

GRENARDI

GROUP

ESG Report

2024

Environmental Sustainability
Social Responsibility
Corporate Governance



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Message to our stakeholders

In 2024, Grenardi Group continued its journey as the leading jewellery retailer in the Baltics, consolidating the strong foundation built during previous years of rapid growth. The year was marked by steady business development, including the successful launch of the first public bond program and the acquisition of the GOLDLIGHT retail network. While maintaining a deliberate focus on operational stability and integration, we remained committed to embedding sustainability into our long-term strategy, ensuring that business growth is aligned with responsible practices and lasting value creation for all stakeholders.

Building on the work initiated in 2023, we maintained our focus on developing and refining our Environmental, Social, and Corporate Governance (ESG) framework. In 2024, we actively engaged with our partners to emphasize the importance of sustainable practices and launched a supplier survey to better understand their ESG-related activities. Additionally, we introduced two new collaboration projects with a charitable purpose—“Komanda Latvija” and “LEAD” in Estonia—reflecting our commitment to giving back to the communities we operate in.

We remain committed to a responsible growth path that reflects the values of our customers, partners, and employees. As the regulatory landscape evolves, we will adapt our reporting and sustainability approach accordingly—ensuring that our efforts remain proportional to the scale of our business and aligned with the Corporate Sustainability Reporting Directive (CSRD) once applicable.

Ainārs Sprīngis

Chairman of the Management Board of AS Grenardi Group

GRECARDI
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Basis of preparation

This consolidated ESG report has been prepared taking into account the requirements of the Corporate Sustainability Reporting Directive 2022/2464/EU (CSRD) and the Commission Delegated Regulation (EU) 2023/2772 as regards sustainability reporting standards (ESRS); however the report is not intended to comply fully with all of the requirements of the CSRD and ESRS since full compliance is not required for an undertaking of this scale by either the CSRD or ESRS and therefore these are treated as guidelines for the preparation of this report. To the extent of our data availability, we have referenced ESRS 1, ESRS 2, ESRS E1, ESRS E5, ESRS S1, ESRS G5.

We make reference to the [United Nations Sustainable Development Goals](#) in cases where we see our actions having a positive impact on these goals. The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Name of the Group	Grenardi Group
Name of the Parent Company	AS Grenardi Group, Reg. No. 40203279291, Latvia
Subsidiaries	UAB Given Lithuania, Reg. No. 305936789, Lithuania SIA Given Latvia, Reg. No. 40203166474, Latvia OÜ Given Estonia, Reg. No. 14505229, Estonia SIA Grenardi Latvia, Reg. No. 50003474971, Latvia OÜ Grenardi Estonia, Reg. No. 11518421, Estonia SIA GOLDLIGHT, Reg. No. 40003480834, Latvia (from 20.11.2024)
Reporting period	01.01.2024 to 31.12.2024

ESG Strategy

Our goal is to become the frontrunner in responsible jewellery retail in the Baltics.

Our strategy for achieving this goal rests on four core pillars shown below.

Circular durability

- Implement circularity principles, where possible
- Educate on sustainable maintenance
- Introduce alternative or lab grown materials

Empowering culture

- Good & safe workplace
- Diversity, equity and inclusion
- Learning and development

Traceability & knowledge

- Responsible and transparent supply chain
- Traceable materials
- Sharing and strengthening the knowledge

Reduced footprint

- Reduced emissions
- Improved energy efficiency
- Reusable and durable packaging



Key figures 2024



92
stores
as of 31.12.2024



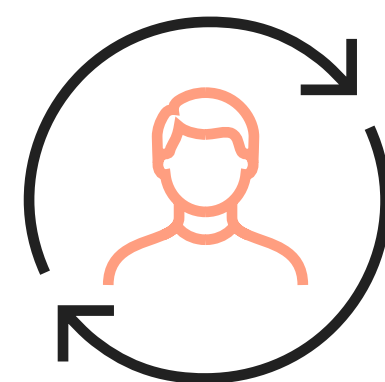
299
average no.
of employees



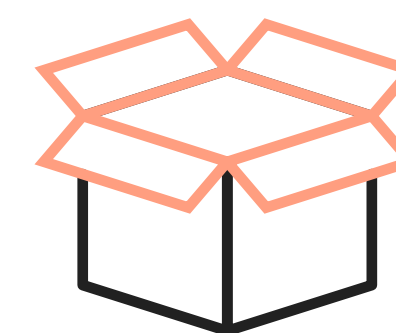
179.5 tonnes
of CO₂ emissions
(Scope 1, 2)



