

VSME Sustainability Report 2025

Stamas Solutions AS



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Purpose

The purpose of this report is to provide a comprehensive overview of our company’s sustainability efforts and how we meet the requirements of the VSME Standard. We report in accordance with both the Basic Module and Comprehensive Module, ensuring transparency and accountability across all key areas.

The report has been prepared on an individual basis and covers all relevant aspects of our operations, including energy consumption, greenhouse gas emissions, pollution, water usage, circular economy principles, resource use, working conditions, anti-corruption and bribery measures, stakeholder engagement, and compliance with applicable laws and regulations.

Ref.: B1 24(a), (c)

Information on previous reporting period | 16

List of disclosures from previous reporting period that remain unchanged:

- C6 Human rights policies and processes
- C8 Revenues from certain activities and exclusion from EU reference benchmarks
- B7 Annual Mass-flow of relevant materials used

* The numbers or letters shown in each disclosure correspond to specific paragraphs in the VSME Standard (European Commission Recommendation, adopted in July 2025).



We design, engineer
and manufacture
quality equipment for
the oil and gas
industry.

Company | 24 (d)
Stamas Solutions AS

Country and address of primary operation | 24 (d,e-vi), 9-12
Røynebergsletta 27
4033 Stavanger
Norway

Legal form | 24 (e-i), 4
AS
Private limited liability undertaking

NACE sector classification code(s) | 24 (e-ii), 5-6
NACE C – 25.53 Machining of metals

Balance sheet / assets (EUR) | 24 (e-iii)
14 080 919

Turnover (EUR) | 24 (e-iv)
18 950 695

Number of employees | 24 (e-v), 7-8
54 (full-time equivalent)

Sustainable certifications | ..
ISO 14001
ISO 9001

Description and validity
ISO 14001
Valid from 20.10.2021 until 02.12.2027
ISO 9001
Valid from 12.03.2007 until 02.12.2027

International Organisation for
Standardization for Quality Management
(ISO 9001) and Environmental
Management systems (EMS – ISO 14001)
Issued by Dovre Sertifisering AS

Location of significant asset(s) and sites owned, leased or managed | 24 (e, vi, vii), 9-12

Site	Address	Coordinates	Ownership
Main Office	Røynebergsletta 27 4033 Stavanger Norway	58.90238821736112, 5.689702355799084	Leased

CNC Machining

Significant groups of products and/ or services | 47(a)

Stamas Solutions AS offers a wide range of machining and production services for the oil and gas industry. Our main services include:

- CNC machining and manufacturing of custom components
- Engineering and product development from idea to finished product
- Production and modification of equipment according to customer specifications
- Supply of licensed thread products
- Quality control and surface treatment

Markets and business conditions | 47(b)

We operate primarily in the business-to-business (B2B) market, with a focus on the oil and gas industry. Our clients include companies in the offshore and onshore sectors, mainly in Norway, but also internationally. We have a flexible organization that enables us to deliver complete projects and solutions, from idea to installation, to customers who demand high quality and precision.

Main business relationships | 47(c)

Our main business relationships include:

- Key suppliers of raw materials and components – total of 61 (all A, B and C suppliers) as of 2025
- Customers primarily within the oil and gas and energy sector, requiring tailor-made machining and manufacturing solutions – approximately 100 customers as of 2025
- Distribution and logistics partners supporting timely and reliable delivery to customers in Norway and internationally
- End-users operating in demanding offshore and industrial environments where quality, reliability and traceability are critical

Stamas operates within a complex and quality-driven value chain, where close collaboration with both customers and suppliers is essential. We work actively with selected suppliers on quality, delivery performance and increasing transparency, including ESG-related data and traceability.

Our customer relationships are typically long-term and project-based, requiring flexibility, technical competence and close dialogue throughout the project lifecycle – from engineering and production to delivery and follow-up.

