

ESG REPORT

01.07.2025 – 30.06.2026

SIA LSEZ
"RT metāls"



RT
METĀLS

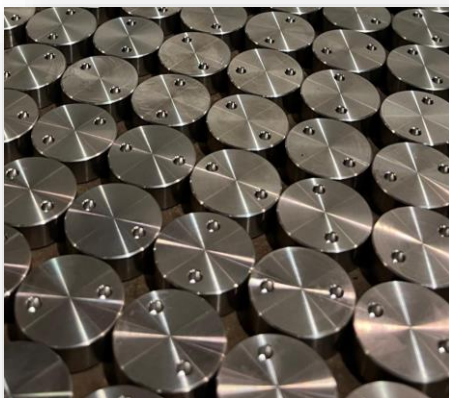
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01

ABOUT SIA LSEZ "RT metāls "

1.1. Company profile



Part of the Richard Thomsen Group

Richard Thomsen A/S, headquartered in Brabrand, Denmark, was founded in **1938** by **Richard Thomsen** and serves as the parent company of **SIA LSEZ "RT metāls"**.

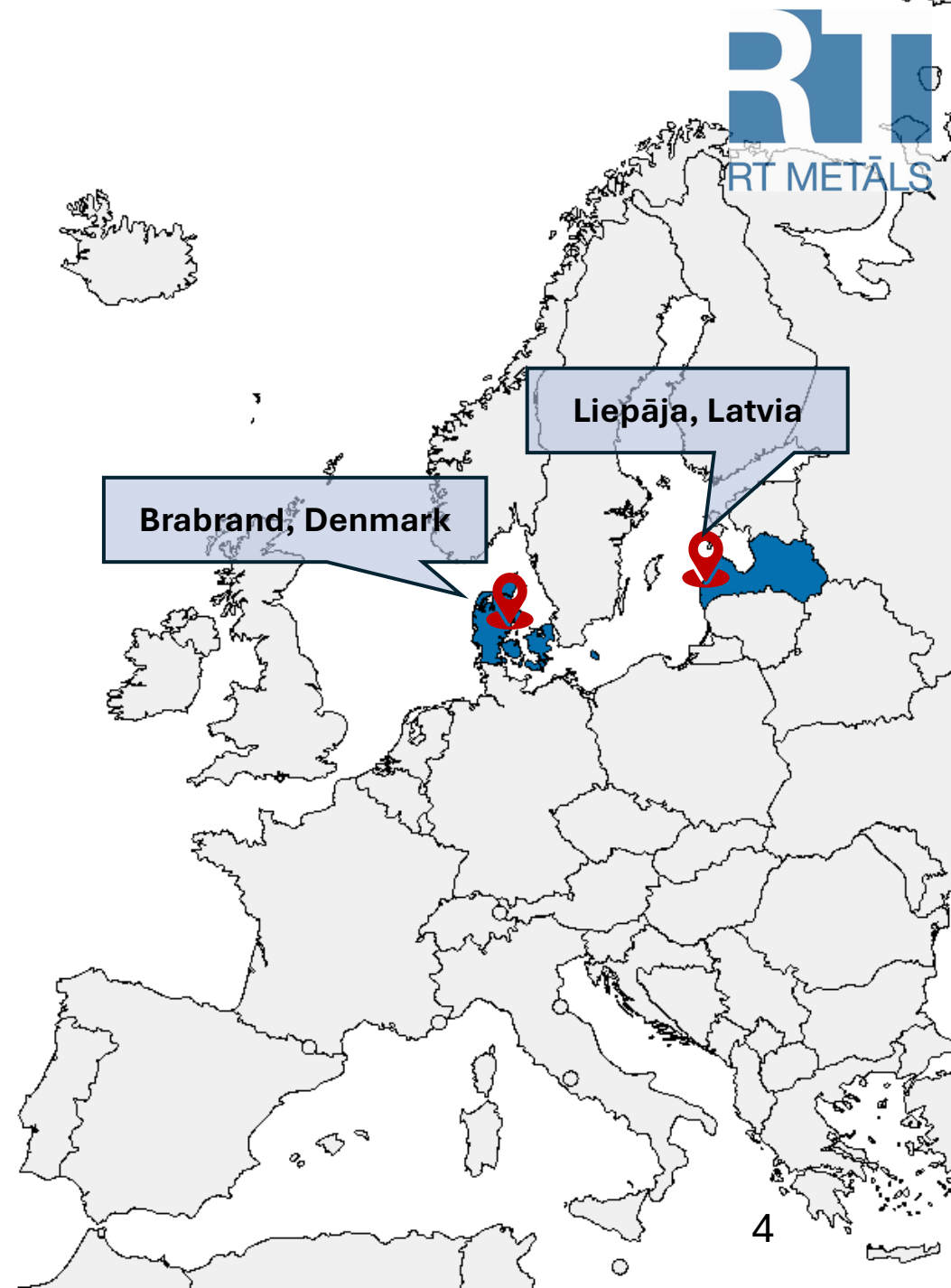
SIA LSEZ "RT metāls" since 1999

SIA LSEZ "RT metāls" was established in **1999** in Liepāja, Latvia, initially producing steel structures for the Danish market.