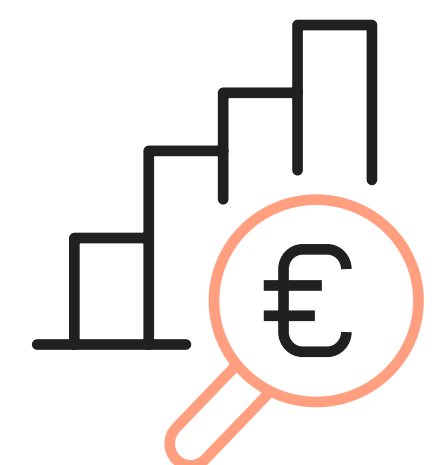
€24m
revenue



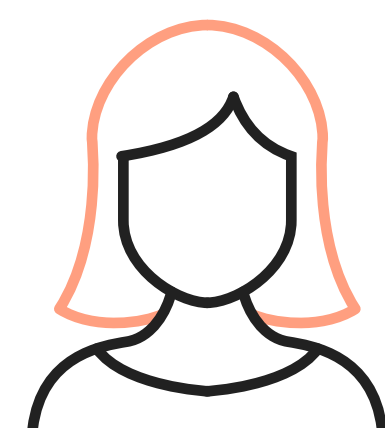
32%
employee
turnover rate



53%
of suppliers –
members of RJC*
* from procured jewellery in 2024



€4.3m
consolidated
EBITDA



64%
women in top
management roles

Grenardi Group footprint in Baltics



92

Total number
of stores
in the Baltics

as at 31.12.2024

ESTONIA

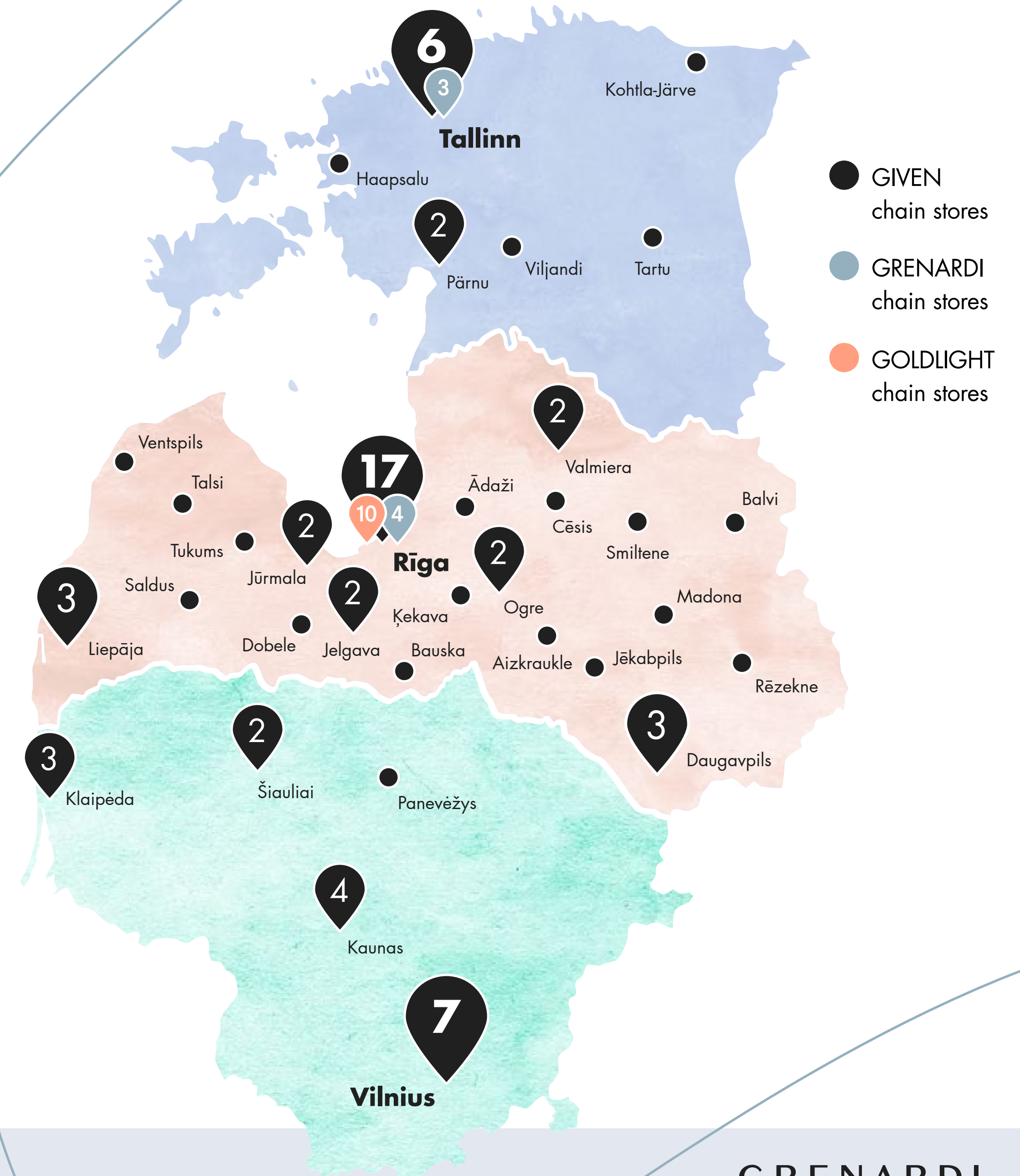
12 GIVEN stores
3 Grenardi stores
www.given.ee
www.grenardi.ee

LATVIA

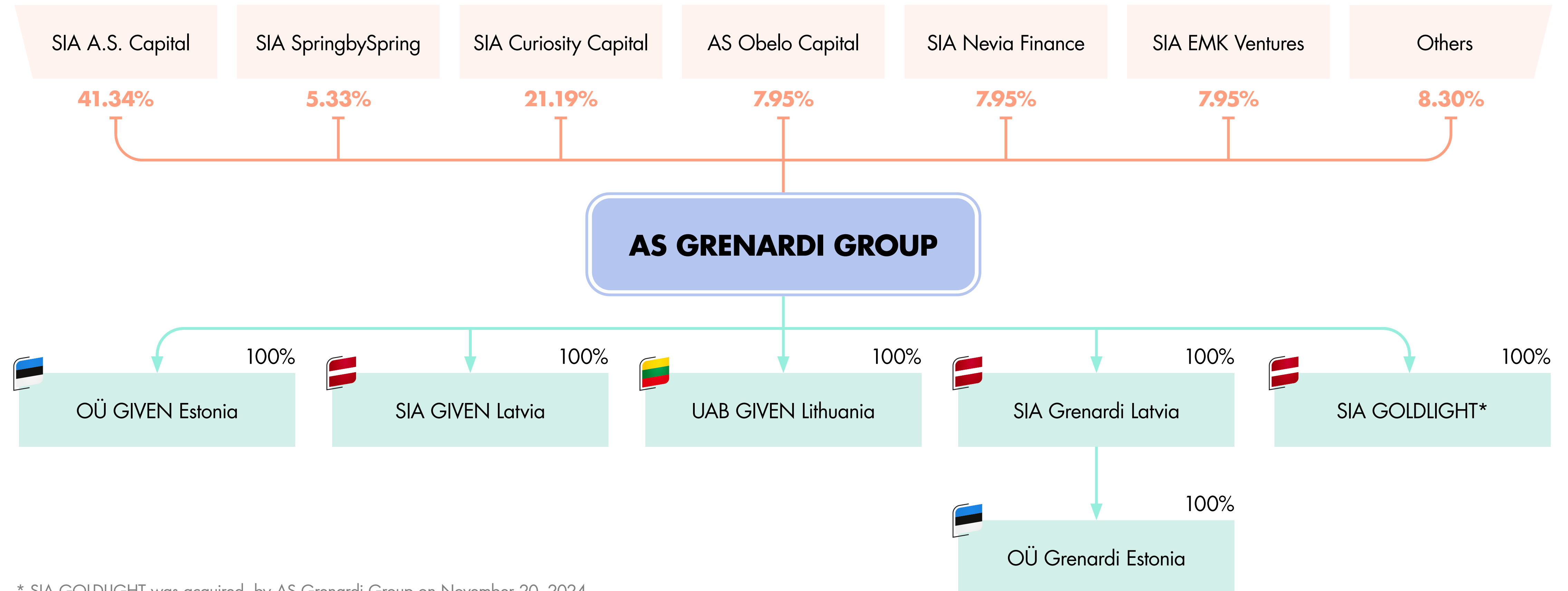
46 GIVEN stores
4 Grenardi stores
10 GOLDLIGHT stores
www.given.lv
www.grenardi.lv
www.goldlight.lv