Strategic initiatives | 47(d)

Stamas Solutions AS has implemented several initiatives to integrate sustainability into our business strategy:

- We are certified according to ISO 14001, ensuring a structured approach to environmental management and continuous improvement.
- During 2025, we have moved into a new energy-efficient facility designed to support sustainable operations, including on-site energy production through solar panels, geothermal wells, and heat recovery systems.
- We have invested in modern machinery and technology to improve energy efficiency and reduce environmental impact in our production processes.
- We have introduced our first electric lift trucks, reducing direct emissions from internal/external transport while also improving the indoor working environment for employees.
- We track emissions (Scope 1 and 2) and have established KPIs related to energy consumption, material recovery, and pollution control.
- We actively engage with suppliers to improve transparency and collect ESG-related data, using digital solutions such as Compera to strengthen our value chain.
- Stamas continues to develop a strong corporate culture based on knowledge, solution-orientation, and teamwork, which supports our sustainability ambitions.

Our approach to sustainability is practical and operational, focusing on measures that improve both environmental performance and day-to-day efficiency. We continuously evaluate and adjust our initiatives to meet increasing requirements from customers, regulations, and the market.



Sustainability practices, policies and future initiatives

Established practices, policies or future initiatives to facilitate a transition to a more sustainable economy | B2 26-28, 14-16, C2 48-49, 149

Climate change	Yes  No 	Targets	Yes  No 	Publicly available	Yes  No 	Most senior role responsible for implementation
Stamas is committed to integrating climate considerations into its operations and decision-making processes by focusing on energy efficiency, greenhouse gas emission reductions, and responsible resource management. The company works to reduce its climate footprint through continuous operational improvements, investments in energy-efficient solutions, and increased use of renewable energy sources. Our climate objectives are measurable, monitored through relevant key performance indicators, and communicated throughout the organization. Through a systematic approach to emission reductions, energy management, and sustainable business practices, Stamas aims to strengthen its competitiveness while meeting the growing expectations of customers, regulators, and other stakeholders.		Establish and continuously develop sustainability reporting as a management tool for the company. The objective is to ensure the systematic collection, monitoring, and reporting of relevant environmental, social, and governance (ESG) metrics, while increasing transparency towards customers, employees, and other stakeholders. Through sustainability reporting, Stamas aims to identify areas for improvement, monitor performance over time, and integrate sustainability considerations into business decisions and strategic planning.				CEO
Biodiversity and Ecosystems	Yes  No 	Targets	Yes  No 	Publicly available	Yes  No 	
Circular Economy	Yes  No 	Targets	Yes  No 	Publicly available	Yes  No 	
Source sorting and recycling and sorting degree (including hazardous waste)		- Material recycling more than 90% for 2024 - result of 98.3% - Goal for 2025 is to be above 95%				

Pollution	Yes  No 	Targets	Yes  No 	Publicly available	Yes  No 	Most senior role responsible for implementation
Scope 1 and 2, waste sorting degree, test result from oil separator. Stamas has emissions to oil separator in our own flushing area where we clean parts from our customers and pre-treat equipment before phosphating. Potential sources of contamination in this process includes chemicals residues, runoff from the phosphating process and waste from washing floors. Emissions are controlled through sampling at least twice a year. The analyses are compared with current limit values, and the results are reported to the authorities via our waste supplier, which also handles reporting in accordance with the Industrial Emissions Directive (IED). Our goal: • No exceedance of established emission limit values to the oil separator in accordance with national requirements and the IED. • KPI 1: No exceedances of limit values for zinc, nickel, and other relevant parameters. • KPI 2: Minimum one action implemented to reduce the pollution potential from phosphating per year. • KPI 3: 100% inspections/reports submitted to authorities within the deadline. In addition, Stamas actively works to reduce its environmental impact through energy-efficient operations, increased material recycling, and investments in modern technology. During 2025, the company relocated to a new facility designed to support more sustainable operations, including on-site solar energy production, geothermal wells, heat recovery systems, and a new oil separator with an emergency collection tank to prevent accidental releases. The company has also introduced electric lift trucks to reduce direct emissions and improve the indoor working environment. Waste is managed through source separation and collaboration with approved waste management and recycling partners, with a focus on achieving a high material recycling rate and ensuring the safe handling of hazardous waste. Environmental management is an integral part of the company's ISO 14001-certified management system and is supported through regular risk assessments, monitoring, audits, and continuous improvement activities.		Stamas continuously evaluates opportunities to improve chemical handling and pre-treatment processes in order to further reduce environmental impacts. This includes efforts to optimize chemical use, improve spill prevention and wastewater management, strengthen monitoring and control measures, and evaluate environmentally preferable alternatives where feasible. Through these initiatives, the company aims to minimize pollution risks, ensure compliance with environmental requirements, and support continuous improvement in accordance with its ISO 14001 environmental management system.				CEO

