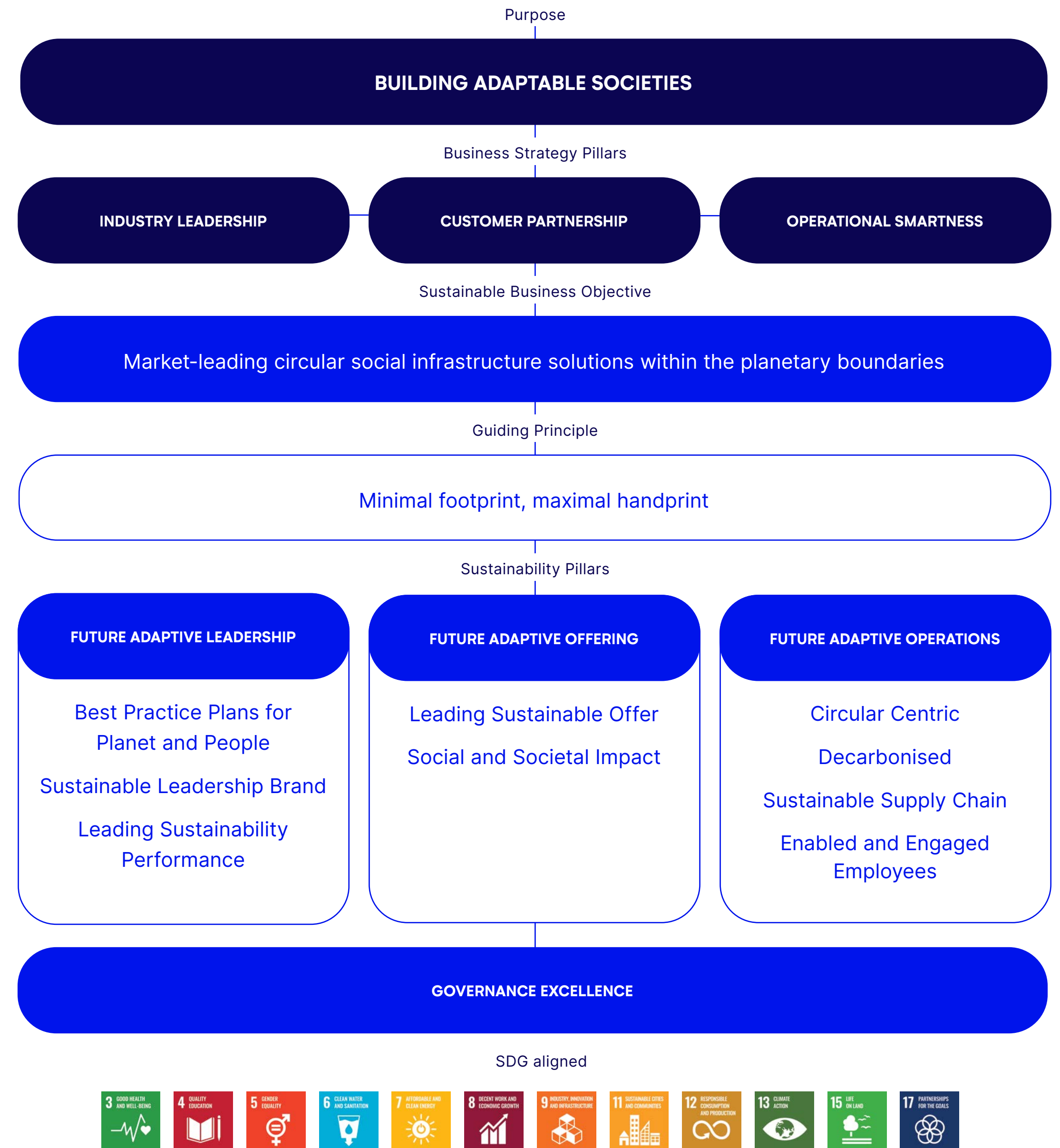
This year, we shifted our organisational mindset from a sustainability strategy to a strategy for sustainable business.

As a business, we are dedicated to aiding society in becoming future adaptive. Combining the sustainability and the business perspective are key to our business goals and the pace of transition.

Grounded in the three strategic pillars of our corporate strategy, we have merged our sustainability focus into a truly integrated strategy for sustainable business. By doing this, we have secured both business well-being and sustainable growth within the same strategy.

Our theory of change puts future adaptivity at the core. We believe that resilience for us, our customers, and the world as a whole, will come from always having an agile and flexible approach to change.

With flexibility already at the heart of our product, we have broadened this mindset to encompass everything we do and structured it around three pillars addressing diverse areas ■



OUR STRATEGY

THREE IMPACT PILLARS

Our corporate strategy outlines our ambitions for growth and leading value proposition across three pillars: industry leadership, customer partnership, and operational smartness.

Sustainability adds layers of longevity and ripple effects to a business strategy, shining a light on risks, opportunities and consequences beyond financial data alone. By adding a future adaptivity perspective on all three pillars, and cross-referencing with the global goals for sustainable development, we have embedded sustainability deeply into our strategy.

By clearly defining how our operations, products, services, and governance ensure both immediate business success and long-term resilience, we can move forward at full speed.

01. FUTURE ADAPTIVE LEADERSHIP

We want to lead our industry while maximising our contributions to sustainability. This is achieved by creating and acting on plans focused on climate, people and nature, aligned with best practices and science-backed trajectories.

OBJECTIVES & TARGETS

- Committed to set science based targets for climate 2023
- Full decarbonisation plan in place 2024
- Social Impact strategy in place 2025
- Ecosystem strategy in place 2025
- Advocating for circularity within the built environment
- Implementing an integrated approach for enterprise – and sustainability value
- Aiming for top ESG ratings
- Being customers’ preferred sustainable solutions partner

02. FUTURE ADAPTIVE OFFERING

We believe that by partnering with our customers and assisting businesses, organisations, and municipalities we can create a larger impact for people, planet and business.

