



Sustainability Report for 2025



Table of contents

Executive Summary04

About us	05
Services	05
Projects in 2025	06
Sustainability in the Company's operations	07

General Disclosures10

Basis for preparation	11
Practice, policies and future initiatives for the transition to a more sustainable economy	13
Strategy: business model and sustainability-related initiatives	14
Description of practices, policies and future initiatives	17

Environment19

Energy and greenhouse gas emissions	21
Summary	23

Social matters27

Workforce – general characteristics	29
Workforce – health and safety	30
Workforce – remuneration, collective bargaining and training	30
Additional general workforce characteristics	31
Additional information about the Company's own employees – human rights policy and processes	32
Severe human rights incidents	33

Governance34

Convictions and fines for corruption and bribery	35
Revenues from certain sectors and exclusion from EU reference benchmarks	35
Gender diversity ratio in the management structure	35

Dear Partners,

The construction industry is changing rapidly as new sustainability requirements reshape the way projects are designed, procured and delivered, covering emissions, materials, the circular economy, labour standards and governance. We recognise that construction companies must evolve in step with these requirements. For Citrus Solutions, this means integrating sustainability into day-to-day project management and decision-making in a manner that is practical, measurable and aligned with our clients' needs. For us, sustainability therefore means practical action to improve how we plan, build, integrate and maintain engineering assets, while continuing to meet the high standards expected by our public- and private-sector clients.

This is Citrus Solutions' first standalone Sustainability Report. Last year, information on our sustainability performance was included in the Tet Group consolidated report. By publishing a separate report for 2025, we are strengthening transparency and accountability for our operations and value chain and establishing a clearer baseline for year-on-year improvement. The Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) and addresses the topics most material to our business profile and stakeholders.

In 2025, we focused on establishing a stronger foundation for systematic sustainability management. We improved data collection on energy consumption and greenhouse gas emissions, continued to implement practical circular-economy measures at project sites by sorting construction and demolition waste and working with authorised waste-management operators, and relied on certified management systems, including ISO 14001 and ISO 45001, to ensure consistent implementation and continual improvement. We also used structured insights from our double materiality assessment and client sustainability survey to identify the priorities most important to our stakeholders and our long-term resilience.

Looking ahead to 2026, we will continue to enhance the Company's environmental, social and governance practices, with particular focus on two areas consistently highlighted by our stakeholders as critical to the construction industry: occupational health and safety and effective governance. We will continue to strengthen occupational health and safety practices, training cycles and subcontractor oversight, while further promoting ethical conduct, including anti-corruption controls, fair competition and a culture of open communication, so that integrity becomes an integral part of everyday decisions and project delivery.

Our objective is clear: to deliver responsible, high-quality construction projects that are safe for people, minimise environmental impacts and earn the trust of our clients and partners. I thank our employees, clients, suppliers and other stakeholders for their cooperation and feedback, and invite you to remain engaged as we work together to build a sustainability-driven construction industry in Latvia.

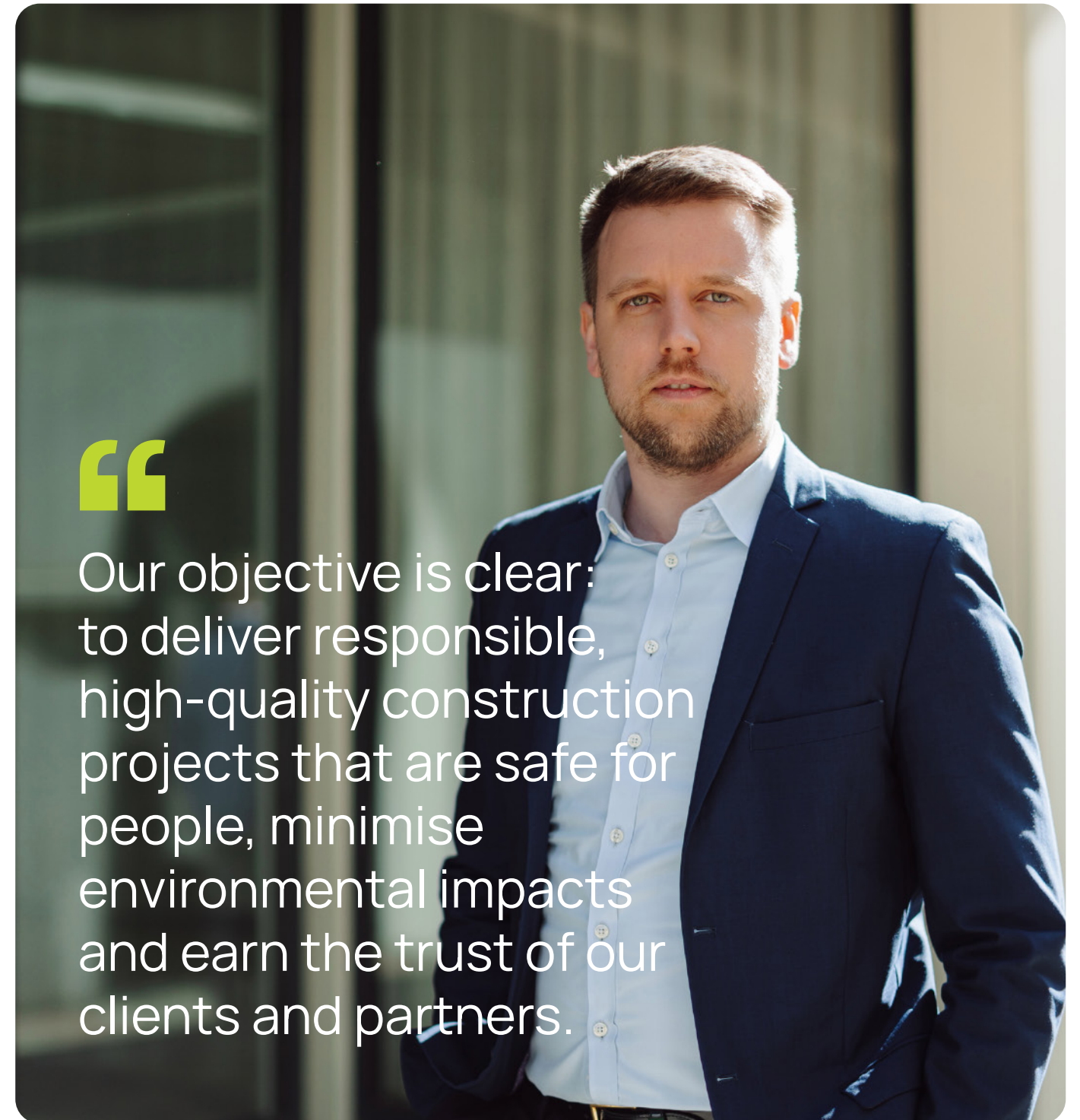
Yours sincerely,



Chief Executive Officer, SIA Citrus Solutions



Our objective is clear:
to deliver responsible,
high-quality construction
projects that are safe for
people, minimise
environmental impacts
and earn the trust of our
clients and partners.



Executive Summary

About us

Citrus Solutions was established in 2005 as a specialist engineering-systems contractor, becoming one of Latvia's leading construction companies.