Water and Marine Resources

Yes  No 

Targets Yes  No 

Publicly available Yes  No 

Contingency plan – Oil separator

During 2025, Stamas relocated to a new facility, where a dedicated emergency collection tank was installed to capture liquids in the event of leaks. This reduces the risk of accidental releases to the environment and strengthens the company’s preparedness for unforeseen incidents.

The company also operates an oil separator designed to prevent oil and other contaminants from reaching surface water. Potential emissions from cleaning and pre-treatment processes are monitored through regular sampling and analysis, and the results are assessed against applicable regulatory requirements and discharge limits.

Stamas is not located in an area of high water stress and does not operate production processes that require significant water consumption. Nevertheless, the company is committed to responsible water management and continuously works to reduce pollution risks through preventive measures, monitoring, maintenance, and employee awareness.

These initiatives form part of Stamas’ ongoing efforts to protect water resources, prevent spills, and minimize the environmental impact of its operations.

Own Workforce	Yes  No 	Targets	Yes  No 	Publicly available	Yes  No 	Most senior role responsible for implementation
Stamas has established a range of policies, procedures, and management practices to ensure a safe, ethical, and inclusive working environment for its employees. These include compliance with Norwegian labor legislation, a Code of Conduct, Privacy Policy, anti-bribery and anti-corruption guidelines, GDPR procedures, confidentiality declarations, data processing agreements, employment contracts, insurance coverage, and procedures for handling substance abuse and addiction-related issues. In addition, the company regularly monitors and assesses key areas related to employee well-being, health and safety, and responsible business conduct. This includes reviews of organizational context and risks, employee competence and training needs, operational risks, travel-related activities, working environment conditions, sickness absence, and potential risks related to violence and threats in the workplace. These activities form part of the company’s management system and support continuous improvement in health, safety, employee welfare, and compliance.		Stamas is committed to developing a competent, engaged, and inclusive workforce through continuous training, competence development, and the improvement of work processes. The company aims to strengthen employee skills, promote responsible resource management, and provide a safe and efficient working environment. During 2025, the company continued its focus on competence development and leadership training through an ongoing management development program. Stamas also worked to improve operational efficiency through digitalization, clearer roles and responsibilities, and better utilization of internal resources. To support competence building and future recruitment, the company engaged a logistics apprentice who contributed to the operation of the environmental station and gained practical experience in logistics, waste management, and sustainable work practices. Employee training and development remain an important part of the company’s commitment to continuous improvement and long-term value creation.				CEO

Workers in the Value ChainYes  No **Targets**Yes  No Publicly
availableYes  No Most senior role responsible for
implementation

Stamas is committed to respecting human rights and promoting responsible working conditions throughout its operations and value chain. The company complies with the Norwegian Transparency Act and conducts annual due diligence assessments to identify, prevent, and mitigate risks related to human rights violations and inadequate working conditions.

As part of this process, suppliers are evaluated annually. The three suppliers considered to have the highest risk or greatest significance to the business are subject to more detailed audits or follow-up each year. The results of these assessments are used to strengthen supplier management and support continuous improvement in responsible business practices throughout the value chain.

Stamas aims to ensure respect for human rights and decent working conditions throughout its value chain. The company works to identify, prevent, and mitigate risks related to human rights and labor rights violations through systematic due diligence assessments and supplier engagement.

As part of this approach, annual supplier evaluations are conducted, with particular attention given to suppliers assessed as having the highest risk or greatest significance to the business. The objective is to strengthen transparency, accountability, and compliance with the Norwegian Transparency Act, while supporting continuous improvement in sustainable and responsible business practices throughout the value chain.