OBJECTIVES & TARGETS

- Contribute to the sustainable transformation of regions, cities and communities
- Maximise circularity and minimise the footprint of our offering
- Offer the most sustainable portfolio of products and services on the market
- Provide ecosystem-positive services
- Enable sustainable behaviours and lifestyles

03. FUTURE ADAPTIVE OPERATIONS

For us, operational smartness means equipping our co-workers with the skills required to meet both our customers’ needs and the demands of the transition. And just as important is the creation of an engaging company culture that invites people to grow and evolve.

OBJECTIVES & TARGETS

- Striving to become fully circular
- Using 100% circular materials 2030
- Zero waste to landfill or incineration 2030
- Optimising utilisation rate of our modules
- Fossil-free operations, vehicles and transports 2030
- Net-zero climate impact 2040
- ESG assessment of all key suppliers
- Zero Lost Time Injuries
- Gender-balanced management teams 2028
- Employee engagement consistently above global benchmark



“As a business, we are dedicated to helping society in becoming future adaptive. Combining the sustainability and the business perspectives is key to our business goals and the pace of transition.”

LINA K WILES
Chief Sustainability Officer, Adapteo Group

To effectively meet climate targets, detailed planning is essential – and time is scarce. In 2023 we set out to qualify our previous emission calculations and develop a complete science-based decarbonisation plan by thoroughly assessing our current climate footprint and analysing solutions for transition.

We are committed to reducing our carbon footprint across our entire value chain to honour the Paris Agreement. In December 2023, Adapteo submitted its Commitment Letter to the Science Based Target initiative (SBTi), committing to a net zero target by 2040, with a short-term reduction target for 2030.

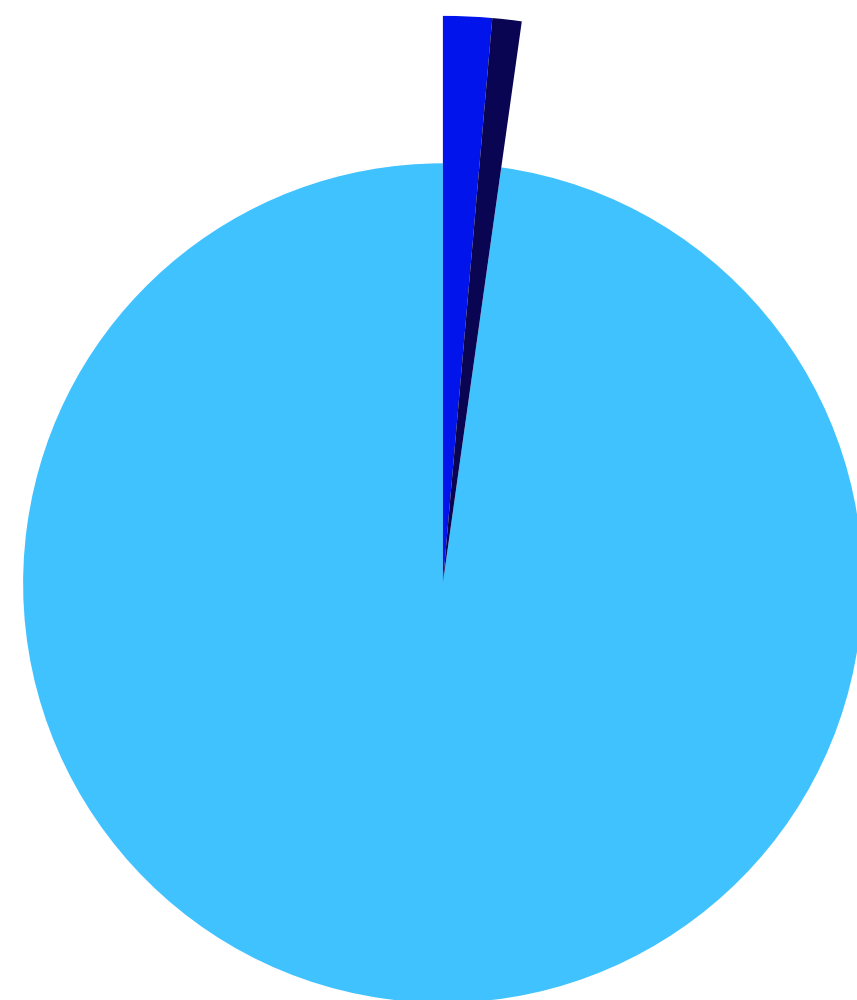
A climate budget for annual emissions reductions towards the near- and long-term targets is being developed.

The decarbonisation plan for scope 1 and 2 emissions was completed in 2023, ready to be actioned from 2024 onwards. A carbon emissions budget until 2030 has been developed, which includes mobile and stationary combustion, heating, and electricity.

According to the SBT process, the targets and emissions reduction plans will have to be approved by December 2025, at the latest. Our ambition, however, is to complete this work in 2024. ■