20+

years of industry experience

1500+

completed design and construction projects

330

skilled and enthusiastic industry professionals make up the company's team

117m

EUR revenue in 2025

Our services

Design and concept development →

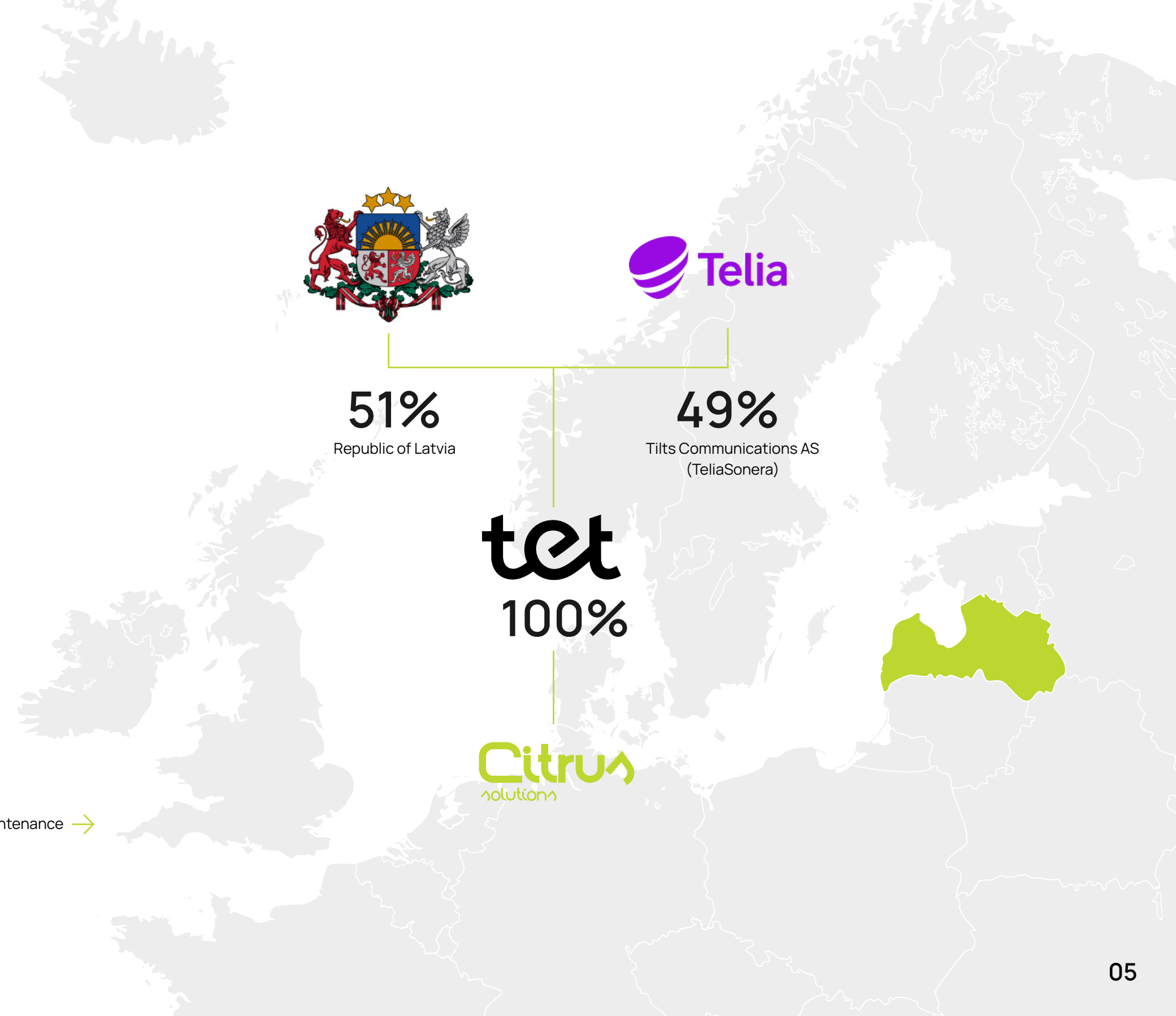
Strategic infrastructure →

General construction →

Engineering systems →

Data centres and integrated solutions →

Facility management and maintenance →



Some of our most significant projects in 2025



LIEPĀJA PRISON COMPLEX

Project:
A complex with a total area of 305,116 m², total premises area of 37,400 m²
Client:
SJSC Court House
Scope:
Design, construction supervision and construction



LATVIA'S EASTERN BORDER INFRASTRUCTURE

Project:
Total fence length: 161 km
Transport infrastructure: 138 km
Technology infrastructure: 283,6 km
Client:
SJSC State Real Estate and SJSC Latvian State Radio and Television Centre
Scope:
Design and construction



TET DATA CENTRE "DC7"

Project:
224 racks
Uptime Institute TIER III design certification
Availability: 99,982% of critical IT systems
Client:
SIA Tet
Scope:
Design and construction

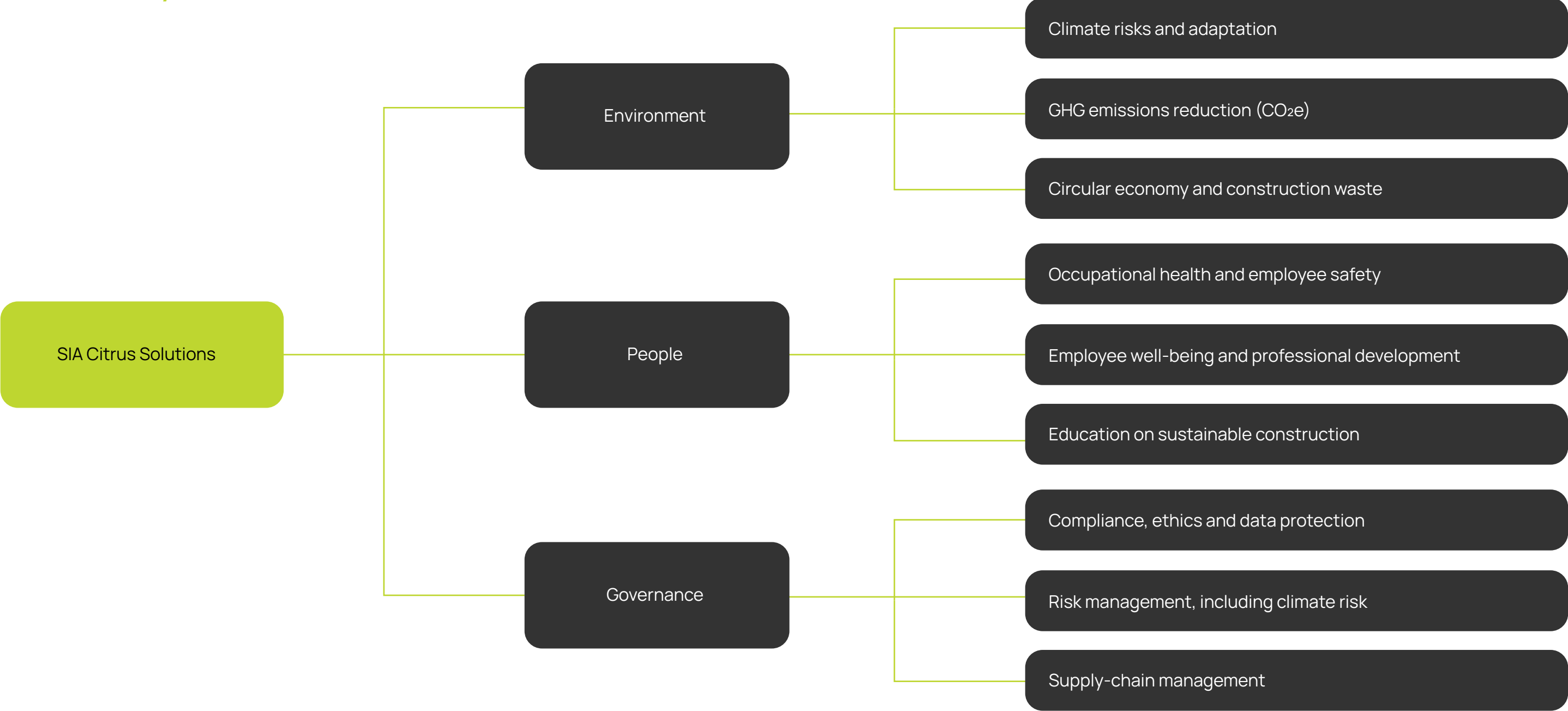


FACILITIES FOR THE DEFENSE AND SECURITY INDUSTRY

Project:
New construction; engineering structures; reconstruction; modernization
Client:
State Defense Military Objects and Procurement Centre, ministries of the Republic of Latvia, and others
Scope:
Design and construction

Sustainability in the company's operations

SIA Citrus Solutions' priority sustainability areas (2025)



Progress made in strengthening sustainability at SIA Citrus Solutions (hereinafter – the Company)

Environment

Environmental management system: The Company maintains an ISO 14001:2015-certified environmental management system, which is regularly audited and continually improved.

Climate risks: The Company identified the most significant climate risks (including extreme weather, precipitation, icing, flooding/soil bearing capacity and other risks), assessed their potential impact on assets and project delivery, and defined the principal management measures. Climate risks are integrated into the Company’s risk-management framework.

Identification of the GHG emissions hotspot and methodology enhancement: In 2025, the most significant emission sources were identified, confirming that the principal emissions hotspot is Scope 3, within which Category 1, Purchased goods and services, accounts for 73.51% of total emissions (2025). The Company also assessed and included in its GHG emissions calculation the operational energy impact of buildings completed and commissioned during the reporting year (Scope 3, Category 11 – Use of sold products, stage B6).

Emissions results and trends: In 2025, total GHG emissions amounted to **52,901.6 tCO₂e**, with Scope 3 dominating the emissions profile at **51,744.5 tCO₂e (97.81%)**.

Circular economy and waste: The Company ensured that construction waste was sorted at project sites and cooperated with waste-management operators able to provide recycling and recovery. Based on the operators’ reports concerning construction waste transferred by the Company for management in 2025, **approximately 97–99%** of the volume was diverted from disposal to circular solutions by the respective operators, including recycling and recovery. For non-hazardous waste, the overall diversion rate to recycling/reuse reached **97%**.

People

Occupational health and safety management system: The Company maintains an ISO 45001-certified occupational health and safety management system, which is regularly audited and continually improved.

Occupational health and safety: The Company continued to implement accident-prevention measures, including regular safety briefings, site supervision and the provision of occupational health and safety information and training to employees and subcontractors.

Employee development and engagement

Professional development continued in 2025 through internal and external seminars and training. Ninety-six per cent of the Company’s employees participated in the employee engagement survey conducted by the research and consulting company Kantar using its specialised HiPO (High Performance Organisations) methodology.

The consolidated results show that all indicators remained significantly above the European average and, particularly encouragingly, all indicators – engagement, leadership, goals and strategy, and organisational performance – improved significantly compared with the previous year.



Industry education: Together with industry partners, the Company continued to provide education on sustainable construction. Sustainable Construction Workshops organised by the Latvian Construction Contractors Association in cooperation with the Company addressed current industry topics, including climate risks, access to finance, life-cycle assessment in construction projects and sustainability certification.

Governance

Policies and systems: The Company's Sustainability Policy was approved, and sustainability was integrated into management practices, drawing also on the conclusions of the 2025 double materiality assessment and the 2025 client survey.

Supply-chain management: Supply-chain requirements were strengthened by applying the principles of the Tet Group Supplier Code of Conduct in contracts and defining expectations for suppliers and subcontractors regarding quality, occupational health and safety, compliance and documentation.

Compliance and ethics: No confirmed cases of corruption or breaches of the Code of Ethics were identified within the Company in 2025 (0 cases).

Risk management: Climate and other material risks, including compliance and data-protection risks, are identified and managed within the Company's risk-management framework.