LITHUANIA

17 GIVEN stores
www.given.lt



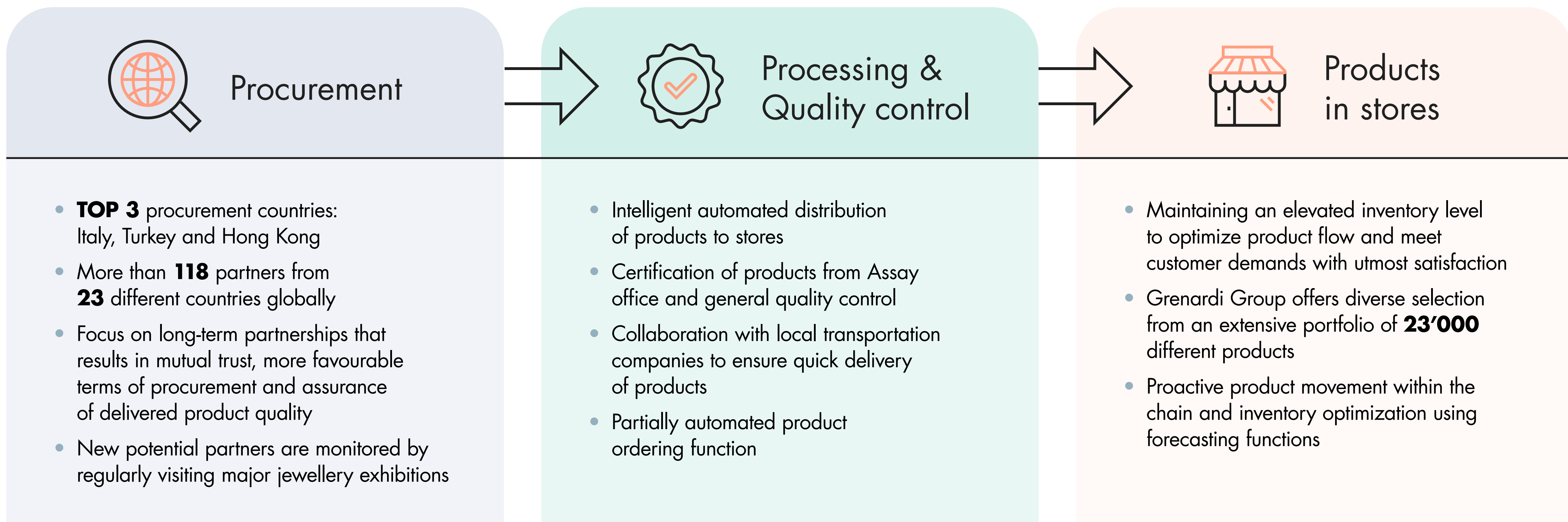
Ownership structure



* SIA GOLDLIGHT was acquired by AS Grenardi Group on November 20, 2024
Grenardi Czechia was established on January 13, 2025, and is not reflected in this structure

Business model

Grenardi Group is the largest jewellery retail chain in the Baltics. We operate as three retail concepts - GRENARDI, GIVEN and GOLDLIGHT where we work as representatives of internationally known jewellery brands and also offer products under private labels.



Impact, risk and opportunity management, materiality

Each of our four strategic cornerstones contributes to our overall goals through a set of targets. In 2024, Grenardi Group continued refining and validating the initial conclusions of its 2023 internal materiality assessment through ongoing engagement with stakeholders. We have strategically aligned our materiality assessment with our corporate strategy, focusing our reporting on areas where we can create significant positive impacts. This approach allows us to identify and prioritise key sustainability opportunities that are directly aligned with our strategic objectives.

Reduced footprint

The highest potential **for reducing our footprint** will be through:

1. Sourcing jewellery made of recycled metals
2. Sourcing jewellery using lab-grown gemstones
3. Offering more products created using renewable energy
4. Cutting energy usage in our retail facilities and prioritising the use of renewables in energy contracts
5. Using packaging materials that are recycled and recyclable



Positive contribution towards UN Sustainable Development Goals No. 7, No. 13



Circular durability

We recognize that the changes which are necessary for reaching a lower footprint are driven to a large extent by consumer demand, therefore we see value in educating our customers on sustainable jewellery practices, how to care for their jewellery and offering after-sales service and repairs.

1. Keeping track of reasons products forgo repairs and are scrapped
2. Advertising campaigns that focus our most sustainable product lines
3. Offering inherently repairable jewellery and offering repairs

Positive contribution towards UN Sustainable Development goal No. 12



Traceability & knowledge

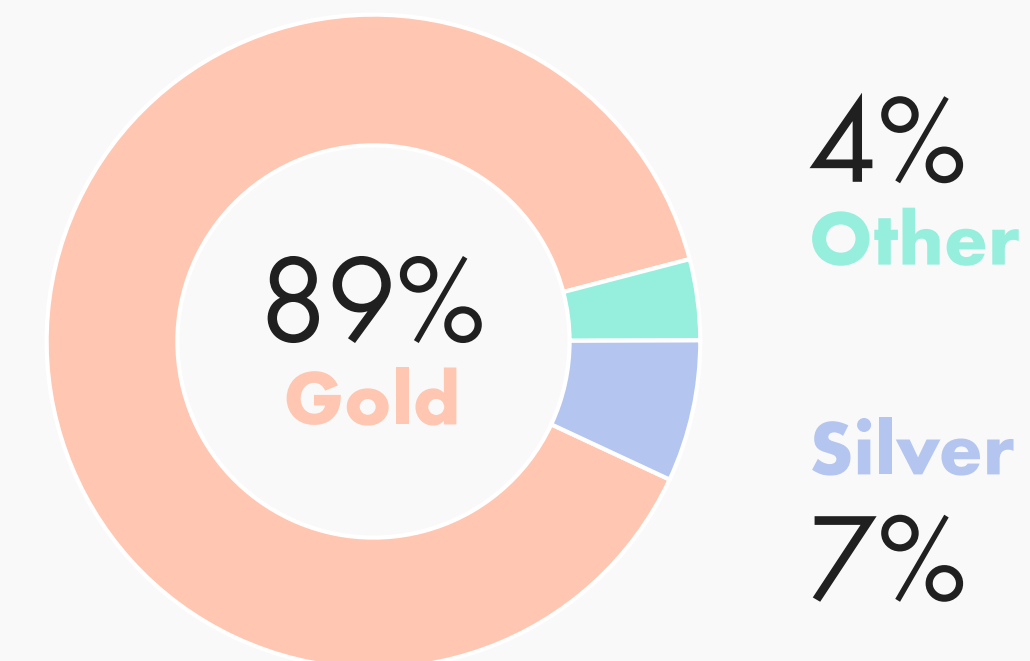
Traceability is a crucial aspect of our commitment to sustainability and responsibility in jewellery retail. Our aim is to ensure that international policies on human rights, health, occupational safety, and environmental protection are met throughout our value chain. This allows us to build trust between our customers so that they can experience the full value of the jewellery they purchase and so that they feel comfortable with their purchase.