Located in the **Liepāja Special Economic Zone (LSEZ)**, RT Metāls has grown into one of the largest metalworking companies in Liepāja, with approximately **120 employees**.

Our markets today

Denmark (DK) remains our primary market, while we continue to expand our customer base in:
NO Norway | IS Iceland | SE Sweden | LV Latvia



1.2. Historical development

Company founded in Liepaja, Latvia

1999



Construction of additional welding workshop

2021



Finished painting unit extension

2023



Installation of solar panels



Construction of cutting, drilling and CNC workshop

2018



First LCA and EPD's conducted – painted and galvanized steel constructions

2022



Installation of press with a bending force of 600 tons and a 6-meter bending length

2026



Implementation of an Enterprise Resource Planning (ERP) System for Production Management



1.3. Our Facility & Production Capacity

FACILITY

- **4 production halls** with a combined area of **2 984 m²** 
- Separate **painting facility** of **499.9 m²** with an additional **388.2 m² canopy** 
- **Office and ancillary facilities** with combined area of **686.75 m²** 
- Total site area: **15 204 m²** 
- Employees: **120+** 

PRODUCTION CAPABILITIES

- Steel fabrication
- Welding & assembly
- Cutting & drilling / CNC

SURFACE TREATMENT

- Fire & protective painting
- Hot-dip galvanizing
- Thermal-sprayed metallic coating

— MAJOR PROJECTS

PROJECT 1

2,200+ t

STEEL FABRICATED & GALVANIZED

PROJECT 2

2,671 m²

FIRE PAINTING

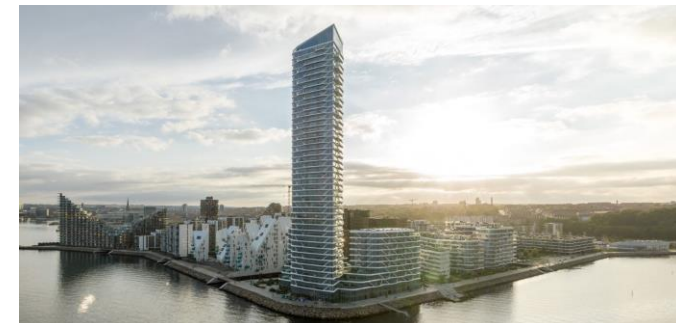
1,066 m²

PROTECTIVE PAINTING

PROJECT 3

24 m

LONGEST BEAMS FABRICATED



1.4. Main activities & Production Standards

Steel fabrication from engineering to finished product

SIA LSEZ "RT metāls" manufactures **welded steel structures and related products** for industrial, infrastructure and construction applications.

Our main products:

- **Steel structures** — beams, columns, bracings and trusses
- **Welded profiles and structural components**
- **Bridge components**
- **Carports, balconies and terraces**
- **Custom steel components according to customer requirements**

Our manufacturing capabilities:

- **Engineering & preparation**
Customer drawings • Technical review • Production planning
- **Manufacturing**
Welding • Mechanical processing • Machine thermal cutting • Assembly
- **Inspection & finishing**
Inspection & testing • NDT where required • Painting • Hot-dip galvanizing • Thermal-sprayed metallic coating

Certified production capability

Execution Classes: **EXC1 | EXC2 | EXC3 | EXC4**

Our production and welding quality systems are operated in accordance with **EN 1090-1, EN 1090-2 and EN ISO 3834-2**.



1.5. From Customer Requirement to Delivery

A controlled process in accordance with EN 1090-1, EN 1090-2 and EN ISO 3834-2.



QUALITY • SAFETY • TRACEABILITY • COMPLIANCE

1.6. Quality Management & Continuous Improvement

Quality is a shared responsibility

Our Quality Management System is focused on **prevention, control and continuous improvement** of our processes and products.



PREVENT

Competent and trained employees
Prevention of quality errors
Risk-based approach



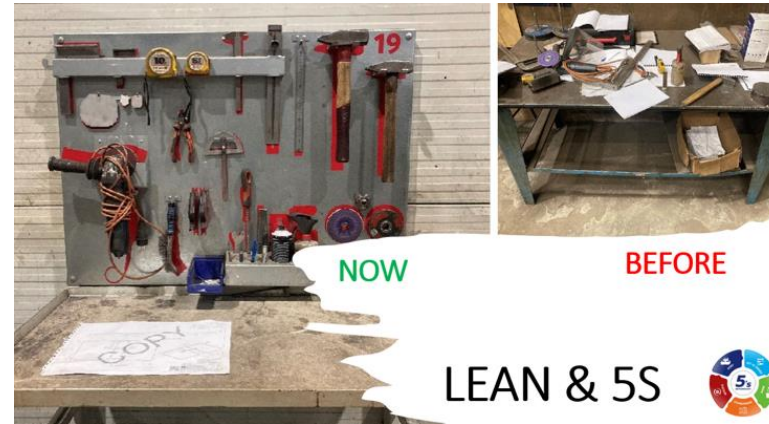
CONTROL

Process inspections & testing
Material and product traceability
Controlled documentation and records



IMPROVE

Nonconformity management
Corrective & preventive actions
Customer, supplier and employee feedback



MANAGEMENT & ASSURANCE



Management Review



Internal Audits



External Audits



Improvement Actions



02

ESG Strategy & Key Priorities

2.1. ESG Strategy & Key Priorities

Our ESG strategy focuses on six priorities that integrate environmental responsibility, employee well-being, operational efficiency and responsible sourcing into our daily operations.