CEO

Affected CommunitiesYes  No **Targets**Yes  No Publicly
availableYes  No Most senior role responsible for
implementation

Stamas assesses the impact of its operations on people and affected communities through stakeholder analyses, context and risk assessments, and the ongoing monitoring of environmental and social factors. These assessments include risks related to pollution, environmental impacts, supplier environmental performance, and compliance with responsible business conduct requirements.

The company seeks to work with suppliers that actively support environmental and sustainability objectives and follows up non-conformities through an established non-conformance management system and continuous improvement processes. This work is integrated into the company's ISO 14001-certified environmental management system and aims to reduce negative impacts on people, communities, and the environment while supporting responsible and sustainable value creation.

Stamas aims to minimize negative impacts on people, local communities, and the environment through responsible business practices, pollution prevention, and the systematic management of risks associated with its operations and value chain. The company seeks to identify and address potential adverse impacts through stakeholder engagement, risk assessments, non-conformance management, and continuous improvement in accordance with the requirements of ISO 14001.

CEO

Customers and End-Users

Yes ☐ No ☒

Targets

Yes ☐ No ☐

Publicly available

Yes ☐ No ☐

Business Conduct

Yes ☒ No ☐

Targets

Yes ☐ No ☒

Publicly available

Yes ☒ No ☐

Most senior role responsible for implementation

CEO

Stamas is committed to conducting business in an ethical, transparent, and responsible manner. The company’s Code of Conduct establishes expectations for integrity, compliance with laws and regulations, anti-corruption, fair business practices, confidentiality, and responsible behavior by employees and business partners.

As part of its continuous improvement efforts, Stamas is reviewing and updating the Code of Conduct to strengthen its focus on responsible business conduct, ethical decision-making, and sustainability-related expectations. The company is also evaluating the development of a dedicated Supplier Code of Conduct to further promote responsible business practices throughout the value chain.

Environmental impact

Total energy consumption | B3 29, 18-25

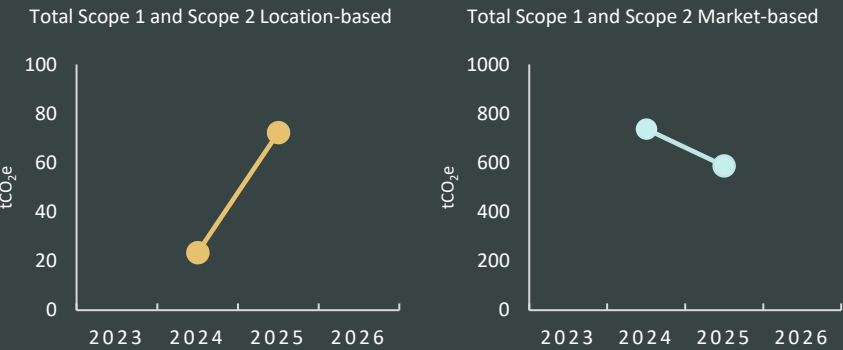
	2024 (MWh)	2025 (MWh)
Total Energy Consumption	1,205.43	1,051.96
Renewable Energy Consumption		33.94
- Solar panels (self-produced)		33.94
Non - Renewable Energy Consumption	1,205.43	1,018.02
- Purchased Electricity	1,205.43	1,018.02

Greenhouse gas emissions – development over time | B3 30, 50-54, 26-45, 152-158, C3 54

Emission factor sources: Scope 1: DEFRA | Scope 2: Location-based: EMBER, Market-based: AIB

Scope	Source of emission	Total emissions 2022 (tCO ₂ e) Base line year	Total emissions 2023 (tCO ₂ e)	Total emissions 2024 (tCO ₂ e)	Total emissions 2025 (tCO ₂ e)	GHG emission reduction target 2030 (tCO ₂ e)	GHG emission reduction target 2050 (tCO ₂ e)
Scope 1	Fuels	15	16	15.52	42.68*	10	0
Scope 2	Location-based	6.71	7.51	7.96	29.62	20	0
Scope 2	Market-based			721.58	544.48		
Total Scope 1 and 2 Location-based		21.71	23.51	23.48	72.30		
Total Scope 1 and 2 Market-based				737.10	587.16		