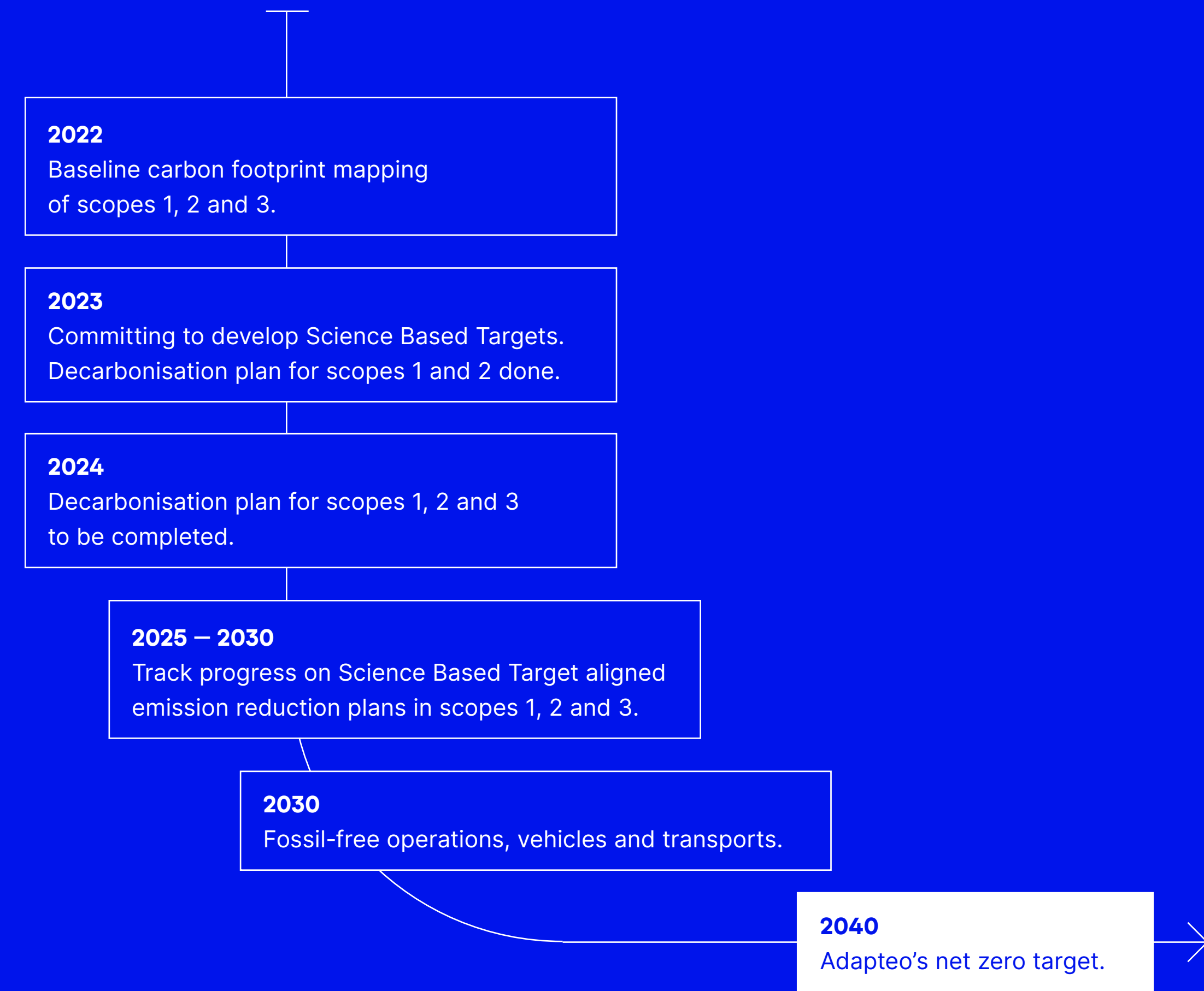
CARBON FOOTPRINT PER SQUARE METRE
76
kg CO₂e/m²

