CORPORATE SUSTAINABILITY REPORT

JENSEN METAL HOLDING A/S
2025/26

Jensen Metal

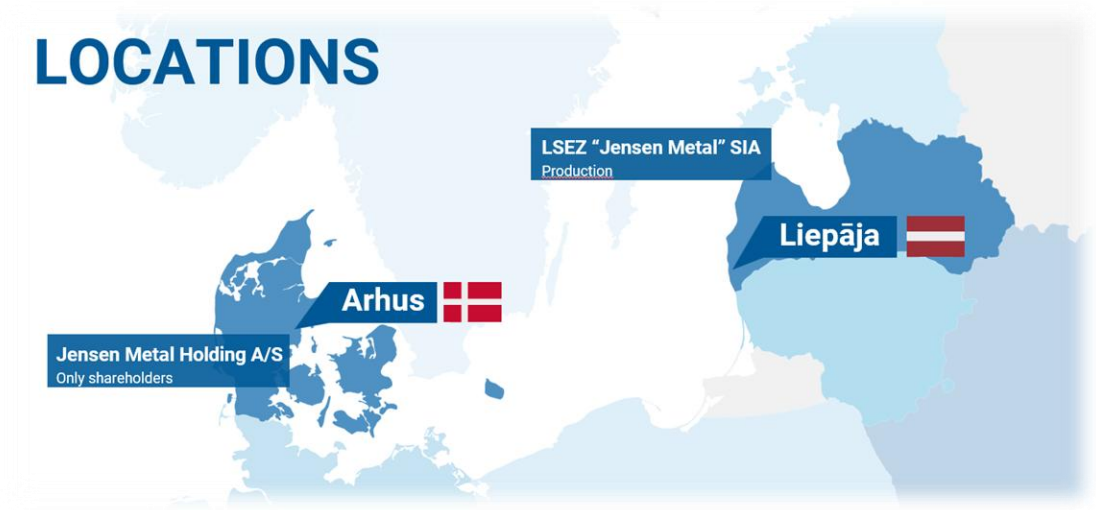
Content

About us

LSEZ “Jensen Metal” SIA is a leading full-cycle metalworking sub-supplier based in Liepāja, specializing in high-tech stainless steel and carbon steel manufacturing.

Operating within the Liepaja Special Economic Zone, we combine decades of craftsmanship with modern automation to deliver complex engineering solutions for the food processing, agricultural, and furniture industries worldwide.

We focus on sustainable production practices and professional development to empower our global clients with cutting-edge technology.



A letter from leadership

Dear stakeholders,

You might have heard about the European Commission’s recent Omnibus proposal, which delays mandatory CSRD reporting for companies our size. We could have used this "stop-the-clock" moment to pause, but we decided to publish anyway. Why? Because industrial strength stems from responsible growth, not just legal compliance.

Instead of waiting, we are actively executing our roadmap. We have officially committed to the SBTi to cut our Scope 1 and 2 emissions by 51.2% by 2030, and we are driving an ambitious plan to reduce our total waste by 60%. We are also proud to have earned an EcoVadis Gold Medal, placing us in the top 5% globally. Along the way, we are even doing some myth-busting – if anyone thinks metalworking is strictly "men’s work", they haven't met our female welding team.

Still, we won't pretend we have it all figured out. Roughly 89% of our carbon footprint comes from our upstream supply chain, primarily purchased steel. Solving this massive puzzle requires working hand-in-hand with our global suppliers to source lower-emission materials.

Transforming heavy manufacturing is a complex challenge, but measurable strides are being made every day on our factory floor. The pages that follow show exactly how far along that road we are.

Enjoy the read!

Lars-Bo Christensen, CEO

How it all started

1977 J.J. Stål A/S founded in Aarhus, specialized in stainless equipment for the ice-cream industry.

2000 J.J. Stål A/S acquired by Scanvaegt International A/S.

2004 Expansion to Latvia: J.J. Stainless SIA established.

2008 Acquisition of SIA Pumac Latvia, added carbon steel manufacturing capabilities.

2011 Group rebranded to Jensen Metal; Latvian entities merged.

2019, 2022 Commissioning of new production buildings (Metal, Furniture and Stainless)

2024 Jensen Metal A/S in Aarhus, Denmark ceased its operations, keeping all focus in development in Latvia.

2025 Third production building of 6.000m² built.

One stop supplier

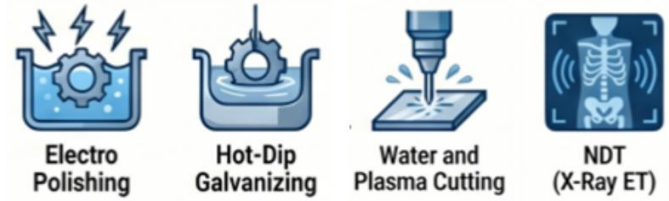
As an order-producing sub-supplier we provide value adding full service to your supply chain. We find the best possible way to produce product created by our client.

OUR IN-HOUSE PROCESSES

Our internal value chain encompasses core metalworking competencies, from precision cutting to final assembly. This vertical integration ensures direct oversight of resource consumption and maintains high technical standards throughout the production cycle.

WORK WITH SUB-CONTRACTOR

We collaborate with specialized partners to execute advanced surface treatments and other technical processes. This extended network allows us to deliver complex, multi-stage components while ensuring all external processes align with our quality and ESG requirements.



Cutting-edge tools for leading-edge clients

We want our clients to be leading-edge, and we know that they need our tech to be cutting-edge. That's why we continually invest in our more than 25 in-house processes. We're committed to meet and exceed your requirements of scale and complexity - from prototypes and single component production to small batches and regular mass production at different stages of completion.

STAINLESS STEEL

Small batch and one-of-the-kind production of stainless steel for food, energy and other industries. Processes from machining to welding, pickling, glass peening, assembling and shipment.

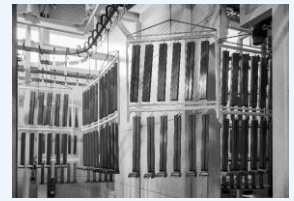
CARBON STEEL

Small batch and serial production of carbon steel for building, energy and food industry. Processes from machining to welding, blasting, painting, assembling and shipment.

Primary source material: carbon steel tubes and sheet metal.

FURNITURE

High volume flow production of profiles for furniture industry made from carbon steel. Produced on automized and semi-automized processes.



Our fields of expertise

FOOD

We have decades of experience and in-depth knowledge of the industry's special requirements within hygiene, easy-to-clean design, and long service life, meeting and exceeding strict industry regulations.

FURNITURE

We meet the industry's tough demands for consistent quality, competitive prices, and reliable supply. We are ISO 9001-certified and continually optimize our production facilities.

CONSTRUCTION

Execution of load-bearing components under EN 1090-1 standards, optimized for short lead times. Our internal capacity management allows for the rapid scaling of production to match project-specific delivery milestones.

AGRICULTURE

Serving agriculture sector requires high standards for safety and streamlined design. We deliver competent execution based on extensive know-how, always taking manufacturer and end-user needs into account.

ENERGY & ENVIRONMENT

Manufacturing of high-durability pressure components under PED 2014/68/EU certification for extreme thermal and mechanical environments.

INDUSTRIAL EQUIPMENT

We leverage our in-depth know-how to deliver components and production equipment that meet strict documentation requirements and ensure a long service life in harsh environments.

MARINE

Fabrication of corrosion-resistant components engineered for high-salinity environments and extreme mechanical stress. We ensure full lifecycle compliance by adhering to international maritime standards and the EU Ship Recycling Regulation.

DEFENSE & SECURITY

High-precision welding and structural fabrication compliant with DIN 2303 standards, ensuring material integrity for military-grade applications.

Our key sustainability engagements

SBTi-validated climate targets

Our climate strategy involves reducing Scope 1 and 2 emissions by 51.2% and Scope 3 by 27% by 2030/31. This builds toward a 90% long-term reduction across all scopes by 2050/51, as validated by the Science Based Targets initiative.

Ecovadis shared supplier rating

LSEZ “Jensen Metal” SIA is honored to hold the EcoVadis Gold Medal, placing us in Top 5% of companies assessed globally. This rating confirms our excellence in Environment, Ethics, and Labor Rights, providing our customers with a reliable, sustainable partner for their most critical projects.

Sustainable Development Goals

We see no conflict between doing good and doing business. Our goals are shaped in collaboration with employees, suppliers, and customers, focusing on diversity, decent work, circular resource use, and more sustainable supply chain

Objectives completed in 2025/26

ENVIRONMENTAL ENGAGEMENTS:

- **20% reduction in Scope 1** and **29% reduction in Scope 2 tCO^2e emissions** achieved through renewable electricity and energoefficiency activities. **11% renewable electricity coverage** achieved by installing on-site solar PV arrays at our production facilities.
- **8,4% reduction in Scope 3 tCO^2e emissions from last year** baseline remains on track along our SBT Net-Zero pathway.
- **18,7% reduction** in household and industrial waste generation.

SOCIAL ENGAGEMENTS:

- **20% female representation** in welding and assembly. This exceeds our 15% target, with the 2% decrease from last year due to total workforce expansion.
- **25% annual employee turnover**, remaining unchanged from the previous year.
- **11,22 Lost Time Incident (LTI)** frequency rate (down from 14,71), reflecting our recent workplace safety improvements and incident investigations.

GOVERNANCE ENGAGEMENTS:

- **EcoVadis Gold Medal** awarded, officially placing LSEZ “Jensen Metal” SIA in the top 5% of companies assessed globally.
- **82% Supplier Code of Conduct signed** among all targeted suppliers (those with an annual spend exceeding €20,000).
- **100% of procurement staff trained** on sustainable procurement practices, empowering our buyers to make responsible, climate-conscious sourcing decisions.
- **215 employees (47% of total workforce)** trained on ethics, anti-corruption and anti-discrimination in FY2025/26.
- **63 supplier sustainability assessments conducted,** including targeted on-site audits for high-risk partners.

Our structure

Jensen Metal Holding A/S

CVR-nr.: 25 69 63 60
Head Office: Aarhus Kommune, Denmark
Number of employees: 3
Reporting period: 1st of May, 2025 – 30th of April, 2026

LSEZ JENSEN METAL SIA
Production
based in Latvia, Liepaja
reg.No: 42103032248

NACE code: Manufacture of other fabricated metal products n.e.c. (25.99, version 2.0) (Source: SRS, ZO.LV); Manufacture of office and shop furniture (31.01, version 2.0) (Source: CSB)

Business model: a sub-supplier within the metal working industry, the core activities are production of components and products in stainless steel and carbon steel to a broad range of branches and customers.

