

CONSOLIDATED MANAGEMENT REPORT

including Social Responsibility Report and Consolidated and Separate Financial Statements prepared according to the International Financial Reporting Standards, as adopted by the European Union, presented together with the Independent Auditor's Report

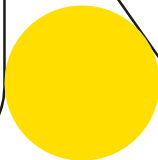
2025





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A WORD FROM THE CEO



2025 was a year of steady growth and significant changes for Lietuvos Paštas. Operating in a rapidly evolving postal, logistics, and e-commerce environment, we continued to strengthen our position as a trusted parcel delivery partner in Lithuania and the Baltic region. Our promise to our customers—to send and receive with ease—remained the guiding principle in both our day-to-day operations and our strategic decision-making.

Last year, we recorded record parcel volumes, reflecting growing consumer demand and increasing trust in our services. We steadily expanded the LP EXPRESS and Unisend parcel locker networks, improved service accessibility, and worked to make shipping as simple, fast, and convenient as possible.

The launch of international delivery services through LP EXPRESS parcel lockers became an important step in improving the customer experience. Today, customers can send parcels to 237 destinations worldwide through our network of parcel lockers.

In response to business needs, we were the first in the Baltic states to relaunch our delivery service to the U.S. for business customers. This solution makes it easier for Lithuanian e-commerce operators to reach one of the world's largest markets and strengthens our role as a partner supporting growth and expansion beyond the borders of Lithuania.

Didelį dėmesį skyrėme ir veiklos tvarumui. 2025 metais pradėjome reikšmingą transporto parko atnaujinimą – į veiklą įtraukėme pirmuosius elektromobilius, skirtus laiškininkų darbui visoje Lietuvoje. Tai istorinis žingsnis bendrovei, leidžiantis mažinti poveikį aplinkai, triukšmą ir taršą, kartu gerinant ir darbuotojų darbo sąlygas bei užtikrinant efektyvesnį siuntų pristatymą.

We continued to expand our mobile postman service, which remains a key part of our public service commitments. Over the course of the year, mobile postmen rendered nearly 13 million services, and the number of addresses they serve grew to more than 760,000. This reflects our efforts to ensure that postal services are accessible to everyone, regardless of where they live.

Lietuvos Paštas remained active in the area of social responsibility. We joined forces with the Communications Regulatory Authority in its initiative No One Left Behind (lith. Nė vienas nėra pamirštas), which aims to reduce the digital divide and help seniors feel more confident using technology. We also contributed to cultural events of importance to Lithuania: to mark the 150th anniversary of Mikalojus Konstantinas Čiurlionis, we celebrated the work of the artist both on postage stamps and on LP EXPRESS parcel lockers.

Looking ahead, our focus will remain on what matters most to our customers: the convenience, simplicity, and reliability of our postal and parcel delivery services. We shall continue to strengthen and improve our performance by implementing innovative solutions, taking into account the changing needs of the population and businesses, as well as market dynamics.

I am grateful to our customers for their trust, to our partners for their cooperation, and to our more than 2,500 colleagues for their daily work and dedication in building a modern Lietuvos paštas.

Kastytis Valantinas
CEO of Lietuvos Paštas

A WORD FROM THE CHAIRWOMAN



2025 was a year of significant changes and exceptional growth for Lietuvos Paštas. We evolved into an organisation that better understands and meets customer expectations, and we continued to operate successfully in the highly competitive parcel delivery sector.

One of the most significant developments was the appointment of Kastytis Valantinas as CEO. Kastytis brought with him years of experience, leadership skills, and the ability to implement complex changes. His leadership provided the impetus for a significant leap forward for the Company.

2025 was a standout year for us in terms of international expansion. It was the first year that Lietuvos Paštas operated at full capacity in all three Baltic countries, which constitute one of the most competitive regions in Europe, where parcel lockers are the most popular method of parcel distribution. This step reinforced the position of the company in the rapidly growing e-commerce market and opened up new opportunities for our customers.

Our foothold in the Baltic region was bolstered by the record-breaking expansion of our parcel locker network. We installed new parcel lockers and increased the capacity of existing ones, while simultaneously improving the quality of service for our customers. Particular attention was also devoted to the regions of Lithuania. We expanded the network of parcel lockers in areas where these services were not yet available, providing people in smaller communities with convenient options for receiving and sending parcels.

This was also a year of intensive long-term strategic planning for Lietuvos Paštas. We focused heavily on financial sustainability, meeting public expectations, and ensuring the welfare of our employees. These priorities were reflected in Lietuvos Paštas' Strategy for 2026–2029, which was presented at the beginning of this year.

The new strategy outlines five key areas of focus. These include strengthening the competitiveness of the organisation, ensuring the continuity of its social mission, improving its customer experience to achieve leadership in the Baltic e-commerce market, optimising logistics operations, and fostering employee growth.

I would like to thank the team at Lietuvos Paštas, our customers, partners, and colleagues on the Board for their teamwork, trust, and consistent commitment to excellence. Your professionalism and sense of responsibility enable the Company to move forward with confidence and achieve its goals..

Lietuvos Paštas shall continue to strive to reinforce its role as a reliable partner to the state, communities, and businesses, as a responsible employer, and as an organisation that creates long-term value.

Jūratė Stanišauskienė
Chairwoman of the Board of Lietuvos paštas

01. AUDITOR'S REPORT



Independent auditor's report

To the shareholder of Joint Stock Company Lietuvos Paštas

Report on the audit of the separate and consolidated financial statements

Our opinion

In our opinion, the separate and consolidated financial statements (hereinafter referred to as the "financial statements") give a true and fair view of the separate and consolidated financial position of Joint Stock Company Lietuvos Paštas (hereinafter referred to as the "Company") and its subsidiaries (together - the "Group") as at 31 December 2024, and of the Company's and of the Group's separate and consolidated financial performance and separate and consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

Our opinion is consistent with our additional report to the Audit and Risk Management Committee dated 31 March 2026.

What we have audited

The financial statements of the Company and the Group comprise:

- Consolidated and separate statements of comprehensive income for the year ended 31 December 2025;
- the consolidated and separate statements of financial position as at 31 December 2025;
- the consolidated and separate statements of cash flows for the year then ended;
- the consolidated and separate statements of changes in equity for the year then ended; and
- the notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence


We are independent of the Company and the Group in accordance with the ethical requirements set forth in Regulation (EU) No 537/2014 of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities, which are applicable when auditing the financial statements of public-interest entities, the Republic of Lithuania Law on the Audit of Financial Statements and Other Assurance Services, which is applicable when conducting audits of financial statements in the Republic of Lithuania, and the International Code of Ethics for Professional Accountants (including the International Independence Requirements) developed by the International Ethics Standards Board for Accountants (hereinafter referred to as the "IESBA Code"), which is applicable when auditing the financial statements of public-interest entities. We also comply with the other ethical requirements set forth in Regulation (EU) No 537/2014, the Republic of Lithuania Law on the Audit of Financial Statements and Other Assurance Services, and the IESBA Code.

Based on our knowledge and belief, we declare that the non-audit services we provided to the Company and its subsidiaries in the European Union comply with the laws and other legislation applicable in the Republic of Lithuania, and that we did not provide any non-audit services that are prohibited under Article 5(1) of Regulation (EU) No 537/2014, taking into account the exceptions to Regulation (EU) No 537/2014 approved under the Republic of Lithuania Law on the Audit of Financial Statements and Other Assurance Services.

Non-audit services that we provided to the Company and its subsidiaries during the period from 1 January 2025 to 31 March 2026 are disclosed in Note 6 to the financial statements.

Our audit approach

Overview

	<ul style="list-style-type: none">• Overall materiality for the Company and the Group is EUR 1,083 thousand and EUR 1,082 thousand.
	<ul style="list-style-type: none">• We performed a full scope audit of the Company.• At the Group level, based on our assessment of the risk of material misstatement in the financial statements, significant accounts, and disclosed information, we reviewed the consolidation process and performed a full-scope audit of the three components, including the Company.
	<ul style="list-style-type: none">• Recognition of revenue the provision of services to contracted customers and foreign post offices.• Impairment of the Company's investments in subsidiaries.

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements. In particular, we considered where management made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain.

As in all of our audits, we also addressed the risk of management override of internal controls, including, among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

Materiality

The scope of our audit was influenced by our application of materiality. An audit is designed to obtain reasonable assurance whether the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall Company and Group materiality for the financial statements as a whole as set out in the table below. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, if any, both individually and in aggregate on the financial statements as a whole.

Overall Company materiality	EUR 1,082 thousand.
Overall Group materiality	EUR 1,083 thousand.
How we determined it	The overall Company and the Group materiality is set at 1% of revenue from contracts with customers
Rationale for the materiality benchmark applied	<p>We chose revenue as the benchmark for overall materiality because it is an indicator relied upon by regulatory authorities, external creditors, and other stakeholders. The operating results of the Company and the Group depend on subsidies received to compensate for losses and on approved regulated pricing tariffs; therefore, the pre-tax profit of the Company and the Group fluctuates annually, while their revenue is a more stable and growth-oriented indicator that can be compared with other market players.</p> <p>We chose to apply 1%, which is within the range of acceptable quantitative materiality thresholds.</p>

We agreed with the Audit and Risk Management Committee that we would report to them misstatements identified during our audit above EUR 54 thousand, as well as misstatements below that amount that, in our view, warranted reporting for qualitative reasons.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter
<p>Recognition of revenue the provision of services to contracted customers and foreign post offices</p> <p>(see Note 2.5 <i>Recognition of Revenue</i>, Note 3 <i>Revenue from Contracts with Customers</i>, Note 16 <i>Trade Receivables</i>, and Note 17 <i>Contract Assets</i>)</p> <p>Revenue from contracted customers, which includes postal services with unregulated pricing and courier services, as well as revenue from the provision of services to foreign post offices, are significant in the separate statement of the Company and the consolidated statement of the Group of comprehensive income, and for the year ended 31 December 2025 amounted to EUR 73,526 thousand and EUR 73,917 thousand (31 December 2024: EUR 65,996 thousand and EUR 65,433 thousand). The total amount of receivables and contract assets related to the recognition of this revenue in the separate statement of the Company and the consolidated statement of the Group of financial position as of 31 December 2025 was EUR 15,851 thousand and EUR 15,985 thousand (31 December 2024: EUR 15,618 thousand and EUR 15,671 thousand).</p> <p>Revenue from contract customers is the most significant and steadily growing source of revenue for the Company and the Group.</p> <p>The Company and the Group provide postal services to foreign post offices and purchase such services from them. The provision of such services is based on international contracts that govern the rules for issuing accounting documents and settling accounts for the postal services provided. The Company and the Group recognise revenue by evaluating the actual volumes of services provided, using the latest known applicable service rates.</p> <p>We focused primarily on revenue from contract customers and closely related areas due to the significant amounts of revenue and balances recognised, while we focused on revenue from foreign post offices and closely related areas due to the assumptions made and decisions taken by management.</p>	<p>We analysed the Company's practice and the terms of contracts with customers relating to recognition of revenue and, accordingly, recognition of contract assets and trade receivables.</p> <p>We assessed the system of controls related to the recognition and measurement of revenue from contract customers and cross-border postal services, as well as its effectiveness, and tested the effectiveness of these controls:</p> <ul style="list-style-type: none"> - controls used to verify the accuracy of the quantities and prices of postal services provided to contract customers; - controls used to assess the accuracy of the quantities of cross-border postal services received; - controls used to verify sales quantities and prices with designated international operators to whom services were provided. <p>We verified the recognised revenue from contract customers using detailed tests, comparing it with confirmation letters received from these customers or with source documents: contracts, issued invoices, and payments made by customers.</p> <p>We reviewed the adjustment made by the Company and the Group to revenue from contract customers regarding parcels not delivered by the end of the financial year.</p> <p>When planning detailed tests of revenue from foreign post offices, we broke down revenue transactions for 2025 into different categories: transactions for which invoices are issued immediately; revenue recorded in the current financial year that has not yet been reconciled; and invoices issued this year for which reconciliations have been performed. We reconciled the different types of international revenue transactions with the source documents: invoices issued (when trade receivables are recognised) or supporting revenue calculations (when contract assets are recognised), depending on which is applicable.</p> <p>In order to assess the accuracy of the accounting estimates made by management in prior periods regarding revenue from foreign post offices, we also compared the total amount of invoices issued in 2025 related to revenue recognised in prior periods with the corresponding amount of contract assets recorded as of 31 December 2024.</p> <p>We assessed the information presented in Notes 3, 16, and 17 regarding revenue from contract customers, which includes postal services with unregulated pricing and courier postal services, as well as revenue from international mail, and the completeness and accuracy of disclosures regarding trade receivables and contract assets.</p>

Key audit matter	How our audit addressed the key audit matter
<p>Impairment of the Company's investments in subsidiaries</p> <p>(See Note 2.9 <i>Impairment of Assets</i>, Note 2.19 <i>Investments in Subsidiaries</i>, and Note 14 <i>Investments in Subsidiaries</i>)</p> <p>As of 31 December 2024, the carrying amount of the Company's investments in subsidiaries was EUR 1,000 thousand. In 2025, the Company made additional investments of EUR 5,926 thousand in its subsidiaries, and on 31 December 2025, the Company recognised impairment losses on investments in subsidiaries amounting to EUR 6,926 thousand in its separate financial statements.</p> <p>The management of the Company made significant decisions in assessing whether there were any indications of impairment and relied on significant assumptions in determining the recoverable amounts of the investments using the discounted cash flow method.</p> <p>We focused primarily on this area due to existing indications of impairment, namely, significant operating losses incurred by subsidiaries and the recognition of a significant impairment loss.</p>	<p>We reviewed the management processes used to monitor the operating results of subsidiaries and to determine the recoverable amount of investments in subsidiaries.</p> <p>We obtained an assessment from management regarding whether there were any indications of impairment, analysed it and discussed our findings with management. We received documentation of the impairment tests performed, reviewed the basis for projected future operating results with management, and used the tests to verify the key data used in the calculations, as well as the assumptions regarding growth rates and discount rates.</p> <p>We engaged a valuation expert from PwC to assess the overall validity, methodology, and internal consistency of the calculations performed during the impairment tests, as well as the appropriateness of the discount rate applied.</p> <p>We confirmed the validity of the recognition of impairment losses in the financial statements.</p> <p>We also assessed the completeness of the information disclosed in Note 14.</p>

How we tailored our Group audit scope

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

The Group consists of the Company and three subsidiaries operating in Lithuania, Latvia, and Estonia (see Note 1 to the financial statements). For the purposes of the Group audit, based on our assessment of risk and materiality, we determined that a full-scope audit is necessary for two of the subsidiaries of the Group.

Our audit covered 100% of the revenue and 99.9% of the assets of the Group.

Reporting on other information including the consolidated management report

Management is responsible for all other information. Other information includes the consolidated management report and the consolidated information on sustainability matters (but does not include the financial statements or our auditor's opinion on those financial statements).

Our opinion on the financial statements does not cover the other information, including the consolidated management report.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

With respect to the consolidated management report, excluding the information on sustainability matters that the legislation did not require the Company and the Group to prepare and on which assurance services were not within the scope of our work, we considered it, includes the disclosures required by the Republic of Lithuania Law on Reporting by Undertakings and by Groups of Undertakings.

Based on the work undertaken in the course of our audit, in our opinion:

- the information presented in the consolidated management report for the financial year for which the financial statements were drawn up corresponds to the data presented in the financial statements; and
- the consolidated management report, excluding the consolidated information on sustainability matters, has been prepared in accordance with the Republic of Lithuania Law on Reporting by Undertakings and by Groups of Undertakings.

In addition, in light of the knowledge and understanding of the Company and the Group and their environment obtained in the course of the audit, we are required to report if we have identified material misstatements in the consolidated management report and other information. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of the financial statements that give a true and fair view in accordance with International Financial Reporting Standards as adopted by the European Union, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's and the Group's ability to continue as a going concern, disclosing, accordingly, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company and the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's and the Group's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the non-compliance of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company and the Group to cease to continue as a going concern;
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation;
- we plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business units within the Group, on the basis of which we express an opinion on the financial statements. We are responsible for leading, supervising, and reviewing the audit work performed for the purposes of the group audit. We alone are responsible for the audit opinion we express.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Appointment

We were first appointed as auditors of the Company and the Group on 27 August 2019 for 2019–2021 audits. On 27 July 2022, by a resolution of the shareholder, our appointment was renewed for the period from 2021 to 2023. The total period of uninterrupted engagement appointment is seven years. Our appointment for the year ending 31 December 2025 was approved by a resolution of the shareholder dated 18 November 2025.

The lead audit partner for the audit that resulted in this independent auditor's report is Rasa Radzevičienė.

On behalf of Closed Joint Stock Company PricewaterhouseCoopers

Rasa Radzevičienė

Partner

Auditor's Certificate No. 000377

Vilnius, Republic of Lithuania

31 March 2026

Only the Independent Auditor's Report shall be signed using the auditor's electronic signature.

02. MANAGEMENT

02 GENERAL INFORMATION

The consolidated and separate financial statements of Lietuvos Paštas AB (hereinafter “Lietuvos Paštas” or the “Company”) for the year ended 31 December 2024 have been prepared in accordance with the International Financial Reporting Standards (IFRSs), as adopted by the European Union.

The Management Report is prepared in accordance with the Resolution No. 1052 of the Government of the Republic of Lithuania dated 14 July 2010, “On the Approval of the Guidelines for Ensuring the Transparency of State-Owned Enterprises’ Activities.”

KEY DETAILS ON THE JOINT STOCK COMPANY LIETUVOS PAŠTAS

Company name	Joint Stock Company Lietuvos paštas
Office address	J. Balčikonio g. 3, 03500 Vilnius
Telephone	+370 700 55 400
Email	info@post.lt
Website address	www.lietuvospastas.lt
Legal form	Joint Stock Company, a private legal entity with limited civil liability
Term of business	Indefinite
Company code	121215587
VAT identification number	LT212155811
Manager of the Register of Legal Entities	State Enterprise Centre of Registers
Date of registration of the Articles of Association [latest version]	27 June 2019
Main activities	Postal, courier, financial, and other services

Share capital:
EUR 32,791,578.90

Ordinary registered shares constituting the share capital:
113,074,410

Nominal value per share:
EUR 0.29

The Company’s shares are intangible. They are recorded in the securities account managed by Šiaulių Bankas AB as from 21 December 2015.

02 LIETUVOS PAŠTAS GROUP OF COMPANIES

As of 31 December 2025, Lietuvos Paštas Group of Companies (hereinafter referred to as the “LP Group”) consisted of the parent company AB Lietuvos Paštas and its subsidiaries Unisend Latvija SIA, Unisend Eesti OÜ, and UAB LP Mokėjimų Sprendimai.

As part of service expansion in the Baltic States, Unisend Latvija SIA was established in Latvia on 23 November 2023, and Unisend Eesti OÜ was established in Estonia on 29 November 2023.

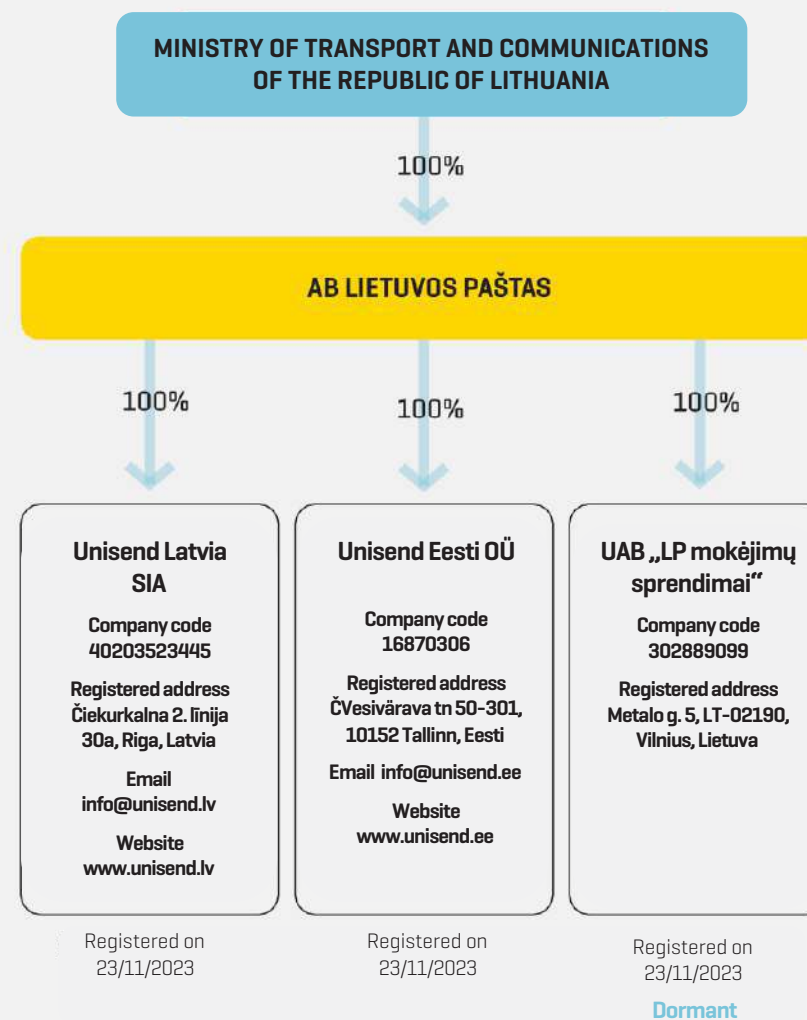
The core activities of these LP Group companies include the provision of postal and courier services, as well as related services.

The main activity of UAB LP Mokėjimų Sprendimai is consultancy services; however, the company is currently not operational.

The sole shareholder of the LP Group is the Republic of Lithuania.

The Ministry of Transport and Communications of the Republic of Lithuania represents the state in exercising the shareholder rights attached to the shares held in AB Lietuvos Paštas.

In 2025, LP Group neither acquired nor transferred any of its own shares.



02 MANAGEMENT OF LIETUVOS PAŠTAS

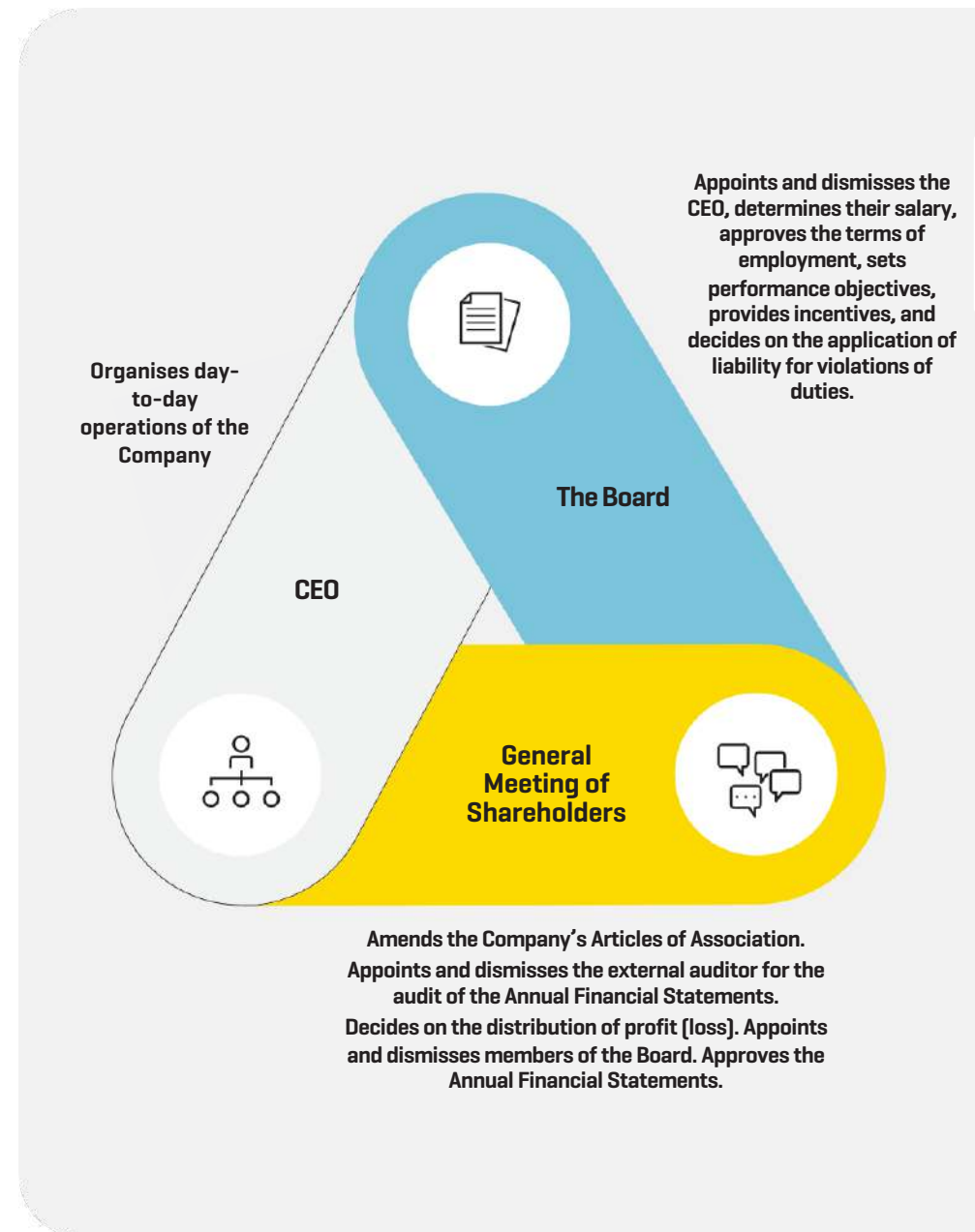
According to the Articles of Association of AB Lietuvos Paštas, the Company's governing bodies are as follows: the General Meeting of Shareholders, the Board, and the Chief Executive Officer (General Manager) of the Company. A Supervisory Board is not established within the Company. The Board performs the functions set forth in the Law on Companies of the Republic of Lithuania and in the Company's Articles of Association.

The General Meeting of Shareholders is convened, organized, and decisions are adopted in accordance with the provisions of the Law on Companies of the Republic of Lithuania.

Written decisions adopted by the Ministry of Transport and Communications of the Republic of Lithuania, acting on behalf of the Republic of Lithuania as the sole shareholder, are equivalent to decisions of the General Meeting of Shareholders.

The Board is a collegial management body composed of five (5) members. The majority of the Board members are independent, as defined by the laws of the Republic of Lithuania. Board members are elected for a four-year term by the General Meeting of Shareholders, to which the Board is accountable. The Board elects its Chairperson from among its members; the Chairperson must be an independent member. Independent members are selected in accordance with the procedure established by law, with the involvement of an external, independent recruitment agency. Candidates for the Company's Board must meet the requirements established by law. The selection is carried out in accordance with Article 23-1 of the Law on the Management, Use and Disposal of State and Municipal Assets of the Republic of Lithuania, as well as the Description of the Procedure for Selection of Candidates to Collegial Supervisory or Management Bodies of State or Municipal Enterprises, State or Municipal Owned Companies, or their Subsidiaries, approved by Government Resolution No. 631 of June 17, 2015. Contracts governing participation in the activities of the Company's Board are concluded with the elected Board members.

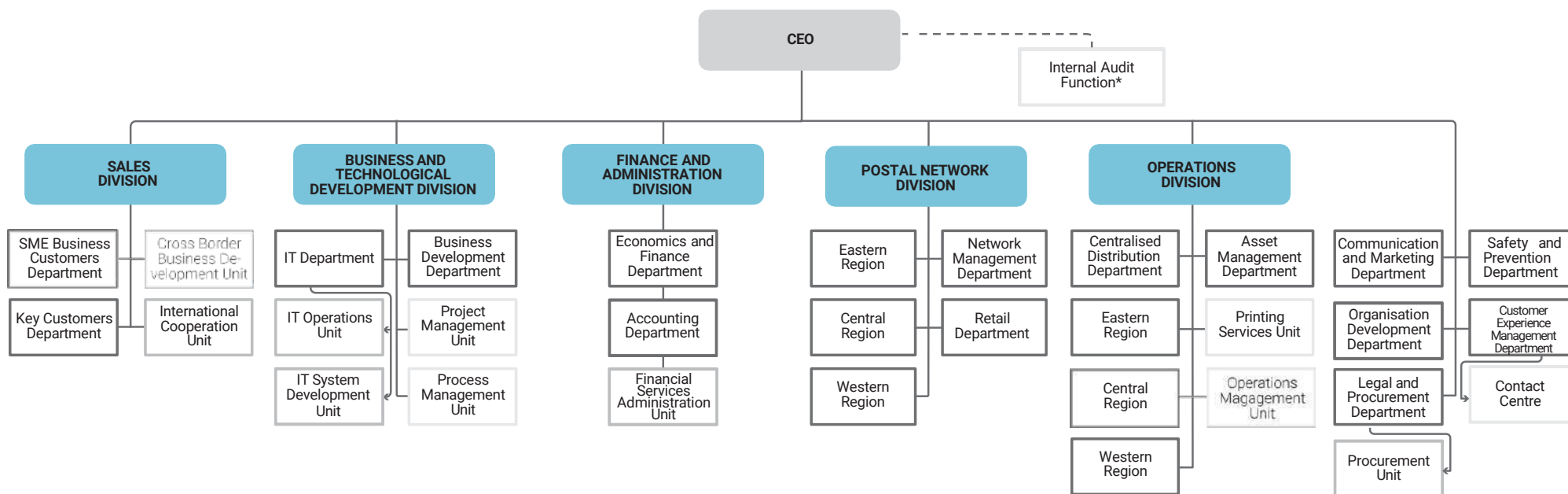
The functions and competences of the General Meeting of Shareholders, the Board, and the Chief Executive Officer are defined in the Company's Articles of Association, registered in the Register of Legal Entities on October 4, 2024, and published on the Company's official website.



02 ORGANISATIONAL STRUCTURE OF THE COMPANY

The Company's organizational structure is as follows: Chief Executive Officer, 5 divisions (Sales, Business and Technological Development, Finance and Administration, Network, and Operations) and 15 departments, where of 5 (Legal and Procurement, Communication and Marketing, Organisation Development, Safety and Prevention, and Customer Experience Management) are directly accountable to the Chief Executive Officer.

EFFECTIVE 2 SEPTEMBER 2024*



* On 1 April 2026 the Company revised its organizational structure

02 COMPOSITION OF THE BOARD OF LIETUVOS PAŠTAS

JŪRATĖ STANIŠAUSKIENĖ

[beginning of term: 21/06/2024]

Job positions held at Lietuvos paštas

Independent Board Member and Chair of the Board, Member of the Remuneration and Appointments Committee

Professional qualification/ education

Master's degree in Information Science, Master's degree in Management and Business Administration, Master's degree in Management

Main place of employment and job position

CEO at Govern, MB

Executive positions held elsewhere

Independent Member and Chair of the Board of AB Oro navigacija, Member of the Audit Committee

KRISTINA SEMĖNĖ

[beginning of term: 21/06/2024]

Board Member

Master of Laws

Ministry of Transport and Communications, Telecommunications and Postal services Attaché

-

VAIDOTAS DIRMEIKIS

[beginning of term: 21/06/2024]

Independent Board Member, Chairman of the Audit and Risk Management Committee

Master of Management

Head of Finance department at KN Energies; CEO at Paloma drinks, MB

Independent Board Member at Transporto kompetencijų agentūra, VŠĮ

LIUTAURAS VARANAČIUS

[beginning of term: 21/06/2024]

Independent Board Member and Vice Chair of the Board, Member of the Audit and Risk Management Committee

Master of Business Administration

Head of Strategy at RSI Europe UAB

Independent Board Member of Regitra AB

VYTAUTAS VOROBJOVAS

[beginning of term: 21/06/2024]

Independent Board Member, Member of the Remuneration and Appointments Committee

Bachelor of Arts in Political Science

Business Development Manager at AMZ Crew UAB

Independent Board Member at Baltpool, UAB

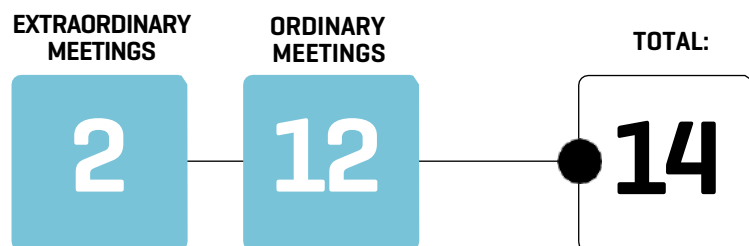
End of term: 21 June 2028

02 ACTIVITIES OF THE BOARD OF LIETUVOS PAŠTAS

BOARD MEETINGS ATTENDANCE:

the current Board Members attended all Board meetings.

Jūratė Stanišauskienė	14	14	100%
Kristina Semėnė	14	14	100%
Liutauras Varanavičius	14	14	100%
Vytautas Vorobjovas	14	14	100%
Vaidotas Dirmeikis	14	14	100%

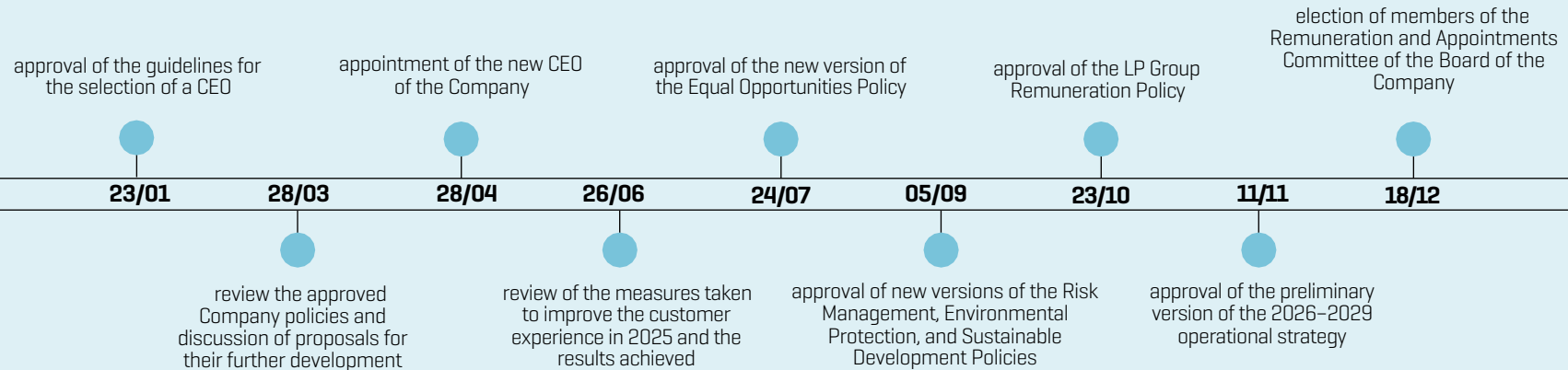


From January to December 2025, the Board held 14 [fourteen] meetings, during which 158 items were discussed, with the primary focus on the following areas: the selection of a new CEO, the new business strategy of the Company, objectives, goals and indicators, the draft of the Company's 2026–2029 strategic business plan, strategic projects and their implementation progress, implementation of the provisions of the new Law on Post Office, continuity of UPP operations, operational and financial results, and other matters falling within the competence of the Board.

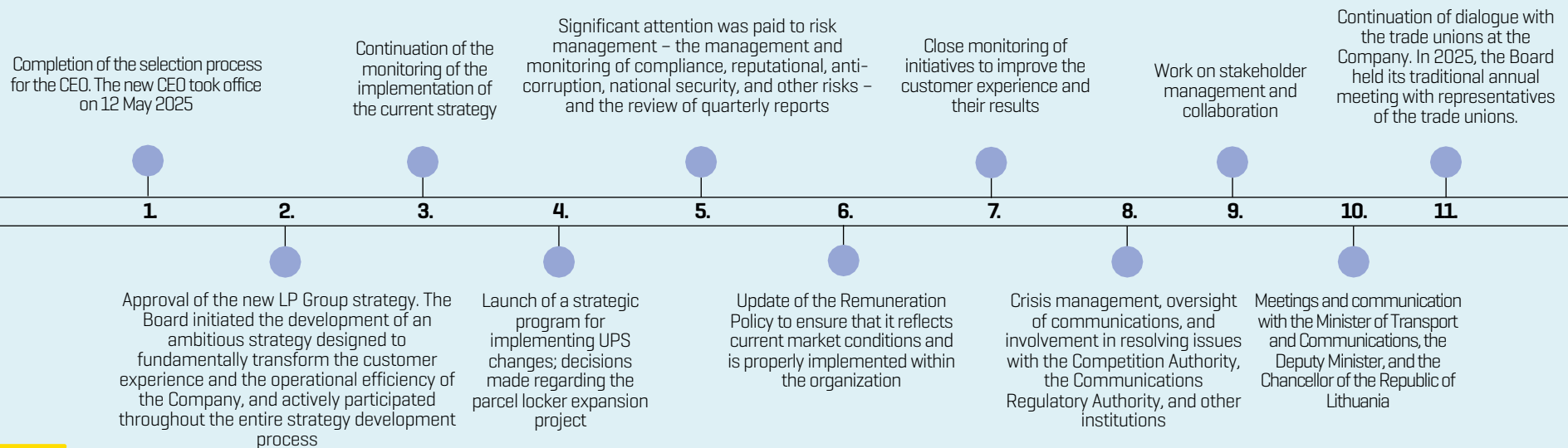
Two [2] extraordinary meetings were convened between January and December 2025.

During the meetings, 45 decisions were adopted and 32 assignments were given to the Company.

02 ISSUES DISCUSSED AND WORK CARRIED OUT BY THE BOARD OF LIETUVOS PAŠTAS



MAIN TASKS PERFORMED BY THE BOARD OF THE COMPANY



02 PRINCIPLES FOR DETERMINING AND PAYMENT OF REMUNERATION TO THE BOARD MEMBERS

- The monthly remuneration for Board Members of Lietuvos Paštas is set by order of the Minister of Transport and Communications of the Republic of Lithuania.

- A Board Member's remuneration must be reduced if the Board Member fails to attend Board Meeting, recuses themselves from matters involving conflicts of interest, fails to express an opinion on agenda items, does not vote on them, fails to perform the duties of a board member, devotes less time than specified in the contract concluded with the Board Member, or performs those duties improperly.- Remuneration is paid to the Board Member on a monthly basis.

ACTUAL REMUNERATION PAID TO MEMBERS OF THE BOARD OF LIETUVOS PAŠTAS FOR 2025

NAME, SURNAME	GRSS AMOUNT, EUR*
Jūratė Stanišauskienė	52,224.00
Kristina Semėnė	19,584.00
Vaidotas Dirmeikis	39,168.00
Liutauras Varanavičius	39,168.00
Vytautas Vorobjovas	39,168.00
Total:	189,312.00

*Remuneration is presented before taxes

02 MANAGEMENT TEAM

	KASTYTIS VALANTINAS	ANTANAS KONDROTAS	GIEDRĖ VAITEKŪNAITĖ	RUSLANAS PROKOFJEVAS	ROLANDAS REPŠYS
Job position	Chief Executive Officer as of 12 May 2025	Director of the Finance and Administration Division* as of 8 December 2025	Network Branch Director** as of 9 November 2023	Director of Business and Technology Development Division as of 9 July 2021	Director of Sales Division as of 1 August 2023
Professional qualification/education	Master of Business Administration	Master of Economics	Master of Business Administration	Master of Human Resource Management	Master of International Economics

***Until 8 October 2025, Mindaugas Kvekšas held this position**Until 13 January 2026, temporarily headed the Operations Division**

02 COMMITTEES

Audit and Risk Management Committee

By Resolution No. 1-2 of 23 January 2025, the Board of Lietuvos paštas updated the rules of procedure for the Audit and Risk Management Committee (hereinafter referred to as the "ARMC") of the Board of Lietuvos paštas.

The members of the ARMC are appointed and dismissed by the Board. The term of office of the ARMC is linked to and coincides with the term of office of the Board that appointed the ARMC. The ARMC consists of three independent members: at least one member is delegated by a decision of the Board from among the independent members of the Board; and at least one independent member from external candidates selected through a public selection process, in accordance with the procedure established by the Board.

The main functions of the ARMC are to assist the Board of Lietuvos paštas in monitoring and evaluating Lietuvos paštas, the LP Group, and individual companies within the LP Group:

- monitoring of the financial reporting process, the financial statement audit process, auditor independence and objectivity, and oversight of the auditor selection process;
- monitoring the sustainability reporting process, the independence and objectivity of the auditor or independent sustainability assurance service provider, and oversight of the selection process;
- monitoring the effectiveness of the internal audit function;
- monitoring the effectiveness of risk management;
- monitoring compliance with external and internal regulations; may carry out other activities that the armc or the board deems necessary or appropriate.

On 30 July 2024, by Resolution No. 10-34 of the Board, the ARMC was established with three members: two members delegated from among the independent members of the Board, and one member selected from external candidates:

- Vaidotas Dirmeikis, Chair of the ARMC, Independent Board Member;
- Liutauras Varanavičius, Member of the ARMC, Independent Board Member;
- Ramutė Ribinskienė, independent external member, elected to the ARMC on 27 November 2024 by Resolution No. 17-48 of the Board.

Twelve ARMC meetings were held in 2025. All ARMC members attended all ARMC meetings.

	VAIDOTAS DIRMEIKIS	LIUTAURAS VARANAVIČIUS	RAMUTĖ RIBINSKIENĖ
Qualification/education	Independent Board Member, Committee Chair 30 July 2024 – present Master of Business Administration	Independent Board Member 30 July 2024 – present Master of Business Administration	Independent Committee Member 27 November 2024 – present Master of Economic Cybernetics
Other job position	Head of the Finance Department at KN Energies AB, Director of Paloma Drinks MB, Independent Board Member of the Transport Competence Agency	Head of Strategy at RSI Europe UAB, Independent Board Member at Regitra AB.	Chair of the Board of Litexpo UAB, Independent Board Member. Chair of the Audit Committee of Lietuvos radijo ir televizijos centras AB, Independent Audit Committee Member. Independent Board Member of Kretingos vandenys UAB.

02 COMMITTEES

Audit and Risk Management Committee

- By order of the Minister of Transport and Communications of the Republic of Lithuania, a fixed monthly remuneration has been established for members of the ARMC: EUR 1,632 for Members and EUR 2,448 for the Chair.

- The remuneration of an ARCM member shall be reduced if the Member fails to attend Committee meetings, recuses themselves from matters due to conflicts of interest, fails to express an opinion on agenda items, does not vote on them, fails to perform the duties of a Committee Member, devotes less time than specified in the Order of the Minister of Transport and Communications of the Republic of Lithuania, or performs them improperly.

REMUNERATION OF ARMC MEMBERS FOR 2025

POSITION, NAME, SURNAME		GROSS AMOUNT, EUR*
Vaidotas Dirmeikis	Chair	29,376.00
Liutauras Varanavičius	Member	19,584.00
Ramutė Ribinskienė	Member	19,584.00
Total:		68,544.00

* Remuneration is presented before tax



02 COMMITTEES

Remuneration and Appointments Committee

By Resolution No. 13-39 of the Board of Lietuvos Paštas dated 19 November 2025, the Remuneration and Appointments Committee of the Board of Lietuvos Paštas (hereinafter referred to as the "Remuneration and Appointments Committee") was established, operating within the LP Group.

The members of the Remuneration and Appointments Committee are appointed and dismissed by the Board. The term of office of the Remuneration and Appointments Committee is linked to and coincides with the term of office of the Board that appointed the Remuneration and Appointments Committee. The Remuneration and Appointments Committee consists of three members: two independent members of the Board of Lietuvos Paštas and one independent member selected from external candidates.

Functions of the Remuneration and Appointments Committee :

- evaluates and makes recommendations to the Board regarding the LP Group's Remuneration Policy;
- monitors the LP Group's Remuneration Policy for compliance with international practices and recommendations on good governance, and makes appropriate proposals for improving this policy;
- reviews the terms of contracts between Lietuvos Paštas and the companies of the LP Group and members of committees established by the management bodies and the Board of Lietuvos Paštas and the companies of the LP Group;
- evaluates candidates for the position of CEO of Lietuvos Paštas, members of the management bodies of LP Group companies, the procedures for identifying and selecting candidates, and the establishment of qualification requirements for candidates; submits proposals and conclusions to the Board;
- assesses the structure, size, composition, and activities of the management bodies of Lietuvos Paštas and the companies of the LP Group, as well as the committees established by their boards;
- performs other functions and carries out tasks assigned by the Board that fall within the purview of the Remuneration and Appointments Committee.

Pursuant to Resolution No. 14-45 of the Board of Lietuvos paštas dated 18 December 2025, two independent board members were elected to the Remuneration and Appointments Committee and assumed their duties following the conclusion of their service contracts :

- Jūratė Stanišauskienė, Remuneration and Appointments Committee Member, Independent Board Member, Chair of the Board;
- Vytautas Vorobjovas, Remuneration and Appointments Committee Member, Independent Board Member.

On 21 January 2026, a call for applications was announced for the selection of an independent member of the Remuneration and Appointments Committee from among external candidates.

	JŪRATĖ STANIŠAUSKIENĖ	VYTAUTAS VOROBJOVAS
Qualification/education	Independent Board Member, Chair of the Board, Member of the Remuneration and Appointments Committee Master of Management and Business Administration, Master of Management, Bachelor of Science and Master of Science in Computer Science	Independent Board Member, Committee Member Bachelor of Arts in Political Science
Other job position	Independent Board Member and Chair of the Board at Oro navigacija AB, Member of the Audit Committee, and Director at Govern MB.	Independent Board Member of Baltpool UAB, Head of Business Development at AMZ Crew UAB.

REMUNERATION AND APPOINTMENT COMMITTEE MEMBERS REMUNERATION IN 2025

The members of the Remuneration and Appointments Committee did not perform any duties in 2025, so no remuneration was paid to the members.

02 COMMITTEE ACTIVITIES

The ARMC organizes its activities by preparing an annual activity plan that includes topics to be discussed. Once a year, the ARMC submits an activity report to the Board and conducts an annual self-assessment of its activities. The activity plan approved for 2025 was fully implemented. In 2025, 12 Committee meetings were held, in which the ARMC participated in full composition. The main activities of the ARMC in 2025 in carrying out its established functions:

FINANCIAL REPORTS AND EXTERNAL AUDITOR

- Review of the strategy for the 2025 financial statements.
- Discussion of the results of the external audit of the 2024 financial statements and the auditor's opinion on the financial statements.
- Submission of recommendations to the Board on the approval of the financial statements.
- Monitoring the implementation of the external auditor's recommendations.

INTERNAL AUDIT

- Submission of recommendations to the Board on the approval of the internal audit activity plan and internal audit budget;
- Discussion of internal audit reports;
- Monitoring of the implementation of internal audit recommendations;
- Submission of recommendations to the Board on the approval of the Internal Audit Policy;
- Assessment of internal audit activities.