CARBON FOOTPRINT PER MEUR NET RENT
595
tonnes CO₂e/MEUR

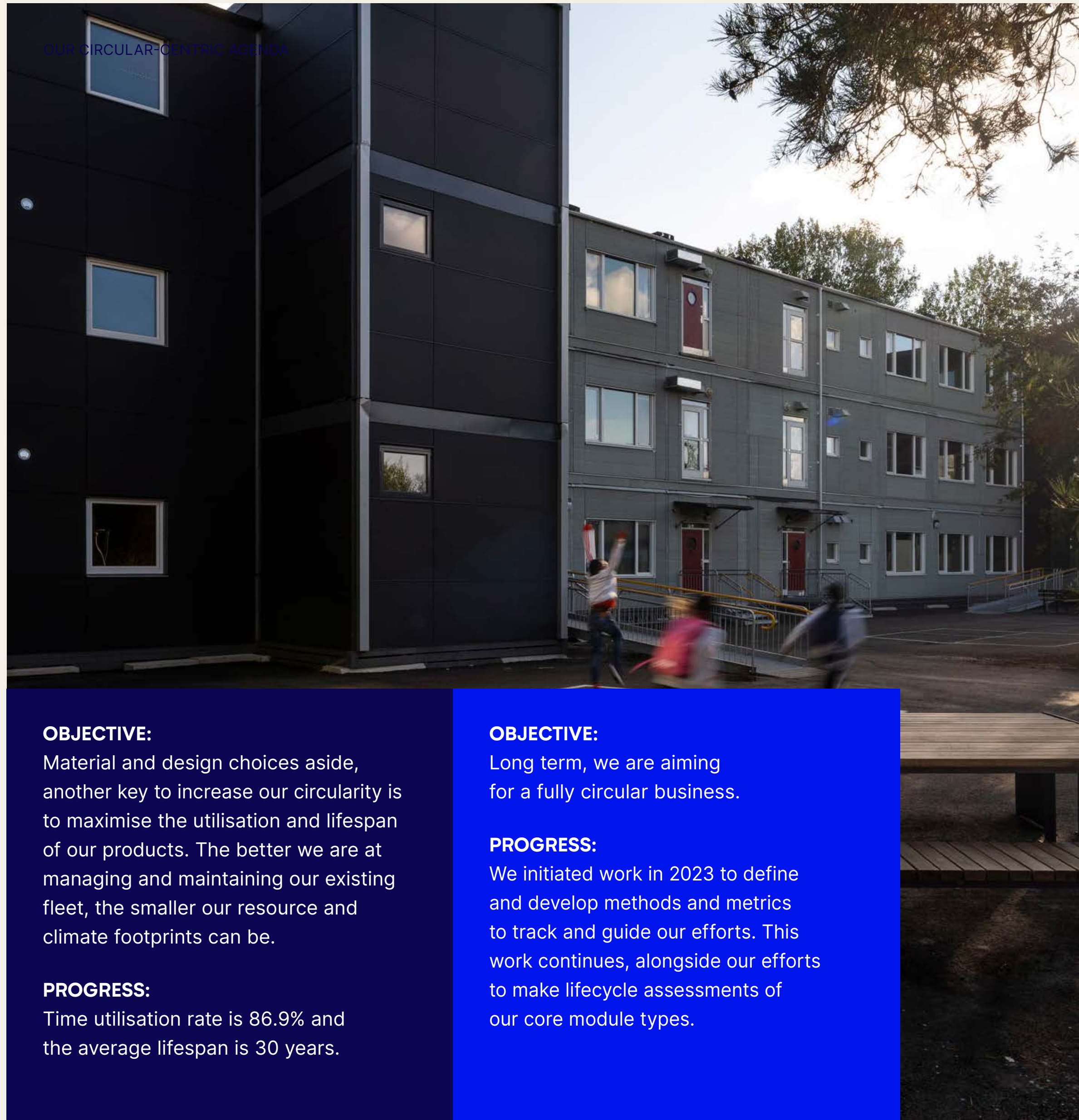


ADAPTEO'S CARBON FOOTPRINT 2023 (TONNES CO₂e)
 ● SCOPE 1: 2,007 ● SCOPE 2: 617 ● SCOPE 3: 112,113

OUR ROADMAP TO NET ZERO



OUR CIRCULAR-CENTRIC AGENDA



OBJECTIVE:

Material and design choices aside, another key to increase our circularity is to maximise the utilisation and lifespan of our products. The better we are at managing and maintaining our existing fleet, the smaller our resource and climate footprints can be.

PROGRESS:

Time utilisation rate is 86.9% and the average lifespan is 30 years.

OBJECTIVE:

Long term, we are aiming for a fully circular business.

PROGRESS:

We initiated work in 2023 to define and develop methods and metrics to track and guide our efforts. This work continues, alongside our efforts to make lifecycle assessments of our core module types.

ADAPTEO'S CIRCULAR CORE

At the heart of our operations lies our circular core – our business model. By offering space as a service, we adopt a fundamentally circular approach. This allows us to have full control over every aspect, from design and sourcing to production, transport, usage, refurbishment, and ultimately, the end-of-life of our products.

The strength and stability of our business are rooted in our capacity to manage our portfolio of products and services with utmost resource and cost efficiency. As a beneficial outcome, this approach also leads to a reduced carbon footprint.

For over 30 years, Adapteo has been refining a system that maximises the use and reuse of building solutions. Designed for longevity, our buildings can be repurposed and resized to adapt to evolving needs. To facilitate mobility, we opt for lightweight

construction materials like wood. Complementing this, we use steel frames for their stability and flexibility – they are not only recyclable but, in the future, could increasingly be made with renewable energy or from recycled materials.

Innovation aimed at sustainability is key in Adapteo's business strategy. Our goal is to achieve climate-neutral production and utilise 100 percent circular materials – renewable, recyclable, recycled, reused, and reusable – by 2030.

Our circular business model is holistic, encompassing the entire product lifecycle. We prioritize durable products and the principle of reuse to preserve material value, minimise waste, and maintain profitability, all while safeguarding our planet's resources. ■

OUR CIRCULAR BUSINESS MODEL

Our modules are produced in series, optimising economies of scale such as material use and energy efficiency. This benefits both environment and the economy.

1. PRODUCT DEVELOPMENT

We design for circularity, energy and resource efficiency, prioritising renewable, lightweight and low-carbon materials, and solutions that promote sustainable development.

2. PRODUCTION

Our standardised, efficient indoor production of modules ensures high quality, optimal resource utilisation, and minimal waste.

3. PLANNING

We collaborate with our customers to analyse needs and design tailored solutions, ensuring optimal fit and sustainability.

4. DELIVERY

Our delivery process prioritises low-impact transportation and ground work, coupled with efficient assembly practices.

5. USE PHASE

Our solutions promote energy-efficient and convenient use. We ensure longevity and quality through well-suited solutions and dedicated service.

6. DISASSEMBLY

We carefully dismantle the modules, ensuring they are preserved for refurbishment and further use.

7. TRANSPORT

Post-disassembly, we ensure efficient transportation of modules and materials, minimising carbon footprint while moving towards the next usage phase.

8. REFURBISHMENT

Modules are meticulously refurbished, with a focus on upgrading and revitalising materials and interiors for renewed use.

9. EXTENDED LIFE

Beyond the rental lifecycle, our modules are sold, donated for further use, or responsibly disassembled and recycled.

[REUSE]

We maximise the lifespan of materials and interiors by refurbishing, upgrading, and reusing our modules in various applications.



OUR CIRCULAR-CENTRIC AGENDA

IT STARTS AND ENDS WITH WASTE REDUCTION

Minimising waste is crucial for circularity. Our construction process is designed to significantly reduce waste production, treating all by-products as valuable resources for reuse in the circular economy.

OBJECTIVES:

Our target is zero waste to landfill or incineration without energy recovery, by 2030.

PROGRESS:

59% of our resource outflow is reused or recycled.

Total waste was reduced by 5.4%, and waste per square metre was reduced by 11.7%, compared to 2022.

REUSING STONE WOOL – A SUCCESSFUL PILOT

In 2023, Adapteo initiated a pilot study to reuse stone wool insulation that otherwise would be scrapped. The trials were successful, showing savings in carbon, cost and waste.

Adapteo’s reuse of stone wool insulation is an example of how we can treat scrapped material as a valuable resource in the circular economy and reduce our carbon footprint.

Insulation from used modules was removed, transported, and ultimately reused in brand new modules. We found that each lorry load could carry enough stone wool to replace the floor insulation of

25 modules. The reused insulation does not affect the module’s lifespan. As long as the insulation is kept dry it can be reused. We anticipate the reuse will save about 4.3 kg CO₂e/m².

In a module with a material carbon footprint of 4,500 kg CO₂e it would reduce the carbon footprint by almost two percent.

This circular initiative also brings financial benefits as reusing material saves costs from waste removal expenses and from purchasing new, virgin stone wool.