Quality and reliability: In addition to the aforementioned ISO 14001 (environmental management) and ISO 45001 (occupational health and safety management) certifications, the Company maintains ISO 9001 (quality management) and ISO 27001 (information security management) systems. The Company also holds a NATO Facility Security Clearance Certificate and an Industrial Security Certificate.



GD

General Disclosures

Basis for Preparation

Scope of the Sustainability Report

This Sustainability Report **(the Report)** has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) and covers the **2025** reporting year. The Report covers SIA Citrus Solutions **(the Company)** and its operations, which are conducted primarily in Latvia. Unless stated otherwise, the scope of the Report includes the Company's own operations – energy consumption, direct and indirect greenhouse gas emissions, employees and business practices – as well as selected value-chain topics for which relevant information is available, such as waste-management partners and key supplier-related practices.

Organisational reporting boundary: The Report has been prepared for SIA Citrus Solutions, which constitutes the reporting boundary for the reporting year. The Company's Germany-registered subsidiary, Citrus Solutions GmbH, established in 2018, has been excluded from the reporting scope because it effectively ceased commercial operations in 2025; its purchases of goods and services were minimal, and the Company considers its overall economic activity and associated emissions immaterial to the Company's sustainability metrics for the reporting year.

Operational boundary: Environmental information covers Scope 1 and Scope 2 emissions, as well as selected Scope 3 emissions for which the Company has sufficient data and which are considered material, including purchased goods and services; use of sold products, limited to operational energy use (B6) based on building energy-performance certificates; and waste generated in operations. Where data are unavailable or restricted, including in relation to certain critical-infrastructure projects, the Report transparently states the relevant limitations and excludes project-specific information that cannot be compiled or disclosed.

Legal details

Legal form of the undertaking

The Company is part of the Tet Group and operates as a limited liability company (SIA)

NACE sector classification code of the undertaking

4222 Construction of utility projects for electricity and telecommunications

Balance-sheet total of the undertaking

60 507 459 EUR

Turnover of the undertaking

117 354 453 EUR

Number of employees of the undertaking

(headcount or full-time equivalents)

330

Locations

Country of primary operations / location of significant assets and the geographical location of sites owned, leased or managed by the undertaking (all locations are in Latvia)

Site	Address	City / Municipality
Head Office	Dzirnavu iela 105	Rīga
Office	Lidosta Rīga	Mārupe Municipality
Office	Valkas iela 3	Daugavpils
Office	Pasta iela 28	Jelgava
Office	Raunas iela 13	Cēsis
Office	Kuldīgas iela 4A	Saldus
Office / Warehouse	Kleistu iela 5	Rīga
Office / Warehouse	Pērses iela 8	Rīga
Office / Warehouse	Silķu iela 29	Liepāja
Office / Warehouse	Maskavas iela 5	Rēzekne
Office / Warehouse	Br. Kaudzīšu iela 30 k-1	Rīga
Office / Warehouse	Rīgas iela 210	Jēkabpils
Office / Warehouse	Brēžas iela 3	Valmiera
Office / Warehouse	11.novembra iela 321	Daugavpils
Warehouse	Latgale Region	
Warehouse	Vidzeme Region	

Most of the Company's office and warehouse premises are leased from SIA Tet, a Tet Group company. Accordingly, the electricity and heat consumption associated with these premises is included in SIA Tet's Scope 2 calculations for purchased electricity and heat at Group level, rather than being reported separately by the Company.

Brief description of sustainability-related certifications or labels obtained, including the issuer, date and rating or score

The Company has implemented an ISO 14001:2015-certified environmental management system, which ensures the systematic identification of environmental aspects, mitigation of impacts and continual improvement in environmental performance through efficient resource use and the prevention or reduction of adverse impacts on air, water and soil. The certificate was issued by SIA Bureau Veritas Latvia and is valid until April 2026; recertification is planned for spring 2026.

The Company also maintains an ISO 45001-certified occupational health and safety (OH&S) management system. The certificate was issued by SIA Bureau Veritas Latvia and is valid until April 2026; recertification is planned for spring 2026.

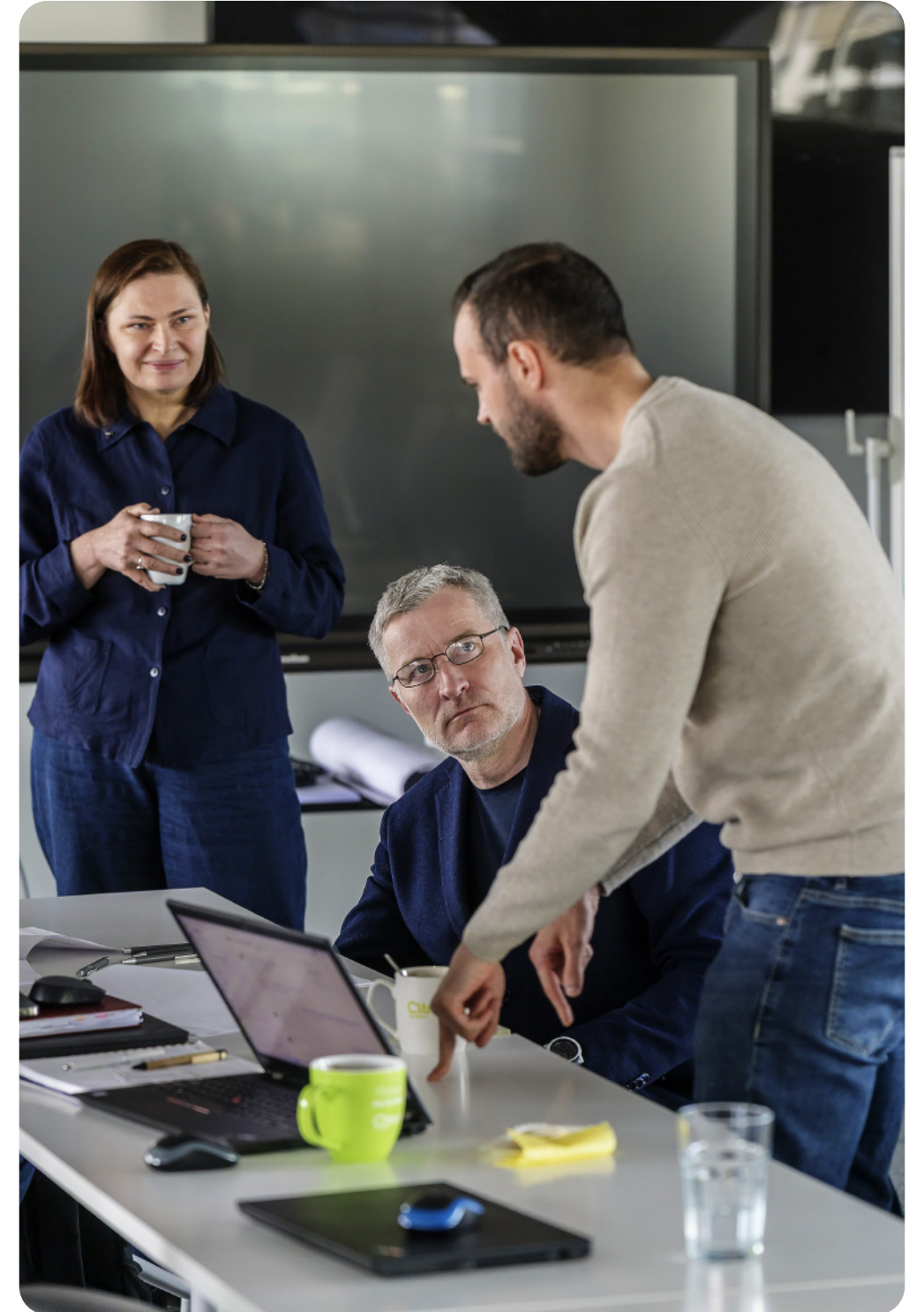
Information omitted from the Report

In addition to excluding the Company’s subsidiary Citrus Solutions GmbH from the reporting scope, it should be noted that the Company also delivers critical-infrastructure projects for which information is restricted or classified. Consequently, certain project-specific data, including data needed to calculate and report direct and indirect emissions in detail, cannot be fully compiled or disclosed due to applicable security and confidentiality requirements.



