

JSC SAKRET HOLDINGS GROUP SUSTAINABILITY REPORT 2025



Information About the Company and the Report

JSC SAKRET HOLDINGS

Registration number 40103251030
Legal address “Ritvari”, Rumbula, Stopiņi Parish,
Ropaži District, Latvia, LV-2121



JSC SAKRET HOLDINGS and its subsidiaries are hereinafter referred to as SAKRET, unless otherwise specified.

Companies included in the holding

SIA SAKRET (100%)
Reg. No. 40003622109,
“Ritvari”, Rumbula, Stopiņi Parish, Ropaži District,
Latvia, LV-2121

SIA SAKRET PLUS (90%)
Reg. No. 40003749392,
“Ritvari”, Rumbula, Stopiņi Parish, Ropaži District,
Latvia, LV-2121

UAB SAKRET LT (100%)
Reg. No. 300598522,
Biochemikų g. 2, LT-57234, Kėdainiai, Lithuania

OÜ SAKRET (100%)
Reg. No. 11196147,
Mäo küla, Paide vald, 72751 Järvamaa, Estonia

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Sustainability report available electronically:
on the website www.sakret.lv

Reporting period: January 1, 2025 - December 31, 2025

About the Report

JSC SAKRET HOLDINGS sustainability report reflects the company's activities in the Baltics.

The report has been prepared based on Nasdaq ESG guidelines and in accordance with the United Nations (UN) Sustainable Development Goals (SDGs) framework.

SDG data were analyzed by internal stakeholder groups, including the Executive Board and the Supervisory Board. The analysis covered all current activities of the company - production and marketing of dry and ready-to-use building materials.

Unless otherwise stated, all information included in the report refers to the year 2025.



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Message from Management

For every responsible and sustainability-oriented company, it is essential to evaluate its performance not only in financial terms, but also in the context of environmental, social responsibility, and good corporate governance. This approach provides a much broader view of the company's development, values, and long-term growth potential.

The preparation and publication of AS SAKRET HOLDINGS' annual ESG (Environmental, Social and Governance) report for 2025 is part of our consistent approach to ensuring transparency, accountability, and sustainable development. It is not only a priority for this year, but also a long-term direction for the company's stable and competitive growth in the future.

The past year, 2025, has been a period of stable and purposeful growth for the company, during which SAKRET continued to strengthen its market position while maintaining a focus on efficiency, sustainability, and organizational development. Throughout the year, we continued the initiatives launched in previous years and systematically improved processes that strengthen the company's long-term competitiveness.

Despite ongoing market uncertainty, geopolitical challenges, and cost fluctuations, SAKRET achieved its planned financial targets in 2025 and maintained stable operational performance. Efforts to improve operational efficiency continued through the optimization of production and administrative processes, as well as the development of automation solutions. This allowed the company to reduce resource consumption, improve responsiveness to customer

needs, and ensure high service quality.

In 2025, we continued to purposefully develop sustainability initiatives and consolidate the benefits of previously implemented projects. The solar power plant at SIA SAKRET's Rumbula production facility provided renewable energy for a full year of operation, reducing dependence on external energy resources and lowering CO₂ emissions during the production process. At the same time, further opportunities for improving energy efficiency and optimizing resource use in other company divisions were also evaluated.

Digital transformation remained one of the key areas of development. In 2025, SAKRET continued to refine its data analytics tools, develop production planning and control systems, and integrate digital solutions into its daily processes. The digitization of processes enabled more precise resource planning, more effective demand forecasting, and data-driven decision-making, while reducing the amount of manual work and the risk of errors.

Cooperation with scientific and academic institutions also played a significant role in 2025. We continued our collaboration with universities in the Baltic states in the areas of research, innovation, and new product development. This cooperation contributes to the company's competitiveness and helps attract new and promising specialists from the academic environment.

Our employees remain our company's greatest asset. In 2025, we continued to invest in employees' professional development, the improvement of the working environment, and the promotion

of well-being. Training sessions were organized, internal collaboration processes were developed, and team culture was strengthened to promote engagement, mutual trust, and a shared understanding of the company's goals.

We are grateful to every SAKRET employee for their professionalism, strong sense of responsibility, and contribution to the company's development. It is through teamwork, determination, and the ability to adapt to change that we achieve results we can be proud of. In 2026, we will continue to move forward with a clear focus on competitiveness, sustainability, technological development, and strengthening our human resources.

*Vice Chairman of the Supervisory Board **Andris Vanags***

*Chairman of the Management Board **Juris Grīnvalds***

ABOUT THE COMPANY

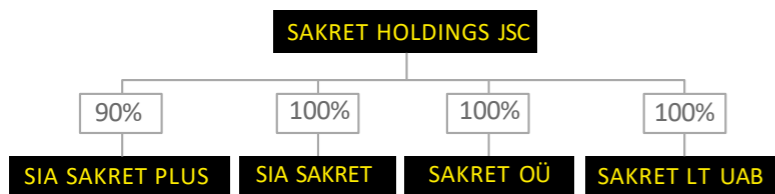


About Us

The core business of JSC SAKRET HOLDINGS and its subsidiaries (hereinafter SAKRET) is the production and sale of dry and ready-to-use building materials. SAKRET is one of the leading construction materials manufacturers in the Baltic states. SAKRET offers a wide range of construction materials for various areas of the construction process, including cement-based dry building mixtures such as thermal insulation adhesives, concrete, masonry mortars and repair compounds, plaster mortars, tile adhesives, decorative plasters, as well as other types of products. SAKRET also offers ready-to-use building materials — decorative plasters, primers, construction chemicals, paints, and other related products. The Group provides services and convenient packaging solutions that facilitate product application, including the rental of mobile silos, mixers, and plastering machines.

SAKRET has 4 production plants – in Latvia, Lithuania and Estonia.

SAKRET structure



2025 Figures and Facts, JSC SAKRET HOLDINGS Consolidated



100 %
owned by citizens of
Latvia

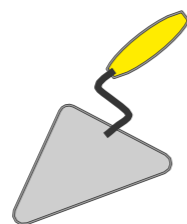
Turnover
€ 28.0
million

2025 EBITDA
€ 3.2
million



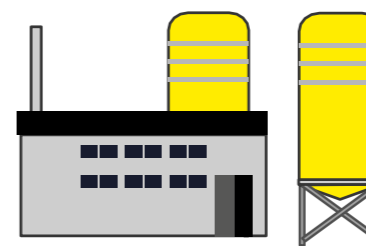
2 %

In 2025, SAKRET paid 5.666 million euro in taxes, which is a 2% increase compared to 2024.



>100
SAKRET products*

* SAKRET produces more than 100 products and takes pride in the projects where SAKRET materials have been used. More information is available on the SAKRET website www.sakret.lv, www.sakret.ee, www.sakret.lt



In 2025, SAKRET's Baltic plants realized

165 506 t building materials, which are...



2758

train wagons



or **6896**

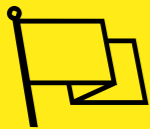
trucks

Core Values



INNOVATION

Our three core values are the base of the company's identity: how we treat each other, how, based on experience and knowledge, we provide value to our interested parties and implement an innovative approach, achieving constant development.



LEADERSHIP



COLLABORATION



VISION

By providing the widest range of construction materials, to ensure accurate delivery, execution and consistent quality – to strengthen our position as the leading and most modern producer of building materials and supplier in the Baltic Sea region.



MISSION

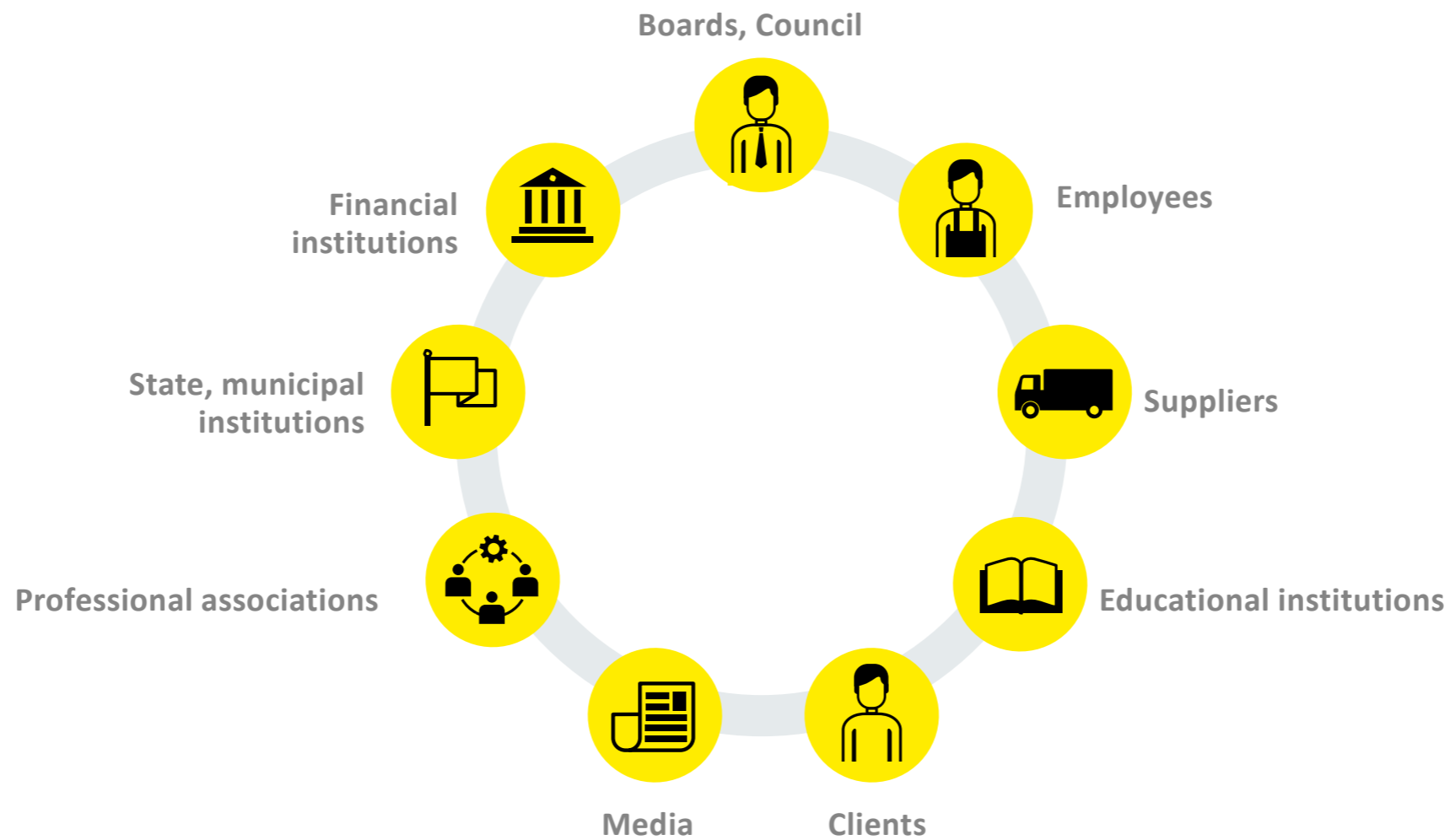
SAKRET's mission is to provide the market with high-quality, wide range and application of competitive building materials, offering not only building mixes, but also complex systems with special and additional products – to provide a full range of products for interior and exterior decoration of objects. Promote public demand for high-quality products that meet EU standards.