Turnover 2025/26: 48.962.364 EUR
CAPEX 2025/26: 1.759.153 EUR
OPEX 2025/26: 4.791.271 EUR
Number of employees: 489

LSEZ SIA JM PROPERTIES
Real estate
based in Latvia, Liepaja
reg.No: 52103079861

NACE code: Renting and operating of own or leased real estate (68.20, version 2.0) (Source: SRS, CSB, ZO.LV)

Business model: working in rental and management of own or leased real estate business

Turnover 2025/26: 3.808.371 EUR
CAPEX 2025/256 38.043 EUR
OPEX 2025/26: 173.650 EUR
Number of employees: 4

About the report

Basis for sustainability reporting

Following recent amendments to the Corporate Sustainability Reporting Directive (CSRD) introduced through the Omnibus simplification package, the Group is currently no longer within the mandatory scope of the CSRD.

The report is prepared on a consolidated basis for Jensen Metal Holding A/S and covers its two fully controlled sister companies: LSEZ "Jensen Metal" SIA and LSEZ SIA "JM Properties". It is important to note that LSEZ SIA «JM Properties» functions solely in capital asset management.

Therefore, the group's sustainability impacts, targets, and policies are almost entirely driven by, and implemented at, our primary manufacturing company, LSEZ "Jensen Metal" SIA, which accounts for the vast majority of our operational footprint and production activities.

While Jensen Metal Holding A/S is incorporated in Denmark, its operating subsidiaries in Latvia are subject to Latvian Sustainability Disclosure Law, under which mandatory ESG reporting is currently expected to apply from the 2027/28 financial year.

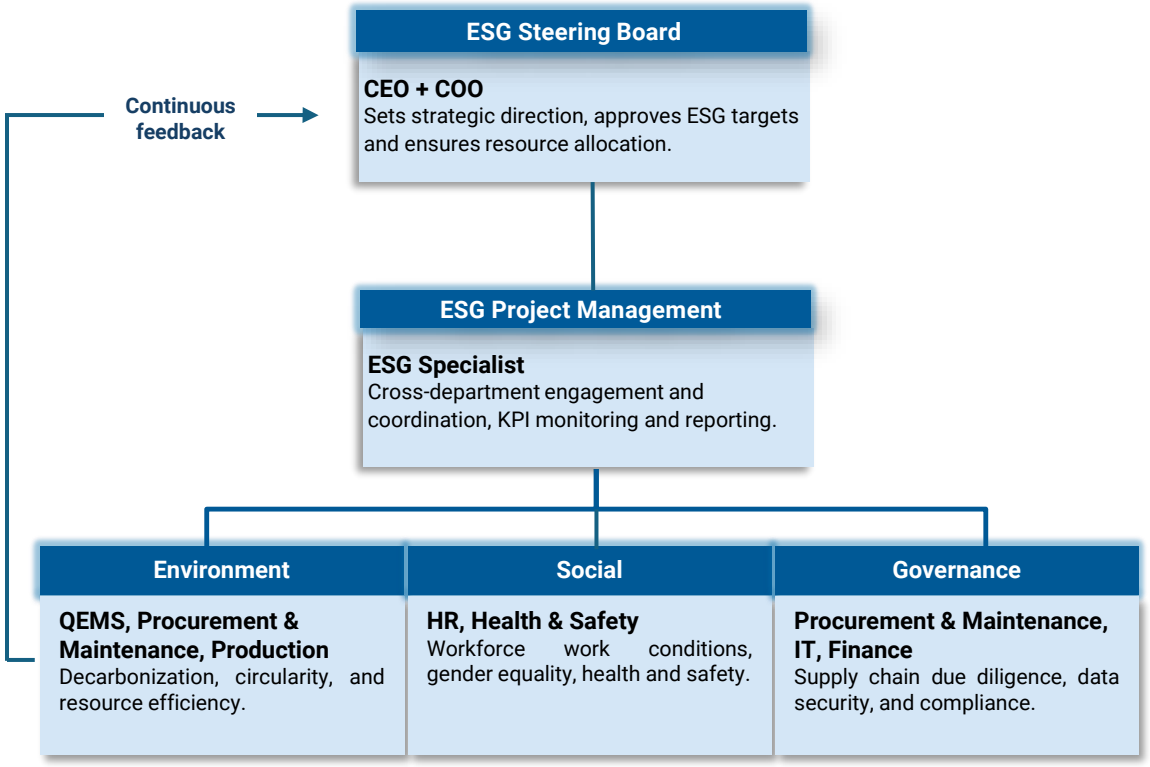
Scope and boundaries

This report covers the 2025/26 financial year (1 May 2025 – 30 April 2026).
The reporting boundary is aligned with the Group's financial consolidation scope, and no material entities have been excluded.
Where precise data is not available, reasonable estimates and assumptions have been applied. The Group continues to develop its internal data collection and control processes, and future reports may include refinements or restatements.

Value chain

The report addresses our own business operations as well as our upstream and downstream value chain, focusing on our most material impacts, risks, and opportunities. As a sub-contractor in the metalworking industry, our upstream supply chain primarily consists of sourcing stainless and carbon steel from global steel mills (91% EU-based, 9% global). Downstream, we deliver precision-welded components and assembled equipment to B2B customers across Europe and the USA (predominantly in the food, energy, and marine sectors).

Structure and Responsibility



OUR STRUCTURE

- **ESG Steering Board:** Comprised of the CEO and COO, this body maintains gender-balanced representation to ensure diverse perspectives in decision-making. The Board holds ultimate accountability for Jensen Metal's sustainability trajectory, defining strategic objectives, approving ESG targets, and ensuring the resource management necessary to mitigate material impacts and meet stakeholder expectations.

- **ESG Project Management** function serves as the bridge between strategic intent and operational execution. This role facilitates cross-departmental coordination and maintains the integrity of our KPI monitoring and reporting systems. Through continuous feedback mechanism, operational insights from the production floor and supply chain are funneled back to the Steering Board to refine our strategic approach.

- To ensure deep integration, responsibilities are delegated across relevant department managers:

  - ✓ **Environmental aspects**: Focused on decarbonization, environmental safety, circular economy initiatives, and resource efficiency through the Procurement and Maintenance, QEMS departments.

  - ✓ **Social aspects**: Managed via Human Resources department, including Health & Safety, prioritizing workforce work conditions, health and safety standards, as well as gender equality.

  - ✓ **Governance aspects**: Mainly managed by Procurement, IT, Finance and Quality departments, ensuring supply chain due diligence, data security, and rigorous regulatory compliance.

Where skill gaps are identified, the board oversees targeted capacity-building measures, including specialized training, recruitment, and the integration of external advisory expertise.

Our impact across the Value Chain

Mapping our value chain from raw materials to end-of-life allows us to manage our broader environmental and social impacts. We systematically identified these risks and opportunities through our Double Materiality Assessment.

UPSTREAM VALUE CHAIN (SUPPLIERS & RAW MATERIALS)

This is where our largest environmental footprint lies – Scope 3 emissions account for roughly 89% of our total carbon footprint, primarily from purchased steel. Supplier and sub-contractor transparency and data quality is a critical procurement challenge. Furthermore, the global steel supply chain carries inherent human rights and labor risks. We actively collaborate with our EU and global suppliers to source lower-emission materials and mitigate social risks through strict enforcement of our Supplier Code of Conduct.

OWN OPERATIONS

Inside our facilities in Liepaja, our primary impacts shift to our own workforce working conditions and resource efficiency. We focus our efforts on improving our health and safety standards, promoting an inclusive culture and gender equality and driving our 5R circular economy model to drastically reduce hazardous and industrial waste.

DOWNSTREAM (CUSTOMERS & END OF LIFE)

Downstream, our focus shifts to empowering our B2B customers. We continuously improve our manufacturing standards and introduce energy-efficient, sustainable production techniques. By delivering precision-engineered components alongside full supply chain transparency and regulatory compliance, we provide our clients with the exact quality and data they need to successfully drive their own sustainability goals.

Our material topics and subtopics

Our approach to double materiality assesment

Stakeholder Input: Internally, we gathered insights through quarterly Employee Representative meetings and strategic board meetings with our shareholders. Externally, we hold regular alignment meetings with our customer and conduct ESG surveys with suppliers to address their specific sustainability requirements, while maintaining an active dialogue with local institutions, like the Liepāja Special Economic Zone (LSEZ).

The Scoring System: We evaluated each topic using a 5-point scale

- **Impact Materiality** was scored based on scale, scope, irremediability and likelihood.
- **Financial Materiality** was scored based on the magnitude of the financial consequence and its likelihood.

The Materiality Threshold: The final scores were mapped onto a matrix with the materiality threshold set firmly at 15 points for both impact and financial axes. Based on this threshold, topics are divided into three practical tiers:

- **Focus Areas** (> 15 points): Our highest priorities. These dictate our strategy and are strictly managed with CSRD-compliant KPIs and targets.
- **Watch List** (10 – 15 points): Moderately scoring topics, that we actively monitor for emerging risks and opportunities.
- **Compliance** (<10 points): While not material enough for public CSRD reporting, they remain essential and are handled via standard internal controls.

SUSTAINABILITY TOPICS

ESRS Topic	Sub-topic	Impact	Financial
Climate Change	Climate change adaptation	X	X
	Climate change mitigation	X	X
	Energy	X	X
Pollution	Pollution to water	X	
	Substances of very high concern	X	X
Resource Use and Circular Economy	Resource inflows & resource use	X	X
	Waste	X	
	Circular economy		Opportunity
Own Workforce	Working conditions (own workforce)	X	X
	Equal treatment and opportunities for all		X
Value chain workers	Value chain working conditions	X	X
Communities	Communities economic, social and cultural rights		X
Consumers & End-Users	Personal safety of consumers and or end-users	X	X
	Information-related impacts of consumers and/or end-users	X	
Business Conduct	Corporate culture	X	X
	Protection of whistle-blowers	X	X
	Corruption and bribery	X	

Ommited topics

- **Water and Marine** - JML has limited water consumption. According to the Aqueduct Water Risk Atlas, our region has a low level of water scarcity risk; therefore, our water depletion risks are considered low.
- **Biodiversity** - With a location in an industrial area, JML is not disturbing any biotope or having any direct impact on biodiversity. Any impact on biodiversity loss is more indirectly and caused by our use of materials or climate gas emissions (which we report). The risk evaluation for the supply chain does not reveal any material risk but this will be further evaluated.