ENDING LINEAR MATERIAL USE

We focus on sustainable design and renewable materials like wood. When a project is complete, we disassemble and refurbish modules in preparation for their next use cycle.

The outdated linear approach, consuming finite natural resources, must shift to a sustainable, circular flow, enhancing both economic and environmental benefits.

OBJECTIVES:

Our target is to use 100% circular materials by 2030.

PROGRESS:

We are developing methods and metrics for circularity to measure impact.



By extending a module's lifespan by 10 years, its climate impact per use cycle can be cut by nearly 25 percent.

LIFE CYCLE PERSPECTIVES

Life cycle assessments (LCA) as an essential tool to guide reduction of the climate and resource footprint of our modules.

Adapteo has commissioned LCAs for some module series (C90, A16 and DS), and though the methodologies, scopes and limitations of these LCAs are not directly comparable, some overall conclusions can be drawn:

- Material use in product manufacturing and energy consumption during the use phase are the main emitting stages across the life cycle.
- Hence, choosing reused modules drastically cuts the carbon footprint by as much as 80–90 percent linked to primary construction.
- Longevity and energy-efficiency are key factors to consider for a low life cycle footprint, as well as the choice of materials. One study shows that prolonging the lifetime of a module by ten years can cut the climate impact per use cycle by approximately a quarter.

- Materials with the highest carbon footprint include steel, insulation, plasterboards and building boards.
- An increased share of wood content reduces embodied carbon of a building by replacing higher-emitting non-renewable materials. In addition, wood constitutes biogenic storage of carbon, as trees sequester CO2 from the atmosphere into biomass. This carbon is released if and when the wood is burned. Hence, responsibly sourced timber, where harvested timber is replaced by new growth, is key to reaping the climate benefits of wood.

Our ambition for 2024 is to establish an LCA methodology, based on the European framework for sustainable buildings (Level(s)), that will be used to analyse our core fleet. The results will enable robust comparisons and conclusions on performance, and guide our continued efforts to develop our module designs on our journey to net zero climate impact and increased circularity.

Wood is a low-impact high-performing construction material. It is one of the primary materials used in Adapteo's buildings, highlighting our commitment to responsible sourcing.

As of 2021, 100 percent of all the wood used in Adapteo's production is certified by the Forest Stewardship Council (FSC®), or Programme for the Endorsement of Forest Certification (PEFC), when FSC is not available.

We value wood as a material because it is a renewable, lightweight, carbon-sequestering material, which makes us less dependent on finite resources. Wood is also a durable and flexible construction material, which can be recycled and reused making it a low-footprint material with qualities crucial to a circular-centric mindset like ours. ■





WHEN QUALITY EQUALS SUSTAINABILITY

“Our guiding principle during design and development is to create flexible building solutions that not only match but exceed the quality of traditional site-built houses.”

ALEKSI HILLMAN
Head of Product Development, Adapteo Group



C90: OUTSTANDING WOOD-BASED SOLUTION

Our C90 modular building solution is an example of excellent functionality meeting outstanding quality.

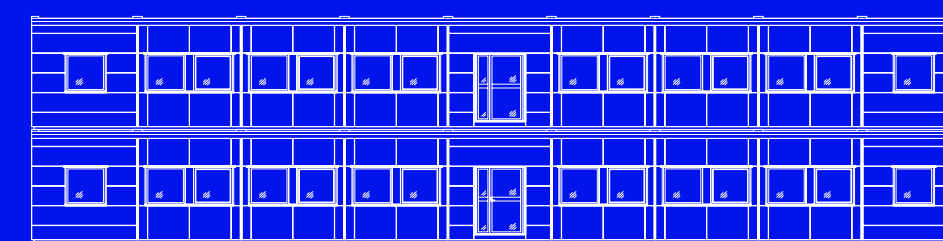
C90 is characterised by a modern design where function, indoor environment and energy efficiency has shaped a highly versatile solution, suitable for a broad array of customer and end user needs. C90’s energy efficiency stems from its multilayer insulation and heat exchangers. The choice of materials and our lean industrial production minimises material spillage. This is the essence of Adapteo’s circular business model where we create value for societies by solving

customer needs with adaptable solutions.

- Made from 42 percent wood
- Approximately 10,000 units in use, covering 300,000 m²
- Suitable for multiple segments and multi-storey solutions
- Sleek exterior fitting in both urban environments and green park settings

FACTS: C90

- Possible uses:** School, daycare, office, accommodation
- Length:** 9.6 – 11.3m
- Width:** 2.96 – 3.95m
- Height, exterior:** 3.47m
- Height, interior:** 2.70m
- Area:** 28 – 44m²
- Construction:** Wooden framework and components
- Construction capacity:** 3 storeys



EMPOWERING CUSTOMERS TO REDUCE IMPACT

With energy-efficient offerings like solar panels and smart building technology, we are making it easier for our customers to reduce their climate impact when renting our buildings. Over the past year, we have focused on raising awareness about sustainable usage and Value Added Product Services (VAPS). Our strength lies in combining user needs with long-term energy efficiency and innovation.

To raise customer awareness of sustainable VAPS, we have defined offerings for each of our markets. Our strategy is to have local ownership of these products and services to secure long-term success in sales and development. For each market, we are creating an education kit designed to train our sales teams on our portfolio of VAPS that strengthen the sustainability performance of our buildings. The education of the sales team is in progress and this initiative is further

explained on page 29 in our Future Adaptivity Report. In 2024, we are enhancing marketing efforts for sustainable VAPS and developing further offerings.

OUR PORTFOLIO OF VAPS FOR HIGHER SUSTAINABILITY PERFORMANCE

This is our portfolio of resource-efficient products and services that strengthen the sustainability performance of our buildings.

- Energy-efficient solutions like solar panels as a service where the customers produce their own electricity and have the opportunity to sell the surplus.
- Smart building technology such as monitoring sensors, for planning and reducing energy consumption.
- Products and services promoting circularity and reuse like rental of furniture, kitchens, and educational and office equipment.

