

Tet Group Sustainability Report 2025



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General Disclosures



GD General Disclosures

B1 Basis for preparation

Scope of sustainability report

Consolidated report, prepared in line with reporting Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME) Basic Module and Comprehensive Module.

In case of a consolidated sustainability report, the list of the subsidiaries, including their registered address

- Baltijas Datoru Akademija SIA (BDA), Riga, Dzirnavu iela 105
- Citrus Solutions GmbH, Germany, 92268 Etzelwang, Schmidtstat 5
- Citrus Solutions SIA, Riga, Dzirnavu iela 105
- Data Experts SIA, Riga, Dzirnavu iela 105
- Helio Media SIA, Riga, Dzirnavu iela 105
- Lattelecom SIA, Riga, Dzirnavu iela 105

Undertaking's legal form

Private limited liability undertaking

Undertaking's NACE sector classification code

K – 61.10 Wired, wireless, and satellite telecommunication activities

Undertaking's turnover

302 854 000 EUR (2024: 321365000 EUR)

Undertaking's size of the balance sheet

365 088 000 EUR (2024: 379108000 EUR)

Undertaking's number of employees in headcount or full-time equivalents

1 524 (2024: 1609)

Data references

Headcount is the total number of people employed by Tet Group at end 2025.

Turnover, size of the balance sheet, headcount data is coherent with data provided in financial statements for the same periods.

Undertaking's country of primary operations /location of significant asset(s), geolocation of sites owned, leased or managed

Sites	Address	Postal Code	City	Country	Coordinates (geolocation)
Headquarters	Dzirnavu iela 105	LV-1011	Riga	Latvia	N/A

Indicate the disclosure that undertaking has omitted

1) The Group's significant asset locations and geospatial information are not disclosed, as the company is part of critical infrastructure and such information is subject to access restrictions;

2) Given that Citrus Solutions SIA also carries out the construction of critical infrastructure facilities, information on which is often restricted or classified, some data on direct and indirect emissions for these projects are not collected. Emissions categories affected are Scope 2 and Scope 3 Category 11.

About this report

Report publication date: 29.05.2026. The report has been prepared using the Mitigate ESG Platform template. This report has not been subject to assurance. Contact information for report content: Adriāna Kauliņa, Chief Sustainability Officer at Tet SIA, esg@tet.lv.

Brief description of obtained sustainability-related certification or label, including the issuers of the certification or label, date and rating score

- **Tet SIA** EcoVadis assessment, **Committed Sustainability Rating**, score 54/100 (valid through Dec 2025) recognize companies that have completed the EcoVadis assessment process and demonstrated a relatively strong management system that addresses sustainability criteria, as outlined in the **EcoVadis methodology**.
- **Citrus Solutions SIA** ISO 14001:2015 (Environmental Management) certifies that an organization effectively manages its environmental responsibilities through a structured, compliant, and continuously improving environmental management system. Certification body Bureau Veritas Latvia SIA, valid through Apr 2026.
- **Citrus Solutions SIA** ISO 45001:2018 (Occupational Health and Safety Management) occupational health and safety management system certification is internationally recognized and provides guidelines for the prevention of health and safety related risk factors in the workplace. Compliance with these standards sends a clear signal to employees, customers and business partners that the health and safety of employees is a priority for the company. Certification body Bureau Veritas Latvia SIA, valid through Apr 2026.
- **Tet SIA** and **Citrus Solutions SIA** ISO/IEC 27001:2022 (Information Security, Cyber Security and Privacy Management) certifies that the company has a robust information security system, has identified information security risks and has the necessary measures in place to prevent them and mitigate their impact in the future. Certification body Bureau Veritas Latvia SIA, valid through Oct 2027.



B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy

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

	Do you have existing sustainability practices/ policies/ future initiatives that address any of the following sustainability issues? [YES/NO]	Are they publicly available? [YES/NO]	Do the policies have any targets? [YES/NO]
Climate Change	Yes	Yes	Yes
Pollution	No	No	No
Water and Marine Resources	No	No	No
Biodiversity and Ecosystems	No	No	No
Circular Economy	Yes	Yes	Yes
Own Workforce	Yes	Yes	Yes
Workers in the Value Chain	Yes	Yes	Yes
Affected Communities	No	No	No
Consumers and end-users	Yes	Yes	Yes
Business conduct	Yes	Yes	Yes

C1 Strategy: Business Model and Sustainability – Related Initiatives

Description of significant groups of products and/or services offered

Tet is a telecommunications company with a diversified business model, operating through a group of companies that each represent distinct business lines and service areas. This structure enables the Tet Group to deliver a broad portfolio of digital, technological, and infrastructure services across multiple markets, customer segments, and geographies.

Electronic communications services

Electronic communications form the foundation of Tet's connected ecosystem. The Group provides a full range of voice services, high-speed internet access, and data transmission solutions for households and businesses. Tet also delivers telco wholesale carrier services and integrated connectivity solutions tailored for large B2B clients, ensuring high-reliability infrastructure, international reach, and robust service performance.

TV business

Tet operates an extensive television and entertainment portfolio, offering customers access to classic interactive television (IPTV) and Tet's proprietary over-the-top (OTT) streaming platform. The content offering includes local and international TV channels, original productions, and video-on-demand content. Tet also provides TV program distribution and access to partner networks and infrastructure, including terrestrial television services.

Data center business

Tet SIA manages six data centers in Latvia, with another state-of-the-art facility under development. Tet provides hardware and storage capacity, enhanced cybersecurity services, disaster recovery solutions, guaranteed uptime, and a rich interconnection ecosystem. The company also offers virtualization services—private cloud, Tet Cloud—as well as space, hardware, compute resource and application platform sharing services (HaaS, IaaS, PaaS, SaaS).

IT services and solutions

Tet provides a wide spectrum of IT services, including "IT-device-as-a-service" and advanced IT solutions such as cybersecurity, process digitalization, and AI-based tools for enterprise functions. Under the Backscreen brand, Tet develops digital TV and streaming applications for telecommunications and media companies globally.

E-commerce and retail

Tet operates an e-commerce platform and a network of physical stores offering a wide range of equipment and devices for home, office, and entertainment needs.

Electricity trading

Tet provides electricity trading services to households and small and medium-sized enterprises, supporting accessible and diversified energy solutions.

Cybersecurity and data protection services

Tet SIA and Data Experts SIA offer cybersecurity, data protection, and compliance services for legal entities, including risk assessments, managed cybersecurity solutions, and secure infrastructure services.

Media production and advertising

Through Helio Media SIA, the Group produces TV channels, develops local entertainment content, and engages in film and TV show production. The company also provides advertising placement and media activation services.

Training and competence development

Baltijas Datoru Akademija SIA delivers IT and business competence training, supporting digital skills development for individuals and organizations. On 30 April 2026, the company was sold and no longer forms part of the Group; however, the scope of the 2025 sustainability report includes the company's operations, data, and impacts.

Construction and infrastructure development

Citrus Solutions SIA and Citrus Solutions GmbH provide construction, engineering, and network infrastructure services. Citrus Solutions SIA is one of Latvia's leading design and construction companies, specializing in civil construction, engineering systems, and external communications networks, including Tet's optical network development and maintenance. The company primarily acts as a general contractor, offering end-to-end services from design to build, while also executing design- or build-only projects. Citrus Solutions GmbH constructs optical networks in Germany; over the past two years the company is ceasing business operations.

Research & development

Tet's R&D priorities focus on future-oriented technologies and services, including AI-powered business process automation, quantum-safe cybersecurity technologies, and the development of next-generation digital connectivity infrastructure.

Description of significant market(s) the undertaking operates in (such as B2B, wholesale, retail, countries)

Tet Group serves a broad customer base that includes individual consumers in Latvia as well as business clients and public institutions both domestically and internationally. Tet SIA operates in the markets of Lithuania, Estonia, and Ukraine, where it provides telecommunications and data center services exclusively to legal entities. Tet's telecommunications wholesale carrier services maintain connectivity and cooperation with partners across the wider region, ensuring robust international network reach and interoperability.

Subsidiary Citrus Solutions SIA primarily operates in a B2B and B2G (business-to-government) market, delivering design, construction, engineering integration and maintenance services that are typically procured as project-based contracts and, in many cases, through formal tender procedures (including public procurement). In Latvia, the company's market focus is strongly linked to strategic and critical infrastructure and complex "design & build" delivery. Geographically, operations are concentrated in Latvia. Alongside Latvia, the undertaking has also had a presence in Germany through a subsidiary (Citrus Solutions GmbH). In year 2025, the focus was on completing existing projects and halting operations in Germany.

Description of main business relationships (such as key suppliers, customers distribution channels and consumers)

Key suppliers

According to 2025 data, 73 suppliers account for approximately 80% of the aggregated expenditure on purchased goods and services across Tet SIA, Helio Media SIA, and BDA SIA. The core supplier base is concentrated in five key business categories: energy companies, technology solution providers, wholesalers and distributors, media content and channel providers, and business process support service providers. The country-of-origin risk profiles for these major suppliers range from low to very low, as assessed by the 'Country ESG Risk' indicator of [TheCountryRisk.io](#) platform, reflecting a stable and responsibly managed supply chain risk environment. Supplier countries include: Latvia (44 suppliers), Lithuania (5), Estonia (8), Finland (3), Poland (2), Ireland (3), United Kingdom (3), United States (2), Sweden (1), Denmark (1), Israel (1).

Telecommunications carrier (interconnection/wholesale) service providers can be characterized as a highly specialized B2B partners that provide infrastructure, network connectivity and other wholesale services (e.g., voice/SMS termination and transit) that operators require in order to deliver their services and products to end users. They cover significant segment of the global communications chain, and their work is closely linked to industry-applicable national and international regulatory frameworks. Tet partners ensure connectivity and cooperation with other telecommunication carrier service providers in the region and beyond.

Citrus Solutions SIA relies on a diversified supply chain that typically includes suppliers of construction materials and construction products, including specialized products required for complex sites; suppliers of engineering systems, equipment and components (e.g., electrical, low-current, security, automation/BMS, and network infrastructure elements); certified subcontractors for specialized works (installation, commissioning, testing/measurements, and other trade-specific activities); providers of logistics, equipment rental, and technical servicing required for project execution; waste management partners supporting construction and demolition waste collection, segregation and compliant treatment routes.

Consumers

Tet group serves a diverse customer base that includes individual household clients, corporate and small-to-medium business customers, as well as public sector organizations and institutions.

Citrus Solutions SIA works mainly with professional customers (public-sector contracting authorities and corporate clients) who procure services through project contracts and, where applicable, formal tendering procedures. As part of Tet Group, the company also maintains business relationships within the group, including delivery of network and engineering-related projects and service programs.

Distribution channels

Tet SIA utilizes a broad and well-integrated network of distribution channels to ensure convenient access to its products and services. Digital channels play a central role, including the company's website ([tet.lv](#)), the MyTet self-service platform, the online e-store, and automated interaction tools such as the chatbot and live chat. In addition to digital touchpoints, customers are served through a physical network comprising a dedicated service center and retail stores (10 stores in 2025). Outreach is further supported by direct sales agents and technical field staff, who provide personalized consultations and on-site service delivery. For B2B customers, Tet ensures a tailored, relationship-driven approach through dedicated account managers who provide ongoing support, strategic guidance, and customized solutions.

Citrus Solutions SIA services are delivered predominantly via direct project execution where customer and contract acquisition typically occur through public procurement procedures, private-sector tenders or competitive selection, and repeat orders and framework-type cooperation with strategic customers where the company provides recurring works or maintenance services. Depending on project complexity and procurement requirements, delivery may also be organized through partnerships/consortia with other contractors.

If the strategy has key elements that relate to or affect sustainability issues, a brief description of those key elements

Vision, mission and strategic sustainability approach

In 2024, Tet revised its vision and mission to reflect the evolving expectations of society, the rapid development of technology, and the increasing importance of sustainability in long-term business resilience. Tet’s vision is to create a world in which people and technology strengthen each other, contributing to a more cohesive society – a society that is not only smart, skilled, prosperous, and fulfilled, but also socially responsible and sustainable. Such a cohesive society is one that can unite and collaborate to adapt living conditions to the effects of climate change, transform economic practices to address natural resource depletion, and ensure greater wellbeing, choice, and equity for every individual.

In alignment with this vision, Tet has integrated sustainability into the core of its strategic development. Alongside business line strategies, the company prepares a three-year sustainability strategy, aligned with business priorities, reviewed annually, and approved by both the Management Board and the Supervisory Council.

Tet’s material sustainability topics define the changes required across the company’s strategy, business model, and value chain to appropriately address sustainability-related risks, impacts, and opportunities. While responsible workplace practices and strong governance represent essential foundations for any modern organization, Tet’s environmental and human rights priorities place particular emphasis on decarbonization, dematerialization, and new business development opportunities. These include addressing the sector’s inherently high energy consumption, promoting circularity, and leveraging technology to drive economic transformation.

Sustainability at Tet

Environment	Customers	Working conditions	Governance
Adapting to climate change and reducing emissions, development of low-emission services and new business directions. Promotion of circularity of resources important for business and the principle of zero waste.	Building responsible customer relationships and enabling society digitally.	Safe, predictable, well-being and growth-enhancing workplace, fair pay, inclusion and diversity.	Corporate culture characterized by essential principles of conduct and supplier management.



Tet SIA sustainability strategy pillars

Decarbonization

Tet aims to reduce its climate footprint through a transition to renewable electricity for self-consumption, increased use of energy-efficient technologies such as optical internet and efficient equipment across its data network and data centers.

Key actions include:

- leveraging Tet's optical network as a core, energy-saving corporate asset supporting long-term energy-efficiency ambitions;
- transitioning to renewable energy sources, primarily renewable electricity, gradually transitioning to green electricity by 2030;
- implementing energy-efficient technologies across telecommunications and data infrastructure;
- pursue a voluntary emissions reduction target – a 42% reduction in Scope 1 & 2 emissions by 2030 compared to the 2023 baseline. This is aligned with Science Based Targets principles but not formalized, and at this point no reduction target shall be set for Scope 3 emissions.

Dematerialization

Tet adheres to circularity practices in operations, extends lifetime of devices sold or used for services, and promotes the shift from physical assets to virtual resources wherever reasonable, contributing to both energy efficiency and reduced equipment waste.