GOAL

To maintain consistently high quality of SAKRET products and their "added value," ensuring sustainable and profitable development.

SAKRET Stakeholders



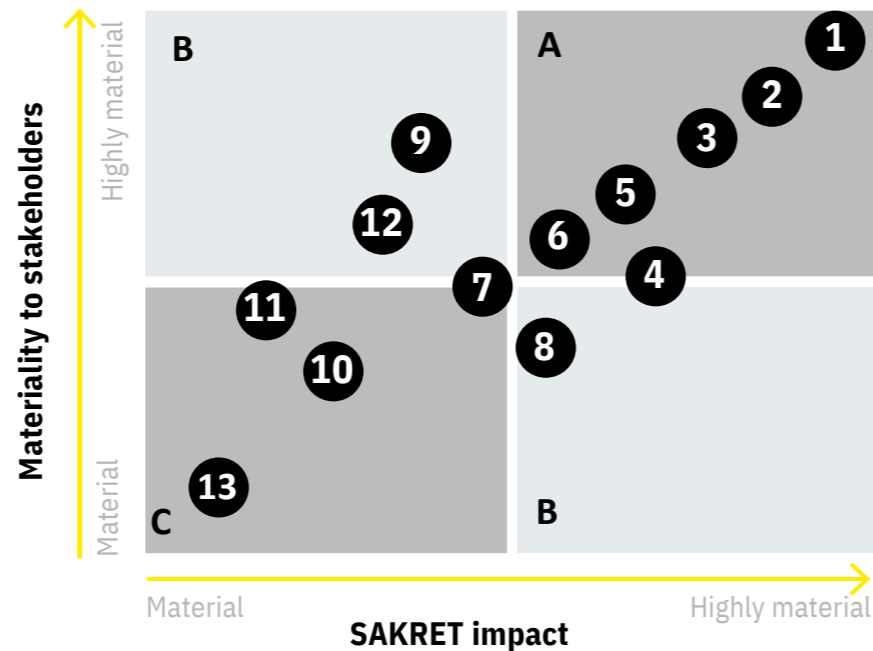
Material Sustainability Aspects

In 2022, SAKRET’s management group carried out an assessment of material sustainability aspects. A total of 42 potentially material sustainability aspects were evaluated, from which the 13 most material were selected.

To develop the materiality matrix, the UN Sustainable Development Goals were analyzed, stakeholder interviews were conducted, and an online survey was carried out.

The content of the ESG report has been developed in accordance with the sustainability aspects identified as material by SAKRET’s stakeholders.

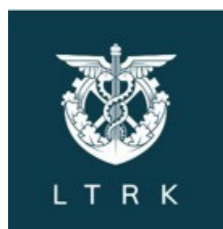
MATERIALITY MATRIX



1. Product development and quality
2. Professional customer service, customer satisfaction
3. Resource usage efficiency
4. Development and innovation
5. Sustainable supply chain, logistics network
6. Marketing
7. Attracting and retaining of talented employees that are appropriate for the company’s internal culture
8. Development of working environment, personnel and their competencies
9. Health and safety
10. Cyber security
11. Information circulation in the company
12. Use of environmentally friendly technologies
13. Support for the local community

- A. SAKRET’s primary impact areas – aspects that ensure the continuity of SAKRET’s operations.
- B. SAKRET’s material aspects where positive impact must be enhanced.
- C. Aspects with high potential for SAKRET’s future positive impact.

Membership in Associations, Unions, and Societies



Latvian Chamber of
Commerce and Industry



Latvian Concrete Association



Building Materials Producers
Association



Estonian Building Materials Producers
Association



Lithuanian Association
of Builders



ESTONIAN
CHAMBER OF COMMERCE
AND INDUSTRY

Estonian Chamber of
Commerce and Industry



Kaunas, Vilnius, Panevezys
Chamber of Commerce and
Industry



The Association of Latvian
Chemical and Pharmaceutical
Industry

UN Sustainable Development Goals

SAKRET's task is to promote and ensure the achievement of strategic goals by implementing a responsible approach to environmental, social responsibility, good governance and economic matters.

Analyzing the UN Sustainable Development Goals, SAKRET's business model focuses on five of the seventeen sustainable development challenges.

DECENT WORK AND ECONOMIC GROWTH

Promotion of the creation of decent quality jobs, entrepreneurship, creativity, and innovation. Promotion of workers' rights and a safe working environment for all employees.

RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

QUALITY EDUCATION

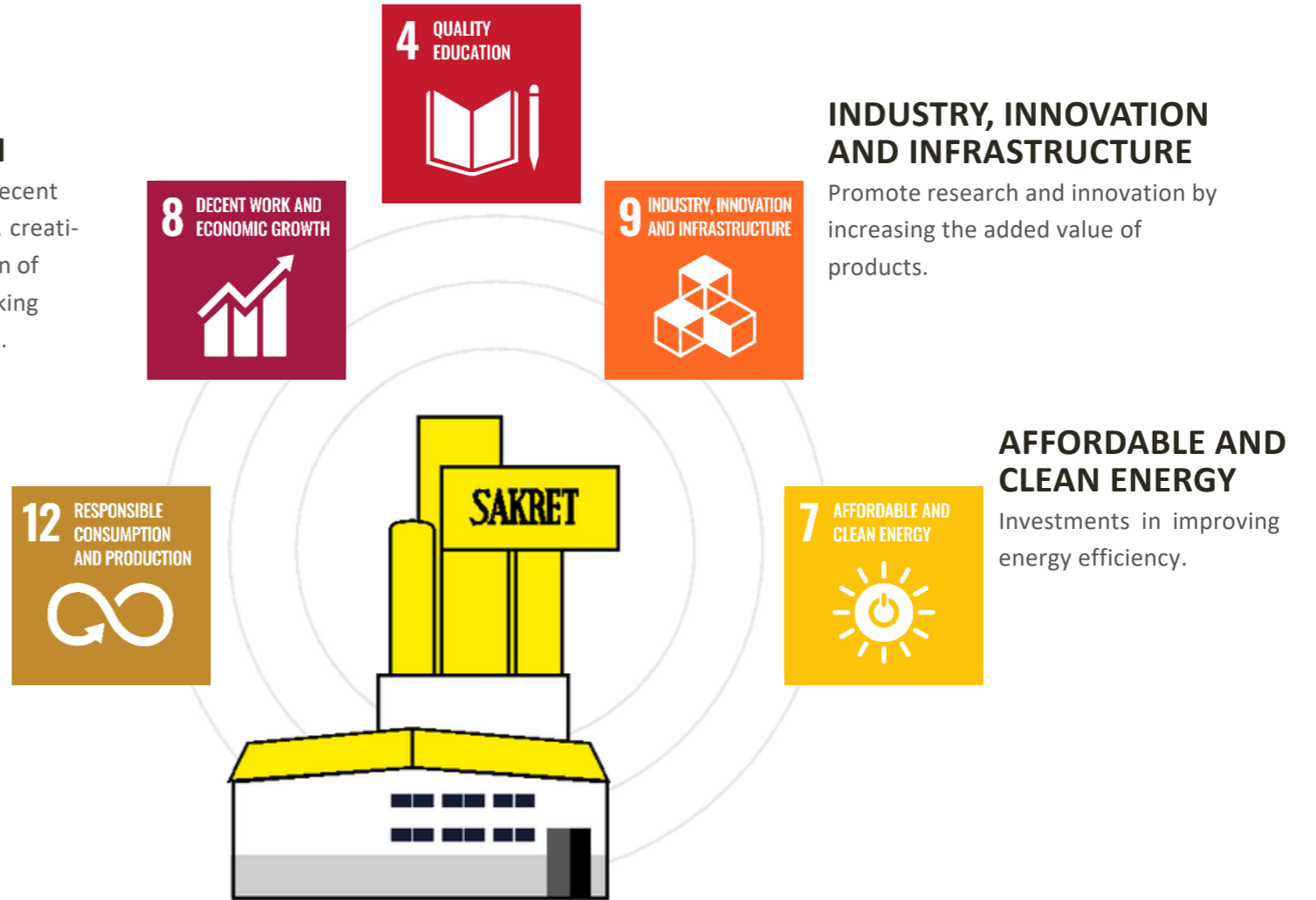
Lifelong learning opportunities for employees, as well as cooperation with vocational and higher education institutions.

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Promote research and innovation by increasing the added value of products.

AFFORDABLE AND CLEAN ENERGY

Investments in improving energy efficiency.



GOVERNANCE



SAKRET Governance and Structure

SAKRET governance is carried out by the Supervisory Board and the Executive Board, based on external regulatory acts, the company's articles of association, shareholders' meeting decisions, medium-term operational strategy, goals, and budget.

Members of the Supervisory Board and the Executive Board are appointed based on criteria of professionalism and competence. The experience, education, qualifications, and reputation of the Board members ensure the professional fulfilment of duties in the interests of SAKRET.

SAKRET supports fair business practices founded on ethical principles and applies a zero-tolerance policy towards corruption and other illegal activities. SAKRET's professional standards apply to all company employees.

Relationships with partners are based on responsiveness, integrity, and trust.

