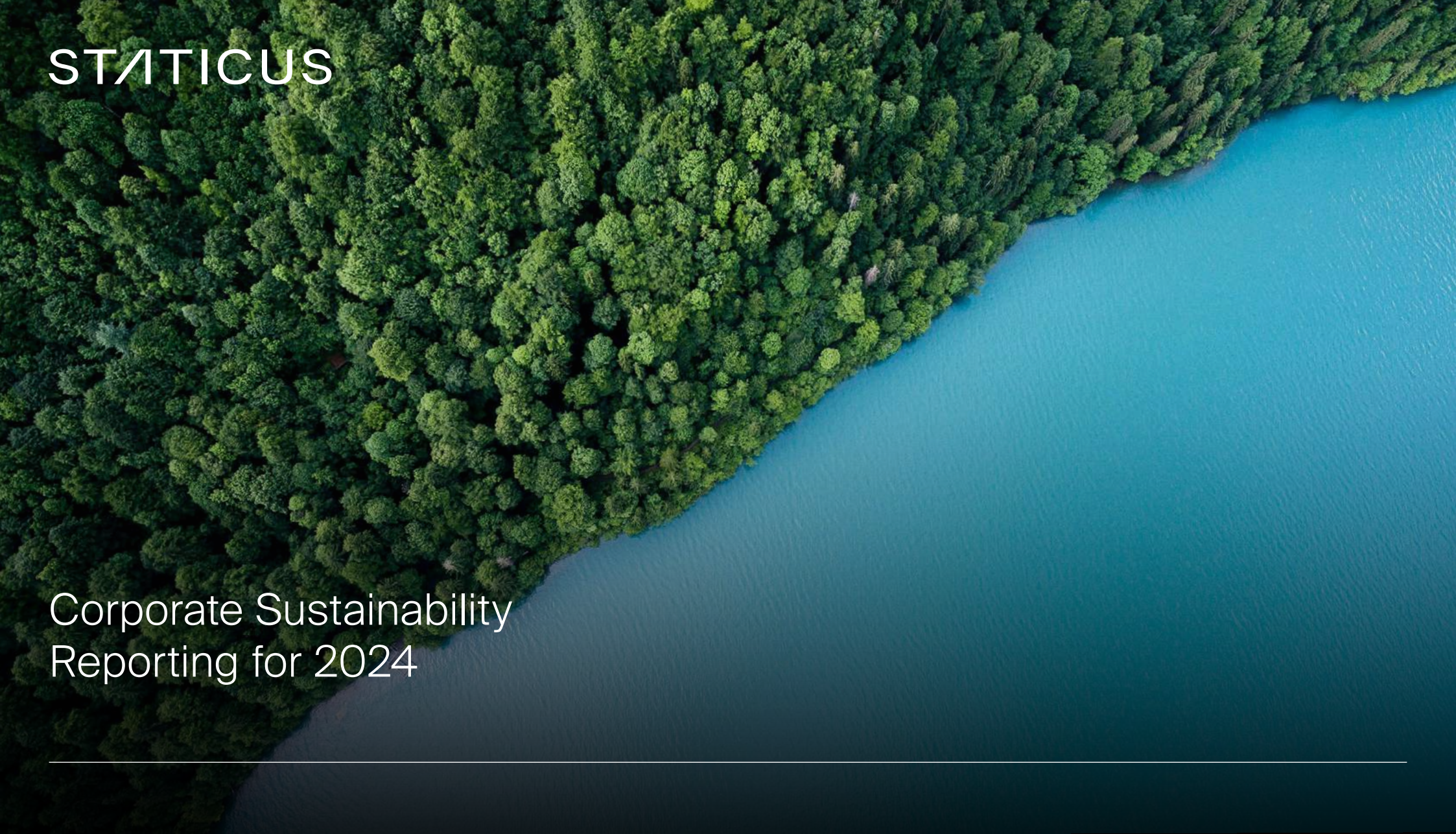


An aerial photograph showing a dense, lush green forest on the left side of the frame, which meets a calm, turquoise lake on the right. The forest is composed of many small, rounded tree canopies, creating a textured green surface. The lake's water is a vibrant blue-green color, with subtle ripples visible on its surface. The boundary between the forest and the lake is a smooth, curved line.

STATICUS

Corporate Sustainability
Reporting for 2024



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Navigating uncertainty through strategic investments and financial discipline

When I reflect on 2024, the term resilience characterizes the year. It was marked by the successful realisation of various projects, strategies, and investments, alongside a steadfast determination to navigate the complexities and unpredictability of the market landscape.

“

Despite economic stagnation in much of Europe, rising competition, and regulatory changes, we increased profitability to 5% while continuing to grow. This was not just a financial achievement but a validation of our strategic direction, disciplined financial management, and - most importantly - the dedication of our people.

”

Growth and strategic investments

We made key investments in 2024 to strengthen our foundation for the years ahead. We added 80 talented professionals to our team expanding our expertise and diversifying our capabilities. We opened a new 20,000 m2 logistics centre, significantly improving operational efficiency, and we signed a contract for a next-generation ERP system which will further enhance our ability to scale.

We also launched a new portfolio-based organisational structure, designed to better align our expertise with the growing complexity and diversity of our projects. By categorising our work into Major, Core, and Lean portfolios, we are ensuring that every client and project receives the attention and specialised resources it deserves. This structural shift will enable us to scale efficiently while maintaining our high standards of quality and service.

2024 also saw the launch of our 7th office, in Italy, reinforcing our long-term vision for growth and expanding our reach across Europe.



Message from the group CEO

Expanding our market presence

The UK remains our strongest market, and last year we successfully reached the realisation stage on major projects with Tier 1 developers. The introduction of BSA Gateway 2 presented new challenges, but thanks to our proactive approach - including a comprehensive third-party audit - we are well-prepared to navigate these new regulations.

In Central Europe, we took the first major steps in establishing our presence. With the leadership of our new Regional Director for Central Europe, we are laying the groundwork for long-term success in this region.

Despite a slow Nordic market, we remained committed to our projects in Scandinavia, particularly through our continued work on the €47 million Landspítali Hospital project in Iceland.

We secured the contract for an additional building of this development. Looking ahead, we anticipate a market recovery that will create new opportunities in 2026-2027.

Innovation, people, and social responsibility

Innovation continues to be one of key focus areas for us. We successfully concluded Staticus Care, a €5.3 million R&D project supported by Norway Grants for developing a low-carbon hybrid unitised façade (HUF) and investigating IoT uses for façade performance and maintenance. At the same time, we embarked on a new research project, Pilefaçade, exploring the use of Danish willow as a sustainable façade material. These initiatives underscore our commitment to driving technological and environmental progress in our industry.

Our success is built on our people, and in 2024, we took significant steps to support their well-being. We introduced a Mental Health Ambassadorship programme, partnered with professional psychologists, and established an Anonymous Healthy Workplace Helpline. Additionally, we strengthened our Health & Safety culture, achieving our annual goal of zero serious accidents.

In the area of corporate social responsibility, we continued our long-standing initiative to renovate homes for disadvantaged families, and we launched two new partnerships - becoming a patron of MoMuseum and supporting the Trakai Children's Day Centre.

These initiatives reflect our deep commitment to creating a positive impact beyond our business.

Looking ahead

As we move into 2025, our strategy remains clear: continue investing in growth while maintaining financial discipline. The steps we took in 2024 - expanding our team, enhancing operations, and strengthening our market presence - have set us on the right path.

We will continue to stay focused on the core factors that have ensured our resilience, growth and profitability so far. That means being adaptable and innovative, while building long-term partnerships and committing to our talented employees and empowering culture.

To our team, partners, and clients - thank you for your trust, effort, and commitment. We are collectively contributing to the progress of our industry, and I anticipate the opportunities that lie ahead.

Aušra Vankevičiutė,
Staticus CEO

02 About Staticus

- 06 Our offices and projects
- 07 An end-to-end value chain

Diverse teams to serve diverse projects

We are one of Europe's largest façade contractors, specialising in unitised curtain wall systems. Established in Lithuania over 20 years ago, and have built our reputation on quality and client satisfaction.

Staticus in numbers

+100 projects delivered across Scandinavia, the UK and Central Europe

87% of projects delivered on-time and on-budget

19-23 projects taken on each year to ensure high-quality, efficient execution

90% client satisfaction*

* Client satisfaction levels taken from surveys we conduct with every client during the project implementation



Our offices and markets

-  Completed and Ongoing projects
-  Offices
-  Branches



An end-to-end value chain targeting 95% on-time and on-budget project delivery

Operating an end-to-end value chain enables us to deliver on our commitments to our clients. This includes meeting sustainability, performance and aesthetic requirements, and delivering projects on-time and on-budget - we currently achieve this on 87% of our projects and we are targeting 95%. Additionally, our XD Reporting Tool ensures transparency for stakeholders at every project stage.



Concept design and consulting

- Includes early-stage consulting, value engineering, concept design development, advice on technical feasibility, and budget and cost planning
- Conducted as early as possible to ensure the right customisations for each project



Project management and design

- Project Managers are involved at the pre-construction phase to ensure smooth project execution
- Cross-functional teams include specialists from across our value chain. This ensures a diversity of insights, increasing efficiency and minimised risk
- Range of advanced practices used to analyse entire value chain and ensure transparency and efficiency. These include - technical design; structural engineering and building physics; advanced 3D and BIM modelling; workshop design; installation design; as-builts; and after warranty (re)design.



