



2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

About This Report

This Sustainability Report provides an overview of SoliTek's environmental, social, and governance performance and key sustainability activities during 2025.

The report covers our progress across the areas that are most relevant to our business and stakeholders, including employee wellbeing and diversity, environmental impact, responsible sourcing and supply chain transparency, product sustainability, innovation, social initiatives and corporate governance.

Alongside our 2025 performance, the report reviews the sustainability goals we set for the year and presents our key priorities for 2026.

The information presented in this report is based on internal company data, sustainability assessments, certifications and other relevant sources available for the reporting period.

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Reporting entity: SoliTek / JSC SoliTek Cells

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Word from the CEO

"I am proud to present SoliTek's 2025 ESG Report, which reflects our belief that sustainability & social fairness must guide every decision we make and every step we take toward a cleaner future."



As has become almost customary, 2025 was another year filled with challenges. Despite everything, we succeeded in keeping sustainability at the heart of our operations. I am particularly proud of several important achievements, including obtaining an Environmental Product Declaration (EPD) and retaining our Cradle to Cradle Certified® Gold certification.

We also became even more transparent with our customers by introducing our Supply Chain Traceability Map.

It was, of course, a great pleasure to see our team members recognised on the awards stage time and again. Our achievements included the Tech for Good Award at the Vilnius TechFusion Awards and the Community Impact of the Year Award at the Vilnius GreenTech Forum & Solar Stars Awards. We were also shortlisted for the Solar & Storage Live Awards.

Looking ahead to 2026, our commitment to manufacturing the greenest and most durable solar modules remains unchanged. We will continue developing even more efficient solar modules, including a new solution designed to reduce CO₂ emissions by 40%.



Julius Sakalauskas
CEO of SoliTek

Governance

SoliTek is a family-owned solar module manufacturer based in Lithuania and a proud member of the BOD Group. With an annual 250 MW production, SoliTek is proudly one of the largest manufacturers in Europe. Backed by a skilled and experienced team, SoliTek is committed to delivering high-quality, innovative products.

At the end of 2025, the BOD Group employed 246 people, including 64 in SoliTek. The group is overseen by a three-member board whose expertise ranges from advanced technical knowledge to a deep understanding of EU energy transition policies. This diverse leadership ensures strong governance and strategic alignment with the latest industry developments.

Currently operating board members:



**Vidmantas
Janulevičius**

serves as the Chairman of the Board and also holds the position of President at the Lithuanian Confederation of Industrialists. This confederation serves as the representative voice for various business associations.



**Vladas
Sakalauskas**

oversees and manages real estate, incorporating high-quality standards from his experience working and volunteering in the army.



**Julius
Sakalauskas**

the CEO of SoliTek Cells, holds responsibility for the company's strategic growth. With his extensive product management, logistics, and finance background, he enables the SoliTek team to maintain a clear vision and follow it.

2025 ESG KPIs Analysis



KPI	2023	2024	2025	2024–2025 Change	Comment
Workforce	56	63	64	+1,6 %	Slight recovery in headcount as market conditions improved.
Workforce male/female ratio (F / 62 % M)	32 %	42 %	38% F / 62% M	– 4% F / +4% M	Overall gender representation remained relatively stable, with a 4 % change in 2024/2025.
Incident rate	0	1,59	0	Decrease to zero	The incident rate improved again, returning to the 2023 incident-free level.
Yearly salary growth	8 %	2 %	4 %	+2 %	Salary growth has doubled compared to last year, due to better results.
Electricity consumption (MWh/MW)	21,40	19,96	23,26	+16,5 %	The volume of in-roof products increased significantly, resulting in a higher number of production operations and, consequently, higher electricity consumption.
Water consumption (m ³ /MW)	3,73	10,69	11,04	+3,3 %	Due to the virtually unchanged number of employees, water consumption remains stable at a similar level.
Waste (kg/kW)	4,75	5,09	5,94	+16,7 %	The disposal of some old equipment, not directly related to this year's operations, significantly increased the amount of waste.
Scope 1–2 emissions (kg CO ₂ /kW)	0,02	0,008	0,0	Decrease to zero	Zero emissions were achieved by completely phasing out diesel forklifts.
Scope 3 emissions (kg CO ₂ /kW)	943	887,9	441,0	–50,3 %	Due to increase in module power & change (decrease) in the values used for calculations.

Social Impact

The Challenge:

The PV industry in the EU faces a shortage of skilled workers. However, the EU has the potential to tap into the talents of refugees, immigrants, individuals with disabilities, and other underrepresented groups and integrate them into various industries. At our company, we are committed to creating an inclusive environment that welcomes people from diverse backgrounds.