Practices, policies and future initiatives for transitioning towards a more sustainable economy

	Does your undertaking already have sustainability-related practices and policies in place, or planned initiatives addressing any of the following sustainability matters?	Are they publicly available?	Do these policies set targets?
Climate change	YES	YES	NO
Pollution	YES	YES	NO
Water and marine resources	NO	NO	NO
Biodiversity and ecosystems	YES	NO	NO
Circular economy	YES	YES	NO
Own workforce	YES	YES	NO
Workers in the value chain	YES	YES	NO
Affected communities	NO	NO	NO
Consumers and end-users	NO	NO	NO
Business conduct	YES	YES	NO

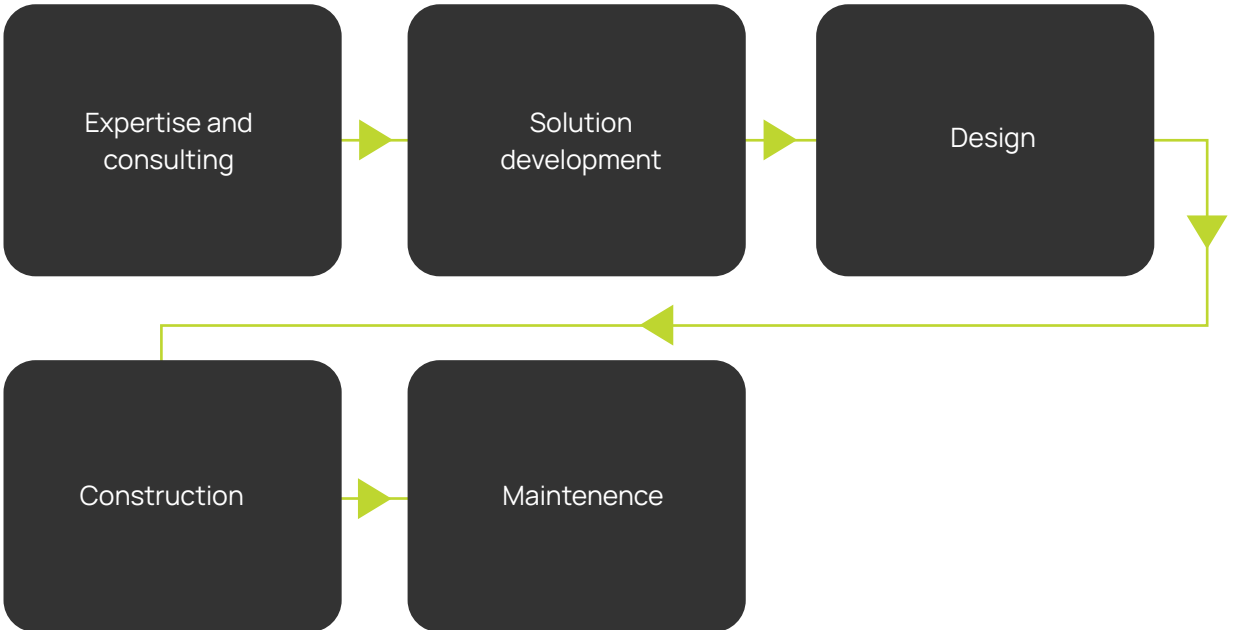


Strategy: Business Model and Sustainability-related Initiatives

Description of significant groups of products and/or services offered

The Company provides an integrated range of services across the full project life cycle – from concept development and design to construction, engineering-system integration, operational support and long-term maintenance. The Company provides design and concept-development services, general construction and engineering-system installation, and specialises in delivering data centres and integrated solutions where interoperability between multiple systems and operational continuity are critical. Another significant area of activity is the delivery of strategic-infrastructure projects subject to enhanced security and compliance requirements, as well as facility management and maintenance after commissioning to ensure system availability and continuity of service.

Full delivery cycle:



Description of the significant markets in which the undertaking operates (for example, B2B, wholesale, retail and countries)

In 2025, the Company operated primarily in the B2B (business-to-business) and B2G (business-to-government) markets, providing design, construction, engineering-system integration and maintenance services. Services are generally commissioned under project contracts, and contracts are frequently awarded through competitive procedures, including public procurement. The Company's market focus is closely linked to the delivery of strategic and critical-infrastructure projects and complex design-and-build services. Its principal competitive advantage in this segment is integrated expertise across the full project life cycle – from design and construction to engineering-system integration and subsequent maintenance.

Geographically, the Company's operations are concentrated in Latvia. Its principal client segments include public-sector and state-owned/strategic organisations, as well as large corporate clients requiring a high level of regulatory compliance, security and engineering integration. The most significant projects in 2025 included border-infrastructure works, construction of Liepāja Prison, network design, construction and maintenance commissioned by SIA Tet, and projects commissioned by the State Centre for Defence Military Sites and Procurement.

Description of key business relationships (for example, key suppliers, client distribution channels and consumers)

During the 2025 reporting year, the Company's principal business relationships reflected its project-based service-delivery model – design, construction, system integration and maintenance – and focused on long-term cooperation with institutional and corporate clients, a broad subcontractor network, and specialised suppliers of construction materials and engineering systems.

Clients and contractual partners. The Company works primarily with professional clients – public-sector contracting authorities and corporate clients – that commission services under project contracts, using competitive procedures, including public procurement, where applicable. A significant part of client-relationship management therefore involves bid preparation, contract administration, compliance documentation and reliable service delivery in accordance with the agreed scope, deadlines, quality standards and safety requirements. As part of the Tet Group, the Company also provides intra-group services, including engineering-network and engineering projects and system maintenance.

Distribution channels. Services are delivered primarily through direct project implementation. Client acquisition and contracting generally take place through: (i) public-procurement procedures; (ii) private-sector tenders or selection procedures; and (iii) repeat orders and framework arrangements with strategic clients for whom the Company provides recurring construction or maintenance services. Depending on project complexity and procurement requirements, services may also be delivered through partnerships or consortia with other construction companies.

Suppliers and subcontractors.

The Company relies on a diverse supply chain that includes:

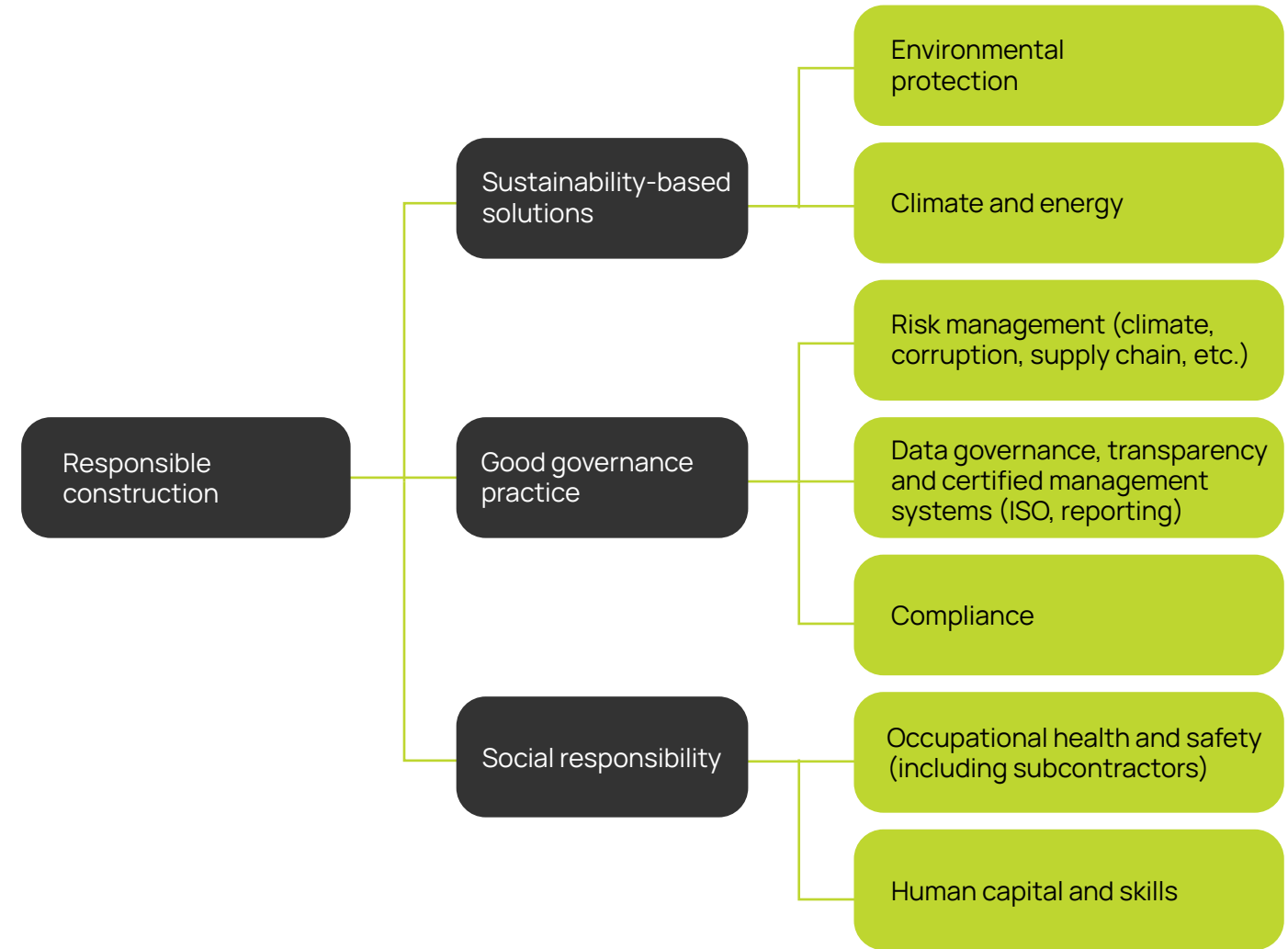
- suppliers of construction materials, including specialised product groups required for complex construction projects;
- suppliers of engineering systems, equipment and components, such as electrical, extra-low-voltage, security, automation and network-infrastructure components;
- qualified subcontractors for specialist construction works, including the installation of external and internal power-supply networks, ventilation-system installation, construction of access roads and surfacing, equipment testing and measurements, and other industry-specific specialist activities;
- logistics service providers, as well as equipment-rental and technical-maintenance service providers required for project delivery;
- waste-management partners that collect, sort and appropriately treat construction and demolition waste.

Supply-chain relationships are managed through contractual requirements and operational controls that translate project commitments into clear requirements for suppliers and subcontractors, including quality, health and safety, scheduling, documentation and compliance. Contracts with supply-chain partners also incorporate Tet Group requirements, including the Supplier Code of Ethics and Conduct, which defines minimum standards for responsible business conduct when working with Tet Group companies. The Code covers compliance with laws, integrity and prevention of corruption, including the prevention of conflicts of interest; respect for human and labour rights, including prohibitions on forced labour, child labour and discrimination; safe and healthy working conditions; and environmental responsibility. Suppliers are expected, where relevant, to cascade these principles through their own supply chains, cooperate with information requests and verification activities, and use the available reporting channels to raise concerns about potential violations.