Mock-ups and testing

- Includes material sampling, 3D prints, and material compatibility
- Visual and performance mock-ups produced and extensively tested
- Testing conducted externally and on our internal testing rig using EU and CWCT compliant testing sequences for: air permeability; water tightness; wind resistance; impact testing (serviceability and safety); and dynamic water tightness.



Production

- 12,050 m2 production area with an annual production capacity of 150,000 m2 of façade units
- 3 independent production facilities and up to 12 assembly lines, enabling 5-6 projects to be in production simultaneously
- These extensive production capabilities enable the efficient delivery of highly complex custom façade engineering projects



Logistics

- All logistics activities - including material storage, packing and finished product storage - consolidated in our new 20,000 m2 logistics centre
- All packaging options are adaptable to local and international standards.
- Logistics plans are made in coordination with site managers to minimise on-site storage



Installation

- Tailored installation strategy created for every project covering technology, location, site logistics and capacity
- 80 in-house installation professionals with a dedicated installation team for each project
- 160 outsourced installers on-hand, plus 2 strategic suppliers in UK and 2 strategic subcontractors in the Nordics



Warranty and after-warranty

- Dedicated team for warranty and after-warranty services
- We provide inspections, façade servicing, planned façade maintenance, and repair and renovation services



03

Sustainability Strategy

- 9 Building from our sustainable foundation
- 10 Strategic initiatives

Building on our sustainable foundation

Through corporate sustainability, we create long-term value by focusing on the environmental, social and governance dimensions of doing business.

Our commitment to sustainability and long-term thinking manifests itself in clear, concrete actions. In 2021, we developed our first Corporate Sustainability Strategy, building a foundation for future years. It

consists of 5 key focus areas, each with a clear objective that sets the framework for all sustainability activities and initiatives across the business.



01 Transparency

1. Reporting

Frontrunner in sustainability reporting

2. Compliance

Meet and exceed sustainability compliance in each market

3. Business resilience

Sustain annual growth and maintain financial performance



02 Partnerships

1. Sustainable mindset

Build long term relationships with clients, partners and suppliers who share our sustainable mindset

2. Supply chain management

Build a sustainable, resilient supply chain

3. Cooperation with research and academia

Collaborate with industry, reasearch and educational institutions to drive innovation



03 Innovation in design and delivery

1. Low-carbon systems

Develop the next generation of low-carbon systems

2. Circular construction

Develop the next generation of circular facade systems

3. Long-term engagement

Manage the lifecycle of façade systems through value added services



04 Climate protection

1. Carbon footprint

Reduce corporate and product carbon emissions

2. Sustainable material sourcing

Reduce virgin material consumption by sourcing alternative materials

3. Waste management

Eliminate waste to landfill through recycling and reuse



05 Sustainable organisation

1. Diversity, equality and inclusion

Celebrate diversity and practice equality and inclusion through equal employment opportunities

2. Health and safety

Ensure a healthy and safe working environment for all employees

3. Education, training and development

Nurture a culture of learning which includes talent development, career promotion and reskilling

4. Cross functional teams

Become an organisation driven by high performance teams

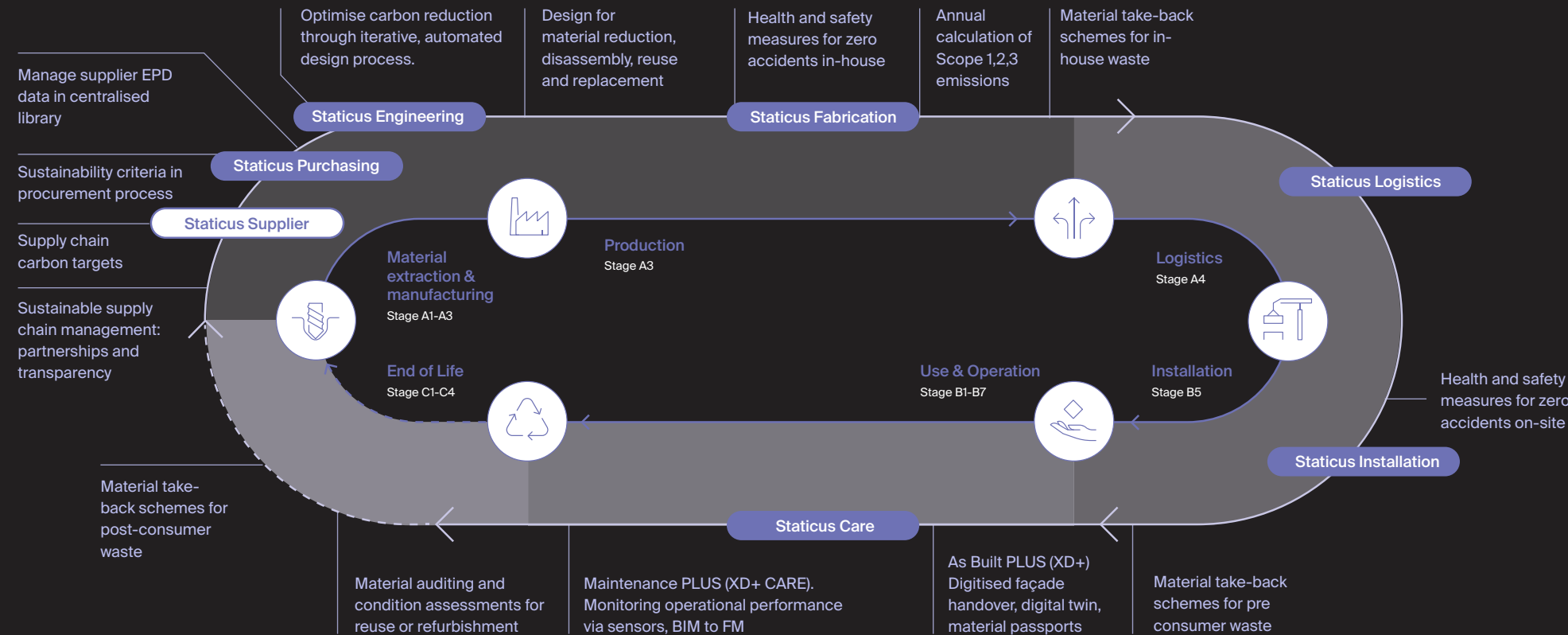
5. Community engagement

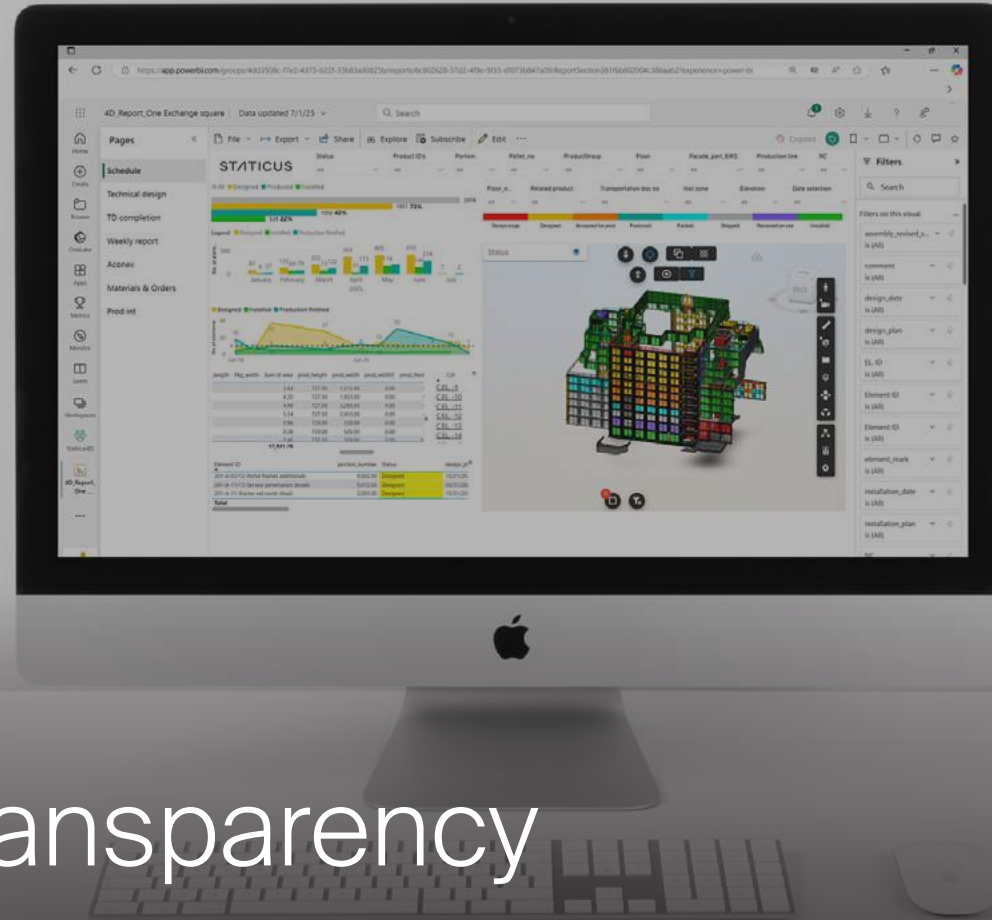
Create meaningful social impact by supporting the community we work in

Embedding sustainability across every stage of the façade product lifecycle

Our strategic initiatives represent a holistic approach to sustainability facade products, from material extraction and manufacturing through to end-of-life recovery. By integrating carbon reduction measures, health and safety protocols, and circular economy principles at each stage of our value chain, we ensure that sustainability is not just an add-on, but fundamental to how we design, fabricate, install, and maintain façades.

and circular economy principles at each stage of our value chain, we ensure that sustainability is not just an add-on, but fundamental to how we design, fabricate, install, and maintain façades.