SAKRET has developed a personal data processing and protection

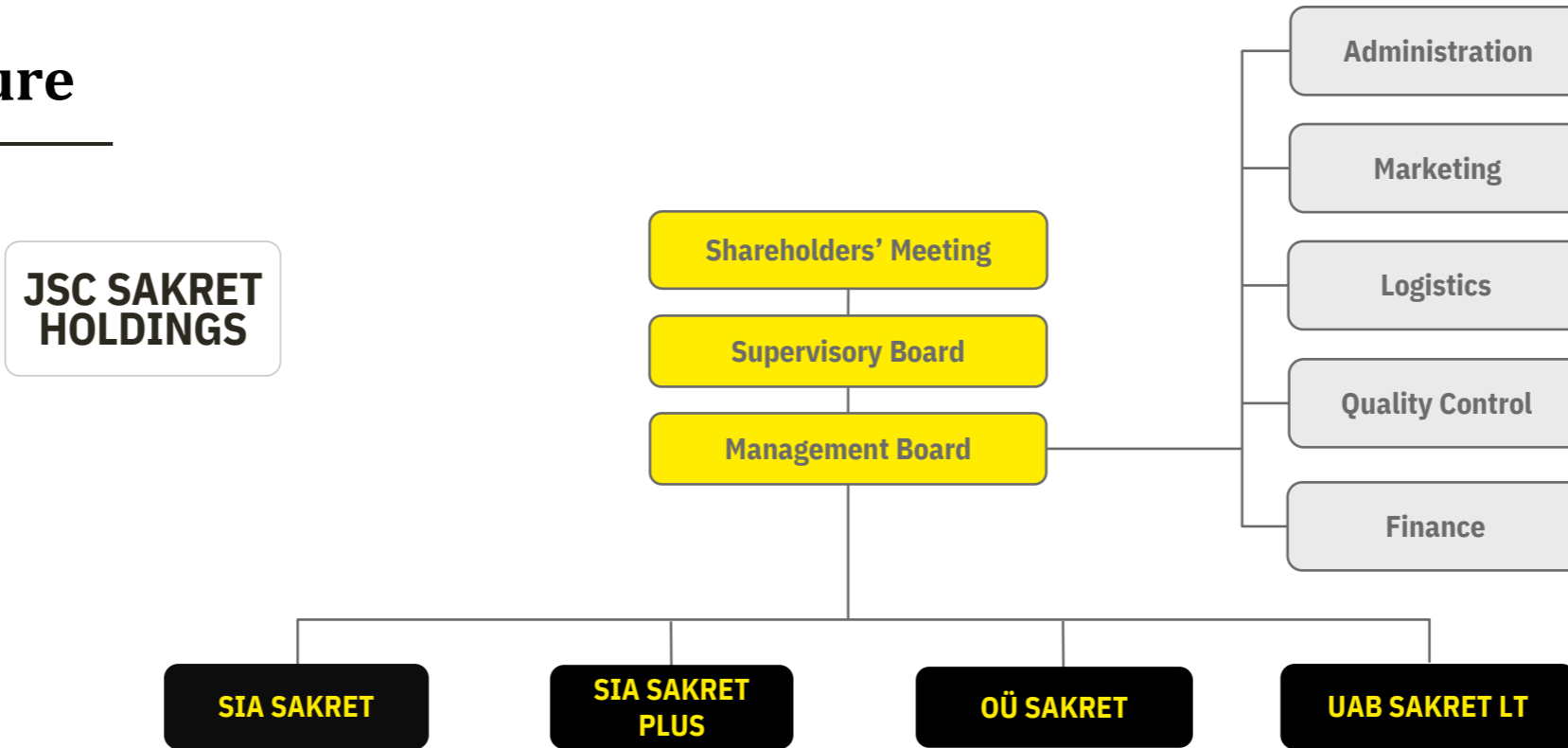
system and appointed a responsible employee who informs and advises on personal data matters and monitors compliance with the General Data Protection Regulation (GDPR).

To ensure compliance with the EU Whistleblower Directive, promote lawful, conscientious, open, and transparent company operations, and safeguard employees' rights to freely express their opinions, SAKRET has established a whistleblowing mechanism. No whistleblower reports were received in 2025.

SAKRET has implemented a Code of Ethics that establishes the main principles and standards of conduct to be followed by all company employees regarding work, interpersonal communication, and cooperation with clients, partners, government institutions, and other organizations. The Code of Ethics also includes fundamental principles on environmental protection and the use of natural resources, as well as information about the obligation to report dishonest and unethical behaviour. No reports of Code of Ethics violations were received in 2025.

SAKRET devotes significant attention to compliance with international and national sanctions and implements a clear and thorough "Know Your Customer" policy. The purpose of the "Know Your Customer" principle is to ensure a safe and transparent environment and to prevent potential risks of money laundering and terrorist financing. To achieve this, SAKRET has developed and implemented an internal control system that defines the fundamental principles for customer and partner due diligence and verification, which SAKRET employees must follow while performing their duties. This ensures the achievement of SAKRET's goals and effective, sustainable, and regulatory-compliant operations. SAKRET provides regular training for responsible personnel.

SAKRET Structure



	Sales	Administration	Logistics and warehouse	Quality Control	Accounting	Production
SIA SAKRET	X	X	X	X	X	X
SIA SAKRET PLUS	X		X	X		X
OÜ SAKRET	X	X	X	X	X	X
UAB SAKRET LT	X	X	X	X	X	X

Supervisory Board of JSC SAKRET HOLDINGS



SAKRET's senior management holds technical education in the fields of chemistry, engineering, and mechanics, complemented by education in their respective areas of responsibility. Combined with extensive industry experience, this enables senior management to proactively respond to significant changes affecting the business.

Māris Ķelpis, Andris Vanags and Juris Grīnvalds have been the core of the company since its founding. The management meets regularly to discuss long-term strategy, evaluate performance, market developments, and decide on necessary improvements. The management team is based in Riga and, together with regional managers (in Lithuania and Estonia), is directly responsible for SAKRET operations in Estonia and Lithuania

Māris Ķelpis is the Chairman of the Board and Founder of SAKRET. Since its establishment, he has held the controlling stake of SAKRET shares.

"The team is the best investment! Over the years, SAKRET has built a strong team that moves towards a common goal!"

Māris Ķelpis
SAKRET Chairman of the Supervisory Board



Andris Vanags

Deputy Chairman of the Supervisory Board

Andris has worked in building material companies producing cement, concrete, and other products. He holds a PhD in Management Science from the Turība University of Business Administration, as well as a Master's and Bachelor's degree in Engineering from the Faculty of Chemical Technology at Riga Technical University. Andris is a Member of the Supervisory Board of SJSC "Latvian State Roads Maintenance" and the Chairman of the Council at RTU.



Sanija Reiziņa

Member of the Supervisory Board

Sanija joined SAKRET in 2021, starting her career as a lawyer. Since 2024, she has been a Member of the Supervisory Board of JSC SAKRET HOLDINGS. She has over 15 years of experience working as a lawyer in both the private and public sectors. Sanija holds a Master's degree in Social Sciences in Law and a professional higher education degree in Law (lawyer qualification).

SAKRET Board



Juris Grīvalds

Chairman of the Board

Juris had worked at the Danish paint company SKALFLEX from 1996 to 2003. He joined SAKRET at the beginning of 2003 as Sales Director. Juris coordinates SAKRET sales in the Baltics and Scandinavian countries. Juris graduated from the Faculty of Civil Engineering at the Latvia University of Agriculture. He is currently also the chairman of the Board of the Association of Building Materials Manufacturers.



Laura Miķelsone

Member of the Board

Laura has been working at SAKRET since 2007, when she started as Chief Economist. In 2020, she became the Chief Financial Director and the member of the Board of JSC SAKRET HOLDINGS group of companies. Laura holds a professional bachelor's degree in economics from the Banking School.

Marketing

SAKRET recognizes the importance of brand image and customer relationships in the company's development and future growth, therefore paying great attention to marketing activities.

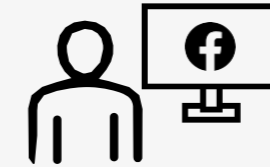
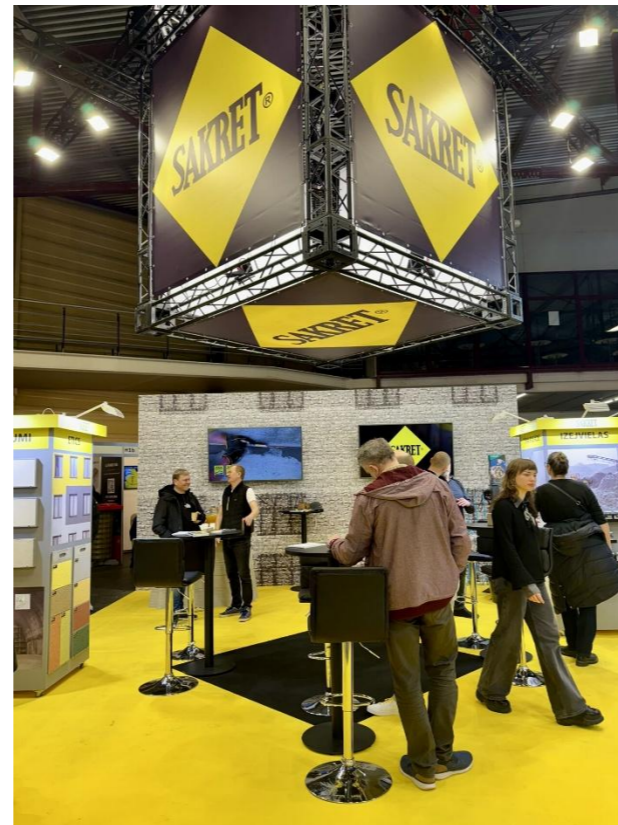
Digital marketing is especially important for reaching the target audience, so SAKRET's marketing department actively explores various applications and new opportunities.

SAKRET uses the following social media channels:

- Facebook
- Instagram
- Youtube
- LinkedIn
- TikTok

Categories by which posts are created on SAKRET social media:

- Product applications and their features
- Engagement news
- Reference project news
- Local news (about the company, updates, etc.)
- Master recommendations
- Greetings

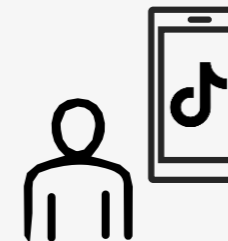


207 734 –

the highest number of people reached by a *Facebook* post in 2025, which is **340% more views** than in the previous year.



SAKRET collaborated on the social media platform *Instagram* with the home renovation project *@lauku_dzives_garsa*. The most popular post reached **more than 86 thousand views**.