1. Working with partners that follow existing sustainability and traceability initiatives that are recognized within the industry
2. Establish a code of conduct and sustainability guidelines for suppliers and make it a requirement for suppliers to follow them
3. Establish a system for collecting data on how our suppliers meet our ESG targets and metrics
4. Educating our clients and employees to recognize sustainable products and their inherent value
5. Strengthening the overall knowledge of jewellery of our employees, including sales personnel, on sustainable jewellery practices

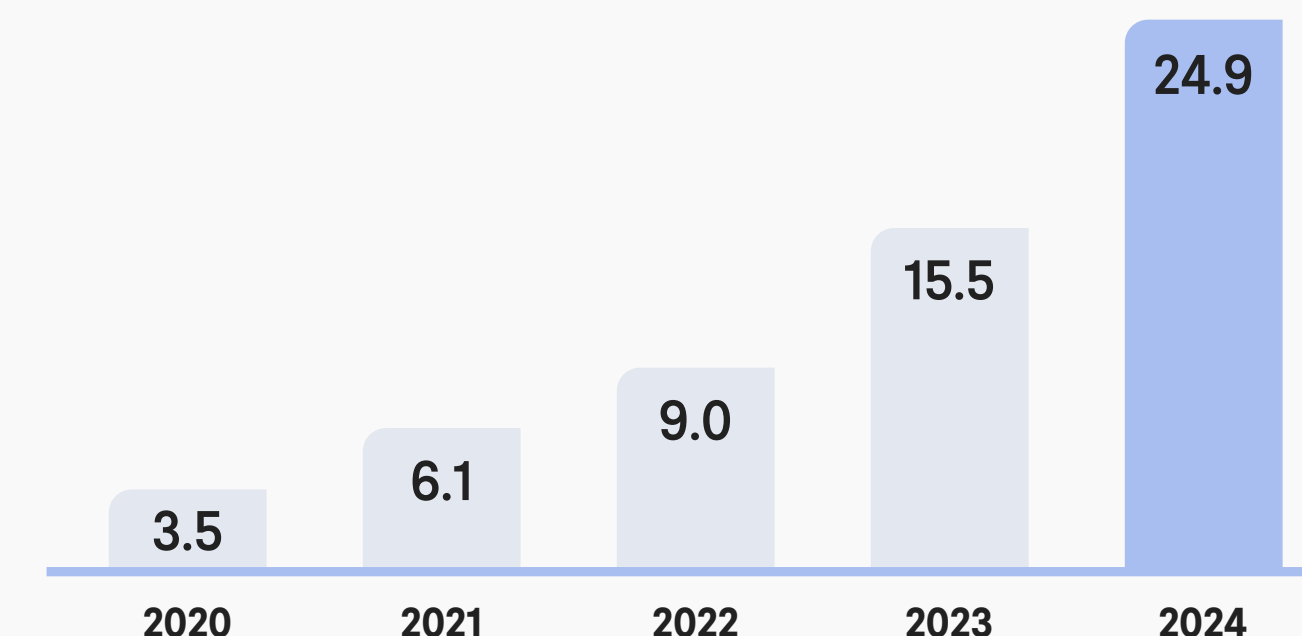
Positive contribution towards UN Sustainable Development goals No. 8, No. 12



Inventory by key metals
as at December 31, 2024



The Group's inventory (€M)



Empowering culture

At Grenardi Group, we believe that our people are the key to our success. We aim to create a workplace that not only prioritises diversity, equality, and inclusion, but also actively invests in employee development and learning to ensure a safe and enriching environment. By prioritising the well-being of our team, we position ourselves for sustained success.

1. Zero-tolerance against discrimination, maintaining gender equality in top management
2. Consistently competitive wages for its employees
3. Career development, training

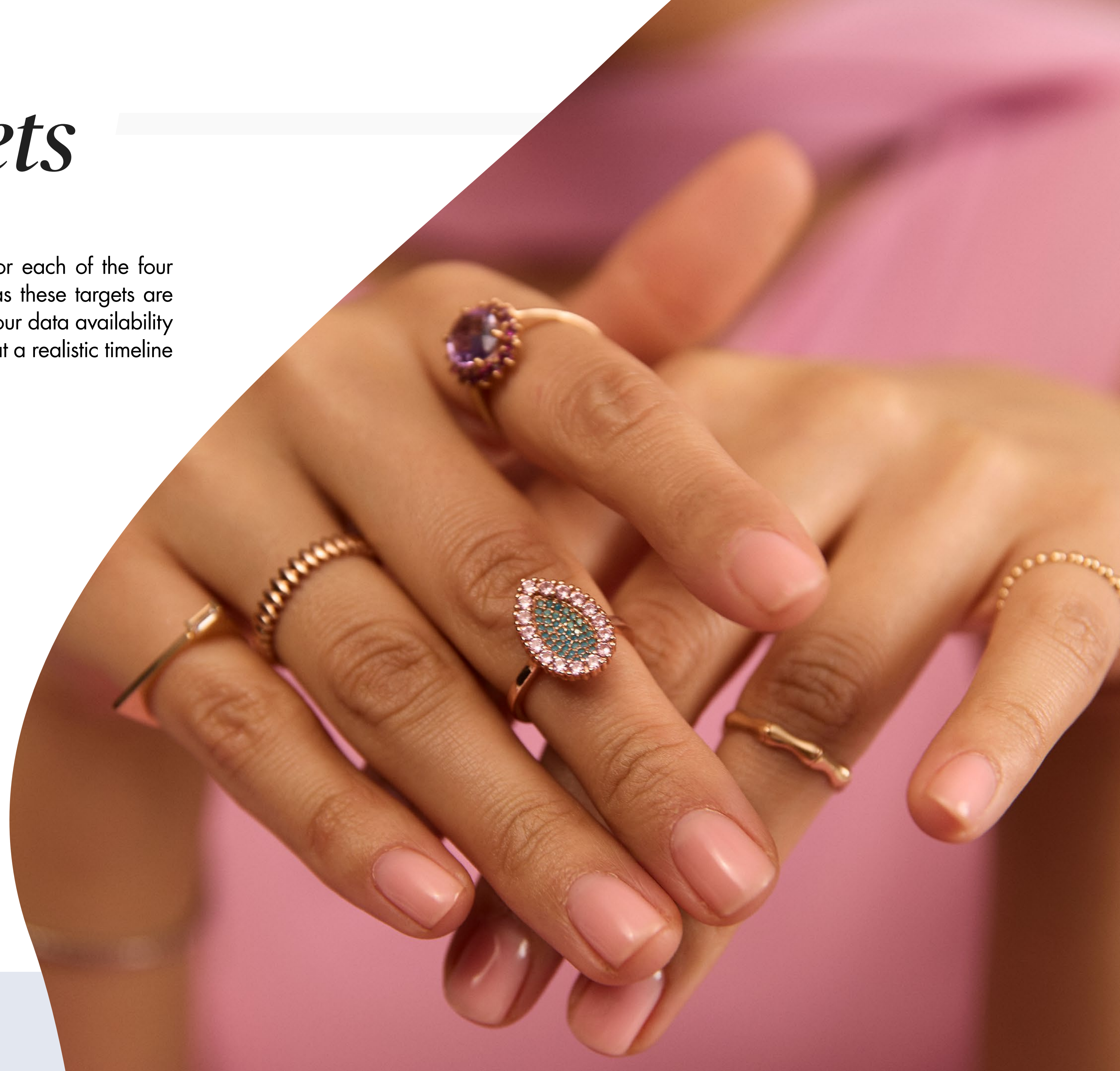


Positive contribution towards UN Sustainable development goals No. 5 and No. 8



Metrics and targets

Grenardi Group aims to establish realistic and measurable targets for each of the four strategic pillars, with the intention of strengthening its core business as these targets are achieved. For this reason the first step in our action plan is to increase our data availability across the topics covered in our four strategic pillars in order to arrive at a realistic timeline for improvement.