04 Transparency

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Frontrunner in sustainability reporting

By disclosing annual sustainability reporting on material topics, we deliver on our commitment to transparency.

Annual sustainability Reporting

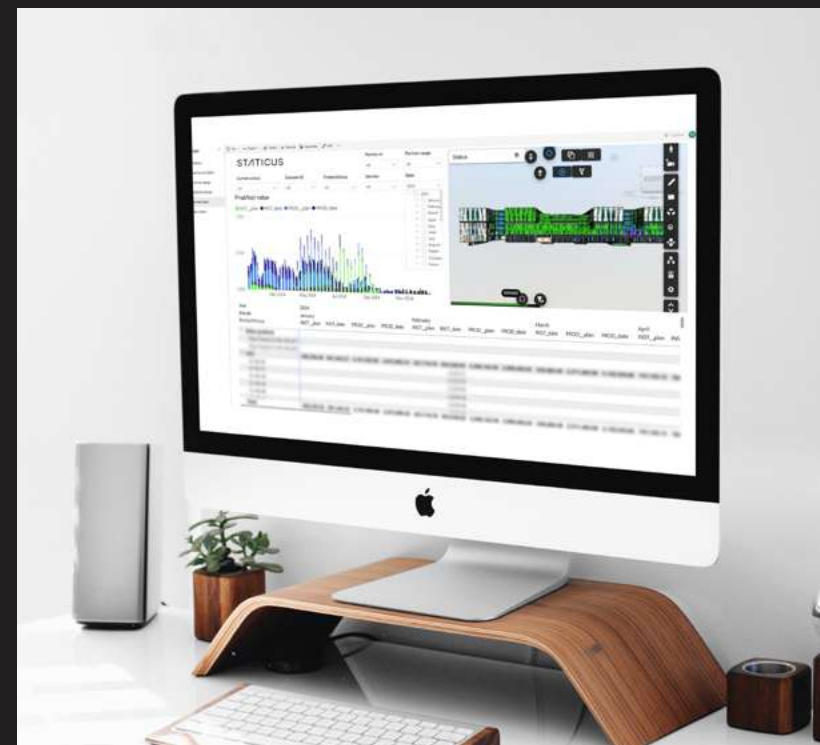
Annual sustainability reporting is fundamental to our sustainability activities, because it ensures we remain accountable and keeps us focused on continual improvement. For the third consecutive year in 2024, we aligned our reporting with our five corporate sustainability focus areas and evolved our framework to meet EU Corporate Sustainability Reporting Directive (CSRD) requirements and voluntary reporting standards.

Our corporate carbon emissions reporting program evolved in 2024 as we continued to support clients' net-zero ambitions. We submitted our 2024 GHG inventory data through multiple platforms, including the Supply Chain Sustainability School tool and Emitwise. We also developed an in-house tool to manage our GHG inventory data and calculate our Scope 1, 2 & 3 carbon emissions, in accordance with the GHG Protocol Corporate Standard.

Staticus' XD tool for carbon reporting

To ensure the continued and effective quality assurance across all our projects, we further developed our XD reporting tool. With over 100 active users across all ongoing projects, the tool has become integral to our data-driven decision-making processes. The Landspítali Hospital project showcased our enhanced XD tool's capabilities through Dalux integration and payment plan tracking. This enabled real-time monitoring of financial performance against project milestones, while streamlining quality assurance and non-conformity management. These advanced features proved instrumental in the successful delivery of the Landspítali Hospital project.

In 2024, we also initiated development of 6D sustainability reporting capabilities within the XD reporting tool. This expansion focuses on comprehensive carbon emissions tracking, digital material passports, and as-built documentation, reinforcing our position as leaders in digital innovation and sustainable construction.



Meet and exceed sustainability compliance in each market

We maintain compliance by monitoring and adapting to country-specific legal frameworks.

EU CSRD

The EU CSRD, effective since 2023, requires large EU companies to disclose annual ESG performance. The CSRD aims to provide stakeholders with reliable sustainability information, supporting investment decisions and the EU's climate objectives through mandatory reporting following European Sustainability Reporting Standards (ESRS).

Although Staticus is not subject to mandatory CSRD requirements, since the EU Simplification Omnibus, the company views voluntary reporting as strategic for future proofing, building client trust, and maintaining accountability. Our 2024 Sustainability Report includes an ESG performance data section, summarising our performance against key metrics of the EU voluntary reporting framework. A comprehensive voluntary sustainability statement, aligned to the VSME standard, is also available upon request.



EU CBAM

The EU Carbon Border Adjustment Mechanism (CBAM) will put a carbon price on the production of carbon intensive goods and products that are entering the EU, to ensure the carbon price of imports are equivalent to the carbon price of domestic EU production.

The EU CBAM will come into force from 2026 following the current transitional phase. The gradual introduction of the EU CBAM between 2023 to 2025 aligns with the phase out of free allowances under the EU Emissions Trading System (ETS). To comply with the requirements of the transitional phase in 2024, Staticus submitted quarterly EU CBAM reports declaring all goods purchased outside the EU and their corresponding emissions.



UK Building Safety Act Compliance

The UK Building Safety Act, effective April 1, 2023, enhances building safety for high-rise developments (Higher Risk Buildings "HRB's"), placing greater responsibilities on all construction parties throughout building lifecycles and prioritizing resident welfare.

Staticus has adapted by reviewing internal processes across its value chain, maintaining design review procedures, conducting additional independent testing, and updating project-specific Quality Plans to include mandatory fire safety evidence for the 'Golden Thread' of information. Teams are enrolled in continued professional development aligned with Joint Competent Initiative recommendations.

Staticus developed the XD reporting tool, an online portal providing remote project progress views and enriching BIM models with quality reports and safety information. This transparency extends to site works, including installation records and photographic evidence of firestopping.

With additional BSA Gateways requiring early engagement of competent specialists before Gateway 2 submission, Staticus is well-positioned to support clients through its competent teams and proven experience. The company has also reviewed subcontractor management processes, internal competency requirements, and Health and Safety policies to ensure compliance with BSA standards.



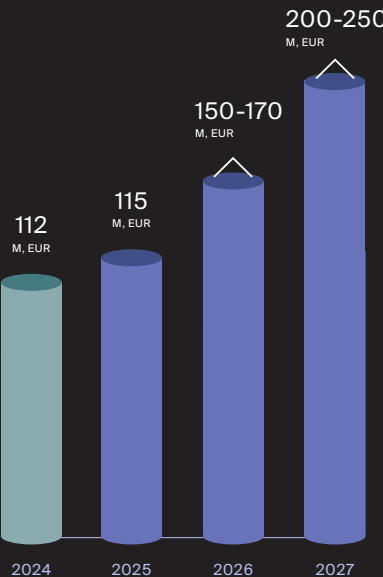
Staticus' financial overview – key results, future plans & forecasts

Staticus' consolidated revenue grew by 10% in 2024. This strong growth highlights our resilience. It demonstrates that we are operating successfully in terms of our strategic direction, efficient operations, and client-oriented approach.

While revenue grew, our net profit increased significantly to 4.62% in 2024. This compares to 3.28% in 2023. Maintaining a stable net profit is a significant achievement considering the challenges faced by the construction industry, the issues affecting the whole economy, and ongoing uncertainty. We were able to achieve this stability by implementing cost-saving measures, improving our supply chain management, and optimising our production processes. Our focus on efficiency has allowed us to maintain profitability while still providing high-quality services to our clients.

Keeping focused on our 2024-2027 strategy

In 2024, we remained focused on delivering the objectives set out in our 2024-2027 strategy, driving growth, innovation, and operational excellence. Our strategy provides a clear roadmap to achieving our ambitious goal of €250 million in turnover by the end of 2027 while establishing common goals and ways of working across our organisation.



Maintaining our current market share and stable revenue

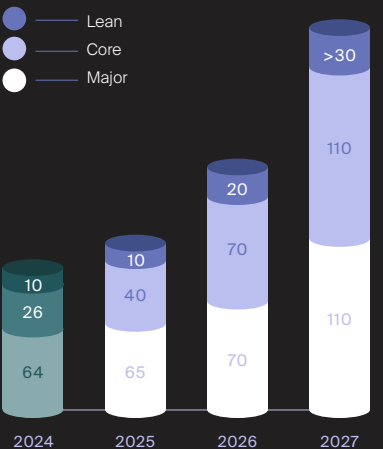
By focusing on the company's growth and on profit optimisation, we will strive to maintain our current market share and to ensure stable revenue in 2025. In 2024 our highest income projects were Landspítali Hospital (Reykjavik), International Way (London), the Hero Business Centre (Vilnius), One Exchange Square (London), New North Zealand Hospital (Hovedstaden), and Elephant Park (London). These are followed by Clarendon Road (London) and Canada Water (London).

In 2025, our highest income projects will be Landspítali (Reykjavik), One Exchange Square (London), International Way (London), Holborn Viaduct (London), Elephant Park (London), and Michigan Avenue (Manchester).

Given the challenging economic situation, the ongoing geopolitical turmoil caused by Russia's aggression in Ukraine, and the uncertainty following the US election, Staticus is focused on maintaining a robust cash flow position. This will allow us to execute our projects effectively and avoid any disruptions in our supply chain and billing processes.