Dematerialization actions include:

- Tet advances dematerialization by expanding the use of virtual solutions across telecom, data center, IT and TV services, including private cloud, Tet Cloud and shared space, hardware, compute and application platform services.
- Tet promotes circular use of physical devices. In 2025 the company significantly expanded the range of refurbished computers, laptops and smartphones and will continue to grow this product line while increasing sales and promoting circularity principles. For business clients, Tet introduced a device-as-a-service product, enabling multiple lifecycle use instead of single sale and replacement, thereby reducing electronic waste and supporting circular economy development. In parallel, Tet continues to maximize the reuse of core service equipment, while ensuring alignment with technology modernization needs and implementing responsible end-of-life practices for retired assets.
- Customer education is a key enabler of this transition, with Tet actively communicating the benefits of shared assets and highlighting the importance of e-waste prevention.

New business development

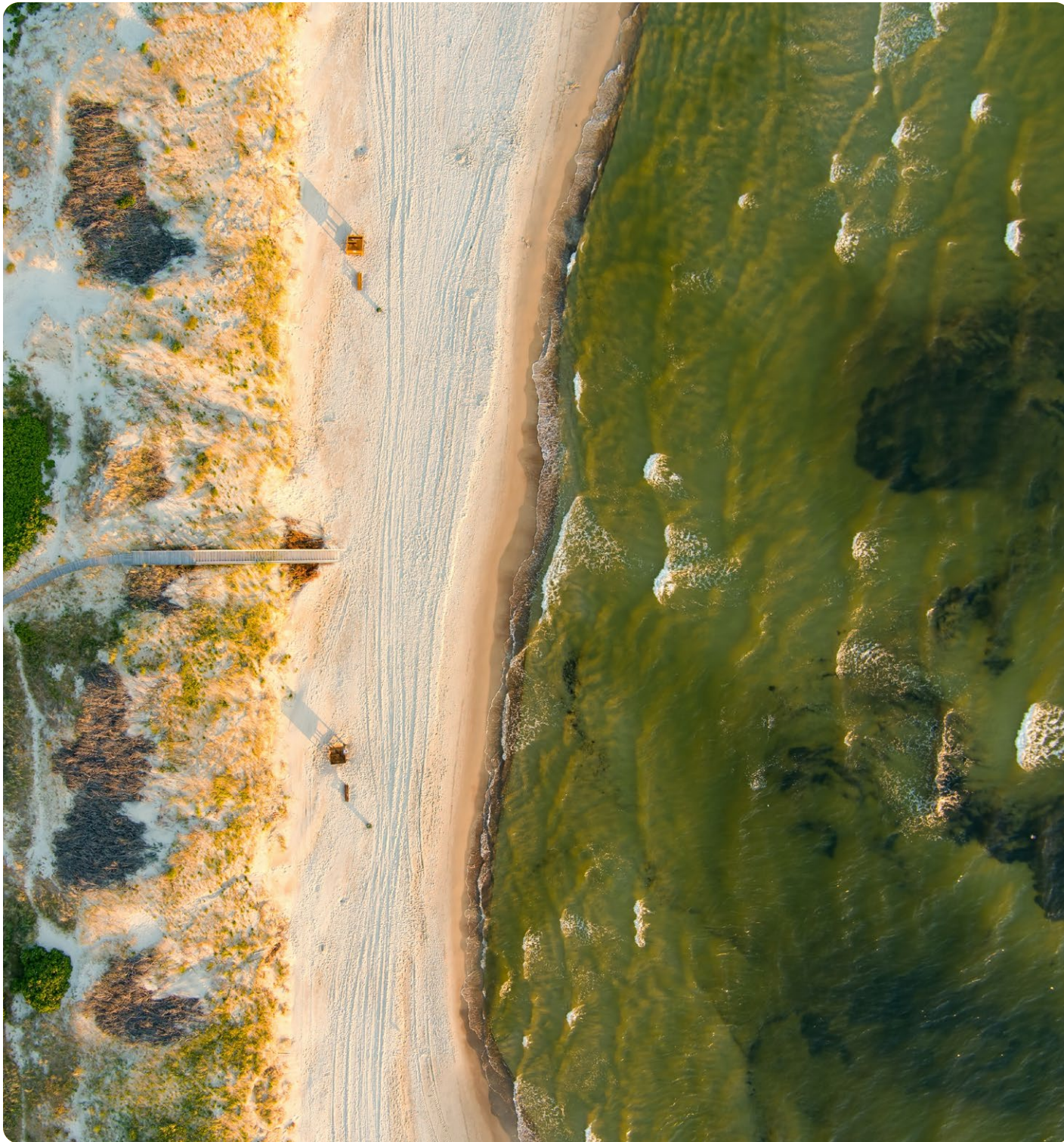
Tet aims to support the sustainability transition of other industries by offering digital and technological solutions that enhance efficiency and resilience.

Ongoing initiatives include:

- identifying new business opportunities that drive efficiencies in other industries like business automation;
- expanding access to high-performance internet, which enables advanced value-added services such as AI solutions and future quantum-safe technologies;
- strengthening public digital literacy and awareness of safe technology use, including cybersecurity practices.

Citrus Solutions SIA sustainability

In 2025, the Group company Citrus Solutions SIA incorporated the principle of Responsible Construction into its medium-term business development strategy. This principle is focused on sustainability and is grounded in good governance and social responsibility, guiding how the company plans and delivers construction-related activities.



C2 Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

Practices in the area of climate change mitigation and adaptation

Tet's commitments to climate change mitigation and adaptation are reflected in the Tet Group Sustainability Policy and the Tet Group Environmental Policy. Citrus Solutions SIA and Citrus Solutions GmbH have developed additional own environmental policy in accordance with the specific nature of their business activities. In addition, the Tet Group Supplier Code of Conduct sets out the standards and principles that suppliers are required to follow to ensure responsible, ethical, and compliant operations, including improving resource efficiency and reducing environmental impact, throughout the supply chain.

Members of the Management Board share collective responsibility for overseeing the company's environmental impacts and make decisions related to key sustainability matters.

Use of renewable resources

Electricity remains the largest source of greenhouse gas emissions within Tet Group. In the 2023 base year, electricity consumption accounted for 79% of the Group's Scope 1 and 2 emissions, underscoring its central role in the company's decarbonization pathway. Transitioning to renewable electricity is therefore the most significant lever for reducing direct emissions at Tet SIA.

Switching to renewable electricity is essential for meeting the company's 2030 climate targets. Further emission reductions will depend on the future availability and commercialization of alternative low-carbon technologies in areas such as transportation, heavy construction equipment, energy storage, and cooling. Progress will also rely on the willingness of business partners to align with climate goals, as part of Tet's network operates outside Tet's direct electricity supply.

Tet has established a clear **target to increase the share of renewable electricity in its direct consumption**. By 2025, 31% of Tet's directly consumed electricity was sourced from renewable energy via Guarantees of Origin. Importantly, this electricity is generated locally, enabling Tet to support and contribute to the expansion of Latvia's renewable energy sector.

Since 2023, Tet has also utilized Neste MY Renewable Diesel as a low-carbon fuel for backup power systems in the Dattum and DC6 data centers, further strengthening the company's commitment to sustainable energy use.

As of 2025, Tet Group is gradually diversifying its vehicle fleet by introducing cars powered by alternative fuels and low-emission technologies. The primary focus of this transition is on vehicles used for administrative purposes, where the adoption of alternative technologies is currently the most feasible. At the same time, the operational fleet—serving telecommunications and construction business areas—remains largely dependent on fossil fuels. This is due to limited availability of suitable low-emission alternatives for heavy-duty and specialized vehicles, as well as technological constraints related to range and operational intensity. Meanwhile fossil fuel vehicles Tet Group companies purchase comply with the highest European Union emissions standard in force at the time of acquisition. Tet continues to monitor advancements in alternative drivetrain technologies and will explore opportunities to further decarbonize its production fleet as commercially viable solutions emerge.

Energy efficiency

Efficient power consumption in data centers and across the data network is a major priority for SIA Tet. Improving the energy efficiency of data centers and network equipment helps reduce electricity use, operational costs, and related greenhouse gas emissions. **The company's efforts to enhance energy performance are guided by clearly defined energy-intensity targets.**

Energy-efficiency considerations in 2025 are also embedded in Tet's remuneration structure. The achievement of energy-efficiency among other ESG objectives influences the variable component of annual compensation for the company's management team as well as for a segment of employees.

Energy efficiency is a core focus area for Tet's data center operations. Performance is measured using the energy-intensity target, as well as Power Usage Effectiveness (PUE) – a globally recognized data center efficiency indicator.

Power Usage Effectiveness (PUE) is defined as the ratio between a data center's total energy consumption and the energy used by IT equipment. A PUE value approaching 1.0 indicates that nearly all consumed electricity is used for IT operations rather than supporting infrastructure (such as cooling, power distribution, or ventilation). Data center operators therefore strive to minimize non-IT electricity use and reduce the PUE ratio over time. In 2025, Tet's average PUE was 1.602. For comparison, the Uptime Institute Global Data Center Survey 2025 reports that the industry-wide weighted average PUE remains approximately 1.54, indicating that efficiency improvements across the sector have largely plateaued in recent years. Tet continues to invest in lowering its PUE by upgrading and regularly refreshing IT and cooling equipment, as well as implementing detailed real-time monitoring of operational performance.

In 2026, Tet will complete its new data center in Salaspils (DC7), which will incorporate several advanced energy-efficiency solutions. One of the key innovations is a circular-energy system: excess heat generated during the data center's operation will be transferred to the municipal district heating company, while the cooling energy returned through this process will reduce the data center's own cooling-related electricity demand.

Tet primarily delivers its internet services through its fiber-optic network – a solution that is not only fast and reliable but also highly energy-efficient. Fiber-optic internet is widely recognized for its ability to provide stable, high-speed data transmission, making it ideal for applications requiring large data volumes, such as high-definition video streaming, online gaming and handling large files. What is highlighted less frequently is the strong environmental compatibility of fiber-optic technology, particularly its energy efficiency. Instead of transmitting electrical signals, fiber-optic cables use light pulses, enabling data transfer with very low interference and minimal energy loss. Another advantage is the long service life of optical fiber and the wide availability of the primary raw material used in its production – silicon dioxide – which contributes to reduced overall resource consumption.

Tet invests annually in upgrading and expanding its core internet infrastructure. Replacing the historical copper cable network with fiber-optic networks not only enhances the quality of electronic communications services but also significantly reduces the network's energy consumption.

Tet SIA and Citrus Solutions SIA, as large enterprises and significant energy consumers under the Energy Efficiency Law, are required to conduct an energy audit every four years. In addition, both companies must submit annual reports on the energy-efficiency improvement measures implemented and the resulting energy savings achieved. Tet SIA's most recent energy audit was completed in 2024, while the next scheduled audit for Citrus Solutions SIA is due in 2026.

Redesigning services and developing new solutions

Tet continues to redesign its existing services and develop new ones to enhance resource efficiency and support the transition to more sustainable digital solutions.

Tet's Cloud services, in addition to the resource efficiency aspects described in the next section of this report, play an important role in increasing the overall efficiency of data center operations. Large cloud environments typically rely on highly optimized hardware, advanced cooling systems and intelligent workload management, making them significantly more energy-efficient per computing unit compared to traditional on-premises infrastructure.

Tet actively develops and tests new solutions with the potential to become future Tet services. In 2024, Tet established its priority research, development and innovation areas:

- cybersecurity and quantum-secure technologies;
- critical infrastructure and smart city safety solutions;
- business process automation;
- media technologies;
- energy independence and security solutions.

In support of the European Green Deal and climate objectives, Tet, together with AS Sadales tīkls, launched an EU Recovery Fund-supported project in 2024 to develop electricity flexibility service solutions. Tet is creating a platform that will engage electricity users to help Sadales tīkls reduce national grid overload during peak hours.

In addition, Tet, in collaboration with Riga Technical University, continued the research project initiated in 2023. As a result, Tet will develop a prototype for balancing electricity consumption in office buildings, enabling more efficient resource use and smoother energy load distribution.

Engineering and technological solutions for climate change adaptation

Tet is continuously strengthening its network infrastructure to enhance resilience to the increasing frequency and intensity of extreme weather events, such as storms, floods and heat waves. Key adaptation measures include the planned renewal or replacement of air-duct-based network segments with fiber-optic infrastructure, which is significantly less exposed to adverse weather conditions. Additional measures focus on improving the resilience of cooling systems in facilities to withstand prolonged periods of elevated temperatures, enhancing lightning-protection systems, and implementing other technical upgrades that safeguard operational continuity during extreme climate events.

Practices in the area of circular economy

Tet's commitments to circularity are reflected in the Tet Group Sustainability Policy and the Tet Group Environmental Policy. Citrus Solutions SIA and Citrus Solutions GmbH have developed additional own environmental policy in accordance with the specific nature of their business activities. In addition, the Tet Group Supplier Code of Conduct sets out the standards and principles that suppliers are required to follow to ensure responsible, ethical, and compliant operations, including improving resource efficiency and reducing environmental impact, throughout the supply chain.

Members of the Management Board share collective responsibility for overseeing the company's environmental impacts and make decisions related to key sustainability matters.

Reuse of equipment and promoting a long service life

Tet implements a range of measures to extend the service life of equipment used in service delivery and to ensure its responsible end-of-life management.

Maximizing equipment reuse:

Tet prioritizes the reuse of core service equipment—such as modems, routers and decoders—whenever the devices remain in good technical and visual condition and remain technologically appropriate. This approach supports full utilization of the device's working life. **The company also maintains an internal target aimed at maximizing the proportion of equipment that is reused before being recycled.**

Repurposing IT equipment for education:

High-performance datacenter servers that are no longer required for critical infrastructure, but remain fully functional, are repurposed for secondary use—most commonly for educational purposes. Tet has established long-term cooperation with the Riga Technical University School of Engineering and Chernihiv Technical University in Ukraine to support learning through donated equipment. It is important to note that such equipment donations depend on availability and the company's infrastructure cycle, meaning this practice does not necessarily occur every year, but is implemented when suitable opportunities arise.

Facilitating reuse through resale:

Certain end-of-life assets for which there is still market demand are sold by Tet Group companies, enabling their continued use or allowing materials to be recovered, with a total of 214 tons sold in 2025. Materials include equipment, copper cables, scrap metal such as cable-duct manhole covers and distribution-cabinet housings, and some construction waste.

Responsible recycling of non-reusable assets:

Tet equipment that has reached the end of its service life, is at Tet disposal and is no longer suitable for reuse is transferred for environmentally sound recycling. This is carried out through established cooperation agreements with Latvijas Zaļais punkts AS and Zaļā josta SIA (for waste types and volumes see report section B7).

Service design that reduces the need for equipment

Tet SIA is developing a portfolio of services designed to significantly reduce the need for physical equipment and promote resource efficiency across its operations and customer base.