Brief description of the key elements of the strategy that relate to or affect sustainability matters, where applicable

The key elements of the Company’s strategy that relate to or affect sustainability matters are incorporated into its Responsible Construction strategic direction and are shaped by both external and internal factors. Sustainability-related priorities are grouped into three strategic areas:

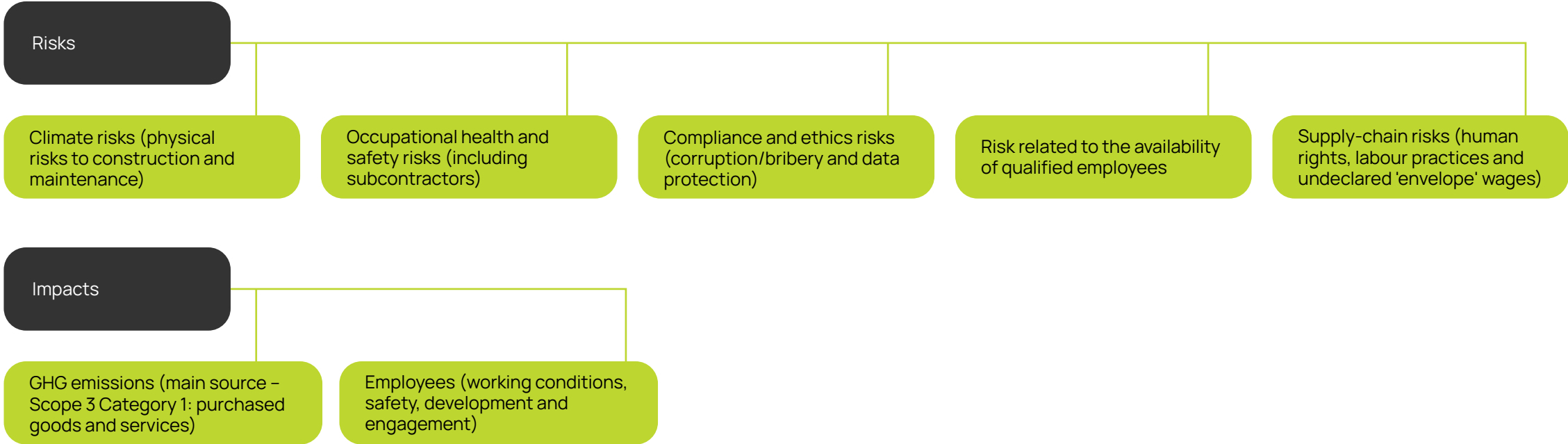
- 1 environmental and climate matters (environment, climate and energy);
- 2 best-practice governance (strong governance and compliance practices);
- 3 social responsibility, with particular emphasis on occupational health and safety, employee well-being and professional development.



In terms of external factors, the Company's strategy takes account of both EU and Latvian regulatory requirements, including the direction of the European Green Deal and Latvia's Construction Industry Strategy 2025–2030, as well as clients' growing expectations that construction partners demonstrate strong environmental, social and governance (ESG) performance. In 2025, the Company continued to strengthen sustainability across the construction industry by actively participating in the organisation of Sustainable Construction Workshops by the Latvian Construction Contractors Association. The workshops held in 2025 addressed industry-relevant topics such as climate risks, building life-cycle assessments, access to finance and the inclusion of sustainability requirements in construction procurement. The Company also uses the results of its double materiality assessment and client sustainability survey, both conducted in 2025, as internal decision-making inputs to clearly define priorities and the key areas requiring increased attention in the near term.

Double Materiality Assessment

In the first quarter of 2025, the Company conducted a double materiality assessment in accordance with the CSRD double materiality principle and using ESRS-based guidance, assessing both impact materiality – impacts on people and the environment – and financial materiality – sustainability-related risks and opportunities. The assessment highlighted two principal areas of impact: (i) greenhouse gas emissions, for which the largest source is Scope 3 Category 1, Purchased goods and services; and (ii) impacts on people, including working conditions, professional development and employee engagement. The principal risk topics were climate-related physical risks affecting construction and maintenance, occupational health and safety, availability of qualified personnel, supply-chain labour and human-rights risks, including undeclared 'envelope' wages, and compliance risks, including corruption/bribery and data protection.



Client Sustainability Survey

In October 2025, the Company conducted a survey to obtain clients' views on sustainability matters. All surveyed clients confirmed that sustainability practices in construction are important when selecting and working with partners, rating their importance from 'fairly important' to 'very important'. Overall, clients' highest expectations relate to governance and social responsibility. Key priorities include transparent and responsible business conduct, effective anti-corruption practices, a safe and healthy working environment, and fair and respectful working conditions. Environmental expectations were also consistently emphasised, particularly the need for a CO₂ reduction plan, the calculation and reporting of greenhouse gas emissions, greater use of renewable electricity, oversight of subcontractor practices, and the proper sorting and recycling of construction waste.

Description of practices, policies and future initiatives

The general commitments of Tet Group companies, including the Company, regarding climate-change mitigation and adaptation are set out in the Tet Group Sustainability Policy and Tet Group Environmental Policy. In addition, the Company has developed its own Sustainability Policy and Environmental Policy, taking into account the specific characteristics of construction and engineering-system projects and the related environmental aspects. The Tet Group Supplier Code of Conduct also establishes the standards and principles suppliers must observe to ensure responsible, ethical and legally compliant conduct throughout the supply chain, including improved resource efficiency and reduced environmental impacts.

This section provides a concise description of the principal practices, policies and future initiatives that supported the transition towards a more sustainable economy in 2025 and will continue to do so in subsequent periods. The practices and initiatives have been selected with regard to the Company's construction-sector business profile, stakeholder expectations and the conclusions of the 2025 double materiality assessment.

Practices, policies or future initiatives for the transition towards a more sustainable economy

Climate change

The Company's Sustainability Policy provides for the systematic reduction of greenhouse gas (GHG) emissions from construction processes, material selection and other areas of activity, with the aim of achieving full carbon neutrality by 2050 in line with the objectives of the European Green Deal. Future actions include improving the assessment and management of the Company's emissions impact, integrating low-carbon solutions into project planning and procurement decisions, and prioritising practical emissions-reduction measures in day-to-day site operations, such as energy and fuel efficiency, waste reduction and material selection where feasible. The Policy also sets a clear direction for climate-change adaptation: the Company is committed to integrating climate-resilient design principles and innovative construction methods, facilitating the adoption of emerging technologies, improving internal processes and strengthening risk management to address both chronic and acute climate-related impacts. Climate-related risks are also integrated into the Company's risk-management approach, meaning that relevant climate risks are identified, assessed and managed alongside other business risks, while mitigation measures and responsibilities are defined as part of the overall risk-management process.

Pollution

The Company addresses pollution prevention and control through its Sustainability Policy and Environmental Policy, under which it undertakes to minimise adverse impacts on air, water and soil by identifying environmental aspects, complying with applicable environmental requirements, including client, supplier and legal requirements, and continually improving environmental performance. In practice, the Company identifies and assesses the environmental aspects and potential impacts arising from its activities in order to prevent or reduce adverse impacts, including pollution-related risks during project delivery. It also maintains ongoing oversight by monitoring compliance with environmental requirements and operational controls to verify that control measures are applied and any non-conformities are remedied.

Employees and business partners are encouraged to report potential environmental breaches, risks or opportunities for improvement through the established internal reporting channels, thereby supporting early identification of issues and timely corrective action.

The Company's environmental objectives and programme for 2025 included measures for sorting construction waste and managing waste streams, including hazardous waste, in accordance with good practice in order to reduce pollution risks. Construction waste is sorted at sites to the extent practicable and transferred to licensed operators authorised to manage the relevant waste types. The 2025 programme also included actions to reduce air pollution and transport-related CO₂ emissions by improving fuel efficiency through route planning, GPS-based route control, fuel-consumption monitoring and, where necessary, eco-driving training.

Circular economy

The Company promotes circular-economy principles primarily through construction-waste management at project sites. A core practice is to specify, in as much detail as practicable in the works execution plan, how the construction waste generated will be managed in accordance with circularity principles. In practice, the Company provides for the sorting of plasterboard, timber, unreinforced concrete, reinforced concrete, bricks, metal, expanded-polystyrene insulation, mineral-wool insulation and glass.

At the same time, the Company prioritises cooperation with construction-waste operators that can demonstrably provide recycling and other circular treatment routes rather than simple disposal-based solutions. Based on the reports provided by construction-waste operators concerning waste transferred by the Company for management in 2025, approximately 97–99% of this volume was diverted from landfill to circular solutions such as recycling and recovery.

Employees

The Company applies the Tet Group Code of Conduct as the principal policy framework governing day-to-day human-resources management and workplace practices. The Code sets requirements for respect for human rights in employment, including equal treatment, privacy, freedom of expression and employment-related rights such as secure employment, adequate remuneration, rest time and work–life balance, and emphasises an inclusive working environment. The Code also defines management responsibilities for putting these principles into practice, including managers' duty to inform and support employees so that they can follow sound business practices and not to pressure employees to act contrary to the Code. Related actions include continuous awareness-raising and training for employees on the principles of the Code.