GREEN ENERGY



As part of our commitment to energy sustainability, we have already taken meaningful steps to reduce our carbon footprint. To date, we have installed solar panels at our factory and successfully transitioned to 100% renewable electricity. Building on this achievement, we are continuously working on initiatives to further optimize our energy efficiency and drive sustainable production across all operations.

SAFETY



We are committed to achieving zero workplace incidents through proactive activities such as comprehensive worker training, regular safety audits, and early identification of potential hazards. Our focus is on prevention and continuous improvement to ensure a safe and secure working environment for all employees.

LEAN and 5S



In recent years, we have focused on improving operational efficiency and sustainability by implementing LEAN principles and the 5S system. These efforts have streamlined processes, reduced waste, and fostered an organized workplace, with ongoing improvements to achieve operational excellence.

PURCHASES



We are initiating efforts to enhance our purchasing practices by prioritizing sustainable suppliers who leverage fossil-free energy and efficient logistics. These initiatives aim to significantly reduce Scope 3 emissions and advance responsible sourcing and supply chain excellence.

HEALTH



Our priority is employee well-being and reduction of worker absences caused by illness, musculoskeletal issues and other factors. We are working on various health programs and are striving to enhance the effectiveness of our mandatory health checks to better support employee health and overall well-being.

WASTE



We are focused on optimizing our manufacturing processes to reduce waste and improve resource efficiency. Additionally, we are continuously seeking and implementing advanced recycling solutions to minimize our environmental impact and support a circular economy.

2.2. ESG Goals & Commitments



GREEN ENERGY



100% renewable electricity has been achieved and is maintained through certified renewable energy from onshore wind and solar power.

Energy efficiency — continuous reduction in **0.160 kWh/kg**, with a **2029/30** target based on operational improvement potential.



SAFETY FIRST

Our goal is to achieve **ZERO** workplace incidents and reduce worker absenteeism to below **7.5%** by **2029/30**. We are committed to creating a safe and healthy work environment through enhanced safety measures, employee support programs, and continuous improvement initiatives.



Carbon Intensity Reduction

Our goal is to achieve a carbon intensity of **1.00 kgCO2e** per kg of finished product by **2029/30** by significantly reducing Scope 1 and Scope 2 emissions. We will enhance energy efficiency, transition to at least 80% renewable energy, and invest in low-carbon technologies.



SUSTAINABLE PURCHASES

We aim to enhance purchasing by prioritizing sustainable suppliers using fossil-free energy and efficient logistics. By **2029/30**, we target reducing Scope 3 emissions, achieving **40% EPD** certification among contractors, and advancing responsible sourcing.

2.3. Sustainability Roadmap to 2029/ 30

Activity	2024/ 25 RESULT	2025/ 26 RESULT	2026/ 27 TARGET	2027/ 28 TARGET	2028/ 29 TARGET	2029/ 30 TARGET
Steel construction emissions (kg CO2 / 1kg of structures)	1.43	1.32	1.30	1.20	1.10	1.00
Business partners with product EPD (from all contractors)	13 %	21 %	25 %	30 %	35 %	40 %
Usage of renewable energy	53%	100%	100%	100%	100%	100%
Energy efficiency and energy consumption (kWh / 1kg of steel structures)	0.178	0.189	0.175	0.170	0.165	0.160
Employee sick leave	5.76 %	7.79 %	7.0 %	6.5 %	6.0 %	6.0 %
Workplace accidents	2	5	0	0	0	0

REVISION OF SUSTAINABILITY TARGETS

During the 2025/26 reporting period, SIA LSEZ "RT metāls" reviewed its previously established sustainability objectives and extended the target horizon from 2028 to the 2029/30 financial year. The updated roadmap reflects actual operational performance, improvements in environmental data quality, technological development and a more realistic assessment of achievable progress. Certain targets have been revised to ensure they remain measurable, relevant and aligned with the company's production capabilities and long-term sustainability strategy. These adjustments do not change our commitment to continuous environmental improvement, workplace safety and responsible business practices.



03 ENVIRONMENT & CLIMATE

3.1. GHG Emissions – Scope 1 & 2

Scope 1	01.07.23 - 30.06.24	01.07.24 - 30.06.25	01.07.25 - 30.06.26
Gas (l)	1 408	1 091	0 ↓(-100 %)
Diesel (l)	23 300	18 692	19 374 ↑(3.4 %)
Wood for heating (m ³)	440	423	557 ↑(31.7 %)
Total (t CO₂)	433.14	405.86	476.76 ↑(17.5 %)



100% RENEWABLE ELECTRICITY

Achieved and maintained



ENERGY EFFICIENCY

Current: **0.189 kWh/kg**

2029/ 30 target: **0.160 kWh/kg**

Scope 2	01.07.23 - 30.06.24	01.07.24 - 30.06.25	01.07.25 - 30.06.26
Purchased electricity – grid (MWh)	567	275	0 ↓(-100 %)
Purchased renewable electricity – Wind / Onshore (MWh)	0	275	528 ↑(92.0 %)
Produced renewable electricity – Solar panels (MWh)	123	149	173 ↑(16.1 %)
Total (t CO₂)	313.32	159.08	13.84 ↓(-91.3 %)

Performance & Actions

Scope 1

Direct emissions primarily come from heating fuels and company vehicles.