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CO₂ emissions [ESRS E1]

Transition plan for climate change mitigation [Disclosure E1-1]

In 2024, we continued the calculation of our Greenhouse gas emissions, marking the second year of this endeavour. For this reporting period, we computed emissions for Scope 1 at 9.9 tons of CO₂ equivalent and Scope 2 at 169.6 tonnes of CO₂ equivalent.

Scope 1 emissions were based on the consumption of 3'106 liters of diesel fuel and 693 liters of petrol used in 2024 across our company vehicles. Scope 2 emissions were calculated based on 394 MWh of energy used for heating and 813 MWh of electricity consumption across our retail outlets, warehouse, and headquarters in 2024. The lower heating demand compared to 2023 was primarily due to a warmer winter.

Since Grenardi Group does not own or operate its own manufacturing facilities, the majority of emissions can be estimated to occur at a Scope 3 level, i.e. as indirect emissions throughout our value chain. Since Grenardi Group works with suppliers of various sizes from across the globe, it is currently not possible to arrive at an accurate estimate for our Scope 3 emissions. However, we have begun gathering data from our suppliers where possible in order to arrive at reasonable estimates in the medium term.

Taking note of the uncertainty for Scope 3 emissions, the total Greenhouse gas emissions can be estimated to be at least 179.5 tons of CO₂ equivalent at Scope 1 and Scope 2 levels, resulting in a Greenhouse gas intensity of at least 0.008 KG of CO₂ equivalent per EUR of revenue. [Disclosure E1-6])

	2023	2024
Fuel of company cars,l	10'060	3'799
Energy used for heating, mwh	582	394
Energy used for electricity, mwh	737	813
Scope 1, tons	24.9	9.9
Scope 2, tons	200.7	169.6
Total, tons	225.6	179.5

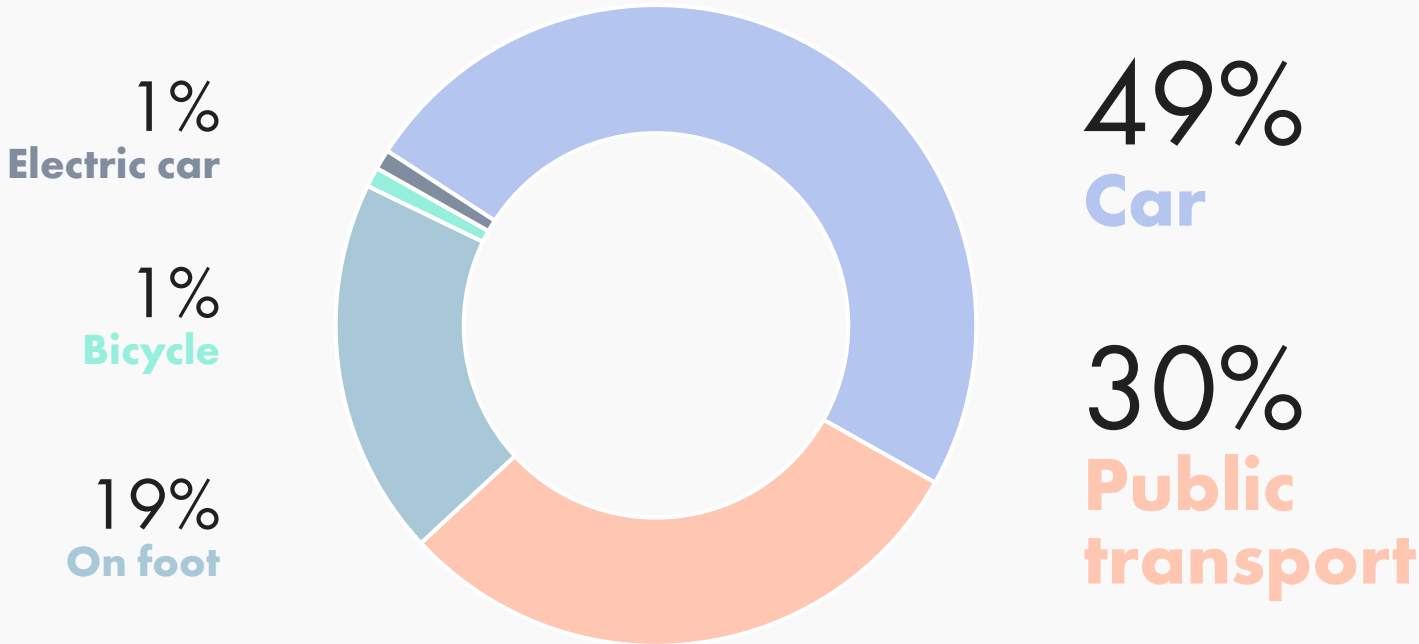
The transportation habits of Grenardi Group employees reflect a diverse range of commuting methods with environmental implications. Nearly half (49%) of employees commute by car, covering an average distance of 12.6 km.

Public transport is also common, used by 30% of employees, with an average distance of 11.2 km. Sustainable modes like walking and bicycling account for 19% and 1% of employees respectively, with shorter average commute distances of 1.5 km and 6.4 km. The estimated CO₂ emissions per employee driving by car is 1.1 tons per year.