Targeted professional development continued in 2025, combining internal training, such as regular knowledge-sharing seminars, with external industry events. Ninety-six per cent of the Company's employees participated in the employee-engagement and organisational-performance assessment conducted by the research and consulting company Kantar using the HiPO (High Performance Organisations) methodology, ensuring a high degree of representativeness. The survey results show that the Company's performance is significantly above the European average and that, compared with 2024, positive progress was achieved across all key HiPO dimensions: employee engagement, leadership, goals and strategy, and organisational performance. This demonstrates that a shared focus on clearer objectives, more effective cooperation and higher-quality work strengthened in 2025, while establishing a basis for further improvements in internal communication, leadership and competence development.

Workers in the value chain

With regard to impacts and risks relating to workers in the Company's value chain, including the working conditions of subcontractors, the Company uses the Tet Group Supplier Code of Conduct as its principal policy instrument and applies it in procurement and contracting. The Supplier Code of Conduct is appended to supplier contracts and forms an integral part of them. It expressly addresses serious labour-rights risks such as child labour and forced labour, with termination of the contract as a consequence where violations are identified. It also requires suppliers to implement these principles internally and communicate them to subcontractors involved in fulfilling obligations to the Tet Group. The Code further establishes procedures for reporting potential breaches through the whistleblowing mechanism, including an email reporting channel, and treats non-compliance as a material breach of contract.

Business conduct

In 2025, the Company's business-conduct framework was based on the governance standards established at Tet Group level, setting clear requirements for ethical conduct, legal and regulatory compliance, and responsible cooperation throughout the value chain. The Company follows the principles of the Code of Ethics, which establishes fundamental integrity standards for day-to-day decision-making, including zero tolerance for bribery and corruption, the prevention and management of conflicts of interest and related risks, and a commitment to fair competition and transparent procurement practices. Business-conduct requirements are reinforced through regular employee training within the Tet Group to ensure that key principles are understood and consistently applied in daily work, including higher-risk activities such as tenders, contract negotiations, supplier selection and project delivery.

A central element of the business-conduct framework is the whistleblowing and incident-handling mechanism. Employees have access to channels for reporting potential breaches or unlawful conduct, and the Company undertakes to review such reports promptly, independently and objectively, while protecting reporters against retaliation and safeguarding their confidentiality in accordance with applicable requirements. This mechanism is regarded as a key tool for preventing, identifying and addressing potential misconduct, including concerns related to corruption and bribery.

Business-conduct principles governing relationships with suppliers and subcontractors are established at Tet Group level through the Tet Group Supplier Code of Conduct and are integrated into the Company's operations. Under the Code, suppliers must follow responsible-business principles, including compliance with laws and regulations, integrity in business dealings and a prohibition on improper influence in procurement and contracting. Suppliers are expected to apply these principles to their own employees and to subcontractors involved in deliveries to the Company. The Supplier Code of Conduct also addresses governance-related controls such as responsible data processing, cybersecurity requirements proportionate to the services provided, and verification rights, including information requests and, where necessary, inspections or audits, to ensure compliance. This helps the Company manage business-conduct risks both within its own operations and across the wider value chain.

E

Environment

An aerial photograph of a large-scale construction or mining site. A yellow excavator is positioned on the right side of the frame, working within a deep, terraced excavation pit. The ground is uneven and shows signs of heavy machinery use, with various tracks and tire marks visible. The overall color palette is dominated by earthy browns and yellows.

73.5% of our emissions come from purchased construction materials and services. That's why the greatest potential for emissions reduction is in decisions made before construction begins - at the design, procurement, and supplier selection stages

”

Energy and greenhouse gas emissions

Total energy consumption, MWhTotal energy consumption, MWh

	Renewable	Non-renewable	Total
Electricity (as stated in utility bills)	745,9*	283,7*	1 029,6
Fuels	0	4 031,903	4 031,903
Total	745,9	4 315,603	5 061,503

The allocation between renewable and non-renewable energy is based on publicly available 2025 information from Latvia's transmission system operator, AST (see 'Reference information on total energy consumption' below).

Scope 1 and Scope 2 greenhouse gas emissions, tonnes of CO2 equivalent

	tCO2eq
Scope 1	1 058,48
Scope 2	98,6
Total Scope 1 and Scope 2	1 157,08

Reference information on total energy consumption

For the calculation of total energy consumption, the line item 'Electricity' includes purchased electricity and heat consumed in the Company's operations, while 'Fuels' includes transport fuels.

In 2025, the Company consumed 1,006,053 kWh of electricity supplied through Latvia's distribution system, AS Sadales tīkls, as standard grid-mix electricity. As the Company did not hold guarantees of origin (GOs) or other contractual instruments in 2025, Scope 2 emissions from purchased electricity are calculated using the location-based approach, applying Latvia's grid emission factor to total consumption. To allocate electricity consumption between renewable and non-renewable sources in the energy-consumption table, the Company uses a proxy based on publicly available information on Latvia's 2025 electricity-generation mix published by the Latvian transmission system operator AS Augstsprieguma tīkls (AST). Accordingly, the share of renewable electricity in Latvia's 2025 generation mix, 72.28%, was applied to the Company's purchased electricity consumption to estimate the split between renewable and non-renewable sources. The Company notes that this allocation is used solely for energy disclosure and does not replace the location-based grid emission factor used to calculate Scope 2 emissions.

In 2025, Citrus Solutions purchased 23.58 MWh of district heating for use in offices at various locations. Most heat consumption associated with offices and premises is accounted for at Tet Group level and included in SIA Tet's Scope 2 reporting because most of the office and warehouse premises used by the Company are leased from SIA Tet. Heat consumption not accounted for in SIA Tet's reporting and for which the Company was able to obtain information is included under 'Electricity' and reflected in the Scope 2 calculation.

At the time the Report was prepared, an appropriate 2025 breakdown of purchased heat between renewable and non-renewable sources was not available. Therefore, the Latvian Central Statistical Bureau's 2024 data on the share of renewable energy sources in the transformation sector were used as a proxy to estimate the 2025 heat-consumption split: 57.9% renewable and 42.1% non-renewable.

Greenhouse gas intensity 9,86

Reference information on greenhouse gas intensity

Greenhouse gas intensity is calculated as the Company's total Scope 1 emissions plus location-based Scope 2 emissions, expressed in tCO2e as disclosed in section B3, divided by revenue in EUR million as disclosed in section B1. No comparison with 2024 is provided because the Company did not calculate or disclose this indicator in this format for 2024.

Scope 3 methodological framework

The Company's Scope 3 greenhouse gas emissions are calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, with a focus on upstream value-chain emissions. Due to data-availability limitations, a spend-based method is applied.

Emission factors are derived from the environmentally extended multi-regional input-output database EXIOBASE (v3.9), which provides sectoral emission intensities in monetary terms, expressed as tCO₂e per EUR million. As the EXIOBASE sector classification does not correspond directly to the European NACE Rev. 2 classification, a structured NACE-to-EXIOBASE concordance table is applied in the calculations.

Scope 3 Category 11 – Use of sold products

This category covers GHG emissions arising during the use phase of sold products, namely buildings commissioned during the reporting year. For the Company, the assessment of this category is deliberately limited to use-stage module B6, i.e. operational energy use during the building's operation.

Other life-cycle modules, B1–B5, B7 and modules C and D under EN 15978, are excluded because they are outside the purpose of the assessment and relevant data are not currently available. The emissions calculation is based on regulatory or calculated energy consumption stated in building energy-performance certificates and expressed as annual energy indicators, for example kWh/m² per year. These values are used as a representative use scenario and do not reflect actual energy consumption.

Principles and materiality threshold for Scope 3 emission categories

The GHG inventory has been prepared in accordance with the GHG Protocol principles of **relevance, completeness, consistency, transparency and accuracy**, with a focus on the emission categories most significant to the Company. In assessing Scope 3 categories, the Company determined their relative contribution to total GHG emissions and evaluated the relevance of each category to the Company's business profile and activities during the reporting period.

Based on this assessment, categories representing no more than **1%** of total GHG emissions according to the 2024 calculations, and for which no material significance and/or material operational, risk, stakeholder or governance changes were identified in 2025, are considered **immaterial** for the purpose of further detailed calculations, with one exception: Waste generated in operations, as explained below.

For example, the exclusion of business travel from subsequent calculations is justified both by its immaterial contribution to total GHG emissions and by changes in the Company's operations during the reporting period. The Company has significantly reduced activities outside Latvia; consequently, business-travel emissions are no longer considered a material source of emissions during the reporting period and are not significant to a fair representation of the Company's emissions profile.

For validation purposes, the Company calculated GHG emissions for two categories initially assessed as immaterial: Scope 3 Category 2, Capital goods, and Scope 3 Category 5, Waste generated in operations. Capital goods, accounting for **0.13%** of total GHG emissions in 2025, was classified as immaterial and excluded from subsequent calculations. Waste, although accounting for only **0.17%** of total GHG emissions, was retained in the emissions inventory. The Company considers this category significant from an operational, environmental-management and accountability perspective because it is directly linked to the Company's day-to-day activities and resource management. It was therefore not excluded despite its small quantitative share.

To ensure transparency and consistency, the Company documents the rationale for both included and excluded emission categories and will review the assessment in future reporting periods if the scale of operations, emissions profile or data availability changes.