*) The increase in emissions in 2025 was primarily driven by the relocation to a new facility, which required the temporary use of a diesel-powered truck for transportation between locations. In addition, increased internal forklift operations during the relocation process resulted in higher diesel consumption than under normal operating conditions. This is considered a one-off event and is not representative of the company's regular operations. At the same time, the move to the new facility has created improved conditions for energy-efficient operations through investments in solar panels, geothermal wells, and other modern environmental solutions. The company's future emission reduction targets are therefore based on expected emissions from normal operations and reflect the long-term improvements achieved through investments in the new facility.



The increase in Scope 2 location-based emissions between 2024 and 2025 is primarily attributable to a change in emission factor source, rather than an increase in energy consumption, which decreased year-over-year.

For 2025, the company applied the emission factor for Norwegian grid electricity published by EMBER, which reports a higher emission factor than the one applied in the prior year. This methodological change results in a higher calculated Scope 2 location-based figure despite lower absolute electricity consumption. Future targets have been adjusted to reflect this change.

GHG Intensity | B3 31

	2024	2025
Total Scope 1 and Scope 2 Location-based	0.0000018 tCO ₂ e per € → 1.77 gCO ₂ e per €	0.0000382 tCO ₂ e per € → 3.82 gCO ₂ e per €
Total Scope 1 and Scope 2 Market-based	0.0000554 tCO ₂ e per € → 55.4 gCO ₂ e per €	0.00003098 tCO ₂ e per € → 30.98 gCO ₂ e per €

GHG reduction targets and climate transition | C3 54(e), 55-56, 159-163

Scope 1

To achieve its greenhouse gas emission reduction and energy efficiency targets, Stamas will continue its efforts to improve operational performance and infrastructure.

Planned actions include:

- Optimizing energy consumption in the new facility, including efficient use of solar panels, geothermal wells, and heat recovery systems.
- Reducing fossil fuel consumption through increased use of electric vehicles and electrically powered equipment where technically and operationally feasible.
- Continuously monitoring and reviewing energy consumption and emissions to identify improvement opportunities.
- Further improving source separation, material recycling, and resource efficiency within production processes.
- Increasing employee awareness of energy-efficient operations and environmentally responsible work practices.
- Integrating sustainability considerations into investment decisions and the procurement of new equipment and services.

Through these initiatives, Stamas expects to reduce emissions from normal operations and strengthen the company's environmental performance over time.

Scope 2

To achieve its Scope 2 emission reduction targets, Stamas will continue to focus on reducing electricity consumption and improving energy efficiency across its operations.

Planned actions include:

- Optimizing energy consumption in the new facility through efficient operation of technical systems and equipment.
- Maximizing the utilization of on-site renewable energy production from solar panels and geothermal energy systems.
- Continuously monitoring electricity consumption to identify opportunities for energy savings and operational improvements.
- Investing in energy-efficient machinery, equipment, and lighting solutions when upgrading or replacing existing assets.
- Increasing employee awareness of energy-efficient practices and responsible energy use.
- Evaluating additional measures to improve energy performance and reduce reliance on purchased electricity where feasible.

Through these initiatives, Stamas aims to reduce energy consumption, improve energy efficiency, and lower indirect greenhouse gas emissions associated with purchased electricity

Climate transition plan

The company is operating in a high climate impact sector. The planned date for adoption of a transition plan is 31/12/2027.



Climate risks | C4 57, 164-166**Policy and legal****Description** | 57 (a)

The company may be exposed to climate-related regulatory risks, including increasing requirements for sustainability reporting, greenhouse gas accounting, environmental documentation, and compliance with evolving climate and environmental regulations. Changes in legislation, customer requirements, and industry standards may result in additional administrative obligations, investments, and operational adjustments. Stamas continuously monitors regulatory developments and works to ensure compliance through its environmental management system and sustainability reporting processes.

Risk Impact Assessment Method | 57 (b)

The company has assessed these risks through internal reviews of its operations, compliance requirements, and supply chain. This includes risk assessments, context analyses, and supplier evaluations to identify potential impacts arising from evolving climate- and environmental-related requirements.