→ **Monitored annually**

→ **Reduction opportunities evaluated through energy-efficiency actions**

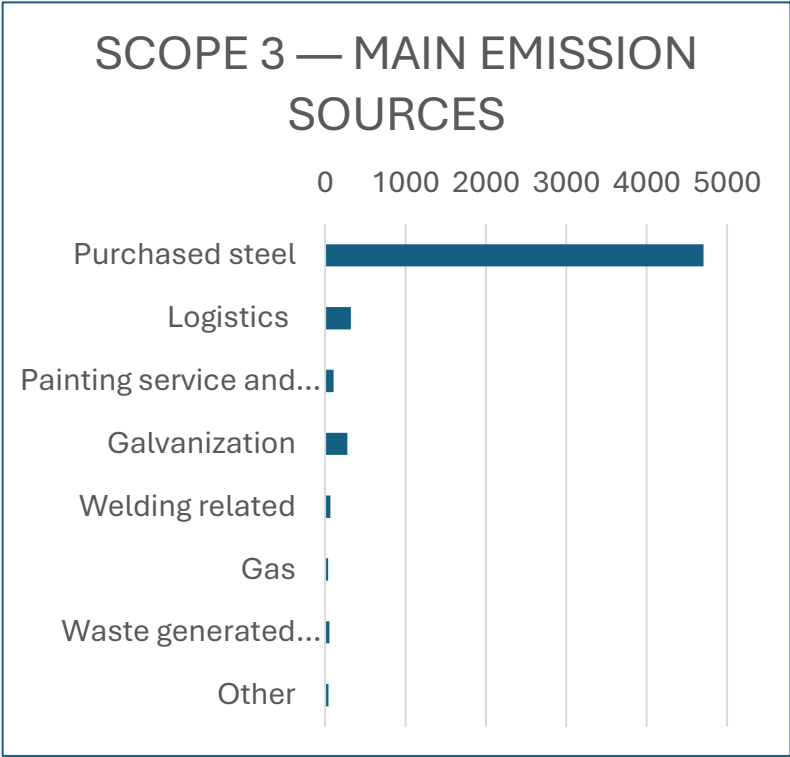
Scope 2

RT Metāls has used 100% renewable electricity, supported by certified renewable energy from **onshore wind and solar power**.

3.2. GHG Emissions – Scope 3

Scope 3	01.07.24 - 30.06.25	01.07.25 - 30.06.26
1.Purchased goods and services (t CO2)		
Steel materials	4 989.41	4 706.72
Painting service and paint	130.47	106.23
Galvanization	184.39	276.25
Welding related	68.97	64.34
Gas	39.29	39.31
Other	45.13	41.54
5. Waste generated in operations (t CO2)		
Sewage	0.007	0.007
Municipal waste	12.47	14.22
Industrial waste	4.93	34.32
Steel scrap	3.11	3.73
Hazardous waste	0.87	0.63
9. Downstream transportation and distribution (t CO2)		
Logistics	298.63	319.41
Total (t CO2)	5 777.74	5 606.71 ↓(-2.95 %)

Note: Historical Scope 3 emissions have been recalculated using the updated methodology and data set applied for the 2025/26 reporting period. Therefore, previously published figures may differ.



Purchased steel is the main contributor to our Scope 3 carbon footprint.

We continue to improve value-chain data quality and identify opportunities for emission reduction.

3.3. Carbon Footprint & Emissions

Tracking our Scope 1, 2 and 3 greenhouse gas emissions

SCOPE 1

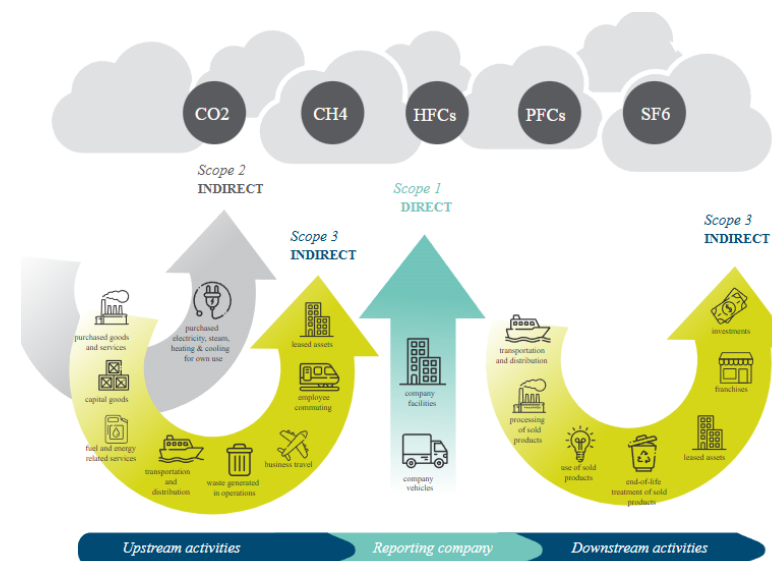
477
Ton CO2e

SCOPE 2

14
Ton CO2e

SCOPE 3

5 607
Ton CO2e



Emissions	01.07.23 - 30.06.24	01.07.24 - 30.06.25	01.07.25 - 30.06.26
Scope 1	433.14	405.86	476.76 ↑(17.5 %)
Scope 2	313.32	159.08	13.84 ↓ (-91.3 %)
Scope 3	N/A	5 777.74	5 607 ↓(-2.95 %)
Total (t CO2)	N/A	6 342.68	6 097.31 ↓(-3.87 %)