Scope 3 GHG emissions, tCO₂e

Category	Emissions (tCO ₂ e)	Share of total Scope 3 emissions (%)
Purchased goods and services (Scope 3 Category 1)	38 888,78	75,16
Waste generated in operations (Scope 3 Category 5)	75,72	0,15
Use of sold products (Scope 3 Category 11)	12 780,00	24,70
Total	51 744,50	100,00

The Company's emissions in 2025

Scope	Emissions (tCO ₂ e) 2025	Emissions (tCO ₂ e) 2024*	Share of the Company's total emissions (%) 2025	Share of the Company's total emissions (%) 2024*
Scope 1	1 058,48	1 285	2	2,5
Scope 2	98,6	54	0,19	0,11
Scope 3	51 744,50	50 052	97,81	97,40
Total	52 901,58	51 391	100	100

* The 2024 data include the combined CO₂ emissions of SIA Citrus Solutions and Citrus Solutions GmbH.

Executive Summary

In 2025, Citrus Solutions' total GHG emissions amounted to 52,901.6 tCO₂e, with Scope 3 continuing to dominate the emissions profile at 51,744.5 tCO₂e, or 97.81%. Compared with 2024, total emissions increased slightly, mainly due to changes in Scope 3 emissions rather than emissions from the Company's direct operations.

In 2025, the Company's **Scope 1** GHG emissions amounted to 1,058.48 tCO₂e. These emissions were mainly attributable to fuel consumption in the Company's vehicles, machinery and diesel generators.

Scope 2 emissions increased compared with the previous year, mainly because purchased-electricity consumption rose in connection with construction-project activities. Scope 2 emissions may therefore fluctuate from year to year depending on the scale and energy profile of projects delivered during the reporting period.

Within **Scope 3**, the largest source of emissions in 2025 remained Category 1 – Purchased goods and services, at 38,888.8 tCO₂e or 73.51% of total emissions. The relative increase in Category 11 – Use of sold products, at 12,780.0 tCO₂e or 24.16%, is attributable to the inclusion in the calculation of buildings completed and commissioned in 2025.

B7

Resource use, circular economy and waste management

Application of circular-economy principles

The Company applies circular-economy principles throughout its activities by prioritising waste prevention and resource efficiency at the design stage, for example through accurate quantity planning and, where appropriate, digital tools such as BIM for calculations, and by implementing on-site sorting of construction and demolition waste (CDW). The Company cooperates with qualified CDW operators to ensure appropriate treatment and minimise disposal through recycling and other recovery operations. These practices are underpinned by the Company's environmental management system, including ISO 14001 certification, which supports clear responsibilities, documented procedures and continual improvement in project delivery.

A key implementation measure is the sorting of construction waste at project sites and service locations, supported by construction-waste operators. The Company organises separate collection streams, provides clear labelling and instructions, and requires subcontractors to comply with site rules for sorting construction waste. This improves the quality of material fractions and enables recycling and recovery. At the same time, the Company works with external construction-waste operators that ensure sorted waste streams are directed to appropriate recycling or recovery routes in accordance with legal requirements and permits, as evidenced by waste-transfer documentation and traceability practices.

According to the Company's internal waste records for 2025, the total recorded waste volume was 1,547.911 tonnes, of which 1,523.931 tonnes was recorded as directed to recycling or recovery through construction and demolition waste operators. The total amount of non-hazardous waste generated during the reporting year was 1,037.0 tonnes. Based on treatment data, 1,004.5 tonnes, approximately 96.9%, was directed to recycling or reuse, while 32.5 tonnes, approximately 3.1%, was sent for disposal. The waste profile was dominated by mixed construction waste and mixed mineral waste, which together represented approximately 90% of total non-hazardous waste generated.

Total annual non-hazardous waste, broken down by destination for recycling or reuse

Waste type	Total waste generated (tonnes)	Waste directed to recycling or reuse (tonnes)	Waste directed to disposal (tonnes)
Paper and cardboard	2,59	2,59	-
Mixed packaging (paper and plastic)	4,63	4,63	-
Wood	6,3	6,3	-
Mixed construction waste	573,49	558,23	15,26
Bulky waste	1,72	1,72	-
Mixture of concrete, bricks, tiles and ceramics	359,55	342,27	17,28
Discarded equipment	0,908	0,908	-
Scrap metal (stainless steel and tin)	63,83	63,83	-
Mixed municipal waste	23,98	23,98	-

Based on treatment reports submitted by the Company's principal construction and demolition waste partners, more than 95% of the Company's construction waste generated in 2025 and handled through these documented treatment routes was diverted from landfill to recovery routes such as recycling and other circular-economy solutions. These results are consistent with the Company's strategic objective of diverting more than 90% of construction waste generated from landfill.

The total volume of hazardous waste generated during the reporting year was 544.3 tonnes. Based on reports received from operators licensed to manage hazardous construction and demolition waste, all recorded hazardous waste was diverted from disposal and managed through recycling or recovery methods in accordance with applicable requirements.

Total annual hazardous waste, broken down by destination for recycling or reuse

	Total waste generated (tonnes)	Waste directed to recycling or reuse (tonnes)	Waste directed to disposal (tonnes)
Packaging containing residues of, or contaminated by, hazardous substances	0,033	0,033	-
Oils	0,6	0,6	-
Oil filters	0,07	0,07	-
Chemically treated wooden poles	543,6	543,6	-

To improve alignment with VSME reporting requirements over time, the Company will continue to monitor key circular-economy indicators such as total construction waste generated (t), the diversion rate (%) and volumes of hazardous and non-hazardous waste (t).

Although waste sorting and cooperation with qualified construction-waste operators enable high recycling and recovery rates, the use of recycled materials in construction remains significantly constrained. The principal barriers relate to regulation and compliance: in practice, sufficiently clear end-of-waste rules for construction waste are lacking, and there is insufficient clarity regarding the compliance of many potential secondary materials with safety and product standards, including documentation, performance verification and liability requirements.

Data on significant material flows

Given the nature of project delivery and procurement in the construction sector, the Company is not currently able to compile a comprehensive annual mass-flow inventory of all materials used. Material quantities are generally managed at project level through design documentation, bills of quantities, subcontractor procurement and direct-to-site deliveries, using different units of measurement and document formats. A significant proportion of materials is purchased and installed by subcontractors, and material data are not consistently available across all projects in a standardised, centrally recorded format. Consequently, the Company cannot reliably consolidate complete and verifiable mass-flow data, such as tonnes by material type, for the reporting year without disproportionate effort and a risk of misstatement.

To ensure transparency and continual improvement, Citrus Solutions will address this limitation by progressively enhancing data collection. The Company currently reports resource-use indicators using available and verifiable metrics, such as construction and demolition waste volumes and recycling rates, and will expand material-flow reporting as data quality and availability improve.

C3

GHG reduction targets and transition to a climate-neutral economy

The Company does not currently have a formal climate-change mitigation transition plan. It intends to develop and adopt such a plan based on its GHG inventory and by prioritising the most significant emission sources. The plan will establish targets, define key decarbonisation measures, responsibilities and monitoring arrangements, and will be updated periodically in line with changes in data quality and business needs.



Climate risks

Climate-related hazards and climate-related transition events, together with each applicable time horizon

Topic	Short term (0–3 years)	Medium term (3–10 years)	Long term (10+ years)
Climate-related hazards (physical)	- Extremely high or low temperatures, prolonged heat or frost, and increased wildfire/smoke risk - Storms, strong winds, heavy rain/snow/hail, icing, flooding and groundwater-level fluctuations	- More frequent and intense heat, drought, frost and extreme precipitation or icing events - Strong solar radiation and freeze–thaw cycles accelerating deterioration of roofs, façades and waterproofing - Ground-mass movements, including mudflows and landslides, erosion and settlement, and reduced soil bearing capacity	- Predominantly chronic physical impacts: higher average temperatures, longer periods of heat or frost, and changes in precipitation and groundwater regimes - Cumulative degradation pressure caused by moisture fluctuations, freeze–thaw cycles and radiation
Impact	Disruption to construction-site activities; quality risks relating to concrete curing, finishing, waterproofing and adhesives; damage to temporary works, materials and equipment; reduced productivity and schedule revisions	Increased downtime, rework and defects, and greater complexity and cost of earthworks; access and logistics disruption; and higher warranty and maintenance risks	Greater maintenance and repair needs over the operating life cycle; more frequent operational interruptions and access constraints; and a possible need to adapt designs and technical specifications to new climatic conditions.
Climate-related transition events	- Increasing client and regulatory requirements for evidence of climate performance - Stricter tender requirements concerning emissions and energy data and circular-economy practices	- More stringent standards and procurement requirements relating to energy efficiency, resilience and transparency of supplier performance - Potential extension of requirements concerning embodied carbon and the circular economy, together with supply-chain price and availability volatility	- Economy-wide pathway to climate neutrality: progressively stricter decarbonisation requirements and market preference for low-carbon solutions - Broader value-chain data requirements and higher assurance expectations
Impact	Greater data-processing and administrative burden; potential effect on competitiveness where available data are limited	Adjustments to procurement and delivery models; pressure on margins; and a need for improved supplier data and low-carbon solutions	Competitiveness increasingly linked to the delivery of climate-resilient, low-carbon projects and reliable supplier data

Disclose how the undertaking has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events

The assessment linked the Company's main asset groups and activities to the relevant acute and chronic physical hazards and transition drivers, and then considered: (i) exposure – whether and how frequently an asset or activity is located or carried out under conditions in which the hazard may occur; and (ii) sensitivity – the extent to which occurrence of the hazard affects performance, integrity, safety, costs or timelines.

For **physical climate hazards**, the Company assessed risk with regard to the location and nature of its activities. Projects are delivered throughout Latvia and predominantly outdoors; construction activities are therefore exposed to extreme temperatures, heavy precipitation, storms, icing and related site conditions.