Double Materiality Assesment

Results of our double materiality assessment

	Environmental impacts	Social impacts	Governance impacts
Focus areas	• Climate risks & Resilience • Transition to Net-Zero • Energy Use & Efficiency • Waste	• Health and safety • Supply chain working conditions • Gender Equality & Diversity	• Corporate culture & Ethics • Supplier relationshops & Fair business • Information and cyber security
Watch list	• Material use & Circular economy • Wastewater & Spills		• Whistle-blower protection
Compliance	• Hazardous chemicals management • Water use • Air & Soil protection • Factory footprint on nature	• Product quality & compliance • Local community rights	• Anti Corruption & Bribery

Double Materiality Assessment

Following ESRS 1, we conducted a Double Materiality Assessment to evaluate our sustainability topics based on both Impact Materiality (effects on people and the environment) and Financial Materiality (business risks and opportunities). We categorized our topics into three strategic tiers:

Focus Areas (> 15 points): Topics exceeding our thresholds – such as Health & Safety, Climate Resilience, Net-Zero Transition, Health & Safety, as well as Corporate Culture – are our highest priorities. These are strictly managed with dedicated policies, KPIs, and CSRD-compliant targets.

Watch List (10 – 15 points): Moderately scoring topics like Material Use, Product quality and Whistle-blower protection sit just below our primary thresholds. We actively monitor these to mitigate potential risks and capture future opportunities.

Not-material/Compliance (<10 points): Topics scoring below our thresholds – including Water Use, Hazardous chemicals management, Anti-Corruption, and Cyber Security are formally "not-material" for public CSRD reporting. Nevertheless, they remain fundamental to our operations and are managed through existing internal controls and policies.

ENVIRONMENT

Sustainable Inputs, Responsible Outputs

Environmental responsibility requires practical shifts on the factory floor, therefore we have replaced traditional waste disposal with a circular economy and 5R principles: Reduce, Re-use, Repair, Remanufacture, and Recycle. In practice, this means we actively control over 16 distinct waste streams through dedicated closed and open-loop systems. We guide this transition with exact targets: cutting total household and industrial waste by 60% by 2030/31 (against our 2021/22 baseline) and requiring 100% of our packaging to meet circularity principles.

To back our decarbonization strategy with measurable impact, we are systematically improving our production infrastructure. We look at every aspect of our operations – from the energy that powers our facilities and the heavy machinery on our shop floor, to the fuel used in our heating systems and the internal logistics that keep materials moving.

By continuously assessing these areas, we have phased out fossil fuels, integrated large-scale renewable power generation, and are introducing high-efficiency manufacturing equipment and technologies. Through a combination of these targeted operational upgrades, we have achieved a total carbon emission reduction of 1,405 tCO_2e across our operations.

Our recent energy milestones

- **Phasing out natural gas:** We made a concrete decision to move our facility towards 0% natural gas dependency, decreasing our Scope 1 emissions by **749 tCO^2e.**
- **Upgrading to high-efficiency machinery:** We recently replaced our primary laser cutting machine with a new, highly energy-efficient model, drastically reducing the power required to cut components while lowering our annual footprint by over **94 tCO^2e.**
- **Solar-powered production:** In 2024/25 we installed a new 800 kW on-site solar panel park, which generated ~511 MWh of clean electricity in 2025/26, covering roughly 11% of our total consumption and reducing our footprint by **190 tCO^2e.**
- **Optimizing factory infrastructure:** To drive down further our energy consumption, we're continuously improving and upgrading our ventilation, lightning and heating systems to eliminate power waste on the factory floor – with 2025/26 activities, saving us **116 tCO^2e** annually.

Strategic Partnerships for Green Steel

While we are actively decarbonizing our own factory operations, we also recognize a fundamental reality of the metalworking industry: 89% of our total carbon footprint lies upstream in Scope 3 emissions, primarily from the extraction and production of the raw steel we purchase. We cannot drive the green transition or significantly lower our customers' supply chain emissions by acting alone.

To provide our clients with low-emission steel, thereby decarbonizing their value chains and making their final products much more competitive, we have forged a powerful, cross-border strategic alliance. By partnering with Outokumpu and Damstahl, we can offer stainless steel products with an exceptionally low CO_2 footprint and a high recycled material rate.

By bridging the geographical route from Finland directly to our manufacturing hub in Latvia and the finished products to our key customers across Europe, we keep our supply chain highly localized. This not only optimizes our transport but secures a highly transparent, European-based flow of premium materials.

This proactive partnership allows us to directly tackle the industry's most difficult emissions challenge, transforming our supply chain into a massive competitive advantage for clients looking to meet their own net-zero climate targets.

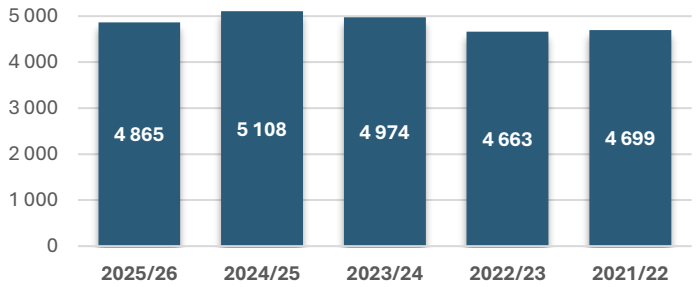
Key benefits

- **Up to 93% Lower Emissions:** Standard Outokumpu stainless steel reduces steel carbon footprint by up to 75% compared to the global industry average and for maximum climate impact, Outokumpu's Circle Green® pushes that reduction up to 93%.
- **100% Verified Data:** Through Damstahl's Climate Calculator, we can provide the precise, third-party verified CO^2 documentation.
- **Optimized Logistics:** A streamlined, direct supply route from Finland to Latvia minimizes transport emissions and ensures secure and short delivery times.

outokumpu DAMSTAHL Jensen Metal

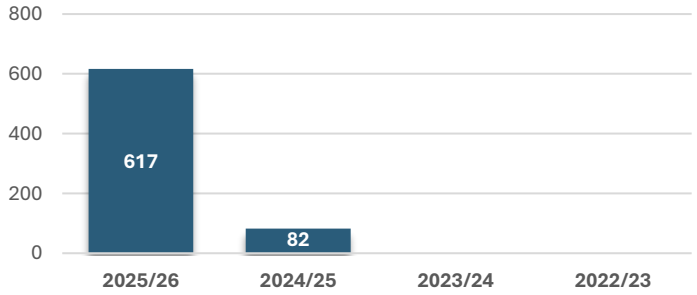
Key environmental figures

Total grid electricity consumption (MWh)



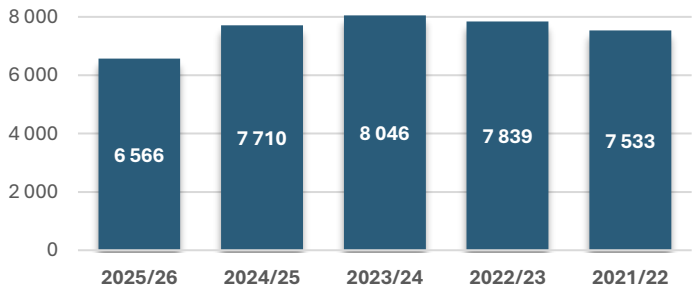
Since 2023/24 multiple energy efficiency projects have been implemented to reduce electricity consumption. Reduction efforts partly were mitigated with electrification (decarbonization) of other processes as well as new factory starting production.

Renewable electricity production (MWh)



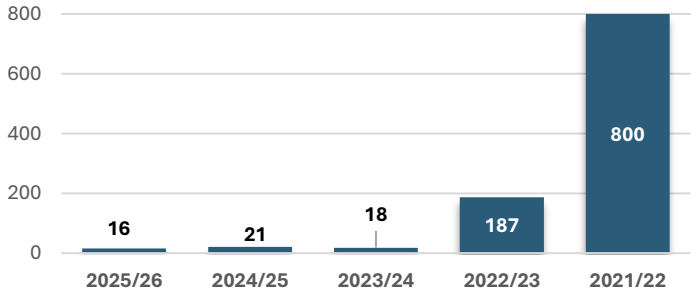
Significant increase in renewable electricity generation due to JM solar panels, comissioned in 2024/25.

Total water consumption (m³)



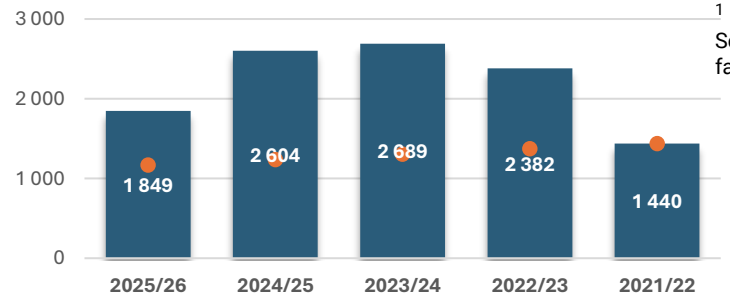
In 2025/26 implemented reverse osmosis system for material cleaning.

Scope 1 GHG emissions (tCO²e)



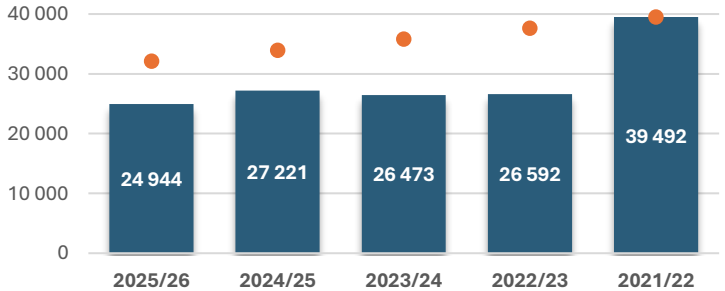
In 2021/222 natual gas heating system was substituted with central heating system fron renewable energy sources.

Scope 2 GHG emissions[1] (tCO²e)



[1] Market-based approach
Scope 2 increased due to higher AIB emission factors and the transition to central heating.

Scope 3 GHG emissions (value chain) (tCO²e)



Scope 3 decreased through a shift toward higher added-value products, lower steel purchase volumes, and the transition to low-emission steel.