The assessment has focused on potential cost increases resulting from new regulatory obligations, increased administrative efforts related to reporting and documentation, and the need for adjustments to operations, procurement processes, and supplier management. These risks are reviewed on an ongoing basis as part of the company's quality, environmental, and sustainability management systems.

Time horizons | 57 (c)

These risks are expected to materialize in the short to long term (1–5 years), driven by increasing regulatory requirements, sustainability reporting obligations, and evolving customer and market expectations. The company expects the impact of these risks to increase gradually over time as climate-related regulations and stakeholder demands continue to develop.

Climate Change Adaptation Actions | 57 (d)

The company monitors regulatory developments and has implemented measures to improve energy efficiency, reduce emissions, and ensure compliance with applicable environmental requirements.

Potential adverse effects of climate risks on financial performance or business operations |

C4 58, 164-166

Stamas Solutions AS has risk assessed the potential adverse effects of climate risks on our financial performance or business operations.

Risk Description	Risk Severity
Increasing customer expectations and requirements related to sustainability and climate disclosures (short term).	Medium
Increasing regulatory requirements, including stricter ESG reporting obligations and potential compliance costs (medium term)	Medium
Changes in market conditions and competitiveness driven by the transition to a low-carbon economy (long term)	Low

The company has identified relevant climate-related risks and continuously works to mitigate them through energy efficiency measures, emission reductions, and monitoring of regulatory and market developments.

Pollution of air, water and soil | B4 32, 46-69

Monitoring data and analysis reports are submitted to the County Governor and registered under:
AR-24-MM-07645-01 / EUNOMO-00427732
Sample number: 439-2024-08060454

Stamas works systematically to prevent and reduce pollution to air, water, and soil through technical measures, monitoring, and the continuous improvement of internal processes.

As part of the relocation to a new facility in 2025, the company invested in modern environmental solutions, including a new oil separator that captures oil before it can reach surface water. The facility is also equipped with an emergency collection tank for coolant in the event of major leaks, reducing the risk of accidental releases to the environment.

Potential emissions from cleaning and pre-treatment processes are monitored through regular sampling and analysis at least twice a year. The results are assessed against applicable regulatory requirements and emission limit values to ensure compliance with environmental legislation.

Stamas has also established procedures for the safe handling of chemicals, hazardous waste, and other waste fractions. The company collaborates with approved waste management providers to ensure responsible treatment, a high level of material recycling, and proper handling of waste that may pose environmental risks.

Environmental management is integrated into the company's ISO 14001-certified management system and is supported through risk assessments, internal controls, audits, and continuous improvement initiatives.

Land use | B5 34, 74-76

Land use type	Area (m ²)
Total sealed area	12,350
Total nature oriented area on-site	0
Total nature oriented area off-site	0
Total use of land	12,350

Water | B6 35-36, 77-93

Water Withdrawal	Water (m ³)	
	2024	2025
Total	728	623

The company's site is not located in areas of high water-stress.

The company does not have production processes that consume a significant amount of water.

Resource use, circular economy and waste management | B7

Circular economy principles | 37, 94

At Stamas Solutions, we embed circular economy principles (CEP) into our operations, we focus on these principles below:

Eliminate waste and pollution principle

The company works systematically to reduce waste and prevent pollution through source sorting, proper handling of hazardous waste, and continuous monitoring of waste streams. Procedures are in place to ensure compliance with environmental regulations and to minimize environmental impact.

Circulate products and materials (at their highest value) principle

Source sorting, recycling and waste management (including hazardous waste):

As part of Stamas Solution AS's quality system, we are committed to continuous improvement in sustainability and responsible waste handling. This includes clearly defined annual KPIs within waste management.