Diversity

Welcoming people from all backgrounds to strengthen our team and spark new ideas.

Equity

Ensuring everyone has fair access to opportunities and resources.

Inclusion

Creating a culture where every voice is heard and valued.



Social Impact ecovadis Assessed by EcoVadis

To ensure our social strategy meets global standards, we partner with EcoVadis, an independent leader in sustainability & social ratings. Their expert assessment helps us benchmark our progress and continuously improve our practices.

By partnering with EcoVadis, we reinforce our commitment to responsible business practices and continuous improvement.

In 2025, our EcoVadis score remained the same as in 2024.

EcoVadis score of 60/ 100

Environment:

Minimizing our environmental footprint and promoting.

69

Work Ethics:

Maintaining integrity, transparency, and accountability.

52

Labor & Human Rights:

Upholding fair labor practices and protecting human rights across our operations.

60

Sustainable Procurement:

Sourcing responsibly to support ethical and sustainable supply chains.

50

Work Demographics

We are proud to provide equal opportunities regardless of disability, origin, race, or gender. By the end of 2025, SoliTek employed 64 people, with a workforce comprising of 38 % women and 62 % men. 16 employees with disabilities contributed to our production team in 2025.

In 2025, 15 foreigners from various countries ranging from Ukraine to Egypt worked at SoliTek manufacturing, supporting our efforts to foster integration and diversity.

SoliTek remains dedicated to supporting all employees, including those with disabilities and individuals from diverse backgrounds, ensuring a fair and welcoming environment for everyone.

Employee
gender ratio



women
38 %



men
62 %

1 of 4 SoliTek employees
has a disability





Advancing Flexible Work Excellence in 2025

Despite the growing return-to-office trend, SoliTek continues to lead in flexible working arrangements, empowering our staff with enhanced freedom to work remotely, from multiple locations, or with customized flexible schedules beyond the traditional 40-hour week.

Our evolved flexibility approach supports employees across all life stages, enabling seamless integration of professional responsibilities with personal commitments, including family care, continued education, and individual growth pursuits.



Benefits of Our Flexible Work Model:

Enhanced Employee Wellbeing



Improved work-life integration leading to higher job satisfaction and mental health

Environmental Leadership



Notable reduction in carbon emissions through decreased commuting and optimized office usage

Operational Efficiency



Streamlined costs and improved resource allocation across our operations

Talent Excellence



Superior retention rates and attraction of top-tier professionals seeking progressive work environments

+ Employees receive an extra day of vacation to celebrate their birthday & extra days for loyalty



Incident Rate

In 2025, with zero incident recorded over 126,000 hours worked, our incident rate stands at 0.



Our incident rate is 0

The incident rate is calculated as follows:
Incident rate = Total incidents (0) × 200,000 (average number of hours worked per hundred employees) ÷ actual number of hours worked (126,000).



Yearly Salary Growth

The average yearly salary growth at SoliTek was 4 % in 2025.

Although we did not reach the average salary growth rate of 5%, we doubled our 2024 result and expect to maintain this growth in 2026.



Social initiatives

As a team, we regularly take part in various social initiatives, dedicating our time and resources to support those who are most vulnerable.

Here are the initiatives we participated in during 2025:





Children's Support Day with SOS Vaikų Kaimai

Our SoliTek team volunteered at a Children's Day event organised by SOS vaikų kaimai Lietuva. Through games, face decorations, food preparation, and shared activities, our employees helped create a joyful and welcoming experience for foster children and their families.



A Day with Dogs at the Shelter

SoliTek employees volunteered at Tautmilės dog shelter by walking dogs, cleaning animal spaces, and donating food, blankets, and cat litter. This initiative reflected our commitment to animal welfare and demonstrated how practical, collective action can create a meaningful local impact.





Supporting Ukraine 300 kW of solar module donation

We donated 300 kW of solar modules, valued at approximately EUR 100,000, to support communities and frontline operations in Ukraine. Delivered in cooperation with the Lithuanian Charity and Support Foundation “Jonaviečiai padeda,” the modules provide a quiet, durable, and reliable source of electricity for charging essential devices in areas without power.



Supporting Ukraine Donation to the Bucha forest classroom

We donated 18 transparent AgropV solar modules to the Bucha Forest Classroom in Ukraine. The modules will generate up to 6,000 kWh of clean electricity annually while allowing sunlight to reach plants, supporting both the classroom’s energy needs and its educational greenhouse.