Key environmental figures

ENVIRONMENTAL PERFORMANCE INDICATORS

Environmental aspects	Unit	2025/26	2024/25	2023/24	2022/23
Scope 1 GHG emissions (direct)	tCO^2e	16	21	18	187
Scope 2 GHG emissions (indirect)[1]	tCO^2e	1 849	2 604	2 689	2 382
Scope 3 GHG emissions (value chain)	tCO^2e	24 928	27 221	26 473	26 592
Total electricity consumption from grid	MWh	4 865	5 108	4 974	4 663
Electricity generation from renewable sources	MWh	617	82	-	-
Purchased Heating Consumption	MWh	1 375	1 026	904	415
Total water consumption	m^3	6 566	7 710	8 046	7 839
Total weight of non-hazardous waste	tons	1 478	1 358	1 425	1 634
Total weight of hazardous waste	tons	154	120	144	148
Weight of waste recycled/ reused	tons	1 324	1 160	1 194	1 220
Percentage of non-recycled waste	%	12 %	17 %	20 %	34 %
Water, Air pollution, noise level violations	number	1	0	0	0
Total gross weight of air pollutants (e.g., NOx, SOx, PM)	kg	13,74	13,74	13,74	-
Active chemical substances	Number	396	387	341	-

OPERATIONAL AND RESOURCE EFFICIENCY

Environmental aspects	2025/26	2024/25	2023/24	Description
Operational GHG emisson intensity	38,10	54,29	56,07	Scope 1 & scope 2 tCO^2e emissions per revenue (tons/ 1,000,000 EUR)
Value chain emission Intensity	548	617	604	Scope 3 tCO^2e emissions per revenue (tons/ 1,000,000 EUR)
Product GHG Intensity	3,85	4,11	3,78	All emissions (tons) (market based)/ Sold products (tons)
Water consumption (m^3/ 1.000 EUR)	0,13	0,16	0,17	Water draw per factory per net turnover (m^3/ 1.000 EUR)
Physical Electricity Intensity	0,773	0,713	0,645	Electricity consumption (kWh)/ Sold products (kg)
Financial Electricity Intensity	0,110	0,107	0,103	Electricity consumption (kWh)/ EUR
Hazardous waste intensity	3,15	2,48	2,98	Hazardous waste generated per revenue (tons/ 1,000,000 EUR)

Historical GHG data from our 2021/22 baseline onwards has been officially restated to reflect a significant improvement in data accuracy. By transitioning from spend-based estimates to supplier-specific activity data (EPDs and PCFs), we ensure our reduction targeting remains precise, transparent, and science-aligned. As a result, our Scope 3 coverage now encompasses at least 95% of our estimated value chain emissions.

SOCIAL ASPECTS

Creating a path for women in metalworking

For too long, professions like welding and heavy assembly have been stereotyped as strictly "men's work," but at Jensen Metal, we are actively dismantling these outdated barriers. We recognize that precision, creativity, and leadership are not limited by gender and have genuine desire to build a more inclusive workforce. To drive this change, we set a strict operational target for the 2025/26 financial year to achieve >15% female representation in our welding and assembly roles.

To reach this, we hosted multiple targeted events to invite women into our facilities, giving them a firsthand look at modern manufacturing. Furthermore, through our strategic collaboration with the BUTS training center, we actively adjusted our teaching methods and training programs. By adapting the learning process to be more inclusive, we made technical education highly accessible for women transitioning from other less competitive industries.

The results of these targeted initiatives speak for themselves. Female representation among our welders and assemblers almost doubled from 11% in 2023/24 to a 20% last year.

Today, 115 women work across Jensen Metal, making up 20% of our total workforce.

More importantly, these women are not just participating on the shop floor – they are mastering advanced welding techniques and servicing modern equipment to advancing into mid-management (where women now hold 25% of roles) and acting as highly successful welding team leaders.

We want to encourage any woman who is passionate about tangible, impactful work to consider a career in metalworking. If you enjoy seeing the physical results of your labor, want to be part of impressive engineering projects, and have considered a career in heavy industry, Jensen Metal has a place for you. Determination is the best tool for growth, and we are here to provide the rest.

Key social goals

- **Commitment:** Promoting gender diversity and maintaining a world-class safety culture.
- Achieve >15% gender diversity (female representation) in the welding and assembly departments.
- Maintain a Lost Time Injury (LTI) severity rate of <0,3.

Proactive Approach to Safety

We recognize that operational excellence means nothing without the physical and mental well-being of our workforce. Committed to bringing safe environment for our employees, we have established strict targets for the 2026/27 financial year – driving our Lost Time Injury Frequency Rate (LTIFR) below 10 and our Severity Rate (LTISR) below 0,3. To achieve this, we want be fully transparent about our current challenges. Last year, as we rapidly expanded our Liepāja production capacity, onboarded a large number of new employees, and reorganized teams and work areas, our factory floor experienced a period of rapid and intense change. As a direct result of these operational shifts, our recorded Lost Time Incidents was 9 (or 11,22 injuries per 1'000'000 worked hours).

We believe that even one injury is one too many, and we are taking concrete steps to reverse this trend. We realize that protecting our workforce requires more than just internal policies; it demands expert, objective oversight. That is why we're working with KIWA, a highly competent external Health & Safety organization, to give another perspective to our safety needs, evaluate our operational risks and audit our safety protocols on the factory floor. By shifting to a proactive safety culture, we're conducting comprehensive incident investigations to identify exact root causes, followed immediately by strict actions to prevent any recurrence.

Today, because of these comprehensive investigations, every single one of those 9 incidents has been utilized as a critical learning opportunity.

We are continuously implementing targeted safety training and workplace improvements across our production lines to ensure such accidents do not happen again.

We want to assure every current and future employee that their well-being is our absolute top priority. If you value a workplace that takes proactive injury prevention seriously, embraces transparent reporting, and invests heavily in the safety of its people, Jensen Metal is the right place. We believe a successful career is a safe one, and we are here to provide the secure work environment you deserve.

Key social goals

- **Commitment:** Promoting gender diversity and maintaining a world-class safety culture.
- Achieve >15% gender diversity (female representation) in the welding and assembly departments.
- Maintain a Lost Time Injury (LTI) severity rate of <0,3.

Our Local Community and Youth of Liepāja

“ All the skateboard gods have finally heard us!" exclaimed Ainars Jermačenko, Chairman of the “Old School Skateboard Guys in Liepāja” (OSSG), after testing new skateboard ramps right here on the Jensen Metal grounds.

As a major local employer, our social responsibility extends beyond our factory walls and directly into the Liepāja community. This year, we collaborated with OSSG to donate two newly manufactured, professional-grade skateboard ramps - an investment of nearly €6,000. This donation provides a significant upgrade to Liepāja’s urban sports infrastructure, offering modern training equipment for both world-class riders and future champions just beginning their journey toward international success. By supporting meaningful projects like this, Jensen Metal is proud to engage with local youth and promote healthy, active lifestyles, and give back to the vibrant community we call home.

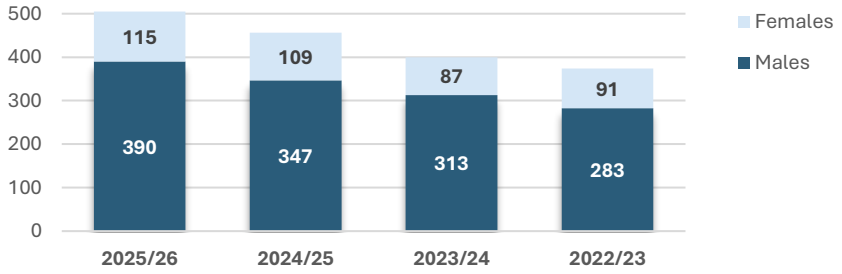
This project was just one part of our broader commitment to society. In the 2025/26 financial year alone, we contributed a total of €26,819 to support various local charities and community initiatives.

5 GENDER EQUALITY

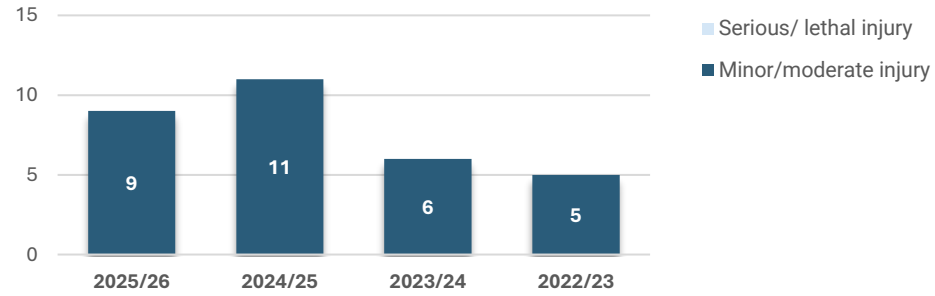
8 DECENT WORK AND ECONOMIC GROWTH

Key social figures

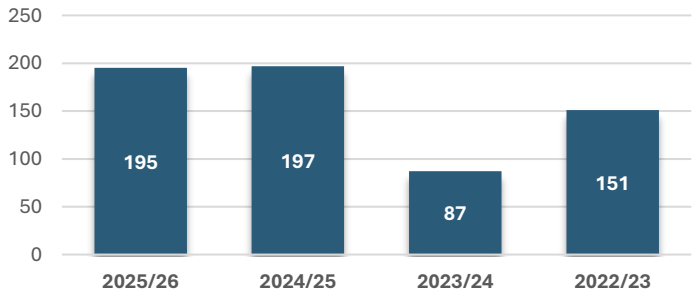
Full time employees



Lost time incidents

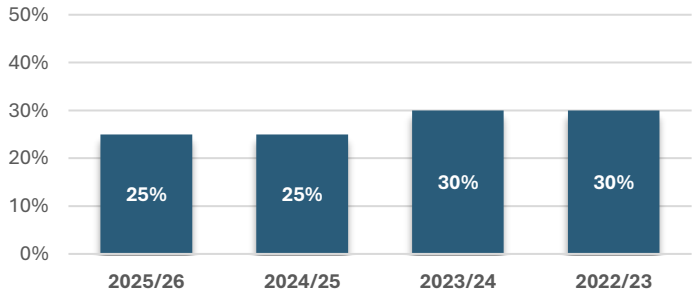


Lost days due to workplace injuries



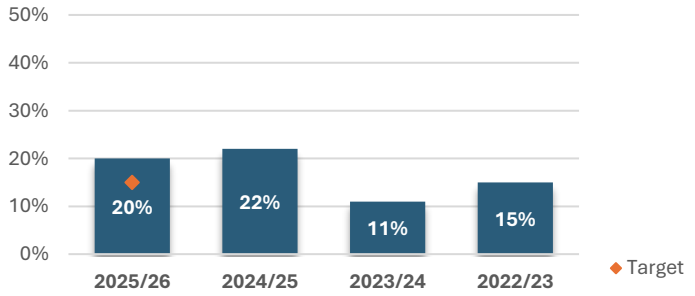
Total number of days an employee is absent due to a workplace injury. These days are counted as full calendar days, including weekends and public holidays.