- Extensions of a business like groundwork, landscaping, and catering. To free up customers' time we offer facility management.
- We can ensure that the required safety and security equipment is in place and we offer damage waivers for better cost control.

ON THE AGENDA: CONNECTIVITY AND CHARGERS

To become a full-service provider for our customers and to add further value

to our offering, we are looking to expand our existing VAPS portfolio with solutions to reduce our customers' climate impact and maximise societal effect.

- Connectivity and network services for controlling lights, heating and ventilation to optimise energy consumption.
- Installation of chargers for electric vehicles, with the opportunity to earn additional income by allowing external users to access the chargers.



CASE STUDY

SOLAR PANELS REDUCING THE NEED FOR GRID ELECTRICITY

A great example of Adapteo’s commitment to making modular buildings more sustainable, is our Solar panels as a Service solution.

Solar panels as a Service represent an enormous untapped potential for climate mitigation and added value for the customers and communities. Since its launch in the spring of 2023, Adapteo has implemented several solar panel projects with customers with promising results.

To fully understand the impact, here’s a spotlight on the inspiring solar project in Rødby, Denmark.

ACCOMMODATION FOR 1,200 TUNNEL WORKERS

In the small historical town of Rødby on Denmark’s southern coast, Adapteo has taken on a significant undertaking. Adjacent to it, the construction of the 18 km long Fehmarn Belt tunnel between Denmark and Germany is due for completion by 2029.

To accommodate workers relocating temporarily for the construction project, Adapteo assembled a complex utilising 500 modules.

LARGE SCALE MODULE VILLAGE WITH SOLAR PANELS

To provide energy to the modular village, traditional district heating systems were side-

stepped. Instead, 1,200 solar panels were installed, delivering up to 548,000 kWh per year.

Adapteo takes care of everything from mounting and dismantling the system, as well as installation, to ensure it’s ready to produce electricity.

The solar panels are installed on flat roofs with optimal sun exposure. The system can be mounted, dismantled, and re-mounted again, creating a circular solution, as is central to all Adapteo operations.

REDUCED CLIMATE IMPACT AND LOW-ENERGY COMPLIANCE

The Rødby project has made a tangible impact, achieving a 50 percent decrease in grid electricity demand and substantially reducing its climate impact.

Thanks to its use of solar panels and heat pumps, the modular worker village complies with the framework for low-energy construction under Danish building regulations, requiring the modules to use just under 30 kW/m² per year.

[Read More](#)



CASE STUDY

THE MAINZ-MOMBACH HIGH SCHOOL: COMBINING MODERN LOW-IMPACT GROUNDWORK, WITH OLD TECHNOLOGY

To look to the future, we must first look back upon the past. In this project, we looked back on one of the oldest forms of foundation – [screw foundations](#). >>

CASE STUDY

6,400 M²

SOLAR
PANELS

SCREW
FOUNDATION

4-YEAR
RENTAL



INTERIM SOLUTION, WITH LONG-TERM POSITIVE EFFECTS

The city of Mainz commissioned Adapteo Germany to build a modular interim high school with three floors and a two-story cafeteria. In May 2023, preparatory work began for the Mainz-Mombach high school.

ADAPTEO'S HYBRID SOLUTION

The interim school is made up of our Hybrid building solutions, which combine different materials, like the durable properties of steel with the renewable qualities of wood.

Our Hybrid module series is native to Adapteo Germany and characterised above all by its high energy efficiency and spacious feeling.

ANCIENT TECHNOLOGY FOR MODERN, LOW-IMPACT GROUND-USE

The foundation of the buildings employs a method with minimal ground intervention: screw foundations, among the oldest forms of foundation. This does not seal the ground, allowing water to seep through.

The modules themselves do not require a concrete foundation and can be placed directly on wooden blocks on asphalt or gravel surfaces, which significantly reduces environmental impact.

Without any complex groundwork or concreting work, 880 massive ground screws were installed by our partner Deutsche Schraubfundament GmbH. At the end of the project lifecycle, the ground screws are simply removed and the subsoil can be used directly and serve new purposes.

This way, we are preparing the ground for the seeds of the future.

A HIGH SCHOOL THAT WILL SERVE FOR 4 YEARS

The result on site is 6,400 m² of school space, including an elevator, science rooms and a solar panel system.

During a period of four years, the students will be taught and cared for here, and it will be the working environment for teachers and school staff.

Reflect on the time span of four years and consider the impact of a school building. For many students, the years spent in these spaces might be the most transformative of their educational journey.

Therefore, we are working with determination for the well-being of the people who spend time in our buildings, as well as to find energy-efficient solutions.

[Read the full story here](#)

“With this extensive project, we can showcase the possibilities of a less invasive foundation and the assembly of a 6,400 m² building area, featuring energy-efficient hybrid modules and a renewable energy supply, including solar panels.

FREDERIK ILLING

Executive Vice President, Adapteo DACH



HYBRID COMBINES ENERGY-EFFICIENCY WITH HEALTHY INDOOR CLIMATE

“Now 12 individual heat pumps operate in the rooms, each with a capacity of 1.7 kW. This brings enormous savings and a carbon dioxide reduction. Gas is no longer needed.”

MARIA HERNANDEZ
Project Manager, Adapteo Germany



Hybrid is one of Adapteo’s latest models and represents a unique combination of wood and steel, challenging the markets where steel is the predominant material.

With Adapteo Germany, the city of Sarstedt built a high-quality interim school. In just three months, a two-storey modular facility for approximately 125 children was in place. The implementation of our energy-saving concept resulted in a significant reduction in climate impact and electricity costs for the city. We transitioned from gas, the initially planned energy source, to heat pumps, contributing to energy conservation. Additional measures such as installing triple-glazed windows, enhancing insulation, and implementing smart lighting systems synchronised with the natural day cycle further

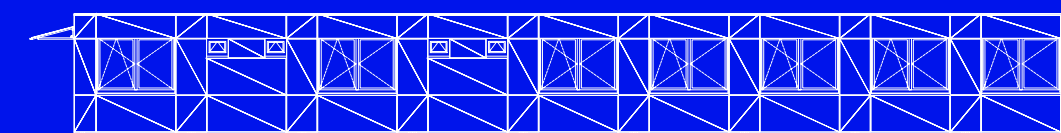
bolstered our efforts. To ensure a good indoor climate, emission-low materials like mineral wool for wall insulation, and rubber floors were used. The interim school will be dismantled by Adapteo and used elsewhere once a permanent school building is in place.