In 2025, SAKRET was active on the popular platform *TikTok*. Over the course of the year, **more than 114 thousand views** were reached in total.

Marketing



~ 161 thousand –
total number of **views of videos published** on *YouTube* in the Baltics



~ 4.6 million –
reached audience size on *Facebook* in the Baltics



292 300 –
reached audience size on *Instagram* in the Baltics



20 000 views – the number of times SAKRET's **most popular TikTok video** about the dry construction mix packaging process was watched.

The main marketing goals set are strengthening the brand and loyalty in B2B, as well as promoting recognition in B2C.

SAKRET organizes and provides:

1. Educational seminars - opportunities to meet with clients, introduce the current product range, and answer clients' questions about the use of SAKRET products in the construction process.
2. Product promotion campaigns - marketing activities in traditional and new media.
3. Brand activities in retail - store shelf design, highlighting unique product advantages.
4. Support for various events that enhance the company's recognition.



The goal for 2025 was to establish modern communication, achieving an annual increase in social media followers of 10% on *Facebook* and 20% on *Instagram* compared to the previous year. On *Facebook*, the total number of followers across all Baltic countries increased by 4.8% - from 16 582 followers at the beginning of the year to 17 378 at the end of the year. Meanwhile, on *Instagram*, the number of followers increased by 97.48%, significantly exceeding the set target - from 1 152 followers to 2 275.

Goal:

By 2027, achieve an annual increase in social media followers of 50% on *Instagram*, 15% on *LinkedIn*, 50% on *TikTok*, and 7% on *YouTube*, while increasing follower engagement on *Facebook* by 10%.

Recognitions and Awards

SAKRET considers occupational safety one of its priorities and, on the International Day for Safety and Health at Work, joined the association *Misija Nulle*, whose aim is to promote a work environment where accidents are the exception rather than the norm, and safety is an integral part of company and societal values. It is an initiative that encourages companies not only to comply with occupational safety regulations but also to purposefully develop a safety culture in which each employee's responsibility and involvement are essential.

For the second year in a row, SAKRET has received a recognition from the State Revenue Service for responsible and transparent business practices.

SAKRET has also received a diploma from Lindström for the most open communication in the Riga region, confirming the company's approach to open, respectful, and cooperation-driven communication with both employees and partners.



Support

SAKRET participates in charitable activities and supports community initiatives at both local and global levels. The company actively works to create positive change by providing support and making a meaningful impact on the surrounding environment.

In 2025, SAKRET took part in the Dr.Klauns charity campaign #smaidradasmaidu to support children in hospitals across Latvia.

Riga Technical University organized the Concrete Competition, aimed at developing the most environmentally friendly mix capable of withstanding loads of up to 50MPa. SAKRET supported the competition by providing sand and gravel.

The company also participated in the event “Construction Industry Grand Award 2025”, where SAKRET had the honor of presenting a special award in the “Student of the Year 2025” category, thereby supporting young talents in the industry.

In 2025, SAKRET also took part in the competition “APDARNIEKS 2025”, organized by Riga Building College, providing construction materials and motivational prizes for the event.



Sustainable Logistics Network

SAKRET's factories in the Baltics are located in the central regions of each country, ensuring optimal delivery distances. The strategic placement of the factories is designed to reduce CO₂ emissions generated during logistics operations and to maintain economic sustainability of the products — deliveries are primarily made within a 250 km radius of each factory. During the peak season, SAKRET operates up to 20 freight trucks per day in each Baltic country, transporting up to 500 tons of products in total. These shipments occur between SAKRET factories and cooperation partners. Given the specific nature of the products, there is often remaining space in the trucks, which is suitable for delivering partner goods alongside SAKRET materials.

To ensure the company receives the best prices available in the market, the market situation is regularly monitored.

In 2022, a Procurement Policy was developed, establishing a unified procedure for organizing goods and services procurement for all SAKRET factories.



Digitalization

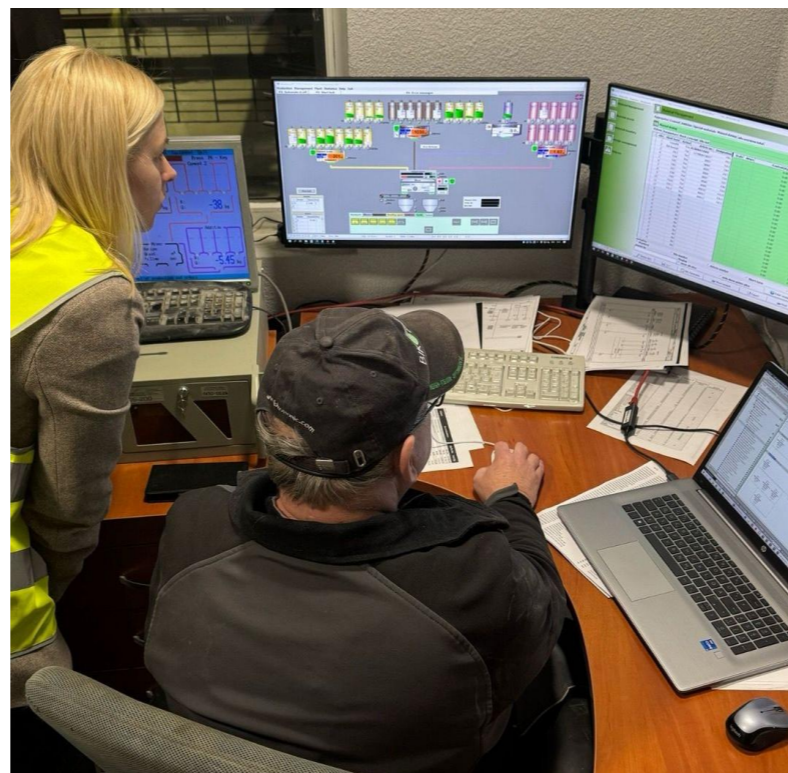
In today's business environment, digitalization has become one of the key drivers of development. The effective implementation of digital solutions improves business processes, promotes sustainable growth, and ensures the efficient use of resources. By investing in digitalization, SAKRET improves production efficiency, enhances customer service, optimizes data management, and strengthens SAKRET's competitiveness.

More than ten years ago, SAKRET implemented an ERP (Enterprise Resource Planning) system. SAKRET continuously improves the system by adapting it to its daily operations and enhancing it with modern digital capabilities. The ERP system is an integrated platform that ensures the interconnection of the company's core functions. It helps to plan, manage, and coordinate resources more effectively, ensuring transparent data flow and faster decision-making. A fully integrated ERP system allows for cost optimization, accelerated decision-making processes, and strengthened competitiveness for SAKRET in the construction industry.

In 2025, SAKRET continued developing an automated production planning system and implemented a modern solution featuring real-time monitoring and integrated data synchronization with the company's business processes, while also developing a production planning module. As part of the project, production

management software was implemented, enabling the automation of key production processes, improved quality control, and a reduction in manual labor. At the same time, data integration with the ERP system was ensured, along with real-time data availability, significantly improving the speed and accuracy of decision-making.

In the next stages of development, SAKRET plans to digitalise warehouse processes by introducing barcode and/or RFID scanner solutions for more efficient inventory tracking and traceability, as well as to automate key warehouse operations and further



Goal:

By 2028, implement digital solutions in the wrapping and palletizing process.

enhance the automation of internal logistics within the site, thereby improving process efficiency and data accuracy even further.

SAKRET continues to work on the development of a logistics module and business intelligence (BI) tools to ensure data-driven decision-making and real-time process monitoring.

In 2025, the planned data analytics tool for improving logistics processes was developed, and an invoice processing module for financial process management was successfully implemented.

By 2028, SAKRET plans to invest in new packaging equipment to improve efficiency, reduce material consumption, and promote sustainability. A production efficiency increase of up to 50% and an improvement of up to 20% in resource utilisation are forecast. The new digitalisation solutions will also enhance occupational safety.

SAKRET's digitalization strategy promotes sustainable growth, increased efficiency, and responsible resource use. Investments in modern technologies help reduce resource consumption and environmental impact, ensuring the company's competitiveness and sustainability in the future.

SOCIAL FIELD



Social Impact Assessment

CUSTOMER SERVICE

One of the most important aspects of sustainability at SAKRET is customer satisfaction and high-quality customer service. In 2025, SAKRET once again conducted a customer survey to improve service quality and better understand customer needs. Compared to the previous year, customer participation increased by 10.81%, indicating a growing willingness to provide feedback and actively contribute to service development.

The results of the 2025 survey confirmed high customer satisfaction - 70% of respondents rated the work of the sales representatives with the highest possible score, while 20%



70% of respondents rated the work of SAKRET’s sales representatives with the highest score.

20% - with 4 stars.

7% - with 3 stars.

2% - with 2 stars.

gave it a rating of 4, overall indicating a stable and positive customer experience. These results reflect SAKRET’s continued commitment to providing high-quality services and continuously improving customer service standards.

Survey data indicate that consultations with SAKRET specialists remain the most effective technical support channel, providing clients with professional and personalized solutions. Compared to the previous year, this figure increased by 7%, reaching 67%, reflecting growing customer trust and recognition. Taking customer feedback and recommendations into account, SAKRET continues to enhance the quality of its technical support, ensuring efficient and reliable customer service.

At the same time, 27% of respondents indicated that they primarily use the company’s website as their main source of

technical support, which provides extensive information on products, their applications, and technical specifications.

This year as well, SAKRET paid special attention to customer perceptions of sustainability, and compared to the previous year, changes can be observed in respondents’ answers. In 2024, 43% of respondents indicated that sustainability was an important factor influencing their decision to purchase SAKRET products, whereas in 2025 this figure dropped to 28%. Meanwhile, 49% of respondents in 2024 considered sustainability an important but not decisive factor - this year, that figure increased to 55%. The proportion of respondents who consider sustainability not an important factor also increased, from 8% in 2024 to 16% in 2025.

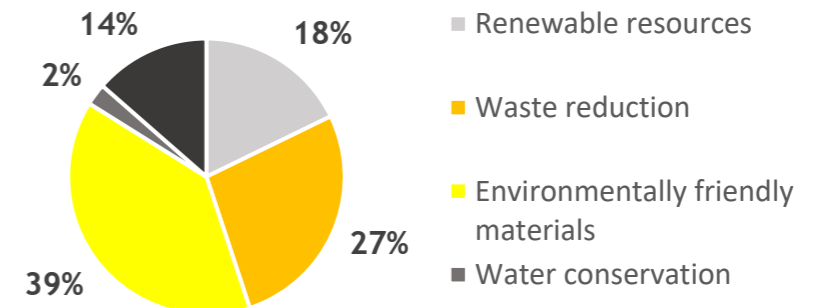


The product **BAK** has maintained its leading position in respondents’ TOP 3 for the third consecutive year, while **BE** consistently ranks second.