Gender distribution among mid-management



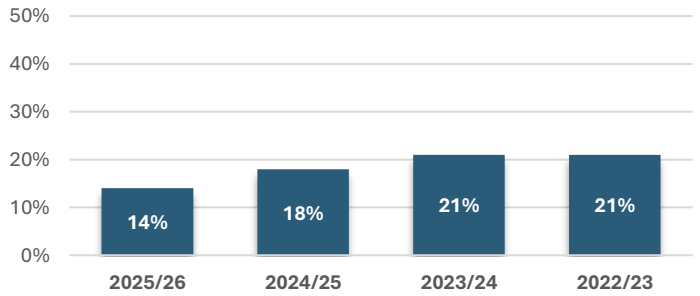
Gender Distribution (%): (Number of female mid-managers / Total headcount of mid-managers) × 100

Gender distribution among welders



Gender Distribution (%): (Number of female welders / Total headcount of welders) × 100

Gender pay gap



Gender Pay Gap (%): (Average gross hourly earnings of male employees – Average gross hourly earnings of female employees) / Average gross hourly earnings of male employees × 100

Workforce priorities for the year ahead

To maintain our commitment to a safe and inclusive workforce, our social focus for the upcoming financial year will be centered on proactive safety, competence, and employee skill development.

We are dedicated to ensuring our heavy manufacturing environment empowers and protects every employee:

- We will intensify hazard identification and preventive activities to continuously drive our Lost Time Injury Frequency Rate (LTIFR) below **10** and our Severity Rate (LTISR) **below 0,3**
- We are committed to empowering women in heavy manufacturing and are targeting **>15%** female representation in our welding and assembly roles.
- We will utilize detailed skill matrices and individual training plans to ensure transparent career advancement.
- To actively address the shrinking industrial labor pool, we will deepen our strategic partnerships with BUTS and technical schools across the Liepāja and Kurzeme regions.

  By providing youth with targeted training programs and practical manufacturing experience, we are proactively contributing to a highly skilled, local talent pipeline for our specialized welding and assembly roles.

KEY SOCIAL FIGURES

Social aspects	Unit	2025/26	2024/25	2023/24	2022/23
Average full-time equivalents during the year	FTE	489	431	385	400
• Number of male employees	FTE	390	347	313	283
• Number of female employees	FTE	115	109	87	91
• Students with part-time job / internship	FTE	17	12	23	38
• Nationalities (foreign citizenship)	FTE	20	20	-	-
Age distribution among employees (end of year)					
• <30 years	FTE	117	105	83	85
• 30 - 50 years	FTE	258	238	217	205
• >50 years	FTE	132	113	100	84
Average seniority at the year-end	Years	5,9	6,1	6,4	5,6
Gender distribution among Board of Directors	females (%)	25%	25%	25%	25%
Gender distribution among mid-management	females (%)	31%	25%	30%	30%
Gender distribution among welders	females (%)	20%	22%	11%	-
Percentage of employed below living wage benchmark[1]		24%	23%	-	-
Gender Pay gap		14%	18%	21%	21%
Employees covered by health insurance and pension system	%	100%	100%	100%	100%
Average hours of training per employee	Hours	2,63	-	-	-
• Females	Hours	2,26	-	-	-
• Males	Hours	2,76	-	-	-
Number of lost time incidents	Number	9	11	6	5
• If these serious and fatal		0	0	0	0
Lost time injury Frequency Rate (per 1'000'000 hours)		11,22	14,71	8,85	7,31
Lost time injury Severity Rate (per 1'000 hours)		0,24	0,26	0,13	0,22
Employee turnover rate		25%	25%	24%	35%
Employee retention rate		91%	86%	90%	81%
Harrasment and Discrimination grievances filed /(resolved)	Number	7/ (7)	1/(1)	0/(0)	0/(0)
Charities and donation activities	EUR	26 819	15 623	32 209	10 000

[1]Figure Baltic Advisory (2025/2026): For Latvia, this benchmark is calculated based on local cost-of-living baskets. For 2025, the living wage in Riga is €1,638 gross.

GOVERNANCE ASPECTS

Net-Zero through Sustainable Procurement

Achieving our net-zero demands deep collaboration and comprehensive knowledge of our entire supply chain. Because our Scope 3 emissions account for the vast majority of our carbon footprint, our procurement department has implemented new procedures of how we engage with our suppliers.

To ensure absolute transparency, in FY2025/26 we introduced detailed ESG questionnaires and audits to identify compliance gaps and uncover new opportunities for sourcing sustainable, lower-emission materials.

Our active supply chain network maintains an average ESG rating of 3.03 out of 5.00. To ensure continuous compliance, we conducted 63 supplier sustainability assessments this year, including targeted on-site audits for high-risk partners.

Today, 82% of our targeted suppliers have committed to our Supplier Code of Conduct. We use this standard as a baseline to build strategic partnerships that drive real decarbonization, as demonstrated by our low-emission steel sourcing collaboration with Damstahl.

To ensure our internal teams are fully prepared to navigate complicated and ever-changing sustainability demands and regulations, 100% of our procurement staff have completed dedicated training on sustainable procurement practices.

We are completely transparent about our supplier evaluation process, and our detailed sustainable procurement policy can be found publicly on our website's sustainability section. Ultimately, through these collaborative supply chain efforts and proactive material sourcing, we have successfully lowered our total greenhouse gas emissions by 35.7% since our 2021/22 baseline. More comprehensive information regarding this progress can be found in our full GHG Inventory.

Key governmental goals

- **Commitment:** Ensuring ethical operations and a sustainable supply chain.
- **Short-term (2025/26):** Improve supply chain sustainability by requiring 100% of suppliers with an annual spend above €20,000 to sign our Supplier Code of Conduct.

Excellence in Cybersecurity

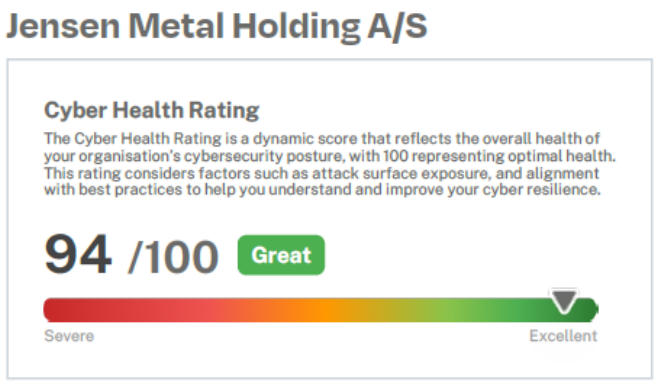
In today's highly digitalized manufacturing landscape, information security is a critical pillar of our corporate governance. We recognize that operational disruptions, data leaks or dedicated cyber attacks could severely impact both our business and our clients. According to our internal risk management and contingency planning, IT and cybersecurity holds a very high risk profile, demanding our operational attention and continuous investment.

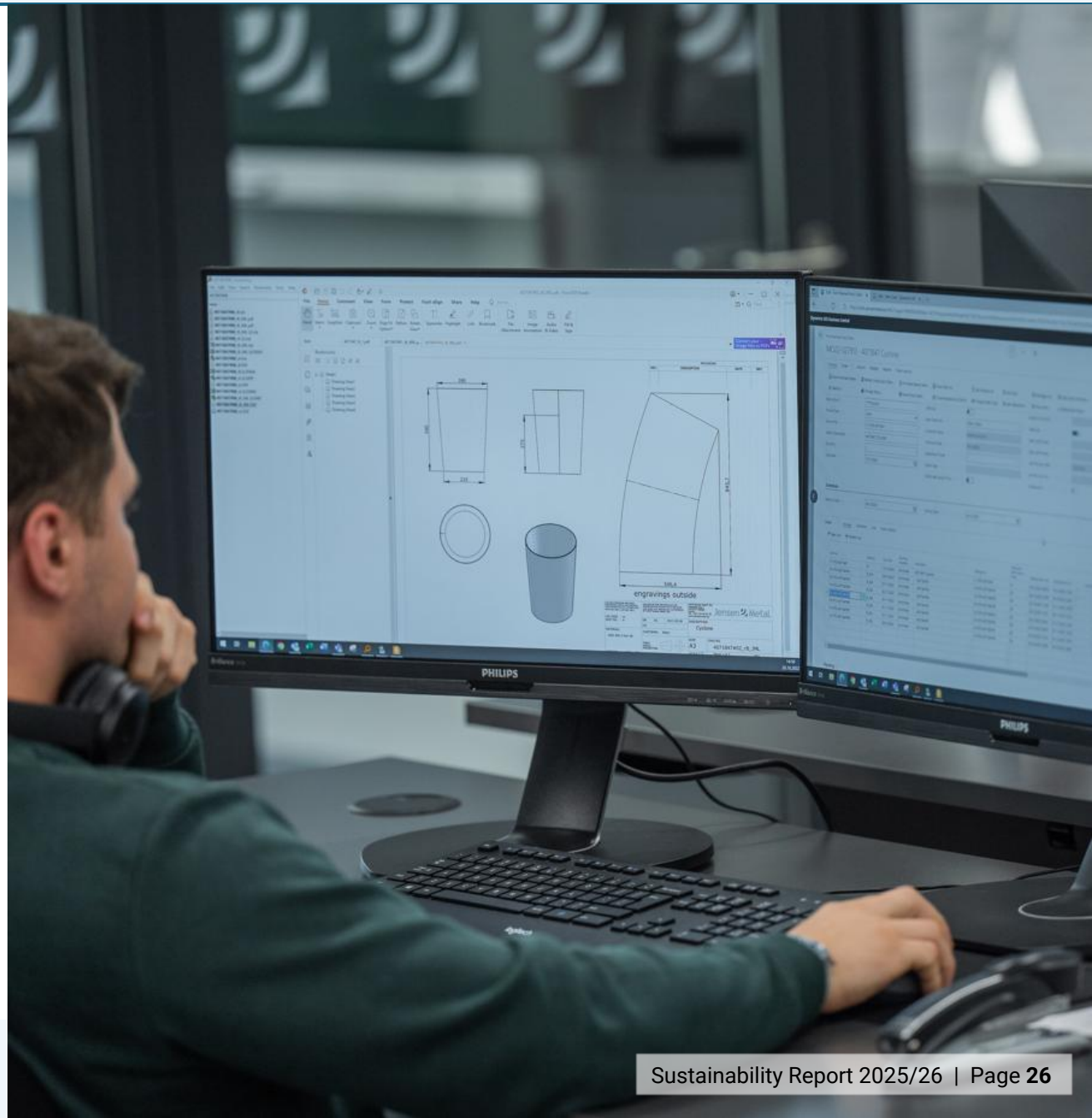
To ensure the absolute integrity, availability, and security of our systems, we recently commissioned an independent cyber risk assessment from a third-party expert. The results showcased our recent efforts showing a Cyber Health Rating of 94 out of 100 points, officially marking our systems as having "excellent" cyber resilience.

However, technical defenses are only as strong as the people operating them. This is why we pair our advanced infrastructure with extensive IT and cybersecurity training across our workforce to prevent human error and insider threats.