Environmental Impact

The Problem:

Ironically, many solar panels that are a renewable energy source, are manufactured using electricity from grids that still rely heavily on fossil fuels. In addition, the PV industry's extensive use of energy-intensive and potentially hazardous materials poses significant environmental risks throughout the manufacturing process.

Even more, limited recycling infrastructure and uncertainty around end-of-life management raise concerns about the growing accumulation of difficult-to-process PV waste.



Our Approach

We strive for the solutions with the lowest carbon footprint. Our main sustainability goals are:

 Less CO2 and waste

 Cleaner air

 Cleaner water

And here are our main actions to achieve those goals:



100% renewable energy in the production

Our rooftop solar system was expanded, and an additional remote solar plant was integrated. Any extra electricity is sourced entirely from renewables.



Maximum recyclability – currently, our solar panels are 98.8 % recyclable



Manufacturing long-lasting products that will serve for decades and won't need to be replaced again and again

Our sustainability efforts deliver measurable value to our customers. By choosing safe and non-toxic SoliTek solar modules, customers can earn:

7 extra points in the **LEED** program

[Learn more](#)

5 extra points in the **WELL** program

[Learn more](#)

2 credits in the **BREEAM** program

[Learn more](#)



Sweden-based SundaHus Material Health Assessment

We managed to maintain the highest Level A rating from SundaHus, making SoliTek the only PV manufacturer globally.

SundaHus also issued us a material passport, providing full transparency on the materials used in our products, down to the chemical compound level. This passport supports product lifecycle management, recyclability, and safety.

All our product data is disclosed in the Sweden-based SundaHus database, ensuring easy access for stakeholders and reinforcing our commitment to providing safe and sustainable solar solutions.



The only PV
manufacturer in
the world



Cradle to Cradle Certification: Maintaining GOLD

SoliTek advanced from Silver to Gold status in 2024. Achieving and maintaining Gold requires ongoing commitment to material health, responsible sourcing, and continuous improvement.

Our Gold certification reflects our dedication to safer materials, circularity, and leadership in sustainable solar manufacturing.

Cradle to Cradle Certified® is the leading global standard for designing and making products that support a healthy, equitable, and sustainable future. Our Gold certification in four out of five categories– and Platinum in Water Stewardship– demonstrates SoliTek’s commitment to responsible materials, circularity, and social impact.



Here’s our product scorecard:

	Material health	Gold
	Material reutilization	Gold
	Water stewardship	Platinum
	Social fairness	Gold
	Renewable energy & carbon management	Gold

EPD Environmental Product Declaration



An Environmental Product Declaration (EPD) gives an independently verified information about the environmental impact of our solar modules throughout their life cycle. It shows how factors such as raw materials, manufacturing, transport, and end-of-life treatment contribute to the product's overall footprint.

Our EPD
product score:

524 kg CO₂/kWp



EU–Funded R&D Projects at SoliTek

Our R&D Focus:

We are committed to advancing battery storage, module recyclability, traceability, and next-generation PV technologies. These projects strengthen our leadership in sustainable energy and support the EU’s climate and innovation goals.

Plans for 2026

In 2026, we will move forward with PV module traceability, digital product passports, circular end-of-life practices, recycled material use, higher-efficiency solar technologies, and sustainable energy storage.

Current Projects:	Duration:	SoliTek part	Sustainability topic
SMARTECO TECH Mission for Lithuania 10	2023–2027	Traceability of PV modules with increased recycled content (silicon & glass)	Recycled materials, circular manufacturing, critical raw material recovery
SMARTECO TECH Mission for Lithuania 9	2024–2027	Development of PV system with trackers (1-axis) on-roof solution	Increased renewable energy yield, land-use efficiency, energy optimization
EXTENDED	2024–2027	Development of up to 1 MWh battery system solution	Energy storage, renewable energy integration, grid flexibility
HAVEN	2024–2027	Testing the production of tandem PV modules	Higher PV efficiency, resource efficiency, reduced lifecycle emissions
BIG LEAP	2023–2026	Improving the battery energy management system	Energy efficiency, battery lifetime extension, smart energy systems
EXPLOIT4INNOMAT	2024–2027	Establishment of an innovative laboratory to test the quality of battery systems	Sustainable battery development, quality assurance, technology commercialization
QUASAR	2024–2027	Circularity and traceability of PV modules, recycling and reuse solutions*	Circular economy, end-of-life management, recycling, digital product passport, sustainable PV value chains
RETRIEVE	2023–2027	End-of-life PV module management, traceability and recycling solutions*	Recycling, traceability, circular economy, regulatory improvement, resource recovery
SOLINDARITY	2023–2027	Establishment of traceability for PV modules & development of 100% recyclable PV modules	Circular design, recyclability, material efficiency, product traceability
SUPERNOVA	2024–2027	Development of End-of-Life PV modules testing solutions, second-hand applications	Reuse, lifetime extension, waste prevention, circular economy
CIRCMAN	2024–2027	Development of PV digital product passport	Digital traceability, transparency, circular economy, sustainable supply chains
EVERPV	2024–2027	Recovery and reuse of silver, glass, polymers and silicon from end-of-life PV modules; validation of recycled materials	Advanced recycling, critical raw material recovery, circular PV manufacturing, reduced dependence on virgin materials