Cloud services play a central role in this transition by dematerializing IT infrastructure. Instead of investing in and maintaining physical hardware, customers can rely on virtualized resources. Cloud computing optimizes the utilization of computing capacity—servers are more fully and efficiently loaded compared to traditional single-function server setups. Tet continues to enhance the functionality of the Tet Cloud platform with the goal of making it the most powerful and widely used cloud solution in Latvia. Tet also reduces the need for individual IT infrastructures by offering a broad range of space, hardware, compute resource and application platform sharing services (HaaS, IaaS, PaaS, SaaS). The company's shift toward service-based business models is reflected in a **key performance indicator: sales of cloud and hybrid data center solutions are growing faster than rack rental services.**

In 2025 Tet has significantly expanded its range of refurbished desktop computers, laptops, and smartphones in retail, aiming to create one of the most extensive selections of high-quality used devices on the market. In 2026, the company will continue to broaden its assortment to meet diverse user needs—from the latest models for technology enthusiasts to affordable devices for beginners—while simultaneously increasing sales volumes and actively promoting circular economy principles.

In 2025 Tet has developed a new service for business customers, offering computer rentals that allow devices to function across multiple rental cycles instead of being sold once and subsequently replaced. This model significantly promotes the development of the circular economy and reduces the volume of electronic waste.

Free old equipment collection service

As a direct relationship holder with our customers, Tet has the opportunity to positively influence societal habits related to equipment use. By raising awareness about the environmental impacts of e-waste, promoting responsible end-of-life recycling, and highlighting the value of repairing household appliances, we implement a series of educational and practical initiatives.

Since 2022, in collaboration with Eco Baltia Vide and DPD, customers purchasing household appliances in Tet stores or through the Tet e-shop receive free collection of waste household equipment at the time of new appliance delivery. This service removes barriers to proper recycling, supports circular economy principles, and encourages more sustainable consumer behavior.

In 2025, 22% of all eligible deliveries from Tet stores included the collection of customers' old equipment for proper recycling, and the total weight of collected equipment reached 75 tons.

Construction waste

Citrus Solutions promotes circular economy principles primarily through practical construction and demolition waste (CDW) management on project sites. A core practice is on-site segregation of construction waste using dedicated collection streams and clear sorting requirements for project teams and subcontractors, aimed at keeping material fractions clean and suitable for recovery.

From 2026, where geographically feasible, the company shall prioritize cooperation with CDW management operators that can demonstrably ensure recycling and other circular treatment routes, rather than simple disposal-based solutions. Based on treatment reports provided by these waste operators (such as Eco Baltia vide, CleanR), in 2025 approximately 97–99% of the construction waste generated by Citrus Solutions and channeled through these operators was diverted from landfill and directed to circular solutions such as recycling and recovery, supporting higher-value material flows and reducing the need for disposal.



Practices in the area of own workforce

Tet Group companies are committed to being an employer of choice by ensuring secure working conditions, fair and transparent pay, and a respectful, inclusive environment free from discrimination, violence, and harassment. The Tet Group Code of Conduct reinforces this commitment by upholding internationally recognized human rights, including safe and healthy working conditions, adequate rest, job security, employee representation, work-life balance, equal treatment, and gender equality.

The company promotes diversity, continual learning, and skills development, supports the inclusion of persons with disabilities, and protects fundamental labor rights such as the prohibition of child and forced labor, prevention of human trafficking, respect for privacy, and provision of reasonable accommodation where needed.

These principles apply consistently across all Tet Group companies, ensuring a strong, safe, and inclusive experience for every employee.

Tet's commitment to these principles is embedded in the Tet Group Sustainability Policy, the Tet Group Code of Conduct, the Tet Group Internal Regulation on Work-Related Matters, the Tet Group Personnel Management Policy, the Collective Agreement between Tet Group and the Latvian Communications Workers' Union PRO, Occupational Safety documents as well as other supporting internal documents. Citrus Solutions SIA and Citrus Solutions GmbH have developed additional own Occupational Safety policies in accordance with the specific nature of their business activities. In addition, the Tet Group Supplier Code of Conduct sets out the standards and principles that suppliers are required to follow to ensure responsible, ethical, and compliant operations, including working conditions, throughout the supply chain.

The Members of the Management Board share collective responsibility for overseeing the company's workforce related impacts and for making strategic decisions on key sustainability matters.

A good employer

Tet Group is a significant employer in Latvia and strives to remain among the country's leading employers. To maintain this position, the company continues to invest in the key elements that create a positive and sustainable working environment.

Tet SIA continues to receive strong **external recognition as an employer**. Independent rankings consistently highlight Tet as one of Latvia's most attractive workplaces, both overall and within the IT&T sector. The company is also highly regarded by young people entering the labor market, frequently appearing among their preferred future employers.

High employee satisfaction is a cornerstone of Tet Group's success, contributing to motivation, engagement, and long-term loyalty. To evaluate this, Tet Group companies conduct an **annual employer performance assessment** based on a comprehensive employee survey. This survey provides measurable insights into employee engagement, collaboration, and understanding of organizational goals. The results act as a benchmark for the overall quality of the working environment and guide continuous improvement efforts.

In addition, a "pulse survey" is conducted by Tet SIA every two months, providing regular and structured feedback on general job satisfaction and topical issues. These surveys serve as an ongoing measurement tool to identify needs and opportunities for improvement in a timely manner and to strengthen employee engagement.

Employment within the company continues to demonstrate strong stability, ensuring income security and reliable social protections. This is supported by a predominance of open-ended agreements, and comprehensive social protection through state programs and company benefits. The job description, defining each employee's duties, forms an integral part of every employment contract. A collective agreement between Tet Group companies and

the Latvian Communications Workers' Union PRO further supports fair working conditions and social protections. Tet offers a flexible benefits program that allows employees to tailor their benefits to support their well-being, development, and lifestyle. Options include health insurance, pension contributions, lunch and medical cost coverage, transportation support, Tet service discounts, equipment purchases, sports and wellness activities, education, paid holidays, and more.

Tet SIA's strong internal performance is also reflected in its voluntary employee turnover. **The company monitors voluntary turnover** as one of a key HR indicators and maintains a benchmark for what is considered a healthy turnover rate. Recent results show that voluntary turnover remains at a manageable level, supporting organizational stability and indicating overall employee satisfaction.

To further reduce turnover and enhance the employee experience, the company applies a structured approach to managing the offboarding process. Insights gathered from exit procedures provide measurable feedback used to continuously improve HR policies and the working environment.

Tet provides employees and business partners with the opportunity to report any suspected irregularities or violations of laws and regulations, with full protection under the Whistleblowing Law. Reporting procedures and safeguards are set out in the Tet Group Code of Conduct.

Work-life balance and well-being

Flexible working arrangements remain a core component of work-life balance across Tet Group companies. Employees can organize their work from the office, from various locations across Latvia, or— for a limited period each year— from abroad. This flexibility supports greater geographic diversity in recruitment and forms an essential part of Tet's comprehensive benefits offering.

Since 2025, Tet has introduced and begun tracking an **employee well-being self-assessment score**, providing a measurable indicator of employees' overall well-being.

Tet offers a rich program of social and community-building activities that foster connection, work-life balance, and inclusion. Throughout the year, employees can participate in outdoor and sports initiatives, team events, and company-wide celebrations. Family-friendly activities, including events specifically designed for employees' children, further support an inclusive working environment.

In addition, Tet Group companies regularly organize educational sessions that promote both personal and professional development. These include long-established internal knowledge-sharing events and seminar series featuring external experts. Topics cover a wide range—from workplace skills to daily well-being—helping employees strengthen competencies that support their professional performance as well as their overall quality of life.

Working conditions that promote the professional growth of employees

Access to skilled labor is essential for the long-term success and competitiveness of the Tet Group. To attract and retain talent, the company provides motivating working conditions, competitive remuneration, and targeted development opportunities that strengthen employee skills, support career growth, and enhance long-term loyalty.

Tet operates according to Agile principles, regularly reviewing its organizational structure, workforce size, and required competencies in response to market developments, customer needs, and strategic objectives.

Internal mobility is actively encouraged, enabling employees to advance within the organization or transition into

new professional areas. Progress in this area is monitored through an internal performance indicator.

Since 2024, Tet SIA has implemented a development program designed to support continuity within the first three levels of management. The program offers growth opportunities for high-performing employees with strong potential and an interest in leadership roles. There were 35 participants in 2025 program. A key element of the program includes engaging participants in strategic organizational challenges, giving future leaders a broader understanding of Tet's operations and direction.

In 2025, Tet SIA introduced a mentoring program that allows any employee to apply for guided development when entering a new field of expertise. In its first year, the program engaged 33 participants supported by 28 mentors.

Since 2024, Tet SIA has maintained a centralized performance and development appraisal process. This includes performance-management guidelines and manager training to ensure consistent implementation. **By 2025, 90% of employees had participated in regular performance review assessments**, and all employees have annual performance targets and development goals supporting skill enhancement, personal growth, and alignment with Tet's values, core competencies, and organizational goals.

Tet SIA also collaborates actively with educational institutions to help develop a future workforce equipped with industry-relevant competencies, particularly in STEM fields. This includes providing internship positions, summer jobs, and opportunities to share expertise. The company has established partnerships with several educational institutions. Given the competitive labor market and the limited number of graduates in technical specializations, Tet also invests in preparing new specialists through on-the-job training and mentorship from experienced colleagues.

Work safety

Ensuring workplace safety is a fundamental priority for Tet Group, particularly for employees operating in higher-risk environments such as construction sites, at heights, or when performing electrical and technical work. The company's management is committed to providing employees with the knowledge, tools, and guidance needed to prevent accidents and injuries and to support a strong, preventive safety culture.

Tet Group companies receive support from external occupational-safety experts, complemented by comprehensive internal guidelines available to all employees. Clear instructions on occupational health, safety, and fire protection are accessible via the intranet, and all employees participate in mandatory annual safety training, in line with regulatory requirements. These measures help ensure that employees remain aware of potential risks and safe work practices.

Tet Group companies **monitor the number of work-related injuries and accidents, maintaining a clear target of zero**. However, to gain a more nuanced and comparable overview, the company introduced more detailed indicators from 2026 onward.

Citrus Solutions SIA is a member of the Misija Nulle (Mission Zero) charter, joining a community of companies committed to making health and safety a top organizational priority. Participation in this initiative represents a voluntary pledge to follow business principles that place people—their health, well-being, and safety—at the center of all operations. Through this commitment, the company reinforces its dedication to creating a workplace where accidents are preventable and every employee can work safely.

A working environment where workers are fairly paid

Fair and equitable pay remains a fundamental principle at Tet, ensuring that employees are compensated appropriately for the work they perform, taking into account their competence, contribution, and level of responsibility. The company is committed to remuneration practices that are free from discrimination and that reflect principles of fairness, equality, and transparency.

In recent years, Tet SIA has advanced one of its most significant human-resources initiatives: the implementation of the “equal pay for work of equal value” principle. This approach evaluates roles based on the skills and knowledge required, the complexity and impact of the work, the level of cooperation and responsibility involved, and other relevant job role dimensions. The objective is to ensure a consistent and fair remuneration structure across the organization, supported by clear criteria for determining and reviewing salaries.

As part of this initiative, all positions within the company were assessed, resulting in a structured hierarchy that provides a foundation for ongoing remuneration alignment. This systematic approach not only strengthens Tet’s ability to attract and retain skilled employees but also prepares the organization for compliance with the EU Pay Transparency Directive. Tet aims to fully implement the “equal pay for work of similar value” reporting principle by 2027, ensuring that any pay differences exceeding the 5% threshold – **a key target in this area** – can be transparently justified.

In 2025, the learnings from this project implementation were adopted by Citrus Solutions SIA, enabling the subsidiary to shape its practices in a similar way.

Diverse workforce, workplace free from discrimination, violence and harassment

Diversity at Tet encompasses the representation of different and complementary competencies, work experiences, perspectives, educational backgrounds, nationalities, age groups, and genders.

An inclusive work environment ensures that people from all backgrounds see Tet as a place where they belong and feel comfortable contributing. Flexible working arrangements play an integral role in this – employees can work from the office, from home, from abroad for limited periods, or from regional offices, supported by flexible start and finish times.

Equal opportunities are ensured throughout the recruitment and development processes for all current and potential employees, regardless of gender, race, ethnic origin, skin color, age, disability, religious or political beliefs, national or social origin, financial or family status, sexual orientation, gender identity, or any other personal characteristics.

Since 2024, Tet SIA has participated in the Diversity Management Practices Assessment organized by the Society Integration Foundation, and has earned a **Silver rating** for two consecutive years.

Since 2024, the company maintains a Diversity Community, a voluntary employee-driven group dedicated to strengthening diversity and reducing barriers to belonging and inclusion. The community includes at least one representative from the management team and a representative from the People and Environment Department, ensuring that insights from employees are connected directly to decision-making. This structure provides a clear channel for identifying where improvements are needed in the working environment.

In 2025, the Diversity Community highlighted several important themes, including neurodiversity, accessibility, and age- and health-related needs as key dimensions of diversity. The group worked to explore how these considerations can be better integrated into the work environment to ensure that all employees are supported and able to thrive.

Tet SIA has introduced a **measurement of the inclusiveness of the working environment**, based on employee self-assessment. An inclusive environment is defined as one that is non-discriminatory, equitable, and fair for all employees in both treatment and opportunity.

To further strengthen diversity and inclusion, Tet Group has provided regular training on inclusive recruitment practices for managers since 2024. Progress is monitored through a **key performance indicator that tracks the proportion of managers trained in unconscious bias and inclusive recruitment practices**.

Support systems targeted at specific groups are also in place, particularly for parents – including holiday gifts for employees’ children, a nursery at the headquarters, and long-standing recognition as a Family Friendly Workplace. The company additionally honors long-serving employees annually for their loyalty and contributions.

The company has set up different channels for employees to raise concerns, either on individual matters or on possible wrongdoings. The Tet Group Code of Conduct states that the primary channel of communication for an employee to resolve a concern is directly to his/her manager or to specialists in Human Resources and Environment department. A Whistleblower Channel is available for employees to report possible wrongdoing and Tet management is committed to supporting and protecting employees who step up.