By continuously updating our preventive measures and maintaining strict IT security procedures, we maintain a secure profile, reporting zero breaches of information security or confidential data in the 2025/26 financial year.

Ultimately, our proactive investments in cybersecurity safeguards both our own operational continuity and also the trust and proprietary engineering information of our B2B partners.





Our code: Fair, Safe, Transparent

A growing, sustainable business requires a backbone of strong corporate ethics. At Jensen Metal, fair business practices are never considered optional, and we maintain an absolute zero-tolerance policy for corruption, bribery, and discrimination.

To drive this ethical culture forward, we are continuously improving our governance frameworks in strict accordance with our Code of Conduct.

We know that policies are only effective if they are actively understood and lived by our people. That is why we believe in continuous education. This financial year 215 or 47% of our employees completed training on ethics, anti-corruption, and anti-discrimination and we plan to continue this process.

To further guarantee a safe and transparent environment, we also maintain a secure, anonymous whistleblowing system for both our employees and partners as well as our supply chain actors.

This confidential platform empowers our employees, suppliers, and external stakeholders to report any potential misconduct completely free from the fear of retaliation.

The results of these proactive governance measures speak directly to our commitment: we proudly report zero confirmed incidents of corruption and zero whistleblower complaints over the past financial year.

Ultimately, our strict ethical standards prove to our stakeholders that Jensen Metal is a partner they can rely on completely.

Key governmental goals

- **Commitment:** Ensuring ethical operations and a sustainable supply chain.
- **Short-term (2025/26):** Improve supply chain sustainability by requiring 100% of suppliers with an annual spend above €20,000 to sign our Supplier Code of Conduct.

Recognition and external validation

From driving Kurzeme's local economy to ranking among the most sustainable companies worldwide, our 2025/26 milestones prove that responsible business is successful business.

CONTRIBUTION TO BUSINESS DEVELOPMENT

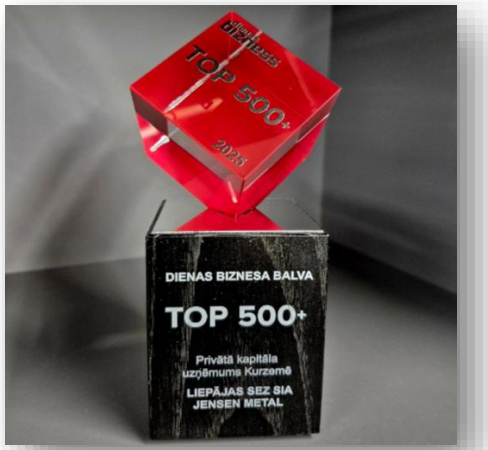
We were proud to receive the highly respected Annual Award from the Employers' Confederation of Latvia (LDDK) in the specific category of **«Contribution to Business Development»**. This award validates our recent actions in driving sustainable industrial growth and modernising our operational capabilities.

Over the past twenty years, LSEZ "Jensen Metal" SIA has established three manufacturing facilities, including our newest plant opened this spring following a €6.2 million construction investment. Today, our team consists of more than 500 professionals from Liepāja and the South Kurzeme region.

REGIONAL INDUSTRIAL LEADERSHIP

Highlighted by the national business publication Dienas Bizness, LSEZ "Jensen Metal" SIA was officially recognised as the **largest private capital company in the Kurzeme region**, underscoring our successful operational expansion and stable local employment.

In recent years, we have strengthened partnerships with technical schools in Liepāja and Kurzeme through various training programs, welcoming 12 students for part-time jobs and internships to provide regional youth with practical experience and build a capable technical talent pipeline.



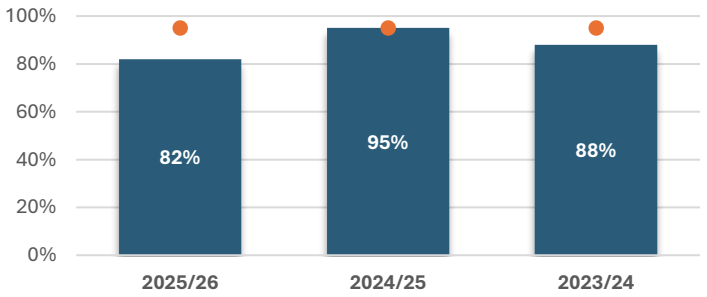
LEADING NATIONAL TAXPAYER

Honoured by the State Revenue Service of Latvia (VID) with the **«Taxpayer of the Year 2025»** award as the largest taxpayer among medium-sized enterprises in the Kurzeme region, LSEZ "Jensen Metal" SIA demonstrates a commitment to financial compliance and transparency.

Adhering to the highest corporate standards, we contributed a total of €11.2 million in taxes during the 2025 calendar year, ensuring our business success directly supports national economic stability and regional growth.

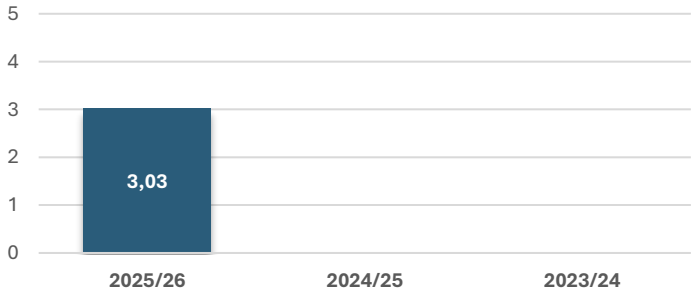
Governance key aspects

JM Code of Conduct signed by suppliers



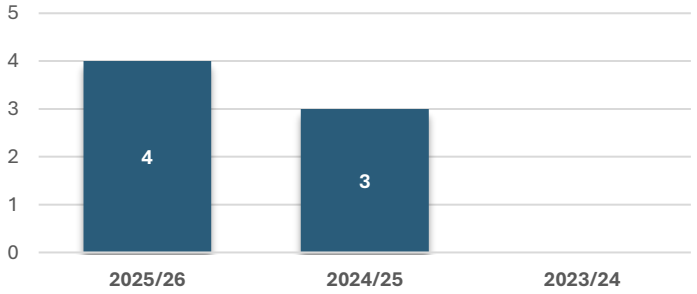
The percentage of our suppliers (annual spend > €20,000) committed to principles of Supplier Code of Conduct.

Average supplier ESG score



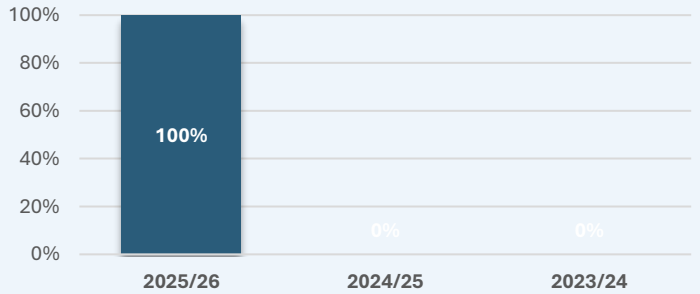
We benchmark supplier ESG performance and have set a target for FY 2026/27 to increase average supplier ESG score of 3.20.

On-site high risk supplier audits



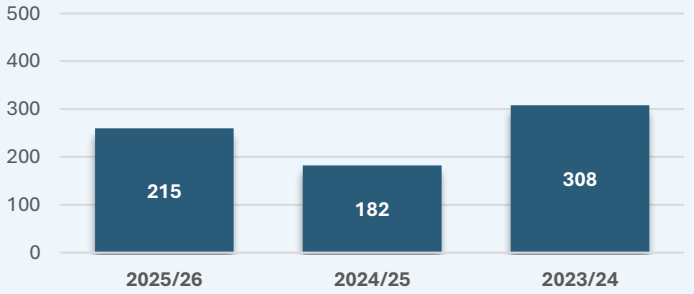
Physical on-site supplier audits conducted in FY 2025/26.

Purchasers trained on sustainable procurement practices



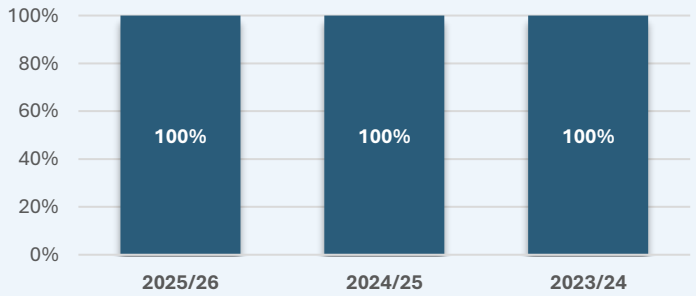
Implemented in FY 2025/26, 100% of our procurement staff have now completed sustainable procurement training.

Employees trained on anti-corruption and anti-bribery policies



Ethics and anti-corruption training e-platform launched in FY 2025/26, planned for full integration within JML training system in FY 2026/27.

Employees trained on IT and cybersecurity



Governmental priorities for the year ahead

To maintain our commitment to responsible business practices and transparent operations, our governance focus for the upcoming financial year will continue to be centered on supply chain due diligence, corporate ethics, and compliance.

- We will maintain a **95% Supplier Code of Conduct signing rate** among all targeted suppliers (annual spend >€20,000).
- We commit to audit **60%** of our active supplier network for **ESG compliance** through detailed questionnaires and targeted on-site visits.
- We will leverage our data-driven approach to actively collaborate with partners, targeting an average **supplier ESG rating of 3.20** out of 5.00.
- We will work to ensure **80% of our workforce completes training** on ethics, anti-corruption, and anti-discrimination.
- By upholding these strict standards, we will proactively work to retain our **EcoVadis Gold Medal**, proving to stakeholders that we are a partner they can rely on.