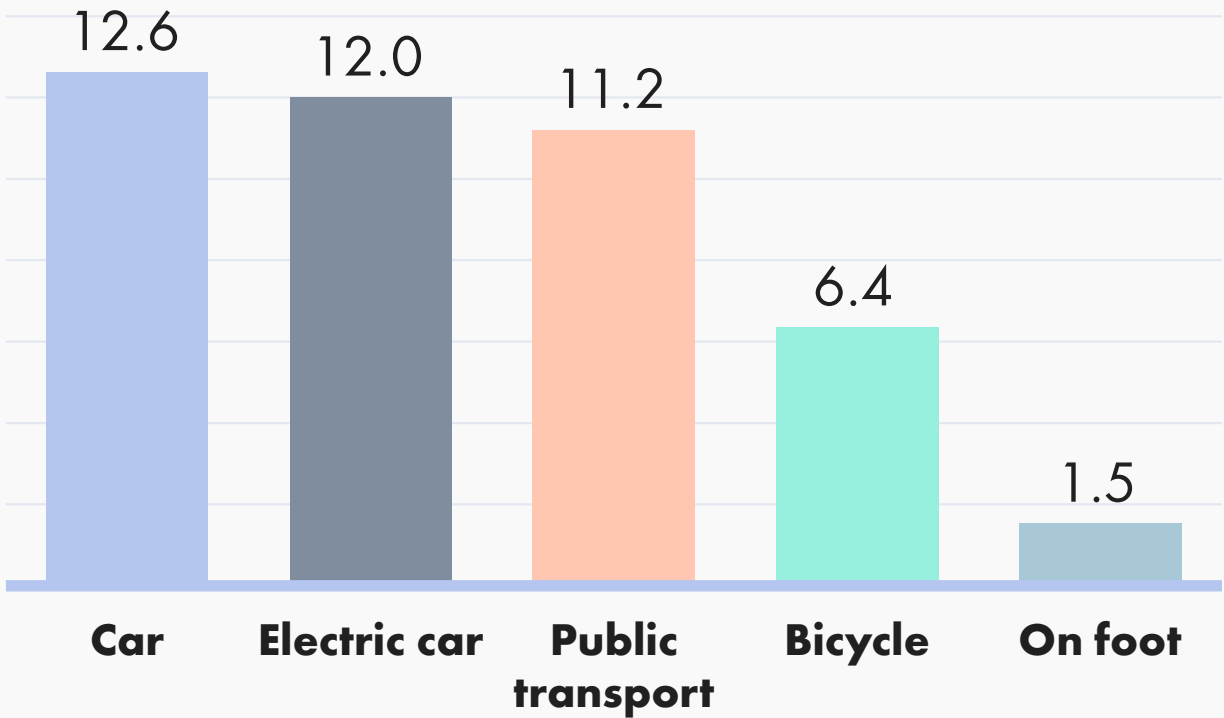
Disclaimer about preparation

During our efforts to accurately estimate our greenhouse gas emissions, we encountered challenges in accessing comprehensive data for all our retail spaces. For Scope 2 emissions, we relied on utility bills provided by our lessors. However, due to incomplete data, in some cases, we had to extrapolate data based on energy consumption in comparable retail locations within the Group. To ensure a higher level of accuracy within these circumstances, we utilised worst-case available figures as the basis for extrapolation, avoiding the risk of reporting overly optimistic estimates. Moving forward, we are committed to recalculating these figures for 2024 to gain a more precise understanding of our Scope 1 and 2 emissions.

Means of transportation to work of Grenardi Group employees in 2025, %



Average Distance to Work of Grenardi Group employees by Means of Transportation in 2025 (km)



Actions and resources in relation to climate change policies [Disclosure E1-3]

In 2024, Grenardi Group continued to build on the climate-related initiatives introduced in 2023, focusing on integrating sustainability considerations into daily operations and strategic planning.



Further disclosures

Integration of sustainability-related performance in incentive schemes [Disclosure ESRS 2 GOV-3]

In 2024, climate-related considerations were not factored into the remuneration of members of the administrative, management and supervisory bodies.

Targets related to climate change mitigation and adaptation [Disclosure E1-4]

In 2024 Grenardi Group had not yet set any specific targets for climate change mitigation as we are working to set proportionate and realistic targets as our data availability improves.

Energy consumption and mix [Disclosure E1-5]

Due to the unavailability of accurate information from our retail lease agreements, a disaggregation of our energy consumption was deemed to be too unreliable to be reported for 2024.

Greenhouse gas removals and greenhouse gas mitigation projects financed through carbon credits [Disclosure E1-7]

In 2024 Grenardi Group has not participated in projects that directly partake in mitigation of greenhouse gas emissions or through carbon credits.

Internal carbon pricing [Disclosure E1-8]

Grenardi Group does not yet apply an internal carbon pricing scheme.

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities [Disclosure E1-9]

It is not possible to assess the anticipated financial effects of physical and transition risks at the time of disclosure due to a lack of credible data that would support such an assessment.

Resource use and circular economy [ESRS E5]

Policies related to resource use and circular economy [Disclosure E5-1]

In 2023, a formalised Suppliers Code of Conduct was established, outlining the ethical standards and practices expected from Grenardi Group suppliers within the jewellery industry.

Additionally, in 2023 Grenardi Group started to systematically gather information about its suppliers' standing in ESG matters and their participation and certification in international organisations, including the Responsible Jewellery Council (RJC). In 2023, 52% of jewellery procured across the Group came from RJC-certified suppliers, highlighting Grenardi's commitment to socially and environmentally responsible sourcing; in 2024, this share increased to 53%, reflecting continued progress in responsible procurement despite a significant growth in the total volume of procured goods.

Established in 2005, the Responsible Jewellery Council (RJC) is a nonprofit organisation that sets standards to promote ethical, social, and environmental practices throughout the jewellery supply chain. The RJC provides certification for companies that adhere to its standards, which cover various aspects of responsible business practices, including labour rights, environmental impact, ethical sourcing of materials, and transparency in supply chains. By becoming RJC certified, companies demonstrate their commitment to operating in a responsible and sustainable manner.



Actions and resources related to resource use and circular economy [Disclosure E5-2]

Grenardi Group provides customers with the option to exchange gold scrap, such as earrings or broken chains, for a gift card or cash. In 2024, within our Grenardi Group, a total of 12.2 kg of gold scrap was collected for recycling by our clients. The recycled gold scrap is then either supplied to manufacturers for jewellery production within our chain or sold at market prices through our partner company.

Furthermore, our group actively collaborates with jewellery repair service providers to promote and facilitate jewellery care and repair among our customers. Customers are encouraged to bring their jewellery to any of our Group’s shops, where we arrange transportation and necessary services in partnership with our main collaborators.

510 kg of polyethylene packaging was used and submitted for recycling over the course of 2024 and reusable packaging is used for deliveries to and between retail locations.

All of our store deliveries take place using partners that have committed to reaching net zero emissions by 2040 in accordance with the Science Based Targets initiative (SBTi) and ahead of the deadline set out by the Paris Agreement.



In acknowledgment of the significant environmental impact associated with traditional mining practices in the jewellery industry, Grenardi Group took a proactive approach in 2023 by introducing two private labels, Stardust and Moissanite under the GIVEN brand name. These product lines utilise lab-grown gemstones, with Stardust featuring lab-grown diamonds and Moissanite showcasing lab-grown semi-precious moissanite. In 2024, these brands’ share of total sales increased by 0.3%.

	2023	2024
Gold scrap collected, kg	11.3	12.2
Polyethylene packaging submitted for recycling, kg	502	510

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Own workforce [ESRS S1]

Secure employment, working time and turnover

The rate of employee turnover serves as a crucial gauge for assessing both the efficacy of the human resources management system and the general quality of the work environment. It is calculated as dividing the number of employees who leave a company (voluntarily or involuntarily) during a certain period by the average number of employees during that same period and expressed as a percentage. In 2024, the Group's overall employee turnover ratio stood at 32%, with administration experiencing a turnover rate of 39% and sales personnel experiencing a turnover rate of 31%. Additionally, turnover rates varied across different regions, with Latvia reporting a lower turnover rate of 24%, while Lithuania and Estonia reported higher turnover rates of 34% and 72% respectively. In 2024, the main drivers of higher employee turnover have been the organizational consolidation and changes within the management team. Regarding working hours, the company offers both fixed and flexible schedules. Since most shops are located in shopping centers, schedules are organized to ensure that longer shifts on certain days are balanced with days off, thereby avoiding unnecessary overtime and supporting work-life balance. Office employees also have the option to work remotely and may bring children or pets to the office when necessary.