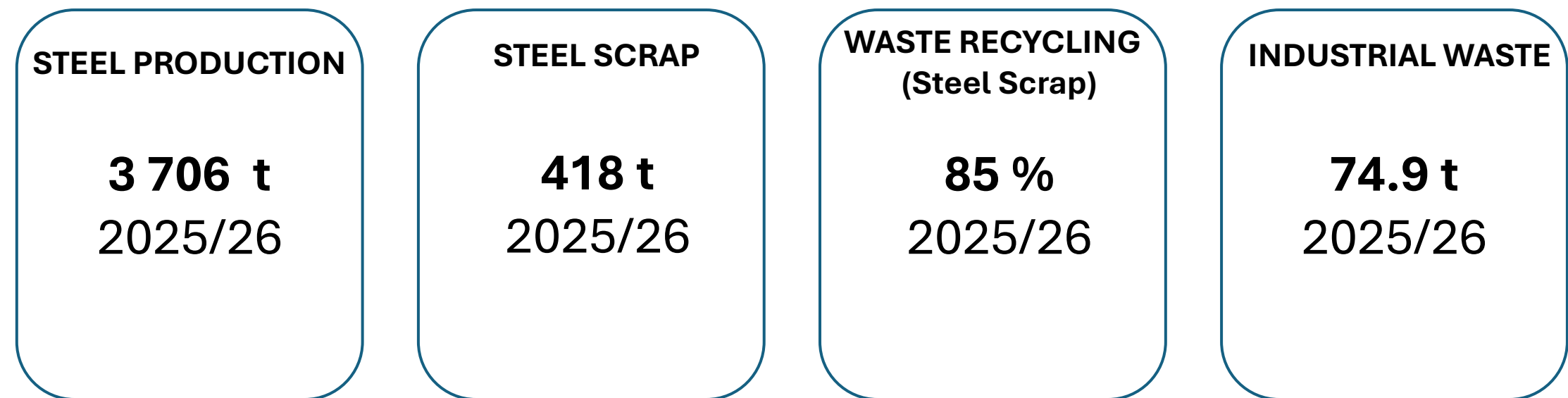
↓ Gas decreases to zero - equipment/fuel changed
 ↑ Wood for heating increase - significantly colder and drier winter (The average air temperature for the season was -5.0 °C lower)

100% Renewable electricity - achieved and maintained (location-based and market-based calculations)

↓ Despite results variation across individual segments, the overall total decreased

3.4. Materials, Waste & Circularity

Using materials efficiently and reducing waste throughout our production processes



3.5. Water & Resource Management

Managing water and other resources responsibly across our operations

Water consumption

Water is used primarily for operational and facility-related activities. We monitor water consumption and seek opportunities to improve resource efficiency.

Indicator	2023/ 24	2024/ 25	2025/ 26
Water consumption	2 258 m ³	2 165 m ³	2 154 m ³ ↓(-0.5 %)

RESOURCE EFFICIENCY

Our environmental approach focuses on reducing unnecessary consumption of:

- Energy
- Steel and other raw materials
- Water
- Production materials
- Packaging and other resources

Through **process optimisation, LEAN/5S practices and continuous improvement**, we aim to reduce unnecessary resource use and associated environmental impacts.



04 PEOPLE & SOCIAL RESPONSIBILITY

4.1. Our People

Building a skilled, engaged and responsible workforce



Category	2023/ 24	2024/ 25	2025/ 26
Full time employees (No.)	125	121	120
Average age (y)	42.5	42.8	42.5
Average work experience (y)	4.76	5.68	6.14
Employee training (h)	348.65	339.42	251
Gender Diversity in the Organization (No.)	5	5	5