RISK MANAGEMENT

- Monitoring of the status of the implementation of the most significant risks, their management plans and tolerance indicators;
- Recommendations to the Board on the determination of Risk Appetite;
- Monitoring of the process of transferring operational functions to other persons;
- Monitoring of anti-corruption risk management;
- Monitoring of received reports of corruption, money laundering and terrorist financing, and bribery of foreign officials and ongoing internal investigations.

COMPLIANCE

- Monitoring of the function of external compliance with the legislation;
- Discussion of compliance issues and legal disputes that may have a significant impact on the financial statements;
- Assessment of compliance with and appropriateness of the requirements of the Law on the Prevention of Money Laundering and Terrorist Financing and its implementing legislation.
- Monitoring of information security management, its status, and the implementation of applicable organizational and technical security measures (cybersecurity);

The Remuneration and Appointments Committee did not carry out any activities in 2025.

02 DIVIDENT POLICY

Lietuvos Paštas pays dividends in accordance with Resolution No. 665 of the Government of the Republic of Lithuania, dated June 6, 2012, which establishes the principles for allocating dividends for state-owned shares.

According to the Law on Companies of the Republic of Lithuania, the General Meeting of Shareholders shall not make the decision to allocate and pay dividends if least one of the following conditions is met:

- 1) The Company has outstanding obligations, which fell due before making the decision;
- 2) The amount of profit [loss] available for distribution for the current financial year is negative [loss is incurred];
- 3) The Company's equity is lower or would become lower after payment of dividends than the total sum of the Company's share capital, legal reserve, revaluation reserve and reserve for acquisition of own shares.

THE PORTION OF PROFIT ALLOCATED FOR THE PAYMENT OF DIVIDENDS FOR THE FINANCIAL YEAR SHALL BE:

1. No less than 85% of the company's distributable profit, if its return on equity for the reporting year does not exceed 1% of the return on equity;
- 2.No less than 80% of the company's distributable profit, if its return on equity for the reporting year exceeds 1% but does not exceed 3% of the return on equity;
- 3.No less than 75% of the company's distributable profit, if its return on equity for the reporting year exceeds 3% but does not exceed 5% of the return on equity;
4. No less than 70% of the company's distributable profit, if its return on equity for the reporting year exceeds 5% but does not exceed 10% of the return on equity;
5. No less than 65% of the company's distributable profit, if its return on equity for the reporting year exceeds 10% but does not exceed 15% of the return on equity;
- 6.No less than 60% of the company's distributable profit, if its return on equity for the reporting year exceeds 15% of the return on equity;
7. The portion of profit allocated for the payment of dividends for any period shorter than the financial year shall be no less than 60% of the distributable profit of the state-owned company;
- 8.Unused reserves and reserves not expected to be utilized shall be transferred to distributable profit [or loss], except for the mandatory reserve amount specified in the Law on Joint Stock Companies.

Resolution on the legislative act under which dividends are paid – <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/TAIS.427069/asr>

Lietuvos Paštas paid out EUR 2.1 million in dividends in 2025 and EUR 3.1 million in dividends in 2024.

02 INSTITUTIONS AND LEGAL ACTS REGULATING THE ACTIVITIES OF LIETUVOS PAŠTAS

COMMUNICATIONS REGULATORY AUTHORITY OF THE REPUBLIC OF LITHUANIA

Governs the provision of Universal Postal Services (UPS) and postal services under the Law on the Post of the Republic of Lithuania and its implementing legislation.

BANK OF LITHUANIA

Governs the activities of electronic money institutions and the issuance of electronic money in the Republic of Lithuania under the Law on Electronic Money and Electronic Money Institutions of the Republic of Lithuania, the Law on Payment Institutions of the Republic of Lithuania, the Law on Payments of the Republic of Lithuania, and the implementing regulations (regarding payment services and licenses for electronic money institutions).

PUBLIC PROCUREMENT OFFICE

Oversees public procurement processes under the Law on Public Procurement of the Republic of Lithuania, the Law on Procurement by Contracting Entities in the Fields of Water Management, Energy, Transport, and Postal Services of the Republic of Lithuania, and related implementing legislation.

THE COMMISSION FOR COORDINATION OF PROTECTION OF OBJECTS CRITICAL FOR NATIONAL SECURITY

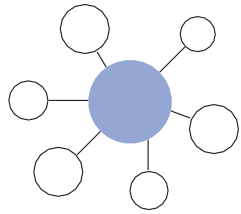
Regulates the status of Lietuvos Paštas as an enterprise critical to national security under the Law on the Protection of Objects Critical to National Security of the Republic of Lithuania.

THE GOVERNMENT OF THE REPUBLIC OF LITHUANIA

Mandates Lietuvos Paštas, to provide universal postal services throughout the Republic of Lithuania from 1 January 2020, to 31 December 2026, in accordance with Resolution No. 467 of 15 May 2019, On the Obligation to Provide a Universal Postal Service [Official Gazette, 17/05/2019, No. 2019-07911].

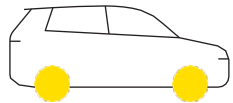
03. EVENTS AND PERFORMANCE

SEND AND RECEIVE WITH EASE. TO AND FROM EVERYONE.



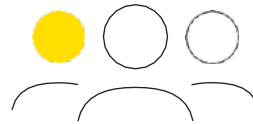
NETWORK

- Customer service centres: 166
- Yellow mailboxes: 135
- Parcel lockers in the Baltics: 1,433*
- Total number of parcel locker compartments: 104,000



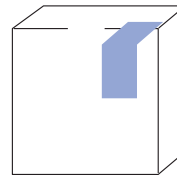
LOGISTICS

- Number of routes: 299
- Logistics centres: 17
- Kilometres covered: 32.97 million km



EMPLOYEES

- Payroll fund of the LP Group: EUR 51.9 million
- Number of employees within the LP Group: 2,563



PARCEL STATISTICS

- Quantity of parcels delivered via the LP EXPRESS and Unisend networks: 20.9 million
- Quantity of parcels delivered via the postal network: 19.8 million
- Parcels and letters were delivered to 241 destinations worldwide



***together with uDrop and Latvijas Pasts**

MAJOR EVENTS DURING THE REPORTING PERIOD 1/2

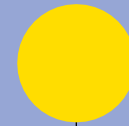
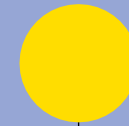
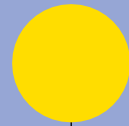
Announcement of the selection process for the position of CEO of Lietuvos Paštas

Opening of a new post office in Žirmūnai

LP EXPRESS launched an e-business growth platform—a learning space featuring lectures, training sessions, and advice from market experts to help businesses achieve their goals faster

To mark the 150th anniversary of Mikalojus Konstantinas Čiurlionis, nine LP EXPRESS parcel lockers in five Lithuanian cities were decorated with the artist's paintings

The launch of the updated and more customer-friendly Lietuvos Paštas e-shop



JANUARY →

FEBRUARY →

MARCH →

APRIL →

MAY →

JUNE →

JULY →

The opening of a newly designed post office in Kretinga

LP EXPRESS set a new record—delivering 3.5 million parcels in the Baltic countries from the start of 2025 through the second half of March

The Board of Lietuvos Paštas appointed Kastytis Valantinas as the new CEO of the Company for a five-year term

Lietuvos Paštas joined the initiative of the Communications Regulatory Authority, No One Left Behind

MAJOR EVENTS DURING THE REPORTING PERIOD 2/2

Following the U.S. repeal of the de minimis exemption, the shipment of all parcels was temporarily suspended

LP EXPRESS parcel lockers began offering international shipping services, allowing customers to send packages to 237 destinations worldwide

Lietuvos Paštas became the first postal service in the Baltic states to resume parcel delivery to business customers in the U.S.

A pilot parcel locker was installed in Darbėnai (Kretinga District) to assess the demand for the service in smaller communities; over the next six months, officials shall monitor whether the parcel locker is sufficiently utilised

AUGUST →

SEPTEMBER →

OCTOBER →

NOVEMBER →

DECEMBER →

A record-breaking expansion began in the Baltic states: 232 new parcel lockers were installed and 160 existing ones were expanded in Lithuania, Latvia, and Estonia

Lietuvos Paštas began the electrification of its vehicle fleet—164 Dacia Spring and Renault 5 E-Tech electric vehicles were introduced for use by postal workers throughout Lithuania

Network capacity was reinforced ahead of the peak season: over 70 parcel lockers were installed across Lithuania, the vehicle fleet was expanded, and temporary logistics staff were hired

MAJOR EVENTS AFTER THE REPORTING PERIOD

Announcement of the selection process for civil servants to become members of the Board of Lietuvos Paštas

Lietuvos Paštas unveiled its new business strategy for 2026–2029

Renewal of parcel delivery services to the U.S. for private customers

Delivery of parcels to countries in the Middle East was temporarily suspended

The updated organisational structure of Lietuvos Paštas came into effect

The first parcel locker with an integrated mailbox was installed

JANUARY →

FEBRUARY →

MARCH →

APRIL →

03 KEY PERFORMANCE INDICATORS AND FINANCIAL RESULTS

INDICATORS	LP GROUP			THE COMPANY		
	2025	2024	2023	2025	2024	2023
Sales volume of services (thousands of units)	64 949	58 828	67 452	64 249	58 722	67 452
Sales volume of UPS (thousands of units)	4 471	5 673	8 128	4 471	5 673	8 128
FINANCIAL RESULTS (EUR '000)						
Operating Revenue	125 180	110 626	110 374	125 177	111 413	110 374
EBITDA	17 370	10 960*	14 215*	18 836	13 606*	14 220*
EBIT	6 737	1 184*	5 890*	8 543	3 994*	5 894*
Net profit /loss	5 944	242	5 152	989	3 096	5 154
Non-current assets	67 832	62 840	60 054	66 860	63 200	60 604
Current assets	48 068	54 598	70 039	47 795	56 155	69 423
Equity	38 191	34 414	37 240	36 024	37 202	37 175
Investments	7 719	3 412	6 364	7 708	3 404	6 364
EMPLOYEES						
Number of employees at the end of the period	2 563	2 491	2 683	2 510	2 476	2 681
Average relative number of employees, FTEs	2 470	2 425	2 626	2 417	2 412	2 626

*In the table above, the EBITDA and EBIT figures for 2023 and 2024 differ from those presented in the 2024 management report due to changes introduced in the calculation methodology.

03 KEY PERFORMANCE INDICATORS AND FINANCIAL RESULTS

INDICATORS	LP GROUP			THE COMPANY		
	2025	2024	2023	2025	2024	2023
PROFITABILITY RATIOS, %						
Return on equity (ROE)	16,4	0,7	14,9*	2,7	8,3	14,9*
Return on assets (ROA)	5,1	0,2	4,1*	0,8	2,5	4,1*
EBITDA margin	13,9	9,9*	12,9*	15,0	12,2*	12,9*
EBIT margin	5,4	1,1*	5,3*	6,8	3,6*	5,3*
Net profit margin	4,7	0,2	4,7	0,8	2,8	4,7
FINANCIAL LEVERAGE AND LIQUIDITY RATIOS						
Debt ratio	0,7	0,7	0,7	0,7	0,7	0,7
Equity to assets ratio	0,3	0,3	0,3	0,3	0,3	0,3
Current liquidity ratio	0,9	0,9	1,0	0,9	1,0	1,0
Net debt to EBITDA ratio	0,8	0,4*	-0,7*	0,7	0,3*	-0,6*
ASSET TURNOVER RATIOS						
Non-current assets turnover ratio	1,6	1,6	1,6	1,6	1,6	1,6
Trade receivables turnover ratio	9,6	9,8	8,1	9,7	9,9	8,1

*In the table above, the figures for 2023 ROE, ROA, and the 2023 and 2024 EBITDA margins, EBIT margins, and net debt to EBITDA ratio differ from those presented in the 2024 management report due to changes in the calculation methodology.

03 CALCULATION OF INDICATORS

Profitability ratios

EBITDA = pre-tax profit – exchange rate gains or losses + financial expenses – financial revenue – impairment of investments in subsidiaries + depreciation + amortisation

EBIT = pre-tax profit – exchange rate gains or losses + financial expenses – financial revenue – impairment of investments in subsidiaries

Return on equity (ROE) = net profit for the last 12 months / [(equity at the beginning of the period + equity at the end of the period) / 2]

Return on assets (ROA) = net profit for the last 12 months / [(assets at the beginning of the period + assets at the end of the period) / 2]

EBITDA margin = EBITDA / operating revenue

EBIT margin = EBIT / operating revenue

Net profit margin = net profit / operating revenue

Financial leverage and liquidity ratios

Debt ratio = liabilities at the end of the period / assets at the end of the period

Equity to assets ratio = equity at the end of the period / assets at the end of the period

Current liquidity ratio = current assets at the end of the period / current liabilities at the end of the period

Net debt to EBITDA ratio = (financial debts + lease liabilities – cash and cash equivalents) / EBITDA for the last 12 months

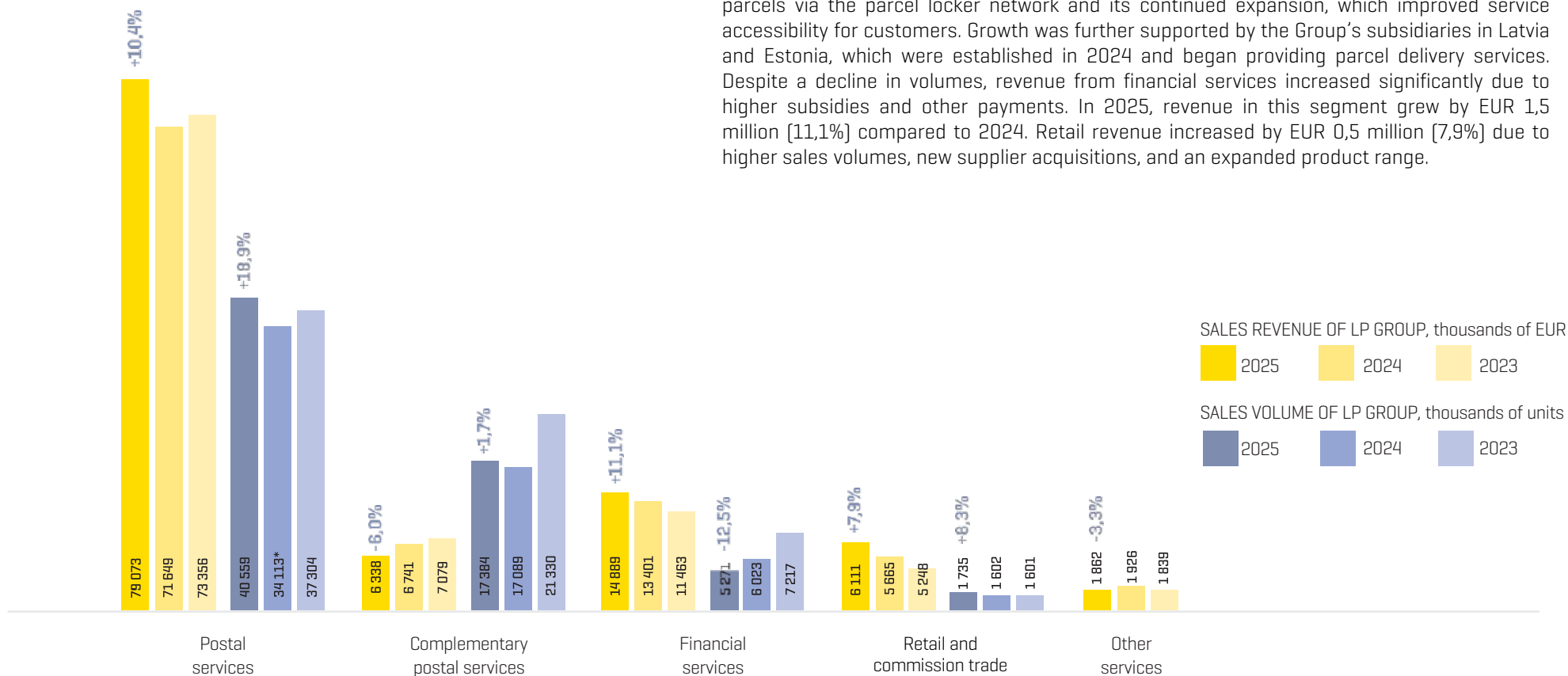
Asset turnover ratios

Non-current assets turnover ratio = sales revenue / non-current assets at the end of the period

Trade receivables turnover ratio = sales revenue / trade receivables at the end of the period

03 REVENUE

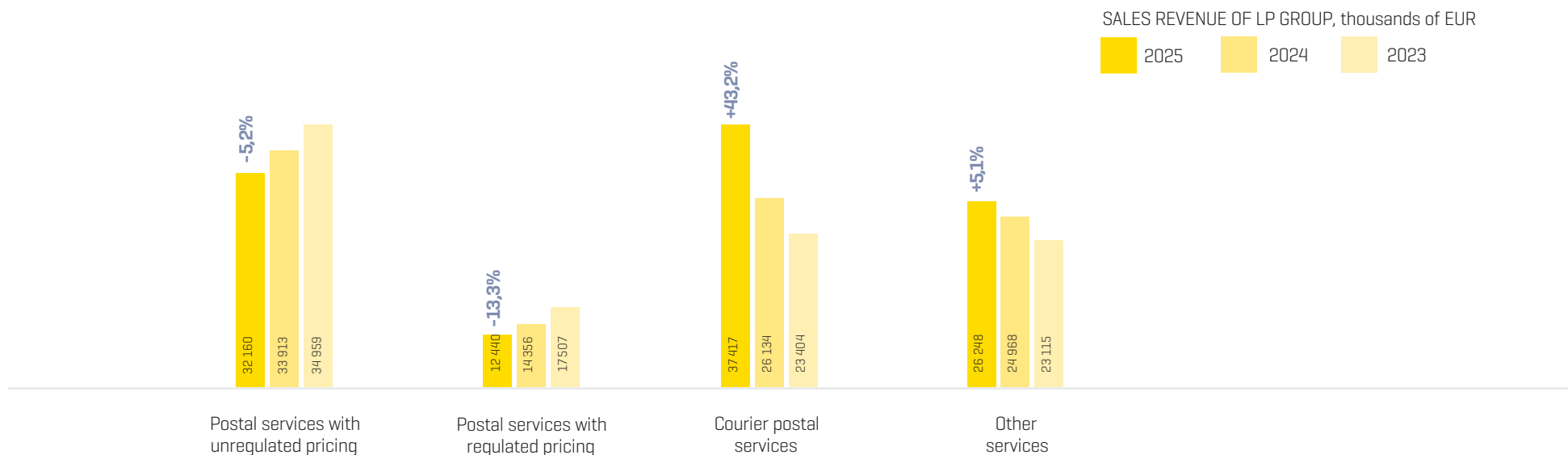
In 2025, the sales revenue of the LP Group reached EUR 108,3 million, which is EUR 8,9 million (9,0%) higher than in 2024. The largest share of sales revenue was generated from postal services, where revenue increased by EUR 7,4 million (10,4%) compared to 2024, mainly due to higher service volumes. In 2025, 6,4 million more parcels (18,9%) were delivered than in the previous year. Revenue growth was driven by increasing volumes of domestic and imported parcels via the parcel locker network and its continued expansion, which improved service accessibility for customers. Growth was further supported by the Group's subsidiaries in Latvia and Estonia, which were established in 2024 and began providing parcel delivery services. Despite a decline in volumes, revenue from financial services increased significantly due to higher subsidies and other payments. In 2025, revenue in this segment grew by EUR 1,5 million (11,1%) compared to 2024. Retail revenue increased by EUR 0,5 million (7,9%) due to higher sales volumes, new supplier acquisitions, and an expanded product range.



*In the chart above, the volumes of postal services and the revenue from financial services, retail and commission trade, and other services for 2024 differ from those presented in the 2024 management report due to changes in the calculation methodology.

03 REVENUE

In 2025, compared to 2024, revenue from postal services under unregulated pricing decreased by EUR 1,8 million (5,2%). This change was mainly driven by lower revenue due to the suspension of ETOE's operations. Revenue from postal services under regulated pricing also decreased by EUR 1,9 million (13,3%), primarily due to lower income from sending and receiving parcels from foreign postal operators. Meanwhile, revenue from courier postal services increased significantly – in 2025, compared to 2024, it grew by EUR 11,3 million (43,2%). This growth was mainly driven by higher parcel volumes through the parcel locker channel, which was significantly supported by the intensive expansion of the parcel locker network. Revenue from other services increased by EUR 1,3 million (5,1%) in 2025 compared to 2024 due to higher income from financial, retail, and commission-based trading services, while revenue from periodical subscriptions and intermediary services decreased.



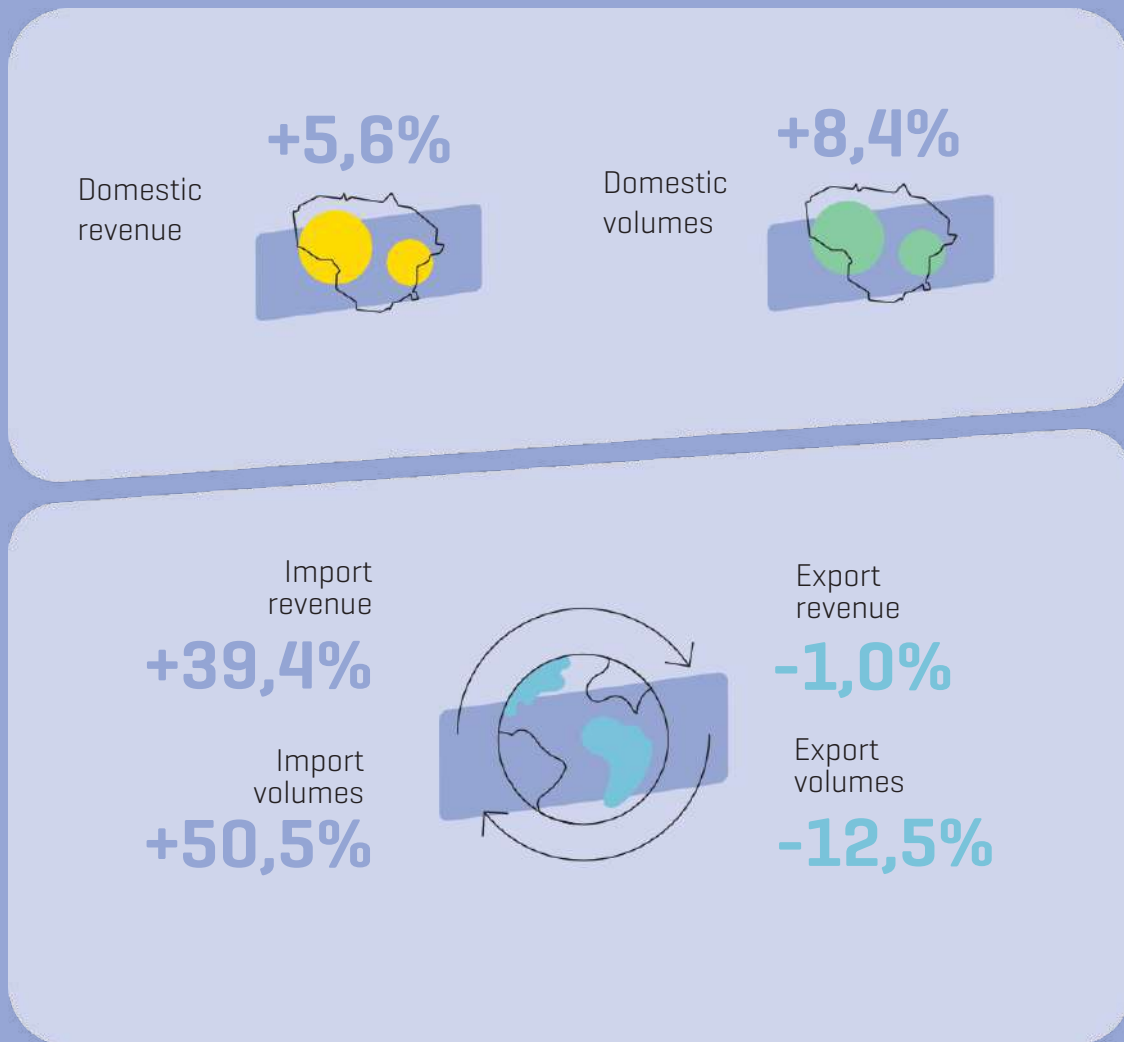
03 REVENUE

of Lietuvos paštas by type

In 2025, customers in the domestic market of Lietuvos Paštas sent 15,5% more parcels and 1,9% less mail than in 2024. The volume of parcels sent through post offices and parcel lockers grew by 8,3% and 21,1%, respectively. The volume of parcels sent via couriers decreased by 5,0%.

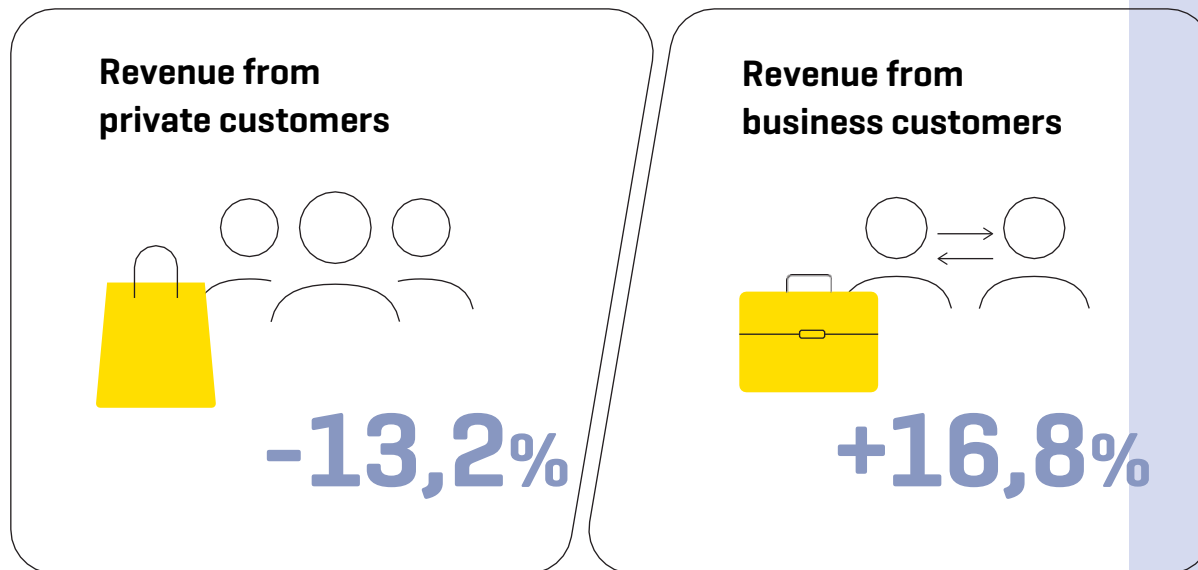
In 2025, compared to 2024, export market volumes decreased by 12,5% as a result of the suspension of ETOE* operations. Import market volumes increased significantly, by as much as 50,5%, due to the increased flow of shipments to Lithuania.

**ETOE refers to a business model defined by the Universal Postal Union (UPU), which enables a postal operator to establish and manage extra-territorial offices of exchange in countries other than its own national territory.*



03 REVENUE

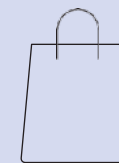
from Lietuvos paštas services by customer type



In 2025, revenue from private customers amounted to EUR 15,7 million, a decrease of EUR 2,4 million [13,2%] compared to 2024. The main reason for this decline was lower revenue from export and import services. Revenue from the export market decreased by EUR 1,2 million [16,2%], while revenue from the import market decreased by EUR 1,2 million [21,8%].

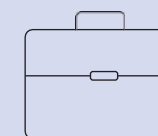
In 2025, revenue from business customers reached EUR 62,5 million—an increase of EUR 9,0 million [16,8%] compared to 2024. The main driver of this growth was a EUR 6,0 million [88,9%] increase in revenue from the import market. Revenue from the domestic market also increased by EUR 3,2 million [16,0%], while revenue from the export market grew by EUR 1,3 million [10,7%]. Revenue from mail services decreased by EUR 1,5 million [10,3%] compared to 2024.

REVENUE FROM



private customers decreased by

Eur 2,4 million



business customers increased by

Eur 9,0 million

80%

20%

Revenue generated from postal services provided to business customers

Revenue generated from postal services provided to private customers

03 EXPENSES

OPERATING EXPENSES OF LP GROUP AND THE COMPANY, THOUSANDS OF EUR

	LP GROUP				THE COMPANY			
	2025	2024	CHANGE, %	2023	2025	2024	CHANGE, %	2023
Employee-related expenses	55 032	48 525	13,4%	47 899	54 032	48 074	12,4%	47 892
Expenses of cross-border postal services and settlements with foreign post offices	16 121	17 242	-6,5%	19 926	16 121	17 194	-6,2%	19 926
Costs of courier and parcel locker services	14 967	11 063	35,3%	8 581	16 170	10 373	55,9%	8 581
Depreciation and amortisation expenses of non-current assets	10 633	9 776	8,8%	8 325	10 293	9 612	7,1%	8 325
Cost of goods held for resale and services	3 356	3 241	3,5%	3 157	3 374	3 241	4,1%	3 157
Reversal of impairment/impairment of financial asset	(907)	423	314,4%	(189)	(907)	423	314,4%	(186)
Impairment of non-current assets	22	914	-97,6%	0	22	914	-97,6%	0
Other expenses	21 744	18 259	19,1%	16 784	20 054	17 589	14,0%	16 784
Total operating expenses:	120 968	109 442	10,5%	104 484	119 160	107 419	10,9%	104 480

In 2025, the expenses of the LP Group amounted to EUR 121,0 million, an increase of EUR 11,5 million [10.5%] compared to 2024. The largest share of expenses, 45%, consists of employee-related expenses. These expenses in 2025 were EUR 6,5 million [13,4%] higher than in 2024, driven by the minimum wage increase effective in January, the annual review of employee compensation, and additional staffing services due to increased parcel volumes.

In 2025, compared to 2024, expenses of cross-border postal services and settlements with foreign post offices decreased by EUR 1,1 million [6,5%] due to the suspension of ETOE operations.

Notably, costs of courier and parcel locker services increased by EUR 3,9 million [35,3%] in 2025 compared to 2024 due to higher parcel volumes through the parcel locker network.

03 PROFIT (LOSS) BEFORE INCOME TAX, EBITDA AND EBIT

CHANGES IN PROFIT (LOSS) BEFORE INCOME TAX, EBITDA AND EQUITY OF LP GROUP AND THE COMPANY, THOUSANDS OF EUR

PERFORMANCE INDICATORS	LP GROUP				THE COMPANY			
	2025	2024	CHANGE, %	2023	2025	2024	CHANGE, %	2023
Profit (loss) before income tax	6 962	480	1 350,4%	5 439	1 997	3 334	-40,1%	5 441
Adjusted profit (loss) before income tax	2 967	-1 536	293,3%	9 434	-1 998	1 318	-251,6%	9 436
EBITDA	17 370	10 960	58,5%	14 215	18 836	13 606	38,4%	14 220
Adjusted EBITDA*	13 375	8 944	49,5%	18 210	14 841	11 590	28,1%	18 215
EBIT	6 737	1 184	468,9%	5 890	8 543	3 994	113,9%	5 894
Adjusted EBIT*	2 742	-832	429,6%	9 885	4 548	1 978	129,9%	9 889

In 2025, the LP Group earned a pre-tax profit of EUR 7,0 million. The LP Group's EBITDA (earnings before interest, taxes, depreciation, and amortization) increased by EUR 6,4 million (58,5%) in 2025 compared to 2024, reaching EUR 17,4 million. As a result of higher retained earnings, the LP Group's equity as of 31 December 2025 amounted to EUR 38,2 million, an increase of 11,0% compared to 31 December 2024.

**The adjustment includes the following actions: EUR 2,016 thousand in compensation for losses incurred in 2022 by providing UPS by eliminating from 2024 operating revenue and EUR 3,995 thousand in compensation for losses incurred in 2023 by providing UPS by eliminating from 2025 operating revenue and adding to 2023 operating revenue.*

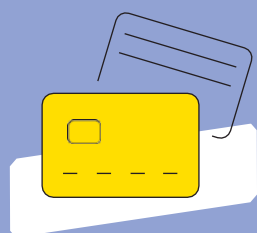
03 INVESTMENTS

LP GROUP'S AND THE COMPANY'S INVESTMENTS IN PP&E AND INTANGIBLE ASSETS, THOUSANDS OF EUR

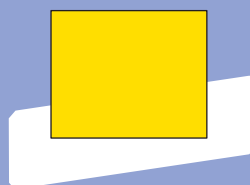
PERFORMANCE INDICATORS	LPGRUOP				COMPANY			
	2025	2024	CHANGE, %	2023	2025	2024	CHANGE, %	2023
Investments in PP&E and intangible assets	7 719	3 412	126,2%	6 364	7 708	3 404	126,4%	6 364
PP&E	6 624	1 873	253,7%	5 358	6 613	1 865	254,6%	5 358
Intangible assets	1 095	1 539	-28,8%	1 006	1 095	1 539	-28,8%	1 006

In 2025, the investment of LP Group in tangible and intangible assets amounted to EUR 7,7 million. The largest share of the investment, EUR 4.8 million, was allocated to the expansion of the parcel locker network, EUR 1,1 million to software, and EUR 0,7 million to conveyor systems. Investments were also made in building renovations, furniture, and security systems.

LP Group's patents, licenses, and software are essential intangible assets that directly contribute to the effectiveness of the business model and value creation. By consistently investing in these assets, the Company can ensure long-term growth, competitiveness, and success in the market.



EUR 7,7 million
total investments



~26k
new parcel lockers boxes

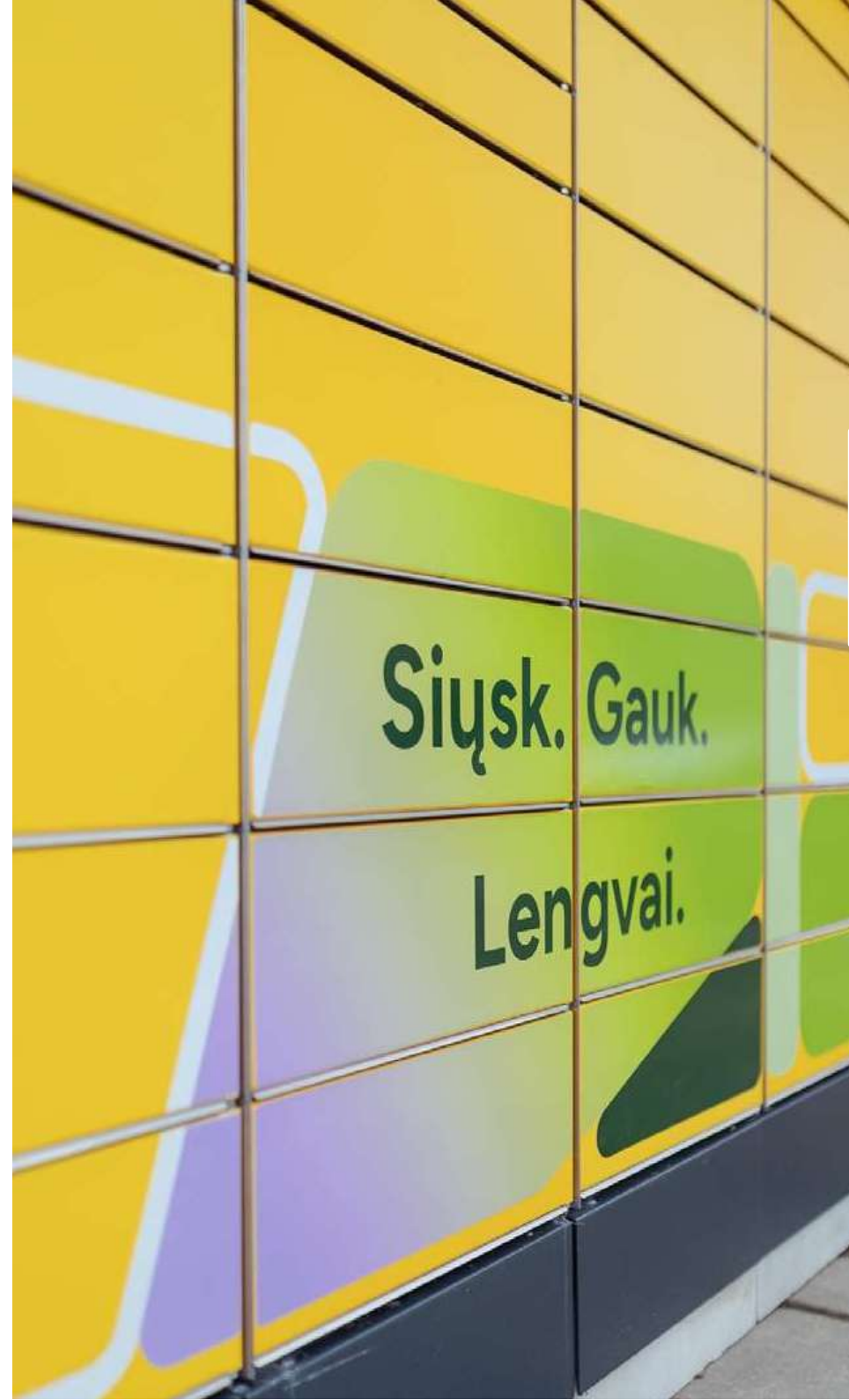


5
modernised facilities

03 FINANCING

The LP Group uses its equity reserve to finance its day-to-day operations. Lietuvos Paštas and Nordic Investment Bank (NIB) have signed a loan agreement to finance the Company's investment project for amount of EUR 17,5 million. The financing has a designated purpose as it is intended for the construction of a new centralised Vilnius Distribution Centre (VDC), for the repairs of the parking area, and for acquisition of self-service parcel lockers. The repayment date for this financial debt is December 2028 (payable in equal installments twice a year).

As at 31 December 2025, the repaid amount of borrowings was EUR 10,5 million.



04. OVERVIEW OF OPERATIONS

04 OVERVIEW OF OPERATIONS

Membership in international organisations

Lietuvos paštas, is a member of PostEurop, the association of European public postal operators, one of the regional unions of the Universal Postal Union. The company participates in the groups of the International Postal Corporation (on quality issues – OUC, on declaration issues – COMETS, on decision-making issues – IOSC, on operational issues – IOWG), as well as in the activities of the Nordic Postal Union.

The Company uses the products developed by the International Postal Corporation: LIRAE (system for settlements for international correspondence), PIRA (group for settlements for international premium parcels), UNEX (system for postal parcel delivery control).

Research and development activities

The Company carries out long-term strategic planning, which helps to determine its directions of development and necessary investments. In 2023–2026, important strategic projects related to the development of LP Group e-commerce solutions, process efficiency, and service quality improvement will continue, as well as in order to ensure the creation of a motivating work environment. Several other areas of activity will also remain important: financial sustainability and reduction of the impact on climate change.

Lietuvos paštas is currently paying particular attention to several areas of innovation development: the implementation of innovations in the LP EXPRESS parcel locker network and the use of big data on a company-wide scale. In the first case, the potential for the development of autonomous parcel lockers, as well as new services in the market, is being actively analysed. In turn, automation and digitalisation of activities are necessary to strengthen the Company's competitiveness—tools are currently being developed that will allow important decisions to be made using big data analytics.

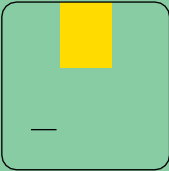
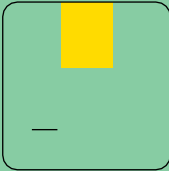
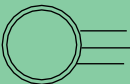
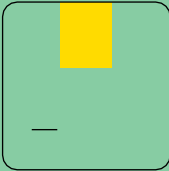
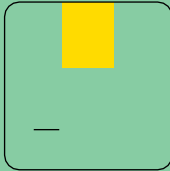


04 OBLIGATED POSTAL SERVICES

The fundamental rights and obligations of postal service users are established by the Republic of Lithuania Law on Postal Services [hereinafter referred to as the “Law on Postal Services”], the Civil Code of the Republic of Lithuania, and the Republic of Lithuania Law on Consumer Rights Protection, and the Description of Requirements for the Provision of the Universal Postal Service [hereinafter referred to as “UPS”].

By Resolution No. 467 of May 15, 2019, “On the Obligation to Provide the Universal Postal Service” the Government of the Republic of Lithuania entrusted Lietuvos Paštas with the obligation to provide universal postal services throughout the territory of the Republic of Lithuania from 1 January 2020 to 31 December 2026.

In accordance with the Law on Postal Services, a UPS provider within the territory of the Republic of Lithuania is required to provide these universal postal services, which consist of:

<p>1.</p> <p><2kg</p> 	<p>2.</p> <p><10kg</p> 	<p>3.</p>  	<p>4.</p> <p><20kg</p> 
<p>Clearance, sorting, transport and delivery of postal items up to 2 kg*</p>	<p>Clearance, sorting, transport and delivery of postal items up to 10 kg*</p>	<p>Clearance, sorting, transport and delivery of registered and insured postal items*</p>	<p>Delivery of postal items up to 20 kg from other Member States.</p>

**Includes domestic and international postal services.*

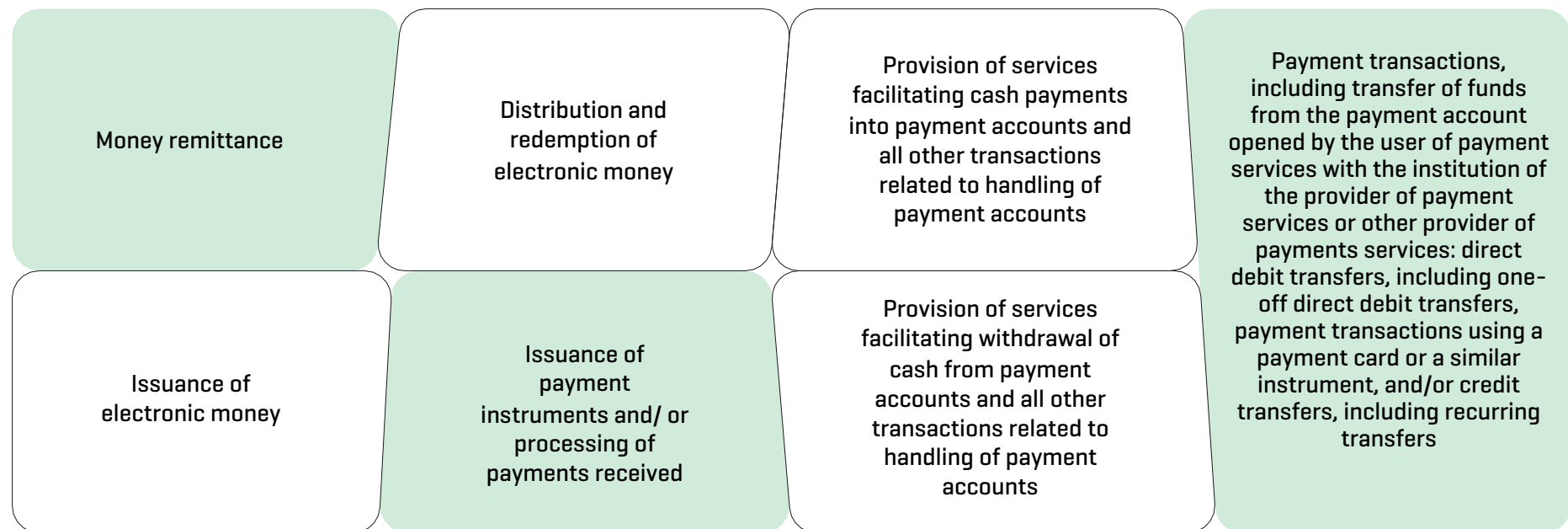
The Description of Requirements for the Provision of the Universal Postal Service obligates the universal postal service provider to ensure the uninterrupted provision of universal postal services to all users on equal terms within the territory of the Republic of Lithuania for at least 5 working days per week, except in cases of force majeure, as well as to ensure at least one collection and at least one delivery of postal items per working day to the place of residence or registered office of the postal service recipient or another location for the provision of postal services, provided the recipient does not object, except in cases of extreme situations, emergencies, or mobilization.

The Communications Regulatory Authority sets the maximum UPP rates based on the weight categories of postal items**. Based on the approved maximum permitted UPS tariffs, the newly introduced tariffs for universal and other postal services are approved by the orders of the CEO of Lietuvos paštas. Lietuvos paštas, being obliged by the Government to provide UPS, must deliver periodicals to subscribers in rural areas and cities that fall into sparsely and moderately densely populated residential areas.

***According to the wording of the Law on Postal Services in force until 31 December 2025*

04 LICENSED ACTIVITIES OF PAYMENT AND ELECTRONIC MONEY INSTITUTION

Joint Stock Company Lietuvos Paštas holds an electronic money institution license issued by the Bank of Lithuania [license issued on 29 November 2016, License No. 4; available at https://www.lb.lt/lt/frd-licencijos/view_license?id=256].



In March 2024, the Bank of Lithuania granted Lietuvos Paštas a licence to start providing payment services in the Baltic countries. The Bank of Lithuania announced that, pursuant to Article 18(8) of the Republic of Lithuania Law on Electronic Money and Electronic Money Institutions, the electronic money institution Lietuvos Paštas may provide payment services in Latvia and Estonia starting 27 March 2024.

04 PUBLIC POSTAL NETWORK

Lietuvos Paštas, in compliance with the requirements for the distribution of UPS locations, pursuant to Order No. 3-112 of 20 March 2025 “On the Approval of the Description of Requirements for the Provision of the Universal Postal Service” of the Minister of Transport and Communications, must maintain a certain postal network:

- in rural residential areas and towns classified as sparsely or moderately populated, with a population of at least 3,000, excluding settlements with resort status, the distance from the places of residence or registered addresses of users to the place of provision of stationary or non-stationary services must not exceed 3 km at the shortest distance; the universal postal service may also be provided at an agreed place of service provision;

- in rural residential areas and towns classified as sparsely or moderately populated, with fewer than 3,000 residents, and in residential areas with resort status, there must be at least one stationary or non-stationary points for the provision of services, or the universal postal service must be provided at an agreed customer service point. If the non-stationary service point in a residential area is a parcel locker, the universal postal service in that residential area must additionally be provided at an agreed customer service point;

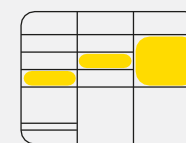
- by 1 January 2027, all stationary customer service points must be accessible to people with disabilities.

As of 31 December 2025, Lietuvos Paštas operated a network of 168 UPS points, consisting of: 166 post offices (152 in cities and 14 in rural areas), 2 UPP points in rural areas (stops for mobile postmen).