Portfolios split

In Million Eur



Planned investments for growth and stability

In 2025, we are strengthening our financial resilience with a series of investments aimed at improving operations and supporting long-term growth in several areas. This investment entails:

3 million EUR investment into implementing our new ERP system to enhance operational efficiency

3,5 million EUR will be allocated to upgrading our production facilities

6 6 million EUR investment for the acquisition of new machinery and equipment

These investments will help Staticus maintain its competitive edge and build a solid foundation for future growth.

05

Partnerships

- 16 Sustainable mindset
- 17 Supply chain management
- 18 Cooperation with research and academia

Building long term relationships with clients, partners and suppliers who share our sustainable mindset

Shaping London's urban policy development through our New London Architecture partnership

Our continued partnership with New London Architecture (NLA) saw significant contributions to the tall buildings sector in 2024. Aulikki Sonntag's participation in the NLA Tall Building Expert Panel supported the development of the Tall Tower report, examining how tall buildings can meet evolving functional and environmental demands. Additionally, Shorena Gudzhabidze's presentation on "Shaping Safer Buildings: BSA Post-Grenfell" reached over 100 industry professionals, demonstrating how our XD Tool enhances façade safety compliance and maintains the Golden Thread of information.

Building business resilience at our inaugural "Façades & Beyond" panel

In November 2024, Staticus hosted the first "Façades & Beyond" panel discussion in London, bringing together over 30 industry leaders. Moderated by our UK Regional Director Aaron Dehara, representatives from Turner & Townsend, Multiplex, Tryg Trade UK, and Staticus CEO Ausra Vankeviciute, discussed building business resilience in the façade industry.



The event highlighted significant industry vulnerabilities, including high insolvency rate and 0% development margins, due to rising construction costs. Panellists identified key focus areas including innovation scalability, productivity improvements, better data utilization, and strategic project team composition. The event reinforced Staticus' commitment to fostering industry collaboration as essential for building a more resilient construction sector.

Contributing to industry-wide carbon assessment standards

Staticus continued its active involvement in the Centre for Window and Cladding Technology (CWCT) industry body, contributing to the development of a new sustainability guidance titled "Understanding EPDs: Guidance for the review and application of EPDs for façade products."

Our CBDO, Aulikki Sonntag, supported the workstream that developed new sustainability guidance. The guidance, which builds on CWCT's previous publication "How to read an EPD," provides an in-depth examination of EPDs including how results are obtained, interpreted, and applied, while addressing common challenges in their use. Aulikki collaborated with industry professionals through extensive weekly discussions to create this comprehensive resource.

The guidance represents significant industry progress toward more informed whole life carbon assessments, providing vital data interpretation tools for embodied carbon calculations. By participating in this workstream, Aulikki contributed to establishing clearer understanding of EPD assumptions, coverage, and limitations, which are essential for accurate sustainability assessments in façade design.



Building a sustainable, resilient supply chain

Supplier's day

As part of our commitment to building a transparent and sustainable supply chain, Staticus hosted Suppliers' Day 2024 in Vilnius, engaging with over 70 key partners. Our Head of Sustainability, Laura Craft, provided comprehensive guidance on evolving corporate, project, and product sustainability reporting requirements, ensuring our suppliers understand their role in achieving our climate targets and environmental commitments. This engagement represents a strategic initiative to integrate sustainability principles throughout our procurement and partnership processes.

We have established clear sustainability criteria as fundamental requirements for supplier participation in our database and tender processes. Our COO, Ignas Stasiukonis, outlined these enhanced requirements, while our Head of Procurement, Luca Bordin, emphasized that collaboration and transparency are essential for sustainable

supply chain success. These initiatives ensure our partners are aligned with our environmental objectives and equipped to meet the rigorous sustainability standards we maintain across all operations.

The event concluded with industry expert discussions on environmental challenges facing the façade sector, featuring representatives from our value chain partners including Saint-Gobain, Dow, Schmidt Hammer Lassen Architects and Thornton Tomasetti. The consensus reinforced our approach: sustainable innovation and transparent environmental reporting are critical for industry advancement. This supplier engagement demonstrates our commitment to fostering a supply chain that not only meets current sustainability requirements but drives continuous improvement in environmental performance across the façade industry.



Collaborating with industry, research and educational institutions to drive innovation?

Advancing circular economy and data-driven sustainability at the CircuClarity conference

In October, our CBDO Aulikki Sonntag and IT Project Manager Ricardo Seijas participated in a panel discussion at the CircuClarity conference in Düsseldorf. The CircuClarity conference is part of Glasstec, the international trade fair for glass production. Staticus engaged with industry experts from Eckersley O'Callaghan, Concular and Arup in a lively panel discussion, focusing our contribution on topic of data management, the importance of data sharing and its potential to drive circular practices in the construction sector. This dialogue reinforced Staticus' commitment to pioneering circular practices within the façade industry and highlighted the untapped potential of circularity as both motivating and promising for the sector's sustainable future.

Promoting sustainable façade practices at the CTBUH conference

UK Regional Director Aaron Dehara presented "Façades; Material Re-use" at the CTBUH 2024 International Conference in London, emphasising the critical need for innovative façade renovations given poor building stock performance. His presentation featured findings from a collaborative 'Design for Disassembly' case study with Frontwise Facades, examining the feasibility of disassembling and re-using existing façade materials. This research demonstrated practical approaches to reducing embodied carbon and improving adaptability, reinforcing Staticus' commitment to circular economy principles in the façade industry.

Discussing the evolution of sustainable façade design at the PBFD conference

Staticus participated in the Performance-Based Façade Design conference in Venice, where CBDO Aulikki Sonntag delivered the keynote presentation 'Transforming Environment: Challenge or Opportunity.' Aulikki reflected on the evolution of façade design and environmental, technological, and cultural trends, emphasising how challenges present opportunity for evolution.



Advancing circular construction at the ZAK conference in Zurich

In June 2024, Staticus Central Europe Director Susanne Di iulio spoke at the ZAK World of Façades Conference in Zurich, participating in the closing panel “Maximizing Buildings’ Longevity and Circularity: A Holistic Approach.” Alongside industry experts, she addressed critical circularity topics including financial implications of material use, sustainability of long-lasting buildings, and designing for technological adaptability, highlighting Staticus’ innovations like the XD reporting tool and design for disassembly experiments.

Sharing insights from the delivery of a low carbon facades at the ZAK conference in Stockholm

In November 2024, Staticus Nordic Director Tomas Bucas spoke at the ZAK World of Façades Conference in Stockholm, participating in the panel “Forskaren: Conceptualising, Designing, Fabricating and Installing the Facade.” Alongside the Forskaren project partners, 3XN Architects, Vectura and ACC, Tomas provided insights on the design, fabrication and delivery of the low-carbon façade solution.



Successfully delivered the Norway Grants funded ‘Staticus Care’ project

Staticus successfully completed the “Staticus Care” project in 2024, developed in collaboration with research partners SINTEF, Kaunas University of Technology, and Oslo Metropolitan University (OsloMet). The Norway Grants funded project, which began in 2022, culminated in the development of innovative hybrid unitised façade (HUF) systems that integrate IoT sensors and digital twins, facilitating smarter facades through real-time data insights and predictive maintenance capabilities. The project completion represents a significant milestone in combining environmental responsibility with advanced digital solutions in the façade industry.



Securing funding to advance regenerative material innovation

In 2024, Staticus was awarded funding for the ‘Pilefaçade’ project through Denmark’s ‘Implement Materials’ grant, together with partners Schmidt Hammer Lassen Architects, PILEBYG, a Danish willow producer, and design company Made-out-of-Willow (MOOW). The project will explore the potential of Danish willow as a façade material including engineered profiles, boards, fibre insulation from offcuts, and architectural rainscreen cladding sections. This grant represents Staticus’ continued commitment to biobased façade materials and extends our material investigations into regenerative, fast-growing, low-carbon alternatives. The grant provided through the Agenda Earth initiative, Arkitektforeningen and DREYERS FOND.





06 Innovation in design and delivery

- 21 Low-carbon systems
- 23 Long-term engagement

Developing the next generation of low-carbon systems

Delivery low carbon façade systems

In 2024, we made significant progress in developing and implementing low-carbon façade systems. Among our active projects, 25% incorporated low carbon material alternatives, with notable achievements in two landmark London projects.

The One Exchange Square project with Multiplex exemplifies our innovative approach to low carbon façade systems. We successfully implemented Schueco's Ultra-low carbon aluminium unfinished profiles, featuring 75% post-consumer recycled content (2.27 kgCO₂e/kg), alongside Cortizo's infinity aluminium billets with 100% post-consumer recycled content (0.92 kgCO₂e/kg).

Similarly, the Elephant Park project with Lendlease used Schueco's low carbon aluminium profiles (4.47 kgCO₂e/kg) and Saint Gobain Orae Glass with 64% recycled content (1.66kg CO₂e/m²/mm).

Looking ahead, 40% of our recently secured projects propose low carbon material alternatives, reflecting our growing momentum in sustainable solutions. We continue to actively engage with our supply chain to expand the implementation of low-carbon alternatives across our façade product range.



Production of façade elements for One Exchange



Production of façade elements for Elephant Park

Testing our next-generation Timber hybrid unitised system

Our commitment to innovation was also demonstrated through comprehensive testing of our next-generation HUF system. Rigorous accelerated weather testing was conducted at the GBD Lab in Dornbirn, Austria, using a sophisticated double chamber setup that replicated real-world conditions. Following EN 13420 guidelines, the 60-day test monitored moisture content through 14 sensors in wood profiles and insulation areas. Results confirmed the system's excellent performance in standard Scandinavian climate conditions, with successful equilibrium achievement between indoor and outdoor environments.