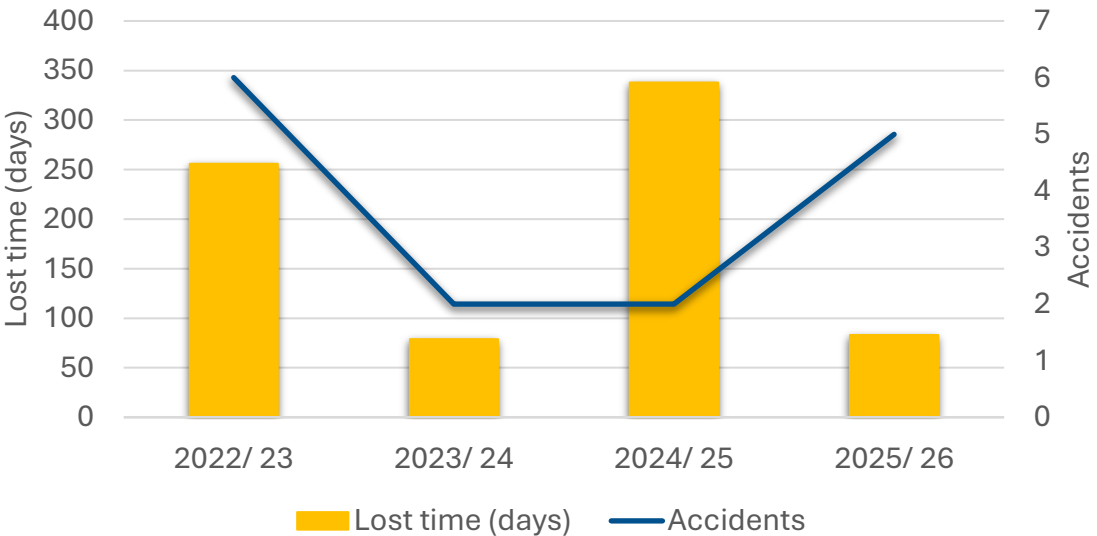


Our people are central to our continued development. We focus on creating a respectful workplace, supporting professional growth and building long-term employee engagement

4.2. Health, Safety & Well-being

Building a skilled, engaged and responsible workforce

SAFETY



Our Mission – Zero Incidents

Mission Zero remains our long-term objective. During 2025/26, five workplace accidents resulted in 83 lost-time days. We continue to focus on preventive measures, risk assessment, training and incident learning. The results are monitored annually to identify risks, strengthen preventive measures and improve workplace safety.

TRAINING & KNOWLEDGE

Developing employee awareness and competence to identify hazards and work safely.

OPENNESS & DIALOGUE

Encouraging employees to report hazards and openly discuss safety concerns.

MISSION ZERO

Working towards zero workplace accidents through proactive prevention and risk management.

CONTINUOUS IMPROVEMENT

Reviewing incidents and safety practices to identify and implement improvements.

4.3. Employee Well-Being & Development

Supporting our employees through health, development and long-term engagement.

HEALTH & WELL-BEING

Supporting employee health and well-being through preventive measures and activities that promote an active lifestyle.

LEARNING & DEVELOPMENT

Encouraging continuous learning and development of professional and technical competencies.

ENGAGEMENT & GROWTH

Promoting employee involvement, open communication and opportunities for professional growth.



4.4. Community & Social Engagement

Supporting our local community and the next generation.



Source: <https://www.liepajniekiem.lv/zinas/sabiedriba/foto-un-video-piemares-pamatskola-tiek-pie-vel-viena-sporta-laukuma-ko-realizejis-fk-karosta/>

SPORT & HEALTHY LIFESTYLE

Supporting FK Karosta children's football team and initiatives that encourage physical activity, teamwork and community engagement.



Source: <https://www.liepajniekiem.lv/zinas/sabiedriba/foto-un-video-piemares-pamatskola-tiek-pie-vel-viena-sporta-laukuma-ko-realizejis-fk-karosta/>

PIEMARES PAMATSKOLA / FK "KAROSTA"

SIA LSEZ "RT metāls" developed and donated multifunctional sports facility together with FK "Karosta" and Liepāja Municipality, creating a space for children, young people and the local community.



Source: <https://www.liepajniekiem.lv/zinas/sabiedriba/rt-metals-dzintara-vidusskolas-audzekniem-davina-jaunu-sporta-laukumu/>

DZINTARA VIDUSSKOLA

SIA LSEZ "RT metāls" developed and donated new outdoor sports facility at Dzintara Vidusskola, improving opportunities for students and the local community to stay active.

Community & Social Engagement

Supporting our local community and the next generation.



EDUCATION & NEXT GENERATION

Supporting Liepājas Valsts tehnikums through cooperation, mentorship and initiatives that encourage young people to build careers in industry.



COMMUNITY SUPPORT

Supporting the Liberta Animal Protection Association and contributing to initiatives that improve the local community.

Community & Social Engagement

At RT metāls, we recognize that our achievements are closely linked to the well-being of our team, the vitality of the communities we serve, and an inclusive work culture.



We are committed to creating a safe, inclusive and supportive working environment for our employees. We also encourage employees and their families to participate in community initiatives, strengthening connections and a sense of belonging. Through wellness activities and employee events, we promote an active lifestyle and support the physical and mental well-being of our people.

05 GOVERNANCE



5.1. Responsible Business & Ethics

Building responsible and transparent business relationships.