Workers in the value chain (Citrus Solutions specific)

For workforce-related impacts and risks in its value chain (including subcontractor labor conditions), Citrus Solutions SIA relies on Tet Group's Supplier Code of Conduct as the primary policy instrument and applies it through procurement and contracting. The Supplier Code of Conduct is appended to supplier contracts and becomes an integral part of them with contract termination as a consequence if breaches are identified. It also requires suppliers to cascade these principles internally and to subcontractors involved in fulfilling Tet Group-related obligations, and it provides a reporting route for suspected wrongdoing through the whistleblowing mechanism. Also see: Practices in the area of business conduct / Promoting Sustainable Practices in the Supply Chain.

Practices in the area of consumers

The Tet Group Code of Conduct is considered to be the core human rights policy document, complemented by the Sustainability Policy, both of which apply to all consumers. The principles of the Code of Conduct are embedded through area policies and practical procedures.

Members of the Management Board share collective responsibility for overseeing the company's human rights impacts and make decisions related to key sustainability matters.

Expanding access through reliable connectivity

Digital inclusion—bridging the digital divide—is an integral part of Tet's vision to create a world where people and technology strengthen each other towards a more cohesive society. Tet works systematically to deliver positive impact in two key areas that enable participation in the digital environment: expanding high-quality internet connectivity across Latvia and improving technology literacy for different age groups and user needs.

Nationwide internet coverage is a prerequisite for digital inclusion. Tet continues to expand network availability each year to ensure access to stable, reliable, high speed connectivity. Fiber-optic internet is the core technology of Tet's network and remains one of the most powerful connectivity solutions globally. It provides the foundation for innovation and digital progress—supporting the rollout of 5G, enabling advanced data analytics and artificial intelligence solutions, accelerating the uptake of smart technologies, and contributing to Latvia's economic development. **In 2025, Tet expanded fiber-optic internet coverage in Riga and across the regions, delivering new connections to nearly 4900 addresses.**

Building digital skills and safer online habits

Access to infrastructure alone is not sufficient—people also need the confidence and skills to use technology safely and effectively. Tet implements public education initiatives focused on technology literacy and cyber security, helping individuals use devices and the internet responsibly, supporting business digitalization, and strengthening skills that are increasingly necessary for employability and career development.

Tet's program Tet drošības skoliņa place particular emphasis on young children to build strong foundations in digital skills and reduce negative online experiences. In total, **more than 240,000 people participated in Tet's educational activities in 2025, meeting the company's target.** This includes over 23,000 viewers of the kids series "Richie Roo and the Internet" via [digitaladrosiba.lv](https://www.digitaladrosiba.lv), Tet TV, Tet TV+, and Tet's YouTube channel.

In 2025 Tet drošības skoliņa has received **award Platīna pele** in the category Best Cybersecurity Initiative by industry organization LIKTA. According to a KANTAR study, in 2025 Tet was again recognized as one of Latvia's leading brands in educating the public on digital safety issues.

Another annual Tet flagship event focused on cybersecurity awareness is the **Cybershield Conference**, which has been held for five years and brings together more than 1,500 participants both in person and online.

Technology security

In 2025, the cybersecurity landscape remained challenging, with risks continuing to rise. Tet observed growth in large-scale disruptive attacks and attempts to breach critical infrastructure, the private sector continued to face increasing cases of data theft and financial fraud.

Leveraging its expertise and scale, Tet supports stronger cyber resilience for both businesses and households. Tet offers a broad portfolio of IT security services—from targeted support for specific needs to end-to-end cybersecurity management. The company proactively prevents and mitigates threats affecting customers, provides information on detected security vulnerabilities related to internet-connected devices, and cooperates with relevant national cybersecurity stakeholders, including CERT, to help protect infrastructure and address emerging security gaps.

In 2025 Tet launched add-on cybersecurity services for Tet internet customers, both business and household versions, to enhance everyday online safety. Powered by Bitdefender Total Security technology, it helps protect users' devices and strengthen day-to-day digital security.

Tet safeguards its own IT security through a combination of robust technology controls and continuous employee capability-building. The security of Tet's systems and processes is overseen by qualified professionals whose expertise is proven by internationally recognized certifications, including CISM, CISA, CEH, CCNA, Pentest+ and Security+. Tet also maintains certifications that confirm alignment with recognized information and infrastructure security management standards, including ISO 27001, PCI-DSS and TIER III. **Cybersecurity training during onboarding and at least annually thereafter is mandatory for all employees, and completion is tracked as an organisational target.** IT security is included as a dedicated module in Tet's mandatory annual e-learning program for all employees.

Tet uses a **Cybersecurity Index as one of its key performance indicators** to track progress in strengthening cybersecurity capability and impact across the business. The index is a weighted composite KPI that consolidates performance in five areas: market strength, internal security practices, employee knowledge, public awareness as well as capability delivery through partners.

Customer privacy, data protection and responsible communication

Tet is committed to protecting the privacy and confidentiality of its customers. We do not disclose information about users, the services they receive or the data they transmit. In accordance with the Electronic Communications Act, Tet is legally obliged to provide data to authorized institutions upon request for purposes related to criminal law and other statutory functions. We fulfil this obligation strictly in line with the procedures set out in applicable laws and regulations. Law enforcement requests are processed by a dedicated and trained team. Each request must be legally justified, and Tet does not respond to requests that fail to meet the required form or legal criteria. To ensure transparency, Tet publishes the number of received and challenged requests in its annual sustainability report. **In 2025, Tet received 846 law enforcement requests for information, of which 2 were challenged.**

Data protection is an ongoing daily process, and Tet continuously strengthens its internal controls based on newly identified risks and emerging technologies. Regular data processing risk assessments are conducted, and internal procedures and IT systems are updated accordingly. External experts are consulted when necessary to ensure proper risk classification and the adequacy of implemented controls. **Essential data protection principles are embedded into daily operations through ongoing annual employee training, which is established as a mandatory organizational target.**

Tet ensures that consumer rights are fully respected by providing clear, accurate and transparent information about its services. We avoid misleading advertising, ensure fair contractual relations, and maintain high service quality standards. A clear and accessible complaints-handling process is in place, and all activities comply with the Latvian Consumer Rights Protection Law, the Law on Electronic Communications, and other relevant regulations. Tet continuously monitors legislative changes to maintain compliance.

Accessibility – access to products and services

In 2025, Tet improved the accessibility of its services, making them more convenient to use for customers with diverse needs. Accessibility covers a range of aspects related to Tet's services, product compliance and customer service, so the Tet team has improved service web pages and the customer app, service platforms, customer service processes and customer documents, and has prepared information to help people with visual or hearing impairments make informed choices. Tet also prepared decision-support information to help customers with visual or hearing impairments choose the most suitable solutions.

A key focus area is also accessibility of TV content through Latvian-language subtitling. **In 2025, 80% of Tet-produced original content (Tet Originals) was subtitled, and Tet plans to reach 100% in 2026.** In parallel, Tet is developing an AI-based tool to support subtitling of films and series available in the Tet TV catalogue.

Practices in the area of business conduct

Tet Group is committed to upholding the highest standards of ethical and responsible business conduct. The Tet Group Code of Conduct serves as the central framework defining the fundamental principles that apply to all employees, supported by a suite of topic-specific policies and procedures. The Management Board reviews the Code of Conduct annually to ensure that it reflects any significant impacts or emerging risks identified in Tet's operations or value chain. Members of the Management Board share collective responsibility for overseeing business-conduct matters and making strategic decisions on key sustainability issues.

The Tet Group Sustainability Policy identifies business conduct as a material topic. Complementing this, the Tet Group Supplier Code of Conduct defines the standards and principles suppliers must follow to ensure ethical, compliant, and responsible operations across the supply chain.

Tet Group companies ensure compliance with business-conduct principles by continuously strengthening internal regulatory framework and internal control systems. To reinforce responsible conduct, the company maintains strong employee awareness through training and provides both employees and business partners with channels to report potential wrongdoing. Tet maintains a strict stance on ethical business operations, promotes transparency through sustainability reporting, expects responsible practices from its business partners, adheres to political neutrality, and refrains from donations to political organizations.

Tet's corporate governance approach is further detailed in the **Corporate Governance Statement** included in this report.

Regular improvement of corporate governance practices

In 2025, Tet Group continued to strengthen the quality and maturity of its corporate governance across several key areas. During the reporting year, Tet became a member of the Baltic Institute of Corporate Governance (BICG), demonstrating its commitment to developing governance practices in line with high professional standards.

To improve the efficiency of the Management Board and Supervisory Board, as well as the quality of document management, transparency, and data security, the Group implemented the Nasdaq Boardvantage platform.

At the same time, Tet placed strong emphasis on building employee understanding of corporate governance: 99% of Group employees completed an advanced training course covering the Group's corporate governance principles, rules, the competencies of governance bodies, and the internal documents regulating the company's operations.

In addition to the existing management of process- and function-related risks, Tet Group also introduced a risk appetite concept, supporting more consistent decision-making, better-informed investment assessment, and a more focused strategic direction.

Prevention and detection of corruption and bribery

Tet Group places a strong emphasis on preventing corruption and upholding integrity across all operations. The anti-bribery and anti-corruption principles set out in the Code of Conduct reflect the same values promoted by the UN Convention against Corruption. The company's anti-corruption and integrity framework includes the following key components:

- A zero-tolerance approach to corruption adopted across the company.
- Political neutrality, including a prohibition on donations to political organizations.
- Regulated practices on gifts, donations, and participation in hospitality events to ensure transparency.



- Requirements regarding the hiring of former public officials in line with legal restrictions.
- Specific integrity-related limitations on gift acceptance for Members of the Supervisory Council and Management Board, who are public officials.
- Measures to prevent conflicts of interest, including declaration of economic interests.
- Transparent procurement processes supported by clear procedures and oversight mechanisms.
- A system of authorizations and signature rights ensuring that only trusted and competent employees may carry out designated activities.
- A whistleblowing channel available to employees and business partners, with protections guaranteed under the Whistleblowing Law.
- Adequate internal audit capacity to help prevent, identify, and detect corruption risks.
- Maintenance and disclosure of accounting records and financial statements in line with relevant accounting and auditing standards.
- Transparency in cooperation with industry associations and clear rules governing participation in non-governmental organizations.
- Regular employee training to raise awareness of corruption indicators and strengthen Tet's culture of integrity.

The implementation of the Code of Conduct is supported through continuous employee education. All Tet Group employees receive mandatory annual training on appropriate conduct, covering cybersecurity, data protection, and responsible business behavior. New employees must complete this training within their first two weeks of employment to ensure their actions do not unintentionally compromise the company's interests.

The training is delivered as an online e-course featuring situational examples and practical applications. The content is updated regularly to address evolving risks, regulatory changes, and best practices. **Participation is recorded and reflected in a corporate KPI**, ensuring full oversight and compliance across the organization.

Promoting sustainable practices in the supply chain

Tet Group is committed to enhancing sustainability within its supply chain by ensuring that all business partners operate responsibly and in alignment with the Group's values. The Tet Group Supplier Code of Conduct sets out clear expectations for suppliers, including respect for human rights, safe and inclusive working conditions, improved resource efficiency, reduced environmental impact, ethical conduct, transparency, and sound governance practices.

The Supplier Code of Conduct forms an integral part of Tet's procurement (expenditure) contracts. Suppliers are required to implement management systems that ensure compliance with Tet's standards. **Tet maintains an internal target to increase the proportion of contracts incorporating sustainability requirements**, thereby strengthening supplier engagement and accountability. Limited exceptions are permitted, such as for short-term transactions or where mutual agreement can not be reached.

Before entering into contractual relationships, Tet conducts due-diligence checks of business partners, suppliers, and corporate customers to identify potential breaches of anti-money-laundering, tax, or sanctions legislation. These checks help ensure that Tet cooperates only with partners whose activities are lawful and consistent with Tet's business-conduct principles.

In 2025, Tet carried out extensive preparatory work to ensure compliance with the requirements of the National Cybersecurity Law of Latvia, which transposes the EU NIS2 Directive into national legislation, with a particular focus on strengthening supply chain and information system security.

During the year, the company mapped and classified its IT and other critical service providers in line with regulatory



expectations for assessing supplier-specific vulnerabilities and cybersecurity practices. Tet also introduced structured due diligence procedures for new and existing suppliers, including evaluations of their cybersecurity controls, incident management capabilities, and alignment with applicable European and national regulatory standards. In addition, key contractual documents were updated to incorporate cybersecurity obligations consistent with the requirements of the National Cybersecurity Law and the underlying NIS2 framework, reflecting EU guidance encouraging the integration of risk management measures into contractual arrangements with service providers. Regular supplier risk reviews and enhanced monitoring processes were established to ensure ongoing oversight and to safeguard the resilience of Tet's digital supply chain.

In 2025, Tet screened 73 suppliers considered most financially significant, assessing their ESG maturity and covering 80% of the Group's spending on goods and services (with Citrus Solutions SIA and Citrus Solutions GmbH excluded). Screening methods combined supplier self-assessment as the primary approach, supplemented by desktop research for non-responding suppliers.

This process provided an overview of each company's or corporate group's ESG practices and helped shape an understanding of their potential to support Tet's Scope 3 (emissions from purchased goods and services) climate ambitions. The screening insights highlighted a pool of potential high-value cooperation partners capable of driving the decarbonization agenda, particularly among energy and technology companies. It should also be noted that Tet is not proceeding to the next phase of actual supplier ESG engagement at this time, as updated regulatory requirements no longer mandate actions related to indirect emissions.