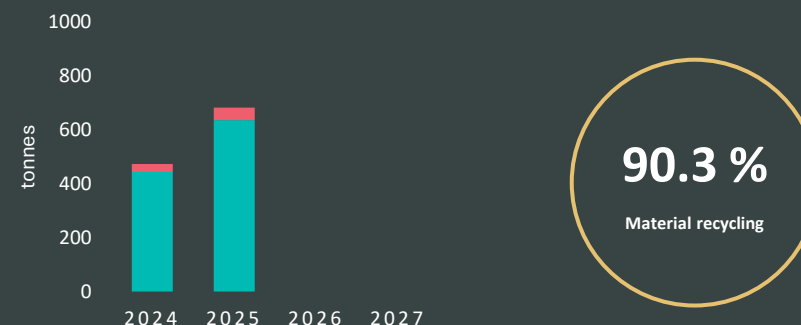
- For 2024, our target for material recycling was set at over 90 %, and we achieved a result of 98.3 %.
- For 2025, we have raised the bar further, with a KPI of more than 95 % material recycling.

Regenerate nature principle

The company contributes to reducing environmental impact by improving resource efficiency, reducing emissions, and supporting recycling and recovery of materials. While direct regenerative activities are limited, the company aims to minimize its footprint and support a more sustainable value chain.

Annual waste generation: Total annual generation of hazardous and non-hazardous waste | 38(a,b), 95-107

Waste classification	Waste Management (tonnes)	
	2024	2025
Total non hazardous waste	443.34	635.1
Total hazardous waste	30.07	46.8*
Total waste generated	473.41	681.9
Waste diverted to recycle or reuse	465.35	615.8
Waste directed to disposal	8.06	66.1*



Stamas generates several waste streams that are managed by different waste service providers. Until May 2025, Franzefoss was the company's primary waste management provider. From May 2025 onwards, waste management was transferred to Westco for general waste and recyclable fractions, Stena Recycling for metal scrap generated from machining and production processes, and SAR for the management of the oil separator and related waste streams.

The reported figures represent the total amount of waste generated by the company during the reporting year and have been compiled from all relevant waste service providers that handled waste for Stamas during 2025. The figures have been reviewed to avoid double counting of waste streams.

Metal scrap sent for recycling constitutes a significant share of the company's total waste generation and is reported as material recycled. Stamas continuously works to improve source separation, increase recycling rates, and reduce the amount of waste sent for final disposal.

Annual Mass-flow of relevant materials used ** | 38(c), 173-174

We do not yet have a complete overview of our total annual material consumption in terms of mass flow (kg/tonnes/m3). However, steel represents the vast majority of materials used in our own production and will be the primary focus of future reporting. Other residual materials – such as plastic, cardboard, and wood – mainly stem from packaging related to incoming and outgoing shipments and represent only minor volumes in comparison.

*) the increase is primarily related to one-off waste volumes from the relocation to the new facility and is not representative of normal operations.

**) This disclosure remains unchanged from the previous reporting period.

Social metrics

Workforce | B8

Employee counting methodology for the disclosures below: | B1 24 (e-v), 7-8
At the end of the reporting period

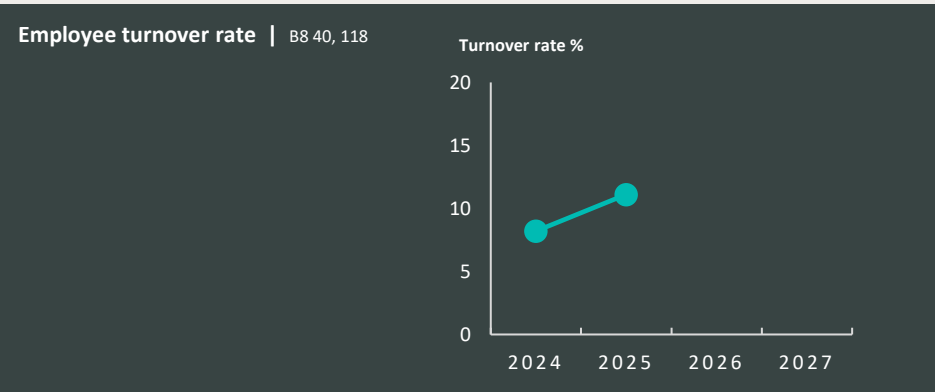
Employee counting methodology | B1 24 (e-v), 7-8
Full time equivalents (FTE)