For fire protection compliance, our HUF system will undergo testing according to BS EN 1364-4: Fire resistance tests for non-loadbearing elements - Part 4: Curtain walling - Part configuration. This evaluation will determine the system's ability to resist fire propagation between building levels.



Staticus' next-generation hybrid unitised façade (HUF) system mock-up



HUF façade system installed at Textiltorget project in Stockholm, Sweden

Implementing fast-growing willow as a façade product

In 2024, we commenced work on the Pilefaçade project which explores the potential of Danish grown willow in façade components, marking a significant advancement in our bio-based material research through the Pilefaçade project. This innovative initiative investigates the use of this locally sourced, fast-growing material for engineered sections, fibre insulation, and rainscreen cladding. Danish willow, often referred to as the 'Bamboo of the North,' reaches harvestable size within 3-5 years and offers outstanding sustainability benefits, including enhanced carbon sequestration and natural phytoremediation properties.

The project aims to overcome current implementation limitations through research and prototyping, marking another step in our ongoing commitment to bio-based façade innovation. In 2025, with the support of our project partners, SHL Architects, MOOW and Pilebyg, we will deliver a full-scale visual mock-up incorporating a range Willow façade components, laminated sections for framing, fibre boards for internal cladding and external cladding components.



Exploring danish willow as a façade material

Managing the lifecycle of façade systems through value added services

Driving trust and collaboration through data-driven decisions with our XD Reporting Tool

We launched our XD Reporting Tool in 2021. Initially, it combined 3D models with data on a project's progress. Since then, more data points like financial tracking and QA reports have been added.

Today, our XD Reporting Tool serves as an all-in-one façade project management platform, providing real-time insights and enables seamless collaboration and full project visibility. Integrated with our ERP and other data sources, it empowers teams and stakeholders to stay informed, make data-driven decisions, and ensure project efficiency.



Design

Instantly view technical drawings, and track design status plus feedback from the design team.



Production

Easily monitor the status of an element using colour-coded 3D models and schedule filters. Track production lines in real time.



Transportation and logistics

Optimise delivery planning with real-time tracking of dimensions, packing, and arrival schedules.



Installation

Track installation sequences and prepare sites efficiently.



Quality assurance

Identify nonconformities, access QA reports, and verify the materials used.



Payments and financial

Monitor project deliverables and simplify payment tracking.



Golden Thread

Maintain a digital record of façade envelope delivery and QA documentation.



1. The financial report for the Landspítali project, developed on STATICUS XD, incorporates real-time financial tracking with m² pricing and ERP data, alongside monthly unit tracking within the 3D model
2. Corner detail markup in the 3D model, highlighting filtered components for precise visualisation and analysis

Key developments 2024

Expanded engagement

Reached 100+ active users in 2024, with all teams integrating the tool for better data visualization and decision-making.

Dalux integration

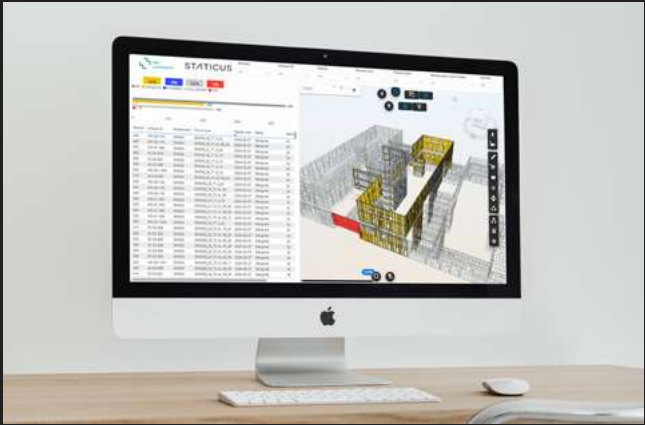
Enabled direct Power BI integration for real-time tracking of QA sheets and nonconformities, ensuring faster issue resolution.

Completion sheets

Introduced dedicated completion sheets which track workshop and technical design progress, ensuring accuracy.

Landspítali project

Enabled the on-time, on-budget delivery of the €47M large and complex project with transparent tracking of seismic and extreme weather-related requirements.



1. Landspítali project schedule page interface, displaying various filtering options for efficient project planning and task management

2024

Full project coverage

Supported all Staticus projects, covering 16 reports in 2024.

Financial tracking

Enabled real-time monitoring of project financial status, with payment plan reports factoring in m² pricing and ERP data. Added 3D model visualizations showing installed units per month, each valued per m².

Scope management

Added all Staticus products to ensure every element is accounted for, improving planning and reducing scope gaps and project delays.

Strengthenen Golden Thread compliance with enhanced reporting

By providing quick access to façade envelope delivery information and quality assurance records, our XD Reporting Tool helps to ensure compliance with the BSA's Golden Thread requirement for high-rise buildings. These capabilities also extend to other building types, maintaining the same level of precision and transparency across projects.

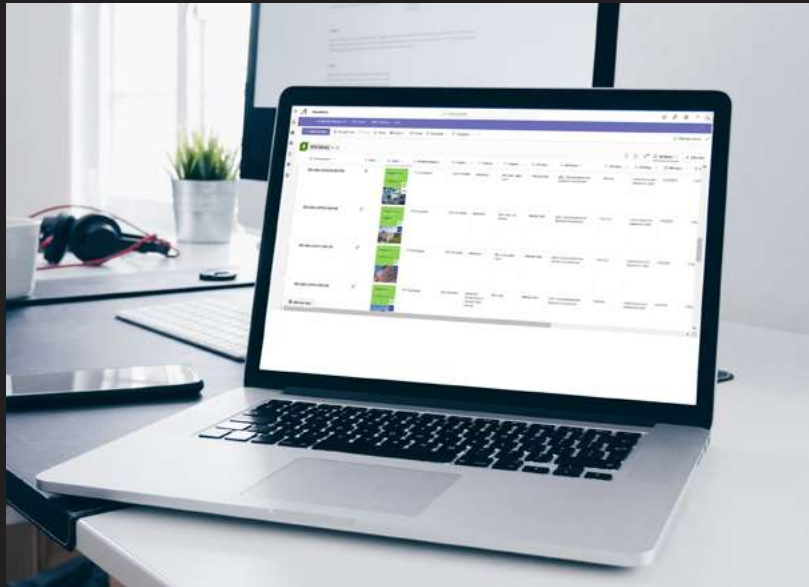
07

Climate Protection

- 26 Carbon footprint
- 27 Waste management

Reducing corporate and product carbon emissions

Our activities on climate protection are driven by two key focus areas: product carbon footprint development, and corporate carbon footprint advancement.



Product carbon footprint

In 2024, we built on our product carbon footprint management through several strategic initiatives:

- We expanded our comprehensive materials and products EPD library and developed a dedicated Sustainability Materials List for our project teams to support early-stage design decisions. To optimise these processes we utilised AI technology, automating and streamlining between data entry, management and assessment tools.
- We further developed our in-house project-specific embodied carbon calculation tool to align with the CWCT methodology's 'full approach,' for execution-phase carbon reporting.
- We extended our project-specific carbon emissions calculation scope from cradle-to-gate (Stage A) to cradle-to-grave (Stages A-C), providing a more comprehensive lifecycle assessment.

Corporate carbon footprint

Since 2021, we have been calculating and sharing our corporate carbon emissions data with our clients.

In 2024, we made significant advances in our corporate carbon footprint methodology and developed an in-house hybrid assessment approach aligned with GHG Protocol and Science Based Targets initiative (SBTi) requirements. This methodology combines actual emissions data from tracked annual activities with estimated emissions derived from financial records where direct data isn't available.

Looking ahead to 2025, we are actively working towards establishing SBTi near-term targets for our Scope 1, 2, and 3 emissions. This initiative represents a crucial step in our journey towards defining and publishing comprehensive carbon reduction targets, supporting our long-term net-zero ambitions.

Eliminating waste to landfill through recycling and reuse

Our goal at Staticus is to eliminate waste in-house and on-site. To enable this, we focus on optimising design and production processes and implement waste management monitoring throughout our value chain.

In-house waste management

We prioritise the standardisation of systems solutions that minimise waste through resource efficiency. During procurement we optimise our cutting sheets and profile orders to minimise production waste. In 2024, we tracked material order quantities and design quantities to determine the production waste ratio for several UK projects.

Any waste generated during production, at our facilities in Vilnius, is sorted and distributed for recycling. We track our monthly waste generation by category and waste handling company.

On-site waste management

We work closely with key stakeholders to ensure our waste management practices on site comply with our clients' goals. Waste management plans on site, vary with project specifics, however at Staticus we can provide material take-back schemes for packaging. Steel stillages are returned to our production facilities in Vilnius and reused for transportation of new unit, wooden pallets are dismantled and returned for reuse whenever feasible and the protective plastic foil, which is a high recycled content polyethylene foil, can be returned for recycling via a portable plastic press.



08

Sustainable Organisation

- 29 Diversity, equity and inclusion
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- 35 Community engagement

Celebrating diversity and practice equality and inclusion through equal employment opportunities

Workforce growth

Staticus is focused on creating and maintaining a workforce based on diversity, equality and inclusion. Our goal is to ensure equitable conditions for all employees in the same position, regardless of nationality, religion or gender. Through our equal opportunities policy, we ensure that all job applicants, employees and others who work at Staticus are treated fairly.