Tet Group 2025 ESG targets and KPIs

#	Target / KPI	Policy	Scope	2025 Target	2025 Actual	2026 Target
1	Renewables in electricity mix, % from electricity MWh bought annually for direct consumption	Climate change mitigation, Use of renewable resources	SIA Tet	30% (100% 2030)	31%	45% (100% 2030)
2	Electricity efficiency DATA CENTERS, electricity consumption MWh/gross profit tEUR	Climate change mitigation, Energy efficiency	SIA Tet	1,1	1,039	1,039
3	Electricity efficiency NETWORK, electricity consumption MWh/gross profit tEUR	Climate change mitigation, Energy efficiency	SIA Tet	0,11	0,109	0,109
4	2030 CO2 reduction target	Climate change mitigation, emissions reduction	Tet Group	n/a	n/a	Direct emissions (Scope1+2) reduction 42% by 2030 from base 2023
5	Core equipment reuse rate, share of new installations	Circularity, maximizing equipment reuse	SIA Tet	30%	40%	30%
6	Service based business model – sales of cloud and hybrid data centre solutions are growing faster than rack rental services	Circularity, service design that reduce the need for equipment	SIA Tet	>100%	178%	>100%
7	% of collection of customers' old equipment from eligible deliveries from Tet stores	Circularity, material recovery through e-waste recycling	SIA Tet	n/a	n/a	Grow vs base 2025 22%
8	Sales of refurbished laptops, smartphones and PC, % of category sales	Circularity, sale of refurbished devices	SIA Tet	n/a	n/a	Grow vs base 2025 1,08%
9	CV online TOP employer Top-of-mind	Own workforce, external recognition as an employer	SIA Tet	n/a	#12	n/a
10	CV online TOP employer IT&telco	Own workforce, external recognition as an employer	SIA Tet	n/a	#3	n/a
11	KANTAR Top-of-mind employer among students	Own workforce, external recognition as an employer	SIA Tet	n/a	#4	n/a
12	HiPO index score	Own workforce, employee engagement assessment	Tet Group	83	84	Maintain current level
13	Employee voluntary turnover	Own workforce, employee satisfaction	SIA Tet	10%	11,3%	10%
14	Employee well-being, Pulse survey, score	Own workforce, employee well-being	SIA Tet	Establish base	AVG 5,26	5,4
15	Share of employees with internal career growth (vertical, horizontal)	Own workforce, professional growth of employees	SIA Tet	11%	14,3%	11%
16	Employees who have participated in regular performance review assessments, %	Own workforce, professional growth of employees	SIA Tet	100%	90%	100%
17	Number of work-related injuries and accidents	Own workforce, work safety	Tet Group	0	3	0
18	Rate of recordable work-related accidents (number of work-related accidents per 100 full-time workers over a yearly time frame)	Own workforce, work safety	Tet Group	n/a	n/a	Below 2025 level of 0,21

19	Equal pay for work of equal value, gender gap or explain	Own workforce, fair and equitable pay	SIA Tet, SIA Citrus Solutions	5% or explain (2027)	n/a	5% or explain (2027)
20	Inclusive work environment self-assessment survey, score	Own workforce, inclusive working environment	SIA Tet	9	8,24	9
21	Managers trained in unconscious bias and inclusive recruitment practices	Own workforce, inclusive recruitment practices	Tet Group	Maintain 100%	86%	Maintain 100%
22	Broadband coverage growth, number of new addresses with optical network	Consumers, expanding access through reliable connectivity	SIA Tet	6400	4 898	n/a
23	Number of people who will participate in educational activities organised and supported by Tet to advance technology and digital security knowledge	Consumers, building digital skills and safer online habits	SIA Tet	20 000	241 000	100 000 engaged with Tet educational content from which 20 000 related to Tet drošības skoliņa
24	Cybersecurity index	Consumers, technology security	SIA Tet	100%	92%	100%
25	Employees trained in data privacy, cybersecurity, on corporate business principles %	Consumers, embedding data protection principles, cybersecurity; and business conduct, implementation of the Code of Conduct	Tet Group	98%	99%	98%
26	Number of contested requests /number of requests for information by law enforcement institutions	Consumers, protecting freedom of expression and privacy rights of customers	SIA Tet	n/a	2/846	n/a
27	“Tet original” content published has Latvian subtitles (excluding Helio short-lived content)	Consumers, accessibility	SIA Tet	n/a	n/a	100%
28	Supplier Code of Conduct signed, % new expense agreements	Business conduct, promoting sustainable practices in the supply chain	Tet Group	75%	80%	80%
29	Supplier ESG screening, covering % of Group spent (w/o Citrus)	Business conduct, developing value chain sustainability	SIA Tet, SIA Helio Media, SIA BDA	80%	79%	n/a
30	Regular revision and improvement of corporate governance practices	Business conduct, maintain corporate governance maturity and transparency	Tet Group	Maintain	see report section Practices in the area of business conduct	Maintain

Environment



E Environment

B3 Energy and greenhouse gas emissions

Total energy consumption in MWh

	Renewable	Non-renewable	Total
Electricity (as reflected in utility billings)	7 959	14 343	22 302
Fuels	32	7 918	7 950
Total	7 991	22 261	30 252

Scope 1 and Scope 2 GHG emissions in tCO₂eq (location-based)

	tCO ₂ eq
Scope 1	2 200
Scope 2	8 115
Total	10 315

GHG intensity

0.03

Data reference

For total energy consumption here electricity refers to consumed electricity and heat, fuels refer to transport fuels and back-up energy fuels. Renewable energy refers to consumption based on guarantees of origin (electricity) and HVO biodiesel (Neste My) consumption.

GHG intensity is calculated by dividing total Scope 1 and Scope 2 location-based emissions (tCO₂ eq, disclosed in section B3) by Group turnover (tEUR, disclosed in section B1). A comparison with 2024 is not provided, as this metric was not calculated for publishing in this format in 2024.

Tet Group Scope 1, 2, 3 GHG emissions in tCO₂eq

Scope	Category	2023 (base)	2024	2025	% vs prior	% vs base
1+2	TOTAL Gross scope 1 and scope 2 (market-based) GHG emissions	13 122	10 307	7 594	-26%	-42%
1	Gross scope 1 GHG emissions	2 427	2 570	2 200	-14%	-9%
	Percentage of scope 1 GHG emissions from regulated emissions trading schemes	0	0	0		
2	Gross market-based scope 2 GHG emissions	10 696	7 737	5 395	-30%	-50%
2	Gross location-based scope 2 GHG emissions	18 953	13 296	8 115	-39%	-57%
	Significant scope 3 GHG emissions					
	Total Gross indirect (scope 3) GHG emissions		245 050	216 683	-12%	
3, upstream	1, 2 Purchased goods and services, capital goods		69 263	61 476	-11%	
3, upstream	3 Fuel- and energy-related activities (not included in scope 1 or scope 2)		134 756	102 237	-24%	
3, upstream	5 Waste generated in operations		268	148	-45%	
3, downstream	11 Use of sold products		15 658	29 077	86%	
3, downstream	13 Downstream leased assets		24 867	23 522	-5%	
3, downstream	15 Investments		237	223	-6%	
	Total GHG emissions					
	Total GHG emissions (market-based)		255 357	224 277	-12%	
	Total GHG emissions (location-based)		260 915	226 998	-13%	
Outside of scopes	Biogenic emissions		0	12,15		

Disclosure of methodologies, significant assumptions and developments

The calculation of the carbon footprint of Tet Group companies in 2025 was based on the GHG Protocol Corporate Accounting and Reporting Standard and its supplements. **The carbon footprint assessment covers all Tet Group companies** as listed in section B1 of this report.

The calculation is based on operational controls. Calculation methodologies, including assumptions on significant categories are described in the Tet Group GHG Emissions Accounting and Calculation Methodology.

Tet Group companies have not purchased carbon credits or emission allowances (Tet Group companies are not part of an emissions trading scheme).

The most substantial reduction in emissions is attributable to the switch to renewable electricity, with corresponding reductions observed in Scope 2. By 2026, Tet Group had already reached its 2030 target of a 42% reduction in Scope 1 and Scope 2 emissions from the 2023 base year. For the remaining period up to 2030, the primary focus will be on maintaining low emissions while supporting continued business growth.

Scope 3 emissions remain volatile due to significant dependence on construction-related activities during the reporting year, impacting emission categories such as purchased goods and services, waste generation, and the operation of completed buildings. Regarding Scope 3 emissions, the 2024 calculation was adjusted in categories 1, 2, 11, 13, and 15 as part of the 2025 calculation, due to the ongoing annual improvement of the Scope 3 emissions calculation methodology.

Verification

The Tet Group emissions calculation verification in accordance with the requirements of the ISO 14064-1:2018 standard is in the progress. The verification statement will be added once it has been received.

Emission factors

Scope 1, 2, Latvia	Source
Diesel	Latvia's National Inventory Report, 2025 (calculations based on carbon content and NCV), Sustinere
Petrol	Latvia's National Inventory Report, 2025 (calculations based on carbon content and NCV), Sustinere
R410a	IPCC AR6, Sustinere
R407c	IPCC AR6, Sustinere
R32	IPCC AR6, Sustinere
Market based electricity	European Residual Mixes 2024, AIB. Residual mix; https://www.aib-net.org/facts/european-residual-mix
Location based electricity	European Production Mixes 2024, AIB. Supplier mix; https://www.aib-net.org/facts/european-residual-mix
Heat	Ministry of Climate and Energy. Greenhouse Gas Emissions Calculation Methodology, adjusted to an assumed boiler efficiency of 80% in line with the Estonian national GHG model; Sustinere.
Neste My diesel	UK Conversion Factors for Greenhouse Gas Reporting, 2025. Bioenergy, Biodiesel (HVO).
Scope 1, 2, Germany	Source
Market-based electricity	European Residual Mixes 2024, AIB. Residual mix DE, Sustinere
Location-based electricity	European Residual Mixes 2024, AIB. Supplier mix DE, Sustinere

Heat	UK Conversion Factors for Greenhouse Gas Reporting, 2025.
Scope 3, Latvia	Source
Purchased goods & services, capital goods	EXIOBASE dataset v3.9
Upstream emissions, diesel	UK Conversion Factors for Greenhouse Gas Reporting, 2025. WTT – diesel (100% mineral)
Upstream emissions, petrol	UK Conversion Factors for Greenhouse Gas Reporting, 2025. WTT – petrol (100% mineral)
Upstream emissions, Neste My	Neste, 2025
Upstream emissions electricity	UK Conversion Factors for Greenhouse Gas Reporting, 2025.
Upstream emissions heat	Sustinere calculations are based on Rigas Siltums information. For fuel mix Rigas Siltums data is used, 2023: https://www.rs.lv/sites/default/files/akardeons_fails/videja_termina_darbibas_strategija_2024-2030.pdf ; WTT EF sources based on Prussi, et al., JEC Well-to-Tank report v5, EUR 30269 EN, Publications Office of the European Union, Luxembourg, 2020; Estonian State Forest Management Centre, GHG report 2022.
Transmission & distribution (T&D) losses electricity	CEER, 2025. 3rd CEER Report on Power Losses, Sustinere
Transmission & distribution (T&D) losses heat	According to Rigas Siltums Medium-Term Operational Strategy for 2024–2030, heat losses were 12.7% in 2022/2023. https://www.rs.lv/sites/default/files/akardeons_fails/videja_termina_darbibas_strategija_2024-2030.pdf , calculations by Sustinere
Waste unsorted	Getlini EKO data, 2024
Waste sorted	Sustinere calculations based on ZAAO data, 2024.
Use of sold products	Tet: list of academic sources used by Sustinere, Citrus Solutions: building Energy Performance Certificate, calculations by Sustinere.
Scope 3, Germany	Source
Waste sorted	UK Conversion Factors for Greenhouse Gas Reporting, 2025; Waste disposal, Construction, Closed-loop
Outside of scopes	Source
Neste My, Biogenic CO ₂ emissions	UK Conversion Factors for Greenhouse Gas Reporting, 2025. Out-of-scopes, Biodiesel HVO

B7 Resource use, circular economy and waste management

Application of circular economy principles

Different business lines of the Tet Group, including Group subsidiaries, have different significant resources. For the telecommunications and data business the most significant resources are electricity and equipment (and therefore the inputs used to produce them), and the business activities generate specific waste – e-waste.

Tet integrates circular economy principles across its operations, product lifecycle management, and customer-facing services to reduce resource consumption, extend equipment life, and minimize electronic waste. Tet Group companies also ensure office waste sorting as an integral part of everyday operations.

The company's circularity approach is grounded in the waste-hierarchy approach, prioritizing waste prevention, reuse / extension of equipment service life, recycling / material recovery, responsible disposal, reducing unsorted waste, promoting circularity in the value chain and includes the following key practices (more details in section C2):

- Extending the life of equipment,
- Reusing and repurposing technologies,
- Returning end-of-life assets to the circular loop,
- Responsible recycling of equipment with no remaining use,
- Encouraging sustainable customer behavior,
- Supporting circularity through service-based business models,
- Providing refurbished devices to extend product lifecycles.

The construction sector uses large quantities of raw materials, extensively using natural resources, and generates specific waste – construction waste. Citrus Solutions promotes circular economy principles primarily through practical construction and demolition waste (CWD) management on project sites. A core practice is on-site segregation of construction waste using dedicated collection streams and clear sorting requirements for project teams and subcontractors, aimed at keeping material fractions clean and suitable for recovery. To support the implementation of the company's sustainability strategy, the company will seek to work with waste-management partners that can demonstrably provide recycling and other circular treatment routes, rather than relying on disposal-based solutions.

The annual mass-flow of relevant materials used (construction sector)

Comprehensive mass-flow reporting of all construction materials by Citrus Solution is currently not possible due to the project-based delivery model, fragmented procurement practices, and the lack of standardized, centrally available material data across projects, particularly where subcontractors purchase and install materials. As a result, complete and auditable aggregation of material quantities for the reporting year cannot be ensured reliably. Citrus Solutions will address this by gradually improving data collection and reporting requirements, initially focusing on the most material input categories in larger projects.

Total annual non-hazardous waste generation categorized by its diversion to recycling or reuse

Type of waste	Total waste generated (tonnes)	Waste diverted to recycling or reuse (tonnes)	Waste diverted to disposal (tonnes)
Mixed office waste, Group	201		201
Sorted office waste, SIA Tet	25	25	
E-waste, SIA Tet	12	12	
Mixed packaging, SIA Tet	0.02	0.02	
Construction waste, SIA Citrus Solutions	933	933	
Sorted office waste, SIA Citrus Solutions	24	24	
Various packaging, SIA Citrus Solutions	11	11	
Paper and cardboard, SIA Citrus Solutions	3	3	
Large sized waste, SIA Citrus Solutions	2	2	
E-waste, SIA Citrus Solutions	1	1	
Construction waste and debris, Citrus Solutions GmbH	371	371	
Various, Citrus Solutions GmbH	2	2	

Total annual hazardous waste generation categorized by its diversion to recycling or reuse

Type of waste	Total waste generated (tonnes)	Waste diverted to recycling or reuse (tonnes)	Waste diverted to disposal (tonnes)
Used oils, oil filters, packaging containing residues of hazardous substances (SIA Citrus Solutions), lead-acid batteries (SIA Tet)	1	1	

C3 GHG reduction targets and climate transition

If the undertaking has established GHG emission reduction targets, it shall disclose its targets in absolute values for Scope 1 and Scope 2 emissions and disclose Scope 3 reduction targets, if it has set

Scope 1 / Scope 2 / Scope 3	GHG emission reduction targets	GHG emission reduction units	Target year	Target year value	Base year	Base year value
Scope 1+2	Reduction 42% by 2030 from base 2023	5517	2 030	7 606	2 023	13 122

A list of main actions Tet Group seeks to implement to achieve its targets

Tet Group has established a **voluntary greenhouse gas (GHG) emissions reduction target encompassing Scope 1 and Scope 2 emissions**. The key lever for reducing Tet Group’s greenhouse gas emissions is the gradual switch to renewable electricity for SIA Tet direct consumption, with a target to reach 100% consumption level by 2030. This transition is expected to deliver a share of the emission reductions required by 2030.