Measuring Our Environmental Impact

Our Key 4 Environmental KPIs that we follow:

	2023	2024	2025
Electricity Consumption (MWh/MW)	21,40	19,96	23,26
Water Consumption (m³/MW)	3,73	10,69	11,04
Waste (kg/kW)	4,75	5,09	5,94
Scope 1–2 emissions (CO ₂ /kW)	0,02	0,008	0,0



CO₂ Emissions

Scope 1-2

During 2025, we haven't used any diesel forklifts as in the past, so we managed to lower the CO₂ emissions to 0.

All Scope 1-2 emissions
All emissions lowered to 0.

Scope 3

SoliTek tracks relevant Scope 3 emissions across the PV module value chain, including upstream raw material sourcing and component production, using data reported in the Environmental Product Declaration (EPD).

That's a 50,3 % cut
from 2024 to 2025

CO ₂ emissions per kW:	2023 – 943 kg
	2024 – 887,9 kg
	2025 – 441 kg



Supply Chain Assessment

The Problem:

The global solar industry faces challenges with forced labor, particularly in China's Xinjiang region – a major source of metallurgical-grade silicon and polysilicon. Ensuring transparency is key to encouraging companies to choose suppliers based on ethical and social standards.

SoliTek's Approach:

To support responsible sourcing, we've developed a full traceability map of our supply chain, all the way back to the quartz.



We do not work with any suppliers from the Xinjiang region.

Supplier names and addresses are available to clients upon request.

Supply Chain Traceability Mapping

! We do not work with any suppliers from the Xinjiang region.



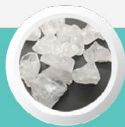
Silicone

Germany



In-roof framing system

Switzerland



Quartz

Hubei Province, China



Metallurgical Grade Silicon

Gansu Province, China



Polysilicon

Qinghai Province, China



Wafer

Guangdong Province, China



Ingot

Sichuan Province, China



Solar cells

Anhui, China



Front and back glass

India, Turkey, Vietnam



Ribbons

Suzhou, China



Junction box

Suzhou, China



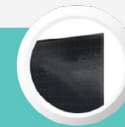
Frame

Jiangsu Province, China



Lamination foil

Jiangsu, China



Module

Vilnius, Lithuania

ESG & Other Accomplishments



ESG Awards



Vilnius Tech Fusion Awards Lithuania, Winner

Awarded in a Tech for Good category for our famous PV noise barrier innovation at Vilnius TechFusion Awards– an annual event that recognises leaders, innovators, and start-ups in Vilnius’ technology business ecosystem for their outstanding achievements.



Solar Stars Awards, Lithuania, Winner

Recognized in the „Community Impact of the Year“ category for contributing to the installation of solar and energy storage systems in schools and hospitals across Ukraine at an annual solar market event Green Tech Forum.



Solar & Storage Live Awards, the UK, Shortlisted

Made it to the top-3 in the category Diversity & Inclusivity Impact Award for achievements in promoting employee well-being, inclusion, and diversity.



Other Major Accomplishments in 2025



Anti-glare module launch

We began manufacturing a completely new and innovative product: ultra-low-glare solar modules designed for glare-sensitive areas.

[Learn more](#)

MCS certificate for the UK

We successfully opened up the UK market by obtaining MCS certification, which allows our products to be sold in the UK.

[Learn more](#)

PV noise barrier in Italy

We also successfully put not only Lithuanian but Italian roads to work by installing the first PV noise barrier on a motorway near Rome – a 20 kW system expected to generate 18,000 kWh of energy per year.

[Learn more](#)



Sustainability Outreach

Participating in conferences, giving presentations

We foster and promote sustainability not only through our core business activities, but also beyond our offices and production facilities. Here are the sustainability events where we participated as speakers or panellists in 2025.