NEW IN 2026
Supplier Code of Conduct

BUSINESS ETHICS

Integrity, transparency and professional conduct

COMPLIANCE

Compliance with applicable laws, regulations and standards

FAIR BUSINESS

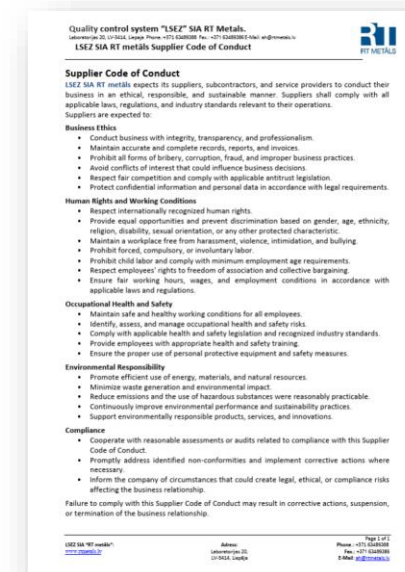
Fair competition and prevention of bribery, corruption and conflicts of interest

RESPONSIBLE PARTNERSHIPS

Clear expectations for suppliers, subcontractors and service providers

Applies to:

- Suppliers
- Subcontractors
- Service providers



2026
Supplier Code
established

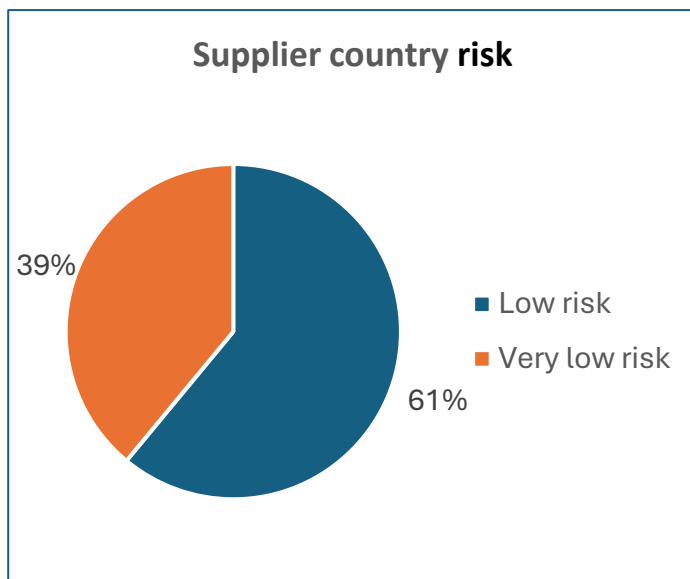
166
suppliers /
partners covered

3%
suppliers
assessed

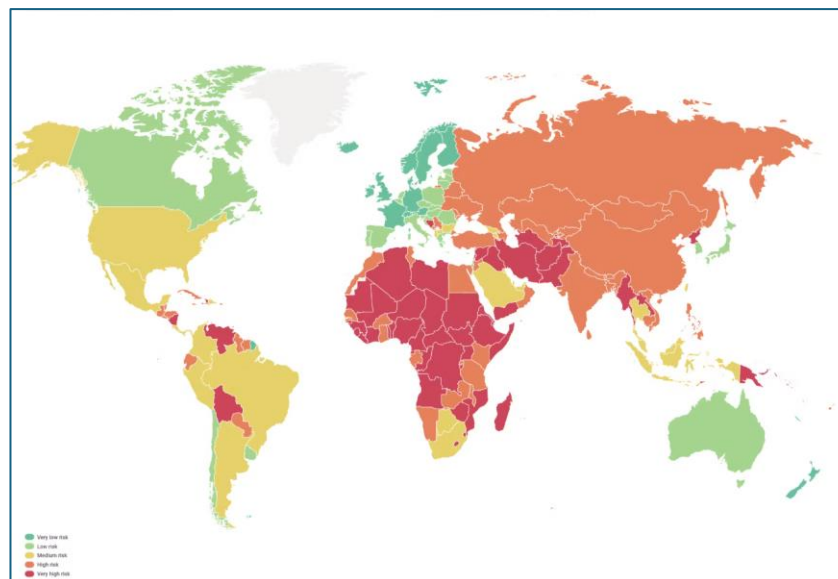
Ethics | Human Rights | H&S | Environment

These are directly reflected in your actual Supplier Code of Conduct. It requires suppliers to conduct business ethically and transparently, prohibit bribery/corruption, respect human rights and working conditions, maintain safe workplaces, and address environmental responsibilities.

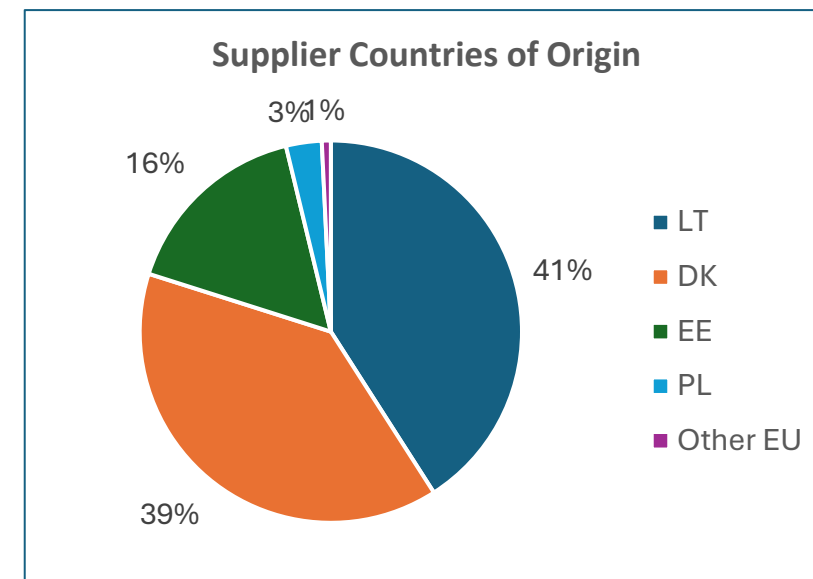
5.2. Responsible Supply Chain



Risk classification based on CountryRisk.io.