- Combines the advantages of steel with the sustainable qualities of wood
- Suitable for schools, daycare centres, universities, office buildings, and canteens
- Meets the requirements of the German Building Energy Act (GEG) for energy efficiency

[Read the full story here](#)

FACTS: HYBRID

- Possible uses:** School, daycare, office, accommodation
- Length:** 6- 058m – 8.44m
- Width:** 2.99m
- Height, exterior:** 3.25m
- Height, interior:** 2.75m
- Area:** 18 m²<
- Construction:** Three-dimensional, welded steel frame (invisible) with wooden components.
- Construction capacity:** 3 storeys



EQUIPPED AND ENGAGED EMPLOYEES

WE ARE ADAPTERS [NOT SO SQUARE]

Our key values – Proactive, Collaborative and Committed – guide us in everything we do. Our people promise helps build a strong identity and internal pride, retain coworkers, and attract the right talent.

In 2023, we developed and launched our people promise– an ode to our dynamic brand. It describes what Adapteo represents and paints a picture of what our employees can expect of us – and what Adapteo expects in return. The task ahead

is to continue implementation across Adapteo Group and engaging all Adapters to build on our progressive identity together, to implement it across the company and engage everyone to build a progressive brand together.

Operating in various markets, we face the challenge of defining a shared identity that we all can gather around.

We adopted a bottom-up methodology and invited representatives from all Adapteo markets to participate in workshops and interviews, sharing their views of the company.

This collaborative approach helped us capture common perspectives and it formed a foundation for the People Promise and our common identity We are Adapters [not so square]

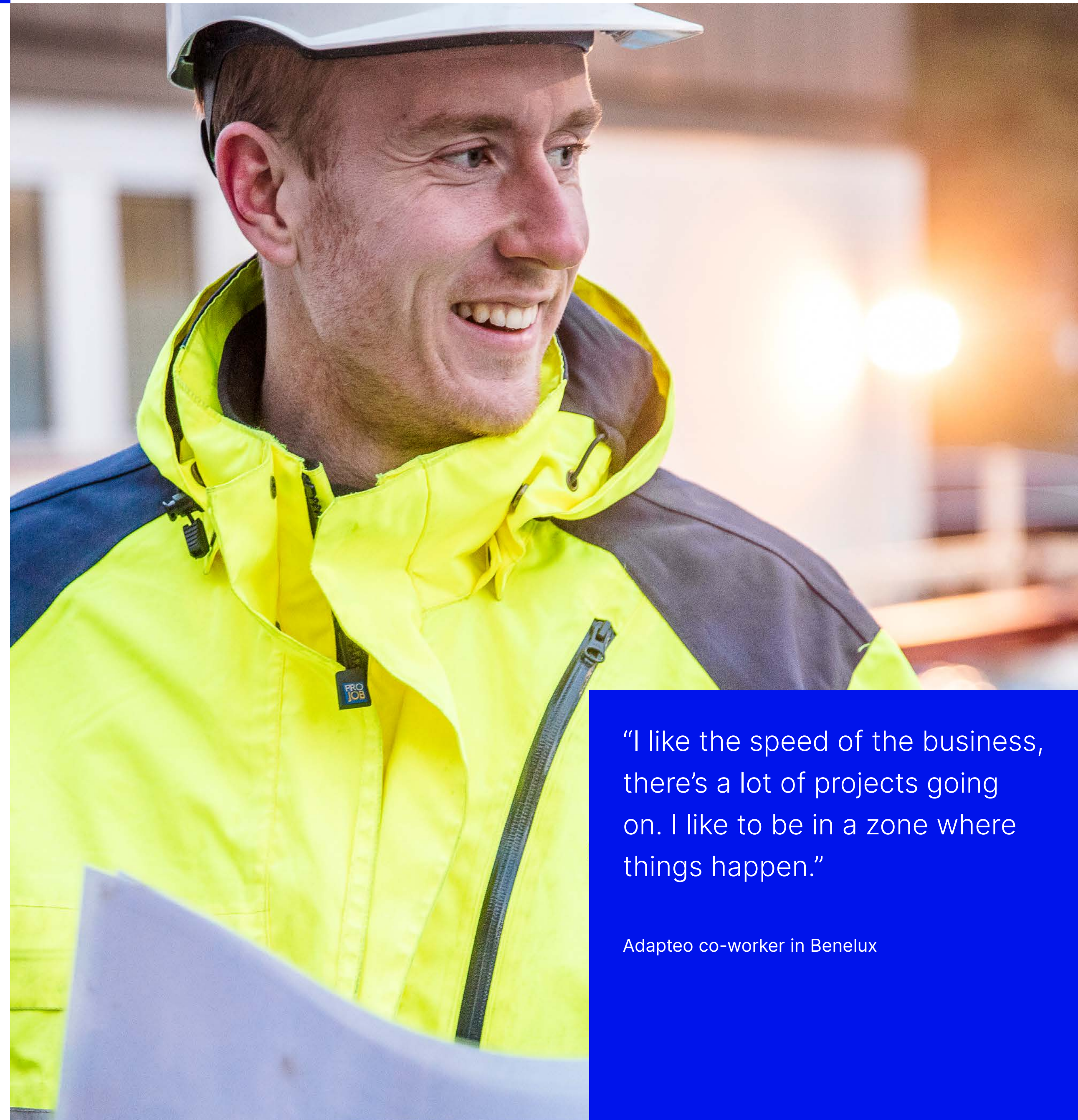
The outcome is a dynamic and [not so square] Playbook, built on insights from within our company and presenting an authentic image of our identity and values. This collective effort led to the definition of our four core messages. ■

Better together

Hunger for growth

Power to adapt

Making society thrive



“I like the speed of the business, there’s a lot of projects going on. I like to be in a zone where things happen.”