Presentation

Green Office: Creating Sustainable Workplaces and Attracting Talent

At the Business Gene conference, we presented the role of sustainable work environments in attracting and retaining talent. The discussion highlighted how thoughtfully designed, environmentally responsible workplaces can encourage innovation, strengthen teams, and support long-term business competitiveness.



Presentation

Discussion with the Sustainability Ambassadors Community

During a meeting with the Swedbank Lithuania Sustainability Ambassadors community, our Product Manager, Vilius Aleknavičius, presented current developments in the solar energy market.

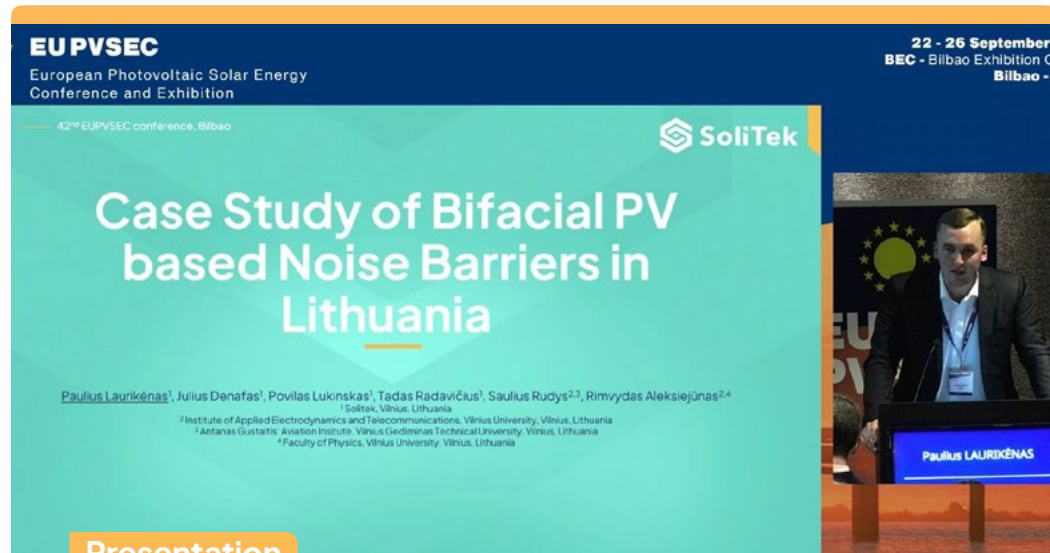
The discussion covered changing payback periods, integrated solar solutions, and our approach to sustainability through low-carbon manufacturing, long-lasting products, and end-of-life recycling.



Panel discussion

Strengthening Europe's Clean-Tech Autonomy

At the Digi Green 2025 conference, SoliTek CEO Julius Sakalauskas joined a panel discussion on Europe's clean-energy security and the impact of the EU Net-Zero Industry Act. The discussion focused on strengthening European clean-tech manufacturing, diversifying supply chains, and reducing reliance on components sourced from China.



Presentation

Sustainable Solar Innovation at EU PVSEC

At EU PVSEC in Spain, one of the world's leading scientific PV conferences, we shared insights on sustainable manufacturing, product durability, and integrated solar solutions. We also presented research on PV noise barriers, which combine clean-energy generation with noise reduction and improved mobile connectivity.

Goals for 2025: Review



To obtain Environmental Product Declaration (EPD)

Status: Achieved

We successfully obtained EPD for our products.



To reach EcoVadis Silver rating Status: Not achieved

We maintained the same result as in the previous year. However, in 2025, despite achieving the same score, we received a Bronze rating instead of Silver because the requirements had become stricter.



To obtain a new version of the Cradle to Cradle standard

Status: Partially achieved

The certification process took longer than expected, and it could not be completed this year, so the existing Gold certification remained valid, while final steps of migration to 4.1 Standard have been post-poned to 2026.



Goals for 2026

Obtain EPD for the new product portfolio

We aim to obtain an EPD, providing transparent and verified data on the environmental impact of our products.



Obtain SundaHus and Byggvarubedömningen certifications for the new product portfolio

Our goal is to maintain the highest sustainability standards for newly developed products as well.

Complete the Cradle to Cradle Version 4.1 certification

We will update our Cradle to Cradle standard to the latest version, ensuring our products continue to meet the highest standards for sustainability and circularity.





All you need is sun.

We cover the rest.

Follow us on social media:

Watt's
going on
in solar?

LinkedIn



Watt is
love?

Instagram



Curious how
we power
it all?

YouTube



Your feed
needs more
solar?

X

