

**XL Construction  
Transparency**

XL Construction is committed to being accountable and ethically transparent in certain aspects of our operations and business activity. We promote honest, ethical, professional, and fair behavior internally and externally, treating our employees, customers, stakeholders and communities with the highest level of integrity.

XL Construction currently complies with all legislated reporting requirements including the U.S. Sarbanes-Oxley Act, and pledges the continuation of this compliance.

Furthermore, XL Construction is actively working on updating our external website (XLconstruction.com) to include the following:

- Publicly posted policy on transparency;
- Current information related to XL's mission, goals, and governance structure;
- Current, non-financial information on XL's actions, products, services and supply chains;
- Non-financial information on XL ownership, management, investors, shareholders, partners, and affiliates; and
- XL's level of involvement in social and environmental causes, including the JUST Label.

Signed:



Berenice Rodriguez

Human Resources