KEY GOVERNMENTAL FIGURES

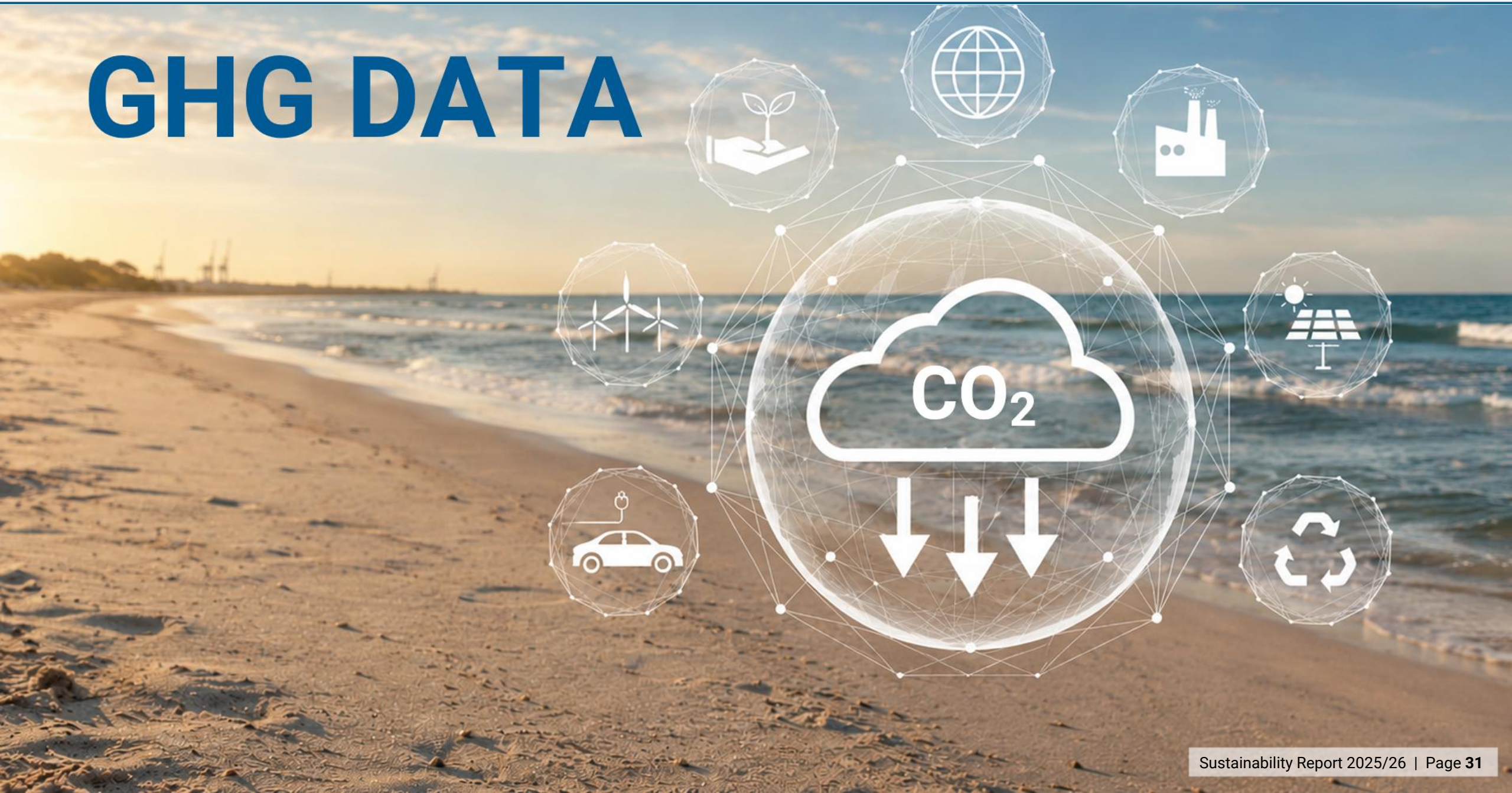
Sustainable procurement

	Unit	2025/26	2024/25	2023/24
JM Code of Conduct signed by suppliers	%	82%	95%	88%
Supplier ESG questionaires filled	%	46,32%	-	-
Average supplier ESG score	Number	3,03	-	-
High risk suppliers covered by sustainability on-site audit	Number	4	3	0
Purchase department employees trained on sustainable procurement practices	%	100%	-	-

Ethics, anti-corruption and IT security

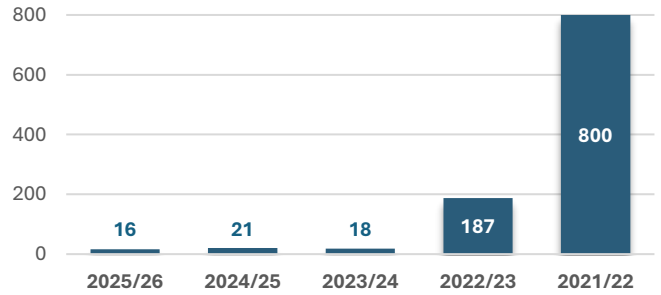
	Unit	2025/26	2024/25	2023/24
Employees trained on anti-corruption and anti-bribery policies.	Number	215	182	308
Employees trained on IT and cybersecurity	%	100%	100%	100%
Submissions received through the whistleblowing system	Number	0	0	0
Confirmed incidents of corruption	Number	0	0	0
Breaches of information security and/or confidential information (e.g., customer privacy)	Number	0	0	0

GHG DATA

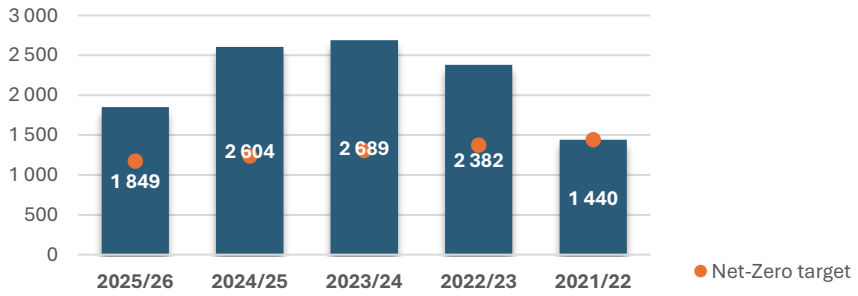


GHG Inventory overview

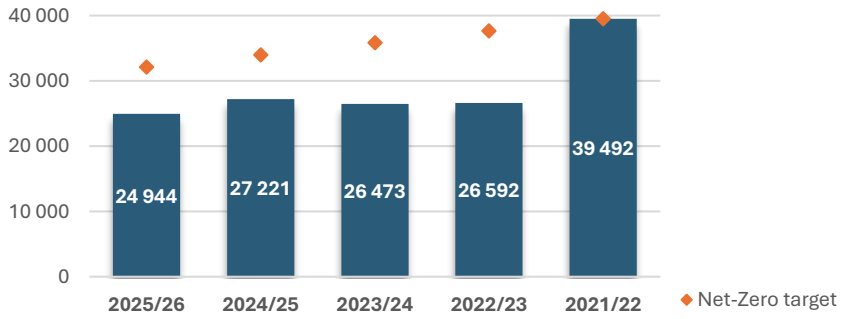
Total Scope 1 emissions (tCO²e)



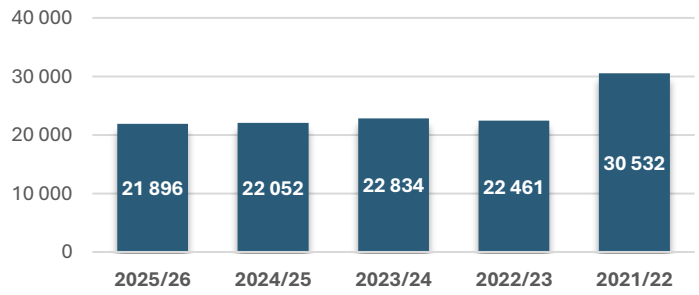
Total Scope 2 emissions (tCO²e)



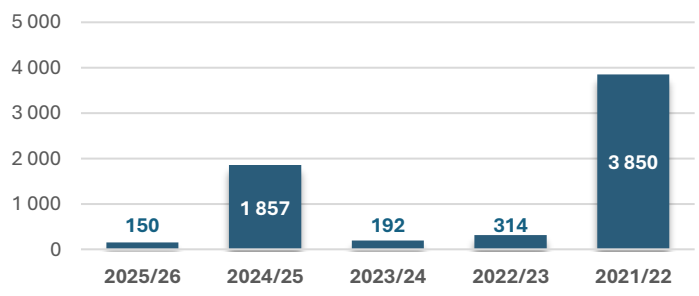
Total Scope 3 emissions (tCO²e)



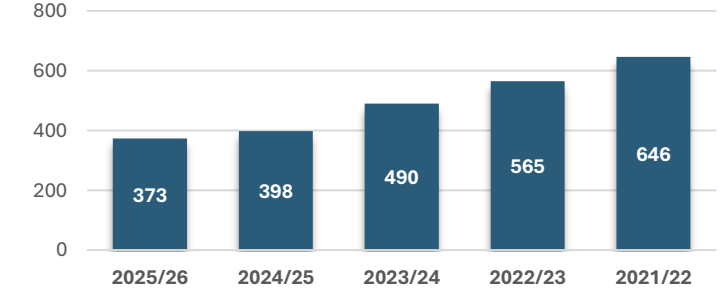
Scope 3 Category1: Purchased goods and services (tCO²e)



Scope 3 Category3: Capital goods (tCO²e)



Scope 3 Category 5: Waste generated in operations (tCO²e)



GHG Inventory

Scope 1 GHG emissions (tCO^2e)

	2025/26	2024/25	2023/24	2022/23	2021/22
Scope 1.1. Stationary combustion (Facilities)	0	0	0	166	773
Scope 1.2. Mobile combustion (Vehicles)	16	20	18	20	27
Scope 1.3. Direct process emission for industrial processes	0	0	0	0	0
Scope 1.4. Fugitive emissions	0	1	0	0	0
Total Scope 1 emissions	**16**	**21**	**18**	**187**	**800**

Scope 2 GHG emissions[1] (tCO^2e)

	2025/26	2024/25	2023/24	2022/23	2021/22
Electricity	1 810	2 574	2 663	2 366	1 422
Central heating	39	29	26	15	19
Total Scope 2 emissions (market-based)	**1 849**	**2 604**	**2 689**	**2 382**	**1 440**

Factors were updated to more accurately reflect AIB's Residual Mix and specific supplier data (SIA "Liepājas Enerģija").

Scope 3 Upstream GHG emissions (tCO^2e)

	2025/26	2024/25	2023/24	2022/23	2021/22
Category 1: Purchased goods and services	21 450	22 019	22 805	22 497	30 491
Category 2: Capital goods	150	1 857	192	314	3 850
Category 3: Fuel- and energy-related activities	291	290	285	275	347
Category 4: Upstream transportation and distribution[2]	1 647	1 609	1 664	1 856	2 909
Category 5: Waste generated in operations	373	398	490	565	646
Category 6: Business travel	10	13	14	12	6
Category 7: Employee commuting	282	266	235	239	234
Category 8: Upstream leased assets	0	0	0	0	0
Total Scope 3 Upstream emissions	**24 203**	**26 452**	**25 685**	**25 757**	**38 483**

Scope 3 Upstream GHG emissions (tCO^2e)

	2025/26	2024/25	2023/24	2022/23	2021/22
Category 9: Downstream transportation and distribution	0	0	0	0	0
Category 10: Processing of sold products[3]	590	612	621	656	792
Category 11: Use of sold products	-	-	-	-	-
Category 12: End-of-life treatment of sold products	151	158	167	179	217
Category 13: Downstream leased assets	-	-	-	-	-
Category 14: Franchises	-	-	-	-	-
Category 15: Investments	-	-	-	-	-
Total Scope 3 Downstream emissions	**741**	**769**	**788**	**835**	**1 009**
Total Scope 3 emissions	**24 944**	**27 221**	**26 473**	**26 592**	**39 492**

Historical GHG data for FY 2021/22 to 2024/25 has been reevaluated this year. We have significantly improved data accuracy by transitioning from secondary industry-average emission factors (e.g., CEDA, EcoInvent) to primary, supplier-specific and hybrid data (e.g., EPD, PCF).