Sensitivity was assessed with reference to the specific impacts on project delivery and asset integrity identified in the Company's internal analysis, including the effects of extreme temperatures on concrete curing and weather-dependent finishing works; the potential for strong winds and heavy precipitation to damage temporary structures, incomplete buildings, materials and equipment; the effects of flooding and groundwater fluctuations on soil bearing capacity and earthworks; and the risk that excessively wet ground, rapid snowmelt or heavy rainfall may trigger ground-mass movements, such as mudflows or landslides, blocking access and disrupting deliveries. The assessment also covered operational assets relevant to the Company's activities that may be affected by climate-related events, including leased warehouse premises and goods stored in them, such as construction materials and equipment; vehicles and tools carried in them; IT systems and computer equipment; measuring instruments and specialised tools; and premises and equipment used to process and store classified information.

For **transition events**, the Company assessed risk by considering the parts of its business model most affected by decarbonisation and climate policy: tender and contract requirements, material procurement and subcontracted work, and client requirements for evidence of low-carbon performance. Sensitivity was assessed with regard to the potential effects on competitiveness and the cost structure, including increased requirements for emissions and energy data in bids, growing circular-economy and waste-diversion requirements, and potential volatility in supply-chain costs and availability as suppliers decarbonise and standards and reporting obligations evolve. Particular attention was paid to the Company's participation in strategic and critical infrastructure projects, where restrictions and confidentiality requirements may limit access to detailed project-level operational data, increasing the effort required to compile emissions data and, where necessary, requiring the use of appropriate proxies.

The value-chain assessment focused primarily on upstream risks and sensitivities because a significant share of the Company's inputs depends on suppliers and subcontractors. Risks were assessed by identifying key areas of dependency: construction materials, engineering systems and components, equipment rental, logistics and specialised subcontracted works. Sensitivity was considered by assessing how climate hazards, such as extreme weather disrupting transport, delivery schedules and site access, and transition events, such as supplier-data requirements, availability of low-carbon materials and compliance documentation, could affect delivery times, prices and supply reliability. Where relevant, the Company's circular-economy approach – on-site sorting of construction and demolition waste and cooperation with waste operators able to provide recycling and recovery routes – was considered a risk-mitigation measure that reduces dependency on landfill constraints and supports compliance with evolving requirements.

Overall, the assessment informs risk management and planning. Climate risks are incorporated into the Company's risk-management process, and the identified exposure and sensitivity indicators guide the prioritisation of actions such as improving site-level preparedness for changing weather conditions, strengthening material-storage and protection practices, improving data collection on emissions and resource use, and progressively engaging suppliers and subcontractors to provide higher-quality sustainability information for tenders and reporting.

Indicate whether the undertaking has taken action to adapt to climate change in relation to any climate-related hazards and transition events

The Company has taken action to adapt to climate change. In 2025, adaptation was addressed primarily through operational planning and risk-control measures relating to the principal climate hazards relevant to construction work, such as extreme temperatures, heavy precipitation, storms, icing, flooding and groundwater fluctuations, and soil instability, as well as through the integration of climate risks into the Company's risk-management process.



s

Social matters

Over 20 years, our team
has delivered more than
1500 projects, building
valuable industry
experience and passing
knowledge on to new
colleagues



Workforce – general characteristics

Our team

330

highly qualified employees

10,5 years

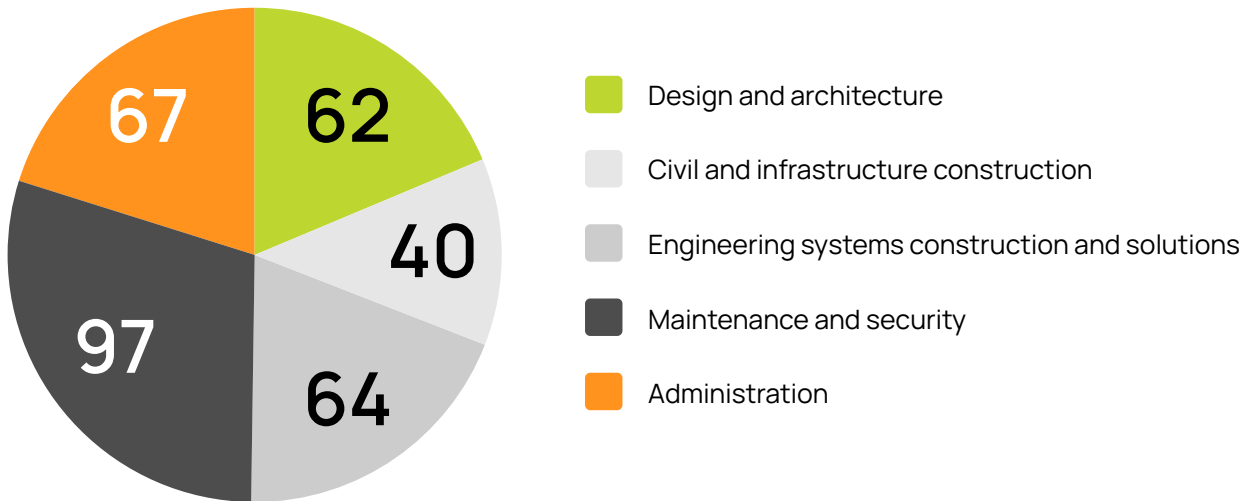
average length of service

10+

trainees gain each year
their first work experience with us

50%

stay on as full-time employees
after their placement



Type of employment contract (fixed-term or permanent)

Contract type	Number of employees (headcount or full-time equivalents)
Fixed-term contract	41
Permanent contract	289
Total number of employees	330

Number of employees by gender

Gender	Number of employees (headcount or full-time equivalents)
Male	257
Female	73
Other	0
Not reported	0
Total number of employees	330

Employee turnover rate during the reporting period 24 %

Methodology note: Unless stated otherwise, all workforce metrics in this section of the Report are calculated using employee headcount as at 31 December 2025.

B9

Workforce – health and safety

Number of recordable
work-related accidents

1

Rate of recordable
work-related accidents

0.31 %

Number of fatalities resulting from work-related
injuries and work-related ill health

0

B10

Workforce – remuneration, collective bargaining and training

Solutions developed
by certified professionals

84

Construction-industry
certificates held by
company specialists

Latest industry knowledge
and practices

285

Seminars and educational
events attended by
employees in 2025

Focus on results
and well-being

every month

Level Up internal educational
seminars for employees

Do employees receive remuneration equal to or above the applicable minimum wage in the relevant country, as determined directly by minimum-wage legislation or a collective agreement?



Percentage pay gap between female and male employees. The undertaking may omit this information if it has fewer than 150 employees, noting that from 7 June 2031 this threshold will be reduced to 100 employees.

12%

Percentage of employees covered by collective bargaining agreements

100%

Average annual training hours per employee, by gender

Gender	Average number of hours
Male	11,87
Female	11,17
Other	-
Not reported	-

C5

Additional (general) workforce characteristics

Number of self-employed individuals and temporary workers engaged by the company

Worker type	Number of self-employed and temporary workers
Total number of self-employed persons, excluding personnel who work exclusively for the undertaking	2
Total number of temporary workers provided by undertakings primarily engaged in employment activities	-

Female-to-male ratio at management level during the reporting period, (%)

19 (F) / 81 (M)

Additional information on the undertaking’s own workforce – human-rights policies and processes

Code of Conduct or human rights policy covers own workforce

✓

Code of Conduct or human rights policy addresses child labour

✓

Code of Conduct or human rights policy addresses forced labour

✓

Code of Conduct or human rights policy addresses human trafficking

✓

Code of Conduct or human rights policy addresses discrimination

✓

Respect for human rights

In addition to the matters described above, the Tet Group Code of Conduct covers employees' rights to privacy and confidentiality of correspondence, freedom of religion and freedom of expression, secure employment, adequate remuneration and equal pay for equal work, rest time and work-life balance, employee representation and freedom of association, the prohibition of violence, harassment and intimidation, including sexual harassment, and the inclusion of persons with disabilities in the workplace.

The Company has a grievance mechanism for its own workforce?

✓

Severe human-rights incidents

The Company confirms that no incidents involving child labour have occurred within its own workforce.



The Company confirms that no incidents involving forced labour have occurred within its own workforce.



The Company confirms that no incidents involving human trafficking have occurred within its own workforce.



The Company confirms that no incidents involving discrimination have occurred within its own workforce.



The Company confirms that no other confirmed incidents have occurred within its own workforce



The Company confirms that it is not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers or end-users.



G

Governance

B11

Convictions and fines for corruption and bribery

Number of convictions	0
Total amount of fines imposed for violations of anti-corruption and anti-bribery laws	0 EUR

C8

Revenues from certain sectors and exclusion from EU reference benchmarks

Controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	0 EUR
Cultivation and production of tobacco	0 EUR
Fossil-fuel sector (coal, oil and gas), including a breakdown of revenues from coal, oil and gas activities	0 EUR
Manufacture of chemicals where the undertaking produces pesticides and other agrochemical products	0 EUR
The Company confirms that it is not excluded from any EU Paris-aligned benchmarks as described in paragraph 241 of the guidance.	✓

C9

Gender-diversity ratio in the governance body

Gender-diversity ratio, expressed as the number of men and women in the governance body (the Company's Management Board)	100 % (M)
--	-----------



At Citrus Solutions,
sustainability means action:

- **well-considered decisions**
- **a safe working environment**
- **responsible governance**
- **respect for the environment**

We strengthen both the Company's development and the construction industry's capacity to grow responsibly over the long term.