Adapteo co-worker in Benelux

EQUIPPED AND ENGAGED EMPLOYEES

SAFE, INCLUSIVE AND EQUITABLE OPERATIONS

IN THE SPOTLIGHT: HEALTH AND SAFETY

During 2024, we are making a co-ordinated effort to uplift and establish group-wide ways of working with regards to quality, health, safety and environment.

This will ensure a solid framework level for all entities and employees to support or share lessons learned within the group. The framework will be incorporated into Adapteo’s integrated management system that supports and governs our way of working with the customer, environment and great place to work in focus, which is important for a long-term successful and sustainable business.

Lost time injuries (LTI), minor accidents, and near misses reflect the fallout of our safety work, while safety observations, risk assessments and safety walks make up our preventive work.

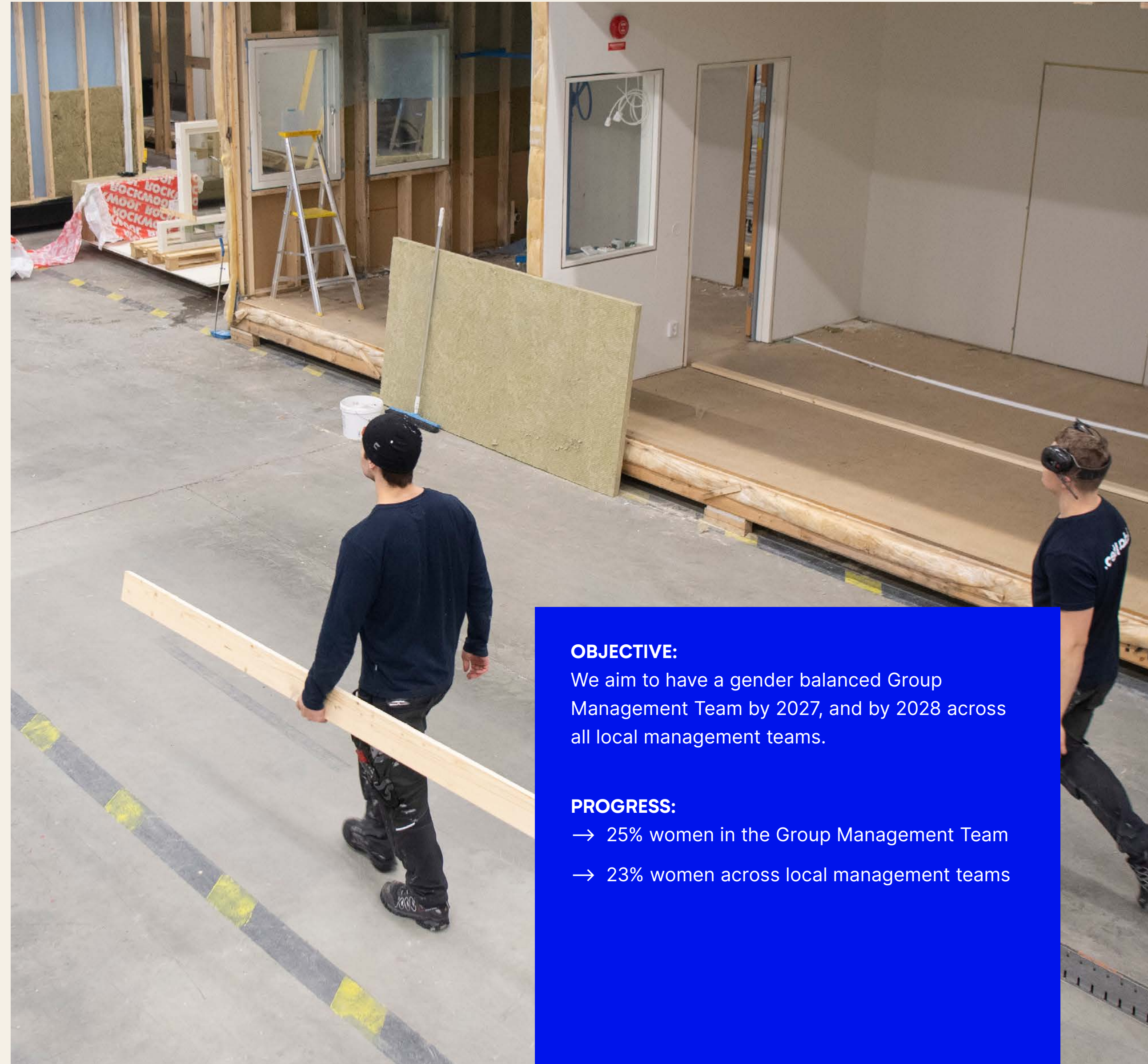
NEW POLICY FOR DIVERSITY, EQUITY AND INCLUSION

In December 2023, we approved our Diversity, Equity, and Inclusion (DEI) policy, highlighting DEI as a key focus area. We have actively worked to increase female representation, using recruitment tests and assessments designed to reduce unconscious bias. A positive shift is noted, with the percentage of women in the company rising from 24 to 26 percent.

WHISTLEBLOWING

Our Whistleblowing Policy outlines reporting channels and mechanisms on how employees, suppliers or other stakeholders, can report suspected or actual violations of our financial, ethical, or personal conduct standards.

A confidential reporting system ensures thorough investigations and protects whistleblowers from retaliation. Our whistleblowing channel is open to anyone and available on our corporate website. ■



OBJECTIVE:
We aim to have a gender balanced Group Management Team by 2027, and by 2028 across all local management teams.

PROGRESS:
→ 25% women in the Group Management Team
→ 23% women across local management teams