[2] Downstream transport has been reclassified into Upstream transport (Cat 4) to align with GHG Protocol standards for transport paid for by the reporting company.

[3] Processing of sold products is now calculated using customer specific GHG Intensity data rather than generic assumption models.

GHG Accounting Methodology & Assumptions

SCOPE 1 & 2 GHG EMISSIONS CATEGORIES

- **Scope 1 (Direct emissions):** Direct GHG emissions from operations that are owned or controlled by Jensen Metal, including stationary combustion; Natural gas utilized for on-site heating (replaced by central heating in 2022); mobile combustion - gasoline and diesel consumed by company-owned or controlled vehicles. Data is sourced from utility invoices, using DEFRA 2025 emission factors.
- **Scope 2 (Indirect emissions):** Indirect emissions from the generation of purchased energy consumed by the company: Electricity: Purchased grid electricity and district heating.

SCOPE 3 GHG EMISSIONS CATEGORY

- **Category 1: Purchased goods and services.** Emissions from the extraction, production, and transport of raw materials (e.g., carbon and stainless steel, paint, and gases).
- **Category 2: Capital goods.** Upstream emissions from the production of purchased capital goods and infrastructure (consolidated with our sister company "JM Properties").
- **Category 3: Fuel- and energy-related activities.** Upstream "well-to-tank" emissions of purchased fuels and electricity generation not accounted for in Scopes 1 and 2.
- **Category 4: Upstream transportation and distribution.** Emissions from third-party logistics, including inbound delivery of raw materials and outbound shipping of products to customers (Note: Outbound shipping is managed by JML and is therefore consolidated here rather than in Category 9).
- **Category 5: Waste generated in operations.** Emissions from third-party disposal and treatment of operational waste
- **Category 6: Business travel**. Emissions from employee transportation for business activities, including air, rail, and rental cars.
- **Category 7: Employee commuting.** Emissions from employees traveling between their homes and the workplace.
- **Category 8: Upstream leased assets.** Emissions from the operation of leased asset.
- **Category 9: Downstream transportation.** Excluded to avoid double-counting, as 100% of outbound shipping is paid for by JML and accounted for in Category 4
- **Category 10: Processing of sold products.** Indirect emissions occurring downstream when our intermediate steel products are incorporated and assembled by third-party manufacturers.
- **Category 11: Use of sold products.** Reported as zero, as our steel components are "passive" and do not consume energy or emit GHGs during their use-phase.
- **Categories 13, 14, 15 (Downstream leased assets, Franchises, and Investments).** Not material/applicable to JML.

METHODOLOGY UPDATES & BASELINE RESTATEMENT

In accordance with our internal Greenhouse Gas Emissions Recalculation Policy, a recalculation of our baseline (2021/22) and subsequent years is triggered if structural changes, methodology updates, or data errors result in a change of 5% or more for Scope 1, 2, or 3 emissions.

During the 2025/26 reporting cycle, we conducted a comprehensive review of our GHG inventory to elevate our data quality. As a result, emissions across all previous reporting periods have been restated. The primary drivers for these recalculations include:

- Data Quality: For our most material impact area – Purchased Goods & Services we replaced generic secondary industry data (DEFRA, Worldstainless, EcoInvent) with verified, supplier-specific Environmental Product Declarations (EPD's), Product carbon footprint reports (PCF's) and ESG reports from key partners. This provides a much more accurate reflection of our procured steel emissions.
- We expanded our Scope 3 boundaries to include consolidated CAPEX from our sister company LSEZ SIA "JM Properties". We also expanded Category 5 to include hazardous waste boundaries.
- Upstream and downstream transport: We restructured our transport emissions to ensure 100% coverage. Transport services directly purchased by JML to clients were reclassified from Category 9 (Downstream) to Category 4 (Upstream), aligning with the GHG Protocol methodology.
- We updated our Scope 2 calculations to accurately utilize the Association of Issuing Bodies (AIB) Residual Mix for Latvia, correcting previous models based solely on local production intensity, which improved accuracy for location-based and market-based methods.

Methodology

ENVIRONMENTAL DISCLOSURES

- **Energy Consumption -** Includes all purchased electricity and district heating consumed in our operations, measured in Megawatt-hours (MWh). Data is based on meter readings and utility invoices.
- **Renewable electricity** - includes on-site generated solar power.
- **Water Consumption** - The total volume of water withdrawn from municipal water supplies for both production and employee use, expressed in cubic meters (m^3).
- **Waste Generation** - All facility waste is tracked in metric tons across hazardous, non-hazardous, and recycled/reused categories. Data primarily relies on waste operator reports (household waste volume is assumed to be 1 m^3 = 200 kg).

SOCIAL DISCLOSURES

- **Total Employees (FTE) -** Reflects the total number of individuals at the end of the reporting period (April 30), regardless of whether they work full-time or part-time.
- **Total Employees -** Reflects the absolute number of physical individuals employed at the end of the reporting period (April 30), regardless of whether they work full-time or part-time.
- **Lost Time Injury** - The recorded number of work-related incidents resulting in an injury or consequent ill health that requires an employee to be absent from work for at least one full day following the day of the incident
- **Lost Time Injury Frequency Rate (LTIFR)** - Number of accidents with lost time *1,000,000 / Total worked hours.
- **Lost Time Injury Severity Rate (LTISR)** - Number of lost days due to an occupational accident * 1'000 / Total worked hours
- **Employee Turnover Rate -** Calculated as the total number of employees who left the company (both voluntary and involuntary) during the reporting period, divided by the average number of employees during the year, expressed as a percentage.
- **Employee Retention Rate** - Represents the percentage of employees who remained with the company throughout the reporting period.
- **Average Seniority** - The average number of years current employees have been employed by the company, calculated at the end of the reporting period.
- **Gender Distribution -** Evaluates the gender distribution across the organization (and specific departments, such as welding or management) by calculating the percentage of individuals identifying as female or male relative to the total headcount of that group at the end of the reporting period. Top management and Board of Directors diversity is calculated based on the members serving at the end of the financial year.
- **Living Wage benchmark** - The percentage of direct employees whose total compensation falls below the local living wage benchmark (e.g. €1,657 gross for Riga in 2025, established by Figure Baltic Advisory.
- **Gender Pay Gap -** The difference between male and female average gross earnings, expressed as a percentage of men's earnings. This is calculated collectively across all roles for employees who have completed a three-month probation period.
- **Harassment and Discrimination grievances** - The total number of formal complaints regarding harassment, discrimination or other personal complaints raised by employees or other individuals via standard internal channels (e.g., direct submissions, e-mail or other channels), explicitly excluding cases classified and processed as whistleblower messages.
- **Average Hours of Training per Employee -** The total documented formal training hours (excluding on-the-job training) divided by the average number of employees (FTE) during the reporting period.
- **Whistleblower Reports -** The total number of cases reported through the company's official internal and external whistleblowing channels during the reporting year.

GOVERNMENTAL DISCLOSURES

- **Code of Conduct signed by suppliers -** The percentage of targeted suppliers (suppliers with an annual spend exceeding €20,000) that have formally signed and committed to the LSEZ "Jensen Metal" SIA Supplier Code of Conduct.
- **Suppliers completing JML ESG Assessment** - High-risk suppliers above spend threshold (€20,000), who are required to complete our ESG questionnaire to evaluate their practices.
- **Supplier On-Site audits -** Physical inspections at supplier facilities to verify sustainability and other compliance. These may be proactive, performed during onboarding, or act as follow-ups to the ESG questionnaire.
- **Breaches of Information and Cyber Security** - The total number of confirmed incidents involving unauthorized network access, data leaks, or substantiated violations of JML internal IT security policy.

ESRS/ GRI index

This index provides a roadmap of Jensen Metal's sustainability disclosures, mapped against the European Sustainability Reporting Standards (ESRS) and the Global Reporting Initiative (GRI). In accordance with ESRS 2 BP-2, we have specified our reporting status for each disclosure requirement, ensuring a transparent disclosures.

ESRS Standard	Material Topic	GRI Standard	Page
ESRS 2 BP-1,BP-2	Basis for preparation	GRI 2: General Disclosures	3, 8
ESRS 2 SBM-1, SBM-3	Strategy & business model	GRI 2: General Disclosures	3, 5-6, 11-12
ESRS 2 SBM-3, IRO-2	Material IROs and strategy	GRI 3 Material Topics	11-12
ESRS E1	Climate change	GRI 302: Energy; GRI 305: Emissions	14-17, 32-33
ESRS E1-1	Transition plan for climate change & mitigation	GRI 305: Emissions	15 - 17, 33
ESRS E1-4	Targets related to Climate change mitigation	GRI 305: Emissions	7, 16, 32
ESRS E1-6	GHG emissions (Scopes 1, 2, 3)	GRI 305: Emissions	6, 32-33
ESRS E2	Pollution	GRI 305: Emissions	17
ESRS E5	Resource use and circular economy	GRI 301: Materials; GRI 306: Waste	14-16
ESRS E5-4	Resource inflows	GRI 301: Materials	14-16
ESRS E5-5	Resource outflows	GRI 306: Waste	14-16
ESRS S1	Own workforce	GRI 403: H&S; GRI 405: Diversity	19-23
ESRS S1-1	Policies related to own workforce	GRI 401: Employment	19-21, 23
ESRS S2	Workers in the value chain	GRI 414: Supplier Social Assessment	25, 27
ESRS S3	Affected communities	GRI 413: Local Communities	21, 23
ESRS G1	Business conduct	GRI 205: Anti-corruption	25-28

Thank you!

As we close our 2025/26 Corporate Sustainability Report, we want to extend our deepest gratitude to our dedicated employees, strategic suppliers, and valued customers. Achieving our goals from driving down our carbon footprint, building a responsible and sustainable supply chain, as well as promoting a safe, inclusive workplace can only be realized through mutual trust and dedicated teamwork.

At LSEZ “Jensen Metal” SIA, we firmly believe that there is no conflict between doing good and doing business.

Our journey towards true operational excellence, net-zero emissions, and a secure working environment is continuous, and we are proud to have you alongside us as we build a more sustainable future for our industry.

Visit us at Liepāja

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