Adequate wages

At Grenardi Group, we are committed to establishing competitive and attractive wages, along with a comprehensive remuneration policy that prioritises fairness and rewards per-

formance based on merit. Our goal is to lead by example in promoting transparency and ethical labour practices within the jewellery retail industry. We strive to create an environment where fair and legal compensation is the standard. By offering fair wages and bonus incentives, we aim to attract and retain top talent while upholding our values of integrity and social responsibility.

	2023	2024
Total employee turnover ratio, %	22%	32%
By employee type:		
Administration, %	15%	39%
Sales personnel, %	24%	31%
By countries:		
Latvia, %	15%	24%
Lithuania, %	43%	72%
Estonia, %	32%	34%

Note: Turnover ratio includes calculation of Goldlight SIA from December 1, 2024.

Gender equality, pay ratio and equal work for equal pay

The Gender Pay Ratio serves as a crucial metric for assessing gender equality in the workplace by measuring the disparity between the average earnings of men and women. At Grenardi Group, in both 2023 and 2024, with 98% of our team being women, the traditional Gender Pay Ratio calculation may not accurately reflect the gender dynamics within our workforce. This is due to the absence of male employees in certain roles, such as sales personnel in our stores, and the lean composition of our administration team without comparable positions for comparison.

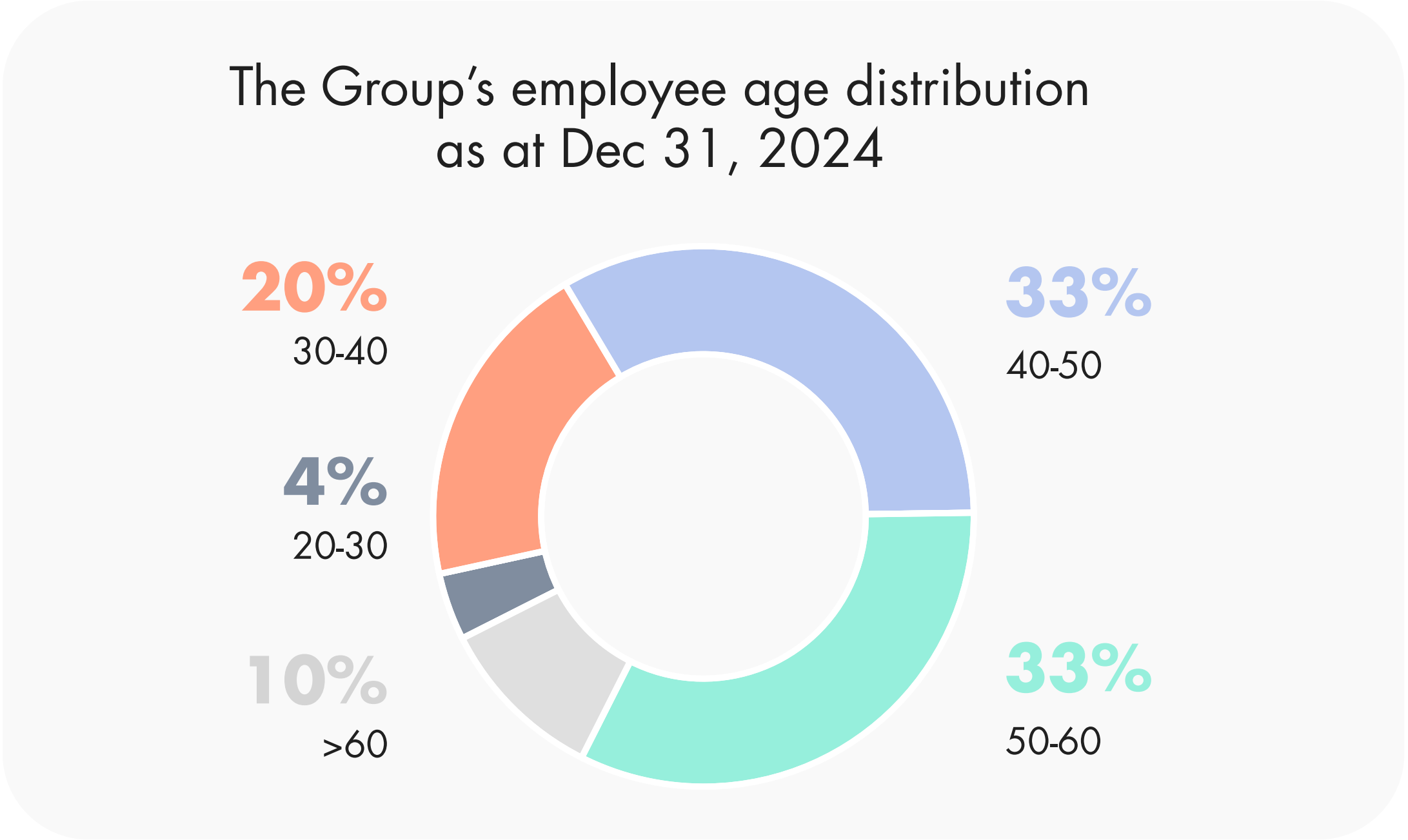
However, at Grenardi Group we recognize that gender equality extends beyond pay differentials and encompasses a broader spectrum of opportunities and representation within the organisation. While our workforce predominantly comprises women, it's imperative to recognize the diverse roles and contributions made by male employees in key positions within our group. These positions include roles such as CEO, Deputy CFO, Head of Ecommerce, Data Analyst, Sales Project Manager, and Warehouse Worker, demonstrating our commitment to fostering an inclusive and diverse workforce at all levels of our organisation.

Training and skills development

The Group has its own digital learning platform "Academy Ocean" - a state of the art learning platform with online learning materials and tests for sales personnel. Adopted in the local languages. In 2024, the online training platform incorporated additional learning materials focused on ESG topics.

Diversity

The ratio of female full-time employees to the total number of full-time employees can serve as an indicator of potential risks associated with workplace inequality. In the jewellery industry, particularly among sales employees, the gender ratio historically and typically skews significantly towards women. This holds true also for Grenardi Group. At the end of 2024, women accounted for 98% of the total in-house workforce in the Grenardi Group, of it 100% of sales personnel and 90% of administration. Grenardi Group employs people of various backgrounds, with the average age of our employee at 47.6 as at December 31, 2024 (+4% increase in average age compared to December 31, 2023).



Other disclosures

Work-life balance

We remain committed to creating a safe and healthy work environment for all employees, implementing robust safety protocols and wellness initiatives to prioritise their physical and mental well-being. By embracing diversity and fostering an inclusive workplace culture, we aim to not only attract and retain top talent but also drive innovation and enhance our overall business performance. Grenardi Group strives to accommodate the various needs of our employees by allowing work from home for roles that do not require a physical presence and actively seeks to offer full-time job offerings to ensure secure employment and fulfilling remuneration for our employees. We also offer health insurance to our staff, including those working in retail sales.