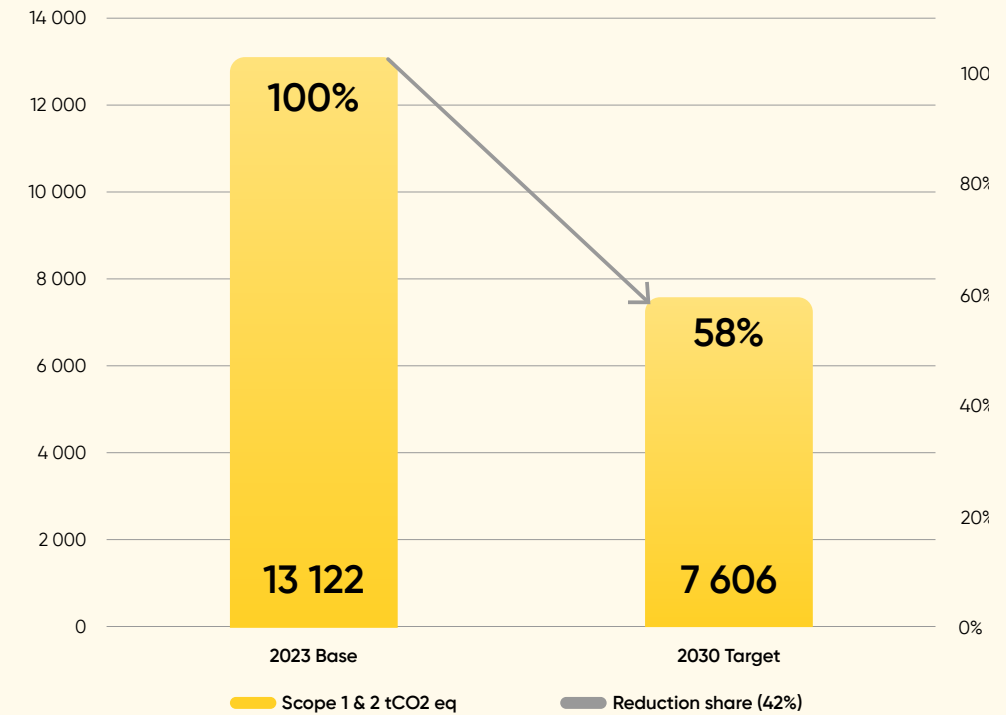
Tet SIA has been implementing the switch to renewable electricity since 2024, with the necessary resources allocated in the medium-term budget. Renewable electricity represented 18% of Tet’s self-consumption in 2024, increased to 31% in 2025, and is planned to reach at least 45% in 2026.

Green electricity is procured via guarantees of origin (GoOs), which certify that an equivalent amount of electricity supplied to Tet has been generated from renewable sources. As renewable electricity is still only partially covering SIA Tet’s consumption, in 2025 Tet prioritized allocating GoOs to SIA Tet’s electricity consumption that is directly linked to service delivery—primarily the operations of the DC6 and Dattum data centers (Riga, Kleistu iela 5).

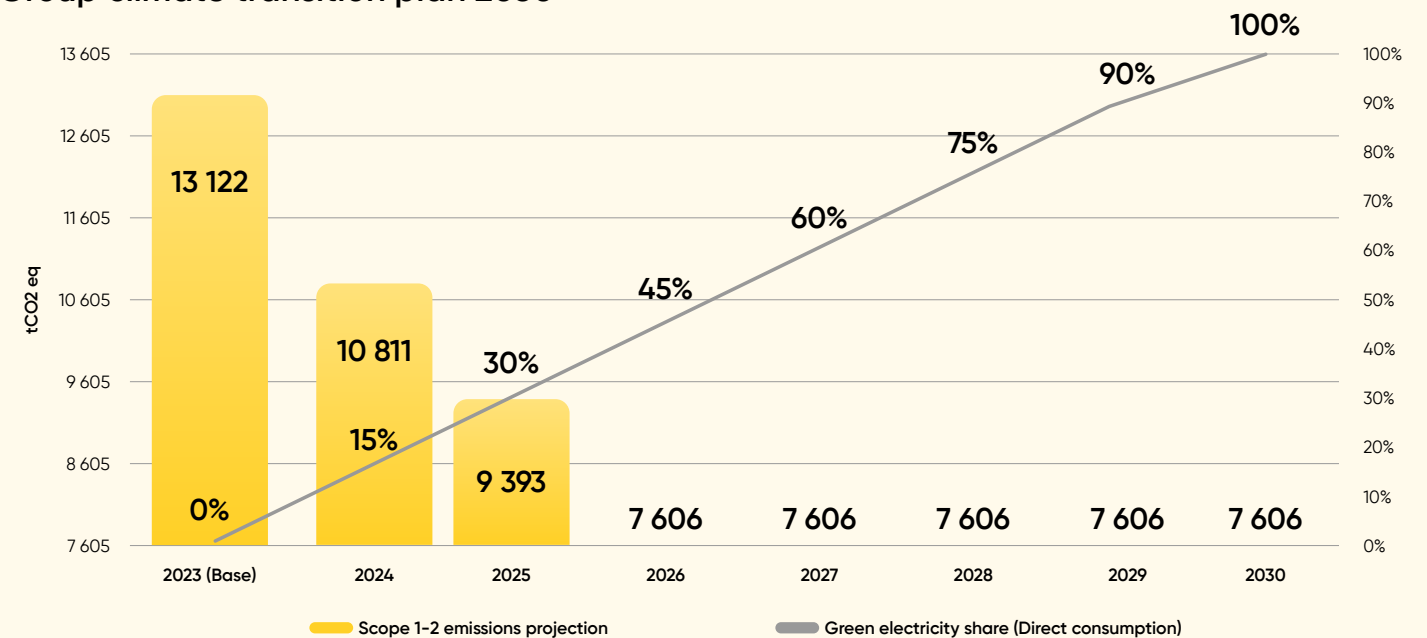
In 2025, the use of renewable electricity across SIA Tet’s direct consumption—together with renewable electricity allocated to colocation facilities and Tet’s largest retail stores—resulted in an emissions reduction of 4011 tCO₂ eq. In addition, the use of green diesel (Neste MY) contributed a further reduction of 13 tCO₂ eq.

By 2026, Tet Group has already achieved the required emissions-reduction level. For the remaining period up to 2030, the primary focus will be on maintaining low emissions while supporting continued business growth.

Tet Group climate target 2030



Tet Group climate transition plan 2030



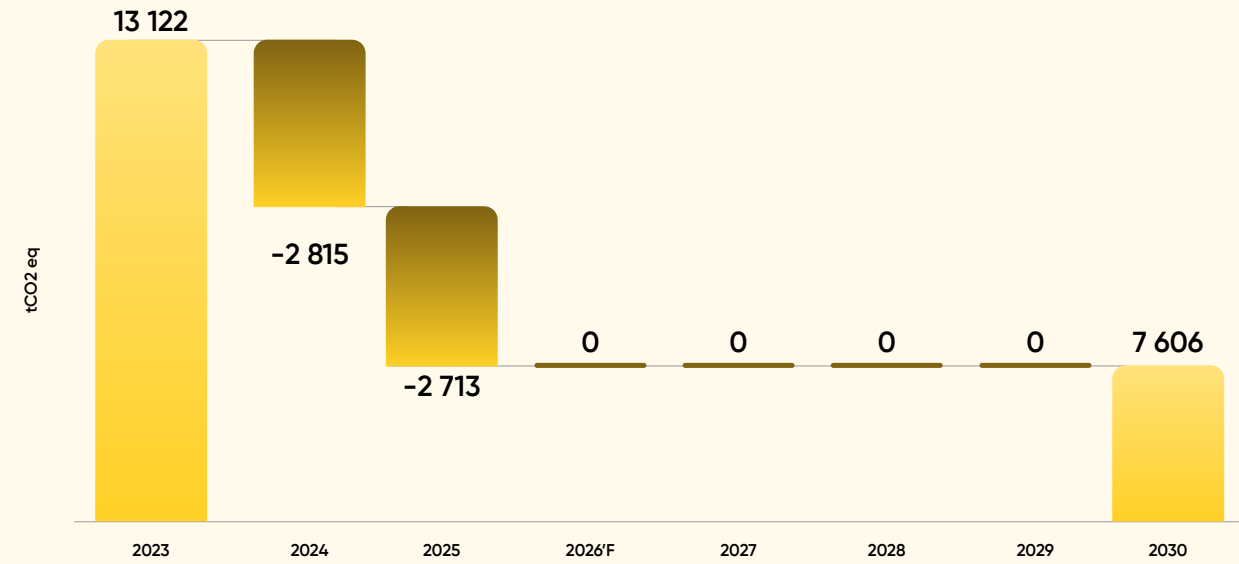
Transition plan for climate change mitigation, including an explanation of how it is contributing to reduce GHG emissions

Tet Group's transition plan to 2030 covers only emission Scopes 1 and 2 and is guided by current Science Based Targets initiative (SBTi) standards (SBTi Corporate Near-Term Criteria Version 5.3). The plan is aligned with SBTi principles but has not been formally validated by SBTi; at this stage, no reduction target has been set for indirect (Scope 3) emissions. Emission reductions toward the 2030 target are calculated using market-based emission factors.

Looking beyond 2030, further emissions reductions are expected to rely increasingly on the availability and commercialization of alternative low-carbon technologies—particularly in transportation, heavy construction equipment, energy storage, and cooling. Achieving deeper decarbonization will also depend on the willingness of business partners to collaborate in greening electricity consumption across the Tet network.

The transition plan forms part of the medium-term sustainability strategy and is developed and subsequently followed up by the Chief Sustainability Officer, and approved by the Management Board and the Supervisory Council.

Tet Group GHG emission reductions vs target



C4 Climate risks

Describe climate-related hazards and climate-related transition events and each time horizon

The risks addressed in the Tet Group climate risk assessment are based on the classifications contained in EU Commission Delegated Regulation (EU) 2021/2139. Climate risk assessment is part of annual risk review and is guided by Tet Group Policy on the Management of Sustainability Impacts, Risks and Opportunities.

The impacts of extreme weather events are assessed over the short term. Transition risks are assessed across the short, medium, and long term, with the long-term horizon defined as 20 years, in line with the planned useful life of the company assets.

The analysis of the transition risks and opportunities assessment is based on general qualitative assumptions for a 1.5°C-2°C warming scenario. This scenario is characterized by timely and progressive international and national climate policies to limit emissions.

Climate-related hazards

The analysis of information published by international and local meteorological, geological, and analytical institutions on climate change in the region shows that the most significant weather-related risks for Latvia are increased flooding in some areas, more severe storms, and heatwaves.

Weather risks with impacts on Tet infrastructure are mainly extreme weather events, most often a combination of intense storms and above-normal rainfall or prolonged heat waves. This is confirmed by the recorded Tet SIA network incidents.

Chronic climate change may have impacts; however, these risks are not identified and managed as standalone risks within the company's risk management system. Instead, they are addressed within day-to-day business maintenance and operational processes. For example, such impacts may include premature failure or deterioration of equipment and materials, health and safety risks to employees, increased electricity consumption for cooling, equipment corrosion, and condensation build-up. These impacts may lead to additional costs and reduced asset life expectancy.

In construction business chronic climate change impacts—such as rising temperatures, more freeze–thaw cycles, higher humidity, droughts, and shifting groundwater levels—can increase long-term maintenance and repair costs for properties and infrastructure. These factors accelerate material wear, shorten asset lifespans, and create a need for additional adaptation investments.

Climate-related transition events

Transition risks related to climate change mitigation include:

- Business adaptation to the “green” economy – policy and regulatory compliance risk
- Achieving climate neutrality – technology and resource cost (market) risk
- Reputational risk arising from insufficient corporate action on climate issues

Relevant risks for Tet Group extreme weather events risk assessment

Hazard	Impacts for Tet SIA	Impacts for Citrus Solutions SIA
Extreme high/ low temperatures, prolonged heat/frost periods, increasing wildfire risk	Deterioration of the internal microclimate quality in premises and telecommunications facilities (overheating/freezing) due to insufficient equipment capacity, including emergency shutdown of air-conditioning equipment during a heatwave Increased energy consumption for cooling or heating (premises, data centers) Fire, smoke damage (self-ignition or spread of nearby wildfires) Damage to materials/equipment or accelerated wear due to prolonged exposure to sunlight or frost, for example thermal stress on flat roof surfaces, waterproofing, façade materials, etc. Risks to employee health (e.g. during heatwaves)	Heat and drought increase the likelihood of fires or smoke affecting construction sites, posing safety risks and damaging materials and equipment. Very high or low temperatures impair concrete curing, finishing works, waterproofing, adhesives, and coatings, increasing defects and rework needs. Strong freeze–thaw cycles accelerate wear of surfaces and waterproofing systems, raising maintenance costs. Heat and cold stress reduce productivity and require schedule adjustments. Prolonged heat or frost limits the ability to perform weather-sensitive works, leading to delays.
Impact of excessive wind and precipitation, separately or in combination, including increased storm intensity, snowstorms, excessive downpours, unusually heavy snowfall, hail, freezing rain, frost, icing, thunderstorms, floods caused by increased precipitation or rising water levels, groundwater level fluctuations, as well as drought periods	Damage to infrastructure, network elements, buildings, and construction structures due to wind and/or precipitation, including hail, intense precipitation and heavy snow, including damage caused to third-party property Power supply disruptions (due to damage to the electricity grid) Flooding of sites caused by increased precipitation, rising water levels, storm surges, or groundwater level fluctuations Equipment damage caused by overvoltage or direct lightning strike Data transmission signal loss due to icing or intense precipitation (snow cover, heavy rain) Delays in the delivery of regular works due to the need to redirect human resources to address the consequences of extreme weather events Risks to employee health (e.g. during storms)	Strong winds and heavy precipitation can damage temporary structures, unfinished buildings, materials, equipment, and nearby property, causing interruptions and liabilities. Outages halt operations, disrupt safety systems, and delay works. Staff and machinery may need to be reallocated to manage weather-related impacts, delaying regular projects. Heavy rain and groundwater fluctuations weaken soil bearing capacity, complicating earthworks and increasing costs. Weather-related damage and accelerated wear on equipment and materials cause downtime and schedule risks.
Soil mass movements (landslides, mudflows and debris flows, surface soil erosion), subsidence		Heavy rainfall, rapid snowmelt, or saturated soils can trigger mudflows and slope failures, blocking access to construction sites and delaying work and deliveries.