CountryRisk.io



Based on supplier information recorded in accounting documentation.

Supplier Country Distribution – Methodology

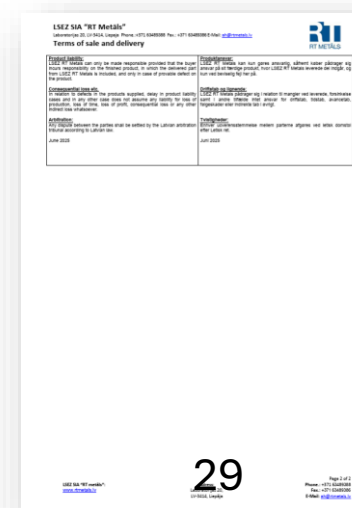
Supplier country distribution is based on accounting records and calculated using the total net mass (kg) of purchased materials from each supplier.

Countries are assigned according to the suppliers' registered locations and do not necessarily represent the country of origin or manufacture of the materials.

Supplier country risk levels are assessed using CountryRisk.io.

Terms of Sale and Delivery

Contractual framework supporting clear and transparent business relationships.





06

ESG STATISTICS

6.1. Environmental Statistics

Monitoring key environmental performance indicators and progress towards our climate and resource-efficiency goals.

Environmental KPI	Unit	2023/ 24	2024/ 25	2025/ 26
Scope 1 GHG emissions	t CO ₂ e	433	406	477
Scope 2 GHG emissions	t CO ₂ e	313	159	14
Scope 3 GHG emissions	t CO ₂ e	N/A	5 778	5 607
Total GHG emissions	t CO ₂ e	N/A	6 343	6 097
Non-renewable electricity consumption	MWh	567	275	0
Renewable energy mix	%	18%	53%	100 %
Water consumption	m ³	2 258	2 165	2 154
Industrial waste	t	68.7	64.9	74.9

6.2. Social Statistics

Monitoring key social indicators related to our employees, workplace safety and well-being.

Social KPI	Unit	2023/ 24	2024/ 25	2025/ 26
Full time employees	Number	125	121	120
Total Health-related absence rate (%)	Pct. (%)	4.93 %	5.76 %	7.79 %
Sickness absence rate (sick leave A*)	Pct. (%)	2.08 %	1.55 %	2.18 %
Sickness absence rate (sick leave B**)	Pct. (%)	2.85 %	4.21 %	5.61 %
Workplace accidents with lost time	Number	2	2	5
Absence days due to workplace accidents	Number	79	338	83
Employee training hours	Number	348.65	339.42	251

6.3. Governance Statistics

Tracking key governance indicators that support transparency, compliance and responsible business practices.

Governance KPI	Unit	2023/ 24	2024/ 25	2025/ 26
EN ISO 3834-2 certification	Status	Certified	Certified	Certified
EN 1090 certification	Status	Certified	Certified	Certified
Supplier Code of Conduct	Status	–	–	Introduced
Terms of Sale and Delivery	Status	–	Introduced	Active

07 EU TAXONOMY & SUSTAINABLE ACTIVITIES



Sustainability isn't a destination — it's a journey we're proud to navigate with purpose and integrity.

7.1. EU Taxonomy Overview & Relevance

Our Approach

The EU Taxonomy provides a framework for identifying environmentally sustainable economic activities. SIA LSEZ "RT metāls" manufactures steel structures and components used in construction and infrastructure projects. Although our products can support environmentally sustainable construction, this does not automatically mean that our manufacturing activities qualify as EU Taxonomy-aligned. For the 2025/26 reporting period, this section presents our sustainability-related activities rather than a formal EU Taxonomy eligibility or alignment assessment.

Resource Efficiency & Circularity

We aim to improve material efficiency, reduce production waste and prioritise steel with documented recycled content where technically and commercially feasible. Steel scrap generated during production is collected for recycling. Our sourcing strategy prioritises opportunities to use steel with documented recycled content and lower associated carbon emissions, where technically feasible. This supports resource efficiency and may contribute to customers' project-specific circular economy objectives.

Sustainable Design & Environmental Impact Reduction

Our steel structures and components can support durable construction and, depending on project design and connections, future maintenance, disassembly, reuse and recycling. We continuously evaluate opportunities to improve production efficiency, reduce energy consumption and minimise environmental impacts associated with surface-treatment processes.

Transparency & Environmental Documentation

We support customers and project partners by improving access to environmental product information, including Life Cycle Assessment (LCA) results, Environmental Product Declarations (EPDs) and available material documentation.

EU Taxonomy disclosure note: No formal Taxonomy eligibility or alignment assessment is presented in this report. The initiatives described above should not be interpreted as confirmation of EU Taxonomy alignment.

Thank you!

Do you have any questions?

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