The employment and inclusion of people with disabilities

At Grenardi Group, we prioritise the well-being and professional development of all our employees, recognizing that a diverse and inclusive workforce is essential for fostering innovation and driving business success. We are committed to creating a supportive and equitable environment that empowers individuals to thrive. Our diversity policy underscores our dedication to promoting equality and non-discrimination in all aspects of employment. We firmly believe that personal attributes such as gender, ethnic background, nationality, age, pregnancy, sexual orientation, gender identity, disability, religion, and political opinions should never influence decision-making processes.

In addition to fostering a culture of inclusion, we actively provide career and development opportunities to employees based on merit and qualifications, ensuring that everyone has access to advancement pathways regardless of their background or personal characteristics. Through initiatives such as training workshops and internal promotions, we strive to nurture talent and cultivate a diverse leadership pipeline.

Measures against violence and harassment in the workplace

As sales employees in retail jewellery may experience attempts of theft during their shifts, we have always partnered with security companies that can assist and protect any employee in case of illegal activity taking place.

Social dialogue / existence of work councils / information, consultation and participation rights of workers

We are committed to maintaining a safe and respectful workplace by fostering a culture of accountability and dignity for all employees. In 2023 we established and formalised a whistleblower policy to allow our employees a safe environment for resolving any sensitive issues.

Freedom of association/Collective bargaining including the rate of workers covered by collective agreements

In 2024 Grenardi Group had not entered into any collective agreements with workers.

Child labour

Grenardi Group fully complies with all local regulations and limitations regarding underage labour practices.

Forced labour

Grenardi Group is actively working to ensure that no forced labour is used at any part of our value chain by seeking out global suppliers that have internationally recognized certifications of compliance in this area.

Collaboration projects



Rotājies, Latvija!

Rotājies, Latvija! collection, created in collaboration with former President of Latvia Vaira Vīķe-Freiberga, features the sun as a central element symbolising energy and rebirth. The minimalist designs blend historical elements with contemporary twists and are crafted in both silver and gold. Each sale contributes to a charitable cause: EUR 10 from silver pieces and EUR 50 from gold pieces are donated to a scholarship program named after Vaira Vīķe-Freiberga, supporting underprivileged students at Latvian universities through the Vītols Foundation.



Lend

The “LEND” jewellery collection was launched in 2024 and reflects the artistic radiance of beloved Estonian musician Eeva Talsi and the profound essence of the rune song that inspired it. Each piece is masterfully crafted from silver and adorned with a delicate feather motif—symbolising freedom and creativity. The collection was created with a charitable purpose: for every item sold, GIVEN is donating EUR 10 to the Tartu University Hospital Children’s Fund—an esteemed Estonian organisation that supports children in need and their families, providing vital assistance in everyday life.



KOMANDA LATVIJA

The “Komanda Latvija” jewellery collection was created in collaboration with the Latvian Olympic Committee in 2024, inspired by our country’s talented athletes who prove that with determination and purpose, we can shine like stars on the world stage. From each piece sold, EUR 5 is donated to support athletes through the Latvian Olympic Committee.

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Management Structure and Composition

The Company has a two-tier management structure consisting of the Management Board and the Supervisory Board. While the Management Board has responsibility for everyday management, the Supervisory Board represents shareholder interests in General Meetings and oversees the activities of the Management Board.

As of the end of 2024 there were a total of 11 people serving on our Supervisory Board and Management Boards across our Group companies. Out of these, 4 were men, 7 were women, giving an overall gender ratio of 64% of women and 36% men in our top positions.

	2023	2024
People serving on Management and Supervisory Boards	10	11
Women, %	60%	64%
Men, %	40%	36%



Management and Supervisory Boards

Management Board

According to the Articles of Association, the Management Board shall consist of three members who are elected by the Supervisory Board for a five-year term. Each member of the Management Board has sole representation rights.

The Commercial Law provides that the Management Board has the right to adopt decisions if more than half of its members are present in the meeting. The Management Board adopts its decisions by a simple majority of votes cast at the meeting. The Management Board has the obligation to report in writing regarding its activities to the Supervisory Board once every quarter, whereas at the end of the year – to the Meeting of Shareholders. The report shall reflect the results of commercial activities of the Issuer, economic conditions and its impact, planned policies for commercial activities in the next accounting period and other matters stipulated by law.

The Management Board has the duty to submit a report on the activities and financial position of the Company that is open to the public once every 3 months. The report shall include the financial performance of the Company for the past 3 months.

Supervisory Board

The Supervisory Board is the responsible institution of the Issuer for representation of the interests of Shareholders between Shareholders' meetings and supervision of the Management Board in the scope provided by Commercial Law and the Articles of Association.

The key functions of the Supervisory Board, amongst other matters, include election and removal of Management Board members, monitoring that the business is conducted in accordance with the law, Articles of Association and decisions of Shareholders' meeting, examining annual accounts of the Issuer and the proposal of Management Board for use of profits.

The Supervisory Board of AS Grenardi Group consists of three members, who are elected for a five-year term. Supervisory Board members may be recalled from office at any time by a decision of Shareholders' Meeting.

The Supervisory Board is entitled to take decisions if more than half of the members participate at the meeting. The decisions are adopted by a simple majority of the Supervisory Board members present at the meeting. In case of a tie vote, the Chairman of the Supervisory Board has a decisive vote. The Supervisory Board member who is not present at the meeting, may vote in writing by delivering vote to another member, or over the phone or in any other manner if the means of communication used allow the Supervisory Board members to concurrently participate in discussion of the issue and making of decision and if such activity is recorded respectively in a document. Meetings of the Supervisory Board are convened according to necessity, but not less than once in each quarter.

Written policies

As our organization continues to evolve, we remain committed to strengthening our ESG foundations. While progress in formalizing certain policies has been more gradual than anticipated, this past year has provided valuable insight into the practical challenges of translating informal norms into structured governance. Recognizing the need for a more phased and focused approach, we have prioritized the development of key policies that will serve as the cornerstone for future ESG initiatives. Our aim remains to codify common-sense practices into clear, actionable frameworks that enhance transparency, consistency, and accountability — without compromising operational agility. In the coming year, we will concentrate on advancing the following priority areas: business code of conduct, environmental policy, supplier code of conduct, ethics, human rights, and health and safety. This recalibrated focus reflects our ongoing commitment to responsible growth and stakeholder trust, while ensuring that our ESG efforts remain both practical and impactful. Overall, the company is actively advancing frameworks for these policies:

- Business code of conduct
- Environmental policy
- Supplier code of conduct
- Ethics policy
- Human rights policy
- Health and safety policy
- Data privacy policy
- Product safety and quality policy
- Anti-corruption policy
- Diversity and inclusion policy
- Governance policy
- Corporate responsibility policy
- Responsible marketing policy
- Philanthropy policy





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www.grenardi.group