67% of respondents believe that the most valuable and effective technical support channel is exactly the support provided by **SAKRET specialists**.

What areas of sustainability do you consider most important in construction?



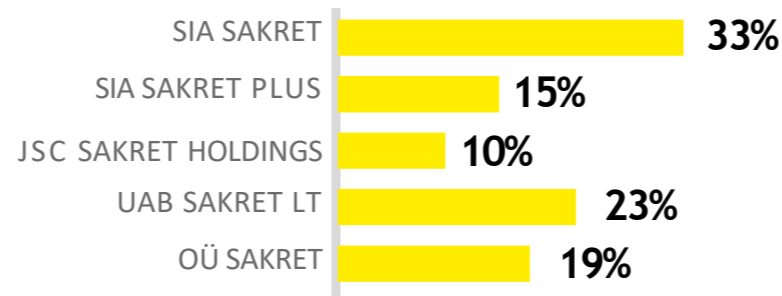
Social Impact Assessment

Employees are SAKRET’s value and the main precondition for successfully achieving goals. When establishing employment relationships and throughout their duration, SAKRET complies with the prohibition of discrimination as set out in labor law regulations. Employees, regardless of their race, skin color, religious, political, or other beliefs, gender, age, disability, national or social origin, property or family status, sexual orientation, or other circumstances, are provided with safe and healthy working conditions, fair and market-appropriate wages determined according to uniform principles.

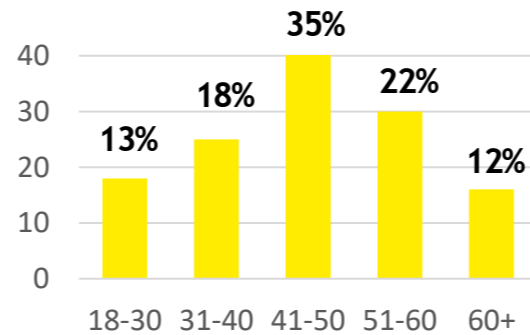
In 2025, SAKRET employed an average of 136 employees, of whom 32% were women and 68% were men.

AVERAGE NUMBER OF EMPLOYEES

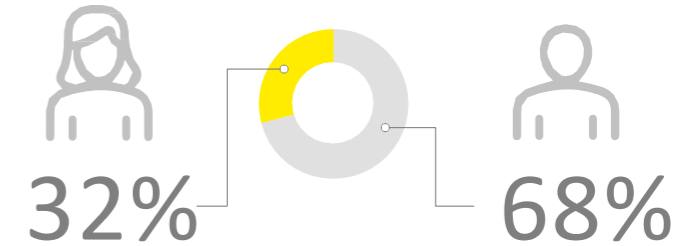
136



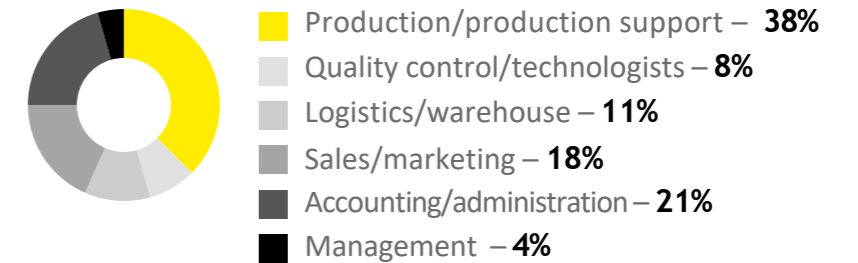
AGE GROUP DISTRIBUTION



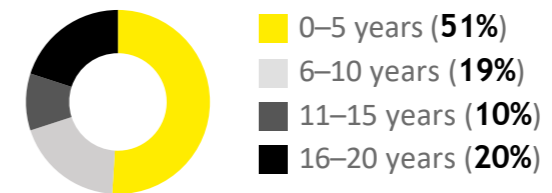
GENDER RATIO



DISTRIBUTION BY JOB CATEGORIES



WORK EXPERIENCE AT THE COMPANY



Social Impact Assessment

EMPLOYEE SATISFACTION

SAKRET considers employee well-being and engagement to be a key component of the company’s sustainable growth and development. In 2025, SAKRET also conducted an employee satisfaction survey, in which 74% of employees participated, maintaining a similar percentage to the previous year. This figure demonstrates a stable level of engagement and employees’ willingness to actively participate to improving the working environment.

The purpose of the survey is not only to assess overall employee satisfaction, but also to gain a more detailed understanding of interactions with managers and colleagues, internal company processes, and potential areas for improvement.

After the survey data was compiled, the results were carefully analyzed and presented to the management teams. Managers discussed them with their teams to identify key priorities, develop an improvement plan, and implement the necessary changes.

The SAKRET team includes various professions—from production and warehouse workers to office and administrative specialists. The company recognizes that each employee’s experience and working conditions may differ, so special attention is given to ensuring the survey reflects all employees’ opinions and provides an opportunity to suggest improvements in various areas.

Employee satisfaction is one of the company’s long-term priorities. SAKRET’s goal is not only to create a supportive and positive working environment, but also to foster employees’ professional development and sense of belonging to the company. By continuing this initiative, the company reinforces its commitment to building a sustainable, employee-oriented organization.

Employee satisfaction forms the basis of the company’s long-term sustainability.



78% of employees believe they have access to all the necessary information to perform their job duties, while **19%** believe it is partially available, indicating that the figures have improved..



92% of employees say they enjoy working at SAKRET, which overall indicates a positive working environment and a favorable attitude towards the company.

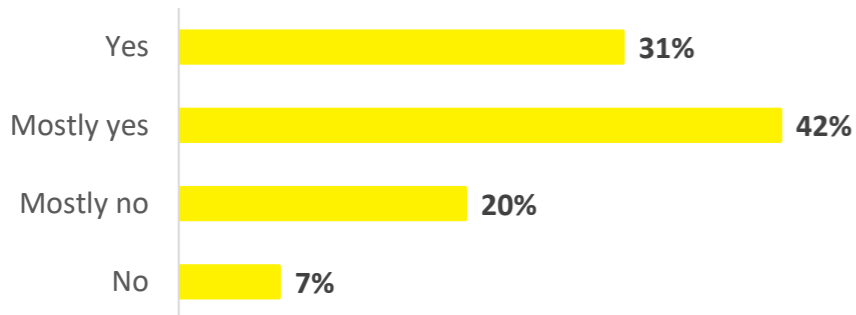


94% of employees rate communication with their manager as positive, with **31%** describing it as mostly successful, maintaining the trend observed in the previous year.

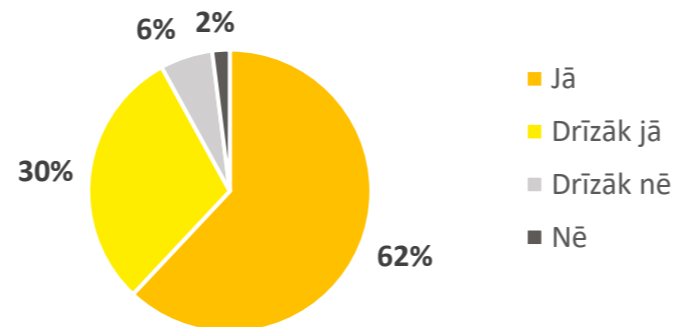


The majority of employees - **96%** rate communication with their colleagues as positive.

Do you feel valued and important as an employee of the company?



Are you able to discuss and resolve problematic situations with your manager?



Social Impact Assessment

SAKRET MANAGEMENT COMPENSATION INDICATORS

In 2024, the average total compensation of board members compared to the average salary of other full-time employees was 3,31:1.

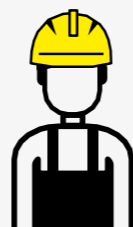
EMPLOYEE COMPENSATION INDICATORS

These indicators reflect the company's commitment to gender equality, showing the ratio of median total remuneration between women and men. Differences in average pay between women and men are influenced by the diversity of job families and their structure within SAKRET. In 2024, a comprehensive audit of the management structure was conducted at the company, resulting in a review of management levels. In 2025, among the group of employees at the department head level, men's pay is 13.2% higher than women's, and men's pay at the middle management level is 8.7% higher than women's.

WORKFORCE TURNOVER

In 2024, 47% of employees had been working at the company for more than five years, while in 2025 this figure increased to 49%, reflecting employee loyalty and the company's long-term stability. SAKRET's workforce turnover rate in 2025 was 0.40, representing a 9% decrease compared to the previous year.

In 2025, all advertised highly qualified vacancies were successfully filled. The filling of vacancies depends on the national situation, unemployment levels, and seasonality. For example, in summer, when job availability in construction increases, it becomes more challenging to recruit production workers.



30%
of employees have worked
at the company for more
than 10 years.

PROPORTION OF TEMPORARY WORKERS

The proportion of temporary employees reflects the organization's workforce structure in implementing its strategy. It also provides insight into the business model and job stability within the organization. SAKRET does not employ temporary workers as a standard practice. Each year, only one employee is hired for the summer season. Accordingly, the share of temporary employees in relation to the total workforce does not reach the 1% mark.

EMPLOYEE TRAINING

SAKRET takes pride in its investment in employee growth and development. In 2025, more than 9TEUR was invested in employee training to support the development of a qualified and strong workforce. Training included informational and educational sessions for sales staff, qualification training for production personnel, as well as professional development programmes for office employees. SAKRET Group companies are members of various associations, which allows employees to take advantage of free seminars. SAKRET believes that by providing employees with continuous opportunities to learn and develop, it fosters not only individual success but also strengthens the overall resilience of the company's team.

Social Impact Assessment

WORK SAFETY IN THE WORKPLACE

Since 2025, occupational safety across all SAKRET Group companies has been provided by an external service provider, which conducts annual workplace risk assessments and offers recommendations for risk prevention and mitigation, as well as consulting on and advising the most effective occupational safety solutions. Within the company, occupational safety processes are supervised by authorised employees, who also closely monitor mandatory health checks, ensuring compliance with all requirements.