Our workforce grew significantly in 2024, an increase of 80 employees compared to last year, with our headcount reaching 721 employees. This growth brought even more diversity, with 21 nationalities now represented in our offices across Europe. Our network of offices also expanded as we set up a new entity in Italy which opened in January 2025. We also maintained a progressive gender balance, with women comprising 75% of our executive team and 28% of office roles. Our commitment to inclusion is further demonstrated through flexible working arrangements and remote work opportunities, with 47% of employees making use of hybrid working.

Employee Engagement

Employee engagement is crucial for the success of the company, as it can lead to greater employee retention, as well as improvements in productivity, customer satisfaction, profitability and even company reputation. Our goal in this regard is to identify which aspects of our employees' experience are strongest, and which areas require improvement. Once these have been identified, we can then give attention to those areas that would better maintain and strengthen employee engagement.

In 2024, the results of our annual employee engagement survey showed record increase in engagement, up 4% points from 48% in 2023 to 52% in 2024. This achievement reflects the collective efforts of employees and leadership to build a stronger, more resilient company and cultivate a more engaging organisational culture.



Ensuring a healthy and safe working environment for all employees

We never compromise on protecting our team, partners, or the public, and our priority is the safety and well-being of everyone involved in our projects.

We encourage open reporting of near misses and safety observations, and involve employees through initiatives, campaigns, and recognition. By making safety part of daily practice, we ensure it remains a natural part of our company culture.

Key initiatives include:

- Global Safety and Health at Work Day – organising awareness campaigns to highlight key safety principles;
- Construction Worker's Day – recognising and awarding the safest team lead and reinforcing the importance of safe work behaviours;
- Safety Awareness Campaigns – delivering targeted learning initiatives that encourage employees to identify risks, follow best practices, and take ownership of workplace safety.

By integrating safety into company-wide events and initiatives, we strengthen our commitment to a proactive and engaged safety culture.

To bolster the safety and well-being of our employees, subcontractors, partners, and other stakeholders, we regularly provide theoretical and practical training sessions for our team. These sessions focus on a range of topics, including working at heights and rescue actions in the event of a fall, fire safety, first aid training for team members in hazardous environments, and Health & Safety training on the Staticus Safe Way of Working.

A people-first health and safety policy

To ensure our commitment to Health & Safety becomes an everyday reality within our team, we follow our Health & Safety Policy. This lays out specific actions that all parties involved can take in order to achieve an injury-free work environment. We are proud to be able to demonstrate the highest standards year after year, as evidenced by the certificates we hold. Competence certificates held by Staticus include ISO 14001, ISO 45001, Achilles, CHAS, and Constructionline.



Our strategic vision – zero accidents

- Our executive team fully understands the need to provide ample resources for the ongoing improvement of safety performance.
- 2024 saw success in avoiding serious or fatal accidents, and took us a step closer to our ultimate aim of zero work-related accidents by 2025. To achieve this, we are focusing on targeted preventive actions, including:
- Expanding data collection on unsafe conditions and behaviours. This means identifying situations that did not cause harm but had the potential to do so;
 - Using this data to proactively address risks and prevent incidents before they occur;
 - And strengthening training programmes for both employees and management, ensuring that all team members understand safety protocols, risk prevention strategies, and their role in fostering a safe workplace.

Holistic approach

Here at Staticus, our zero injuries policy applies to all employees and subcontractors. In fact, it is focused on anyone who is related to or affected by the work we do.

Despite the significant challenges faced by the construction and manufacturing industry with regards to workplace safety, we aim to always ensure the overall health and well-being of everybody involved.

In addition to safety, the measures Staticus currently has in place also take into account workplace stress, mental health, and long-term health hazards posed by environmental factors like dust, noise, and poor ergonomics.

Key health & safety initiatives

Health and Safety Scoring System

- **H&S Scoring System for Construction sites**
We introduced a structured H&S scoring system for all construction projects, enabling H&S performance comparison and continuous improvement across sites.
- **Extending H&S Monitoring to Production**
Building on the construction site scoring system, we implemented the same framework in production facilities. Teams now participate in weekly evaluations and receive scores based on safety compliance and performance.

Comprehensive Training Programmes

We prioritise employee training. This ensures our teams are well-equipped with the knowledge and skills needed to maintain a safe working environment. Regular sessions conducted to keep employees aligned with the latest industry standards.

Our training programmes cover:

- safety protocols,
- emergency procedures,
- and proper equipment use.

Hazard Identification and Risk Assessment

At Staticus, we conduct thorough hazard identification and risk assessments across all project sites and production units. This proactive approach enables us to address potential risks early and implement preventive measures to minimize the likelihood of accidents or injuries.

In 2024, we systematically reviewed all our workplaces as part of our risk assessment process. This initiative allowed us to identify any missing or outdated safety measures in our production facilities and update them.

Safety inspections and audits

Our commitment to workplace safety is reinforced through regular inspections and audits conducted by our dedicated safety team. These evaluations ensure compliance with safety regulations, proactively identify risks, and drive continuous improvement in our safety practices.

75 construction sites were audited in 2024

108 inspections were carried out at our production facilities

To enhance transparency and engagement, we are refining our inspection process to make it more accessible and understandable for all stakeholders. Additionally, we have implemented a scoring system that follows HSE (Health, Safety, and Environment) inspection criteria. This system is being applied to both production and installation, providing a clear and measurable approach to safety performance.

Emphasising mental health in 2024

Mental health and wellbeing within our team received special attention in 2024. We published our new Mental Health and Wellbeing policy, which outlines the importance of this area in our workplace culture, and our commitment to fostering a supportive environment that promotes mental health awareness.

The policy was accompanied by an internal communication campaign under the slogan “Speak up. We’ll handle it with care”, and a range of new initiatives:



1. Our mental health ambassadorship programme

Our dedicated team of Mental Health Ambassadors is committed to providing a safe space for employees to express themselves, seek guidance, and find support.

100% of site managers are now trained as mental health ambassadors

40 employees having completed mental health first aid courses.



2. Professional psychological consultations

We offer all Staticus employees the opportunity to have confidential consultations through the partnerships with professional psychologists and psychotherapists we have established.

3. The anonymous healthy workplace helpline

We have introduced an anonymous form where employees can report any concerns related to unsafe working environments or conditions within the workplace.



4. Lunchbox talks dedicated to mental health topics

Our Lunchbox Talks are regular seminars and workshops combined with a tasty lunch. Mental health topics have featured regularly in these sessions.

Our Mental Health and Wellbeing policy, communication campaign, and range of initiatives all have the same aim - to ensure we break down barriers, support each other, and create a workplace where mental health is not just a priority, but a shared responsibility.

Nurturing a culture of learning that focuses on talent development, career promotion, and reskilling

Employee retention, promotion and growth

We continue to be an organization that balances fresh perspectives with deep expertise. In 2024, 139 of our employees had worked at Staticus for over a decade, and the average length of time with us was 6 years.

Promoting employees allows Staticus to sustain our competitiveness in the facade industry and remain one step ahead of the market. In 2024, 40 team members advanced their careers at Staticus by earning a promotion. Staticus' mission is to help its people build career paths, and to this end, priority is given to internal candidates whenever a new position is opened. Our commitment to internal talent development through strategic career progression, was exemplified by Irina Nikitina's advancement from Senior Façade Designer to Sustainability Engineer, reflecting our dedication to integrating sustainability expertise across all roles

Talent development

Talent development and fostering a strong learning culture within Staticus are essential components of ensuring our long-term success. By investing in our employees' development, we can improve employee engagement, performance and innovation. A key aim at Staticus is to ensure employees have tools and learning required to carry out work, as well as opportunities to grow professionally.

We foster a culture of continuous learning and development and in turn, this encourages employees to utilise resources to enhance their skills and knowledge. In 2024, we strengthened our commitment to continuous learning with employee time dedicated to training and learning. Through the Staticus Knowledge Club and Tech Academy sessions key presentations on carbon reporting innovations and sustainability market requirements we delivered across the company

Attracting talent from top universities

We continued to invest in future talent through our internship program, welcoming nine interns across multiple departments including Design, Health & Safety, HR, Marketing, IT, and Sustainability. Drawing talent from institutions including Vilnius College of Technologies and Design, Kaunas Technology University, and Queen's University Toronto, we successfully transitioned three interns into permanent roles.



Becoming an organisation driven by high-performance teams

Growing leadership with strong capabilities

Our goal at Staticus is to keep building high performance teams with highly qualified personnel, with the skills to meet our business goals and ensure our sustainability.

In 2024, we enhanced our leadership capabilities with the appointment of several important roles, Head of Procurement, Head of Technology, Head of Sustainability and Central European Sales Director. Leadership will be crucial in ensuring we remain a high-performance and culture-driven organisation. In 2025, we will continue to support our leaders in their ongoing development so that they, in turn, can encourage professional growth, drive performance, and cultivate a strong feedback culture across Staticus

Adopting the agile methodology and increasing business agility

Staticus' journey to becoming an agile organisation started with our project teams and has now been fully implemented in our realisation and market teams. In 2023, we adopted the Objectives and Key Results (OKRs) goal planning system across our entire organisation. This system fosters a culture of high performance and supports alignment to measurable and ambitious goals. This is especially important as we focus on delivering the 2024-2027 Strategy.

In 2024, we strengthened this process by bringing the teams together for quarterly in person OKR retrospective and planning sessions titled "Empowered Teams". Over two days of intensive sessions, teams worked together to define the objectives of the next quarter. The in-person sessions improved communication and collaboration and provided dedicated time to reflect on team opportunities and challenges.