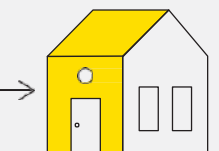
As 31 December 2025, Lietuvos Paštas, together with its partner uDrop, operated a network of 511 LP EXPRESS parcel lockers in Lithuania and a network of 482 Unisend parcel lockers in Latvia and Estonia. The total number of parcel lockers across the three Baltic countries exceeded 104,000.

In addition, 440 Latvijas Pasts parcel lockers in Latvia are connected to the Lietuvos Paštas network of parcel lockers.

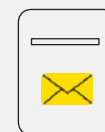
NETWORK OF CUSTOMER SERVICE POINTS



1433
parcel lockers in the
Baltic States*



166
post offices



135
yellow mailboxes



2
stops for mobile
postmen

*kartu su „uDrop“ ir „Latvijas Pasts“

LOGISTICS

Logistics plays a key role within the LP Group, and its processes are directly linked to many of the services provided to customers, including the collection, sorting, transport, and delivery of parcels. Logistics also ensures that post offices are supplied not only with operational supplies but also with retail goods.

In 2025, the fleet of cargo vehicles operated by the LP Group consisted of 97 commercial vehicles (including three electric vehicles) and 330 commercial vehicles operated by subcontractors [240 of which were in Lithuania].

As a result of the synergy between the operations of the postmen and couriers of Lietuvos Paštas, the number of logistics routes increased from 250 in 2023 to 251 in 2024.

LOGISTICS OF LP GROUP IN 2025:



04 SERVICES, MARKETS, CUSTOMERS

Lietuvos Paštas engages in commercial activities and ensures the fulfillment of its special obligations.

LP Group provides services to both residents and various businesses and organisations, and it cooperates with foreign post offices and financial institutions.

The customers of the Company are divided into two segments: customers who purchase services individually at post offices, via online self-service, or at parcel lockers (mostly private customers), and customers who have entered into contracts with the Company (mostly business customers).

SERVICES PROVIDED

COMMERCIAL ACTIVITIES

Parcel shipping services:

- shipment and delivery of business parcels.

Mailing services:

- shipment and delivery of business correspondence.

Financial services:

- money remittance;
- payment transactions.

Other services:

- retail trade;
- printing services;
- international transit services;
- warehousing and logistics services;
- subscription deliveries in cities.

SPECIAL OBLIGATIONS

Parcel shipping services:

- shipment and delivery of UPP parcels.

Mailing services:

- receipt and shipment of UPP mail.

Other services:

- delivery of subscriptions to subscribers in rural and urban areas classified as sparsely or moderately populated;
- issuance of postage stamps.



04 INFORMATION ON SPECIAL OBLIGATIONS

Pursuant to Order No. 4-1100 of 20 December 2013 “On the Establishment of Special Obligations for State-Owned Enterprises and the Approval of Recommendations for the Submission of Information” of the Minister of Economy [Order No. 4-392 of 14 July 2023, new wording] Joint Stock Company Lietuvos Paštas, as the designated provider of universal postal

The UPS price is affordable, transparent and non-discriminatory to all users of postal services.

services [hereinafter referred to as “UPS”) provides universal postal and periodical delivery services to subscribers in rural residential areas and towns classified as sparsely and moderately populated residential areas, as assigned under special obligations. Article 15(3) of the Law on Postal Services stipulates that UPS rates must be uniform for all users in the same category, based on the costs of the services, transparent, and

non-discriminatory. Should the maximum UPS rates set by the Communications Regulatory Authority [hereinafter referred to as the “Authority”) be lower than the costs incurred for these services, the difference between these costs and the rates must be covered for the UPS provider from funds allocated in the state budget, in accordance with the procedure established by the Government.

On 25 November 2024, the Authority approved a decision regarding the new and existing below-cost rates for the universal postal service (UPS) provided by Lietuvos Paštas in 2025. The Company submitted a claim for compensation for UPS losses incurred in 2024 in the amount of EUR 5.166 million and for losses from the provision of periodical delivery services in the first half of 2025 in the amount of EUR 4.187 million, and is awaiting the decision of the Authority. The service of delivering periodicals to subscribers is not classified as UPS, but the postal service provider, which is required by the Government to provide UPS, must deliver periodicals to subscribers in rural and urban areas that fall within sparsely and moderately populated residential areas.

In 2025, the Company received compensation of EUR 16.502 million from the state budget, of which: EUR 3.995 million for the 2023 UPS, and EUR 2.257 million for the balance of losses from the provision of periodical services in the second half of 2023, he loss from the provision of periodical services in the first half of 2024 was EUR 3.885 million; the loss from the provision of periodical services in the second half of 2024 was EUR 6.363 million.

Financial results of special financial obligations: in 2023, the loss from the provision of periodical services was EUR 8.562 million; in 2024, it was EUR 10.249 million; in the first half of 2025, the loss was EUR 4.187 million; loss from UPS in 2023 was EUR 3.995 million, in 2024 it was EUR 5.167 million. Results for 2025 have not yet been submitted, as calculations are currently underway.

31 December 2024, in thousands of EUR

Assets	122,071
Liabilities	84,869
Capital	37,202

2024, in thousands of EUR

	UPS	SubscriptionS
Profit [loss]	[5,167]	[10,249]

The financing scheme for the UPS is based on the principle that if the provision of these services imposes an unreasonable financial burden on the designated provider, it may be compensated by the state in accordance with the requirements of transparency and proportionality. The financing of the delivery of periodicals is generally carried out through targeted state subsidies, with the aim of ensuring public access to information, particularly in regions where the provision of such services would be unprofitable under commercial conditions.

As a provider of UPS, Lietuvos Paštas maintains its accounting in accordance with the basic principles of cost accounting and the requirements for cost accounting systems established by the Communications Regulatory Authority, as well as other requirements related to cost accounting, including the requirement to conduct an audit. The basic principles of cost accounting and the requirements for the cost accounting system are set forth in the Cost Accounting Rules for Universal Postal Service Providers, which were amended on 29 June 2023, No. TN-292, and the Rules for Calculating Losses for the Universal Postal Service. In accordance with the amended Cost Accounting Rules for Providers of the Universal Postal Service, Lietuvos Paštas is required to apply the historical cost principle in its cost accounting system: account for fixed assets used in operations and related costs at the carrying amount of the fixed assets without recognising impairment or appreciation of the fixed assets, to identify the return on investment that meets the reasonableness criterion as a separate cost group in the cost accounting system and to allocate it to final services based on the amount of capital used to provide the respective final service. The Company must clearly distinguish, within its cost accounting system, each universal postal service and each service for the delivery of periodicals to rural areas and towns that fall within sparsely and moderately populated areas, from other services provided by the provider. Pagal In accordance with the Rules for Calculating Losses for the Universal Postal Service, the Company must record and allocate the revenue and expenses incurred in providing services in the cost accounting system by geographic location and by user, and include in expenses the return on investment calculated in accordance with the requirements of the Cost Accounting Standards.

Key performance indicators (KPIs) related to special obligations:

1) Post offices adapted for customers with disabilities

An inventory of post offices was conducted in Q3 2025 using an updated methodology to assess their accessibility for people with disabilities. In Q4 2025, 13 post offices were adapted in accordance with the new requirements. In 2026, it is planned to adapt the remaining 53 post offices.

2) Implementation of regulated changes and ensuring compliance with new regulations

By 2025, all major changes provided for in the implementing regulations of the Law on Postal Services have been implemented. Results achieved:

- 100% of territories were assigned to service areas;
- SPKD (yellow mailboxes) were adapted to the needs of people with disabilities.

3) Improving the efficiency of the postal network

The ratio of postal network expenses to sales revenue (including UPS and subscription compensation) for Q4 2025, calculated based on the cost breakdown for the first half of 2025, is less than 1. This indicates that postal network revenue exceeds expenses and that operations are efficient and under control. Audited data for Q2 will be available in June 2026, after which the annual ratio can be adjusted.

Pursuant to Resolution No. 255 of 27 March 2013 “On the Approval of the Procedure for Imposing Obligations on the Universal Postal Service Provider,” the Government of the Republic of Lithuania obligates Joint Stock Company Lietuvos Paštas to provide the universal postal service throughout the entire territory of the Republic of Lithuania from 1 January 2020 to 31 December 2026. The universal postal service provider must ensure the uninterrupted provision of the universal postal service throughout the country to all users of the universal postal service under equal conditions for at least five working days per week, in compliance with the quality requirements established with regard to the delivery time of postal items from the sender to the recipient. The following quality requirements for correspondence items sent within Lithuania apply to the universal postal service provider:

85% of postal items shall be delivered no later than 1 business day after the date of acceptance for delivery, and 97% no later than 3 business days;

97% of postal items shall be delivered no later than 4 business days from the date of acceptance for delivery.



04 POSTAL SERVICES MARKET IN LITHUANIA

According to data from the Communications Regulatory Authority of the Republic of Lithuania, a total of 42 entities provided postal services [i.e. actually operated] in the market in 2025 [2 fewer entities than in 2024].

The total postal services market, measured by revenue, grew by 12% in 2025 compared to 2024, rising from EUR 288 million to EUR 323 million.

In the overall postal services market, based on revenue generated in 2025, the largest market shares were held by AB Lietuvos Paštas with 25%, UAB DPD Lietuva with 18.9%, and UAB Venipak Lietuva with 12.4%. In terms of revenue from postal items sent via non-universal postal services, Lietuvos Paštas held a 13% market share in 2025, while other market participants held the following shares: UAB DPD Lietuva – 22.6%, UAB FedEx Express Lithuania – 15%, and UAB Venipak Lietuva – 14.9%.

Revenue from the provision of the universal postal service decreased by 14.1% in 2025 compared to 2024—from EUR 13.5 million to EUR 11.6 million. The volume of universal postal services in 2025 decreased by 21.2% compared to 2024—from 5.6 million items to 4.5 million items.



LIETUVOS PAŠTAS



DPD



VENIPAK

04 RISKS AND THEIR MANAGEMENT

Risk management within the LP Group is an integral part of strategic planning and implementation, organised and carried out in accordance with the guidelines set out in the international standard ISO 31000:2018. The Risk Management Policy, updated in 2025 and approved by the Board, defines the key principles of risk management, risk categories, provisions for determining risk appetite, the stages of the risk management process, participants, and their responsibilities. Following a review of the risk management process, amendments to the Risk Management Procedure came into effect in 2025. Risk management for specific areas of operation is regulated by specialised internal documents and integrated into routine business processes and day-to-day management.



04 RISK MANAGEMENT BASED ON THE 3LoD MODEL

Within the LP Group, risk management is organised in accordance with the Three Lines of Defense approach, which establishes a clear system of responsibilities that helps strengthen governance and ensure effective risk control.

The CEO is responsible for ensuring that the Company has an effective risk management system in place. The heads of subsidiaries ensure that the policy is implemented in the activities of subsidiaries and are responsible for the functioning of the risk management system therein.

The first line: those who own the risks, typically the heads of structural units. They are responsible for fostering a risk management culture, identifying, assessing, and managing risks within their areas of responsibility, implementing risk management measures, and evaluating their effectiveness.

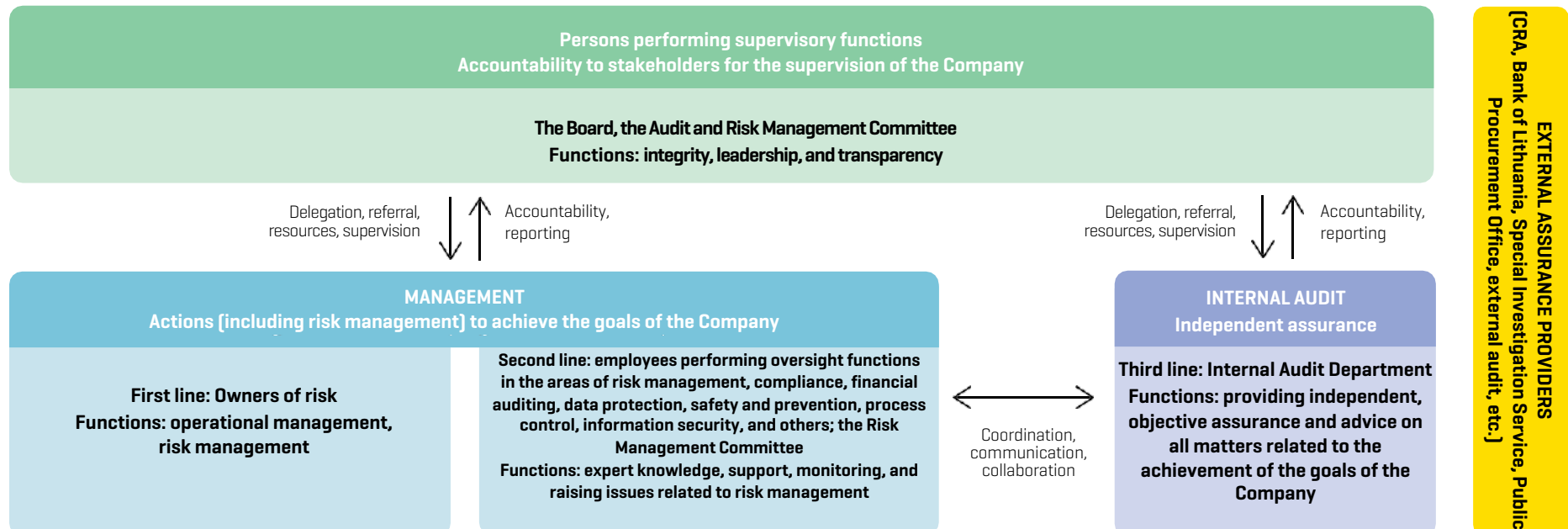
By order of the CEO, the Company formed a Risk Management Committee, which performs risk management oversight and control functions and makes key risk-related decisions.

In 2025, the Committee held 15 meetings, during which decisions were made regarding risk identification, assessment, and management; the approval of risk management plans; and the evaluation of the effectiveness of measures; quarterly risk management monitoring was also addressed.

Along with the Risk Management Committee, the second line consists of employees who perform oversight functions. They establish risk management practices within their areas of responsibility, advise employees, organise training, prepare reports, and continuously improve risk management processes.

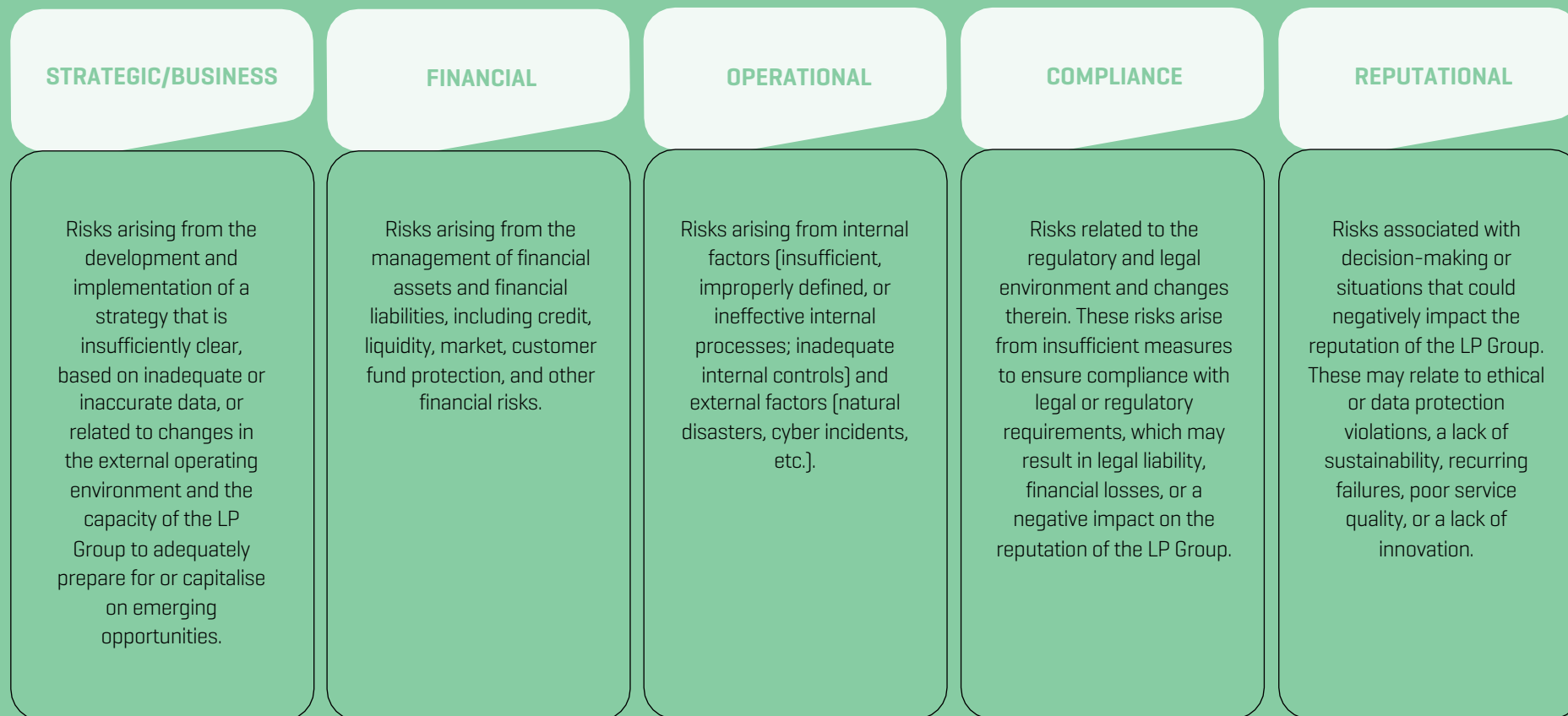
The third line: the Internal Audit Department. It provides independent and objective assurance and advice regarding the adequacy and effectiveness of risk management.

The Board and the Audit and Risk Management Committee operating under it oversee risk management by assessing the effectiveness of the system at regular intervals. Taking into account the needs of stakeholders, the Group of Companies also cooperates with regulatory authorities.



04 RISK CATEGORIES AND RISK APPETITE

The risks identified and assessed in the operations of the LP Group are divided into five main categories: strategic/business, financial, operational, compliance, and reputational.



04 KEY RISKS AND THEIR MANAGEMENT

The Board of the Company established the risk appetite in respect of each risk category.

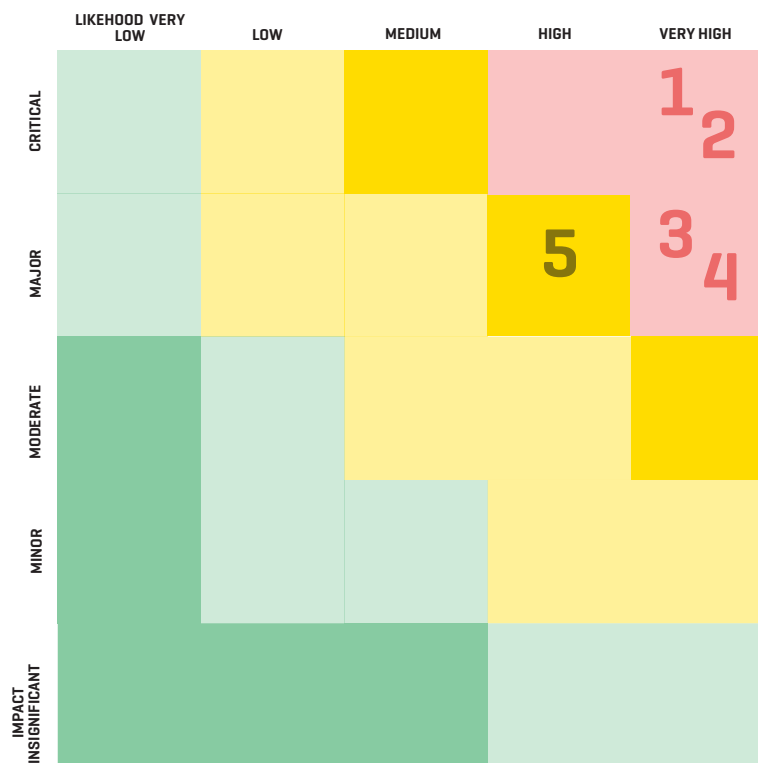
RISK CATEGORY	RISK APPETITE			
STRATEGIC/BUSINESS				
	OPEN	FLEXIBLE	CAUTIOUS	MINIMAL
				AVERSE
	As we seek to implement the strategic and development goals, we consider all potential business decisions and choose the most successful option, with reasonable risks tolerated and potential impact handled.			
FINANCIAL				
	OPEN	FLEXIBLE	CAUTIOUS	MINIMAL
				AVERSE
	We seek to manage our financial resources in a reliable, safe and effective manner. We tolerate financial uncertainty to a certain degree in relation to business development, and at the same time we seek to maintain a stable organisation and implement our strategic goals.			
OPERATIONAL				
	OPEN	FLEXIBLE	CAUTIOUS	MINIMAL
				AVERSE
	As we implement changes and new projects, we accept the risks that are managed through application of controls and monitoring procedures. To ensure efficient operations, we consider the potential improvements of the technology, systems and processes.			
COMPLIANCE				
	OPEN	FLEXIBLE	CAUTIOUS	MINIMAL
				AVERSE
	We are not taking risks that could lead to liability and losses for breaches of legal and regulatory requirements. We will take every reasonable step to maximize compliance.			
REPUTATIONAL				
	OPEN	FLEXIBLE	CAUTIOUS	MINIMAL
				AVERSE
	Our reputation is of key importance for successful delivery of services, and for maintaining trust of our stakeholders. The decisions that might affect our reputation and image are subject to diligent scrutiny to ensure minimum negative impact.			

The risks with significance level higher than the risk appetite are managed through the risk management plans. Upon implementation of measures set forth in the risk management plan, the risk management process is assessed for effectiveness.

04 KEY RISKS AND THEIR MANAGEMENT

Taking into account strategic directions and the constantly changing factors of the external and internal environment, a regular risk review process was initiated in the spring and fall of 2025, as is done annually. Following an assessment of existing and newly identified risks, the Risk Register and Risk Map were updated to highlight the most significant risks for the coming period.

In 2025, the key risks that could affect the financial sustainability, operational efficiency, and service quality of the LP Group were related to changes in the status of the universal postal service provider and regulatory changes, the management of increased mail volumes during peak periods, the competitive environment and customer concentration, as well as staff shortages [see below]. Risk management plans were drawn up to manage these priority risks, setting out risk mitigation measures.



RISK SIGNIFICANCE LEVEL



- 1** Risk of losing the status of a universal postal service provider
- 2** Risk of failing to ensure service quality due to increased parcel volumes
- 3** The impact of regulatory changes on the financial sustainability of the Company
- 4** The impact of key customers on the performance of business parcel delivery services
- 5** Service disruptions due to staff shortages

04 BUSINESS CONTINUITY MANAGEMENT

The Business Continuity Policy, approved in 2022 and developed in accordance with the international standard ISO 22301:2019, establishes the principles of business management and organisation, as well as the roles and responsibilities that form the basis of the business continuity management system. The implementation of the provisions of the policy is detailed in the updated Description of the Business Continuity Management Procedure, adopted in June 2024, which defines the process and resources necessary to properly prepare for potential operational disruptions and to ensure the smoothest possible operation and minimize losses during such disruptions.

Following an assessment of the importance of business continuity for strategy implementation, financial standing and reputation, critical business functions were identified. For each of these, a business impact analysis was conducted and the associated risks were assessed. Based on these results, business continuity plans were developed, outlining potential disruption scenarios, communication principles, measures, and actions necessary to maintain operations and restore continuity as quickly as possible. In 2024, business continuity plans were tested, during which deficiencies were identified, corrective actions were planned, and plan updates were initiated to ensure their continuous improvement and practical effectiveness. In 2025, functional exercises were organized to assess the coordination of the practical actions of employees and their readiness to operate under extreme circumstances.



04 AUDITORS

The audit of the financial statements for the year ended 31 December 2025 prepared according to IFRS (International Financial Reporting Standards), as adopted by the European Union, was carried out by UAB PricewaterhouseCoopers.

Under the agreement for the provision of audit services signed on 8 October 2025 between the Company and UAB PricewaterhouseCoopers, the price for audit services for the 2025 consolidated and separate financial statements, including the preparation of the report to the Bank of Lithuania, was EUR 101,9 thousand excluding VAT.

Under the agreement signed between the Company and UAB PricewaterhouseCoopers on 8 September 2022 and the agreement signed on 19 November 2025, non-audit services provided in 2025 as specified in the agreement for the provision of audit services, with a total value of EUR 42 thousand excluding VAT, for reports submitted to the Communications Regulatory Authority:

Reasonable assurance report on the internal cost accounting system used by the provider of the UPS in 2024, as well as on the income/cost report for 2023 on the service of delivery of periodicals to subscribers in rural residential areas and cities that fall within sparsely and moderately densely populated residential areas;

Reasonable assurance report on the internal cost accounting system used by the provider of the UPS in 2024, as well as on the UPS cost report for 2024;

Limited assurance report on the internal cost accounting system used by the provider of the UPS in H1 2024, as well as on the income/cost report for H1 2024 on the service of delivery of periodicals to subscribers in rural residential areas and cities designated as residential areas with low and moderate population density.



05. PLANS AND PROJECTIONS

05 SHAREHOLDERS EXPECTATIONS FOR THE DEVELOPMENT OF THE COMPANY

The Ministry of Transport and Communications of the Republic of Lithuania, as a shareholder of Lietuvos Paštas, represents the state in matters of ownership. The implementation of the strategy of the LP Group is guided by the objectives set forth in the shareholder's letter of expectations, the planned areas of activity, and the purpose of the activities of the Company, as well as general expectations regarding operating principles. The shareholder's letter of expectations is published on the Lietuvos Paštas website under the section [Governance](#).

ASSURANCE OF FUNCTIONS OF NATIONAL IMPORTANCE

The Company must maintain ongoing cooperation with publishers of periodicals and local governments to ensure the high-quality provision of universal postal services and the delivery of periodicals to subscribers in rural areas and towns classified as sparsely or moderately populated. It must also issue and withdraw from circulation postage stamps of the Republic of Lithuania.

EFFICIENCY, INNOVATION, AND SUSTAINABILITY

The LP Group must improve operational efficiency and manage costs by optimising, automating, and digitising processes, as well as by making decisions regarding inefficiently managed real estate. The LP Group must promote innovation and implement the latest technologies and modern working methods in line with the digitalisation and green course priorities of the state. The Company must utilise artificial intelligence and data technologies to advance digitalisation. The LP Group must reduce its environmental footprint by prioritising clean transport, using renewable energy, promoting more sustainable packaging, and optimising logistics. Sustainable development practices must be applied in its operations, and adequate disclosure of sustainability information must be ensured in the management report and on the website.

DEVELOPMENT OPPORTUNITIES

The LP Group must conduct profitable commercial activities that are compatible with the fulfillment of its universal service obligations, expand the use of parcel lockers for the provision of universal postal services in all regions, strive to maintain and increase its market share in the parcel delivery services sector, assess opportunities for expansion in international markets, and implement innovative, sustainable solutions in the areas of e-commerce, digitalisation, and the green transition, while adhering to financial discipline and ensuring service synergies.

SOCIAL RESPONSIBILITY AND EMPLOYEE WELFARE

The LP Group must operate in accordance with the highest standards of transparency, governance, ethics, and social responsibility, strengthen employee engagement and a values-based culture, ensure opportunities for professional growth, fair market-based compensation, a safe working environment, the principles of equal opportunities and diversity, and dialogue with employee representatives. In the event of an emergency, the Company must contribute to government efforts, apply the approved Security Plan, and implement the measures set forth in the Mobilisation Plan.

GOOD GOVERNANCE

The Company must ensure good governance in accordance with the recommendations of the Governance Coordination Centre (GCC) and the Organisation for Economic Co-operation and Development (OECD), aim for an A rating or higher on the SOE Good Governance Index, strengthen the governance of its subsidiaries, and achieve non-financial performance indicators agreed upon with the GCC.

TRANSPARENCY AND RISK MANAGEMENT

The Company must have anti-corruption measures and processes in place to ensure transparent and ethical operations and public procurement that complies with the law. An effective risk management system must also be in place, with particular attention paid to cyber and national security risks, and investments must be planned after assessing these risks. The Company must publicly disclose the information specified in the SOE Transparency Guidelines.

CUSTOMER SERVICE QUALITY

The LP Group must be customer-focused: increasing the value and quality of services, improving customer experience, regularly measuring customer satisfaction, and ensuring clear and transparent communication. It must also ensure the availability of universal postal services, balanced costs, and financial sustainability, while adapting postal infrastructure and services to meet the needs of people with individual needs.

FINANCIAL EXPECTATIONS

The Company must ensure that its long-term profitability and capital structure ratios comply with those established by the Government of the Republic of Lithuania, that dividends are paid at a rate no lower than that calculated using the formula established by the Government, which is linked to ROE, and that the specialised financial indicators agreed upon annually with the GCC are achieved.



05 STRATEGY FOR 2026-2029

Strategic planning and monitoring at Lietuvos paštas are carried out based on the recommendations of the Governance Coordination Centre, the internal policies and procedures of the LP Group, as well as best practices. In preparing the strategy, all Company departments are involved, and a stakeholder survey is conducted. The procedure for strategy development is defined in the Integrated Strategic Planning and Monitoring Policy, which was updated and approved by Resolution No 18-53 of the Board of Lietuvos Paštas of 18 December 2024.

WHAT WE WANT TO ACHIEVE

- ✓ **Strong, financially resilient organization**
- ✓ **Satisfied customers, ecommerce leadership in the Baltics and fulfillment of our public mission in Lithuania**
- ✓ **Sustainability and significantly lower costs**
- ✓ **Engaged and productive employees**

MISSION

Lietuvos Paštas is a modern, customer-focused postal services platform that creates value for Lithuania and its communities, provides essential services to the public, and aims to become the leader in e-commerce delivery in the Baltic States.

VISION

To be the first choice for parcel delivery services for every individual and business in Lithuania and the Baltic States.

PURPOSE

To create value for the state by delivering parcel and other essential public services in Lithuania and the Baltic states efficiently, effectively, and sustainably.



05 STRATEGIC GOALS FOR 2026–2029

The business strategy of the LP Group of Companies for 2026–2029 outlines the key areas of focus through 2029, as well as the strategic goals and performance indicators.

Strategic direction	Goal	Performance indicator
Build a commercially strong and agile organization focused on sustainable growth	To create value for the shareholder	Adjusted EBITDA (in millions of EUR) Return on Equity (ROE, %)
	Ensuring the continuity of an effective and innovative public mission	To reduce the need for state budget funds for the provision of UPS
To maintain a high standard of service delivery in our obligated operations		Percentage of obligated activities provided in accordance with regulatory requirements [%]
Become the leading e-commerce provider in the Baltic states by enhancing customer experience, network quality, and partnerships	To increase parcel volumes	Volume of commercial parcels in the Baltic States (in millions)
	To enhance customer satisfaction	Private Customer Satisfaction Index (NPS: parcel lockers, couriers, digital channels, customer service) [%]
Transform logistics and delivery operations to achieve speed, efficiency, and innovation	To ensure operational excellence and resilience	Percentage of parcels delivered on the first attempt as promised [%]
	To reduce parcel delivery costs	Change in unit price (courier delivery in the Baltic States) [EUR]
Empower and develop employees to drive change and create outstanding customer experiences	To build a motivated, flexible, and change-ready organisation	Readiness for Change Index [%]

05 A CLOSER LOOK AT OUR VALUES



05 IMPLEMENTATION OF STRATEGIC GOALS 2025

STRATEGIC DIRECTION	GOAL	GOAL INDICATOR	2023	2024	RESULT FOR 2025	PLANNED FOR 2025	REMARKS
ENSURING FINANCIAL SUSTAINABILITY	Create added value for the shareholder	Return on Equity (ROE), %	13,9	8,3	2,7	13,2	In 2025, ROE fell short of the annual goal due to the lower-than-planned net profit results of the Company.
E-COMMERCE ENABLER KNOWN IN BALTICS AND BEYOND	Increase parcels revenue market share in Lithuania	Yearly change in market share of revenue from the delivery of parcels, pps	0,3	-0,15	2,2	≥0,5	In 2025, Lietuvos Paštas recorded growth in its market share across all markets (domestic, export, and import).
	Expansion to Baltics	Revenue from Baltic parcels, million EUR	-	2,7	10,3	3,6	Exceeded the goal indicator.
TRANSFORMING AND EFFICIENT POST	Increase postal network efficiency	Postal network costs and sales revenue ratio	0,94	0,90	0,87	<1,0	Work was carried out to review network efficiency, including the relocation of four facilities to more efficient locations. A continuous review and update of the retail product assortment is underway.
DEVELOP SUSTAINABLE PROCESSES AND SERVICES	Improve sustainability	Sustainability rating, %	70	76	76	+ 1 pp	Annual assessment. The assessment was conducted within the NPS survey sample.
TOGETHER CREATING DESIRABLE WORK ENVIRONMENT FOR GROWTH	Strengthen employee engagement	Employee engagement, %	53	58	66	+ 1 pp	Annual assessment. Conducted at the Group level. The 2025 result showed an improvement of 8 pps.

05 IMPLEMENTATION OF ANNUAL GOALS FOR 2025

GOAL	GOAL INDICATOR	RESULT FOR 2025	PLANNED FOR 2025	REMARKS
TO ADJUST THE EBITDA	Unconsolidated (Lithuanian) adjusted EBITDA of the Company, in millions of EUR	9,2	6,6	Higher-than-expected revenue from the import and export markets, as well as higher-than-expected revenue from retail sales, contributed positively to the achievement of the goal.
TO EXPAND SUBSIDIARIES IN LATVIA AND ESTONIA	Revenue of subsidiaries in Latvia and Estonia, in millions of EUR	6,3	4,7	The significantly higher-than-planned volume of import parcels had a positive impact on the achievement of the goal.
TO ADAPT OPERATIONS TO NEW REGULATIONS	Implementation of regulatory changes and ensuring compliance with new regulations	100%	100%	The objective is considered to have been achieved, as the changes required by the subordinate legislation setting forth the requirements of the Law on Postal Services have been implemented during 2025: - 100% of territories have been assigned to service areas; - Public mailboxes have been adapted to the needs of people with disabilities. Other related tasks : 1. Phase 1 of the public mailboxes optimisation has been completed; 2. 13 post offices have been adapted for people with physical disabilities; 3. optimisation of stationary points for mobile postmen has been performed.
TO ENSURE HIGH CUSTOMER SATISFACTION	Composite NPS assessment of delivery and receipt services	48	48	The primary focus was on improving the quality of the work performed by postmen. Performance indicators show a significant improvement—more parcels are being delivered to homes, while fewer notifications are being left at post offices for customers to pick up their parcels. To improve the customer experience at post offices, investments were made in training and research to ensure continuous feedback. In the courier services sector, solutions were implemented to streamline the service, including informing customers of the estimated delivery time.
TO ATTRACT MAJOR INTERNATIONAL BRANDS TO BOOST IMPORT FLOWS	Revenue from European brands (consolidated), in millions of EUR	-*	-*	*This information is not disclosed due to commercial sensitivity.

05 INVESTMENT PROJECTS

ERP

TITLE OF THE PROJECT

- Updating the business management system.

FINAL OUTCOME OF THE PROGRAM

- The new MS D365F0 business management system was implemented, and key business management processes were set up: finance, procurement, sales, inventory, and warehouse management.

TASKS COMPLETED IN 2025

- The data migration phase was completed;
- training for advanced users was conducted;
- the testing and pilot operation phase was completed;
- the design and implementation phase for modifications and integrations was completed;
- 2 January 2026: Go-Live of the new D365F0 business management system and its actual use.

GOAL OF THE PROGRAM (WHY WE ARE INVESTING)

- To update the NAV IT system currently in use and replace the outdated IT systems used by Lietuvos Paštas with modules of a new platform-based business management system, leveraging the capabilities of the new system.

PROGRAM BUDGET / APPROVED INVESTMENTS, IN THOUSANDS OF EUR

1 990

BENEFITS OF THE PROJECT

- Reduced external support costs for the IT systems of Lietuvos Paštas;
- efficient management of core business processes. Reduced probability of errors in core business processes, decreased manual work;
- reduced complexity of IT architecture;
- assurance of the uninterrupted operation of critical activities.



05 INVESTMENT PROJECTS

NETWORK BUSINESS MODEL

TITLE OF THE PROGRAM

- Network Business Model:
- Project: UPSs at Parcel Lockers;
 - Project: Network Infrastructure;
 - Project: Cost Allocation Model.

FINAL OUTCOME OF THE PROGRAM

- The activities of Lietuvos Paštas are fully in compliance with the requirements approved by Order No. 3-112 of 20 March 2025 “On the Approval of the Description of Requirements for the Provision of the Universal Postal Service” of the Minister of Transport and Communications;
- within the scope of the project, UPSs delivered to parcel lockers were determined (export, import, domestic);
- the expansion of parcel lockers for UPS operations (280 units between 2026 and 2028) was implemented, covering settlements with 500 or more residents;
- network infrastructure was optimised (network of post offices);
- infrastructure was adapted for people with disabilities;
- a compensation model was developed and agreed upon with relevant stakeholders.

TASKS COMPLETED IN 2025

- Export services are now available at parcel lockers;
- the first phase of the solution for delivering imported goods via parcel lockers is now complete;
- A call for tenders for the purchase of parcel lockers was launched;
- 28 mobile postmen locations were removed;
- 93 SPKD mailboxes were optimised;
- 12 post offices and 132 SPKD mailboxes were adapted to the needs of people with disabilities;
- an audit was conducted to establish criteria for making parcel lockers accessible to people with disabilities, and an inventory of the physical accessibility of the parcel locker network was carried out.

GOAL OF THE PROGRAM (WHY WE ARE INVESTING)

- To implement the transformation of Lietuvos Paštas in such a way that:
- its organisational structure and business model enable the most efficient and cost-effective delivery of UPSs and commercial services;
 - a network of optimal-sized parcel lockers meets the demand for both commercial services and the provision of UPSs;
 - the network infrastructure is optimised, the Company has no surplus service provision points, yet the accessibility of UPSs is maintained;
 - the cost allocation model allows for the accurate allocation of costs, and the operations of Lietuvos Paštas are supported by sustainable sources of funding;
 - implement changes in accordance with the requirements approved by Order No. 3-112 of 20 March 2025 “On the Approval of the Description of Requirements for the Provision of the Universal Postal Service” of the Minister of Transport and Communications.

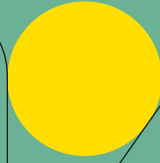
PROGRAM BUDGET / APPROVED INVESTMENTS, IN THOUSANDS OF EUR

6360

BENEFITS OF THE PROJECT

- The requirements approved by Order No. 3-112 of 20 March 2025 “On the Approval of the Description of Requirements for the Provision of the Universal Postal Service” of the Minister of Transport and Communications have been implemented;
- Ensured accessibility and availability of services following the expansion of parcel lockers in settlements with 500 or more residents;
- parcel lockers are now adapted to the needs of people with disabilities.

06. SUSTAINABILITY REPORT



06 ABOUT THE REPORT

The LP Group Sustainability Report (hereinafter referred to as the “Report”) is published together with the consolidated management report. The Report is prepared at the Group level and covers AB Lietuvos paštas, Unisend Latvija SIA, and Unisend Eesti OÜ. Unless otherwise specified in individual sections, the information presented in the Report covers the entire Group.

The Report has been prepared in accordance with the 2021 edition of the Global Reporting Initiative (GRI) standards. In preparing the Report, the requirements of the Republic of Law on Consolidated Accounts of Groups of Undertakings were also followed, activities were assessed in the context of the United Nations Sustainable Development Goals (UN SDGs), and the principles of the United Nations Global Compact were taken into account.

The Report should be read in conjunction with the consolidated annual report, as some of the information relevant to the Report is included in the annual report to avoid duplication.

The information presented in this Report covers the period from 1 January 2025 to 31 December 2025. The Report has not been subject to external assurance.

This and previous Sustainability Reports are available on the [Company’s website](#). Data for prior periods has not been restated, except as specifically noted in the Report. The Board reviews and approves the Report together with the annual financial statements.

If you have any questions regarding the Report or the LP Group’s sustainability initiatives, please contact us by email at: darnumas@post.lt



06 SUSTAINABLE DEVELOPMENT AT LP GROUP

Back in 2020, Lietuvos Paštas decided to make sustainable development one of its operational priorities. As a Company operating in the transportation sector, it takes responsibility for its impact on the environment, society, and the economy, and strives to consistently integrate sustainability principles into its daily operations. For Lietuvos paštas, it is important not only to apply best sustainability practices but also to strengthen a responsible business approach by creating long-term value for customers, employees, partners, and other stakeholders.

In 2021, the primary focus was on understanding stakeholder expectations, refining strategic sustainable development directions, and setting goals. Starting in 2022, the Company purposefully implemented its commitments, consistently strengthening its efforts in the areas of environmental protection, social responsibility, and good governance, and 2024 became a year not only for the implementation of ongoing work but also for preparing for a new phase of sustainability reporting. A materiality assessment conducted at the end of 2024 allowed for a review of the most important topics and strengthened the foundation for further improvement in sustainability management.

In 2025, Lietuvos Paštas maintained business continuity and integrated the results of a new materiality assessment into the LP Group's strategy. However, full-scale preparations for the implementation of the Corporate Sustainability Reporting Directive [CSRD] were deliberately paused due to evolving EU regulations. Following the decisions to postpone deadlines adopted in 2025 and the further simplification amendments approved in early 2026, the LP Group is awaiting the final stabilization of requirements and their transposition into national law, while continuing the preparatory work that remains relevant regardless of the final scope of the regulation.



PRINCIPLES OF SUSTAINABLE DEVELOPMENT OF THE LP GROUP

The LP Group conducts its business in accordance with the highest standards of transparency, governance, ethics, and social responsibility. The LP Group adheres to seven principles that are an integral and inseparable part of its business and contribute to sustainable development:

ACCOUNTABILITY

The LP Group operates responsibly and is accountable for its decisions and their impact on society, the economy, and the environment.

TRANSPARENCY

The LP Group operates transparently and provides timely and clear information about its decisions, activities, and results that affect the LP Group's stakeholders.

ETHICAL BEHAVIOR

The LP Group's behaviour is based on the values of integrity, equality, and fairness, and is grounded in respect for people, society, and the environment.

RESPECT FOR INTERNATIONAL STANDARDS OF CONDUCT

The LP Group adheres to the standards of conduct set forth in international treaties, agreements, and guidelines, and ensures compliance with the applicable laws in every country where it operates.

RESPECT FOR LAWS

The LP Group complies with the laws and regulations in force in every country where it operates and also encourages its partners and suppliers to adhere to the same standards.

RESPECT FOR HUMAN RIGHTS

The LP Group respects universal human rights, recognizes their importance, and is committed to ensuring their observance in all areas of its operations and in all countries where it does business.

RESPECT FOR STAKEHOLDER INTERESTS

The LP Group respects and takes into account the interests of various stakeholders in order to find solutions that create long-term mutual value.

STAKEHOLDER ENGAGEMENT

In shaping its sustainable development strategies and implementing sustainable development initiatives, the LP Group seeks to actively engage stakeholders and fosters open, responsible cooperation based on mutual respect.

The LP Group encourages dialogue with various stakeholders who are directly or indirectly affected by the activities of the LP Group, and conversely, who directly or indirectly influence the activities of the LP Group.

In the context of sustainable development, the key stakeholders are as follows:

	SHAREHOLDER	EMPLOYEES	CUSTOMERS	SUPPLIERS AND CONTRACTORS	LOCAL COMMUNITIES AND SOCIETY	NON-GOVERNMENTAL ORGANIZATIONS
Purpose of engagement	The Company strives to meet all of its shareholders' expectations, including those related to sustainable development.	Employee engagement is a key factor in the success of sustainable development initiatives. In addition, employees have the opportunity to report problems and make suggestions related to sustainable development.	Customers help us better understand their expectations and needs regarding sustainable services, so we are constantly expanding our range of sustainable services based on their feedback.	In carrying out its activities, the LP Group collaborates with various suppliers and contractors. To ensure sustainable operations, it is important that the LP Group's partners also adhere to the principles of sustainable operations.	It is important for the LP Group to understand how changes in its operations affect local communities and society, and, where possible, to engage them in dialogue.	Collaboration with organizations working in the field of sustainable development helps the LP Group gain expert knowledge, obtain valuable insights, and establish connections with target groups.
Methods of engagement	The Company's website, annual report, direct communication, and meetings.	The intranet and other internal communication channels, training, direct communication and feedback collection, the Trust Line, and a platform for suggesting ideas and reporting issues.	LP Group website and social media accounts, newsletters, customer surveys, and feedback forms.	LP Group website, direct communication, supplier surveys, and documents such as the Supplier Code of Ethics.	Group website and social media accounts, annual report.	LP Group website and social media accounts, direct communication, annual report.

MATERIALITY ASSESSMENT

At the end of 2024, the LP Group conducted its second materiality assessment. The assessment was carried out using the double materiality approach and in accordance with the provisions of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). It enabled the review and update of sustainability topics relevant to the LP Group, assessing them both in terms of the organization's impact on the environment and society, and in terms of the impact of sustainability issues on the organization itself.

In line with the strategic planning cycle, the results of the Materiality assessment conducted in 2024 have been integrated into the LP Group's strategy for the 2026–2029 period. This means that in the 2025 Report, the presentation of strategic sustainability directions, goals, and indicators is still based on the logic of the Materiality assessment conducted in 2021, while the results of the 2024 assessment are presented as an updated basis for priorities for the upcoming strategic period.

Assessment process and key steps

The double materiality assessment was conducted in stages, combining contextual analysis, internal expert discussions, a review of the risk register, and insights from stakeholders:

- 1. Context analysis.** The business and sector context were assessed, changes in the regulatory environment were reviewed, a competitor analysis was conducted, the context of previously identified key topics was reviewed, and a preliminary list of relevant topics was compiled.
- 2. Identification of risks and opportunities.** The existing risk register was reviewed, and additional risks, opportunities, and potential management actions were identified.
- 3. Double materiality workshops.** During the internal workshops, which were attended by 18 employees from 13 departments, the initial list of topics was narrowed down from 40 to 16 relevant topics, an initial materiality assessment was conducted, and a double materiality matrix was created.
- 4. Survey and analysis of stakeholders.** Surveys were conducted among five stakeholder groups, and a supplementary contextual analysis of private clients was performed.
- 5. Review of results and adjustments.** The assessments of the stakeholders were summarised and the significance scores were adjusted accordingly.

The assessment sought to include stakeholders whom the LP Group impacts directly through its operations and indirectly through the value chain. The following stakeholder groups were included in the assessment:

- LP Group employees;
- Business and private customers;
- Suppliers and partners;
- Shareholder;
- Non-governmental organisations.