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

The most material risks identified for **Tet SIA** are overheating or overcooling of equipment and premises, power supply disruptions, damage caused by wind and/or precipitation, lightning-related damage, and data transmission signal loss during severe weather events.

Temperature extremes, including prolonged heatwaves and cold periods, may deteriorate the internal microclimate of data centers and telecommunications facilities, causing equipment overheating or overcooling, operational disruptions, automatic shutdowns and impacts on service continuity. Tet mitigates this risk through the timely renewal of microclimate control, cooling and heating systems, regular technical maintenance, and capacity planning to ensure that equipment performance remains adequate under increasing operational loads and changing climate conditions.

Power supply disruptions represent another significant risk, as external electricity outages can materially affect the operation of data centers, telecommunications networks and other critical assets, leading to reduced service availability or interruptions. To reduce this risk, Tet uses backup power solutions, including generators, batteries, UPS systems and other measures designed to ensure continuity of power supply.

Strong winds, intense precipitation, icing and snow loads can damage buildings, telecommunications structures, antennas, masts, network elements and access infrastructure, resulting in service disruptions and additional maintenance costs. Tet manages this risk through compliance with construction standards, regular site inspections and technical maintenance, as well as measures to improve resistance to wind loads. In addition, Tet strengthens network resilience through long-term core network planning and by shifting towards more resilient infrastructure solutions, including the placement of cables underground where appropriate.

Lightning strikes may cause overvoltage, damage to electronic and electrical equipment, and service interruptions. This risk is mitigated primarily through the installation and maintenance of lightning protection systems, including lightning conductors and other technical solutions aimed at reducing the consequences of power surges.

Severe precipitation, icing and snow accumulation may also degrade or interrupt data transmission, particularly at specific telecommunications sites and technology nodes. Tet addresses this risk through operational and technical solutions for the removal of snow and ice from affected assets, with methods adapted to the specific characteristics of each site.

Overall, Tet's approach to managing these risks is based on preventive maintenance, technical resilience, continuity planning and targeted infrastructure improvements, helping to reduce operational disruptions and support the reliability of essential services under changing climate conditions. **With existing risk management activities, the impact of extreme weather risks on Tet infrastructure is not critical.**

The most material risks identified for **Citrus Solutions SIA** are wildfire and ignition risk and worker safety risk, followed by construction quality impacts, material degradation, fewer suitable working days by extreme temperature events, damage to sites and assets, power disruptions, emergency resource diversion, reduced soil stability caused by strong winds and heavy precipitation, as well as access and logistics disruptions by soil movement.

Measures for managing extreme weather risks focus on preventive inspections and clear emergency procedures, weather-adaptive work scheduling with seasonal buffers, and the selection of climate-resilient materials and technical solutions. The approach includes ensuring durable construction of critical building elements, using protective measures during weather-sensitive tasks, and applying operational adjustments based on real-time conditions. Together, these actions strengthen site resilience, reduce disruption risks, and support safe, high-quality project delivery under changing climate conditions and bring **the impact of extreme weather risks to not critical levels.**

In the latest risk assessment (March 2026), **climate transition risk levels were downgraded to a non-significant level**, as following the 2025 changes in EU legislation (the EU Omnibus package), expectations for companies of Tet Group's size have been reduced and existing business practices sufficiently address foreseeable near-term (2030) climate change mitigation needs. Nevertheless, Tet mitigates transition risks through the early identification of regulatory and policy requirements, the strengthening of internal knowledge and capacity, and the phased implementation of requirements in a resource-efficient manner. Tet also applies resource-efficiency and operational optimization measures, continues voluntary efforts to reduce direct emissions, and ensures transparent public disclosure of its actions, progress, and future plans, thereby supporting stakeholder trust and the resilience of the company's reputation.

Disclose whether it has undertaken climate change adaptation actions for any climate-related hazards and transition events

Yes

Social



S Social

B8 Workforce – General characteristics

Type of employment contract (temporary or permanent)

Type of contract	Number of employees (headcount or full-time equivalent)
Temporary contract	49
Permanent contract	1 428
Total employees	1 477

Number of employees by gender

Gender	Number of employees (headcount or full-time equivalent)
Male	908
Female	569
Other	
Not reported	
Total employees	1 477

Country of the employment contract, if the undertaking operates in more than one country

Country of the employment contract	Number of employees (headcount or full-time equivalent)
Latvia	1 473
Germany	4

Employee turnover rate for the reporting period

25.88 % (2024: 33.1 %)

Note on calculation methodology

Unless otherwise specified, all workforce figures in this report section are calculated based on the number of employees as at 31 December 2025. Employees on parental or maternity leave are excluded from these calculations.

B9 Workforce – Health and safety

Number recordable work-related accidents

3 (2024: 4)

Rate of recordable work-related accidents

0,21 (2024- n/a)

A comparison with 2024 is not available, as such indicator was not calculated previously.

The number of fatalities as a result of work-related injuries and work-related ill health

0

B10 Workforce – Remuneration, collective bargaining and training

Whether the employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law

Yes

Percentage gap in pay between its female and male employees

23% (2024- 26%)

Gross pay used in this calculation covers employee compensation for the reporting period, including base salary, bonuses, commissions, and overtime pay. Benefits in kind and other compensation forms are excluded due to the absence of a common methodology for their consistent comparison within the remuneration framework.

Percentage of employees covered by collective bargaining agreements

100 % (2024: 100 %)

Average number of annual training hours per employee, broken down by gender

9,55 (2024- 5.4)

Gender-disaggregated data is not enabled in the system records reports.

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

1242% (2024 – 1224%)

C5 Additional (general) workforce characteristics

Female-to-male ratio at management level for the reporting period

0.86 (2024: 0.75)

The Tet Group Management Team (including the CEO, first-level managers of Tet SIA, and subsidiary managers) included 13 members (6 female, 7 male; 6/7 gender diversity ratio). Also see data point C9.

Percentage of persons with disabilities amongst employees

2% (2024 – 2%)

Data on disabled workers may not be complete, as the worker has the right not to provide such information.

Number of those self-employed without personnel who are working exclusively for the undertaking, and temporary workers provided by undertakings primarily engaged in 'employment activities'

Types of workers	Number self-employed people and temporary engaged in employment activities
Total self-employed without personnel who are working exclusively for the undertaking	23
Total temporary workers provided by undertakings primarily engaged in employment activities	0

C6 Additional own workforce information – Human rights policies and processes

Does conduct or human rights policy cover child labour?	Does the undertaking have a code of conduct or human rights policy for its own workforce?	Does conduct or human rights policy cover child labour?	Does conduct or human rights policy cover forced labour?
Yes	Yes	Yes	Yes
Does conduct or human rights policy cover human trafficking?	Does conduct or human rights policy cover discrimination?	Does the undertaking have a complaints-handling mechanism for its own workforce?	Does conduct or human rights policy cover – other?
Yes	Yes	Yes	Yes

Tet Group policy of human rights for own workforce

Tet Group Code of Conduct covers following human rights: secure employment, rest periods, adequate remuneration, employee representation, work-life balance, occupational health and safety, and equal treatment and opportunities for all, including gender equality and equal pay for work of equal value, as well as the prohibition of violence and harassment. Tet promotes diversity, training and skills development, the employment and inclusion of persons with disabilities, and we ensure other work-related rights, including those concerning the prohibition of child labour and forced labour, the prevention of human trafficking, privacy, and the provision of adequate accommodation where applicable.

The company has set up different channels for employees to raise concerns, either on individual matters or on possible wrongdoings. The Tet Group Code of Conduct states that the primary channel of communication for an employee to resolve a concern is directly to his/her manager or to specialists in Human Resources and Environment department. A Whistleblower Channel is available for employees to report possible wrongdoing and Tet management is committed to supporting and protecting employees who step up. Reporting procedures and safeguards are set out in the Tet Group Code of Conduct.

C7 Severe negative human rights incidents

Does the undertaking have confirmed incidents in its own workforce related to child labour?

No

Does the undertaking have confirmed incidents in its own workforce related to forced labour?

No

Does the undertaking have confirmed incidents in its own workforce related to human trafficking?

No

Does the undertaking have confirmed incidents in its own workforce related to discrimination?

No

Does the undertaking have confirmed incidents in its own workforce related to other? (if yes, specify by adding a new Data point)

No

Is the undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users? (if yes, specify by adding a new Data point)

No

Governance



G Governance

B11 Convictions and fines for corruption and bribery

Number of convictions

0 (2024: 0)

Total amount of fines incurred for the violation of anti-corruption and anti-bribery laws

0 EUR (2024: 0 EUR)

C8 Revenues from certain sectors and exclusion from EU reference benchmarks

Controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)

0 EUR (2024: 0 EUR)

The cultivation and production of tobacco

0 EUR (2024: 0 EUR)

Fossil fuel (coal, oil and gas) sector, including a disaggregation of revenues derived from coal, oil and gas

0 EUR (2024: 0 EUR)

Chemicals production if the undertaking is a manufacturer of pesticides and other agrochemical products

0 EUR (2024: 0 EUR)

The undertaking shall disclose whether it is excluded from any EU reference benchmarks that are aligned with the Paris Agreement as described in paragraph 241 of the guidance

No

C9 Gender diversity ratio in the governance body

As of 31 December 2025, Tet SIA's Management Board comprised **five members** (1 female, 4 male, **1/4** gender diversity ratio).

The Supervisory Council consisted of **seven members** (1 female, 6 male; **1/6** gender diversity ratio).

The Tet Group Management Team (including the CEO, first-level managers of Tet SIA, and subsidiary managers) included **13 members** (6 female, 7 male; **6/7** gender diversity ratio).

Gender diversity ratio in governance body (Tet SIA Management Board)

0.25 (2024: 0)

Company Specific Information



CS Company Specific

DMA Material sustainability topics

Description of the processes to identify and assess material impacts, risks, and opportunities

Tet Group's approach to determining material sustainability topics is based on the CSRD/ESRS principle of **double materiality**, covering both **impact materiality** and **financial materiality**.

- **Impact materiality** considers whether a sustainability matter is associated with Tet Group's actual or potential, positive or negative impacts on people and the environment across company activities and value chain.
- **Financial materiality** (sustainability-related risks and opportunities) considers whether sustainability matters could reasonably be expected to have a significant effect on Tet Group's financial position, financial performance or cash flows, including where sustainability trends and conditions create business opportunities.

Tet Group performs an annual review of sustainability impacts, risks and opportunities. Process is based on Tet Group's Procedure for managing sustainability impacts, risks, and opportunities. The latest assessment (March 2025) excludes Citrus Solutions GmbH, as it is in the process of ceasing business operations and Lattelecom SIA, as its activities are not directed outside the Group scope. In particular, in 2025 Citrus Solutions SIA completed its first double materiality assessment. The results are summarized by relevant **ESRS topics**.

For materiality purposes, the magnitude/likelihood of impacts and the significance of risks and opportunities are assessed on a gross basis, i.e., before taking into account mitigation measures, management actions or controls.

Time horizons for assessing impacts, risks and opportunities are:

- Short term: 0–1 year
- Medium term: 1–5 years
- Long term: more than 5 years

The assessment also incorporates **stakeholder perspectives**, ensuring that the prioritization of topics reflects the views and concerns of relevant stakeholder groups. In 2025 stakeholder views were collected using a quantitative survey on priority topics for stakeholder groups of corporate customers of Tet SIA and Citrus Solutions SIA, as well as household customers for Tet SIA. Survey results were incorporated into the materiality scoring and calculation.

The consolidated set of Tet Group's material sustainability topics ensure that the **consolidated material topic** set reflects both the results of the double materiality assessment and strategic considerations, while appropriately capturing material topics arising from subsidiaries' activities. Tet Group applies different assessment approaches depending on the subsidiary:

- Top-down assessment applied for Tet SIA, Data Experts SIA, BDA SIA and Helio Media SIA,
- Bottom-up assessment (subsidiary-specific) performed for Citrus Solutions SIA to capture subsidiary-specific impacts, risks and opportunities and ensure none are overlooked. Material impacts identified for Citrus Solutions SIA are fully integrated into the Tet Group's consolidated materiality results.

IROs are assessed across Tet Group's own operations and across the **value chain**, with stages considered separately for:

- Upstream (supply chain),
- Own operations (business processes),
- Downstream (customers and business partners).