Creating meaningful social impact by supporting the communities we work in

Our long-term commitment extends to our partners, employees, and communities. A resilient future depends on a well-supported society.

“

As a company we prioritise sustainability and resilience, and you can't achieve these things in a vacuum. Providing healthier living environments and better opportunities for children has a lasting impact on the individuals we help and the communities we work in.

Aušra Vankevičiūtė,
Staticus CEO

”

That is why we actively engage in philanthropy, focusing on transformative local initiatives, especially those improving children's wellbeing.



3 fundamentals of our charitable work

- Long-term and ongoing - we focus on projects that offer sustained support.
- Employee-driven – Our team engages in philanthropy aligned with their values.
- Partnership-based – We collaborate with local organisations to maximize impact.



Our philanthropic milestones

7 families across Lithuania given long-term support, a relationship that begins with renovating their home

24 children now live in better conditions and receive Christmas gifts from our colleagues each year

1 to 17 years is the age range of the children we are helping



Key achievements in 2024

- We began our support of Trakai Children's Day Centre and Social Services Centre. Located near our new logistics facility, it provides vital services to socially vulnerable families. In 2025, we plan for our employees to run educational activities and talks for the kids and provide career guidance.
- We became a patron of MO Museum, Lithuania's largest gallery for modern and contemporary art. Our patronage will support the museum's extensive education and outreach programmes, which ensure children from all backgrounds have access to art and creative activities.
- For the 7th year running, we renovated the home of a family in need, providing windows, flooring, and furniture to a working mother and her son.
- We continued our support of the Raguvėlė Children's Centre, a day care centre that consistently has 20 children attending. We regularly provide supplies and equipment for the after school activities put on by the centre.

09 Outlook



Sustainability Outlook 2025

Focus Area	Topic	Objective	Key Results 2025
<div></div> <div>Transparency</div>	Reporting	Frontrunner in sustainability reporting	<ul style="list-style-type: none">Align corporate sustainability reporting with EU-CSRD material topicsPublish annual corporate carbon emissions, including scope 1, 2 & 3 emissions.Submit quarterly CBAM reportsAutomate sustainability reporting processes and utilise AIExtend XD reporting tool functionality to include sustainability
	Compliance	Meet and exceed sustainability compliance in each market	<ul style="list-style-type: none">Maintain full compliance in each market and be up to date with changing regulationsUpdate library of regulations and client requirements in each market
	Business resilience	Ensure business resilience with sustainability implementation	<ul style="list-style-type: none">Manage risks and costs associated with changing market conditions, including sustainability drivers, in order to ensure a resilient and adaptive businessMaintain financial performance
<div></div> <div>Partnerships</div>	Sustainable mindset	Build long term relationships with clients, partners and suppliers who share our sustainable mindset	<ul style="list-style-type: none">Engage in key industry insititutes, programs and initiatives in each marketCollaborate with clients, partners and suppliers to share knowledge and implement new products, processes and tools
	Supply chain management	Build a sustainable, resilient supply chain	<ul style="list-style-type: none">Embed sustainability criteria into procurement decisionsDevelop and manage a centralised library of suppliers sustainability dataDevelop carbon reduction targets in collaboration with suppliers
	Research cooperation	Collaborate with universities and research institutions to drive innovation	<ul style="list-style-type: none">Continue research projects by securing next stage of projectsInvestigate new research opportunities



Focus Area	Topic	Objective	Key Results 2025
 Innovation in design and delivery	Low-carbon systems	Develop the next generation of low-carbon systems	<ul style="list-style-type: none">Next generation of timber hybrid unitised facade systemInvestigate material reduction strategiesInvestigate low-carbon material and system alternatives, with a focus on modularityDevelop procurement strategy for long-term low-carbon material supply
	Circular construction	Develop the next generation of circular facade systems	<ul style="list-style-type: none">Further investigate design for disassembly strategies through project mock-up'sDefine material passport data and prototype on XD+ reporting tool
	Long-term engagement	Manage the lifecycle of facade systems through value added services	<ul style="list-style-type: none">Investigate facade disassembly service and material take-back for renovation projectsFurther develop XD+ (As-built), XD+Care (Maintenance) tool
 Climate protection	Carbon footprint	Reduce corporate and product carbon emissions	<ul style="list-style-type: none">Develop a corporate carbon reduction pathway for 2030 near-term targetsAlign corporate, project and product emission targets
	Sustainable material sourcing	Reduce virgin material consumptions by sourcing alternative materials	<ul style="list-style-type: none">Develop a sustainable material sourcing plan to reduce material virgin material consumptionAlign sustainable material sourcing plan and industry targets
	Waste management	Eliminate waste to landfill through recycling and reuse	<ul style="list-style-type: none">Develop a waste management plan to eliminate production and installation wasteAlign waste management plan and industry targets



Focus Area	Topic	Objective	Key Results 2025
<div><p>Sustainable organisation</p></div>	Diversity, equality and inclusion	Celebrate diversity and practice equality and inclusion through equal employment opportunities	<ul style="list-style-type: none">— Maintain equal conditions for employees in the same position, regardless of nationality, cultural background, gender or age— Develop employee and diversity targets
	Health and safety	Ensure a healthy and safe working environment for all employees	<ul style="list-style-type: none">— Maintain zero accidents annually
	Education, training and development	Nuture a culture of learing which includes talent development, career promotion and reskilling	<ul style="list-style-type: none">— Prioritise continued education through internal sessions and training on sustainability topics— Enable our employees' continued growth through a bi-annual People Review process
	Cross functional teams	Become an organisation driven by high performance teams	<ul style="list-style-type: none">— Grow leadership with strong capabilities to create a strong working culture— Continue increasing busines agility and improving cross-functional team performance
	Community engagement	Create meaningful social impact by supporting the community we work in	<ul style="list-style-type: none">— Increase employee involvement in our philanthropic initiatives through charity and outreach activities— Support disadvantaged families across Lithuania by assisting with housing and resources, equipment and gifts

10

ESG Performance data

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Introduction

The following section sets out the environmental, social and governance (ESG) reporting principles and scope applied for sustainability data.

It is Staticus' intention to disclose publicly performance metrics that measure the ESG impact of our operations in 2024 and all future years. Our ESG performance data will form the basis for future comparison and quantify our long-term commitment to sustainability.

Reporting principles

The 2024 ESG performance data of Staticus has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) Standard issued by the European Financial Reporting Advisory Group (EFRAG)*.

The data provided on the following pages is a summary of key metrics. Our full ESG performance data is available upon request.

The 2024 ESG performance data covers the period from January 1 2024 to December 31 2024.

Data is as accurate and complete as possible at the time of reporting and provided in the relevant unit of measure. Data rounding may mean that some discrepancies in results. Consistent boundaries and methodologies are used to ensure performance comparison with future years in possible. Assumptions, estimates and exclusions are stated and explained.

* Under the EU Simplification Omnibus, Staticus is exempt from the reporting requirements of the EU Corporate Sustainability Reporting Directive (CSRD), with no current or future mandatory reporting requirements (at the time of the report). Staticus remains committed to transparency and is following the European Commission's recommendation for companies outside the EU CSRD scope to report voluntarily. The European Commission is proposing a proportionate reporting standard for voluntary reporting, based on the VSME Standard developed by EFRAG. In the absence of a voluntary reporting standard (at the time of the report), Staticus has adopted the VSME standard for our 2024 ESG performance data disclosure. Staticus' will continue to monitor the recommendations of the European Commission on voluntary reporting and update our reporting scope accordingly.



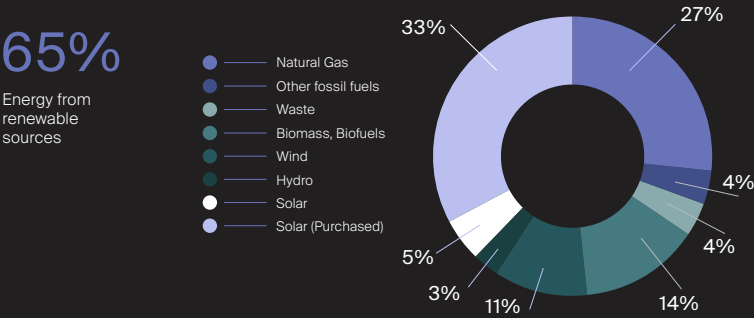
Environmental data

Climate Change, Water, Biodiversity & Circular Economy

Energy consumption

Annual energy consumption by type, 2024	Renewable MWh	Non-renewable MWh	Total MWh
Total	1682	893	2575
Electricity	1330	113	1443
Fuels	352	779	1132

Energy consumption from operation is calculated according to the requirements of VSME standard.



Factory emissions

Annual Factory Emissions Intensity factor, 2024

3.079

kgCO2e/m²

↓ 66%

EU average* = 9kgCO2e/m²

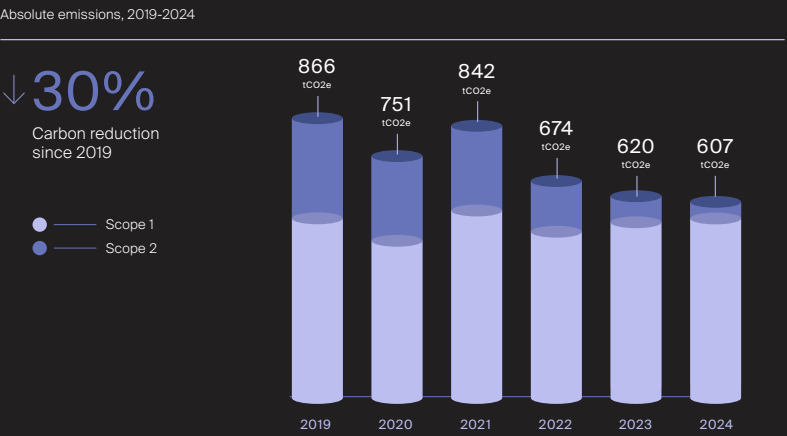
Factory emissions factor and energy carbon factor calculated according to CWCT 'How to calculate the embodied carbon of facades: A methodology'
*EU average values according to CWCT methodology.