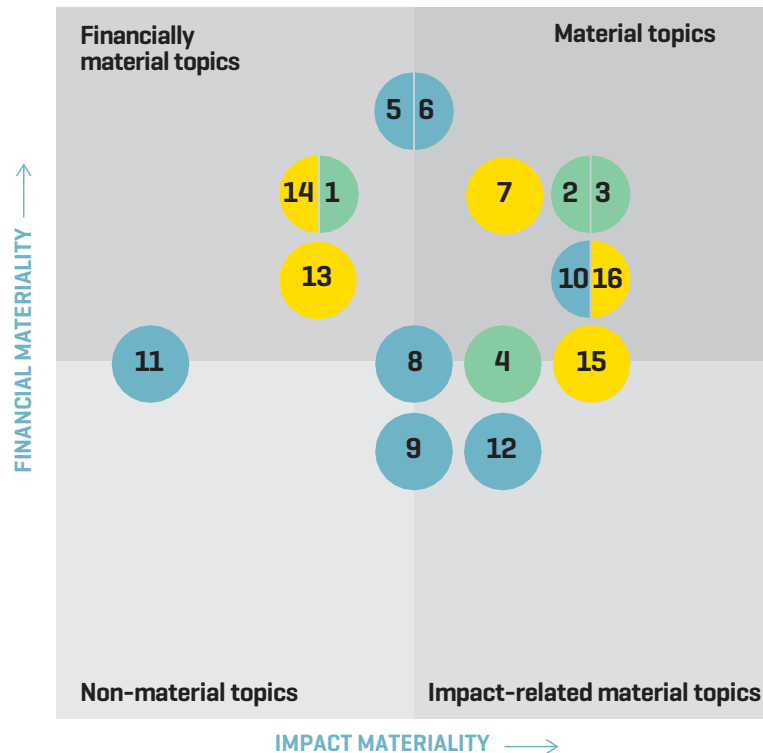
Materiality matrix and evaluation logic

In the double materiality matrix, topics are evaluated along two axes:

- **Financial materiality (vertical axis)** – the likely impact on the LP Group’s finances and operational processes, including risks and opportunities.
- **Impact materiality (horizontal axis)** – the LP Group’s impact on the environment and society.

This matrix was used during the 2024 materiality assessment to determine which sustainability topics are most material to the LP Group and which are currently being monitored. The results of the assessment form the basis for their integration into the 2026–2029 strategy and future reporting periods. The 2024 assessment identified 16 relevant sustainability topics, categorized into the areas of environmental protection, social responsibility, and governance. Of these, 10 were identified as the most material.*

LP GROUP MATERIALITY MATRIX:



Environmental protection

- 1 Excess packaging waste
- 2 Energy (including fuel) consumption
- 3 Air pollution (including GHGs)
- 4 Physical climate change impacts

Social Responsibility

- 7 Equal opportunities
- 13 Working conditions and standards
- 14 Education and skill development
- 15 Accessibility of products and services
- 16 Employee engagement

Good governance

- 5 Special obligations (including adequate network coverage)
- 6 Compliance with regulations (including the Law on Alternative Fuels)
- 8 Business continuity and crisis management
- 9 Service quality and safety
- 10 Customer data protection and cybersecurity
- 11 Ethical behaviour
- 12 Innovation










*10 most material topics are highlighted in bold in the matrix.

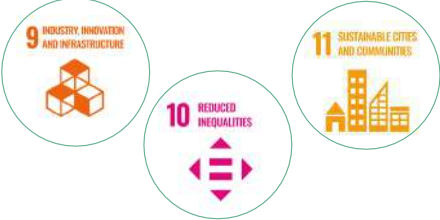



The table below provides an overview of the 10 most material sustainability topics. The table presents them through the lens of impacts, risks, opportunities, and management measures, and also indicates their connection to the United Nations Sustainable Development Goals and the topics in the sustainability report where they are discussed in greater detail.








The LP Group long-term strategy, day-to-day operations, and corporate culture contribute to many of the United Nations Sustainable Development Goals.

Among these, seven key goals have been identified as particularly important to stakeholders and most closely aligned with the sustainability priorities of LP Group. The updated thematic map from the 2024 materiality assessment laid the groundwork for strengthening the LP Group’s contribution to the UN Sustainable Development Goals, including a focus on Goal 11, “Sustainable Cities and Communities,” and Goal 5, “Gender Equality.”

Most material aspects of sustainability in detail

ESG PILLARS	SUSTAINABILITY ASPECT	DESCRIPTION	LINK TO THE UN SUSTAINABLE DEVELOPMENT GOALS	TOPIC IN THE REPORT (IN MORE DETAIL)
Environmental protection	Energy (including fuel) consumption	The LP Group’s energy and fuel consumption directly impacts operating costs and generates GHG emissions; therefore, energy efficiency is significant from both an environmental and financial perspective. As the importance of alternative energy solutions and clean transportation grows, insufficient adaptation can increase operating costs, the tax burden, and pose a risk of asset depreciation if the technologies used become inefficient or fail to meet requirements. At the same time, opportunities arise to reduce costs and emissions by optimizing routes, modernizing the vehicle fleet, and planning the necessary infrastructure. To ensure progress, it is important to consistently monitor consumption data and intensity indicators and to integrate energy management measures into operational planning.	  	pp. 86, 89–93.
Environmental protection	Air pollution (including GHGs)	Transportation contributes to GHG emissions and, in some cases, to air pollution, so its impact on the climate, urban air quality, and public health is significant. As regulations tighten and stakeholder expectations rise, inaccurate or unreliable emissions data can increase compliance and reputational risks. At the same time, emission reduction measures and transparent disclosure can strengthen trust, create opportunities for offering “greener” services, and improve a company’s competitive position. This requires consistent emissions accounting, a clear methodology, data quality control, and monitoring of targets and progress.	  	pp. 84–85, 87–93
Social responsibility	Equal opportunities	Ensuring equal opportunities and fair pay has a direct impact on employee trust, motivation, and engagement, while systemic inequalities can lead to negative social and reputational consequences. New requirements for pay transparency increase the need for reliable data and processes, and a lack thereof can lead to legal disputes or difficulties in attracting and retaining talent. By strategically managing the remuneration structure, job levels, and recruitment and career processes, it is possible to reduce disparities, strengthen employer attractiveness, and increase organizational stability. In practice, this means regularly analyzing disparities, planning corrective actions, strengthening managerial competencies, and establishing clear mechanisms for handling complaints.	  	pp. 96–102, 106–114

ESG PILLARS	SUSTAINABILITY ASPECT	DESCRIPTION	LINK TO THE UN SUSTAINABLE DEVELOPMENT GOALS	TOPIC IN THE REPORT (IN MORE DETAIL)
Social responsibility	Accessibility of products and services	<p>Accessibility of products and services involves adapting the physical and digital infrastructure required to provide these products and services so that as many people as possible can use them independently. This includes the accessibility of post offices, parcel lockers, digital, and other services for people with disabilities and those with various accessibility needs, and therefore has a significant impact on the customer experience and social inclusion. Insufficient accessibility can increase customer dissatisfaction, the number of complaints, and reputational risk, and in some cases, pose compliance risks due to applicable accessibility requirements. At the same time, investments in inclusive solutions, more convenient digital channels, and a more optimized service model can increase loyalty and service usage. For these reasons, it is important to apply accessibility standards, conduct periodic assessments, plan the service network, and systematically analyze customer feedback.</p>		pp. 112–114
Social responsibility	Employee engagement	<p>Employee engagement is directly linked to service quality, productivity, and organizational stability, while high employee turnover can reduce the continuity of expertise and increase the likelihood of errors and the need for training. If turnover increases, recruitment and training costs may rise, institutional knowledge may weaken, and operations become more vulnerable to disruptions. Targeted efforts to strengthen engagement open up opportunities to improve operational efficiency, reduce costs, and retain critical competencies. This requires continuous engagement measurement, improved leadership practices, training and career decisions, well-being initiatives, and planning for critical roles.</p>		pp. 95, 100–114
Good governance	Special obligations (including adequate network coverage)	<p>Universal service and other specific obligations ensure the availability of essential services to communities, particularly in remote areas, and therefore have a significant social impact. A clear definition of obligations and the consistent application of principles for compensating operational costs and potential losses help ensure financial sustainability and planning stability. Transparent cost logic, service quality standards, and regular dialogue with the regulator contribute to the consistent application and implementation of requirements and increase trust. Therefore, it is important to monitor commitments, maintain sound cost accounting, and ensure service quality control, balancing accessibility with efficiency.</p>		pp. 44–46, 49–50, 52–57, 60–61, 145–151
Good governance	Regulatory compliance (including the Law on Alternative Fuels)	<p>Environmental and other regulatory requirements can significantly impact operations, as they often necessitate the modernization of vehicles, infrastructure upgrades, changes in procurement practices, and the implementation of new technologies. Non-compliance can result in financial penalties, operational restrictions, and reputational damage, while ensuring compliance may require additional investments and change management. Timely implementation of requirements opens up opportunities to modernize processes, increase efficiency, and strengthen one's position, particularly in tenders where environmental performance is evaluated. Therefore, it is important to ensure regulatory monitoring, compliance control mechanisms, green procurement practices, supplier evaluation, and audit readiness.</p>		pp. 25, 52–58, 60–61, 69, 116–127, 133–143, 145–151

ESG PILLARS	SUSTAINABILITY ASPECT	DESCRIPTION	LINK TO THE UN SUSTAINABLE DEVELOPMENT GOALS	TOPIC IN THE REPORT (IN MORE DETAIL)
Good governance	Business continuity and crisis management	Business continuity is critical to service reliability, so disruptions can directly impact customers, communities, and financial results. Risks are heightened by shortages of critical staff, supply chain or IT disruptions, and extreme events, while insufficient preparedness can prolong recovery times and increase reputational damage. Targeted resilience-building offers opportunities to mitigate the impact of incidents, improve service quality, and boost stakeholder confidence. This requires business continuity and crisis plans, a critical functions map, backup capacity, periodic drills, and clear incident communication.	  	pp. 116, 52-57, 133-142, 145-151
Good governance	Customer data protection and cybersecurity	The growth of digital solutions and data volumes increases the responsibility for protecting customer data privacy and ensuring service reliability, while breaches can cause direct harm to customers and disrupt operations. As cyber threats become more sophisticated, the risk of data breaches, service disruptions, legal consequences, and reputational damage increases, especially if there are weak links in the security of suppliers or partners. At the same time, robust security management creates the conditions for safely expanding digitalization and increasing customer trust. Therefore, it is important to implement information security management measures, maintain incident response practices, assess supplier security, regularly train employees, and test control measures.		pp. 52-57, 143
Good governance	Innovation	Innovation helps organizations adapt to customer needs and improve operational efficiency, but in the early stages of implementation, it can pose risks to information security, confidentiality, and solution quality, particularly when using artificial intelligence solutions. If innovations are implemented without clear guidelines, the risk of errors, bias, data misuse, and vendor lock-in may increase. Targeted management of the portfolio of technological and digital solutions opens up opportunities to automate processes, improve service quality, and create new solutions. This requires a clear innovation management process from piloting to implementation, risk assessment, data management discipline, and guidelines for the use of artificial intelligence.	  	pp. 40, 43, 67-68

The results of the materiality assessment form the basis for the structure and priorities of the sustainability report, help identify areas where it is necessary to strengthen the system of policies, actions, targets, and indicators, and enable a consistent link between material topics and risk management, investment planning, and operational efficiency decisions. More detailed information on the management of each material topic, the measures taken, progress, and indicators is provided in the relevant sections of the Report.

The Company plans to periodically review and update its materiality assessment, at least once every four years, taking into account changes in operations, regulatory requirements, stakeholder expectations, and newly identified risks and opportunities.

STRATEGIC DIRECTIONS AND GOALS OF SUSTAINABILITY

The strategic sustainability priorities, objectives, and indicators of Lietuvos Paštas presented below reflect the most important sustainability themes identified during the materiality assessment conducted in 2021, along with the objectives set for them through 2025. These objectives are used to assess progress during the 2025 reporting period.

	Strategic Direction	Goal until 2025	2022	2023	2024	2025
Environmental protection	Reducing the impact on climate change	Reduce GHG emissions by 25% (compared to 2020)	-4%	-18%	-*	-*
	Sustainable services for our customers	≥50% of parcels delivered through parcel lockers	35%	39%	48%	71%
Social responsibility	Motivating work environment	Employee Engagement Index: ≥ 49%	45%	53%	58%	66%
	Promotion of social integration	80% of the infrastructure adapted for customers with disabilities	63%	68%	69%	45%**
Good governance	Sustainable supply chain	The Supplier Code of Ethics is signed with 98% of suppliers with whom written contracts are concluded	0	98%***	98%***	98%***
	Digitalization					
	Financial stability and resilience	≥ 2,5% of the Company's sales revenue for innovation and digitalisation	1,1%	2,1%	1,9%	1,4%

* 2024-2025 data were calculated using an updated methodology and by expanding the scope of emissions calculations, therefore they are not directly comparable with the 2020-2023 data. Methodological changes and detailed emissions data are provided in the "Emissions" section.

** The results for 2025 are lower than in previous years due to an updated and stricter methodology, i.e., criteria defining the accessibility of post offices to people with physical disabilities. The new assessment is based on the requirements set forth in Technical Construction Regulation STR 2.03.01:2019 "Accessibility of Buildings."

*** The indicator was calculated without taking into account contracts concluded through the CPO.LT catalog and contracts that suppliers submitted as their approved and non-modifiable templates, since Lietuvos Paštas is unable to include provisions regarding the Supplier Code of Ethics in such contracts.

The sustainable development priorities identified during the double materiality assessment, along with the principles and implementation measures, are described in the Lietuvos Paštas Group of Companies' Sustainability Policy, which was reviewed and updated in 2025. This Policy, like others, is approved by the Board of the Company. Progress in implementing sustainable development policies and in achieving the set goals is reported to the Board as needed, but at least once a year.

Key sustainable development priorities are an integral part of the LP Group strategy and will be implemented starting in 2026 through the LP Group strategic priorities, their objectives, and an action plan.

Given the nature of sustainability topics, not all of them have specific KPIs – some topics are managed through specific strategic actions and programs. This integrated approach ensures that sustainability priorities are consistently implemented alongside the 2026–2029 business strategy.

The table below shows how the sustainability themes identified during the 2024 materiality assessment have been integrated into the LP Group strategy for 2026–2029. For topics not directly identified in the strategy's objectives, the relevant management principles and target directions are presented under the respective topics in this Report.

INTEGRATION WITH THE LP GROUP 2026-2029 STRATEGY			
	MATERIAL SUSTAINABLE DEVELOPMENT AREAS	STRATEGIC DIRECTIONS	GOALS
Environmental protection	Energy (including fuel) consumption	[4] Transform logistics and delivery operations to achieve speed, efficiency, and innovation	-
	Air pollution (including GHGs)		GHG emissions per unit (letters and parcels). Target: -35% by 2029 (compared to 2024)
Social responsibility	Equal opportunities	[5] Empower and develop employees to drive change and create outstanding customer experiences	-
	Employee engagement		Readiness for Change Index. Target: the value will be determined by Q2 2026; the target: +11% by 2029.
	Accessibility of products and services	[3] Become the leading e-commerce provider in the Baltic states by enhancing customer experience, network quality, and partnerships	-
Good governance	Specific obligations (including adequate network coverage)	[2] Ensure the continuity of an efficient and innovative public mission	The portion of regulated activities is presented in accordance with regulatory requirements [SLA]. Target: ≥99% by 2029.
	Compliance with regulations (including the Law on Alternative Fuels)		-
	Business continuity and crisis management	[4] Transform logistics and delivery operations to achieve speed, efficiency, and innovation	Percentage of critical processes that passed the BCP test. Target: 99% by 2029.
	Customer data protection and cybersecurity		-
	Innovation		-

BUSINESS POLICIES AND COMMITMENTS

In carrying out its activities, the LP Group adheres to operational policies that set forth the requirements and principles applicable to various areas of sustainable development and other operational activities. In accordance with the Articles of Association of Lietuvos Paštas, these policies are approved by the Board, which also determines the scope of their application. These policies are binding on all structural units of the LP Group.

The Company has adopted a set of policies that contribute to the implementation of its strategy and the pursuit of sustainable development goals.

These and other operational policies are published on the [Company's website](#). When necessary, the LP Group announces newly approved policies on its social media accounts and in the news section of its website, and the responsible employees brief business partners on them. Employees are also consistently informed about new policies or significant changes to them – information is published on the Company's internal intranet and distributed through internal communication channels. In addition, division and department heads are informed separately to ensure that their subordinates are made aware of the new policies.

To ensure the effective implementation of policies, each policy specifies the specific department or employee position responsible for its implementation, while also involving other Company departments as appropriate. Where necessary, the implementation of policy provisions is detailed in other Company documents, which are prepared and approved by structural departments within the scope of their competence.

STANDARTS:

Quality Management Systems ISO 9001:2015

AB Lietuvos Paštas holds a Quality Management Certificate for its activities related to the provision of parcel and information delivery services in Lithuania and abroad.

Environmental Management Systems ISO 14001:2015

The Certificate confirms that AB Lietuvos Paštas complies with the key requirements for identifying, monitoring, managing, and improving environmental aspects.

Anti-Corruption Policy

This Policy has been developed in accordance with ISO 37001:2017, Anti-Bribery Management Systems. The purpose of this Policy is to ensure that the activities and conduct of the Company comply with the highest standards of integrity, honesty, transparency, and business ethics accepted by society.

Sustainability Policy

This Policy sets forth the principles, directions, and measures of sustainable development applied in the LP Group's operations, with the aim of achieving strategic goals and consistently fostering a sustainable business culture and practices.

The Policy is based on the guidelines of the United Nations Global Compact in the areas of human rights, labor rights, environmental protection, and anti-corruption, and commits to contributing to the European Green Deal, the Paris Agreement, and the National Climate Change Management Agenda.

Environmental Policy

The Environmental Protection Policy establishes the principles that guide the consistent reduction of the Company's environmental impact, the achievement of strategic goals, and the development of a sustainable business culture and practices, by identifying the most significant areas and priorities of environmental protection, commitments, and the measures for their implementation.

Equal Opportunities Policy

The Policy establishes the principles governing the implementation and oversight of equal opportunities, diversity, and inclusion within the LP Group, as well as the key measures for implementing these principles. The Policy also commits to contributing to the implementation of the goals related to human rights, equal opportunities, diversity, and inclusion set forth in the United Nations 2030 Agenda for Sustainable Development. The LP Group also upholds the human rights principles enshrined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the core conventions of the International Labour Organization, and the Organization for Economic Cooperation and Development's Guidelines for Multinational Enterprises.

Supplier Code of Ethics

The purpose of the Code is to establish and define the minimum standards of conduct that the LP Group expects all its suppliers to adhere to. The Code aims to promote professional, sustainable, lawful, and ethical business practices and to foster high standards of business ethics throughout the LP Group's supply chain. The Code is based on international agreements and standards, including the United Nations Global Compact, the United Nations Sustainable Development Goals, the United Nations Paris Agreement on Climate Change, and other documents related to the protection of workers' and human rights.

Code of Ethics and Conduct

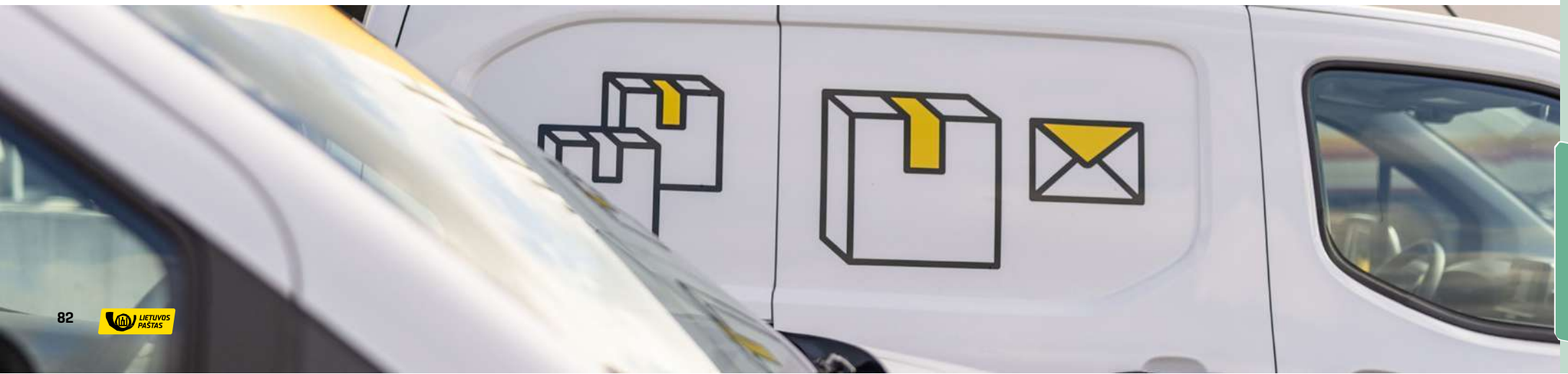
The Code defines the values, principles, and professional and interpersonal ethical standards that guide the Company. Its content also reflects Lietuvos Paštas's commitment to complying with conventions establishing human rights.

Quality Policy

This Policy establishes quality principles that serve as the basis for the continuous improvement of the quality of the services provided. Its purpose is to express the Company's commitment to continuously improving service quality in order to ensure customer satisfaction and operational efficiency, in accordance with the principles of the ISO 9001:2015 standard.

Violence and Harassment Prevention Policy

The Policy on the Prevention of Violence and Harassment is designed to establish and implement effective preventive measures to protect employees from violence and harassment. It also helps the Company's employees clearly understand possible manifestations of violence and harassment in the workplace, recognize their signs, and know how to defend their rights.





ENVIRONMENTAL PROTECTION



EMISSIONS

Reducing greenhouse gas (GHG) emissions is one of the LP Group's strategic goals. In 2021, the Company calculated its 2020 GHG emissions for the first time using the Universal Postal Union OSCAR platform, an online GHG analysis and reporting solution. The OSCAR platform is based on the Greenhouse Gas Protocol methodology and was used to account for emissions from the previous period. Due to the platform's operational logic and data collection process, calculations were performed with a one-year lag.

In order to improve the accuracy, completeness, and alignment of data with current methodological practices, in 2025, the LP Group updated its GHG calculation methodology and transitioned to a new spreadsheet developed in collaboration with an external consultant, based on current GHG protocol principles and the latest emission factors. Due to the changed methodology, the expanded scope of emissions accounting, more detailed data collection, and updated emission factors, the data for 2024–2025 are not directly comparable with the data for 2020–2023.

In 2025, GHG emissions from the LP Group's operations amounted to 21,305 t CO₂e. Compared to 2024, total GHG emissions decreased by 3%. The largest share of emissions in 2025 was accounted for by other indirect emissions (Scope 3), primarily related to the transport of shipments via international air transport, as well as transport services provided by national suppliers. Direct emissions (Scope 1), related to owned or leased transport, also accounted for a significant portion.

Despite growing parcel volumes at the LP Group level, we managed to reduce GHG emissions intensity by 19% per parcel in 2025. This positive result was driven by the ongoing expansion of the parcel locker network, which enables route optimization and the delivery of a higher volume of shipments with lower fuel costs. The result was also supported by a large-scale electric vehicle project implemented at the end of 2025, which replaced part of the more polluting vehicle fleet with zero- and low-emission alternatives. In addition, consistent attention is being paid to the modernization and efficiency improvements of post offices and other real estate properties, with the aim of reducing heating energy costs.



METHODOLOGY FOR CALCULATING GHG EMISSIONS

GHG emissions were calculated using emission factors for the relevant years from the DEFRA and CaDI databases. Starting in 2024, Scope 2 electricity emissions will be calculated and disclosed using both market-based and location-based methods, in accordance with the recommendations of the GHG Protocol. Only one Scope 2 indicator is included in the total Scope 2 and total GHG emissions result to avoid double counting – the LP Group includes the market-based method result in the total result.

The change in emissions for Scope 2 calculated using the local method in 2025 was primarily driven by a lower average emission factor for the Lithuanian electricity grid [according to data from the CaDI database],

therefore, this change primarily reflects a shift in external emission factors rather than a directly proportional change in the Company's operations.

Direct emissions [Scope 1] related to transportation activities, as well as a portion of other indirect emissions [Scope 3] related to transportation and distribution services, are calculated based on the scope of the LP Group. Due to limitations in data availability, other emission categories are currently reported within the scope of AB Lietuvos Paštas. The LP Group aims to ensure complete, consistent, and high-quality data coverage across the entire group in the coming years.

GHG EMISSIONS, TC02E	2020	2021	2022	2023	2024*	2025*	CHANGE 2024-2025
Direct [Scope 1] GHG emissions	972	28	30	35	3 642	3 646	0.1%
Indirect [Scope 2] GHG emissions**	3 456	3 222	2 782	2 379	1 936	1 942	0.3%
– Electricity consumption [market-based method]					673	796	18.3%
– Electricity consumption [location-based method]					1 017	382	-62.9%
Other indirect [Scope 3] GHG emissions	10 495	7 302	11 475	9 792	16 392	15 717	-4.1%
In total	14 923	10 554	14 288	12 206	21 969	21 305	-3%

* Data for 2024-2025 were calculated using an updated methodology and by expanding the scope of emissions calculations, so they are not directly comparable with data for 2020-2023.

** The aggregate result for 2024-2025 includes Scope 2 emissions calculated using the market-based method.

GHG EMISSIONS INTENSITY ACROSS ALL SCOPES , TC02E	2021	2022	2023	2024	2025	CHANGE 2024-2025
tCO2e per 1,000 items (packages and letters)	0,174	0,316	0,327	0,646	0,525	-19%
tCO2e per 1 full-time employee	2,987	4,820	4,648	9,059	8,775	-3%
tCO2e per EUR 1,000 in sales revenue	0,106	0,152	0,123	0,221	0,197	-11%



ENERGY

In 2025, the LP Group consumed 173,948 GJ of energy in its operations, which is 6% more than in 2024. This increase was primarily driven by higher volumes of parcel delivery operations and the fuel costs associated with the diesel vehicles used in these operations.

The amount of electricity consumed by the LP Group includes only electricity purchased directly. The same scope applies to previous years. Heat consumption is calculated based on data provided by suppliers and assumptions. Since the Company leases premises from many different suppliers throughout Lithuania, and the information they provide may vary, certain assumptions were made due to a lack of direct data.

Ventilation services are also included in heating costs.

In the energy consumption calculations, gasoline and diesel fuel costs are included at the LP Group level, while electricity, heat, and natural gas costs are reported at the AB Lietuvos Paštas level due to limitations in data availability.

Energy consumption is calculated based on primary fuel and energy consumption data, which are converted to gigajoules [GJ] using conversion factors provided by reliable sources such as the IPCC and the EEA.

TYPE OF ENERGY CONSUMED	2023		2024		2025		CHANGE 2024-2025
	VALUE	ENERGY [GJ]	VALUE	ENERGY [GJ]	VALUE	ENERGY [GJ]	
Petrol	835 355 l	26 063	790 100 l	24 888	640 182 l	20 166	-19%
Diesel	2 203 764 l	79 336	2 838 587 l	103 325	3 300 772 l	120 148	16%
Electricity	2 271 793 kwh	8 178	2 325 612 kwh	8 372	2 394 008 kwh	8 618	3%
- electricity generated from renewable sources (only directly acquired by the Company)	100%	8 178	100%	8 372	100%	8 618	-
Heat	7 937 590 kwh	28 575	7 028 581 kwh	25 303	6 537 683 kwh	23 536	-7%
Gas	52 708 m3	1 966	49 395 m3	1 852	38 264 m3	1 480	-23%
TOTAL		144118		163740		173948	6%

Energy intensity is calculated based on key indicators specific to the LP Group, including turnover, the volume of parcels, and the number of employees. All types of energy consumed are included in the energy intensity calculation.

ENERGY INTENSITY	2022	2023	2024	2025	CHANGE 2024-2025
GJ per EUR 1,000 turnover	2,0	1,5	1,6	1,6	0%
GJ per 1 employee (FTE)	64,6	54,9	67,5	71,6	6%
GJ per 1,000 items (parcels and letters combined)	4,2	3,9	4,8	4,3	-10%



WASTE

The Company ensures responsible waste management and consistently improves waste prevention, sorting, and transfer to waste management operators. Waste management is integrated into the environmental management system in accordance with ISO 14001, which has been in place at the Company since 2022. Practical implementation is defined by internal documents – the Environmental Protection Policy and the Waste Management Procedure – which establish responsibilities, control measures, and requirements for waste accounting and transfer.

SIGNIFICANT IMPACTS OF WASTE GENERATION

The Company's most significant waste generation impacts stem from its core activities – the receipt, sorting, and processing of parcels – and the majority of the waste generated consists of packaging and parcel preparation waste. As the volume of parcels increases, the amount of waste associated with parcel processing increases proportionally. The largest waste streams are related to packaging (paper/cardboard, plastic packaging, packaging film, polypropylene bags) and wood (pallets used for handling shipments and their flows), as well as asset renewal (e.g., IT and telecommunications equipment, other large equipment) and, to a lesser extent, vehicle operation.

The main negative effects are associated with:

- resource usage (demand for packaging and pallets);
- emissions and pollution risks in the waste management chain (particularly in cases of disposal);
- increased environmental risks associated with the management of hazardous waste (e.g., certain types of equipment).

The impacts primarily arise in the facilities managed by the Company and in its logistics processes, but some of the impacts are also related to the value chain (supplier packaging and operations carried out by waste management companies).

WASTE MANAGEMENT AND PREVENTION MEASURES

The Company organises waste prevention and management in accordance with the waste management hierarchy: the primary goal is to reduce waste generation, and any waste that is generated is reused or sent for recycling.

Key measures :

- replacing single-use products with reusable, more durable, and environmentally friendly alternatives;
- sorting practices at post offices: separating household waste from paper/cardboard, plastic wrap, and polypropylene bags;
- collection and transfer of secondary raw materials to service providers using compactor containers at logistics centers. Post offices, following the instructions, send sorted and packaged paper/cardboard and plastic film to the Company's logistics centers, which are equipped with compactor containers. All facilities are equipped to separate household waste from paper/cardboard and plastic film.

Waste collection, removal, and management (treatment) are carried out by licensed service providers. The Company ensures proper waste sorting and transfer, and the transfer is documented by waste transfer documents and GPAIS records.

GENERATED WASTE

Waste accounting is carried out using the Unified Information System for the Accounting of Products, Packaging, and Waste [GPAIS]. The data in this section are presented in tons (1 t = 1,000 kg) and cover waste generated by Lietuvos Paštas in the course of its operations.

Currently, the Company does not track the volume of municipal waste generated, as it is collected by various contractors who do not provide data on the volume of waste collected. In the future, the Company plans to collaborate with these contractors to ensure the availability of this data.

In 2025, the Company generated 184,903 tons of waste (excluding municipal waste), which is 90% more than in 2024 (97,526 tons). The increase in waste volume in 2025 was primarily driven by rising shipment volumes and the corresponding increase in shipment processing flows, which led to a growing need for materials used in the handling of packages and shipments. The largest change was recorded in the wood stream, which is mainly related to pallets used for shipments.

Largest waste streams in 2025: wood and wood chips (121,257 t; ~66% of all waste), large equipment (hazardous) (14,702 t), metals (13,898 t), paper and cardboard (10,387 t), plastic and plastic packaging (8,514 t).

In 2025, hazardous waste amounted to 19,325 tons (about 10% of total waste), which was less than in 2024 (24,838 tons).

Breakdown of waste by type:

WASTETYPE	HAZARDOUS WASTE	ACCUMULATED AMOUNT, T.				
		2022	2023	2024	2025	CHANGE 2024-2025, %
Paper and cardboard	No	125,234	2,739	3,736	10,387	178%
Plastic, plastic packaging	No	99,635	18,27	9,499	8,514	-10%
Wood, wood chips	No	50,543	128,239	32,341	121,257	275%
Iron and steel, metals	No	27,148	6,706	15,016	13,898	-7%
Vehicles unfit for use	Yes	1,292	0,883	3,426	1,245	-64%
Used tires	No	4,66	0,495	0,304	0,076	-75%
Large and small equipment	No	2,588	4,27	5,373	3,253	-39%
Glass	No	0,724	0,23	0,399	0,479	20%
IT and telecommunications equipment classified as hazardous waste	Yes	3,003	4,086	4,427	2,063	-53%
IT and telecommunications equipment	No	1,032	2,606	2,845	1,269	-55%
Clothing and textiles	No	1,683	2,209	2,728	3,649	34%
Large equipment	Yes	1,06	11,333	14,688	14,702	0%
Other hazardous waste	Yes	6,291	1,897	2,297	1,315	-43%
Other non-hazardous waste	No	10,043	30,775	0,467	2,796	499%
TOTAL		334,936	214,738	97,526	184,903	90%

WASTE SENT FOR RECYCLING / RECYCLED RAW MATERIALS

Recyclable materials are collected at facilities and transferred to service providers using compactors at logistics centers. In 2025, 630.8 metric tons were sent for recycling, which is 58% more than in 2024 (399.5 metric tons).

	2022	2023	2024	2025
AMOUNT OF WASTE SENT FOR SECONDARY RECYCLING, T.	201,8	135,0	399,5	630,8



SUSTAINABLE PRODUCTS AND SERVICES

Sustainability considerations are becoming increasingly important in customer expectations and decisions; therefore, the LP Group is consistently implementing more environmentally friendly solutions in order to reduce the environmental impact of its operations while continuing to provide competitive services.

The LP Group ensures the implementation of sustainable services by:

Reducing transportation-related pollution in the delivery of parcels and letters. The electrification of the vehicle fleet helps reduce GHG emissions and local air pollution.

Expanding the range of sustainable products at post offices [excluding packaging materials].

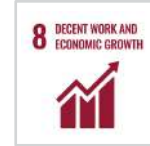
Digitizing processes and reducing paper consumption. Digitization helps reduce the use of raw materials and the environmental impact associated with paper production and handling.

Providing modern tools (e.g., tablets) to mail carriers and couriers. Digital tools reduce the volume of paper documents required and increase operational efficiency.

Offering eco-friendly packaging options at post offices and parcel lockers [e.g., reusable packaging made from recycled materials, easily sortable or recyclable, or biodegradable]. Sustainable packaging solutions contribute to the promotion of the circular economy.

Expanding the network of parcel lockers. Consolidating deliveries at a single location reduces the need for individual deliveries, as well as the distance traveled and the associated emissions.

Promoting the development of electronic services. Such services reduce the need for paper-based processes and the negative impact associated with physically traveling to service locations.



QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEMS

Lietuvos Paštas is actively strengthening good governance and operational performance; as a result, quality and environmental protection issues are managed in accordance with international management system standards. Since 2022, the Company's operations have complied with and been certified according to the requirements of ISO 9001:2015 [Quality Management] and ISO 14001:2015 [Environmental Management]. These management systems help to consistently pursue strategic goals, ensure process management discipline, risk control, and continuous improvement.

ISO 9001:2015 – Quality Management

A quality management system helps to systematically improve the quality of services provided; better understand the needs and expectations of stakeholders [customers, partners, employees]; optimize processes, reduce errors, and ensure consistent service delivery; and apply metrics-based management and decision-making.

Compliance with ISO management systems is checked on a regular basis:

- annual compliance audits are conducted to assess whether the system is functioning effectively and meets the requirements of the standards;
- a recertification audit is conducted every three years.

In 2025, the Company underwent recertification. No nonconformities were identified during the recertification process, and it was therefore confirmed that the management systems are effective and comply with the requirements of the standards.

ISO 14001:2015 – Environmental Management

The Environmental Management System enables us to consistently reduce the negative environmental impact of our operations and ensure compliance with legal requirements. In accordance with the ISO 14001:2015 standard, Lietuvos Paštas identifies direct and indirect environmental aspects and assesses their significance in order to effectively plan measures to reduce impacts and improve results. Information on Lietuvos Paštas' significant environmental aspects and their assessment criteria is available on the Company's website, under the section "[Environmental Responsibility](#)".

In pursuit of sustainability, the Company expects the same responsible approach from its partners, suppliers, and other stakeholders.

BENEFITS OF MANAGEMENT SYSTEMS

ISO standards ensure that the Company operates in accordance with international requirements, which:

- increases customer confidence in the Company's services and its reliability;
- helps manage risks, reduce the likelihood of errors, and streamline processes;
- strengthens compliance with legislation and internal controls;
- promotes continuous improvement (plan-do-check-act);
- contributes to more sustainable solutions and reduces environmental impact.

CONTINUOUS IMPROVEMENT AND IMPLEMENTED CHANGES

Management systems are being improved based on audit findings, performance indicators, and process analysis. No non-conformities were identified during the 2025 recertification. The Company continues to strengthen process management, digitalization, analytical activities, and its performance indicator system to achieve even greater efficiency and better environmental results.

Strengths of the management system identified during the audit:

- management support and commitment to fulfilling commitments;
- proactive risk management, implementation of appropriate measures;
- a very rigorous change implementation process;
- market analysis and identification of new business opportunities;
- a detailed and thorough assessment of customer needs and requirements;
- implementation of innovative methods for collecting and analyzing operational data;
- decisions based on robust and continuously refined data analysis;
- a very robust and effective internal audit process;
- maintenance of a high level of competence;
- a targeted focus on environmental protection, investments in modern equipment;
- favourably assessed proposals from the external audit aimed at improving the application of requirements.





INITIATIVES AND ASSESSMENTS IN THE FIELD OF ENVIRONMENTAL PROTECTION

GREEN ENERGY

In 2025, Lietuvos Paštas used green electricity in all [100%] of its directly managed post offices and other premises for which electricity supply contracts were concluded directly with the supplier. In addition, green electricity is also supplied to companies that lease premises from the Company.

MORE ENVIRONMENTALLY FRIENDLY TRANSPORT

As part of its efforts to implement more sustainable transportation solutions, the Group of Companies purchased four electric vans for parcel delivery in 2024. In 2025, the Company continued to modernize its fleet and acquired 164 electric vehicles and 42 hybrid passenger cars for mail carriers, as well as 2 plug-in hybrids and 1 electric vehicle for shared use by LP Group employees. The modernization of the vehicle fleet and the use of electric vehicles contribute to a lower environmental impact and promote more innovative and sustainable logistics.

For its consistent progress toward sustainability and climate neutrality, Lietuvos Paštas was presented with a commendation from the Ministry of the Environment of the Republic of Lithuania at the Climate Leaders 2025 event.

NETWORK OPTIMISATION

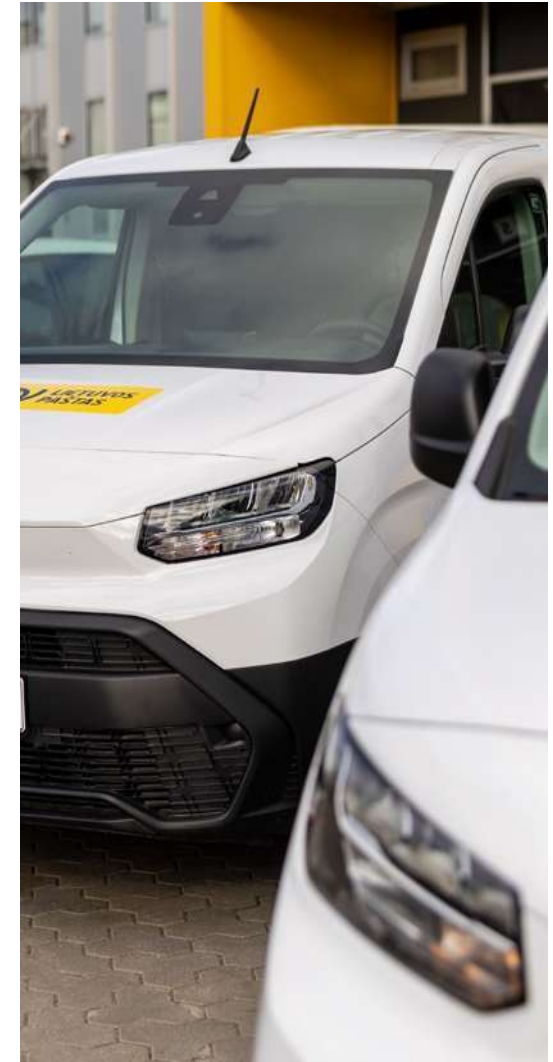
One of the main sources of GHG emissions for the LP Group is the energy used for lighting and heating its premises. Therefore, the energy efficiency of the premises in use has a significant impact on the LP Group's environmental footprint. In 2025, Lietuvos Paštas renovated four facilities in accordance with a new concept, relocating them to more energy-efficient and appropriately sized premises. Additionally, the Company sold 16 real estate properties, the majority of which were energy-inefficient buildings.

EXPANSION OF THE PARCEL LOCKER NETWORK

Compared to home delivery, using parcel lockers is a more environmentally friendly method of delivery. Parcel lockers significantly reduce the amount of fuel consumed by couriers and the associated CO₂ emissions, as a large number of parcels are delivered to a single parcel locker rather than transported to numerous different addresses.

In 2025, the expansion of the parcel locker network was implemented across all Baltic countries. As of 31 December 2025, the LP Group's parcel locker network consisted of 1,431 parcel lockers, including LP EXPRESS, Unisend, and the parcel lockers of partners uDrop and Latvijas Pasts. The parcel locker network across the entire Baltic region is planned to continue expanding.

An additional parcel locker service is available to small and medium-sized businesses: the ability to place multiple parcels into a single parcel locker for shipment (multiparcel). This service allows for more efficient use of the existing parcel locker network, improves the customer experience, and contributes to reducing CO₂ emissions.



ENVIRONMENTALLY FRIENDLY PACKAGING SOLUTIONS

Most of the paper and cardboard packaging sold at post offices is FSC-certified. This certification confirms that responsibly sourced wood was used in the production of the paper.

REUSABLE PACKAGING IN INVENTORY

Lietuvos Paštas uses reusable shipping boxes for internal distribution to restock postal branches with merchandise. Up to 80% of goods fit into the reusable shipping boxes, while the remainder is shipped in standard cardboard boxes. However, even these are not used just once – a system is in place for the repeated collection of packages from post offices, thereby contributing to the sustainable use of resources.

FIRST FOREST PLANTING EVENT

In the spring of 2025, colleagues from Lietuvos Paštas joined the National Tree Planting Initiative organized by the State Forest Enterprise for the first time and planted hundreds of saplings together in the Pašilė forest district. It is hoped that this initiative will not only help raise employees' environmental awareness but also become an annual tradition that strengthens the team.

REUSABLE PACKAGING AT PARCEL LOCKERS

In 2024, the Company became the first parcel delivery network in Lithuania to offer customers the option of purchasing reusable packaging at parcel lockers. This new service was developed in collaboration with Vinted, Europe's largest online marketplace for secondhand fashion items. In 2025, customers purchased 28,000 such packages at parcel lockers. Reusable packaging helps reduce the negative impact on the environment – by reusing them, natural resources are conserved and excess consumption is reduced.

This solution has received recognition: in 2024, it was named the Packaging Innovation of the Year at the Parcel and Postal Awards, and in 2025, it was presented at the SDG-organized conference Environmental Protection in Businesses 2025, where Lietuvos Paštas was honored for its sustainable approach to environmental protection.





SOCIAL RESPONSIBILITY



EMPLOYEES AND A MOTIVATING WORK ENVIRONMENT

One of Lietuvos Paštas's strategic priorities for 2025 is "Together, we create an attractive work environment for development and growth". Based on this strategic direction, we continued our program to improve employee working conditions and implemented various initiatives aimed at creating and maintaining a motivating work environment – we renovated and modernized post offices, logistics centers, we continued to equip employees with modern work tools, and mail carriers began driving electric vehicles.

Significant attention was paid to developing employee competencies: an ongoing management training program was conducted, along with customer service training for frontline staff, product development and sales promotion programs, training on the use of artificial intelligence, and other relevant training aimed at strengthening professional and digital competencies.

In 2025, an internal mentoring program was also held, in which more experienced managers shared their expertise with new colleagues, fostering knowledge transfer and professional growth. "The Learning Together" program also continued, during which internal trainers shared practical knowledge about their areas of expertise and presented best practices and new work methods. Such initiatives help strengthen the organisation's learning culture, foster collaboration among different teams, and contribute to employees' professional development and the organization's long-term competitiveness.

Approximately EUR 3.85 million was allocated for employee pay raises in 2025. Employee variable remuneration programs were also updated.

In May 2025, the supplementary health insurance program, which is highly valued by employees, was extended, and employees had the opportunity to choose from several options that suited their needs. Accident insurance coverage was also extended, which is particularly important and relevant given that the majority of Lietuvos Paštas employees perform physically demanding work outdoors. Additional benefits have also been introduced, including discounts on the Company's products and access to other organisations' discount platforms. A Collective Agreement has been in effect at Lietuvos Paštas since 27 May 2024, providing for higher payments for length of service, childbirth, and in the event of a tragedy in an employee's family.

In 2025, initiatives promoting the LP Group's organizational culture continued, such as the Postal Bees campaign, in which LP Group colleagues nominate employees each quarter who contribute most to the Company's values – We Collaborate, We Take Responsibility, Adapt. In November 2025, the annual employee event took place, during which the 107th anniversary of Lietuvos Paštas was also celebrated.

In November 2025, we conducted our ongoing employee engagement survey, in which 84% of employees participated – a total of 2,089 people. Since 2023, we have observed a significant increase in the employee engagement index, and the 2025 results showed another jump – employee engagement reached 66%.

EMPLOYEE ENGAGEMENT INDEX	2021	2022	2023	2024	2025
	45%	45%	53%	58%	66%

GENERAL INFORMATION ABOUT EMPLOYEES

The number of employees in the LP Group as of 31 December 2025 remained similar to that on the last day of 2024, with an increase in the number of employees at companies in Latvia and Estonia. In total, 1,859 women and 704 men were employed by the LP Group at the end of 2025.

Data on the number of employees are reported based on the actual situation as of the last day of the year. The information is obtained from an internal system, and the calculations exclude employees on childcare, maternity, or paternity leave, those performing military service, or those working under service contracts. Unless otherwise specified, data related to the number of employees is provided for the LP Group.

NUMBER OF EMPLOYEES BY GENDER AND COUNTRY OF OPERATION	2023		2024*		2025	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Lithuania	2 100	581	1884	592	1837	673
Latvia	0	0	4	2	13	16
Estonia	0	0	3	2	9	15
Total	2100	581	1891	596	1859	704

*The data for 2024 was recalculated to include the employees of subsidiary companies.

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT TYPE, GENDER AND COUNTRY OF OPERATION 2025	LITHUANIA			LATVIA			ESTONIA		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Employees on permanent contracts	1761	610	2371	13	16	29	8	15	23
Employees on fixed-term contracts	76	63	139	0	0	0	1	0	1
Full-time employees	1728	629	2357	13	16	29	9	15	24
Part-time employees	109	44	153	0	0	0	0	0	0

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT TYPE, GENDER AND COUNTRY OF OPERATION 2024*	LITHUANIA			LATVIA			ESTONIA		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Employees on permanent contracts	1805	557	2362	4	2	6	3	2	5
Employees on fixed-term contracts	79	35	114	0	0	0	0	0	0
Full-time employees	1768	558	2326	4	2	6	3	2	5
Part-time employees	116	34	150	0	0	0	0	0	0

*The data for 2024 was recalculated to include the employees of subsidiary companies.