Gender | B8 39 (b), 112-116

Female	Male	Other	Not reported	FTE
8	46	0	0	54

Type of Employment Contract | B8 39 (a), 112-116

Contract Type	Number of employees (FTE)
Temporary Contract	0
Permanent Contract	54
Total employees	54



Reported employment numbers for 2025 |

Turnover rate B8 40, 118	11.11%
Gender ratio - Management level C5 59, 167-169	2:9
Gender diversity ratio – Governance body C9, 178-180	Board members: 1:2
Type of workers C5 60, 170-172	
Total self-employed workers without personell that are working exclusively for the undertaking	0
Total temporary workers provided by undertakings primarily engaged in employment activities	10
Total temporary and contractors	10
Average number of annual training hours per employee B10 42(d)	
Female	23.88
Male	32.48
Other	0
Not reported	0
Total reported incident B9 41(a), 119-121	2
TRIF (total recordable incident frequence) B9 41(a), 119-121	3.48
Fatalities B9 41(b), 122-126	0
Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement? B10 42(a) 127-128	Yes

Human rights policies and processes | C6 61 (a-b), 173

The undertaking has a code of conduct or human rights policy for its own workforce that covers:

- child labour
- forced labour
- human trafficking
- discrimination
- accident prevention

The company has a complaint-handling mechanism for its own workforce. | 61 (c)

Severe negative human rights incidents | C7 62, 174

The company does not have any confirmed incidents in its own workforce | 62(a)

The company is not aware of any confirmed incident involving workers in the value chain, affected communities, consumers or end-users. | 62(c)

Governance metrics

Corruption and bribery | B11 43, 141-144

The company has not made any violation to anti-corruption and anti-bribery laws, nor either received any fines for any violations.

Revenues from certain sectors | C8 63, 175-176

The company is not active in any of the following sectors:

- controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons);
- the cultivation and production of tobacco;
- fossil fuel (coal, oil and gas) sector (i.e. the undertaking derives revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council 17), including a disaggregation of revenues derived from coal, oil and gas;
- chemicals production if the undertaking is a manufacturer of pesticides and other agrochemical products;

Exclusion from EU reference benchmarks | C8 64, 177

The company is not excluded from EU reference benchmarks that are aligned with the Paris Agreement.

Conclusion and future goals

Summary

Stamas Solutions AS works systematically to integrate sustainability into its daily operations and long-term business strategy. During 2025, the company achieved several important milestones, including relocating to a new energy-efficient facility equipped with solar panels, geothermal wells, heat recovery systems, and modern environmental technology. We have further developed our environmental management system, strengthened our focus on resource efficiency and waste management, and further developed our sustainability reporting. In 2025, we achieved a 100% sorting rate for steel. Total material recycling ended at 90.3%, below our 95% target, mainly due to extraordinary waste volumes from the relocation. From 2026, a separate KPI for commercial waste sorting has been established to ensure more systematic monitoring and continuous improvement.

These initiatives support our goal of delivering high-quality products and services while reducing our environmental impact and creating long-term value for customers, employees, and society.

The Way Forward

Stamas Solutions AS will continue to strengthen its sustainability efforts through improved energy efficiency, reductions in greenhouse gas emissions, increased use of renewable energy, and the further development of responsible business practices throughout the value chain. From 2026, we have also established a separate KPI for commercial waste sorting to ensure more systematic monitoring and continuous improvement.

We will continue to invest in technology, competence development, and digital solutions that contribute to efficient operations and transparent sustainability reporting. Our ambition is to meet increasing requirements and expectations from customers, authorities, and other stakeholders while supporting long-term and sustainable value creation.

List of omitted disclosures | B1 24 (b)

Omitted sections	Reasoning
Scope 3 B3 50-54	Not Applicable
Biodiversity B5 33	Not Applicable – Not located in or near biodiversity-sensitive area
Country of employment contract B8 39 (c)	Not Applicable – Does not operate in multiple countries
Gender pay-gap B10 42 (b)	Not Applicable – Does not meet the threshold
Percentage of employees covered by collective bargaining agreements B10 42 (c)	Not Applicable – Is not bound by “tariff”



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