SAKRET employees undergo annual occupational safety and fire safety briefings, both in person and electronically. In SAKRET Latvia, employees complete all role-specific instructions and workplace risk assessments in an e-environment and, after reviewing all occupational safety information, take a test to confirm their understanding of the key requirements. Employees of UAB SAKRET LT and OÜ SAKRET have completed specialised

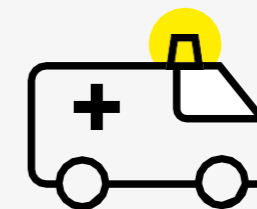
occupational safety and protection training, enabling them to ensure a safe working environment, identify and prevent potential risks in a timely manner, and maintain high occupational safety standards in daily operations.

Upon commencing employment, each employee is provided with all the personal protective equipment necessary for the job, in accordance with the requirements of the position, and special work shoes and work clothing are provided as well.

In 2025, SAKRET invested more than 52TEUR in occupational safety.

WORKPLACE ACCIDENTS

In 2025, three accidents were reported at SAKRET Group companies, all of which occurred at OÜ SAKRET. Two of these were moderately severe accidents involving eye injuries sustained during work; as a result of these incidents, the employees were deemed unfit for work for 9 and 13 days. The third accident was minor and did not result in any time off work, allowing the employee to continue working. Following an assessment of the accidents, preventive measures were implemented at the company—enhanced occupational safety instructions, updated occupational safety documentation, and improved availability of



In 2025 there were 3 workplace accidents.

personal protective equipment, including the provision of safety goggles and an emphasis on their mandatory use. No accidents were reported at the other companies in the group.

SAKRET is firmly committed to implementing all necessary measures to proactively prevent potential risks and to create an environment in which employees can work safely and efficiently.

In 2025, SAKRET Latvia joined the association “Misija Nulle”, whose aim is to ensure that workplace accidents become the exception rather than the norm, and that safety becomes an integral part of both corporate and societal values. This initiative encourages companies not only to comply with occupational safety requirements, but also to actively foster a culture in which safety is each employee’s personal responsibility and priority, thereby promoting both employee well-being and the sustainable development of the company.

Social Impact Assessment

HEALTH POLICY

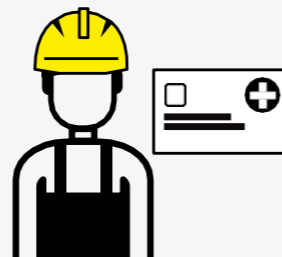
Every employee, upon commencing employment, is introduced to and signs to confirm that they have read the internal regulations and occupational safety rules. Every year, SAKRET provides fire safety training to its employees. In Latvia, employees who have worked six months in the company are provided with a health insurance policy. Likewise, accident insurance is purchased for sales, production, and warehouse employees from the first day of work.

CHILD LABOR AND FORCED LABOR

SAKRET complies with all restrictions set forth in national legislation and applicable regulations regarding child labor and does not practice forced labor.

RESPECT FOR HUMAN RIGHTS




SAKRET complies with the fundamental human rights established in the European Convention on Human Rights and Fundamental Freedoms and the European Social Charter, ensuring that human rights are not violated within SAKRET.



At SAKRET Latvia, employees who have worked for six months are provided with health insurance policies, as well as accident insurance coverage.



Motivational Measures

<p>To ensure favorable working conditions*:</p> 	 <p>Health insurance policies (for employees who have worked at least six months)</p>	 <p>Accident insurance (for all employees in production, warehouse, and sales departments)</p>	 <p>Co-financing for the purchase of glasses or contact lenses</p>
 <p>Hybrid work (for administrative block employees)</p>	 <p>Company car (for employees who require it to perform their job)</p>	 <p>Annual sports games/team-building events</p>	 <p>Annual nominations and awards for SAKRET employees</p>

*The SAKRET bonus package in Latvia, Lithuania, and Estonia differs. The differences are determined by each country's policies regarding the provision of healthcare services to employees.

SAKRET Support for Creative Ideas – 3D Concrete Printing

Since 2021, Riga Technical University (RTU), in collaboration with SAKRET, has established a **3D concrete printing laboratory** to promote the use of innovative technologies in construction in Latvia and the Baltics. The laboratory aims to combine knowledge and technological resources in the Baltics, providing scientists the opportunity to conduct their research projects and the industry the chance to develop new products.

In 2023, SAKRET began participating in a project together with RTU, Kaunas University of Technology, and the Slovenian National Institute of Civil Engineering. Within the project, scientists study SAKRET’s dry concrete mixes (which include industrial waste), test how printer parameters affect material properties, examine how tall structures can be printed and how to create freeform constructions, as well as test the load-bearing capacity of printed structures after .

Also in 2023, the first 3D concrete environmental object in the Baltics was unveiled — the over two-meter-tall astronaut “LabLab,” created by RTU students in the 3D concrete printing laboratory. Its creation used a concrete mix jointly developed and thoroughly tested by SAKRET and RTU scientists. This project demonstrates the technology’s ability to create complex shapes while efficiently using materials and protecting the environment.

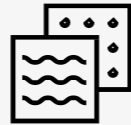
3D concrete printing:



1. Less waste – maximum material utilization



2. Reducing human presence in the process, involving robots.



3. Future building materials.

SAKRET’s goal in starting cooperation with RTU’s 3D laboratory: to accelerate the adoption of modern materials in Latvia’s construction industry, thereby enhancing the international competitiveness of Latvian building material manufacturers and construction companies.



3D concrete printing is an innovative direction in science and technology development that is rapidly advancing worldwide.



“LabLab” second birthday.



SAKRET Support for Creative Ideas – Historic Plasters

To promote the use of innovative technologies in construction both in Estonia and across the European Union, OÜ SAKRET joined the *HeriTACE* project in 2024. The project studies cultural heritage city archetypes in four countries – Belgium, Italy, Estonia, and Norway – highlighting characteristic historical building phases and architectural features in each.

HeriTACE is an international initiative aimed at transforming culturally and historically significant urban buildings into energy-efficient objects while preserving their historical value. It is an interdisciplinary collaborative project involving specialists from various fields to develop sustainable development solutions for historic urban districts.

The project team is developing innovative, practically applicable solutions that involve a comprehensive approach—from optimized design and durable insulation to smart HVAC (heating, ventilation, and air conditioning) system integration and sustainable energy solutions. SAKRET’s role in the project is to develop plaster solutions suitable for historic environments, combining visual authenticity with technical compatibility for external insulation systems. SAKRET actively participates in the development and testing of historic plasters, ensuring that



The goal of the *HeriTACE* project is to find sustainable solutions for ensuring the energy efficiency of historic buildings while preserving their architectural and cultural-historical value



facades not only preserve their historic appearance but also meet modern technical requirements.

The *HeriTACE* project aims to solve one of Europe’s most pressing challenges – the transition of historic cities to climate neutrality without losing their cultural heritage and identity. **The mission of the project is to create a sustainable and inclusive living environment that aligns with the values of the European Green Deal.**

Great attention is paid to reducing energy consumption, as well as to the use of renewable and reusable energy, while simultaneously improving indoor climate. Sustainable and efficient solutions for building insulation, modern smart heating and ventilation systems, and visually appealing energy solutions that integrate organically into the historic environment are being developed.

Project objectives:



1. Develop a comprehensive model and standardized processes for the restoration of historic buildings.



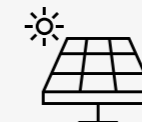
2. Implement an integrated design approach to renovation, prioritizing the architectural and cultural-historical value of buildings.



3. Find sustainable insulation and airtightness solutions without compromising the historic value of buildings.



4. Create smart heating and ventilation systems to improve comfort and air quality.



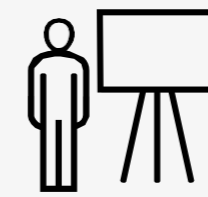
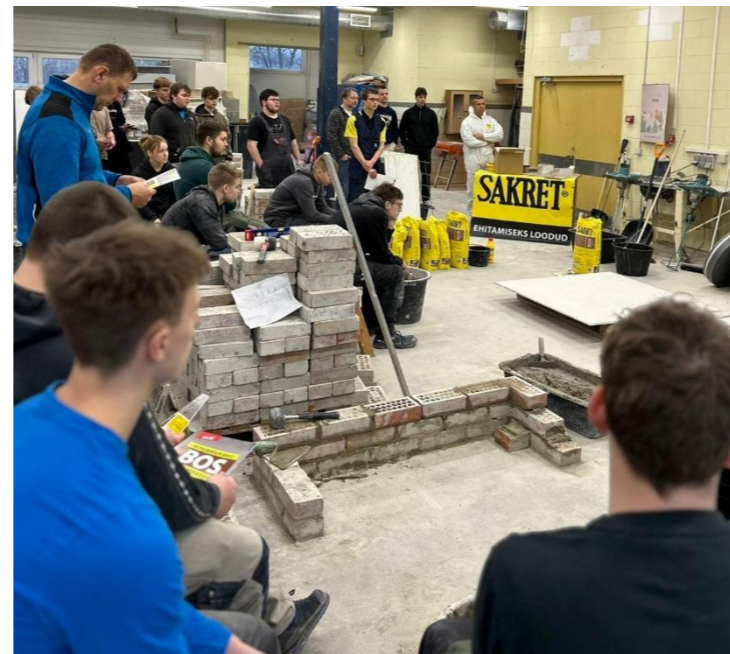
5. Integrate renewable energy solutions for sustainable energy use.

Investments in Industry Development

Despite rapid growth in the construction sector, the Baltic region faces a shortage of highly qualified workforce with professional knowledge and skills to build safe and high-quality buildings, as well as to perform finishing works according to the latest and sustainable technologies.

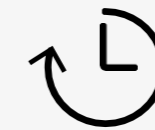
SAKRET companies in Estonia, Latvia, and Lithuania collaborate with educational institutions by conducting training sessions at schools and accepting interns. OÜ SAKRET has established partnerships with Tallinn University of Technology (*TalTech*) and various vocational education institutions and training centers, while UAB SAKRET LT has partnered with Kaunas University of Technology (*KTU*), Kaunas Technical College (*Kauno Technikos kolegija*), and other educational institutions. Meanwhile, SIA SAKRET collaborates with Riga Technical University, Latvia University of Life Sciences and Technologies, Turība Business School, and the University of Latvia.