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

The annual demand for new employees is determined in the LP Group's budget for the following year, when planning remuneration and other costs related to employee numbers. During the budgeting process, the LP Group's strategic development directions and forecasts of labor market changes are taken into account. In a rapidly changing technological and economic environment, the aim is to ensure operational competitiveness by selecting and developing highly qualified specialists and guaranteeing the provision of high-quality services.

The detailed employee search and selection procedure is described and posted on the Company's electronic document platform and is accessible to all employees.

The distribution of new employees in 2025 by country, gender, and age group shows that the vast majority of LP Group employees work in Lithuania. The largest share of employees, among both women and men, is in the 30–50 age group, reflecting a mature workforce with professional experience. Compared to previous years, the number of employees under 30 is decreasing in 2025, but the organization maintains a balance among different age groups.

NEW EMPLOYEES*

COUNTRY	FEMALE									MALE								
	UP TO 30 Y/O			30–50 Y/O			OVER 50 Y/O			UP TO 30 Y/O			30–50 Y/O			OVER 50 Y/O		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Lithuania	102	125	49	231	211	139	96	131	61	79	176	76	86	82	50	39	82	34
Latvia	-	1	7	-	4	5	-	-	-	-	-	6	-	3	6	-	-	3
Estonia	-	-	6	-	4	3	-	-	-	-	-	6	-	2	10	-	-	2
Total	102	126	62	231	219	147	96	131	61	79	176	88	86	87	66	39	82	39

*The data for 2024 was recalculated to include the employees of subsidiary companies.

EMPLOYEE TURNOVER

Employee turnover rates for 2024 and 2025 are presented at the LP Group level. The turnover rate is calculated as the number of employees who voluntarily left during the reporting period in the relevant age group, divided by the total number of employees in that age group (including those who worked for at least 1 day) and multiplying the result by 100%.

NUMBER OF EMPLOYEES WHO VOLUNTARILY LEFT THE COMPANY BY GENDER

	2024	EMPLOYEE TURNOVER, %	2025	RATE OF TURNOVER, %
Men	221	24	290	28
Women	408	15	348	15
Total	629	17	638	19

*The data for 2024 was recalculated to include the employees of subsidiary companies.

The tables below present employee turnover rates by gender, age group, and country of operation, showing the percentage of voluntary turnover for each of these categories. Comparing the data for 2024 and 2025, it is observed that the voluntary turnover rate is higher among men. Meanwhile, the voluntary turnover rate among women remains stable.

VOLUNTARY EMPLOYEE TURNOVER RATES BY GENDER, AGE CATEGORY, AND COUNTRY OF OPERATION

	FEMALE											
	UP TO 30 Y/O				30-50 Y/O				OVER 50 Y/O			
	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%
Lithuania	102	37	92	34	205	19	170	18	99	8	80	7
Latvia	-	-	0	0	1	25	3	38	-	-	0	0
Estonia	-	-	2	33	1	25	1	17	-	-	0	0
Total	102	37	94	33	207	19	174	18	99	8	80	7

	MALE											
	UP TO 30 Y/O				30-50 Y/O				OVER 50 Y/O			
	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%	2024	EMPLOYEE TURNOVER,%	2025	EMPLOYEE TURNOVER,%
Lithuania	99	35	155	42	66	22	85	24	55	16	44	14
Latvia	-	-	1	17	1	33	0	0	-	-	0	0
Estonia	-	-	2	33	-	-	2	17	-	-	1	50
Total	99	35	158	41	67	22	87	23	55	16	45	14

The LP Group ensures equal working conditions and benefits for all employees, regardless of their type of employment contract or the number of hours worked.

OTHER EMPLOYEES

To manage peaks in parcel volume more effectively, in 2025, Lietuvos Paštas, in collaboration with temporary employment agencies, hired 271 temporary employees, who worked a total of 45,494 hours.

These employees were responsible for processing and sorting shipments and entering data into the Company's information systems. Temporary employees work as sorters, sorting operators, and loaders.

	2023	2024	2025
Number of temporary employees	37	67	271
Hours worked by temporary employees, hours	4 007	4 340	45 494

The demand for temporary employees increased in 2025 due to a significant rise in parcel volume. To ensure smooth management of operational processes and timely customer service during periods of increased workload, the Company entered into agreements with temporary employment service providers to hire additional employees during peak periods. This ensured business continuity and a prompt response to the increased demand for services.

EMPLOYMENT RELATIONSHIPS

In implementing operational changes, the Company complies with the requirements set forth in national legislation and the Company's collective Agreement:

- provides information to trade unions once a calendar year regarding the current and future state of the Company's operations, its economic situation, and labor relations;
- when amending internal policies or other rules relating to labor relations and the social and economic status of employees, the employer carries out information and consultation procedures with trade unions in accordance with the procedures established by the Labour Code;
- before making decisions regarding the dismissal of LP Group employees, reorganisation, amendments to internal regulations provided for in the Labour Code of the Republic of Lithuania and the Company's Collective Agreement, or other decisions that may affect employees' employment, economic, or social status, the employer must inform employee representatives and, at their request, carry out consultation procedures as provided for in the Labour Code of the Republic of Lithuania.

Under the Company's Collective Agreement, the employer is required to notify the United Trade Unions' representative body of a decision to lay off 10 or more employees as part of a single organisational change.





TRAINING AND EDUCATION

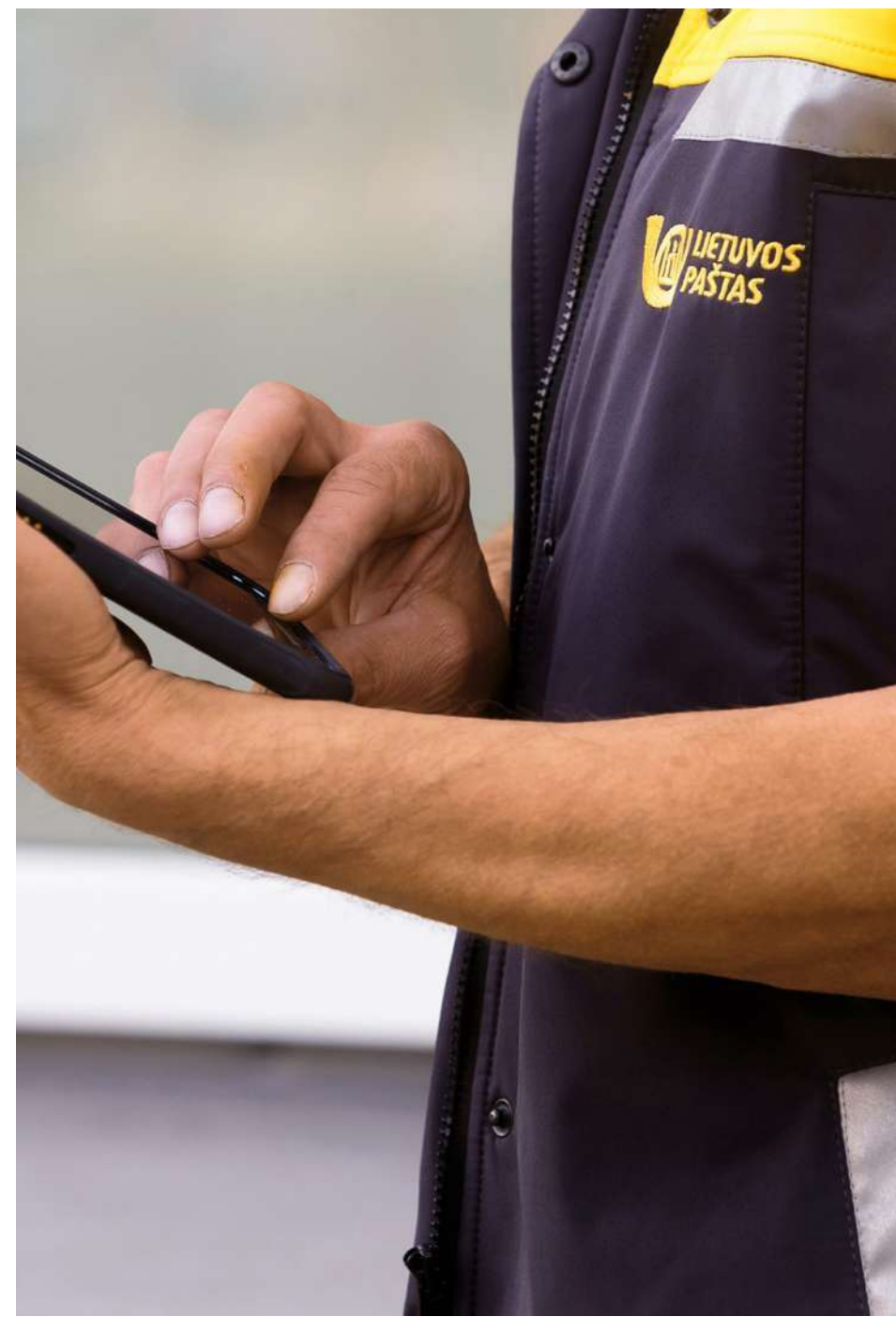
The LP Group places a strong emphasis on employee training. In 2025, various types of training were conducted (external training accounted for 66%, internal training for 8%, online – 26% of all training hours¹), with the greatest emphasis placed on the following strategic training areas: customer service (29% of all training hours), mandatory training (24%), English language (18%), and leadership (9%).

YEAR	TOTAL NUMBER OF TRAINING HOURS	AVERAGE NUMBER OF HOURS PER EMPLOYEE [CHANGE, P.P.]	AVERAGE NUMBER OF HOURS, FEMALE [CHANGE, P.P.]	AVERAGE NUMBER OF HOURS, MALE [CHANGE, P.P.]
2023	34 789	14	15	13
2024	32 817	12 [-14 p.p.]	13 [-13 p.p.]	10 [-23 p.p.]
2025	45 308	18 [+50 p.p.]	19 [+46 p.p.]	10 [0 p.p.]

The average number of hours per gender is calculated by dividing the total number of training hours for employees of that gender by the total number of employees of that gender who participated in training. A significant gap in the average number of hours per employee between genders is observed due to the “Customer Service Excellence Program” implemented in 2025, in which customer service specialists participated, the majority of whom are women.

The number of training hours, along with other data presented in this section, is calculated at the Company level. Employees of subsidiaries had not yet been integrated into the internal training systems in 2025, so systematic monitoring of training progress did not take place. The organisation will begin compiling this information starting in 2026.

¹Training is divided into external (when the training is conducted by a contracted instructor), internal (when the training is conducted by Lietuvos Paštas employee) and online (conducted via the Online Training Environment).



STRENGTHENING OF CONTINUING EDUCATION PROGRAMS

In 2025, significant attention was devoted to the systematic development of the competencies of specialists and managers through the creation of specialized continuing education programs:



TWO CONTINUING PROGRAMS COMPLETED, COMMENCED IN 2024:

- this was a four-semester leadership development program titled “Leadership That Creates Space for Change”, with the fourth module, “Understanding Yourself and Your Team”, taking place in the spring of 2025. During this program, managers strengthened their trust in one another, analyzed difficult situations arising within teams, and gained a better understanding of themselves as leaders and of their team members. A total of 153 managers participated in the program, with a completion rate of 80%;
- “Customer Service Excellence Program”, launched in the fall of 2024 and designed for customer service specialists. The program’s objective: to strengthen customer service, sales, and consulting skills, and to increase employees’ emotional resilience. In 2025, 88 training sessions were held, with a total of 554 participants in the program and a completion rate of 68%.



THREE CONTINUING PROGRAMS:

- the third cohort of mentor-mentee pairs has successfully completed the executive mentoring program. In this program, the mentees set professional development goals and worked toward achieving them with the help of their mentors. A total of 24 managers from various levels and Company divisions participated in the program. The program lasted 9 months. A partnership was also established with SBA Group UAB – five managers became mentors to employees of this company, while five Lietuvos Paštas managers became mentees of the partners;

- the English language program is now halfway through its second academic year – 50 employees participated in the 2025 program, and 9 groups were formed. Training was conducted remotely for 4 academic hours per week. Starting in the fall semester, the program’s target audience was expanded to focus on improving the customer experience and increasing employee engagement;
- the “Sales Excellence Program” was held for the second season; it focused on active sales and negotiation skills. A total of two training modules were conducted, with 16 employees from the Sales Department participating.



ONE NEW CONTINUING EDUCATION PROGRAM IMPLEMENTED:

- during the fall semester, a leadership skills development program titled “Leadership Clarity: Goal Setting, Feedback, and Delegation” was held, consisting of two training modules, two discussion sessions, and follow-up emails. The program’s goal was to strengthen leadership competencies related to goal setting, task delegation, and providing feedback. A total of 112 managers participated in the program, with a completion rate of 82%.

² Participants who have completed the program are considered to be those who have attended at least 75 percent of the sessions (excluding discussion sessions).

INTERNAL TRAINING UPDATE

In 2025, as in every year, significant attention was devoted to strengthening employees' professional development, anti-corruption awareness, money laundering prevention, and skills in information security and personal data processing.

In 2025, the update of the mandatory online training format was continued – all mandatory courses were updated with a design that conveys information to users in an interactive, engaging, and fast manner. As a result of these changes, 20% more employees completed the mandatory training (compared to 2023), and the average participation rate reached 90%.

In collaboration with our partners, we developed an online training course titled "Lifting Heavy Loads Safely", designed for employees in the Network, Operations, and Administration departments who handle cargo manually. Through a gamified format, this course reminded employees how to properly lift, carry, and otherwise handle cargo to prevent injuries and accidents.

"The Learning Together" initiative, now in its fifth season, allows Company employees to share their knowledge on relevant topics with their colleagues. Training sessions covered a variety of topics: privacy in the digital environment, sustainability, improving Excel skills, public procurement, data analytics, working with internal systems, and survival in the wild. 43% of the training sessions were held in person, while 57% were conducted online.

The onboarding program for new employees continues for Network and Administrative staff:

- four New Employee Orientation Days were held, during which new employees were introduced to the Company's history, strategy, and key figures. A total of 63 new employees participated in these events;

- a program for onboarding new managers was launched, during which managers are introduced to HR processes: performance evaluation, compensation policy, the recruitment process, training opportunities, and administrative processes. In 2025, two new managers participated;

- a training program consisting of four topics was conducted for network employees: financial services, shipments, loans, and the specifics of a mail carrier's work. In 2025, 315 new employees were trained under this program.

EMPLOYEE ASSESSMENT

In early 2025, the Company conducted an employee performance review process, during which performance results from the previous period were evaluated, employee behavior in line with the Company's values was discussed, goals for the coming year were set, training needs were addressed, and employees' career expectations were discussed. Each year, the employee performance assessment process involves the Company's administrative employees, as well as managers and specialists from the Network and Postal Operations divisions, who make up approximately 15% of the Company's total workforce. Starting in 2025, employees of subsidiaries were also included in the employee performance evaluation process.



OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM

The LP Group ensures compliance with occupational safety and health requirements for employees and individuals working under service contracts, in accordance with the national laws of the Republic of Lithuania and its subsidiaries governing occupational safety and health. Employee safety and health is one of the LP Group's top priorities.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Most LP Group employees work in logistics and in outdoor conditions, manually handling cargo and driving vehicles. For this reason, the LP Group continuously identifies potential hazards, conducts occupational risk assessments of workplaces, and investigates incidents related to the risk of injury. To prevent occupational risks, the LP Group purchases and issues the necessary personal protective equipment (PPE) to employees.

The LP Group also prioritizes the safety and health of its office employees, as administrative work can also pose risks to employees' mental and physical well-being.

After conducting occupational risk assessments at workplaces and identifying increased risks, the LP Group takes preventive measures as soon as possible to eliminate or reduce those risks. During the 2022–2023 period, occupational risk assessments were conducted in the vast majority of the Company's divisions; consequently, the need for such assessments was lower in 2024–2025, they were carried out at new workplaces, as well as at locations where changes had occurred. Psychosocial risk factor assessments are also conducted in LP Group departments, and they are repeated in those departments where employees or managers express a need for such an assessment.

Results of the occupational risk assessment for workplaces (by profession and location), including surveys of psychosocial risk factors among employees:



PREVENTIVE HEALTH CHECKUPS FOR EMPLOYEES

Preventive health checkups for LP Group employees are conducted on a regular basis, in accordance with the established frequency – once every two years. The employee health checkup service is provided by a healthcare company in accordance with contractual obligations at the Company's premises. LP Group employees are also covered by accident insurance from their first day of work; that is, in the event of an accident, employees receive insurance benefits that help them better care for their health and well-being. In 2025, 966 employees in the LP Group underwent preventive health checkups.

EMPLOYEE PARTICIPATION, CONSULTATION, AND COMMUNICATION ON HEALTH AND SAFETY ISSUES

LP Group employees are regularly informed about changes in legislation – new guidelines, occupational safety and health instructions, and fire safety instructions are prepared for them. All relevant information and legislation is available on the Company's intranet and in the internal publication "Pašto pulsas". May 2025 was designated as Occupational Safety and Health Month, during which external lecturers gave presentations on physical health, psychological resilience and burnout, safe driving, civil safety, and emergency situations. We aim to foster the mindset that workplace safety is the responsibility not only of the employer but also of the employee.

Employees are also provided with a signed copy of the results of workplace risk assessments and incident investigation reports. If they have any questions or concerns regarding occupational safety and health, they can receive consultations by phone or email from the specialist in the Organisational Development Department responsible for occupational safety and health.

TRAINING ON OCCUPATIONAL SAFETY AND HEALTH ISSUES

The Company's Training Department organises periodic mandatory training sessions in the Online Training Environment. During these sessions, employees are briefed on occupational safety and health, fire safety, manual handling of loads, and civil protection.

The Occupational Safety Group and department heads organize training sessions on occupational safety and fire safety, and implement professional development and retraining programs.

NUMBER OF EMPLOYEES WHO PARTICIPATED IN OCCUPATIONAL SAFETY AND HEALTH TRAINING*

TRAINING TITLE	NUMBER OF EMPLOYEES*			
	2022	2023	2024	2025
Fire safety	335	2806	189	237
Civil protection	3 488	2504	165	2207
Manual handling of heavy loads	2 432	2366	2067	1938
Training for employees on the use of electric forklifts	135	141	141	162
Training for Heads of Divisions on occupational safety and health issues	53	39	18	15

**In 2025, quantitative data related to training on employee health and safety was collected only from AB Lietuvos Paštas in the sample.*

PROMOTING EMPLOYEE HEALTH

The Company is responsible for ensuring that all employees undergo regular health checkups in accordance with national legislation. Key activities in this area include:

HEALTH INSURANCE AND HEALTH CHECKUPS. The LP Group provides health insurance to all employees who have been with the Company for six months or longer. To ensure convenience, the LP Group organizes preventive health checkups directly at the workplace during working hours.

IMMEDIATE INCIDENT INVESTIGATION. In the event of a workplace accident, the LP Group conducts an investigation in accordance with statutory procedures and forwards the information to the relevant state authorities. This allows affected employees to take advantage of state-provided social guarantees and receive insurance benefits.

PROMOTING A HEALTHY LIFESTYLE. In May 2025, to mark World Day for Safety and Health at Work, Lietuvos Paštas employees were reminded of the importance of physical and mental health. Remote training sessions were organized on this topic to encourage employees to take care of their health and learn about the principles of a healthy lifestyle.

ACCIDENT PREVENTION. Most LP Group employees work outdoors, so in 2025, additional attention was paid to protection against aggressive domestic animals – every year, some mail carriers suffer dog bites, training sessions led by a dog handler were organized for them on how to act when encountering a dangerous situation involving an aggressive dog running loose.

ACCIDENTS

The LP Group's goal is to ensure a safe working environment where every employee feels valued and secure. To achieve this goal, various preventive measures designed to ensure employee safety are continuously implemented and enforced.

All LP Group employees are instructed and trained to identify potential threats and hazards to safety and health. When faced with a dangerous situation, employees must immediately stop work and report the incident or accident to their immediate supervisor and the Occupational Safety Group specialists. In the event of an incident, the Occupational Safety Group, together with an employee representative, investigates all circumstances and provides the necessary information to the responsible authorities.

Thanks to the implementation of preventive and educational measures, there has been a steady decline in accidents over the past five years.

ACCIDENTS AND INCIDENTS AT WORK AND ON THE WAY TO/FROM WORK

TYPES OF ACCIDENTS	2023		2024		2025	
	CASES	NUMBER PER MILLION HOURS WORKED	CASE	NUMBER PER MILLION HOURS WORKED	CASE	NUMBER PER MILLION HOURS WORKED
Incidents (cases)	23	4,6	12	3,2	0	0
Minor accidents (cases)	51	10,2	47	11,6	43	9,89
Serious accidents (cases)	0	0	0	0	0	0
Fatal accidents (cases)	0	0	0	0	0	0

TOTAL NUMBER OF HOURS WORKED AT THE COMPANY PER YEAR

The number of hours worked in 2025 is included in the figures for AB Lietuvos Paštas.

YEAR	HOURS
2022	5 750 973
2023	4 999 871
2024	4 391 829
2025	4 345 523

THE MOST COMMON CAUSES OF WORK-RELATED ACCIDENTS

OUTDOOR WORK

When mail carriers work in private residential areas or stairwells, they are at risk of being attacked or bitten by dogs. Slips and falls due to slippery, snow-covered, icy, or frozen road surfaces are also common. The risk increases on uneven, potholed roads or when there are protruding objects on the road surface (e.g., tiles, curb edges). Such incidents most often occur during the dark hours of the day or when a wild or domestic dog attacks unexpectedly, leaving the employee no time to use deterrent measures.

TRAFFIC ACCIDENTS WHILE DRIVING A VEHICLE

Traffic accidents can occur due to the fault of both LP Group employees and other drivers. The main causes include insufficient attention to traffic, sudden and unpredictable maneuvers by other drivers, and limited ability to anticipate dangerous situations in advance.

INCIDENTS AT POSTAL OR LOGISTICS CENTERS

When working in post offices, parcel sorting facilities, or logistics centers, trips and falls are the most common accidents, caused by rushing, inattention, or careless actions. Sometimes employees are overly confident in the safety of their surroundings and fail to assess potential risks, which increases the likelihood of accidents.

Employees who have worked at the LP Group for more than 6 months are covered by supplementary health insurance. This insurance is valid 24/7, if an accident occurs or an injury is sustained outside of working hours, the employee is eligible for an insurance payout.

OCCUPATIONAL DISEASES

In 2025, two occupational diseases caused by heavy lifting were identified.

Employee training and preventive measures are being implemented to avoid situations associated with this risk.



DIVERSITY AND EQUAL OPPORTUNITIES

The LP Group fosters a values-based organisational culture and promotes equal rights and equal opportunities for employees in the workplace. The principles of equal opportunities, diversity, and inclusion are defined in the [Equal Opportunities, Diversity, and Inclusion Policy, updated in 2025](#).

The LP Group does not tolerate any form of harassment, sexual harassment, psychological abuse, bullying, discrimination, or abuse of authority. To ensure a safe and respectful work environment, the Violence and Harassment Prevention Policy has been in effect since 2022. For more information on our commitments, see the section "Operational Policies and Commitments", and for information on the Trust Line and reporting, see the section "Anti-Corruption and Transparency".

The LP Group does not tolerate child labor or forced labor in its operations and adheres to the principles of human rights, responsible labor relations, and ethical business practices.

The LP Group is also open to employees with disabilities, who make up about 3.5% of the LP Group's workforce. Various initiatives are being implemented to increase the LP Group's accessibility and create the most favourable conditions possible for people with disabilities to enter the labor market. You can find more information about them in the section "Social Integration".

The Company's compensation system is based on the principles of gender equality – the Company does not pay different wages for work of the same nature. For more information, see the section "Remuneration Policy".

COMPOSITION OF THE COMPANY'S MANAGEMENT BODY (THE BOARD) BY GENDER AND AGE

POSITION	2024		2025	
	FEMALE	MALE	FEMALE	MALE
Breakdown by gender	2	3	2	3
Breakdown by age:				
Under 30 y/o	-	-	-	-
30-50 y/o	2	2	2	2
Over 50 y/o	-	1	-	1

EMPLOYEE DISTRIBUTION BY GENDER, AGE, AND POSITION, %

Data for 2024 is presented for AB Lietuvos Paštas. Starting in 2025, the data includes information on employees of its subsidiaries.

2024	BREAKDOWN BY GENDER		FEMALE, AGE GROUPS			MALE, AGE GROUPS		
	FEMALE	MALE	UNDER OR 30 Y/O	30-50 Y/O	OVER 50 Y/O	UNDER OR 30 Y/O	30-50 Y/O	OVER 50 Y/O
Chief Executive Officer	-	100%	-	-	-	-	100%	-
Top-level management	44%	56%	-	33%	11%	-	56%	-
Mid-level managers	69%	31%	5%	41%	23%	4%	24%	3%
Specialists	70%	30%	9%	40%	21%	7%	18%	5%
Logistics and distribution employees	50%	50%	7%	17%	26%	18%	15%	17%
Customer service employees	87%	13%	4%	32%	51%	2%	3%	8%

Women dominate most positions within the LP Group, particularly in customer service, mail delivery, and specialist roles, while men dominate logistics and distribution operations. The LP Group is striving for greater diversity and hopes that as the volume of mail decreases and the number of parcels increases, these positions will become more attractive to men as well.

2025	BREAKDOWN BY GENDER		FEMALE, AGE GROUPS			MALE, AGE GROUPS			
	POSITION	FEMALE	MALE	UNDER OR 30 Y/O	30-50 Y/O	OVER 50 Y/O	UNDER OR 30 Y/O	30-50 Y/O	OVER 50 Y/O
	Chief Executive Officer	-	100%	-	-	-	-	-	100%
	Top-level management	53%	47%	-	42%	11%	-	42%	5%
	Mid-level managers	71%	29%	4%	36%	31%	4%	22%	3%
	Specialists	68%	32%	10%	37%	21%	5%	21%	6%
	Logistics and distribution employees	44%	56%	10%	14%	20%	22%	18%	16%
	Customer service employees	88%	12%	4%	32%	52%	2%	3%	8%

EMPLOYEE DISTRIBUTION BY AGE AND PERCENTAGE SHARE

The LP Group employs people of all ages; since 2023, there has been an increase in the number of employees in the under-35 and over-60 age groups. This trend reflects the organisation's commitment to promoting diversity in age and experience.

Starting in 2025, the data will include information on employees of subsidiaries.

AGE GROUPS	2023		2024		2025		CHANGE 2024-2025	
	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	%
up to 35 y/o	486	18	490	20	576	22	86	18
35 to 45 y/o	536	20	501	20	522	20	21	4
45 to 55 y/o	737	28	640	26	587	23	-53	-8
55 to 60 y/o	513	19	378	15	366	14	-12	-3
over 60 y/o	408	15	467	19	512	20	45	10

DISTRIBUTION OF EMPLOYEES BY LENGTH OF SERVICE

In 2025, the workforce structure remained stable and balanced in terms of length of service. A significant portion of the workforce consists of employees with many years of experience – groups with over 10 years of service together account for about one-third of all employees. This demonstrates the organisation’s ability to retain experienced specialists and ensure the continuity of knowledge. At the same time, there is noticeable growth in groups with shorter tenure, particularly those with up to 1 year of service, which suggests that the organisation successfully balances attracting new employees with retaining long-term ones.

Starting in 2025, the data includes information on employees of subsidiaries.

WORK EXPERIENCE, YEARS	2023		2024		2025		CHANGE 2024–2025	
	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	SHARE OF TOTAL WORKFORCE, %	NUMBER OF EMPLOYEES	%
Up to 1	340	13	424	17	507	20%	83	20%
From 1 to 5	994	37	784	32	800	31%	16	2%
From 6 to 10	407	15	381	15	396	15%	15	4%
From 11 to 20	481	18	468	19	441	17%	-27	-6%
From 21 to 30	223	8	202	8	199	8%	-3	-1%
More than 30	235	9	217	9	220	9%	3	1%

INCLUSION AND EMPLOYMENT OF PEOPLE WITH DISABILITIES

A significant number of people with disabilities work at LP Group, and their employment is considered a key aspect of the organisation’s social responsibility. The number of employees with disabilities reflects the organisation’s commitment to social responsibility and an inclusive work environment. The LP Group is committed to creating equal employment opportunities for vulnerable groups by fostering a supportive organisational culture. This practice not only contributes to the integration of employees with disabilities into the labor market but also strengthens the organisation’s diversity, loyalty, and long-term sustainability.

The data presented covers employees working in Lithuania. Data on employees with disabilities at subsidiaries was not collected in 2025.

	2024		2025		CHANGE 2024–2025	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Number of employees with disabilities	62	22	65	21	3	-1
Percentage of employees with disabilities [of the total workforce]	3%	4%	4%	3%	5%	-5%

The LP Group has implemented an Equal Opportunities, Diversity and Inclusion Policy, encompassing clearly defined internal procedures, employee awareness and training, consistent risk monitoring, and effective response mechanisms to ensure a non-discriminatory, safe, and inclusive work environment. In 2025, no cases of violations of the Equal Opportunities, Diversity, and Inclusion Policy were recorded.



REMUNERATION POLICY

PRINCIPLES OF THE REMUNERATION POLICY

On 25 April 2024, the Board of Lietuvos Paštas approved a Remuneration Policy that applies to all employees within the LP Group and is based on the following principles:

- Internal equity: the Remuneration Policy aims to ensure similar or equal pay for similar or equivalent work. The remuneration system is based on the Company’s job structure, which includes positions classified into job levels, with salary ranges established for each job level. Pay differences within the range must be justified, fair, and based on competence, job performance, or the nature of the job;
- External competitiveness: when setting salary ranges, data from independent salary market research is taken into account;
- Control and transparency: implementation is accountable through the public disclosure of salary information in accordance with all requirements of applicable legal acts;
- Equal opportunities and non-discrimination: remuneration decisions must be made in accordance with the provisions outlined in the Remuneration Policy and the Company’s Equal Opportunities, Diversity, and Inclusion Policy.

The implementation of the provisions of the Remuneration Policy is further detailed in the internal documents of the LP Group, which are developed by the Organisational Development Department and approved by the head of the Company or business units. Responsibility for preparing and updating this policy in a timely manner lies with the Organizational Development Department.

COMPONENTS OF EMPLOYEE REMUNERATION

Employee remuneration consists of the following components:

- fixed remuneration (monthly salary) portion or piece-rate pay;
- variable remuneration component;
- bonuses, awarded at the employer’s initiative to incentivize employees;
- allowances and supplements as defined by the Labour Code of the Republic of Lithuania, other legal acts, the Company’s internal regulations, and/or the Collective Agreement;
- additional benefits.

REMUNERATION SYSTEM

The Remuneration Policy is detailed in the remuneration system, which forms an integral part of the Collective Agreement of the Company. The Collective Agreement was approved at the employee conference held on 27 May 2024 (Minutes No. S-2024/2517). The Company aims to ensure that the average remuneration for positions corresponds to the average market pay for the relevant positions. It also seeks to reduce the pay gap between top management and the lowest-paid employees.

In Q1 2025, the Company, with the assistance of external consultants, initiated a remuneration project aimed at reviewing the remuneration system and ensuring its compliance with the requirements of the EU Pay Transparency Directive. During the project, position categories and remuneration scales were reviewed and refined to ensure that remuneration is determined based on clear, objective, and non-discriminatory criteria, to create the conditions for equal pay for equal or equivalent work, and to increase the transparency and consistency of the remuneration system throughout the organisation.

The aim was also to define clear principles for setting remuneration levels, strengthen internal control mechanisms, and prepare for the implementation of the reporting and disclosure requirements set forth in legislation. During the project, potential risks of remuneration misalignment were assessed, recommendations for mitigating them were developed, and next steps were identified to ensure systematic and sustainable remuneration management. Training sessions on this issue were also organised for managers.

In 2025, the employee variable compensation systems were also reviewed to ensure the application of clear and transparent performance evaluation criteria, strengthen the link between individual and team results and incentive mechanisms, as well as to align the principles of variable remuneration with the strategic goals of the LP Group and its long-term sustainability strategy. During the review, the relevance of the indicators, their measurability, and their compliance with risk management principles were assessed.

In 2025, EUR 3.85 million was allocated for pay increases, and the changes in remuneration affected more than 90% of employees. The average increase in base pay was 11%.

PAYROLL FUND OF THE LP GROUP, EUR



The table below shows the distribution of employees in the LP group by position and their average fixed [assigned] remuneration before taxes [gross].

The payroll includes fixed and variable components of remuneration, as well as bonuses for employees.

DISTRIBUTION OF EMPLOYEES IN THE LP GROUP BY POSITION AND AVERAGE FIXED [ASSIGNED] REMUNERATION, IN EUR

CATEGORY	FEMALE			MALE			TOTAL			MALE VS FEMALE RATIO			FEMALE VS MALE RATIO		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
CEO	9 290	-	-	10 157	10 969	11 772	10 019	10 969	11 772	1.09:1	-	-	0.91:1	-	-
Top-level managers	5 940	6 193	6 704	6 127	6 537	7 838	6 062	6 407	7 311	1.03:1	1.06:1	1.17:1	0.97:1	0.95:1	0.86:1
Mid-level managers	3 149	3 322	3 910	3 562	3 664	4 076	3 288	3 436	3 975	1.13:1	1.10:1	1.04:1	0.88:1	0.91:1	0.96:1
Specialists	1 699	1 872	2 101	2 739	3 020	3 343	1 976	2 188	2 444	1.61:1	1.61:1	1.59:1	0.62:1	0.62:1	0.63:1
Production employees of the Postal Operations Division	1 360	1 511	1 837	1 574	1 773	2 105	1 474	1 660	1 995	1.16:1	1.17:1	1.15:1	0.86:1	0.85:1	0.87:1
Production employees of the Network Division	976	1 119	1 275	938	1 062	1 205	971	1 112	1 268	0.96:1	0.95:1	0.96:1	1.04:1	1.05:1	1.05:1
Total	1 176	1 357	1 560	1 719	1 990	2 237	1 297	1 505	1 736	1.46:1	1.47:1	1.43:1	0.68:1	0.68:1	0.70:1

REMUNERATION OF THE CEO

The principles governing the determination of the remuneration of the CEO and incentives are set forth in the Remuneration Policy approved by the Board of Lietuvos Paštas on 23 October 2025. The CEO's remuneration is determined by the Board of the Company in accordance with the requirements established by law.

The variable component of the remuneration for the CEO is determined by a resolution of the Board, taking into account the CEO's performance results and in accordance with the provisions set forth in the Remuneration Policy. In Q1 of each calendar year, the Board sets and approves the annual performance targets for the CEO, and the amount of the variable component of the CEO's remuneration depends on the results of the assessment of the achievement of these targets at the end of the reporting year.

On 15 November 2024, following the departure of the CEO, a search for a new CEO was conducted in 2025. On 12 May 2025, when the new CEO joined the Company, he was assigned a fixed monthly remuneration of EUR 11,900.

REMUNERATION RATIO

The remuneration ratio indicates how many times the compensation of the highest-paid individual in the organisation exceeds the median annual compensation of all employees, and is an important aspect in assessing the transparency and internal fairness of the Remuneration Policy. During the reporting period, the ratio was calculated by comparing the total annual remuneration of the highest-paid individual (including variable components) with the median annual salary of all employees.

The LP Group strives to ensure that its remuneration structure is based on objective and non-discriminatory criteria, aligns with market practices, and promotes long-term value creation within the organisation.

REMUNERATION RATIO	2022	2023	2024	2025
The ratio of the annual remuneration of the highest-paid individual in the organisation to the average annual remuneration of all employees	0.36:1	0.58:1	0.59:1	0.48:1
The increase in the annual remuneration of the highest-paid individual in the organisation as a percentage of the increase in the median annual remuneration of all employees [ratio]	8.19:1	7.72:1	7.29:1	6.78:1

COOPERATION WITH EMPLOYEE REPRESENTATIVES

Lietuvos Paštas cooperates with two trade union organisations: the Lietuvos Paštas Employees' Trade Union and the Lithuanian Communication Employees Trade Union. Approximately 11% of the employees of the Company belong to these trade unions. All change projects implemented within the Company are coordinated with trade union representatives.

As of 27 May 2024, a Collective Agreement has been in force at the company; it was approved at the Lietuvos Paštas Employees' Conference and covers all employees of Lietuvos Paštas. The Collective Agreement addresses the formation of employment contracts, employees' working and rest time, occupational safety, and other relevant labour and social conditions. It also defines the wage system, provision of benefits to employees in case of accidents, rewards for long-term service, and other initiatives aimed at improving working conditions. The purpose of the Collective Agreement is to establish additional labour legal provisions governing employees' work, social, and economic conditions and guarantees, as well as to define mutual rights, obligations, and responsibilities of the parties. The agreement is valid for two years, with the possibility of extending it for an additional period of two years.

Throughout 2025, other meetings with trade union representatives were held, during which various organizational changes were discussed.





SOCIAL INTEGRATION

Lietuvos Paštas promotes social integration, seeks to reduce social exclusion, and ensures that services are accessible to all segments of society. In 2025, we focused primarily on:

- Ensuring that services are accessible to people with disabilities;
- Collaborating with other organisations to disseminate relevant information to people from socially sensitive and vulnerable groups, whom the Company reaches due to the nature of its operations;
- Training employees of the LP Group to recognise situations involving socially sensitive and vulnerable social groups and to respond appropriately to them;
- Fostering a culture of volunteerism by encouraging employees to participate in community service activities.

INFRASTRUCTURE ACCESSIBILITY FOR PEOPLE WITH INDIVIDUAL NEEDS

In 2025, Lietuvos Paštas placed particular emphasis on identifying and implementing solutions to adapt its infrastructure for people with disabilities. This infrastructure includes post offices, parcel lockers, and public mailboxes.

The following main actions were implemented in 2025:

- All public mailboxes were adapted for people with physical disabilities (this includes a convenient height and easy access to the mailbox);
- In collaboration with the Lithuanian Disability Forum, as well as experts from the Lithuanian Association of People with Disabilities and the Lithuanian Association of the Blind and Partially Sighted, a practical assessment of the accessibility of parcel lockers was conducted from the perspectives of three disability groups: the blind, the partly sighted, and those with mobility impairments.

The findings provided a better understanding of the current state of accessibility of parcel lockers and helped identify the accessibility criteria necessary to ensure that the parcel locker services provided by Lietuvos Paštas are accessible.

- An assessment of the physical accessibility of the entire network of parcel lockers operated by Lietuvos Paštas in Lithuania was conducted.

KEY ACCESSIBILITY GOALS FOR 2026 :

	Results for 2025	Goals for 2026
POST OFFICES ADAPTED FOR PEOPLE WITH PHYSICAL DISABILITIES, %*	45%	100%
PARCEL LOCKERS ADAPTED FOR PEOPLE WITH DISABILITIES, %	59%**	100%

* The 2025 results are lower than in previous years due to an updated and more stringent methodology, i.e., criteria defining the accessibility of post offices for people with physical disabilities. The new assessment is based on the requirements set forth in Technical Construction Regulation STR 2.03.01:2019 "Accessibility of Buildings".

** The specified percentage includes the adaptation of parcel lockers for people with physical disabilities, i.e., ensuring convenient access for wheelchair users. This indicator does not include the adaptation of parcel lockers for people with visual impairments, as this requires systemic solutions that will be implemented across the entire parcel locker network.

INITIATIVES TO PROMOTE SOCIAL INTEGRATION, IMPLEMENTED OR CONTINUED IN 2025:

MEMORANDUM AND ACTION PLAN FOR ADAPTING POSTAL SERVICES TO PEOPLE WITH INDIVIDUAL NEEDS

Lietuvos paštas is committed to ensuring that its services are adapted to meet the needs of individuals with special needs. In 2021, the Company joined the Memorandum initiated by the Ministry of Transport and Communications, aiming to improve the accessibility of transport vehicles and both physical and informationa transportation infrastructure. To implement these commitments more effectively, the Memorandum's action plan was updated in 2023 with new goals. The implementation of this plan continued consistently throughout 2025.

PEOPLE WITH DISABILITIES TRIED THEMSELVES IN POSTAL WORK

From 22 to 30 May 2025, DUOday took place in Lithuania for the sixth year running. This initiative invites companies and organisations around the world to invite people with disabilities to try out new professions and job roles. This year, Lietuvos Paštas joined the initiative by welcoming as many as 15 "shadowers," who had the opportunity to get an inside look at the operations of the Company. Participants observed work processes, performed certain tasks, attended meetings, interacted with colleagues, and had lunch together. This unique experience took place at as many as 14 Lietuvos Paštas branches, including: in Šakiai, at the 5th, 61st, and 40th post offices in Panevėžys, in Rokiškis, in Biržai, at the 19th and 18th post offices in Klaipėda, at the 44th, 31st, 39th, and 43rd post offices in Kaunas, as well as at the Vilnius Old Town and Jeruzalė parcel centers.

DIVERSITY AND INCLUSION MONTH

In October 2025, the LP Group organized Diversity and Inclusion Month. During this event, employees were invited to meetings and discussions with Company executives, colleagues, and industry experts focused on the topics of diversity, inclusion, and equal opportunity. The meetings explored how diversity and inclusion are understood and implemented within the LP Group, shared the work experiences of employees with disabilities, and reviewed internal career opportunities for older employees and aspects of their integration into the workforce. Current trends in diversity and inclusion, as well as the benefits of interculturalism for the organisation, were also examined.

ENCOURAGING VOLUNTEERING

Starting in 2024, Lietuvos Paštas employees are encouraged to form teams and dedicate one day a year to volunteering. In 2025, employees dedicated a total of 258 hours to volunteering. Employees volunteered at organizations such as the Food Bank (lith. Maisto bankas), animal shelters, Užutrakis Manor, and many others.

"THE NO ONE LEFT BEHIND" PROJECT

For the second year in a row, Lietuvos Paštas has participated in the No One Left Behind project, launched by the Communications Regulatory Authority. The project aims to reduce the digital divide among seniors. During digital workshops, Lietuvos Paštas employees help people quickly and easily learn how to send packages using the LP EXPRESS online self-service portal, as well as how to use parcel lockers and mobile postman services. Eight workshops were held in 2025, during which approximately 1,000 seniors in Vilnius and other Lithuanian cities and towns had the opportunity to learn new skills. Read more about the project [here](#).



COOPERATION AND SUPPORT INITIATIVES

PARTICIPATION IN CONFERENCES ON SOCIAL ISSUES

In 2025, Lietuvos Paštas participated in the conference of the Employment Service titled “Mature, Experienced, Needed: Aging and Its Challenges in the Lithuanian Labour Market” (lith. Brandūs, patyrę, reikalingi: amžėjimas ir jo iššūkiai Lietuvos darbo rinkoje). During the event, the organisation shared its experience and best practices with other specialists, emphasising that mature experience must not only be recognised but also purposefully integrated into its operations. This contributes to increased efficiency, stronger team motivation, and the fostering of a positive organisational culture. Lietuvos Paštas also took part in a discussion on the accessibility of parcel locker services, initiated at the conference “Accessible Digital Space: Let’s Create Together” (lith. Prieinama skaitmeninė erdvė: kurkime kartu), organised by the Ministry of Social Security and Labour. The discussion addressed the challenges faced by people with disabilities when using parcel lockers, presented the solutions implemented by Lietuvos Paštas, and outlined further steps to improve service accessibility.

SUPPORT TO UKRAINE

Lietuvos Paštas actively contributed to the relief effort for Ukraine by helping to transport aid collected by Lithuanian residents—a total of 100 tons of supplies (18 truckloads). In 2022, two special postage stamps were issued: “Embrace Ukraine” (lith. Ap[si]kabinti Ukrainą), which was inspired by a hugging campaign outside the Ukrainian Embassy, and “Crowdfunded Bayraktar” (lith. Sumestinis Bayraktaras), dedicated to a civic initiative that raised funds to purchase an unmanned aerial vehicle. Lietuvos Paštas, together with Laisvės TV, encouraged the use of this stamp on letters to world leaders, urging them to take more active steps in supporting Ukraine. By purchasing these stamps, stickers, Ukrainian flags, and other merchandise, customers donated a portion of the proceeds to the NGO Blue/Yellow (lith. Vėš) „Mėlyna ir geltona”). Total donations made: EUR 49,300 in 2022; EUR 9,100 in 2023; and nearly EUR 6,000 in 2024. The project to support Ukraine continues in 2025: post offices offer four items for sale, with customers donating a portion of the purchase price to Ukraine.

SOCIAL INITIATIVES AND PUBLIC RELATIONS

The principles for developing public relations are set out in the LP Sustainable Development Policy and Code of Ethics and Conduct. The LP Group strives to create a dialogue and maintain direct communication with the public. To ensure transparency and raise awareness, the public is informed about operational changes (e.g., the relocation or optimization of post offices). Information is shared in post offices, meetings are organized with local communities, and press releases are distributed to the media.

THE FAMILY CARD INITIATIVE

Launched in 2023, our partnership with the Department of Supervision of Social Services has now entered its third year through our participation in the Family Card social initiative. Holders of this card can send parcels via LP EXPRESS parcel lockers with a 5% discount when parcels are created using the self-service system at lpxpress.lt. More information and how to take advantage of this offer can be found [here](#).



GOOD GOVERNANCE

SUSTAINABLE SUPPLY CHAIN



When conducting procurement, Lietuvos Paštas adheres to applicable laws and regulations as well as the recommendations of the Public Procurement Service in order to ensure green procurement. A sustainable supply chain helps the Company reduce its environmental impact, strengthen relationships with suppliers, improve service quality, and protect itself from risks arising from cooperation with unsustainable organisations.

Given that, pursuant to a resolution of the Government of the Republic of Lithuania, there is a requirement effective from 2023 to ensure that 100% of procurements are conducted as green procurements, contracting authorities and contracting entities must apply green procurement requirements when conducting procurements. This obligation applies to all procurements, except for procurements conducted verbally through the conclusion of procurement contracts, as well as development cooperation projects implemented abroad and financed by international donors, food procurements carried out in the performance of national defense tasks or NATO obligations, and procurements for the acquisition, reservation, or storage of material resources in the state reserve. To ensure the implementation of this indicator, the Company organized internal training for procurement initiators on the application of green criteria. In addition, the forms of procurement documents prepared by procurement officers were standardized, making it possible to select and integrate specific environmental requirements both when filling out the procurement application and when preparing documents confirming the procurement.

	2021	2022	2023	2024	2025
Share of public procurement tenders to the total value of all procurements, %*	90,8	93	97,6	84	94,5
Share of green procurement to the total value of all procurements, %*	1,1	62	98.9	100**	100**

* The indicator was calculated based on data published by the Public Procurement Service regarding AB Lietuvos Paštas' advertised and unadvertised procurement data and annual report [Atn3] data.