Green house gas emissions

Annual emissions by scope, 2024	Absolute emissions t.CO2eq	(%)	Economic intensity t.CO2eq/100k€	Production Intensity kg.CO2eq/m²
Total, Scope 1, 2	607		0,54	8
Scope 1 emissions	548	90%	0,49	7
Stationary emissions	171	28%	0,15	2
Non-stationary emissions	360	59%	0,32	5
Fugitive emissiols	17	3%	0,02	0
Scope 2 emissions	59	10%	0,05	1
Electricity	39	6%	0,03	1
Heating, cooling and process energy	20	3%	0,02	0

GHG emissions has been calculated according to the GHG Protocol. Carbon emission factors are sourced from DEFRA 2024, Lithuania's national inventory report 2024, Entsoe, Exiobase, ICE 2024 and specific product EPDs.

Scope 1+2 emissions



Water

Annual water withdrawals, 2024

0

m³ water withdrawals in stressed areas

2765

m³ water withdrawals in non-stressed areas

Water withdrawal is calculated according to the requirements of VSME standard.

Biodiversity

Annual land-use, 2024

12.5%

Nature oriented area onsite

Nature oriented area onsite is calculated according to the requirements of VSME standard.

Waste

Annual waste generation, 2024

80%

Waste generation in operations diverted from landfill

Waste generated in operations (excluding site activities) is calculated according to the requirements of VSME standard.

Materials

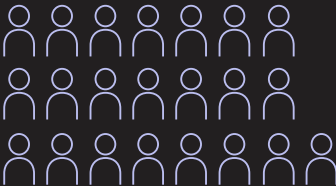
Key materials, 2024	Purchased materials, t	% low carbon products*	% responsible sourcing**
Aluminium	2055	22%	93%
Glass	2045	7%	100%

*Low-carbon aluminium assumes <4.5kgCO2e/kg, low carbon glass assumed <6.65kgCO2e/m2 (per 4mm glass)
**ISO14001 Certified (or better)

Social data

Own workforce

22 nationalities



Gender diversity

56% Of our executive leadership team are women

22% Of our management team are women

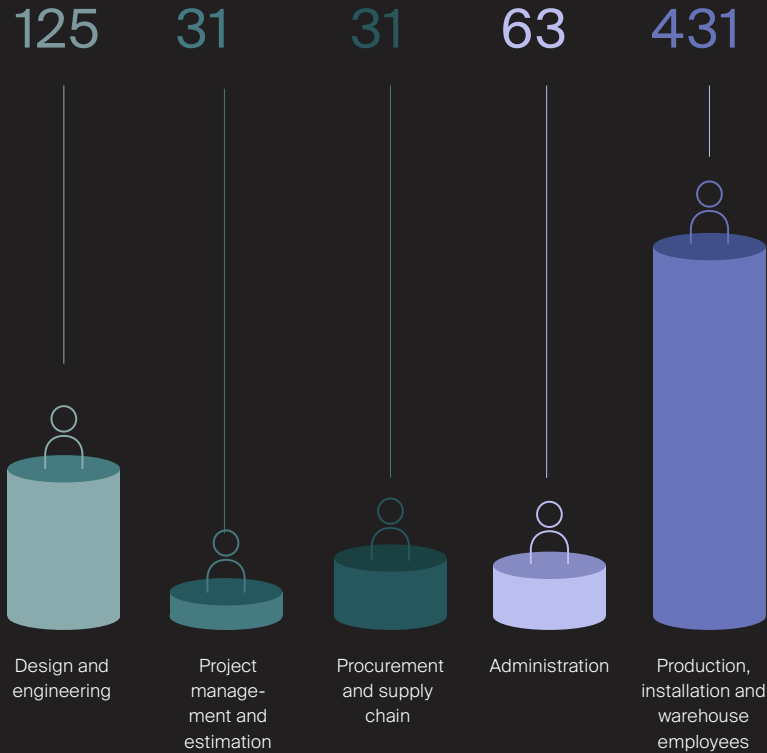
Total employees

681

General characteristics

Annual record, 2024

Team composition



Age, experience and education

38 is the average age of Staticus employees

25% have a Master's degree

6 employees hold PhDs



6 Average experience at Staticus is the average

-10% Gender Pay Gap (%)*

*Team statistics 31.12.2024

*Gender pay gap has been calculated according to VSME standard and indicates the average gross female salary is higher than the average gross male salary

Human rights

Annual record, 2024

0 Number of confirmed incidents related to child labour, forced labour, human trafficking or discrimination
Human rights incidents are calculated according to the requirements of VSME standard.

Health & Safety

Annual record, 2024

0 serious or fatal accidents

0 occupational diseases

0 Accident Frequency Rate (AFR) - RIDDOR reporting levels

1,36 Accident Frequency Rate (AFR) cases per 200,000 work-hours

0,95 Lost Time Injury Frequency Rate (LTIFR) cases per 200,000 work-hours

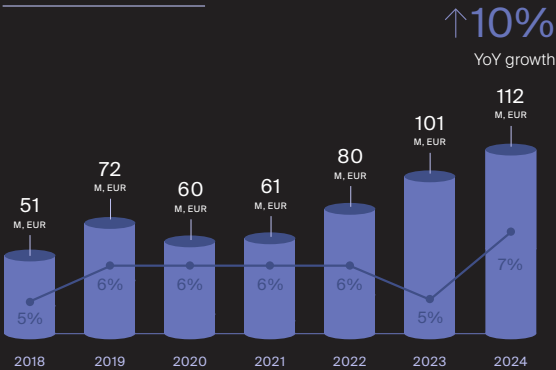
2,99 No harm / no loss (Near miss) cases per 200,000 work-hours

0 penalties or notices from HSE authorities or courts in the last 5 years

Governance data

Staticus Group

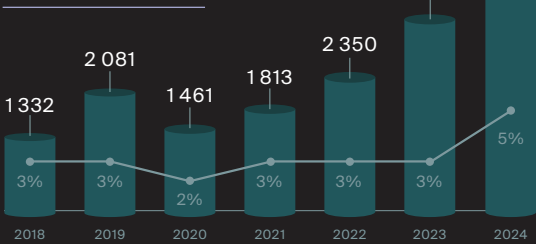
Revenue and EBITDA*



*EBITDA - Earnings Before Interest, Taxes, Depreciation and Amortization

Net profit

in thousands in EUR

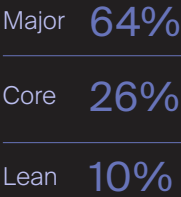


Financial results

Annual record, 2024

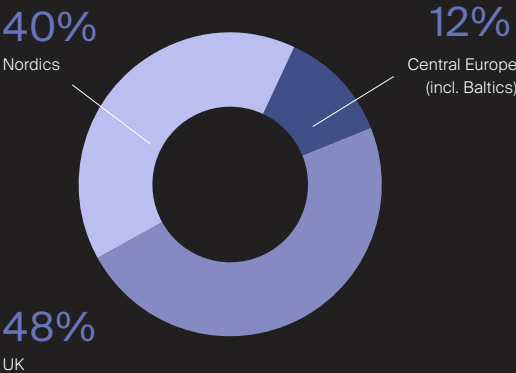
Project portfolio

distribution by revenue, %



Revenue distribution

by markets, %



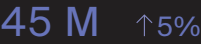
Market distribution and comparison

with previous years, EUR

UK Market income



Nordics

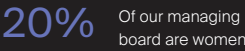


Central Europe (incl. Baltics)



Governance body

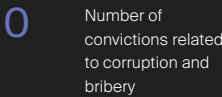
Annual record, 2024



Gender ration of the managing board is calculated according to the requirements of VSME standard.

Corruption & bribery

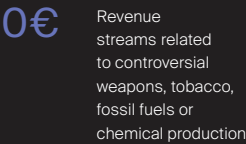
Annual record, 2024



Corruptions and bribery convictions are calculated according to the requirements of VSME standard.

Revenue streams

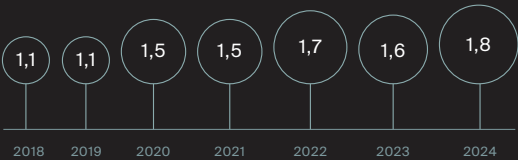
Annual record, 2024



Revenue streams is calculated according to the requirements of VSME standard.

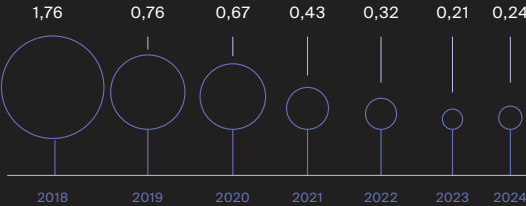
Total liquidity ratio

(Current ratio*)



*Current ratio = Current assets/current liabilities

Financial debt*/EBITDA



*Financial debt - non-current loans, lease obligations, non-current financial derivative liabilities, current portion of non-current loans and current loans, current portion of lease obligations, current derivatives liabilities