SAKRET supports young professionals by providing them with opportunities to gain valuable experience and develop their professional skills. In 2024, SAKRET employees dedicated 878 hours to supervising internships, while in 2025 this figure increased to 3668 hours.



384 hours

SAKRET employees spent time in 2025 **training new specialists and promoting the upskilling of industry professionals**



3668 hours - the time

SAKRET employees spent **supervising internships**

In 2025, SAKRET actively promoted education and professional development by organizing a series of seminars for both new professionals and experienced builders, more than doubling the number of training hours - from 158 hours the previous year to 384 hours this year.

Experts from SIA SAKRET shared their professional expertise by leading theoretical lectures and seminars, as well as practical workshops for construction industry professionals, thereby contributing to the development of professional skills and the exchange of knowledge within the sector. Experts from UAB SAKRET LT and OÜ SAKRET also actively educated school and university students, while helping clients, builders, and architects expand their expertise by sharing industry updates, providing practical advice, and demonstrating the latest construction solutions.

SAKRET remains committed to continuing the education of young talents and providing further training opportunities for industry professionals, thereby promoting the exchange of knowledge and skills in the construction sector.

ENVIRONMENT



Environmental Impact Assessment

Greenhouse gas emissions and their intensity

CO₂ emissions have the greatest impact on global climate change. In 2022, SAKRET began calculating greenhouse gas emissions, marking an important step in the company’s sustainability management. In 2024, the emission data were recalculated using a greenhouse gas emission calculator developed by the Baltic States Banking Association and financial institutions. This tool enables standardized, comparable, and data-driven calculations, which are essential both for internal sustainability assessment and for transparent reporting to stakeholders.

SAKRET’s main sources of CO₂ emissions are natural gas and

¹ Calculations have been performed for two emission levels (SCOPE): Scope 1 emissions – direct emissions from fossil fuel combustion and transportation; Scope 2 emissions – indirect emissions related to electricity supply. The calculations were carried out using the Greenhouse Gas (GHG) Emission Calculator ([Finance Latvia](#))

diesel consumption in the sand drying process. In 2024, emissions from the sand drying process were 1 801.4 CO₂/t¹, while in 2025 they were 1 862.3 CO₂/t.

The total SAKRET emissions in Scope 1 and Scope 2 in 2025 were 2 715.4 CO₂/t.

Direct and indirect energy consumption and energy use intensity

In 2025, SAKRET’s direct energy consumption consisted of natural gas, diesel fuel, and petrol usage, as well as heat energy, totaling 11 260.85 MWh. The indirect energy consumption consisted of electricity usage - 1 045.56 MWh.

As part of the energy management system, continuous energy consumption evaluation process is carried out to monitor and reduce energy use within SAKRET.

When assessing energy consumption, SAKRET used its 2025 turnover data and direct energy consumption as the basis.

As a result of the calculations, it was determined that in 2025, the energy intensity was 0.000439 MWh per each euro of turnover, providing insight into the company’s energy efficiency level in relation to its economic activity..

Main energy sources

This indicator reflects the primary sources used for energy generation.

Energy resource/ consumption	In 2023/MWH	In 2024/MWH	In 2025/MWH
Diesel fuel	4 427,98	1 416,54	1 031,99
Petrol	543,07	535,40	554,85
Natural gas	6 110,66	9 435,35	9 668,12
Propane gas	62,21	92,54	5,89
Electricity	1 113,40	1 088,29	1 045,56
TOTAL	12 257,32	12 568,12	12 306,41

Environmental Impact Assessment

WATER CONSUMPTION

Water is a vital resource. SAKRET uses water in production, cleaning, and hygiene processes.

The company monitors water consumption. The largest amount of water, 80% of total consumption, is used for the production of liquid construction mixes. The total water consumption in 2025 amounts to 2249 m³.

CLIMATE MONITORING

SAKRET continuously works on researching, implementing, and developing environmentally friendly technological processes. One of the main raw materials in SAKRET products is cement. SAKRET recognizes that cement production generates a significant amount of CO₂, therefore it works on sustainable solutions by using CEM II grade cements, which have lower CO₂ consumption compared to classic CEM I grade cement. Additionally, they have created the possibility to reduce the amount of cement in their products by partially replacing it with ashes from Narva, Estonia.

Thus, the principles of the circular economy are ensured – ashes, which are industrial waste, are given a second life.

Environmentally friendly are the mobile silos offered by SAKRET, which are filled at the factory, for example, with mortar or reinforcing mortar, and transported to the construction site. One silo replaces 720 SAKRET dry mix paper packages.

At SAKRET factories, opportunities are evaluated to reduce gas/diesel fuel consumption. SAKRET companies have purchased moisture meters that provide prompt and quality information, enabling the reduction of the temperature needed for sand drying. Conditions are being developed to define the temperature required for drying sand to meet quality standards.

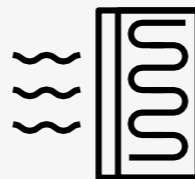
SAKRET has conducted testing of its own and other manufacturers' products (thermal insulation, reinforcing mesh, dowels, protective profiles) according to the certification document ETAG 004 developed by EOTA (European Organization of Technical Approvals). SAKRET's insulation systems, certified for 25 years of use, help reduce environmental pollution and save up to 70% of energy resources.



more than 3 million - this is the number of m² insulated in 2025 using SAKRET products.

SAKRET has not been found to violate any environmental laws or standards (national or international) applicable to the company, and no penalties have been imposed.

In 2025, SAKRET set a goal to develop an environmental policy and waste management procedure, thereby strengthening the company's approach to environmental management. The environmental policy was developed for the entire SAKRET Group, ensuring a unified approach to the principles of sustainable operations, while the waste management procedure was implemented at SIA SAKRET and OÜ SAKRET.



up to 70% Savings achievable by using SAKRET's certified insulation systems.

Environmental Impact Assessment

SOLAR PANELS

Climate change is one of today's biggest challenges. Sustainable energy production and improving consumption efficiency are crucial steps toward a more environmentally friendly future. Recognizing its responsibility and striving for sustainable development, SAKRET launched a significant project in 2023 – the establishment of a solar panel park in Stopiņi Parish, on the company's production site.

In March 2024, the Solar Panel Park was inaugurated at SIA SAKRET's factory in Rumbula, installed by AS Latvenergo. The project and its infrastructure development involved an investment of 250TEUR. Supported by the EU Recovery Fund *NextGenerationEU*, in cooperation with the development finance institution Altum, the park covers an area of 7000 m² and consists of 518 solar panels capable of generating up to 276.8 MWh of electricity annually. This amount of energy significantly reduces the company's dependence on fossil fuels and considerably lowers CO₂ emissions produced during electricity generation.



Green electricity is generated from sources that are continuously and naturally renewable, such as **wind energy, solar energy, and hydro energy**

The establishment of the solar panel park is a significant step for the company towards energy independence, which not only helps to optimize electricity consumption but also ensures long-term economic benefits.

Thanks to the installation of a solar panel park, the company was able to reduce purchased electricity consumption by 35% in 2024 and by 39% in 2025. This result demonstrates that investments in renewable energy deliver not only environmental benefits but also tangible economic impact.

The solar panel park continues to operate as planned, providing stable renewable energy generation and supporting the achievement of the company's sustainability goals.



Convenient and Environmentally Friendly – Mobile Silo

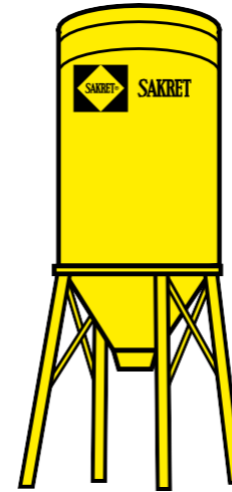
Mobile silos are containers filled with finished products and used directly on construction sites. SAKRET has been using mobile silos for storing and processing dry mixes, combined with a horizontal mixer or plastering machine, since 2005.

ADVANTAGES OF THE SILO:

lower costs
(the possibility to purchase a larger quantity of product without the need for bags)



convenient to use



safe storage location



longer dry mix storage **time**



protection against **weather conditions**
(the tanks are airtight)

156 600
paper bags



In 2025, SAKRET in the Baltic states packed and sold 3915 tons of finished products in mobile silos. If this volume were packed in 25 kg paper bags, then 156 600 paper bags would be used.

12,5 t
paper



so many tons of paper were saved in 2025 by filling SAKRET products in mobile silos.

300
trees



were not cut because SAKRET products were filled in reusable mobile silos, not paper packaging.

Sustainable Products and Circular Economy

One of the company's priorities is stable and high quality production of products, meeting customer requirements.

Each new product is a unique opportunity to showcase SAKRET progress and innovation in the field of sustainability. SAKRET invests many resources in research and development of new products.



**2–3 years -
the time required for
the development of one
product**

It takes an average of 2–3 years to go from an idea to a finished product. Ideas for new products arise at the request of the customer, market research in the Baltic and export countries, participation of technologists and SAKRET employees in seminars and conferences, cooperation with universities, under the influence of the EU green course, etc. This is followed by recipe development in the laboratory and testing at the construction site.

The quality of SAKRET products is ensured by professional and experienced technologists, who perform product testing in accordance with regulations, acts and internal factory procedures. Testing takes place at all stages of the production process – raw materials, intermediate products and finished products. After certification is completed, development of marketing plan is underway and activities are being implemented.

SAKRET product certificates

Harmonized standards:

- EN 13813 Screed material and floor screeds - Screed material - Properties and requirements
- EN 998-1 Specification for mortar for masonry - Part 1: Rendering and plastering mortar
- EN 998-2 Specification for mortar for masonry - Part 2: Masonry mortar
- EN 12004 Adhesives for ceramic tiles - Part 1: Requirements, assessment and verification of constancy of performance, classification and marking
- EN 13242+A1 Aggregates for unbound and hydraulically bound materials for use in civil engineering work and road construction
- EN 1504-2 Products and systems for the protection and repair of concrete structures - Definitions, requirements, quality control and evaluation of conformity - Part 2: Surface protection systems for concrete
- EN 1504-3 Products and systems for the protection and repair of concrete structures - Definitions, requirements, quality control and evaluation of conformity - Part 3: Structural and non-structural repair



- EN 1504-7 Products and systems for the protection and repair of concrete structures - Definitions, requirements, quality control and evaluation of conformity - Part 7: Reinforcement corrosion protection
- EN 15824 Specifications for external renders and internal plasters based on organic binders
- EN 14891 Liquid applied water impermeable products for use beneath ceramic tiling bonded with adhesives - Requirements, test methods, assessment and verification of constancy of performance, classification and marking
- EN 934-2+A1 Admixtures for concrete, mortar and grout - Part 2: Concrete admixtures - Definitions, requirements, conformity, marking and labelling

European Technical Assessments

- ETAG 004 External thermal insulation composite systems (ETICS) with rendering
- EAD 040635-00-1201 Thermal and/or sound insulation based on bound expanded polystyrene bulk material

Sustainable Products and Circular Economy

ENVIRONMENTAL PRODUCT DECLARATION

An Environmental Product Declaration (EPD) is an independently verified document that provides transparent and scientifically based information about a product's environmental impact throughout its entire life cycle — from raw material extraction to production, use, and end-of-life disposal. EPDs are developed in accordance with international standards, ensuring comparable and reliable data. They serve as an important tool for architects, builders, and designers in developing sustainable solutions and in green building certification processes.