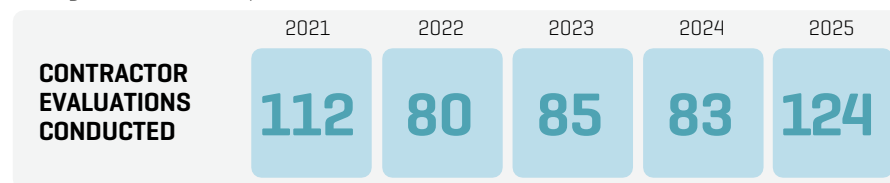
** It should be noted that the Public Procurement Service calculates green procurement statistics in accordance with criteria established by the Ministry of the Environment and does not include low-value procurements for which contracts are not required to be published. According to Public Procurement Service data, the Company's green procurement ratio for 2024 and 2025 amounts to 100% of all procurements where contracts must be published.

When assessing the total value of all procurements carried out, including those procurements for which publication is not mandatory and for which the application of green requirements is not mandatory, the 2025 ratio amounts to 99.6%.

INITIATIVES AND PRACTICES THAT HELP ENSURE A SUSTAINABLE SUPPLY CHAIN

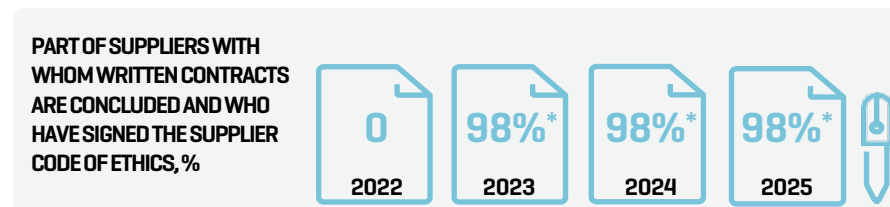
Establishment of sustainable criteria. When making decisions regarding the initiation of procurement, the Board of the Company considers alternatives for sustainable criteria.

Counterparty risk assessment. The Company expects its partners to adhere to high standards of transparency and ethical business conduct; therefore, it screens them prior to entering into transactions in accordance with the Counterparty Risk Assessment Procedure. In the event of any form of corruption, the Company has the right to unilaterally terminate the contract with them.



Verification of supplier reliability. When procuring goods, services, and works, the Company seeks to collaborate only with reliable and transparent suppliers. Depending on the value of the contract being concluded and the requirements set forth in the Company's Contractor Evaluation Procedure, suppliers are screened for criminal records, tax and other debts, the reliability of their performance under previous contracts, as well as other information relevant to the Company.

Supplier Code of Ethics. In 2021, the Company adopted the Supplier Code of Ethics, which aims to ensure a responsible and sustainable supply chain and clearly define expectations for suppliers in the areas of social responsibility, environmental protection, and good governance. In 2022, special attention was paid to familiarizing suppliers with the provisions of this code. Starting in 2023, compliance requirements for the Supplier Code of Ethics have been integrated into the contracts the Company enters into with suppliers.



*The indicator was calculated without taking into account contracts concluded through the CPD.LT catalog and contracts submitted by suppliers as their approved and non-modifiable templates, since Lietuvos Paštas is unable to include provisions regarding the Supplier Code of Ethics in such contracts.



REPORT ON COMPLIANCE WITH THE EUROPEAN UNION TAXONOMY REGULATION FOR 2025

In order to achieve the objectives of the European Green Deal and promote sustainable development based on balanced economic growth, a high level of environmental protection, and the improvement of environmental quality, the European Union has adopted Regulation [EU] 2020/852 of the European Parliament and of the Council [hereinafter referred to as the Taxonomy Regulation] and related delegated acts. These legal acts establish the basis for the classification of environmentally sustainable economic activities, technical assessment criteria, and disclosure requirements.

The aim of the EU Taxonomy is to help channel investment toward environmentally sustainable economic activities, harmonize the criteria for determining whether an economic activity can be considered sustainable, and enable companies, investors, and policymakers to make comparable and transparent decisions.

STAGES OF TAXONOMY EVALUATION:



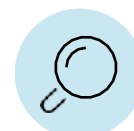
1. Identification of taxonomic economic activities.

It is assessed whether the Company's economic activities fall within the scope of the Taxonomy Regulation and related delegated acts.



2. Assessment of compliance with technical criteria.

- a. it is determined whether the activity contributes significantly to one or more of the environmental objectives set out in Article 9 of the Taxonomy Regulation;
- b. it is assessed whether the activity does not cause significant harm to other environmental objectives defined in Article 9 of the Taxonomy Regulation.



3. Verification of compliance with minimum safety requirements.

It is assessed whether the activity is carried out in accordance with the minimum safeguards set forth in Article 18 of the Taxonomy Regulation.



4. Determination of whether the activity meets the taxonomy criteria.

If a taxonomic activity meets the technical criteria for a substantial contribution, does not cause significant harm to other environmental objectives, and complies with the minimum safeguards, it is considered a taxonomic economic activity that meets the criteria.



5. Disclosure of key performance indicators.

In accordance with applicable requirements, the following key financial indicators are disclosed: revenue, capital expenditures [CAPEX], and operating expenses [OPEX].

Article 9 of the Taxonomy Regulation sets out the following environmental objectives:

- climate change mitigation;
- climate change adaptation;
- sustainable use and protection of water and marine resources;
- transition to a circular economy;
- pollution prevention and control;
- protection and restoration of biodiversity and ecosystems.

At the time of preparing the 2022 report, technical evaluation criteria had been published only for activities that significantly contribute to the goals of climate change mitigation and adaptation. Subsequently, the Taxonomy was expanded to include technical criteria for activities that can contribute significantly to the other four environmental objectives unrelated to climate. After assessing the Company's activities, it was determined that this expansion did not alter the scope of the Company's taxonomic activities, as the Environment Delegated Act did not establish any additional economic activities corresponding to the nature of the Company's operations.

The first step in the evaluation is to identify which activities carried out by LP Group are listed in the Delegated Acts of the Taxonomy Regulation, and then to assess whether these activities meet the applicable technical evaluation criteria.

The terms used in this section of the report :

- Taxonomic economic activity – an economic activity included in the Delegated Acts of the Taxonomy Regulation;
- Taxonomic economic activities that meet the criteria – taxonomic economic activities that meet the technical criteria, do not significantly undermine other environmental objectives, and comply with the minimum protection measures. These activities are considered environmentally sustainable;
- Taxonomic but environmentally unsustainable activities – economic activities included in the Delegated Acts of the Taxonomy Regulation but that do not meet all the criteria applicable to taxonomic economic activities;
- Non-taxonomic economic activities – economic activities that are not included in the delegated acts of the Taxonomy Regulation.

An analysis of the Delegated Acts of the Taxonomy Regulation has revealed that Lietuvos Paštas carries out the taxonomic economic activities listed below. The following section of the report provides an assessment of these activities based on the applicable technical criteria and discloses key financial indicators.



LIST OF TAXONOMIC ECONOMIC ACTIVITIES

Activity specified in delegated acts	Taxonomic code	NACE code(s)	Description of activities aimed at mitigating climate change	Description of activities aimed at adapting to climate change	Activities carried out by the LP Group
Operation of personal mobility devices, cycle logistics	6.4	N77.11 - Renting and leasing of cars and light motor vehicles, N77.21 - Renting and leasing of recreational and sports goods	The sale, purchase, financing, lease-purchase, rental, and operation of personal mobility devices or means of transport where the propulsion is derived from the user's physical activity, a zero-emission engine, or a combination of a zero-emission engine and physical activity. This includes the provision of bicycle freight transport services.	The sale, purchase, financing, lease-purchase, rental, and operation of personal mobility devices or means of transport where the propulsion is derived from the user's physical activity, a zero-emission engine, or a combination of a zero-emission engine and physical activity. This includes the provision of bicycle freight transport services.	Delivery of letters and parcels.
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	H49.39 - Other passenger land transport n.e.c., and N77.11 - Rental and leasing of cars and light motor vehicles	The purchase financing, lease, lease-purchase, and operation of M1 and N1 category vehicles subject to Regulation (EC) No 715/2007 of the European Parliament and of the Council, or L category vehicles [two-wheeled and three-wheeled vehicles and quadricycles].	The purchase financing, lease, lease-purchase, and operation of M1 and N1 category vehicles subject to Regulation (EC) No 715/2007 of the European Parliament and of the Council, or L category vehicles [two-wheeled and three-wheeled vehicles and quadricycles].	Delivery of letters and parcels.
Freight transport services by road	6.6	H49.4.1 - Freight transport by road; H53.10 - Postal activities under universal service obligations; H53.20 - Other postal and courier activities; and N77.12 - Renting and leasing of trucks	The purchase, financing, lease-purchase, rental, and operation of vehicles in categories N1, N2, or N3 that meet the requirements of the EURO 6 E stage or a later stage, for the purpose of providing road freight transport services.	The purchase, financing, lease-purchase, rental, and operation of vehicles in categories N1, N2, or N3 that meet the requirements of the EURO 6 E stage or a later stage, for the purpose of providing road freight transport services.	Delivery of letters and parcels.
Acquisition and ownership of buildings	7.7	L68 - Real estate activities	The purchase of real estate and the use of that real estate.	The purchase of real estate and the use of that real estate.	Premises and buildings owned by the Company.

ASSESSMENT OF TAXONOMIC CONFORMITY

Once the economic activities carried out by the LP Group that fall within the scope of the Taxonomy Regulation were identified, an assessment was conducted to determine whether these activities meet the applicable technical assessment criteria. The assessment analysed whether the activities contribute significantly to climate change mitigation or adaptation objectives, whether they do not cause significant harm to other environmental objectives, and whether they are carried out in accordance with the necessary safeguards.

After evaluating the identified taxonomic economic activities, it was determined that in 2025, some of the activities carried out by the LP Group meet the criteria of the Taxonomy Regulation, while some activities, although taxonomic, do not meet all the requirements for taxonomic activities during the period under review.

Unlike in 2024, when only activity 6.4, “Operation of personal mobility devices, cycle logistics,” was recognized as meeting the criteria, in 2025, part of activity 6.5, “Transport by motorbikes, passenger cars and light commercial vehicles” was also classified as meeting the criteria, taking into account the electric vehicles acquired and put into operation in the second half of 2025 and their compliance with the applicable technical criteria. Accordingly, in 2025, activity 6.5 is partly classified as taxonomic activity meeting the criteria and partly as taxonomic activity not meeting the criteria.

SUMMARY OF THE COMPLIANCE ASSESSMENT OF TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Taxonomic code	Economic activity	Activity carried out by Lietuvos Paštas	Taxonomic activity	Activities that meet the criteria	Main conclusion
6.4	Operation of personal mobility devices, cycle logistics	Delivery of letters and parcels	Yes	Yes	The activity meets the technical criteria, does not cause significant harm to other environmental protection objectives, and is carried out in accordance with the necessary safeguards.
6.5	Transport by motorbikes, passenger cars and light commercial vehicles	Delivery of letters and parcels	Yes	In part	Some of the vehicles used in the 2025 operations meet the technical criteria; therefore, the corresponding portion of activity 6.5 is classified as a taxonomic activity that meets the criteria, while the remaining portion is classified as a taxonomic activity that does not meet the criteria.
6.6	Freight transport services by road	Delivery of letters and parcels	Yes	No	The activity is taxonomic in nature, but during the period under review, it does not meet all the technical criteria required for it to be recognized as a taxonomic economic activity that meets the criteria.
7.7	Acquisition and ownership of buildings	Premises and buildings owned by the Company	Yes	No	The activity falls within the scope of the Taxonomy but does not meet the requirements set forth in the criteria for significant contribution during the period under review.

6.4 Operation of personal mobility devices, cycle logistics

Some of LP Group's mail and parcel delivery services are provided by mail carriers on foot or using bicycles. When assessing the criteria for a significant contribution, this activity meets the specified requirements, as the vehicles used are powered by physical force, zero-emission engines, or a combination of the two, and also allow for delivery via pedestrian or bicycle paths. The LP Group also uses electric bicycles in its operations and ensures the proper recycling or disposal of their parts through contractual obligations. In view of this, this activity is considered a taxonomic economic activity that meets the criteria.

6.5 Transport by motorbikes, passenger cars and light commercial vehicles

The LP Group uses a variety of owned and leased M1 and N1 category vehicles for the delivery of letters and parcels. In the 2024 report, this activity was classified under the taxonomy, but did not meet the criteria, as at that time the LP Group did not use zero-emission vehicles in this activity and had not met the CO2 emission criteria set out in the taxonomy, even though the vehicle fleet was being consistently renewed. In assessing this activity, compliance with the applicable technical criteria was analysed.

The situation changed in 2025 because electric vehicles were put into service in the second half of 2025 to carry out Activity 6.5. Consequently, the portion of Activity 6.5 related to these vehicles is considered a taxonomic activity that meets the criteria, while the remaining portion of

Activity 6.5, related to vehicles that do not meet the technical criteria, remains a taxonomic activity that does not meet the criteria. Therefore, in 2025, Activity 6.5 must be disclosed in the report as a taxonomic activity that is partly compliant and partly non-compliant.

6.6 Freight transport services by road

The LP Group's mail and parcel delivery activities also include road freight transport services, which are classified under activity 6.6 of the Taxonomy Regulation. In assessing these activities, compliance with the applicable technical criteria was analysed. After evaluating the data for the period under review, it was determined that this activity is taxonomic but does not meet all the requirements applicable to taxonomic economic activities that satisfy the criteria. Therefore, activity 6.6 is classified as taxonomic but does not meet the criteria.

7.7 Acquisition and ownership of buildings

Lietuvos Paštas owns and uses real estate; therefore, this activity falls under Activity 7.7 of the Taxonomy Regulation. In assessing this activity, compliance with the applicable technical criteria related to the conformity of buildings with the requirements of the Taxonomy Regulation was analysed. After evaluating the data for the period under review, it was determined that this activity is taxonomic but does not meet all the requirements applicable to taxonomic economic activities that meet the criteria. Therefore, Activity 7.7 is classified as a taxonomic activity that does not meet the criteria.



ESSENTIAL SAFETY MEASURES

[In the EU taxonomy regulatory text: Minimum safeguards]

The LP Group operates in compliance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights. The Company is a member of the United Nations Global Compact; employees adhere to the Code of Ethics in their work; the Supplier Code of Ethics applies to suppliers; and operations are also guided by policies on Equal Opportunities, Diversity and Inclusion, Environmental Protection, Personal Data Protection, Anti-Corruption, Remuneration, Quality, and other policies. These measures define key commitments regarding responsibility, human rights, transparency, and good governance; therefore, the identified taxonomic activities are assessed as being carried out in compliance with the minimum safeguards.

The LP Group's publicly available policies can be found on its website www.post.lt.

PRINCIPLES FOR CLASSIFYING PERFORMANCE INDICATORS

Revenue from taxonomy activities, capital expenditures, and operating expenses are allocated directly; where direct allocation is not possible, they are allocated proportionally based on the volume of activities. Accordingly, in 2025, the portions of activity that meet and do not meet the criteria are disclosed separately, based on the actual use of vehicles operated during the reporting period for this activity.

REVENUE UNDER THE EU TAXONOMY REGULATION

Definition of revenue

In 2025, the LP Group generated revenue by providing parcel delivery services (in fulfillment of its universal postal service obligations, commercial postal services, and commercial parcel delivery services), financial and retail services, as well as from other sources, such as the sale of unused real estate. In disclosing this information, the LP Group relies on data from the 2025 audited financial statements. Revenue attributable to economic activities specified in the European Union Taxonomy Regulation is classified into:

- A.1. Revenue that meets the requirements of economic activity;
- A.2. Revenue that does not meet these requirements.

Revenue is allocated directly; where this is not possible, it is allocated proportionally based on the volume of activity. Revenue from activities not classified under taxonomic economic activities is reported under the "Non-taxonomic activities" line in Part B.

Data

The LP Group's revenue in 2025 amounted to EUR 126.9 million, of which 0.1%, or EUR 169,000, was generated from deliveries made using personal mobility devices, bicycles, and electric vehicles, therefore, this revenue meets the environmental requirements set forth in the Taxonomy and is classified under Part A.1. The majority of revenue – 80.6% or EUR 102.5 million – was generated from activities that are taxonomic but do not meet the requirements and is included in Part A.2. In this section, revenue was generated from: "Transport by motorbikes, passenger cars and light commercial vehicles," "Freight transport services by road" (which, according to economic activity codes, includes universal postal services), and "Acquisition and ownership of buildings." The remaining portion of revenue – 19.1% or EUR 24.2 million – does not fall within the scope of taxonomic activities and is classified under Part B.



Economic activity	Code(s)	Total revenue in 2025 Million EUR	Percentage of revenue share %	Substantial contribution criteria		Do no significant harm criteria						Minimum safeguards Yes/No	Percentage of revenue aligned with taxonomy in 2025 %	Percentage of revenue aligned with taxonomy in 2024 %	Category (activities constituting the conditions) F	Category (transition activities) T
				Climate change mitigation %	Climate change adaptation %	Climate change mitigation Yes/No	Climate change adaptation Yes/No	Water and marine resources Yes/No	Circular economy Yes/No	Pollution prevention Yes/No	Biodiversity and ecosystems Yes/No					
				%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No					
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1. Environmentally sustainable activities (Taxonomy-aligned)																
64. Operation of personal mobility devices, cycle logistics	N77.11, N77.21	0,051	0,0	100	100	Yes	Yes		Yes	Yes		Yes	0,0	0,1		
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	0,119	0,1	100	100	Yes	Yes		Yes	Yes		Yes	0,1	-		
Revenue from environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0,169	0,1										0,1	0,1		
A.2. Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned)																
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	6,419	5,1										5,1	7,0		T
66. Freight transport services by road	H49.41, H53.10, N77.12	93,244	73,5										73,5	84,1		T
7.7. Acquisition and ownership of buildings	L68	2,848	2,2										2,2	0,5		
Revenue from Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned) (A.2.)		102,511	80,8										80,8	91,6		
Revenue from Taxonomy-eligible activities (A.1.+A.2.)		102,680	80,9										80,9	91,7		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																
Revenue from non-taxonomy-eligible activities (B)		24,242	19,1										19,1	8,8		
Total (A+B)		126,922	100										100	100		

CAPITAL EXPENDITURES UNDER THE EU TAXONOMY REGULATION (CAPEX)

Definition of capital expenditures

In 2025, the LP Group's capital expenditures totaled EUR 7.7 million. The majority of these funds were allocated to investments in tangible assets, such as parcel locker equipment and premises, while investments in intangible assets were primarily related to software upgrades. Capital expenditures are allocated directly to economic activities, and in cases where this is not possible, they are allocated proportionally based on the volume of operations.

Data

Capital expenditures allocated to activities that meet the taxonomy requirements account for 1.6% of total capital expenditures. The entire remaining portion of capital expenditures is allocated to activities that fall under taxonomic activities but do not meet their requirements, i.e., investments in tangible and intangible assets. No portion of investments is allocated to other activities under Part B, as all capital expenditures are related to postal activities and allocated to Taxonomic economic activities.



Economic activity	Code(s)	Total CAPEX in 2025 Million EUR	CAPEX percentage share %	Substantial contribution criteria		Do no significant harm criteria						Minimum safeguards Yes/No	Percentage of CAPEX aligned with taxonomy in 2025 %	Percentage of CAPEX aligned with taxonomy in 2024 %	Category (activities constituting the conditions) F	Category (transition activities) T
				Climate change adaptation %	Climate change adaptation %	Climate change mitigation Yes/No	Climate change adaptation Yes/No	Water and marine resources Yes/No	Circular economy Yes/No	Pollution prevention Yes/No	Biodiversity and ecosystems Yes/No					
				%	%	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No					
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1. Environmentally sustainable activities (Taxonomy-aligned)																
64. Operation of personal mobility devices, cycle logistics	N77.11, N77.21	0,002	0,0	100	100	Yes	Yes		Yes	Yes		Yes	0,0	0,1		
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	0,120	1,6	100	100	Yes	Yes		Yes	Yes		Yes	1,6	-		
CAPEX from environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0,122	1,6										1,6	0,1		
A.2. Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned)																
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	0,142	1,8										1,8	3,8		T
66. Freight transport services by road	H49.41, H53.1, N77.12	6,974	90,5										90,5	90,8		T
7.7. Acquisition and ownership of buildings	L68	0,471	6,1										6,1	5,3		
CAPEX from Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned) (A.2.)		7,586	98,4										98,4	99,9		
CAPEX from Taxonomy-eligible activities (A.1.+A.2.)		7,708	100										100	100		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																
CAPEX from non-taxonomy-eligible activities (B)		0	0										0	0		
Total(A+B)		7,708	100										100	100		

OPERATING EXPENSES UNDER THE EU TAXONOMY REGULATION (OPEX)

Definition of operating expenses

In 2025, the LP Group's expenses amounted to EUR 121 million. These expenses were allocated to ensuring day-to-day operations, including the maintenance of premises and vehicles, repair and maintenance costs, support services, and other expenses necessary for operations. Operating expenses are allocated directly to economic activities, and in cases where this is not possible, they are allocated proportionally based on the volume of operations.

Data

Activities meeting the taxonomy requirements (A.1.) accounted for 0.12% or EUR 146,000 in costs, primarily related to the repair and depreciation of bicycles and electric vehicles. Activities classified under Part A.2. – “Transport by motorbikes, passenger cars and light commercial vehicles,” “Freight transport services by road” (which, according to economic activity codes, includes universal postal services) and “Acquisition and ownership of buildings” – accounted for 94.1% or EUR 113.8 million of expenses. The remaining portion of expenses – 5.8% or EUR 7 million – is attributed to non-taxonomic activities.



Economic activity	Code(s)	Total OPEX in 2025		Substantial contribution criteria		Do no significant harm criteria						Minimum safeguards	Percentage of OPEX aligned with taxonomy in 2025	Percentage of OPEX aligned with taxonomy in 2024	Category (activities constituting the conditions)	Category (transition activities)
		Million EUR	OPEX percentage share %	Climate change mitigation %	Climate change adaptation %	Climate change mitigation Yes/No	Climate change adaptation Yes/No	Water and marine resources Yes/No	Circular economy Yes/No	Pollution prevention Yes/No	Biodiversity and ecosystems Yes/No					
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1 Environmentally sustainable activities (Taxonomy-aligned)																
64. Operation of personal mobility devices, cycle logistics	N77.11, N77.21	0,059	0,05	100	100	Yes	Yes		Yes	Yes		Yes	0,05	0,1		
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	0,087	0,07	100	100	Yes	Yes		Yes	Yes		Yes	0,07	-		
OPEX from environmentally sustainable activities (Taxonomy-aligned) (A.1)		0,146	0,12										0,12	0,1		
A.2. Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned)																
65. Transport by motorbikes, passenger cars and light commercial vehicles	H49.39, N77.11	5,534	4,6										4,6	5,8		T
66. Freight transport services by road	H49.41, H53.10, N77.12	104,159	86,1										86,1	80,0		T
7.7. Acquisition and ownership of buildings	L68	4,103	3,4										3,4	4,1		
OPEX from Taxonomy-eligible but environmentally unsustainable activities (not Taxonomy-aligned) (A.2.)		113,797	94,1										94,1	89,9		
OPEX from Taxonomy-eligible activities (A.1.+A.2.)		113,942	94,2										94,2	90,0		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																
OPEX from non-taxonomy-eligible activities (B)		7,016	5,8										5,8	10,0		
Total(A+B)		120,958	100										100	100		

INFORMATION ON COMPLIANCE WITH GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES

Lietuvos Paštas complies with the Guidelines for Ensuring Transparency in the Operations of State-Owned Enterprises, approved by Resolution No. 1052 of the Government of the Republic of Lithuania on 14 July 2010. Compliance with these requirements is ensured by preparing operational and financial reports and publishing relevant information on the Company's website. Information on the implementation of the Transparency Guidelines is provided in the table.

SECTION OF THE GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES (AS AMENDED ON 30 APRIL 2021)	DISCLOSURE	EXPLANATION
Chapter II. Disclosure of information by state-owned enterprises		
5. The following data and information must be published on the website of a state-owned enterprise:		
5.1. name;	Yes	
5.2. code and registry in which data about the company is collected and stored;	Yes	
5.3. registered office (address);	Yes	
5.4. legal status, if the state-owned enterprise is being restructured, reorganized (indicate the method of reorganisation), liquidated, bankrupt or bankrupted;	Yes	
5.5. the name of the institution representing the state and a link to its website;	Yes	Information is published on www.post.lt and/or in the annual report
5.6. operational objectives, vision and mission;	Yes	
5.7. structure;	Yes	
5.8. data of the executive officer;	Yes	
5.9. data of the chair and members of the board, if the board is formed according to the articles of association;	Yes	
5.10. data of the chair and members of the supervisory board, if a supervisory board is formed according to the statutes;	Irrelevant	
5.11. names of committees, data of their chairs and members, if committees are formed;	Yes	

SECTION OF THE GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES (AS AMENDED ON 30 APRIL 2021)	DISCLOSURE	EXPLANATION
5.12. the sum of the nominal values of shares owned by the state (in euro to the nearest euro cent) and the share (percentage) in the authorized capital of the state-owned company;	Yes	
5.13. special obligations implemented, which are determined according to the recommendations approved by the Minister of Economy and Innovation of the Republic of Lithuania: must be indicated the purpose of the special obligations, the state budget allocations allocated for their implementation in the current calendar year and the legal acts by which the state-controlled enterprise is entrusted with the implementation of the special obligation, determined conditions for the implementation of the special obligation and [or] regulated pricing;	Yes	
5.14. information about social responsibility initiatives and measures, important ongoing or planned investment projects.	Yes	
6. In order to publicize the professionalism of the management and supervisory bodies established in state-owned enterprises, as well as the committee members, the following data of the persons specified in sub-clauses 5.8-5.11 of the Description must be published: name, surname, date of commencement of current positions, other current management positions in other legal entities, education, qualification, professional experience. If the person specified in sub-clauses 5.9-5.11 of the Description is elected or appointed as an independent member, this must be additionally indicated in addition to his data.	Yes	
7. The following documents must be published on the website of the state-owned enterprise:		Information is published on www.post.lt
7.1. articles of association;	Yes	
7.2. a letter from the institution representing the state regarding the establishment of the state's goals and expectations in the state-owned enterprise;	Yes	
7.3. operational strategy or its summary in cases where the operational strategy contains confidential information or information that is considered to be a commercial [production] secret;	Yes	
7.4. a document establishing the remuneration policy, which includes the determination of the remuneration of the executive officer of the state-owned enterprise and the remuneration of the members of the collegial bodies and committees formed in the state-owned enterprise, described in more detail in the Code of Corporate Governance;	Yes	
7.5. annual and interim reports of a state-owned company, annual and interim activity reports of a state-owned enterprise for a period of at least 5 years;	Yes	
7.6. sets of annual and interim financial statements for a period of at least 5 years and the findings of the auditor regarding the annual financial statements.	Yes	

SECTION OF THE GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES (AS AMENDED ON 30 APRIL 2021)	DISCLOSURE	EXPLANATION
8. If the state-owned company is the parent company, the structure of the group of enterprises must be published on its website, as well as the data of subsidiaries and subsequent subsidiary companies specified in sub-clauses 5.1-5.3 of the Description, website addresses, the share of shares owned by the parent company (in percentage) in their authorized capital, as well as annual consolidated financial statements and consolidated annual reports.	Yes	Information is published on www.post.lt
9. If the state-owned company is a participant of legal entities other than those specified in clause 8 of the Description, the data specified in sub-clauses 5.1-5.3 of the Description of those legal entities and their website addresses must be published on its website.	Irrelevant	
9.1. If the company is a subsidiary company of a state-owned company or a subsidiary company of a subsequent rank, the data specified in sub-clauses 5.1-5.3 of the Description of the parent company and a link to the website of the parent company must be published on the website.	Irrelevant	
10. If the data, information and documents specified in clauses 5 and 6, sub-clauses 7.1-7.4, clauses 8, 9 and 1 of the Description have changed or been published as incorrect, they must be changed immediately on the website as well.	Yes	Changed information and documents are updated immediately
11. The set of annual financial reports of the state-owned enterprise, the annual report of the state-owned company, the annual activity report of the state-owned enterprise, as well as the findings of the auditor regarding the annual financial statements of the state-owned enterprise must be published on the website of the state-owned enterprise within 10 business days from the approval of the set of annual financial statements of the state-owned enterprise.	Yes	Documents are published on the website within a set time-limit
12. The sets of interim financial statements of the state-owned enterprise, interim reports of the state-owned company and interim activity reports of the state-owned enterprise must be published on the website of the state-owned enterprise no later than 2 months after the end of the reporting period.	Yes	Documents are published on the website within a set time-limit
13. The documents specified in clause 7 of the Description must be published in PDF format and technical possibilities must be created to print them.	Yes	PDF documents are published
Chapter III Preparation of sets of financial statements, reports and activity reports		
14. State-owned enterprises manage their accounting in such a way as to ensure the preparation of financial statements in accordance with international accounting standards.	Yes	The Company handles accounting in accordance with IFRS
15. In addition to the set of annual financial statements, a state-owned company prepares a set of 6-month interim financial statements, and a state-owned enterprise prepares sets of 3, 6 and 9-month interim financial statements.	Yes	The Company prepares interim financial statements for a period of 6 months

SECTION OF THE GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES [AS AMENDED ON 30 APRIL 2021]	DISCLOSURE	EXPLANATION
16. A state-owned company classified as a public interest enterprise according to the Law on the Audit of Financial Statements of the Republic of Lithuania, in addition to the annual report, additionally prepares a 6-month interim report. A state enterprise classified as a public interest enterprise according to the Law on the Audit of Financial Statements of the Republic of Lithuania, in addition to the annual activity report, additionally prepares a 6-month interim activity report.	Yes	The Company prepares an interim report for a period of 6 months
17. In the annual report of a state-owned company or the annual activity report of a state-owned enterprise, in addition to the content requirements provided for in the Law on Financial Reporting of Companies of the Republic of Lithuania or the Law on State and Municipal Enterprises of the Republic of Lithuania, the following information must be provided:		
171. a brief description of the state-owned enterprise's business model;	Yes	
172. information about important events that took place during and after the financial year (before the preparation of the annual report or the annual activity report) and that were of fundamental importance to the activities of the state-owned enterprise;	Yes	
173. the results of the implementation of the goals provided for in the strategy of the state-owned enterprise;	Yes	
174. indicators of profitability, liquidity, asset turnover, debt;	Yes	
175. performance of special obligations;	Yes	Information provided in the annual report
176. implementation of the investment policy, ongoing and planned investment projects as well as investments during the reporting year;	The information is disclosed in part due to commercial sensitivity.	
177. implementation of the risk management policy applied in the state-owned enterprise;	Yes	
178. implementation of dividend policy in state-owned companies;	Yes	
179. implementation of remuneration policy;	Yes	
1710. total annual remuneration fund, average monthly remuneration according to current position and/or units;	Yes	
1711. information on compliance with the provisions of Chapters II and III of the Description: it shall be indicated how they are implemented, which provisions are not complied with, and an explanation is given as to why.	Yes	

SECTION OF THE GUIDELINES FOR ENSURING TRANSPARENCY IN THE OPERATIONS OF STATE-OWNED ENTERPRISES (AS AMENDED ON 30 APRIL 2021)	DISCLOSURE	EXPLANATION
18. State-owned companies and state enterprises, which are not required to prepare a social responsibility report, it is recommended to provide information related to environmental, social and personnel, human rights, anti-corruption and bribery issues in the annual report or annual activity report, respectively.	Yes	The Company prepares a Sustainable Development Report (integrated into the annual report)
19. If the information specified in clause 17 of the Description is considered a commercial (production) secret or confidential information of the state-owned enterprise, the state-owned Company may not disclose such information, however, the state-owned company's annual report or the state-owned company's annual activity report must indicate that this information is not disclosed, and the reason for non-disclosure is given.	Yes	Information provided in the annual report
20. The annual report of a state-owned company or the annual activity report of a state-owned enterprise may contain other information not specified in this Description.	Yes	The annual report contains other information as well
21. A state-owned company, which is a parent company, in its consolidated annual report, and if it is not required by law to prepare a consolidated annual report, in its annual report presents the structure of the group of enterprises, as well as the data, specified in sub-clauses 5.1-5.3 of the Description, of each subsidiary company and subsequent subsidiary companies, share of owned shares (percentage) in the authorized capital of the subsidiary Company, financial and non-financial performance results of the financial year. If a state-owned company, which is the parent Company, prepares a consolidated annual report, it prepares consolidated annual report, the requirements of clause 17 of the Description shall apply mutatis mutandis.	Yes	Information provided in the annual report
22. The state-owned company's interim report or state-owned enterprise's interim activity report contains a brief description of the state-owned enterprise's business model, analysis of the financial performance of the reporting period, information on important events that occurred during the reporting period, as well as indicators of profitability, liquidity, asset turnover, debt and their changes compared to the corresponding period of the previous year.	Yes	Information provided in the annual report

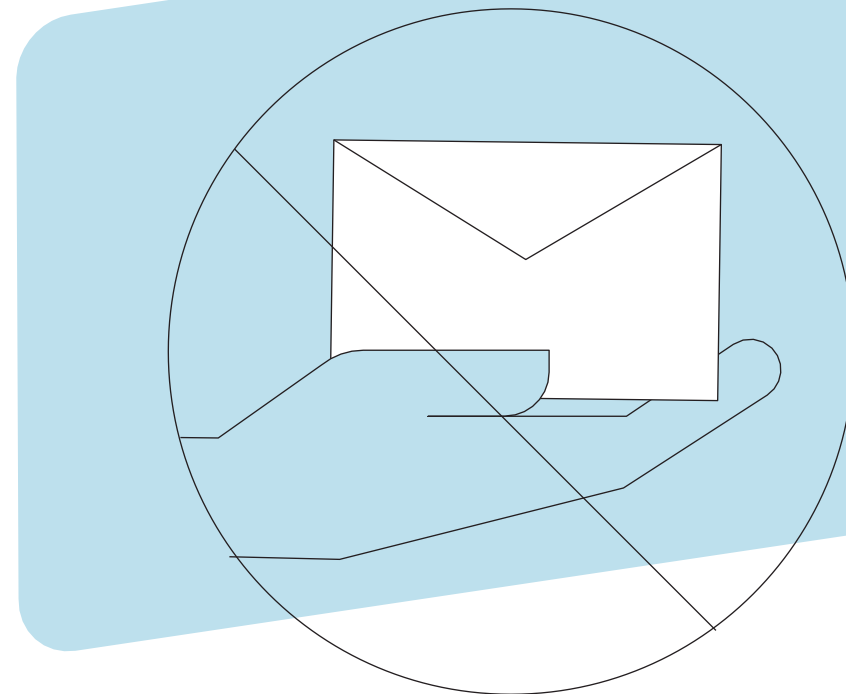


ANTI-CORRUPTION AND TRANSPARENCY

Honest, transparent conduct that meets the highest standards is an integral part of the LP Group's operations. The LP Group adheres to strict transparency requirements, promoting responsible, open, and ethical conduct in the market. In an effort to strengthen the reputation of state-owned enterprises, Lietuvos Paštas adheres to the principles of zero tolerance for corruption and the inevitability of accountability. Commitments related to anti-corruption activities are set out in Lietuvos Paštas' publicly available Anti-Corruption Policy, which can be read [here](#).

The LP Group aims to comply with the Anti-Corruption Management System standard, meet the expectations of its shareholders, and set an example for others by fostering an anti-corruption culture. To achieve these goals, every year Lietuvos Paštas implements new anti-corruption measures, strengthens and improves existing ones, and actively participates in various initiatives.

The Company has joined the "Transparency Academy" program, initiated by the President of the Republic of Lithuania and organized by the Special Investigation Service (hereinafter referred to as the STT). In 2025, it actively participated in the academy's activities, taking part in discussions, preparing presentations, and sharing relevant experience with colleagues from other organisations. The Company was appointed as a mentor by the State Tax Inspectorate and shared practical experience on how to strengthen the anti-corruption environment and apply the principles of good governance.



ETHICS AND ANTI-CORRUPTION POLICIES

The LP Group has adopted the Employee Code of Ethics and Conduct and the Supplier Code of Ethics, which are designed to ensure that all employees and partners adhere to the highest standards of transparency.

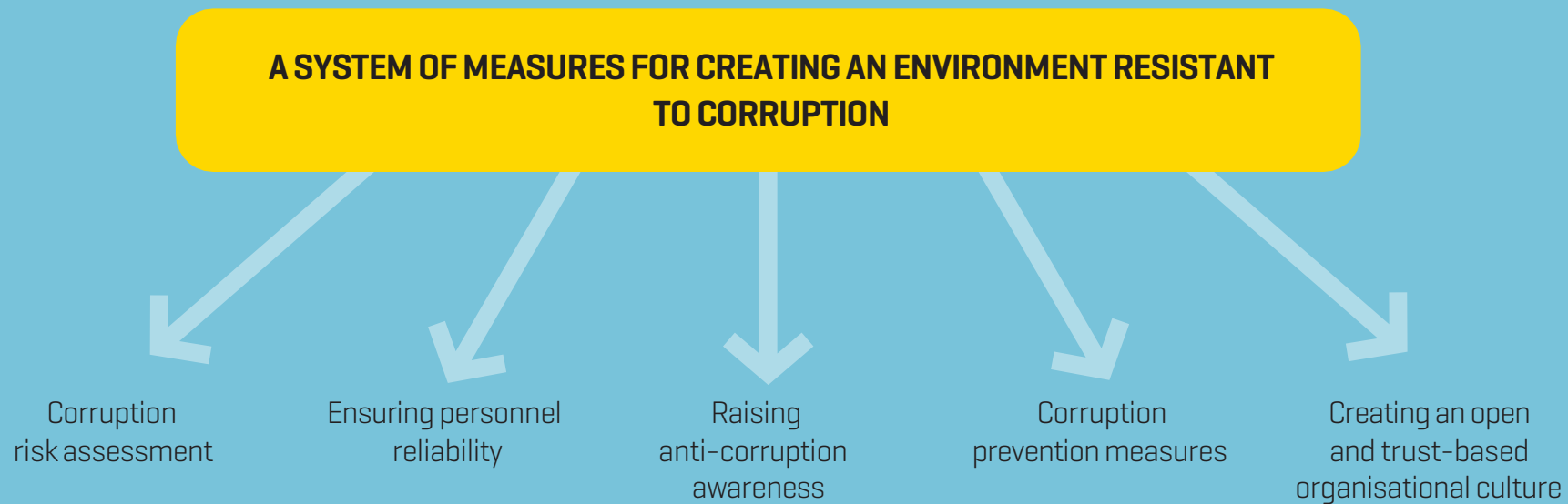
The implementation and oversight of the anti-corruption management system are ensured by: the Board of the Company, the Audit and Risk Management Committee, the Company's CEO, the Safety and Prevention Department, the employee responsible for anti-corruption compliance, and the heads of other functions and departments.

2025–2026 ACTION PLAN FOR CORRUPTION PREVENTION FOR THE PERIOD

MINISTRY OF TRANSPORT AND COMMUNICATIONS OF THE REPUBLIC OF LITHUANIA PRIORITIES	LP GROUP ANTI-CORRUPTION OBJECTIVES	EVALUATION CRITERIA	2024 [REFERENCE POINT]	2025	2026 [GOAL]
Increase the transparency and openness of decisions and procedures, and build trust in the ministry and organisations	Increase transparency and openness in our operations for customers, the public, and other stakeholders	Residents who believe that Lietuvos Paštas is highly corrupt	11%	n.d.	8%
Create an environment resistant to corruption, raise employees' awareness of anti-corruption issues, and promote zero tolerance for any manifestations of corruption	Maintain a high level of zero tolerance for employee misconduct	Employees who know how to report observed violations within Lietuvos Paštas	95%	94%	95%
		Employees who do not condone the unethical conduct of Lietuvos Paštas employees, who, in performing their job duties, fail to comply with legal requirements, thereby creating conditions for corruption	96%	97%	96%
Develop an appropriate and effective mechanism for the organisation, implementation, monitoring, and control of the creation of a corruption-resistant environment	Continuously improve the processes designed to support the anti-corruption management system, as well as other business processes within the company where there is a high risk of corruption, by applying a preventive approach to corruption risks	Transparency assessment of governance	A+	A+	A+
		Employees who agree with the statement – "If information about possible corruption were to come to light, the case within the Company would be properly investigated and assessed".	93%	94%	95%
Ensure the identification and management of corruption risks					

The most important strategic documents aimed at creating and maintaining an environment resistant to corruption are the Anti-Corruption Policy and the Corruption Prevention Action Plan. These documents define the areas of activity, objectives, target indicators, and key tasks.

In early 2025, a new Action Plan for Corruption Prevention for the period 2025–2026 was drafted and approved.



CORRUPTION RISK ASSESSMENT

Corruption risk management is carried out in accordance with the requirements of the international anti-corruption management system standard and applicable laws and regulations. Corruption risk assessment is conducted in several areas.

1 ASSESSMENT OF CORRUPTION RISK MANAGEMENT

The assessment is conducted by the Internal Audit Department every three years in accordance with the procedures established by the laws and regulations governing internal audits. In 2024, an internal audit of the corruption risk management assessment was conducted, during which 1 high-priority finding and 3 low-priority findings were identified, related to the inclusion of subsidiaries in the overall system of measures for creating a corruption-resistant environment. In 2025, all observations were addressed.

As part of the assessment of the maturity of the anti-corruption environment, an analysis of the feasibility of implementing the ISO 37001:2017 anti-bribery management system standard was also conducted, during which existing control measures were evaluated, an analysis of internal practices and the market was performed, and a cost-benefit assessment was carried out. The analysis showed that the measures applied by the Company are essentially in line with the principles of the standard; therefore, there is currently no need for certification, and the system will continue to be improved through internal measures.

2 COMPANY RISK MANAGEMENT SYSTEM

In order to manage and mitigate the identified risks of financial crime, bribery, influence peddling, nepotism, illegal collusion, inappropriate gifts, conflicts of interest, dishonest or unethical conduct, and abuse of authority, the Company conducts a corruption risk assessment across all areas of its operations and implements measures to mitigate these risks. During the 2025 annual risk reviews, all corruption risks were reviewed and approved at meetings of the Risk Management Committee. During the assessment, an additional analysis of public procurement processes was conducted from an anti-corruption perspective, examining procedural risks, the application of evaluation criteria, the validity of qualification requirements, and the functioning of control mechanisms.

3 ASSESSING THE LIKELIHOOD OF CORRUPTION

The assessment of the probability of corruption (hereinafter referred to as "POC") for 2025 was conducted in accordance with the new STT recommendations for determining and describing POC. The POC assessment was carried out in the area of decision-making by the LP Group. In determining the likelihood of corruption, decision-making processes related to the management of conflicts of interest, the activities of collegial bodies, and the supervision of public procurement were analysed. The assessment identified a need to more clearly regulate conflict of interest prevention mechanisms, decision-making procedures, and rules of conduct in situations involving management levels of the Company and its subsidiaries.

4 THOROUGH INSPECTION

A thorough inspection is a process aimed at:

- assessing the nature and extent of counterparty risk and assisting the LP Group in making a decision regarding a specific contract and counterparty;
- assessing the suitability of the candidate for the relevant position within the LP Group;
- assessing the compliance of a specific transaction, project, or area of activity with external and/or internal legislation.

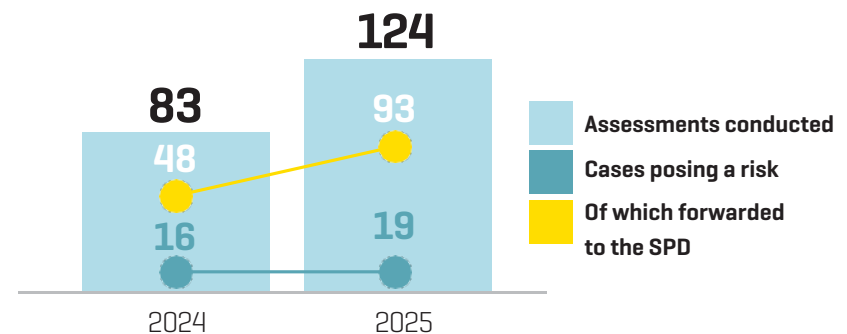
4.1 THOROUGH INSPECTION COUNTERPARTY RISK ASSESSMENT

The LP Group applies counterparty risk assessment procedures to evaluate the risks associated with potential partners and transactions before making decisions regarding further cooperation and risk management.

In 2024, 83 counterparties were assessed, and in 2025, following the update of the Counterparty Risk Assessment Procedure and the introduction of systematic checks on a larger number of transactions, the number of assessed counterparties increased to 124.

Cases identified during the assessment as posing an increased risk were referred to the Safety and Prevention Department (SPD) for further review, and risk mitigation measures were implemented as necessary, such as enhanced contract monitoring or the termination of procurement procedures.

NUMBER OF VERIFIED COUNTERPARTIES



4.2 THOROUGH INSPECTION ENSURING THE RELIABILITY OF EMPLOYEES

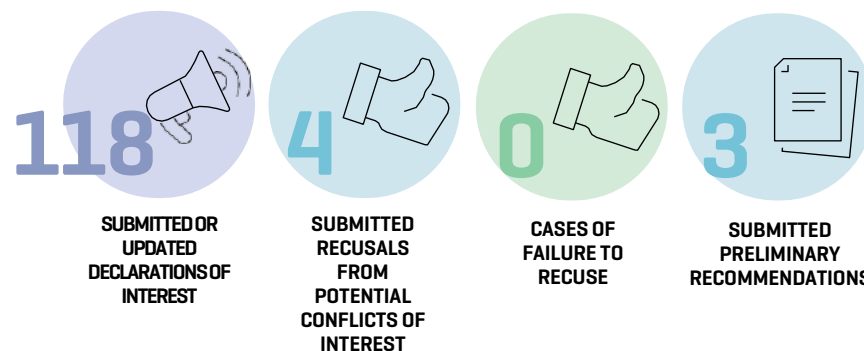
The LP Group strives to ensure that its workforce consists of employees of impeccable reputation who are trustworthy and align with the LP Group's values; therefore, all candidates are subject to a mandatory background check. During this process, the accuracy of the information provided by candidates is assessed, reputational aspects, potential risks of conflicts of interest, and compliance with legal and internal requirements for the position. The check is a preventive measure designed to mitigate financial, legal, and reputational risks and ensure the transparency of the organisation's operations.

In 2025, 100% of candidates participating in the selection process for positions within the LP Group were checked (a total of 1,230 candidates). The proportion of high-risk candidates remained stable at approximately 5%. Upon identifying potential risks, hiring decisions were made by conducting an additional assessment or by declining to enter into an employment relationship.