Tet Group's list of material impacts, risks and opportunities

Topic	Impact Summary	Key Risks	Key Opportunities	Value-Chain Location	Time Horizon	Materiality Type
E1 GHG emissions, energy consumption and climate-resilience related	<p>Emissions: ICT companies are large consumers of electricity. Significant electricity consumption across Tet contributes to climate change unless energy used is renewable. Emissions arise from data network, data centers, customer service equipment, electricity trading, and electronic device sales.</p> <p>Subsidiary Citrus Solutions SIA belongs to construction sector, which also is high-emissions sector with high fossil-fuel consumption and energy-intensive materials.</p>	<p>Transition risks: Unpredictable costs of renewable electricity procurement to reach 2030 decarbonization targets and dependence on emerging low-carbon technologies for further decarbonization. Effort-intensive reduction of Scope 3 emissions.</p> <p>Physical risks: Higher construction planning/maintenance needs due to gradual climate change. Extreme weather-related disruptions affecting construction and service delivery.</p>	<p>Opportunity to develop new business directions that address climate and circularity challenges across various sectors. Growth in demand for low-emission, energy-efficient services, including data center business. Energy efficiency across networks and ICT infrastructure provide also strong financial benefits. New business potential in sustainable construction and energy-efficient buildings sector.</p>	<p>Upstream: energy supply, construction materials, equipment. Operations: networks, data centers, fleet, construction. Downstream: customer equipment electricity use, electricity trading, electrical and electronic equipment sales.</p>	<p>Short-term: acute weather risks. Medium-term: energy cost exposure, technology needs. Long-term: climate neutrality transition and infrastructure resilience.</p>	<p>Impact: Actual negative. Financial: Material exposure to transition and physical risks.</p>
E5 Resource use and circularity	<p>E-waste: The ICT sector generates large amounts of electrical and electronic waste (e-waste) directly and across the value chain. Tet also contributes to e-waste through the sale of electrical and electronic devices and the increasing turnover of consumer equipment. Dematerialization of services reduces physical resource use and lowers environmental footprint. Extending the lifetime of equipment and proper utilization reduces environmental impact.</p> <p>Construction materials: Construction activities rely heavily on raw materials, including non-renewable ones. Reuse, repair or recycling of construction materials reduce construction-related environmental impacts and improve resource efficiency.</p>			<p>Upstream: electronic components, construction materials. Own operations: equipment use, construction processes, service infrastructure. Downstream: equipment end-of-life, construction waste generation and recycling.</p>	<p>Short-term: waste handling and recycling obligations. Medium-term: transition toward circular resource use and sustainable material cycles.</p>	<p>Actual negative impacts: use of non-renewable construction materials. Potential negative impacts: growing e-waste volume while; low recycling rates prevail. Actual positive impacts: dematerialization of services; extending equipment lifetime. Potential positive impacts: reuse and recycling of construction materials, improving resource efficiency.</p>

<p>S1 – Workers’ rights, employment conditions and social protection</p>	<p>Human rights impact: Tet’s operations must respect universally recognized human rights, as defined by ILO Fundamental Principles and Rights at Work. Negative impacts may arise from violations of safe employment, adequate wages, predictable working conditions, work-life balance, freedom of association, collective bargaining and social dialogue.</p> <p>Other labor-related impacts include equality and non-discrimination, fair treatment, inclusion of people with disabilities, training and skills development, and protection against violence or harassment at work. Human rights impacts also cover child labor prohibition, prevention of forced labor, privacy protection and ensuring adequate accommodation for workers.</p>	<p>Labor rights risk: potential breaches of labor legislation, including issues related to fair treatment, freedom of association, privacy, non-discrimination, and safe working conditions.</p> <p>Safety and accident risk: work safety accidents in construction and data service delivery can lead to serious consequences for workers and reputational damage.</p> <p>Labor market risk: shortages of skilled workers may delay projects, reduce work quality, increase workload and affect retention.</p>	<p>Attractive employer: investments in well-being, work-life balance, training and a safe work environment strengthen retention, productivity and employer image.</p>	<p>Own operations</p>	<p>Short- and medium-term</p>	<p>Impact: Potential negative. Financial: Material exposure</p>
<p>S2 – Workers in the value chain, subcontractor “envelope wages” (Citrus Solutions specific only)</p>		<p>Subcontractors may pay “envelope wages,” exposing Citrus Solutions (as general contractor) to reputational harm and financial consequences</p>		<p>Upstream: construction business subcontractors</p>	<p>Short-term: incidents remain relatively common in construction, despite gradual improvement</p>	<p>Financial: Material exposure</p>

<p>S4 – Customer privacy, freedom of expression, personal data protection and other consumer rights; cybersecurity; digital inclusion</p>	<p>Impact on privacy and rights: Tet must protect customer privacy and limit personal data collection, ensuring lawful, transparent and secure data processing. The company must respect universally recognized human rights related to privacy, correspondence, freedom of belief, freedom of opinion and freedom of expression.</p> <p>Cyber-resilience: Tet plays a major role in enhancing cyber-resilience in Latvia by providing cyber-security solutions to households and businesses.</p> <p>Digital inclusion – enabling people to exercise human rights, access education, health, work and public services – is supported by Tet’s broadband infrastructure and service availability.</p>	<p>Data protection compliance risk: improper application of GDPR or national data protection laws may lead to fines, reputational harm and reduced competitiveness.</p> <p>Non-disclosure compliance risk: electronic communications providers must not disclose end-user information without legal basis; violations may lead to legal sanctions.</p> <p>Company cyber-security risk: as a critical infrastructure operator handling personal data and cloud services, Tet faces reputational and business risks from cyberattacks.</p> <p>Accessibility legislation compliance risk: EU Accessibility requirements for audiovisual and digital services may create compliance and operational risks.</p> <p>Consumer law compliance risk: obligations under the Electronic Communications Act, Consumer Rights Protection Act and others create risk if information to end-users is misleading or incomplete.</p>		<p>Own operations: regulatory driven data and consumer rights management, cybersecurity; digital service provision.</p> <p>Downstream: customer privacy protection, digital inclusion, end-user access to secure and accessible services.</p>	<p>Short-term: cybersecurity threats, immediate compliance requirements.</p> <p>Medium-term: evolving legal obligations towards accessibility, long-term societal benefits of digital inclusion</p>	<p>Potential negative impacts: limitations to privacy or rights; improper data use.</p> <p>Actual positive impacts: cyber-security solutions and digital inclusion.</p> <p>Financial: Material exposure due cybersecurity and legal compliance</p>
<p>G1 – Business conduct and supplier management</p>		<p>Regulatory compliance and access to finance risk: strong governance and accountability are required to avoid fraudulent transactions or mismanagement; failures may damage reputation and hinder access to new business and financing.</p> <p>Supplier relationship management risk: strengthening responsible business practices across the entire supply chain</p> <p>Anti-corruption and anti-bribery legal risk: misconduct or improper application of anti-corruption rules may lead to reputational harm, legal penalties and loss of business partner trust.</p>		<p>Upstream: supplier compliance, ESG due diligence.</p> <p>Own operations: governance and integrity.</p> <p>Downstream: customer expectations regarding transparency, prudence and regulatory compliance.</p>	<p>Short-term: regulatory compliance, responsible supplier management, adherence to anti-corruption and anti-bribery rules.</p> <p>Medium-term: increasing importance of supply chain oversight.</p>	<p>Financial: Material exposure</p>

Tet SIA Corporate Governance Statement

Company information

Registered office: 105 Dzirnavu Street, Riga LV-1011, Latvia. Registration number: 40003052786

Background

Competent corporate governance, ensuring a balance between the responsibilities of the company's shareholders, Supervisory Board and Management Board, and transparency or openness of operations reduce risks, improve reputation, promote public trust in the company, help to attract financing and protect the interests of shareholders and business partners.

The Corporate Governance Statement is a part of the Sustainability Report.

General information

Tet SIA is a commercial company (limited liability company) operating in accordance with the Commercial Law and other applicable laws and regulations.

For the purposes of the Public Company Capital Stock and Capital Company Management Law, Tet SIA is a private company (shares owned by a public person and another person).

The governance of SIA Tet is carried out by:

- the shareholders of Tet SIA (owners of shares), by adopting decisions at the meeting of shareholders in accordance with the Commercial Law, the Articles of Association of Tet SIA and the provisions of agreements concluded between the shareholders of Tet SIA, as well as by giving consent to the Management Board to take certain actions;
- the Supervisory Board of Tet SIA, by taking decisions at meetings in accordance with the Commercial Law, the Articles of Association of Tet SIA, the provisions of the agreements between the shareholders of Tet SIA, the Rules of Procedure of the Supervisory Board of Tet SIA and other external and internal regulatory enactments;
- the Tet Management Board, exercising its powers in accordance with the Commercial Law, the Tet Articles of Association, the provisions of the agreements between the shareholders of Tet and the Rules of Procedure of the Tet Management Board.

Shareholders

The shareholders of Tet SIA are:

- Publisko aktīvu pārvaldītājs Possessor, SIA (holder of shares of the State (Republic of Latvia)):

Shareholding: 50.99843 %

Number of capital shares: 106 001 104

Value of capital shares: EUR 106 001 104

In respect of the above-mentioned shares, it has been concluded, after using all possible means of ascertainment, that no natural person – the beneficial owner within the meaning of Article 1(5) of the Law on Prevention of Money Laundering and Terrorism and Proliferation Financing – can be ascertained, and that doubts that the legal person is the beneficial owner have been excluded.

- Tilts Communications (a leading Nordic and Baltic telecommunications group wholly owned by Telia Company AB, a Danish incorporated company)

Shareholding: 49.00157 %

Number of shares 101 850 587

Value of shares: EUR 101 850 587

The beneficial owner of the shares is a shareholder in a public limited liability company whose shares are listed on a regulated market and the manner in which control over the legal entity is exercised is based solely on the shareholder status, therefore, in accordance with Section 18.2(6) of the Prevention of Money Laundering, Terrorism and Proliferation Financing Act, the legal entity may withhold information on the beneficial owner.

The shareholders of Tet SIA have joint decisive influence over Tet SIA. The ordinary general meeting of shareholders of Tet SIA is convened within 4 months after the end of the current calendar year. Extraordinary general meetings of members are convened if necessary.

Tet Group

The Tet Group includes Tet SIA and its directly or indirectly owned group companies:

- Citrus Solutions SIA and its subsidiary Citrus Solutions GmbH (Germany);
- Lattelecom SIA;
- Helio Media SIA;
- Baltijas Datoru Akadēmija (BDA) SIA. (On 30 April 2026, the company was sold, changes made to the register of participants and no longer forms part of the Group);
- Data Experts SIA.

The governance of Tet Group companies is ensured by the management board and the shareholder of each group company. For carrying out certain actions specified in the relevant company's Articles of Association and internal regulations, the company's management board must obtain prior consent from its shareholder, who represents Tet SIA as the parent company of the group.

The Supervisory Council

The Supervisory Council of Tet SIA has been established and is functioning. The composition of the Supervisory Council of Tet SIA **as of the date of publication of this announcement** is as follows:

- Klavs Vasks, Chairman of the Supervisory Council
- Hannu Makinen, Deputy Chairman of the Supervisory Council
- Janis Brazovskis
- Ilvars Petersons
- Dan Stromberg
- Ieva Jansone-Buka

The 7 members Supervisory Council shall be elected by the meeting of the shareholders of Tet SIA, including in accordance with the terms of the agreements between the shareholders, subject to the following:

- 4 members of the Supervisory Council, including the Chairman of the Supervisory Council, shall be elected on the proposal of the Republic of Latvia (Public Asset Manager Possessor SIA);
- 3 members of the Supervisory Council, including the Deputy Chairman of the Supervisory Council, shall be elected on the proposal of Tilts Communications AS.

The Supervisory Board of Tet SIA approves the schedule of regular Supervisory Board meetings for each calendar year. As a rule, six regular Supervisory Board meetings are planned each year. Regular Supervisory Board meetings are held in person and/or by videoconference.

If necessary, extraordinary meetings are convened. Extraordinary meetings are held in person, by videoconference, or by correspondence.

The Supervisory Board exercises the supervisory authority over the Management Board as set out in the Commercial Law, the Articles of Association, and the agreements concluded between the shareholders. The Supervisory Board ensures oversight of the governance of the companies within the Tet Group in accordance with the applicable internal regulations of the Tet Group.

The Supervisory Board has established two permanent committees, each consisting of four members elected by resolution of the Supervisory Board:

- the Audit Committee, whose competence includes oversight of Internal Audit, oversight of the annual financial statements and the external annual audit, oversight of risk assessment, as well as oversight of sustainability

(in the areas of compliance and corporate governance);

- the Remuneration Committee, whose competence includes approval of Management Board remuneration, review and approval of the annual assessment of the Management Board's performance and corporate objectives, and approval of the company's organisational and management structure.

The selection of Supervisory Board members (candidates) is carried out by each of the shareholders of Tet SIA, ensuring a diverse and proportionate representation of the necessary sectoral, strategic, corporate governance, financial management, risk management, compliance, and legal competencies, as well as compliance with the requirements of the regulations binding on each shareholder.

The remuneration of Supervisory Board members and any changes thereto are determined in accordance with the decision of the shareholders' meeting. In accordance with the Law "On Prevention of Conflict of Interest in Activities of Public Officials," members of the Supervisory Board of Tet SIA who have been elected to office on the proposal of the Republic of Latvia (Publisko aktīvu pārvaldītājs Possessor SIA) are public officials and must comply with a range of specific duties prescribed by law.

The Supervisory Board conducts a self-assessment once a year.

The Management Board

The composition of the Management Board of Tet SIA **as of the date of publication of this announcement** is as follows:

- Uldis Tatarcuks, Chairman of the Board, Chief Executive Officer
- Aldis Paegle, Member of the Board, Chief Financial Officer
- Dmitrijs Nikitins, Member of the Board, Director of Technology
- Edgars Grandans, Member of the Board, Commercial Director

The Management Board, consisting of up to six members, is elected by the shareholders' meeting of Tet SIA. The Chair of the Management Board is the company's Chief Executive Officer. At the time of publication of this statement, the Management Board also includes the directors of the most important executive functions: the Chief Financial Officer, the Commercial Director, the Director of the Technology Service.

The Management Board implements the management and representation functions of the company. In accordance with the Articles of Association of Tet SIA, the Management Board manages and represents the company jointly. The authorization system approved in the company provides for individual competence and levels of authorization for the Chief Executive Officer and each of the department directors.

The Supervisory Council organizes and manages the selection and approval of candidates for the Chairman of the Board and the Chief Executive Officer. The appointment of department directors is coordinated by the Council upon the proposal of the Chief Executive Officer and the Management Board. The members of the Board are elected by the shareholders' meeting upon the proposal of the Council, which is based on the proposal of the Chief Executive Officer. The selection of members of the Board, first-level managers and members of the Board of Tet Group companies (candidates) is based on professional and diversity criteria, ensuring the attraction of highly qualified and experienced specialists in the industry and management competencies.

The remuneration of members of the Management Board (directors of services) and its changes are approved by the Supervisory Council. In accordance with the Law "On Prevention of Conflict of Interest in the Activities of Public Officials", members of the Board of Tet SIA are public officials who comply with a number of specific obligations set out in the law.

Directors of services (1st-level managers) are subordinates to the Chief Executive Officer.

Strategy and annual budget

Tet Group strategy proposal and annual report are prepared by the Management Board, evaluated and approved by the Supervisory Council, involving representatives of the company's shareholders.

Tet Group annual budget (business plan) proposal is prepared by the Management Board, evaluated and approved by the Supervisory Council. Supervisory Council approves the company's corporate goals and individual goals of the Management Board members for each year, the performance assessment of which is approved by the Supervisory Council after the approval of the annual report.

The Management Board is responsible for the management and operation of the company in accordance with the approved strategy and annual budget. The Supervisory Council monitors the implementation of the strategy goals, as well as the annual budget and corporate goals.

Internal control and risk management

The monthly financial and economic performance report of the company is reviewed by the Supervisory Council, which evaluates the performance results in depth at regular Council meetings.

Compliance assessment of internal controls is carried out by the company's Internal Audit Department under the supervision of the Supervisory Board's Audit Committee.

The audit of the company's financial statements is provided by external independent auditors approved by the company's Council and the shareholders' meeting.

The risk assessment is carried out as an internal process, including Tet Group companies as separate organizational units. The Risk Manager is directly subordinate to the Chief Financial Officer.

The annual risk report and the critical risk report are reviewed by the Council's Audit Committee, which reports to the Council on its conclusions. The risk report is also used to prepare the Internal Audit work plan.

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