In 2025, SAKRET Latvia developed EPDs for four product groups. All of these products are manufactured in Latvia at the company's plant in Rumbula, ensuring high quality, efficient use of resources, and reduced climate impact.

The EPD development was carried out in cooperation with Kiwa-Ecobility Experts, and the content was verified in accordance with international Life Cycle Assessment (LCA) principles.



MM G group:

- ZM M10
- ZF M10
- ZM M15
- ZF M15
- ZM M20
- PM SUPER
- MULTIMIX



MM W group:

- ZM M10 W
- ZF M10 W
- PM SUPER W



GMS G group:

- GMS M10
- GMS M10 F
- GMS M15
- GMS M15 F
- GMS M20



GMS W group:

- GMS M10 W
- GMS M10 F W
- KZM 2

Sustainable Products and Circular Economy

NEW PRODUCTS

In 2025, after careful planning and product testing, SAKRET began producing several new products, demonstrating its commitment to offering high-quality and innovative construction materials.

SAKRET places special emphasis on innovation and sustainability, investing significant resources in research and development. The company's team of professionals – from technologists to sales specialists – worked in close collaboration to ensure that each of the new products meets both market trends and the high expectations of customers. This confirms SAKRET's commitment to creating value and innovation in the construction materials industry.



BX – dry concrete mix, compressive strength class C30/37.

Dry mixed concrete for concrete casting with strength class C30/37 and exposure classes XC4, XF1, XS1, XD2, XA1 in accordance with EN 206.



GP – cement-lime plaster.

Universal plaster for both exterior and interior use. Cement-lime plaster with polymer additives.



NSM – masonry mortar for natural stone.

Masonry mortar for natural stone, specifically designed for use in the construction of historical structures.

Sustainable Products and Circular Economy



> 10 in this many products, SAKRET uses **oil shale ash**

By replacing part of the cement with reusable resources, the environmental and health impact is reduced while maintaining the performance of SAKRET products.

SAKRET has found a way to partially replace cement with oil shale ash, which remains after the use of oil shale in a thermal power plant. The ash is added to the mix compositions, thus partially substituting cement with ash.

As a result of the increase in total production volume and the number of products in which SAKRET uses ash, the total amount of ash usage has also grown. In 2024, 1942.35 tons of oil shale ash were used.



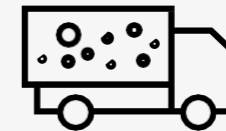
> 5 in this many SAKRET products, **glass spheres** are used

SAKRET's assortment also includes thermal insulating and acoustic mortars, which gain their properties thanks to glass spheres. Recycled glass is transformed into white granules—or spheres—of various diameters through a granulation process. Ground glass is mixed with foaming agents and then melted at

extremely high temperatures. During production, glass granules of different sizes are created.

This is an innovation that allows for the reuse of leftover household glass. Due to their porosity, the spheres trap air inside the closed granules. This technology supports high thermal and acoustic performance levels.

GLASS SPHERES:



Easily transportable



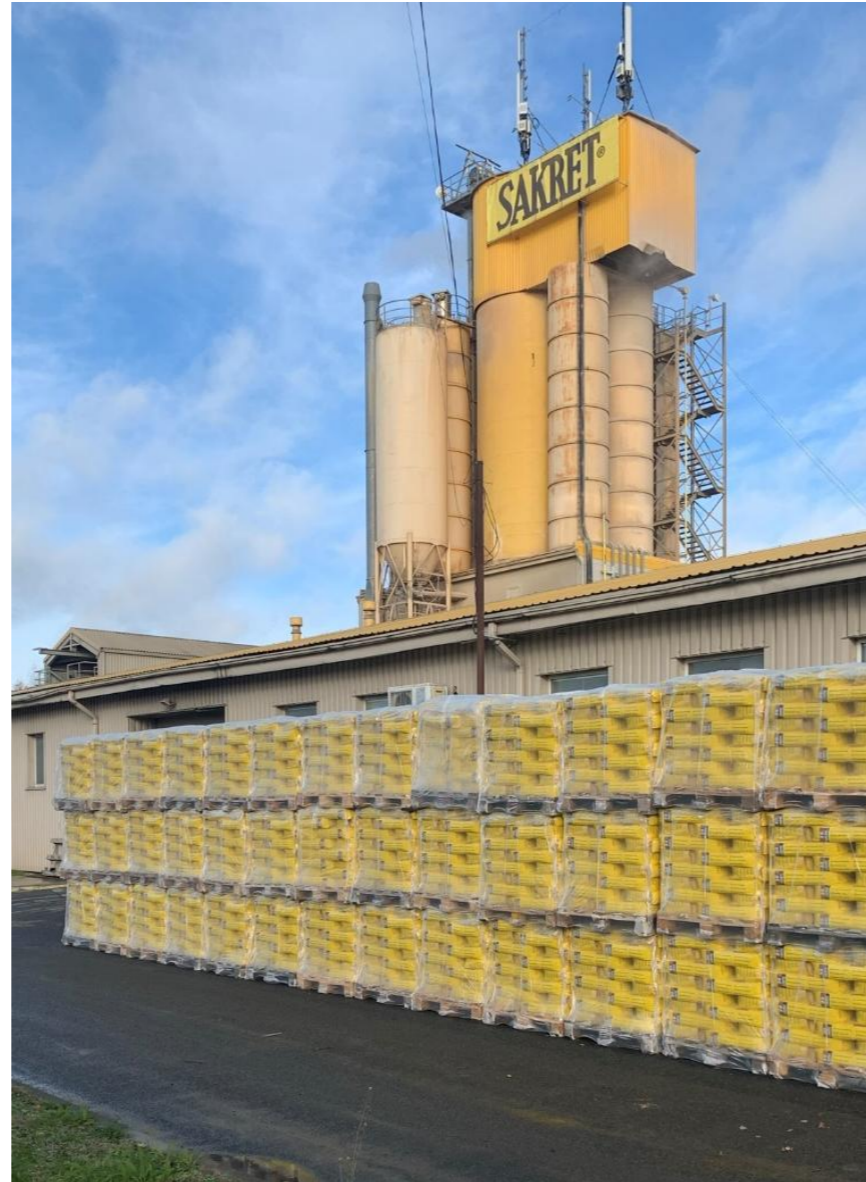
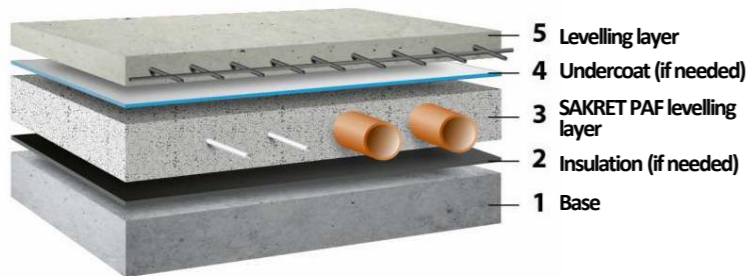
Easily prepared



Excellent and durable quality

Sustainable Products and Circular Economy

SAKRET uses recycled expanded polystyrene (EPS) beads in its products. SAKRET produces a binder which, together with the EPS beads, is used as a thermal insulation material. This material combination is certified as a system, and SAKRET maintains the relevant ETA 22/0112 certificate. Such material system allows the recycling of previously used expanded polystyrene, which would otherwise have to be disposed of in a landfill or incinerated. The installation of this material is much more labor-efficient compared to laying original expanded polystyrene sheets.



No by-products are generated in SAKRET's production process. In cases where a product does not meet quality standards during production, it is returned to the manufacturing process. Reprocessing non-compliant products does not affect the quality of the final product.

Benefits of adding ash to cement:

- Greener approach – reuse of industrial waste;
- Maintaining product quality;
- Reduction of CO₂ footprint in the product.

2025 in Pictures



President E. Rinkēvičs visited the SAKRET Latvia factory



SAKRET Baltic Day 2025



Fishing competition "Kelpja Cup 2025"



SAKRET colleagues from Lithuania at the Takada event in Lithuania



Midsummer (Ligo) celebrations

2025 in Pictures



Juris Grīnvalds and the SAKRET flag reached a new altitude record — 5,897 meters above sea level on Cotopaxi volcano



SAKRET colleagues in Estonia held a customer day in cooperation with Puumarket



Participation in the construction exhibition “Māja I 2025”



18th anniversary of the SAKRET factory in Estonia



SAKRET team at the BAU exhibition in Munich



Participation of SAKRET colleagues in Estonia at the 18th anniversary of Bauhof Kuressaare



Opening of the “Mājas un Dārzam” store in Sigulda

Goals and Objectives for 2026

GOVERNANCE

1. Introduce a fully automated production planning system to enhance the efficient use of production resources and reduce human involvement in planning.
2. By 2028, modernize the product packaging system to ensure a more efficient and sustainable packaging process.

SOCIAL IMPACT

1. The marketing objective is to strengthen the brand's position in B2B, increase brand awareness in B2C, and develop simple, modern communication by achieving annual social media follower growth of 50% on Instagram, 15% on LinkedIn, 50% on TikTok, and 7% on YouTube, while increasing engagement on Facebook by 10%.
2. To ensure a safe and health-conscious working environment, the company aims to strengthen its occupational safety culture by systematically implementing preventive safety measures and promoting employee involvement, with the long-term goal of achieving zero workplace accidents.

ENVIRONMENT

1. Achieve a 3% reduction in the share of packaging costs per total tonnes of product sold by 2030.

SAKRET®