NUMBER OF CHECKED CANDIDATES



Particular attention is paid to reconciling public and private interests. Employees declare their private interests in accordance with legal requirements and recuse themselves from decision-making in cases of potential conflicts of interest. The Company conducts preemptive, ongoing, and post-hoc monitoring of conflicts of interest, regularly reminds employees to update their declarations, organizes training, and provides guidance.



The principles governing the reconciliation of public and private interests are enshrined in the Anti-Corruption Policy and the Procedure for the Reconciliation and Control of Public and Private Interests.

5 CORRUPTION RISK MANAGEMENT

The STT conducts an anti-corruption analysis of the Company's operations in accordance with the procedures established by the Government of the Republic of Lithuania.

RAISING AWARENESS OF ANTI-CORRUPTION

The LP Group consistently communicates anti-corruption principles and ensures that employees and management bodies are informed about applicable policies, procedures, and responsibilities. Anti-corruption provisions are published through internal channels, integrated into the employee onboarding process, periodically presented during training sessions, and applied in cooperation with suppliers.

COMMUNICATION THROUGH INTERNAL CHANNELS

The LP Group's Anti-Corruption Policy has been approved by a resolution of the Board. In 2025, a report on the effectiveness of the implementation of the 2024 Anti-Corruption Policy was submitted to the Board. A report covering the implementation of the Anti-Corruption Policy, the activities of the Trust Line, and the processes for reconciling and controlling public and private interests was presented to the Audit and Risk Management Committee and senior management.

The Anti-Corruption Policy and the Company's internal documents implementing it are current and apply to all LP Group employees. Employees are regularly informed about the Anti-Corruption Policy and the applicable anti-corruption measures through updates posted on internal communication channels.

The 2025 Anti-Corruption Policy and related internal documents were communicated:

- **to 100% of the Audit Risk Committee**, management in Lithuania, Latvia, and Estonia;
- **to 100% of Employees** across all areas of operation (operations, network, and administration) through the publication of documents on the intranet, orientation during onboarding, and the organisation of internal communications and training;
- **to Suppliers** – through procurement documents and contractual provisions that establish transparency and ethical requirements.

TRAINING PROGRAM AND SPECIALIZED TRAINING

In an effort to strengthen its anti-corruption culture, the Company implemented the following measures in 2025 :

- organized an anti-corruption awareness training program for all employees in Lithuania. 92% of employees took the test and completed the course;
- organized a training program on the reconciliation of public and private interests for all employees who declare private interests. 91% of employees took the test and completed the course;
- developed a separate training program for employees of subsidiaries in Latvia and Estonia (in Latvian and Estonian);
- actively participated in transparency events organized by the STT, ministries, and other institutions;
- kept employees informed through internal communication channels about ethical requirements, reporting options, and preventive measures.

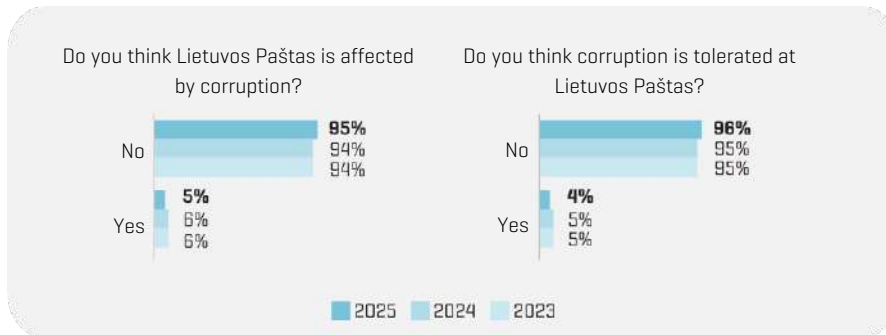
According to survey data, 86% of employees have noticed positive changes in the area of anti-corruption over the past two years.

ANONYMOUS EMPLOYEE SURVEY ON TOLERANCE OF CORRUPTION

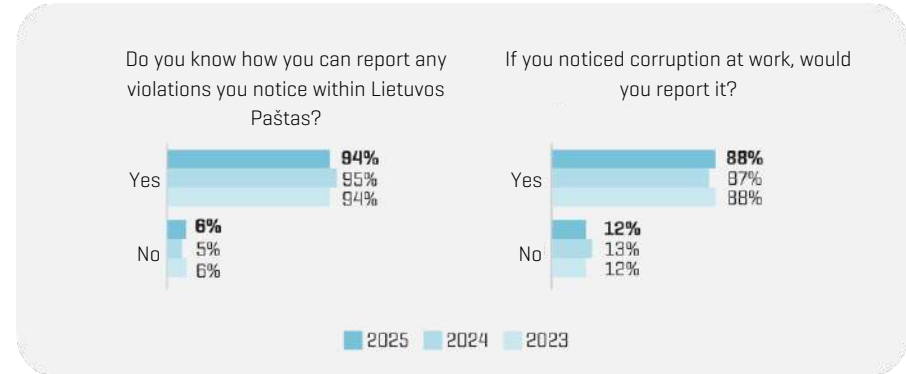
In 2025, a survey on employee tolerance of corruption was conducted in Lithuania, with the aim of assessing the effectiveness of the anti-corruption system and employees' perception of the culture of transparency within the Company. The survey showed that the Company maintains a stable and mature culture of transparency, and that key indicators changed minimally or improved during the 2023–2025 period, demonstrating the consistent functioning of the anti-corruption system.

Key findings:

- 1. High and consistent anti-corruption awareness.** Nearly all employees know what corruption is [99%] and how to handle a gift [98%], so this area has reached a level of maturity and remains consistently strong.
- 2. A firm stance against corruption.** 95% of employees believe that the Company is not affected by corruption, and 96% say that it is not tolerated – these ratings have remained stable for several years.

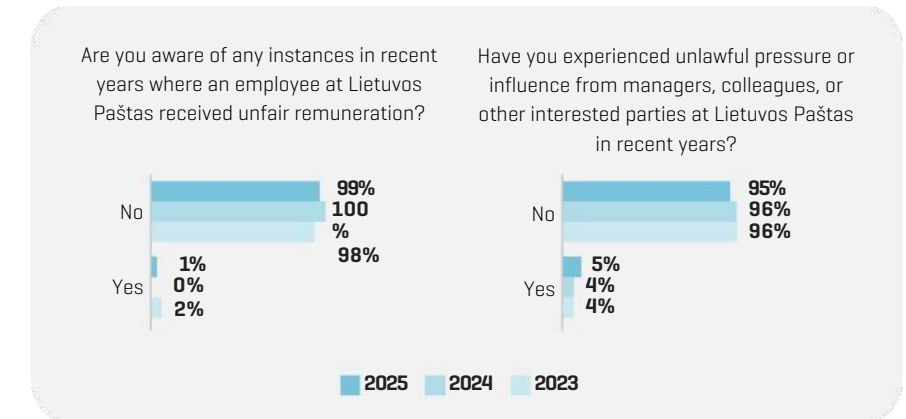


3. A culture of trust. Employees' anti-corruption awareness remains consistently high: 94% know how to report violations, and 88% say they would report them. Most trust the system – 92% believe that the confidentiality of whistleblowers is guaranteed, and 94% believe that reports would be properly investigated. This indicates growing confidence that the Company responds responsibly to such reports.



92% 1% increase Employees agree with the statement: "Reporting corruption at Lietuvos Paštas would ensure the confidentiality of the whistleblower."
94% 1% increase Employees agree with the statement: "If a case of possible corruption were to come to light, it would be properly investigated and assessed at Lietuvos Paštas."

4. Indicators of actual violations remain very low. The vast majority of employees report not having experienced unlawful pressure or nepotism, and 98% of respondents are unaware of any unjustified remuneration, which indicates an effective preventive environment.



OTHER ANTI-CORRUPTION MEASURES

Gift Policy

The Company has approved clear procedures for giving and receiving gifts. The Company does not give or accept any gifts or services that do not comply with international protocol or traditions, are not intended for representation purposes, or are prohibited by law. All such gifts are recorded in a public register.

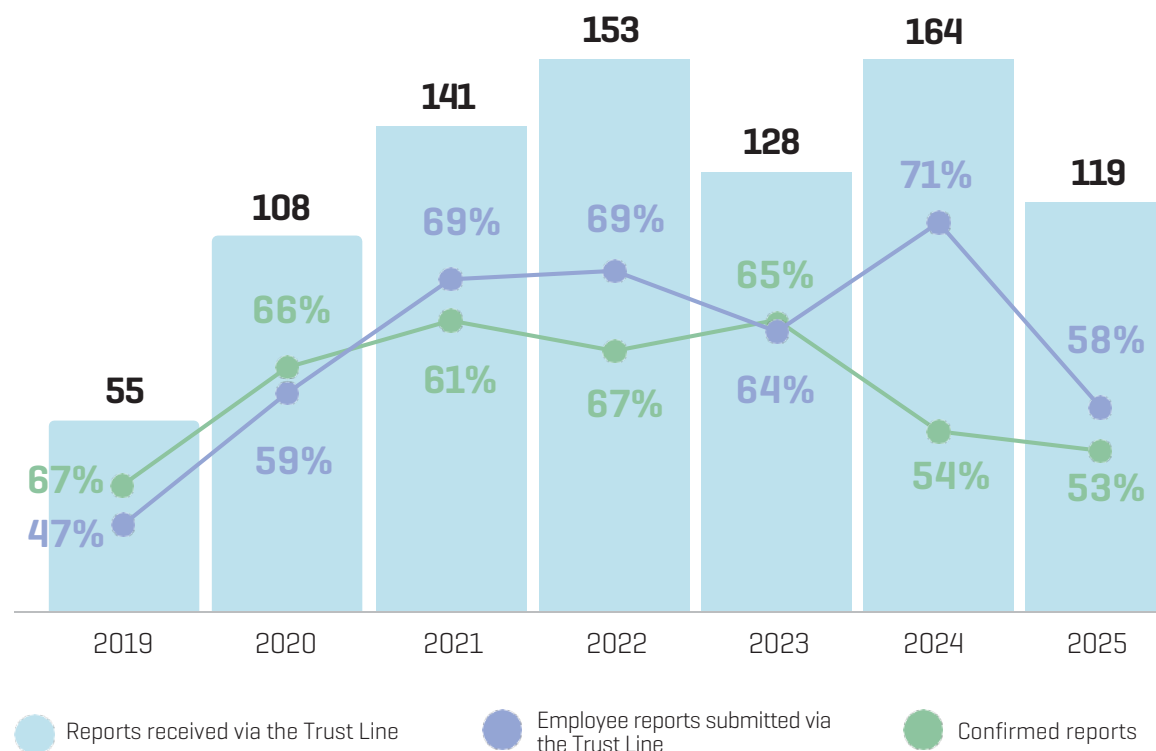
Trust Line and investigation procedures

The company has established an internal reporting channel – the Trust Line, through which both employees and other stakeholders can report violations that have occurred, are occurring, or may occur within the LP Group. Every report is examined – investigations are conducted, and based on them, if necessary, proposals and recommendations are made for process improvement and risk management. If signs of illegal activity are identified, the Company cooperates with law enforcement agencies. The number of reports received through the Trust Line remains high, reflecting employees’ trust in this channel.

In 2025, the LP Group received 9 reports potentially related to corruption-related legal violations. All reports were investigated in accordance with the established investigation procedures. Four cases were found to be unfounded, while in five cases violations were identified related to non-compliance with internal control requirements, improper acceptance of gifts, violations of cash accounting procedures, and the use of Company property for non-work-related purposes.

In all cases of confirmed violations, disciplinary measures were imposed, and the financial losses incurred by the LP Group were compensated. One case was referred to law enforcement agencies for further investigation. During the reporting period, no contracts with business partners were terminated due to corruption-related violations, and no cases involving the Company or its employees were recorded in public court proceedings.

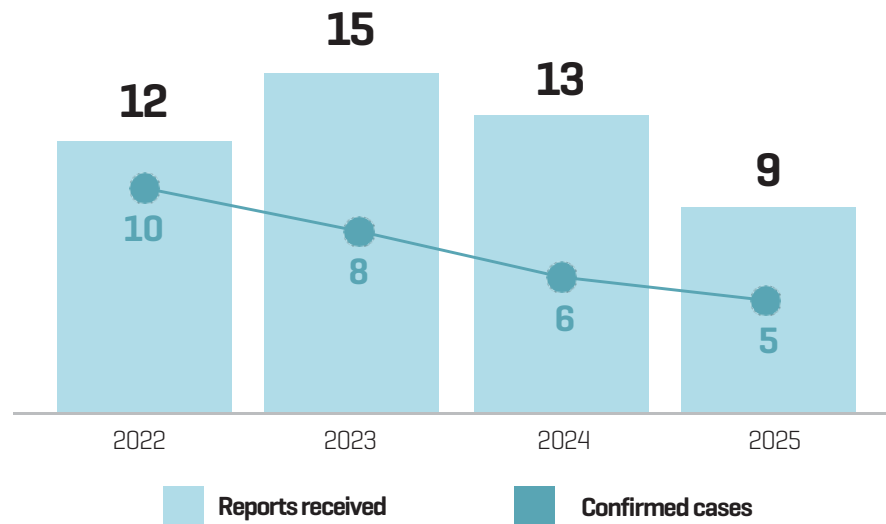
THE EFFECTIVENESS OF THE TRUST LINE



The number of corruption investigations into significant incidents in which employees abuse their authority for personal gain is decreasing every year.

The cases identified were isolated and sporadic, and their analysis was used to strengthen internal control and prevention measures.

INVESTIGATION OF CORRUPTION-RELATED REPORTS



Investigations are conducted not only based on information received through the Trust Line, but also on the initiative of the Safety and Prevention Department and based on reports received from other institutions or through other channels. In 2025, a total of 226 investigations were conducted (241 in 2024) regarding possible unlawful actions by employees and other individuals, 71% of which were confirmed. The number of investigations initiated since 2023 has been gradually decreasing. The vast majority (more than half) of the investigations were initiated following reports received via the Trust Line. This indicates that long-term efforts to publicize the internal reporting channel are yielding results.



PERSONAL DATA PROTECTION

Effective personal data protection is one of the most important aspects of sustainable development, crucial both for the LP Group and for its stakeholders. Personal data protection within the LP Group is ensured in accordance with the EU General Data Protection Regulation and other applicable laws. This area is regularly monitored by the internal audit function, which prepares reports and provides recommendations for operational improvements.

In 2025, the LP Group continued to focus on developing its employees' competencies in the area of personal data processing and protection. The LP Group also employs a designated data protection officer and an information security expert.

Key information for customers regarding the processing of their personal data is provided in the Privacy Notices, which are regularly reviewed and updated. The Privacy Notices are available on all three of the group's websites:

- **AB Lietuvos paštas**
- **Unisend Latvija SIA**
- **Unisend Eesti OÜ**

In 2025, data protection authorities did not issue any decisions regarding the LP Group nor did they conduct any scheduled or unscheduled inspections.

COMPLIANCE WITH LAWS AND REGULATIONS

The Company has established and operates a system for assessing and verifying compliance with external legislation, consisting of the following elements:

1. Internal regulations governing the area of compliance – Compliance Policy approved by the Board of the Company;
2. Designated compliance officer;
3. Establishment of the responsibilities and competencies of the Company's governing bodies and employees in the area of compliance;
4. The Company's system for informing employees about changes in legislation;
5. Training and education programs for Company employees to ensure that they are aware of and comply with legal requirements;
6. Identification of priority areas of activity where a detailed compliance assessment (gap analysis) is conducted, and development of a plan to address identified non-compliance issues;
7. Assessment of compliance risks and implementation of risk management measures;
8. Monitoring of compliance and reporting to the Company's management bodies.

For the purpose of monitoring changes in external legislation, a list of monitored laws and regulations is compiled and regularly updated to identify changes in external legislation relevant to the Company's operations, assess them, and, if necessary, take measures to implement these changes.

The Board of the Company, taking into account any identified or potential non-compliance with laws and regulations within the Company, as well as risks associated with non-compliance with legal requirements, changes in applicable legislation (including newly enacted legislation), the commencement of new Company activities or significant changes to existing activities, as well as other circumstances relevant to the Company, periodically approves annual priority compliance areas. A detailed gap analysis is conducted in the priority compliance areas approved by the Board of the Company in order to identify existing or potential non-compliance of the Company's operations with legal requirements and to implement measures to address these non-compliances. The Board of the Company has set three priority compliance areas for 2025: implementation of the provisions of the Law on the Post Office, ensuring compliance with the regulatory obligations of the Bank of Lithuania, and implementation of the requirements of the Cyber Security Act, in which the Company conducted a detailed compliance assessment and identified measures to address the identified non-compliances.

Every year, the Company undergoes inspections by various regulatory authorities. The Company's operations are supervised by the Communications Regulatory Authority, the Governance Coordination Centre, the State Data Protection Inspectorate, and other regulatory authorities. Inspections required by law are also conducted, such as scheduled inspections by the Fire and Rescue Department, which are carried out as part of routine procedures at service locations.

In 2025, the supervisory authorities did not impose any measures of material significance on the Company.

It should be noted that, by its decision of 7 November 2024, the Vilnius Regional Administrative Court granted the Company's request and annulled the Communications Regulatory Authority's Decision No. TN-581 of 16 November 2023 "Regarding the violation of Article 16(2)(4) of the Republic of Lithuania Law on the Post Office and the application of an economic sanction against the joint-stock company Lietuvos Paštas," which imposed a fine of EUR 184,489 on the Company. The Communications Regulatory Authority appealed this court decision to the Supreme Administrative Court of Lithuania, and the case is currently pending before the appellate court.

MEMBERSHIP IN ORGANISATIONS

Lietuvos Paštas' membership in international and national initiatives facilitates international cooperation, the development of relationships, and the adoption and implementation of best practices and innovations in the Company's operations, with the aim of improving the services it provides.

POSTAL UNIONS

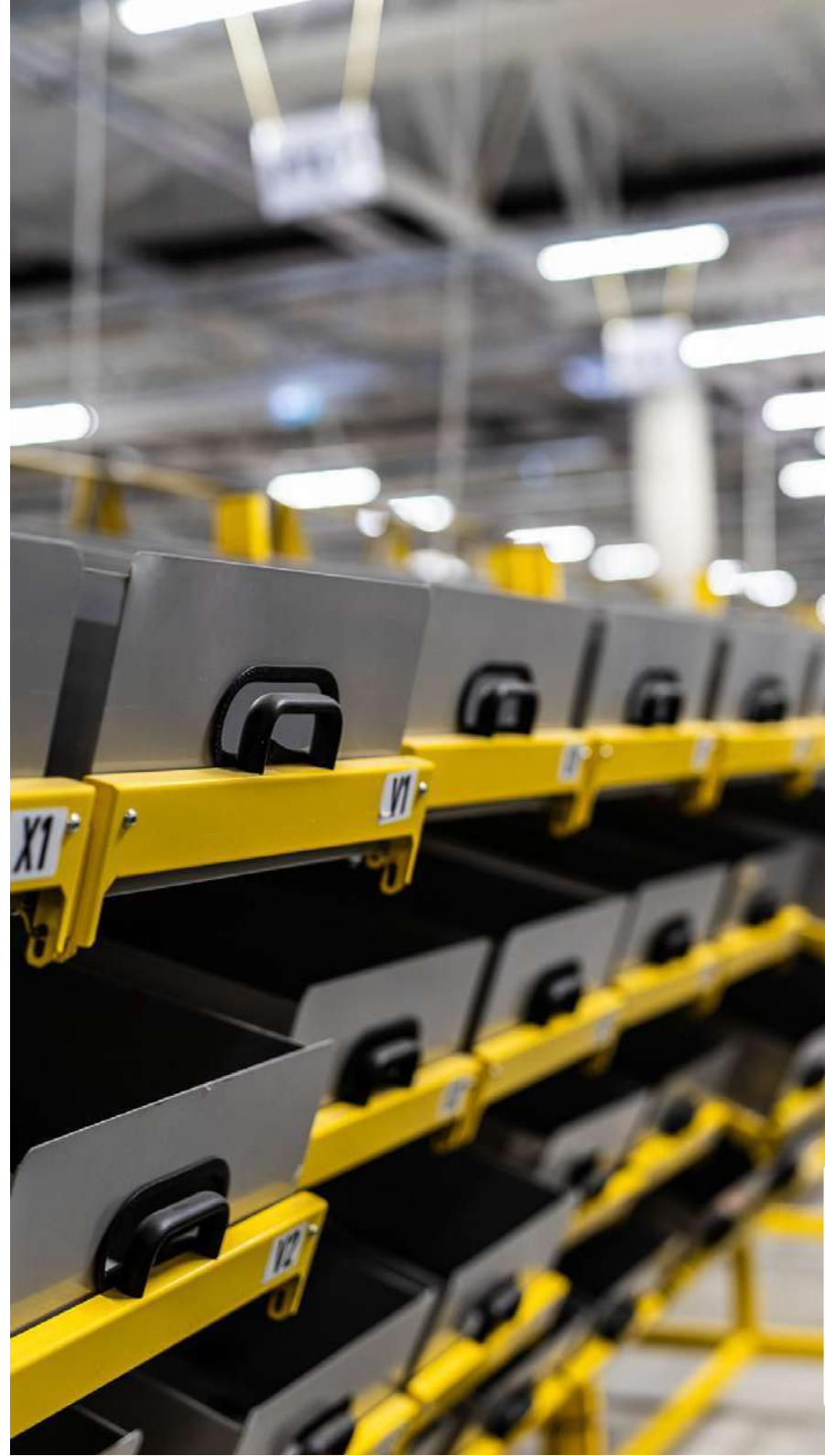
Lietuvos Paštas represents Lithuania in major international postal organisations that bring together both the postal services of neighboring countries and postal operators from around the world. The Republic of Lithuania has been a member of the Universal Postal Union (UPU) since 1992. Lietuvos Paštas, as a provider of universal postal services (UPS), is the designated operator, as notified by the Republic of Lithuania to the UPU.

The Company is also a member of PostEurop, the European postal operators' association - one of the regional unions of the Universal Postal Union (www.posteurop.org). The Company actively participates in the activities of the International Postal Corporation and the Nordic Postal Union.

OTHER MEMBERSHIPS

In 2021, Lietuvos Paštas joined the United Nations Global Compact (UN Global Compact). The goal of this initiative is to encourage businesses and non-governmental organisations to act responsibly and adhere to ten principles in the areas of human rights, labor, environmental protection, and anti-corruption.

Through the Global Compact, the United Nations also encourages organisations to contribute to the achievement of the goals of the 2030 Agenda for Sustainable Development.



RISK MANAGEMENT

Risk management within the LP Group is an integral part of strategic planning and strategy implementation, developed and implemented in accordance with the recommendations of the international standard ISO 31000:2018. The Risk Management Policy, updated in 2025 and approved by the Board of the Company, defines the principles of risk management, risk categories, and the determination of risk appetite, as well as the stages of the risk management process, participants, and their responsibilities. For more information on risk management within the LP Group, please refer to the “Risks and their Management” section of the Annual Report. Sustainability-related risks at Lietuvos Paštas are viewed as an integral part of operations and are integrated into the risk management process.

SUSTAINABILITY RISK ASSESSMENT

In 2025, sustainability risks relevant to the organisation were identified and assessed as part of a double materiality assessment. During the double materiality assessment, the ten most material sustainability topics were identified based on their impact and financial materiality. Financial materiality was analysed through the lens of risks and opportunities – topics were deemed financially material if they could have a material negative or positive impact on the organisation’s operating results and financial position. Of the ten most material sustainability topics, five related risks had already been identified and assessed previously and included in the LP Group’s Risk Register. For the remaining five topics, relevant risks were identified and assessed in accordance with the risk assessment methodology approved by the organisation. Specific management actions have been planned to manage the most significant risks, and the risks have been included in the Risk Register. Meanwhile, risks for which existing control measures are sufficient are documented in a separate sustainability risk register, subject to continuous monitoring and annual review..



MATERIAL AREAS OF SUSTAINABILITY	RISK	DESCRIPTION	MATERIALITY	MANAGEMENT TOOLS
ENVIRONMENTAL PROTECTION				
<p>Energy (including fuel) consumption</p> <p>Air pollution (including GHGs)</p>	<p>Risks associated with ensuring the quality of GHG emissions data and insufficient reductions</p>	<p>Climate change is one of the most significant sustainability issues, and reducing GHG emissions is a key measure for mitigating climate change. Lithuania and the Company are committed to contributing to the achievement of emission reduction targets (e.g., in the context of the Paris Agreement and national climate policies). With the entry into force of the Corporate Sustainability Reporting Directive (CSRD), reporting requirements are increasing regarding the collection, quality, and management of emissions data, as well as the setting and implementation of well-founded reduction targets. The Directive also covers emissions generated in the value chain (Scope 3), so it is important to manage not only direct emissions but also those from the supply chain (e.g., subcontractors).</p> <p>The ability to successfully manage emissions data and effectively reduce emissions in an organisation's operations can become a competitive advantage in attracting and retaining major European business clients.</p>	MODERATE	<ul style="list-style-type: none"> - Analysis of emission reduction potential across all areas of activity, setting short-term, medium-term, and long-term emission reduction targets (implemented) - Emission Reduction Action Plan - Emissions calculator with an approved methodology (implemented)
SOCIAL RESPONSIBILITY				
Equal opportunities	<p>Risk of non-compliance with the Labour Code regarding equal pay for equal work</p>	<p>The Labour Code mandates equal pay for work of equal value. Failure to comply with this requirement creates the risk that employees will file complaints or lawsuits alleging discrimination and violations of labour law. Such cases can result in financial penalties, reputational damage, and increased scrutiny of the Company's remuneration practices by regulatory authorities.</p>	MODERATE	<ul style="list-style-type: none"> - A methodology for determining remuneration has been developed and agreed upon with employee representatives (implemented)
Accessibility of products and services	<p>Risks related to ensuring the accessibility of products and services</p>	<p>Services provided by the LP Group, such as using parcel lockers, visiting post offices, and managing parcels on websites, are currently only partially accessible to people with disabilities. In order to meet the needs of this social group (according to data from the Ministry of Social Security and Labor of the Republic of Lithuania, approximately 231,000 people with disabilities lived in Lithuania in 2024) and comply with the requirements defined by law, Lietuvos Paštas should undertake the search for and implementation of additional strategic and technological solutions that enhance accessibility.</p> <p>Opportunities: expanding our customer base by offering fully accessible services to people with various disabilities, building a socially responsible corporate image, and establishing market leadership.</p>	HIGH	<ul style="list-style-type: none"> - Implementation of action plans to ensure the accessibility of websites, parcel lockers, post offices, public mailboxes, and financial services
Employee engagement	<p>Operational impact arising from insufficient employee engagement</p>	<p>In 2024, as the organisation became a Group of Companies with employees in Latvia and Estonia, the risks associated with maintaining organisational culture across different legal, linguistic, and work environment contexts increased. Failure to ensure that important information, processes, and internal communication are available to employees in remote offices in a language they understand increases the risk of decreased employee engagement, loss of motivation, and declining loyalty, which can manifest as operational disruptions. Lack of employee engagement directly impacts organisational resilience: it limits skill development, reduces the ability to replace critical roles, and poses a risk of business continuity disruptions during workforce changes.</p> <p>Opportunities. An inclusive and unified organisational culture across the group enhances the organisation's resilience, improves financial performance, contributes to technological progress and the adoption of innovations, fosters an image as an attractive employer to attract talent, and builds the image of a value-driven employer. This also fosters brand credibility among customers, partners, and the public.</p>	LOW	<ul style="list-style-type: none"> - Implementation of a program to improve working conditions

MATERIAL AREAS OF SUSTAINABILITY	RISK	DESCRIPTION	MATERIALITY	MANAGEMENT TOOLS
GOOD GOVERNANCE				
Specific obligations (including adequate network coverage)	The Impact of regulatory UPS changes on the Company's financial sustainability	Once the UPS regulatory changes take effect, the organization must fulfill additional obligations – expand the network of parcel lockers, increase operational capacity for parcel sorting, “first mile,” and “last mile” operations, and ensure the long-term maintenance of the expanded infrastructure. Implementing these requirements will require significant investments and ongoing operating costs, which increases the financial burden. Given the uncertainty regarding the clear financing structure and compensation mechanism for the UPS there is a risk that sufficient compensation for incurred costs will not be received. Impact on financial sustainability and long-term investment plans.	CRITICAL	<ul style="list-style-type: none"> - Active monitoring and analysis of new legislation, and participation in stakeholder discussions - Implementation of the strategic program for the implementation of USP changes
Compliance with regulations (including the Alternative Fuels Law)	Risks related to compliance with sustainability-related legal regulations	The risk of non-compliance with sustainability-related legal regulations includes the risk of failing to comply with the implementation of EU and national legislation governing sustainability reporting requirements (CSRD and EU SRR). Currently, EU sustainability reporting regulation is in a phase of change and uncertainty – the scope of application, deadlines, and the level of detail required for disclosures may change. This creates a risk of failing to identify the requirements relevant to Lietuvos Paštas in a timely manner or of not preparing at the necessary pace. To manage this risk, it is necessary to continuously monitor the regulatory environment, periodically reassess the application criteria, and adjust the readiness plan as needed.	NON-MATERIAL	<ul style="list-style-type: none"> - Monitoring of regulatory compliance - Implementation of new regulations
Business continuity and crisis management	Due to the absence of responsible employees, emergency response and business continuity processes are not being coordinated	Emergency and business continuity management systems have been established, setting out the principles, processes, and responsibilities; however, with the positions of the individuals responsible for coordinating these areas currently vacant, there is a risk that adequate preparations will not be made to manage emergencies and ensure service continuity.	MODERATE	<ul style="list-style-type: none"> - Recruitment of employees for relevant positions (implemented)
Customer data protection and cybersecurity	The risk of cyberattacks targeting the data of the Group of Companies and its customers, as well as the availability of the services provided	<p>With the rapid advancement of technology and the proliferation of tools based on artificial intelligence, the scale and complexity of cyberattacks are constantly increasing. At the same time, the geopolitical situation is fueling the activity of state-sponsored groups and cybercriminals, intensifying threats to organizations' information infrastructure.</p> <p>The most common attacks include DDoS attacks, data encryption, theft, and public disclosure, as well as unauthorized modification of website content through network intrusions, exploitation of technical vulnerabilities, or account takeover via social engineering. Such incidents can compromise the confidentiality, integrity, and availability of information, resulting in financial losses, operational disruptions, and significant reputational damage.</p>	MODERATE	<ul style="list-style-type: none"> - Ongoing employee training and awareness-raising - Participation in national cybersecurity initiatives - Documented and implemented cybersecurity procedures - Network and infrastructure protection - Protection of digital services and systems - Protection of endpoints and users - Data protection and business continuity
Innovation	The risk of losing competitiveness due to a lack of innovative solutions	In the highly competitive postal sector, where companies must ensure compliance with evolving regulations and adapt to customer needs, innovative solutions, such as technological, process, and business model innovations, are a crucial part of successful business development. Innovation helps streamline operational processes, reduce costs, and attract and retain employees. Slow adaptation of new ideas or the creation and implementation of innovations in operations can lead to a loss of competitiveness, which means losing existing and potential customers as well as financial flows.	MODERATE	<ul style="list-style-type: none"> - A clear innovation strategy and prioritization - A structured process for developing and implementing innovations - Assessment of information security and AI risks - Integration of sustainability criteria into innovation evaluation and selection - Strengthening employee competencies - Continuous monitoring of the market and technologies

MAJOR RISKS RELATED TO CLIMATE CHANGE

The Global Risks Report, published by the World Economic Forum in early 2025, notes that environmental risks, particularly those related to climate change, will be the most pressing over the next decade. Climate risk management is particularly relevant in the context of the EU Taxonomy Regulation and the Corporate Sustainability Reporting Directive. Based on the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) and taking into account data from the Lithuanian Hydrometeorological Service on physical climate changes, the Company conducted a climate risk assessment in 2023. The analysis covered physical risks (extreme weather events, chronic effects of climate change) and transition risks (political and regulatory, technological, market, and reputational). This assessment was reviewed and updated in 2025.

Natural disasters, such as floods, fires, extreme precipitation, or strong winds, can disrupt or temporarily halt the LP Group's operations, but their impact is usually localised. We would experience a greater impact if the core infrastructure supporting the entire LP Group's operations were damaged, such as key logistics centers, the central headquarters, or servers. Chronic climate change factors (changes in air temperature and precipitation, sea level rise) manifest over the long term, and their impact in the short term is negligible and manageable. Given that the probability of physical climate risks occurring in the Company's operations is low and the financial impact is limited, no active risk management measures are currently planned.

Meanwhile, transition risks may have a significant impact on the operations of the LP Group. As legal regulations in the area of sustainability evolve and become more stringent, increasing amounts of effort and resources must be devoted to their proper implementation. The impact of reputational and market risks is also significant, as it may affect the LP Group's ability to retain existing customers or attract new ones. As stakeholder expectations regarding sustainability rise, adapting to new requirements may require greater financial resources. Management measures are in place to mitigate these risks.



RISK	DESCRIPTION
SEVERE CLIMATE EVENTS	
Floods / High Tides	As the climate warms, the nature of flooding is changing: with the stability of snow cover decreasing, the risk of flash floods, rain-induced flooding, and sudden fluctuations in water levels is increasing. The risk remains higher in the Kaunas and Klaipėda regions, where the Company's infrastructure (particularly logistics centers) and service delivery may be affected. In addition, the Company's vehicles may not be equipped to handle extreme weather conditions, which increases the risk of supply chain disruptions and accidents involving employees.
Droughts	The impact of droughts on the LP Group would be felt through a decline in water reserves and an increase in air temperatures, which directly affect employees. The number of droughts in Lithuania is steadily increasing, so the number of adverse effects may also rise in the long term.
Fires	Climate change is leading to an increased risk of fires in forests and open areas, particularly due to reduced precipitation, periods of drought, and other meteorological phenomena such as lightning. LP Group's physical infrastructure may be affected by spreading fires, depending on its geographic location and environmental conditions.
Extreme precipitation	Hazardous and extreme precipitation are among the most common catastrophic weather events that can directly damage the LP Group's infrastructure and disrupt operations. In addition, LP Group vehicles may not be equipped to handle extreme weather conditions, which increases the risk of supply chain disruptions and accidents involving employees.
Strong winds	Higher wind speeds or the interaction of wind with other meteorological phenomena, such as wet snow or sleet, can cause direct damage to LP Group infrastructure, road conditions, and the power supply. Core operations may be temporarily disrupted.
CHRONIC EFFECTS OF CLIMATE CHANGE	
Fluctuating air temperature (heat, cold)	Based on current data, a cooling of the climate is unlikely in Lithuania, but global warming is highly likely. Extreme temperature fluctuations could increase financial costs, as they affect LP Group's facilities, operations, and supply chain. In addition, they may have a direct negative impact on employee health and safety.
Variable amount of precipitation	Seasonal patterns are relevant to fluctuations in precipitation, but in Lithuania, precipitation has the greatest negative impact in the context of extreme weather events (see the section on Extreme precipitation).
Changes in sea level	Over the past 60 years, sea levels in Lithuania have risen by 20 cm. The rise in water levels is caused not only by changes in sea level but also by other complex factors, such as dams or fluctuations in river water levels. This risk is relevant only to the Klaipėda region, so it may affect the Company's infrastructure or operations only in this region.

RISK	DESCRIPTION	MATERIALITY	RISK MANAGEMENT TOOLS
TRANSITIONAL PERIOD RISKS			
Political and regulatory environment risks	<p>Recently, the field of sustainability has become increasingly regulated at both the European Union and national levels. Failure to comply with legal requirements could result in financial losses and damage to the LP Group's reputation. Additionally, at the global and European levels, there is an increasing number of cases where companies that pollute or fail to meet their commitments to reduce their climate impact face legal liability.</p> <p>The LP Group may face the risk of failing to adapt to a tightening regulatory environment, such as the green procurement targets set in Lithuania or the requirements imposed on the vehicle fleet.</p>	HIGH	<p>Consistently monitor changes in legislation, establish transition periods, and plan the necessary resources to ensure compliance.</p> <p>Strive to reduce GHG emissions and waste volumes and optimise resource use.</p> <p>Actively participate in the activities of various organizations and associations, such as PostEurop, UPU, and others, to gain new knowledge and exchange experiences.</p>
Technological	<p>The growing demand for alternative energy sources, the costs of installing them, and rising raw material prices may hinder a rapid transition to less polluting technologies. In the transportation sector, the number of electric vehicles and alternative delivery methods is growing rapidly. As a result, older-generation technological solutions may become obsolete, fail to meet new requirements, and become financially unprofitable for the LP Group. Furthermore, infrastructure such as buildings and logistics centers that use polluting electricity may be subject to additional taxes in the future.</p>	LOW	<p>Monitor funding opportunities for initiatives aimed at mitigating climate change and for the improvement of processes and technologies.</p> <p>Implement the LP Group's vehicle fleet electrification project.</p>

RISK	DESCRIPTION	MATERIALITY	RISK MANAGEMENT TOOLS
TRANSITIONAL PERIOD RISKS			
<p>Market</p>	<p>Market risk is associated with fluctuations in the demand for, supply of, or prices of relevant goods and services. For example, as the deadline for compliance with legal requirements approaches, electric vehicles may become unavailable or significantly more expensive due to increased demand. Similarly, the supply of renewable energy sources may grow more slowly than demand. Market uncertainty is increasing, and fluctuations are becoming increasingly difficult to predict. Insufficient implementation of changes within the LP Group may hinder the ability to borrow on favorable terms, as the financial sector increasingly directs investments toward environmentally friendly solutions. Additionally, there is a risk of supplier sustainability – a supplier may fail to comply with or meet green procurement requirements, or may offer but fail to deliver suitable goods or services.</p>	<p>HIGH</p>	<p>Optimise resource utilization, strengthen and streamline organisational processes, and develop strategic initiatives.</p>
<p>Reputational</p>	<p>Unless the LP Group improves its competitive position in the area of sustainability, pursues sustainable solutions, and transitions to less polluting technologies, it may fail to meet the growing sustainability expectations of consumers and customers. Due to the organisation’s insufficient responsiveness or inaction, stakeholders – shareholders, the public, suppliers, and customers – may exert pressure, and inappropriate, delayed, or entirely absent actions may negatively impact the LP Group’s reputation. If the implementation of sustainable solutions is postponed, adaptation may require more financial and other resources. Meanwhile, insufficiently implemented solutions may hinder the ability to borrow on favorable terms or result in less favorable loan conditions. Furthermore, negative consumer sentiment could reduce demand for the LP Group’s services, hinder the acquisition of new customers, and affect the retention of existing customers.</p>	<p>HIGH</p>	<p>Strengthen the organisation’s image in the public eye and among customers by establishing a strong consumer profile in the area of sustainability. Improve the competitive position in the market by adapting to the changing expectations of consumers and customers, capitalising on the growing demand for sustainability.</p>

06 MAIN PLANS FOR 2026

In 2026, the LP Group will continue to implement changes and initiatives that will help achieve its goals.

Main plans for 2026:



Strengthen GHG emissions accounting and reduce emissions by 16% per parcel unit (compared to 2024).



Successfully implement the project to ensure the accessibility of the Company's infrastructure.



Continuously improve working conditions for employees.



Prepare for the implementation of sustainability reporting in accordance with the latest regulations that have come into effect.



Continue the project to electrify the vehicle fleet, including infrastructure upgrades.

06 DISCLOSURE OF THE GOALS OF THE UN GLOBAL COMPACT

Lietuvos Paštas joined the members of the United Nations Global Compact in 2021. By becoming a member of this agreement, the company committed to reporting annually on its compliance with the 10 core principles of the international agreement and to setting even more ambitious goals for the implementation of sustainable operations.

AREA	PRINCIPLE	ANNUAL REPORT PAGE
Human rights	Support and respect the protection of internationally proclaimed human rights	72, 81-82
	Make sure that the Company is not complicit in human rights abuses	72
Labour force	Uphold the freedom of association and the effective recognition of the right to collective bargaining	119, 111
	Uphold the elimination of all forms of forced and compulsory labour	106
	Uphold the effective abolition of child labour	106
	Uphold the elimination of discrimination in respect of employment and occupation	106-109
Environmental protection	Support a precautionary approach to environmental challenges	90-91, 145-151
	Undertake initiatives to promote greater environmental responsibility	89
	Encourage the development and diffusion of environmentally friendly technologies	89
Anti-corruption	Work against corruption in all its forms, including extortion and bribery	133-143



06 GRI INDICATORS LIST (1/2)

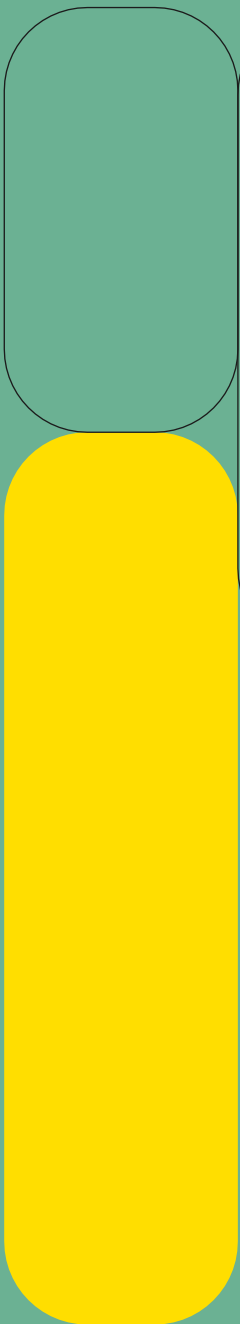
GRI STANDARD	DISCLOSURE	PAGE(S) OF INTEGRATED ANNUAL REPORT
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	11
2-2	Entities included in the organization's sustainability reporting	70
2-3	Reporting period, frequency and contact point	70
2-4	Restatements of information	70
2-5	External assurance	70
2-6	Activities, value chain and other business relationships	43-51
2-7	Employees	96
2-8	Workers who are not employees	99
2-9	Governance structure and composition	13-15, 20, 22
2-10	Nomination and selection of the highest governance body	13
2-11	Chair of the highest governance body	15
2-12	Role of the highest governance body in overseeing the management of impacts	13, 20, 22-23
2-13	Delegation of responsibility for managing impacts	14, 53, 81
2-14	Role of the highest governance body in sustainability reporting	70
2-15	Conflicts of interest	138
2-16	Communication of critical concerns	17, 23
2-17	Collective knowledge of the highest governance body	15
2-18	Evaluation of the performance of the highest governance body	17
2-19	Remuneration policies	18, 109-110
2-20	Process to determine remuneration	109
2-21	Annual total compensation ratio	110
2-22	Statement on sustainable development strategy	71, 80
2-23	Policy commitments	81-82
2-24	Embedding policy commitments	81-82
2-25	Processes to remediate negative impacts	52-56, 141-142
2-26	Mechanisms for seeking advice and raising concerns	141
2-27	Compliance with laws and regulations	143
2-28	Membership in associations	144
2-29	Approach to stakeholder engagement	73
2-30	Collective bargaining agreements	111
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	74-75
3-2	List of material topics	75
3-3	Management of material topics	76-80
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	136-138
205-2	Communication and training about anti-corruption policies and procedures	139-140
205-3	Confirmed incidents of corruption and actions taken	141-142
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	86
302-3	Energy intensity	86

06 GRI INDICATORS LIST (2/2)

GRI 305: EMISSIONS 2016		
1	Direct (Scope 1) GHG emissions	84-85
2	Energy indirect (Scope 2) GHG emissions	84-85
305-3	Other indirect (Scope 3) GHG emissions	84-85
305-4	GHG emissions intensity	84-85
GRI 306: WASTE 2020		
306-1	Waste generation and significant waste-related impacts	87
306-2	Management of significant waste-related impacts	87
306-3	Waste generated	87-88
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	116
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	97-98
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	98
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	103
403-2	Hazard identification, risk assessment, and incident investigation	103
403-3	Occupational health services	103
403-4	Worker participation, consultation, and communication on occupational health and safety	103
403-5	Worker training on occupational health and safety	104
403-6	Promotion of worker health	104
403-9	Work-related injuries	105

GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	100
404-2	Programs for upgrading employee skills and transition assistance programs	100-102
404-3	Percentage of employees receiving regular performance and career development reviews	102
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	106-108
405-2	Ratio of basic salary and remuneration of women to men	110
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	143

07. ISSUE OF POSTAL STAMPS



07 ISSUE OF POSTAL STAMPS

Lietuvos Paštas issues 15–20 new postal stamps each year. As the universal postal service provider, Lietuvos Paštas is required by the the Law on Post Offices [Article 16, Paragraph 2, Subparagraph 5] to issue and withdraw postal stamps from circulation.

The themes of postage stamps are selected in accordance with Section II of the Rules for the Issuance, Withdrawal from Circulation, and Accounting of Postage Stamps, approved by Order No. 3-258 of the Minister of Transport and Communications of the Republic of Lithuania on 30 April 2013, and postage stamp designs are selected and printed in accordance with Sections III and IV of the aforementioned Order.

In 2025, 18 new postage stamps [17 stamps, 1 stamp block] were issued on the following themes :

- Baltic Tribes. The Samogitians (Žemaičiai)
- Celebrating 100 Years of the YIVO Institute for Jewish Research
- Integration of the Baltic States into Continental European Networks
- Lithuanian Culinary Heritage. Cepelinai
- Celebrating 100 Years of the Grand Duchess of Lithuania Birutė Association of Women from Officers' Families

- Europe. National Archaeological Discoveries
- Children's Drawings. My Pet
- Lithuanian Resorts. Neringa
- 100th Anniversary of the Construction of the "Anbo" Aircraft
- Lithuanian Red Book
- 150th Anniversary of the Birth of Mikalojus Konstantinas Čiurlionis
- Lithuanian heritage. Manors
- 100th anniversary of the birth of Vaclovas Intas
- Christmas and New Year

You can learn more about Lietuvos Paštas's philatelic activities and plans [here](#).



CONSOLIDATED AND SEPARATE FINANCIAL STATEMENTS

CONSOLIDATED AND SEPARATE STATEMENTS OF COMPREHENSIVE INCOME

	NOTES	YEAR ENDED 31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Revenue from contracts with customers	3	108 265	99 370	108 270	100 158
Subsidies	4	16 384	10 492	16 384	10 492
Other income	5	531	764	523	763
Total operating revenue		125 180	110 626	125 177	111 413
Employee-related expenses	7	(55 032)	(48 525)	(54 032)	(48 074)
Expenses of cross-border postal services and settlements with foreign post offices		(16 121)	(17 242)	(16 121)	(17 194)
Costs of courier and parcel locker services		(14 967)	(11 063)	(16 170)	(10 373)
Depreciation and amortisation expenses of non-current assets		(10 633)	(9 776)	(10 293)	(9 612)
Cost of goods held for resale and services		(3 356)	(3 241)	(3 374)	(3 241)
Reversal of impairment/impairment of financial assets		907	(423)	907	(423)
Impairment of non-current assets		(22)	(914)	(22)	(914)
Other expenses	6	(21 744)	(18 259)	(20 054)	(17 589)
Total operating expenses		(120 968)	(109 442)	(119 160)	(107 419)
Other profit [loss]	8	3 571	(250)	3 571	(250)
Impairment of investments in subsidiaries	14	-	-	(6 926)	-
Operating profit		7 782	934	2 662	3 744

	NOTES	YEAR ENDED 31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Finance income	9	521	1 033	634	1 053
Finance costs	9	[1 341]	[1 486]	[1 300]	[1 463]
Profit before income tax		6 962	480	1 997	3 334
Income tax [expense]	27	[1 018]	[239]	[1 008]	[239]
Net profit		5 944	242	989	3 096
Other comprehensive income (expense)					
Other comprehensive income/(expense) that will be subsequently reclassified to profit or loss		-	-	-	-
Other comprehensive income/(expense) that will not be subsequently reclassified to profit or loss		-	-	-	-
Total comprehensive income		5 944	242	989	3 096

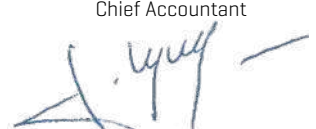
The accompanying notes shall form an integral part of these financial statements. These financial statements were approved and signed on 31 March 2026 by:

Kastytis Valantinas
The CEO

[signature]

Antanas Kondrotas
Director of Finance and
Administration

[signature]

Jūratė Vyšniauskienė
Head of Accounting Department,
Chief Accountant

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CONSOLIDATED AND SEPARATE STATEMENTS OF FINANCIAL POSITION

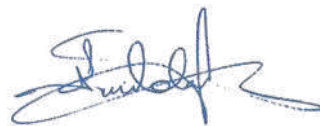
	NOTES	GROUP			COMPANY		
		31 DECEMBER 2025	31 DECEMBER 2024 [ADJUSTED]*	1 JANUARY 2024 [ADJUSTED]*	31 DECEMBER 2025	31 DECEMBER 2024 [ADJUSTED]*	1 JANUARY 2024 [ADJUSTED]*
ASSETS							
Non-current assets							
Intangible assets	10	4 734	4 931	4 459	4 734	4 931	4 459
Property, plant and equipment	11	38 097	35 796	38 176	38 082	35 790	38 177
Right-of-use assets	12	24 581	20 948	16 209	23 623	20 315	16 209
Investment property	13	397	1 165	1 131	397	1 165	1 131
Investments in subsidiaries	14	-	-	-	-	1 000	550
Non-current receivables		24	-	79	24	-	79
Total non-current assets		67 832	62 840	60 054	66 860	63 200	60 604
Current assets							
Inventories	15	551	597	549	551	597	549
Trade receivables	16	11 270	10 101	12 228	11 215	10 093	12 228
Contract assets	17	4 715	5 570	4 701	4 715	5 570	4 701
Prepayments, deferred expenses	18	1 023	823	1 277	1 015	816	1 277
Other amounts receivable	19	10 734	11 000	10 705	10 596	12 657	10 705
Cash and cash equivalents	20	18 186	26 313	37 394	18 113	26 228	36 778
Non-current assets held for sale	11	1 590	193	42	1 590	193	42
Total current assets		48 068	54 598	66 895	47 795	56 155	66 279
Total assets		115 900	117 438	126 949	114 654	119 354	126 883

	NOTES	GROUP			COMPANY		
		31 DECEMBER 2025	31 DECEMBER 2024 [ADJUSTED]*	1 JANUARY 2024 [ADJUSTED]*	31 DECEMBER 2025	31 DECEMBER 2024 [ADJUSTED]*	1 JANUARY 2024 [ADJUSTED]*
EQUITY							
Share capital	21	32 792	32 792	32 792	32 792	32 792	32 792
Legal reserve	22	2 244	1 315	-	2 244	1 315	-
Retained earnings		3 156	308	4 449	989	3 096	4 383
Total equity		38 191	34 414	37 240	36 024	37 202	37 175
LIABILITIES							
Non-current liabilities							
Borrowings	24	4 667	7 000	9 333	4 667	7 000	9 333
Lease liabilities	25	18 528	15 627	11 635	18 087	15 303	11 635
Long-term employee benefits		366	322	341	366	322	341
Grants and subsidies		171	79	95	171	79	95
Deferred tax liability	27	1 096	560	322	1 096	560	322
Other non-current payable		98	-	-	98	-	-
Total non-current liabilities		24 926	23 589	21 726	24 485	23 264	21 726
Current liabilities							
Current portion of borrowings	24	2 345	2 352	2 333	3 565	2 352	2 333
Current portion of lease liabilities	25	6 294	5 435	4 445	5 878	5 125	4 445
Trade payables		18 701	22 734	20 555	19 944	22 591	20 555
Contract liabilities	28	3 635	6 346	17 867	3 631	6 344	17 867
Accrued expenses	29	15 452	17 283	18 503	14 960	17 239	18 503
Current portion of long-term employee benefits		420	338	352	420	338	352
Income tax	27	483	-	-	472	-	-
Other amounts payable	30	5 453	4 947	3 928	5 275	4 899	3 927
Total current liabilities		52 783	59 435	67 983	54 145	58 888	67 982
Total liabilities		77 709	83 023	89 709	78 630	82 152	89 708
Total equity and liabilities		115 900	117 438	126 949	114 654	119 354	126 883

*Information on adjustments made to correct an error is provided in Note 35

The accompanying notes shall form an integral part of these financial statements.
These financial statements were approved and signed on 31 March 2026 by:

Kastytis Valantinas
The CEO



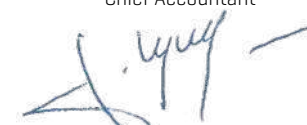
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Antanas Kondrotas
Director of Finance and
Administration



[signature]

Jūratė Vyšniauskienė
Head of Accounting Department,
Chief Accountant



[signature]

CONSOLIDATED AND SEPARATE STATEMENTS OF CASH FLOWS

	NOTES	GROUP		COMPANY	
		2025	2024 [ADJUSTED]*	2025	2024 [ADJUSTED]*
Cash flows from operating activities					
Net profit		5 944	242	989	3 096
Adjustments for non-cash items:					
Income tax	27	483	-	472	-
Depreciation and amortization	10,11	10 657	9 777	10 317	9 612
Gain on disposal of property, plant and equipment	5,8	[2 525]	[334]	[2 525]	[334]
Write-offs and changes in impairment of property, plant and equipment, non-current assets held for sale, and intangible assets	10,11	37	922	37	922
Change in impairment of trade receivables, contract assets, and inventories	15,16,17	[899]	332	[899]	332
Change in impairment of investments in subsidiaries	14	-	-	6 926	-
Increase/(decrease) in long-term employee benefits		127	[33]	127	[33]
Change in provisions	30	[151]	314	[152]	314
Change in deferred income tax	27	536	239	536	239
Elimination of results from financial and investment activities		827	552	2 008	528
Changes in working capital:					
Increase/(decrease) in inventories	15	36	[40]	36	[40]
Decrease/(increase) in trade receivables	16	461	1 611	508	1 619
Increase in other amounts receivable, prepayments, deferred expenses	18,19	67	237	[110]	437
Change in contract assets	17	848	[694]	848	[694]
Increase/(decrease) in trade payables		[4 810]	1 966	[3 424]	1 823
Decrease in other amounts payable, advance amounts received	30	755	[12 741]	[594]	[12 786]
Change in accrued expenses/(contract) liabilities	28,29	[4 542]	705	[4 992]	658
Net cash flows from operating activities		7 850	3 053	10 107	5 693

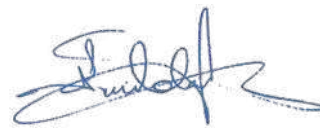
	NOTES	GROUP		COMPANY	
		2025	2024 [ADJUSTED]*	2025	2024 [ADJUSTED]*
Cash flows from investment activities					
Acquisition of non-current assets		[6 835]	[3 196]	[6 825]	[3 188]
Disposal of non-current assets		2 408	523	2 408	523
Investments in subsidiaries (increase)	14	-	-	[5 926]	[450]
Loans granted to subsidiaries	34	-	-	-	[1 865]
Loans repaid by subsidiaries	34			1 865	
Interest received		499	926	607	941
Net cash flows from investing activities		[3 928]	[1 746]	[7 871]	[4 039]
Cash flows from financing activities					
Repayments of borrowings	24	[2 333]	[2 333]	[2 333]	[2 333]
Lease payments	25	[6 215]	[5 529]	[5 776]	[5 366]
Loans received from subsidiaries	24	-	-	1 220	-
Lease interest paid	25	[1 035]	[918]	[995]	[895]
Interest paid to credit institutions	9	[299]	[541]	[299]	[541]
Dividend payment to shareholder	23	[2 167]	[3 068]	[2 167]	[3 068]
Net cash flows from financing activities		[12 050]	[12 389]	[10 351]	[12 203]
Net increase/decrease in cash flows		[8 127]	[11 082]	[8 116]	[10 549]
Cash and cash equivalents at the beginning of the period		26 313	37 394	26 228	36 778
Cash and cash equivalents at the end of the period		18 186	26 313	18 113	26 228

*Information on adjustments made to correct an error is provided in Note 35.

The accompanying notes shall form an integral part of these financial statements.

These financial statements were approved and signed on 31 March 2026 by:

Kastytis Valantinas
The CEO



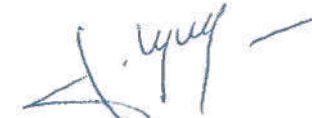
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Antanas Kondrotas
Director of Finance and
Administration



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Jūratė Vyšniauskienė
Head of Accounting Department,
Chief Accountant



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CONSOLIDATED AND SEPARATE STATEMENTS OF CHANGES IN EQUITY

EQUITY ATTRIBUTABLE TO SHAREHOLDERS OF THE COMPANY

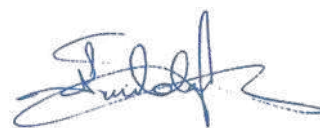
GROUP	SHARE CAPITAL	LEGAL RESERVE	OTHER RESERVES	RETAINED EARNINGS	TOTAL
Balance at 1 January 2024	32 792	-	-	4 449	37 241
Net profit	-	-	-	242	242
Other comprehensive income	-	-	-	-	-
Total comprehensive income	-	-	-	242	242
Transactions with shareholders:					
Formation of the legal reserve	-	1 315	-	[1 315]	-
Dividends	-	-	-	[3 068]	[3 068]
Balance at 31 December 2024	32 792	1 315	-	308	34 414
Balance at 1 January 2025	32 792	1 315	-	308	34 414
Net profit	-	-	-	5 944	5 944
Other comprehensive income	-	-	-	-	-
Total comprehensive income	-	-	-	5 944	5 944
Transactions with shareholders:					
Formation of the legal reserve	-	929	-	[929]	-
Dividends	-	-	-	[2 167]	[2 167]
Balance at 31 December 2025	32 792	2 244	-	3 156	38 191

COMPANY	SHARE CAPITAL	LEGAL RESERVE	OTHER RESERVES	RETAINED EARNINGS	TOTAL
Balance at 1 January 2024	32 792	-	-	4 383	37 175
Net profit	-	-	-	3 096	3 096
Other comprehensive income	-	-	-	-	-
Total comprehensive income	-	-	-	3 096	3 096
Transactions with shareholders:	-	-	-	-	-
Formation of the legal reserve	-	1 315	-	[1 315]	-
Dividends	-	-	-	[3 068]	[3 068]
Balance at 31 December 2024	32 792	1 315	-	3 096	37 202
Balance at 1 January 2025	32 792	1 315	-	3 096	37 202
Net profit	-	-	-	989	989
Other comprehensive income	-	-	-	-	-
Total comprehensive income	-	-	-	989	989
Transactions with shareholders:	-	-	-	-	-
Formation of the legal reserve	-	929	-	[929]	-
Dividends	-	-	-	[2 167]	[2 167]
Balance at 31 December 2025	32 792	2 244	-	989	36 024

The accompanying notes shall form an integral part of these financial statements.

These financial statements were approved and signed on 31 March 2026 by:

Kastytis Valantinas
The CEO



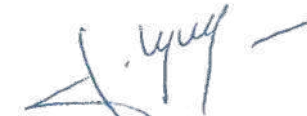
[signature]

Antanas Kondrotas
Director of Finance and
Administration



[signature]

Jūratė Vyšniauskienė
Head of Accounting Department,
Chief Accountant



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EXPLANATORY NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

Lietuvos paštas AB (hereinafter referred to as the "Company") is a public limited liability company registered in the Republic of Lithuania. The address of its registered office is as follows:

J. Balčikonio g. 3,
Vilnius,
Lithuania.

The Company started its activities on 2 January 1992 as a state-owned enterprise under the name of Lietuvos Paštas. Based on Order No. 3-587 of on 23 December 2005 "On the Reorganisation of State-Owned Enterprise Lietuvos Paštas into Joint Stock Company Company Lietuvos Paštas" the Ministry of Transport and Communications transformed State-Owned Enterprise Lietuvos Paštas into Joint Stock Company Lietuvos Paštas starting from 3 January 2006. The Group is engaged in the provision of universal, other postal, courier, printing, consultation, financial and similar services.

As at 31 December 2025, the Company's share capital was divided into 113,074,410 shares with a nominal value of EUR 0.29 each [31 December 2024: EUR 0.29]. The Company has not acquired any own shares, all its shares are ordinary and fully paid. All shares of the Company are owned by the State represented by the Ministry of Transport and Communications of the Republic of Lithuania.

The Company has established permanent registered offices in Latvia and Estonia, which are registered as VAT payers in these countries.

As at 31 December 2025, the Group consisted of Joint Stock Company Lietuvos Paštas and its wholly-owned subsidiaries: UAB LP Mokėjimų Sprendimai, Unisend Latvija SIA, and Unisend Eesti OÜ.

Details on investments in subsidiaries are provided in Note 14.

Data of subsidiaries as at 31 December 2025:

	UAB LP MOKĖJIMŲ SPRENDIMAI	UNISEND LATVIJA SIA	UNISEND EESTI OÜ
Country	Lithuania	Latvia	Estonia
Percentage of shares held by the Company	100 %	100 %	100 %
Carrying amount of investment	0	0	0
Profit/loss	[6]	[523]	[1 394]
Equity	54	1 102	1 011
Activities	Not in operation	Courier services	Courier services

As of 31 December 2025, the Company had 2,510 employees, and the Group had 2,563 employees (as of 31 December 2024, the Company had 2,476 employees, and the Group had 2,491 employees).

The management of the Company approved these financial statements on 31 March 2026. The shareholder of the Company has the legal right to approve these financial statements or to reject them and require management to prepare new financial statements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING PRINCIPLES

The key accounting principles applied by the Group/Company in preparing the financial statements for 2025 of the Group/Company are as follows:

2.1. BASIS FOR PREPARATION OF THE FINANCIAL STATEMENTS

The financial statements of the Group/Company as of 31 December 2025 have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union (hereinafter “the EU”).

These financial statements are the consolidated financial statements of the Group and the separate financial statements of the Company, which have been prepared using the cost method.

Application of new and/or amended IFRS and interpretations issued by the International Financial Reporting Interpretations Committee (IFRIC)

The accounting policies of the Group/Company remained unchanged for the 2025 financial year, except for the recognition of inventories and liabilities. The Company and the Group did not apply new IFRSs and/or amendments thereto as of 1 January 2025, as the new IFRSs and/or amendments thereto did not have a material impact on the financial statements of the Company and the Group for the reporting year.

Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 and IFRS 7 [issued on 30 May 2024 and effective for annual periods beginning on or after 1 January 2026].

On 30 May 2024, the IASB published amendments to IFRS 9 and IFRS 7, which aim to:

- (a) clarify the date of recognition and derecognition of certain financial assets and liabilities, including a new exception applicable to certain financial liabilities settled through an electronic payment system;
- (b) clarify and provide additional guidance on how to assess whether a financial asset meets the principal and interest payments (SPPI) criterion;
- (c) disclose new information about certain instruments with contractual terms that may alter cash flows (for example, instruments with features linked to the achievement of environmental, social, and governance [ESG] objectives); and
- (d) update the disclosures regarding equity instruments classified as measured at fair value, with changes in fair value recognized in other comprehensive income.

Management is currently assessing the impact these amendments will have on the financial statements of the Group/Company.

Annual IFRS Improvements (published in July 2024 and effective from 1 January 2026). IFRS 1 has been clarified to state that hedge accounting should be discontinued upon transition to IFRS accounting standards if it does not meet the “eligibility criteria,” rather than the “conditions” for hedge accounting, in order to resolve potential uncertainty arising from the inconsistency between the wording in IFRS 1 and the hedge accounting requirements in IFRS 9. IFRS 7 requires disclosure of gains or losses on derecognition related to financial assets that the entity continues to control, including whether “material unobservable inputs” were used in the fair value measurement.

This new wording replaces the phrase “material data not supported by observable market data.” This amendment ensures consistency with IFRS 13. In addition, certain examples in the application guidance for IFRS 7 have been clarified, and additional text has been included to clarify that the examples do not necessarily illustrate all the requirements set out in the relevant paragraphs of IFRS 7. The amendments to IFRS 16 clarify that when a lessee determines that a lease liability has been derecognized in accordance with IFRS 9, the lessee must apply the guidance in IFRS 9 to recognize any resulting gain or loss in profit or loss. This interpretation applies to lease liabilities that are derecognized at the beginning of, or later in, the annual reporting period in which an entity first applies this amendment. To resolve the inconsistency between IFRS 9 and IFRS 15, it is now required that trade receivables be recognized at the beginning of the period at “the amount determined in accordance with IFRS 15” rather than “their transaction price [as defined in IFRS 15].” The amendments to IFRS 10 adopt a less stringent formulation for concluding that an entity acts as a “de facto agent” and clarify that the relationships described in paragraph B74 of IFRS 10, are only one example of circumstances in which a judgment is required to determine whether a party acts as a de facto agent.

IAS 7 was amended to remove references to the “cost method,” which was eliminated from the IFRS accounting standards in May 2008 when the IASB issued the amendment “Investments in a Subsidiary, Jointly Controlled Entity, or Associate at Cost.”

Management is currently assessing the impact these amendments will have on the financial statements of the Group/Company.

IFRS 18 “Presentation and Disclosure in Financial Statements” [issued on 9 April 2024, adopted by the EU on 13 February 2026, and effective for annual periods beginning on or after 1 January 2027]. In April 2024, the IASB issued a new IFRS 18 on presentation and disclosure in financial statements, which focuses primarily on adjustments to the statement of profit or loss. The main new concepts introduced in IFRS 18 relate to:

- structure of the profit [loss] statement;
- required disclosures in the financial statements regarding certain profit [loss] indicators that are presented in reports other than the entity’s financial statements (i.e., performance indicators defined by management); and
- clearer principles for consolidation and deconsolidation applied to the main financial statements and the notes to the financial statements in general.

IFRS 18 will replace IAS 1; most of the other principles set out in IAS 1 remain unchanged, with minor modifications. IFRS 18 will not affect the measurement or recognition of items in financial statements, but it may change what an entity presents as “profit or loss from operations.” IFRS 18 applies to reporting periods beginning on or after 1 January 2027, as well as to comparative information for the prior period. Management has assessed the impact of IFRS 18 on the financial statements of the Company/Group. If IFRS 18 were applied for the period beginning on 1 January 2025, its impact on the items in the Statement of Comprehensive Income would be:

	2025 TOTAL REVENUE REPORT (THOUSAND EUR)		IFRS 18 IMPACT (THOUSAND EUR)		STATEMENT OF COMPREHENSIVE INCOME IN ACCORDANCE WITH IFRS 18 (THOUSAND EUR)	
	GROUP	COMPANY	GROUP	COMPANY	GROUP	COMPANY
Operating profit	7 782	2 662	(300)	6 626	7 482	9 288
Income from investment activities	-	-	825	939	825	939
Investment activities (expenses)	-	-	(17)	(6 943)	(17)	(6 943)
Profit before financing activities and income tax	7 782	2 662	509	622	8 291	3 285
Income from financial activities	521	634	(521)	(634)	-	-
Financial activities (expenses)	(1 341)	(1 300)	12	12	(1 329)	(1 288)
Profit before income tax	6 962	1 997	-	-	6 962	1 997
Income tax	(1 018)	(1 008)	-	-	(1 018)	(1 008)
Net profit	5 944	989	-	-	5 944	989

IFRS 19 “Obligations of subsidiaries that are not publicly accountable: Disclosures” [issued on 9 May 2024, not yet adopted by the EU and effective for annual periods beginning on or after 1 January 2027]. The IASB has issued a new IFRS regarding subsidiaries. IFRS 19 allows eligible subsidiaries to apply IFRS with reduced disclosures. The application of IFRS 19 will reduce the costs of preparing financial statements for subsidiaries, while ensuring that the information remains useful to users of their financial statements. Parent companies that apply IFRS in preparing their own financial statements disclose information that may be disproportionate to the information needs of users of their financial statements. IFRS 19 will address these issues in the following ways:

- by allowing subsidiaries to maintain a single set of accounting records – in order to meet the needs of both their parent companies and the users of their financial statements;
- by reducing disclosure requirements – IFRS 19 allows for fewer disclosures in financial statements, which better meet the needs of financial statement users.

Management is currently assessing the impact these amendments will have on the financial statements of its subsidiaries.

Amendments to IFRS 19 “Obligations of subsidiaries that are not publicly accountable: Disclosures” [issued on 21 August 2025, not yet adopted by the EU, and effective from 1 January 2027].

In August 2025, the IASB published amendments to IFRS 19 titled “Obligations of subsidiaries that are not publicly accountable: Disclosures,” which help qualifying subsidiaries reduce their disclosure requirements under standards and amendments issued between February 2021 and May 2024, specifically: IFRS 18 “Presentation and Disclosure in Financial Statements – Vendor Financing Arrangements” (Amendments to IAS 7 and IFRS 7); “International Tax Reform – Pillar Two Model Rules” (Amendments to IAS 12); “Currency Non-Convertibility” (Amendments to IAS 21); and Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7). Together with these amendments, IFRS 19 reflects changes to IFRS accounting standards that will become effective by 1 January 2027, when IFRS 19 becomes applicable.

Management is currently assessing the impact these amendments will have on the financial statements of the subsidiaries.

Other new standards, amendments to standards, and interpretations that are effective for annual periods beginning on or after 1 January 2025 are not relevant to the Company and the Group or do not have a material impact on the financial statements.

2.2 CURRENCY OF FINANCIAL STATEMENTS

The amounts in these financial statements are presented in the national currency of the Republic of Lithuania, in thousands of EUR. Due to rounding, the figures presented in the tables may not add up accurately.

The functional currency of the Group/Company is euros. Foreign currency transactions are initially measured using the functional currency at the date of the transaction. Financial assets and liabilities denominated in foreign currencies are translated into the functional currency at the date of the statement of financial position using the exchange rate prevailing at the date of the statement of financial position.

The exchange rate of the euro in relation to other currencies is announced daily by the Bank of Lithuania.

2.3 PRINCIPLES OF CONSOLIDATION

The Group’s consolidated financial statements cover Joint Stock Company Lietuvos Paštas and its subsidiaries. The financial statements of the subsidiaries are prepared for the same reporting year, using consistent accounting principles.

Subsidiaries are consolidated from the date on which effective control is transferred to the Company and cease to be consolidated from the date on which control is transferred out of the Group. All intercompany transactions, balances and unrealised gains or losses on transactions between the Group companies are eliminated. Equity and net result attributable to non-controlling interests are shown separately in the statement of financial position and statement of comprehensive income.

Subsidiaries are all entities that the Company:

- has power over the investee (i.e., has existing rights that give it the current ability to direct the relevant activities);
- has exposure, or rights, to variable returns from its involvement with the investee;
- has the ability to use its power over the investee to affect the amount of the investor's returns.

2.4 IMPORTANT MANAGEMENT DECISIONS AND THE USE OF ESTIMATES WHEN PREPARING FINANCIAL STATEMENTS

The preparation of financial statements in conformity with International Financial Reporting Standards requires management to make judgements, estimates and assumptions that affect the reported amounts of assets, liabilities, income and costs and contingencies. The areas where estimates are significant to the financial statements include:

- useful lives of assets [Notes 2.6, 2.7, 2.8, 10, 11, and 12];
- recognition of accrued revenue/contract assets [Notes 19 and 28];
- recognition of accrued expenses [Note 29];
- recognition and estimation of receivable subsidy for compensation of delivery of periodicals to subscribers in rural areas [Notes 4 and 19];
- recognition of subsidy for loss compensation from postal services with regulated prices [Notes 2.6 and 4];
- assessment of IFRS 16 adoption impact [Notes 12 and 25];
- determination of impairment of investments in subsidiaries [Note 14].

Important management decisions regarding the recognition of revenue from the sale of goods and cost of sales

The selection of an accounting policy for recognising revenue from the sale of retail goods is a significant decision-making area for management. In determining how to recognise revenue from the sale of retail goods, the Company bases the full recognition of revenue and the cost of goods sold on the substance of the consignment agreements rather than their form. When selling retail goods, the Company acts as a principal rather than an agent because:

a) the Company is primarily responsible for fulfilling its promise to supply the specified goods to the customer, as it has the freedom to make all decisions (regarding product selection, pricing, choice of retail outlets, product placement on shelves, etc.), and when the buyer arrives at the post office, the goods are not presented as the consignor's property. When purchasing the goods, the buyer receives a cash register receipt in which the seller of the goods is the Company. The fact that the consignee assumes responsibility for meeting strict quality requirements or handling customer complaints does not alter the principles of revenue recognition, since in the ordinary retail trade of non-food products, quality issues are always resolved by the manufacturers of the goods, not by the sellers;

b) the Company has the discretion to set the selling price of the goods. The contracts do not specify the price at which the Company must sell the goods to the end consumer; they only set the maximum markup that the Company may apply to each item. The markup may vary and may even be negative, but all adjustments to the sales markup are made at the Company's expense, and thus the Company assumes all risks associated with pricing decisions;

Taking these two criteria into account (the responsibility to sell the goods and full pricing discretion), although the inventory risk criterion is not met, management relies on them in selecting accounting policies and recognising the Company's revenue from the sale of retail merchandise and the cost of goods sold at full amounts in the statement of comprehensive income when it acts as the principal party in merchandise sales transactions.

Future events may cause the assumptions used in arriving at the estimates to change. The effect of any changes in estimates will be recorded in the financial statements when determinable.

2.5 RECOGNITION OF REVENUE

The Group/Company renders postal services under contracts with customers or under no contracts. When there is no contract for a private customer, the customer uses the universal postal service with regulated prices, the tariffs for which are approved by the Lithuanian Communications Regulatory Authority in accordance with the Republic of Lithuania Law on Postal Services. The contractual customers use the postal services with unregulated prices, the tariffs for which are set directly by the Group/Company, and these activities are not subject to regulatory restrictions imposed by the Lithuanian Communications Regulatory Authority in respect of the services with regulated prices.

Revenue is recognised when the amount of revenue can be measured reliably and when the Group/Company is likely to obtain the economic benefits associated with the transaction, and specific criteria have been met for each type of revenue as described below. The Group/Company relies on historical results, taking into account the type of the customer, the type of the transaction and features of each agreement.

Principles of recognition of revenue from contracts with customers:Revenue from postal services to Lithuanian customers

Revenue is recognised on an accrual basis, i.e. it is recorded when earned, irrespective of the moment of cash receipts.

Revenue from the provision of postal and other services is recognised after the service is rendered, when the outcome of the service provision can be estimated reliably.

When services are rendered for longer than one reporting period under the existing service provision contract, revenue is allocated on a proportionate basis to those periods when the relevant services have been rendered.

Revenue/expenses from postal services to foreign post offices

A part of the Group's/Company's activities is based on international agreements, which regulate the rules for the issue and settlement of accounting documents for postal services provided. Based on these agreements, the Group/Company submits and reconciles actual parcel data, which comprises the quantities of postal services provided/received and amounts receivable/payable, with buyers/suppliers of postal services (foreign post offices) after the end of the quarter, usually during 2–3 months. Actual data on the quantities of provided/received postal correspondence delivery services is submitted and reconciled with the buyers/suppliers of postal services (foreign post offices) after the end of the quarter, usually during 2–3 months. The calculation of actual amounts receivable/payable for postal correspondence is performed after six months following the end of the reporting period, when the actual fees become known. The actual fees are based on the service quality surveys and are determined for individual countries when almost a year passes after the reporting date. The Group/Company accrues revenue that is recognised as contract assets in the statement of financial position. A contract asset is the right to consideration in exchange for goods or services that have been transferred to the customer. If the Group/Company transfers goods or services to a customer before a customer pays for them or before the due settlement date, the contract asset is accounted for at the amount equal to conditional consideration earned. When calculating accrued revenue for services rendered, the Group/Company assesses the actual volume of services rendered/received and the latest effective prices and statistical data on service volumes.

Revenue from courier and parcel locker services to Lithuanian customers

Revenue is recognised on an accrual basis, i.e. it is recorded when earned, irrespective of the moment of cash receipts.

When services are rendered for longer than one reporting period in accordance with the existing contract on the provision of services, revenue is allocated on a proportionate basis to those periods when the relevant services have been rendered.

Revenue from sale of goods

The Group/Company recognises revenue in accordance with IFRS 15 "Revenue from Contracts with Customers." Revenue is recognised when the essential obligation has been fulfilled and control of the goods has been transferred to the customer. Revenue is presented in the amounts that the Group/Company reasonably expects to receive in exchange for the goods transferred. Control is considered to have been transferred when the customer obtains the ability to control the goods and derive economic benefits from them.

The Group/Company engages in retail operations and sells goods held under ownership. Revenue from the sale of goods is recognised at the moment when:

- goods are delivered to the customer,
- the risks and benefits associated with the goods are transferred to the customer,
- the customer gains control,
- the transaction amount can be reliably estimated.

Some goods are purchased on consignment. Such goods are not recognised as inventory until control is actually transferred to the Group/Company. Revenue is recognised only when these goods are subsequently sold to the end customer and the Group/Company meets the principal party criteria.

The Group/Company evaluates each transaction to determine whether it is acting as a principal or an agent.

The Group/Company is considered to be acting as the principal when it: a) is responsible for fulfilling the promise to supply the specified goods; b) has the discretion to set the price of the specified goods—recognises sales revenue upon sale of the goods to the buyer at gross amounts in the statement of comprehensive income.

When the Group/Company does not have primary responsibility for the delivery of goods or services, and its role is limited to acting as an intermediary between the customer and a third-party supplier, it acts as an agent. In such cases, the Group/Company recognises only the commission received; revenue is presented on a net basis, and only commission revenue is recorded in the statement of comprehensive income.

Recognition of other income:

Rental income from leased assets is accounted for on a straight-line basis over the term of the lease. Interest, lease and other income is recognised on an accrual basis. Interest on late payment is recognised as income only upon receipt.

Dividend income from investments is recognised when shareholders obtain the right to receive the payment (when it is highly probable that future economic benefits will flow to the Group/ Company and the amount of revenue can be reliably measured).

Financing components

The Group and the Company neither have nor expect any contracts with customers under which the period between delivery of goods or services and settlement by customers would be longer than one year. For this reason, the Group and the Company do not account for a financing component separately. Although international settlements with foreign post operators for cross-border postal services take longer than one year, as most of the invoices for the previous reporting year are received in the middle of the next reporting year (the reconciliation of dispatched/received quantities and calculation of final tariffs take a substantial period of time to complete), the Group/Company considers this to be a well-established practice in this industry and does not treat it as a financing component.

In cases when the financial asset is recovered over the period longer than 12 months, the receivable amount is discounted to the present value at the interest rate, which would reflect the interest rate used in a separate financial transaction between the Company and the customer, and the difference between the non-discounted and discounted amounts is recognised as interest income.

Subsidies for loss compensation

Compensation for loss incurred from delivery of periodicals to subscribers in rural areas

The Government has set the tariffs for the delivery of periodicals to subscribers in rural residential areas and cities qualifying as residential areas with low and medium density of population, which are lower than the cost of this service. The Lithuanian Postal Law allows compensating the difference between such costs and the tariffs from the state budget under the procedure established by the Government. Every six months, the Company estimates the amount of loss incurred from delivery of periodicals to subscribers in rural areas and when assessing the receivable amount of compensation, it includes a part or full amount in the receivable consideration only to the extent that it is highly probable that the amount of compensation for recognised loss will not be materially reduced when the uncertainty related to a variable consideration is subsequently resolved. The Company presents the subsidies for loss compensation from delivery of periodicals under the separate line item of subsidies in the statement of comprehensive income.

Compensation for loss incurred from postal service with regulated prices

The Company is committed to ensuring uninterrupted provision of the universal postal service (UPS), and the service tariffs must be affordable to all users of the postal services. Every six months, based on the UPS cost accounting rules, the Company makes estimates and analyses loss incurred from provision of mandatory service. In case the UPS tariffs set by the Government for the Company are lower than the cost of this service, the difference between the costs and the tariffs is compensated under the procedure and terms set by the Government, as prescribed in the Lithuanian Postal Law. The Company classifies the compensation for loss incurred from postal service with regulated prices in the statement of comprehensive income under the line item of subsidies, when the Communications Regulatory Authority and the Minister of Transport and Communication confirm that estimated losses comprise an unjustifiably large financial burden for the Company.

Criteria for revenue recognition

Under IFRS 15, revenue is recognised at the amount equal to the transaction price when certain performance obligations established in the contract are fulfilled, however, any components of a variable consideration are recognised when it is highly probable that the latter revenue will not be reversed.

2.6 INTANGIBLE ASSETS OTHER THAN GOODWILL

Acquisitions of intangible assets are stated at cost, less subsequent accumulated amortisation and impairment loss. Value added tax expenses directly related to the acquisition of assets, which are not refundable under the Law on Value Added Tax, are added to the cost of intangible assets acquired. Amortisation is recognised in the statement of comprehensive income on a straight-line basis over the useful life of 3 to 10 years.

Intangible assets are assessed for impairment whenever there is an indication that the intangible asset may be impaired.

The useful lives, residual values and amortisation method are reviewed annually to ensure that they are consistent with the expected pattern of economic benefits from intangible assets.

The Group/Company does not have any intangible assets (other than goodwill) with indefinite useful life.

2.7 PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment is stated at acquisition cost less subsequent accumulated depreciation and accumulated impairment loss.

By the management's decision as from 1 January 2023, the items of assets used longer than one year for the provision of services, production of goods or administrative purposes and with the acquisition (production) cost of EUR 500 or higher should be classified as property, plant and equipment. The items of assets that do not meet the PP&E recognition criteria are written off as current period expenses. For control purposes, the items of assets that do not meet the PP&E recognition criteria and with the acquisition cost between EUR 100 and EUR 499 are recorded in off-balance sheet accounts and included in quantitative accounting.

The initial value of property, plant and equipment comprises acquisition cost including non-refundable acquisition taxes and all directly attributable costs associated with preparation for use or transportation to the place of use of assets concerned. Value added tax expenses directly related to the acquisition of assets, which are not refundable under the Law on Value Added Tax, are added to the value of property, plant, and equipment. For the purpose of the statement of comprehensive income, repair and maintenance costs incurred after the item of property, plant and equipment was put into operation are usually recognised during the period when such costs arose.

Construction in progress is stated at cost. Construction in progress comprises the cost of building, constructions and facilities and other directly attributable costs. Construction in progress is not depreciated until the completion of construction and putting of the assets into exploitation.

When property is retired or otherwise disposed, the cost and related depreciation are removed from the financial statements and any related gains or losses are determined by comparing proceeds with the net book value of the assets disposed and are included in the statement of comprehensive income.

Depreciation of property, plant and equipment is calculated using the straight-line method to allocate the cost of each asset to their net book value over their estimated useful lives, as follows:

Buildings	15–80 years
Machinery and equipment	6–15 years
Motor vehicles	10 years
Computer hardware	3–7 years
Communication equipment	3–15 years
Furniture	10 years
Other fittings, fixtures, tools and equipment	6–10 years
Other property, plant and equipment	4–10 years

The useful lives, residual values and depreciation method are reviewed annually to ensure that they are consistent with the expected pattern of economic benefits from property, plant and equipment.

2.8 INVESTMENT PROPERTY

The Group's/Company's investment property represents real estate held to earn rental income. Investment property at the Group/Company is property leased under one or more operating lease agreements if the area leased accounts for more than 20% of the total area of property. Investment property is stated at acquisition cost less accumulated depreciation and recognised impairment loss. The initial value of investment property comprises its purchase price, including non-refundable purchase taxes and any directly attributable costs of bringing the asset to its working condition and location for its intended use. Repair and maintenance costs incurred after the investment property has been brought to its working condition are normally charged to the statement of comprehensive income in the period when such costs are incurred. Depreciation is calculated on a straight-line basis to write-off the cost of each item of investment property to its net book amount over the estimated useful life of 15 to 159 years.

The carrying amount of the investment property is derecognised on disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of comprehensive income in the year in which the asset is derecognised. Transfers to and from investment property are made only when there is an evidence of change in an asset's intended use.

2.9 IMPAIRMENT OF ASSETS

Impairment of non-financial assets

Other assets are assessed for impairment when events and circumstances indicate that the value of assets may not be recoverable. Where the carrying amount of an asset exceeds its recoverable amount, impairment is accounted for in the statement of comprehensive income. A reversal of an impairment loss recognised in prior periods is recorded when there is an indication that the impairment loss recognised for the asset no longer exists or has materially decreased. Reversal is accounted for in the statement of comprehensive income under the same line item as impairment loss.

2.10 INCOME TAX

Income tax charge is based on profit for the year and considers deferred taxation. Income tax is recognised in the statement of comprehensive income, except to the extent that it relates to items recognised directly in equity, in which case the tax is also recognised directly in equity.

The standard corporate income tax rate applicable to Lithuanian companies was 16% in 2025 (17% starting in 2026). In Estonia and Latvia, all undistributed corporate profits are tax-exempt. Taxation of corporate income is deferred until the profits are distributed as dividends or are deemed to have been distributed, e.g., in the case of transfer pricing adjustments, non-business-related expenses and payments, additional payments, gifts, donations, entertainment expenses, etc. In 2025, a 20% income tax rate applies to the taxable base in Latvia, while a 22% rate applies in Estonia. However, effective income tax rates in Latvia and Estonia are higher due to the factors applied to the taxable base. From 2026 to 2028, an additional temporary 2% income tax will be applied to companies' annual income in Estonia (as part of a new defense tax package).

In Lithuania, Tax losses may be carried forward for an indefinite period, except for losses incurred as a result of disposal of securities and/or derivative financial instruments. Such carrying forward is disrupted if the Group's/Company's entity changes its activities due to which these losses were incurred, except when the Group's/Company's entity does not continue its activities due to reasons which do not depend on the entity itself. The losses from disposal of securities and/or derivative financial instruments can be carried forward for 5 consecutive years and only be used to reduce the taxable income earned from the transactions of the same nature. With effect from 1 January 2014, tax losses available for carry forward can be used to reduce taxable income of the current tax year by maximum 70%.

Deferred tax assets are recognized in the statement of financial position to the extent that management expects them to be realized in the near future, taking into account the forecasts of taxable profit. If it is probable that part of the deferred tax will not be realized, this part of the deferred tax is not recognized in the financial statements. Deferred income tax assets are not recognized from unused potential corporate income tax benefits.

2.11 NON-CURRENT ASSETS HELD FOR SALE

Non-current assets held for sale are measured at the lower of the carrying amount and fair value less costs to sell. A non-current asset is classified as held for sale if its carrying amount is recovered principally through a sale transaction rather than through continuing use. This requirement is met only when the sale is highly probable and the asset is fully ready for immediate sale. Essential conditions of a probable sale are the shareholder's approved decision to sell and the signing of a non-cancellable purchase agreement with the buyer of non-current assets. Depreciation of a non-current asset ceases at the date that the asset is classified as held for sale.

If the Group's/Company's asset classified as held for sale no longer meets the criteria described above, the Group/Company ceases to classify such asset as held for sale and measures such asset at the lower of a net book value before reclassification to assets held for sale by taking into consideration any adjustments for depreciation, amortisation or revaluation that would have been accounted for if the asset was not classified as held for sale, and its recoverable amount estimated after deciding not to sell the asset. Adjustments to the carrying amount of assets that are no longer classified as held for sale are accounted for in profit or loss of the reporting period.

2.12 INVENTORIES

Inventories are stated at the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business, less selling expenses. Cost is determined using the first-in, first-out (FIFO) method. The cost of inventories comprises purchase price, transportation, other costs directly attributable to the cost of inventories and taxes other than those subsequently recoverable by the Group/Company from the state authorities. Inventories that are no longer expected to be realised are written off. The Group/Company does not recognise goods received on consignment in its statement of financial position because the Company does not assume the obligation to pay for the purchased goods; it does not acquire ownership of the goods; and it transfers the potential benefits but not the significant risks of ownership of the assets, as it retains the ability to return unsold goods to the supplier without incurring a loss.

2.13 FINANCIAL ASSETS

Initial recognition and measurement of financial assets

Financial assets are initially classified as those subsequently carried at amortized cost, fair value through other comprehensive income, or fair value through profit or loss.

The classification of financial assets on initial recognition depends on the contractual nature of the cash flows of the financial asset and the Company's business model for managing financial assets. Except for trade receivables that do not have a significant financing component, the Company initially recognises financial assets at fair value, plus, in case of financial assets not measured at fair value through profit or loss, transaction costs. Trade receivables that do not include a significant financing component are measured at the transaction price determined in accordance with IFRS 15.

Financial assets measured at amortised cost are subsequently recorded using the effective interest method (EIR) less impairment losses. Gains or losses are recognised in the statement of comprehensive income when the asset is derecognised, replaced or impaired.

The Company's financial assets measured at amortised cost comprise cash and cash equivalents, trade receivables, other current and non-current receivables and loans granted.

Impairment of financial assets

The Company recognises expected credit losses (ECL) for all debt financial instruments that are not measured at fair value through profit or loss. ECL are based on the difference between the contractual cash flows receivable and cash flows expected to be received by the Company discounted at an approximate original effective interest rate. ECL are recognised in three stages. For credit exposures whose credit risk has not increased significantly since initial recognition, ECL are calculated for credit losses arising from default events that may occur within the next 12 months (12-month ECL).

Credit exposures for which there has been a significant increase in credit risk since initial recognition, impairment is provided for the amount of credit losses expected to occur within the remaining life of the credit exposure, irrespective of the timing of default (lifetime ECL).

The Group/Company uses the simplified approach to calculate ECL for trade receivables and assets arising from contracts with customers. Therefore, the Group/Company does not observe changes in credit risk, but recognises impairment at each reporting date on the basis of lifetime ECL. The Company uses a matrix of expected loss rates, which is based on the historical credit loss analysis and adjusted to reflect future factors specific to borrowers and economic environment. When there is objective evidence of impairment of an unquoted equity instrument that is not measured at fair value because fair value cannot be measured reliably, the amount of the loss is measured as the difference between the carrying amount and the present value of estimated cash flows discounted using a market return rate for similar financial assets.

Impairment of amounts receivable from the foreign post offices is assessed individually for each customer (a foreign post office). Impairment is assessed by multiplying two components: i) a projected probability of default and ii) expected losses in the event of default. When calculating the value of the projected probability of default, the Group/Company considers that the price of credit default swaps (CDS) of a specific party indicates probability that the insolvency event will occur. If there are no readily available prices of CDS, the price of CDS is attributed according to the credit rating assigned by the credit rating agency Moody's to the country in which a foreign post office operates. If Moody's has not assigned the credit rating to a specific country, the highest CDS price available in the market is attributed. When calculating the value of expected losses in the event of default, the Group/Company refers to the category to which the bonds of the state, in which the foreign post office operates, are attributed. The bonds are classified into investment-grade or speculative-grade bonds. The grades are attributed according to the lowest rating of one of three rating agencies (Standard & Poor's, Moody's, Fitch). The Group/Company assumes that the expected losses in the event of default represent 75% of the total final settlement amount when the government bonds are attributed to the investment grade and 100% - when the government bonds are attributed to the speculative grade.

2.14 CASH AND CASH EQUIVALENTS

Cash comprises cash on hand and cash at bank. Cash equivalents represent short-term highly liquid investments easily convertible to a known amount of cash. The maturity of such investments does not exceed three months and the risk of changes in their value is quite low.

For the purpose of the statement of cash flows, cash and cash equivalents comprise cash in hand, deposits in current bank accounts, and other highly liquid short-term investments.

2.15 BORROWINGS

Borrowings are initially recorded at the fair value of proceeds received, net of transaction costs. Subsequently, they are carried at amortised cost and the difference between the proceeds received and the amount to be repaid over the term of the debt is recorded in profit or loss of the reporting period (except for the capitalised part, see information below). Borrowings are recognised as non-current when the financing agreement signed prior to the date of approval of the statement of financial position provides for a long-term nature of liability at the date of the statement of financial position.

Borrowing costs

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets. Other borrowing costs are recognised as expenses as incurred. Borrowing costs include interest and other expenses related to the borrowing of funds. At the option of the Group/Company, after the completion of the construction/acquisition of the targeted assets targeted borrowings are not converted into general borrowings, therefore, related borrowing costs are not capitalised.

2.16 LEASE

Where the Group/Company is a lessee

Under the requirements of IFRS 16, the Group/Company recognises right-of-use assets and lease liabilities for all types of lease with the term longer than 12 months, except for the cases when the value of assets transferred under the lease contract is low. Based on the management's judgement, this value is equal to EUR 1,000.

The right-of-use assets are recognised at the amount equal to the lease liabilities, adjusted for any related lease prepayments. Lease liabilities were recognised based on the present value of the remaining lease payments, discounted using the incremental borrowing rate at the date of initial application.

Lease payments are discounted using the Group's incremental borrowing rate, which is revised annually.

Lease liabilities are measured at amortised cost using the effective interest rate treated as equal to the discount rate applied in discounting lease payments. Interest expenses related to lease liabilities are calculated on the outstanding balance of the lease liability allocated over the lease term and recognised through profit or loss.

Subsequently, the lessee measures the right-of-use assets at cost less all accumulated depreciation and all accumulated impairment losses. If the ownership right of the leased assets is transferred to the lessee by the end of the lease term or the price of the right-of-use assets indicates that the lessee will exercise the option to purchase, the lessee calculates the depreciation of the right-of-use assets from the commencement date until the end of the useful life of the leased assets. Otherwise, the lessee calculates the depreciation of the right-of-use assets from the commencement date until the earlier of these dates: the end of the useful life of the right-of-use assets or the end of the lease term.

The depreciation period of the right-of-use assets is 1 to 12 years.

Payments related to short-term lease or lease of assets, the lease price of which changes depending on the variable inputs set out in the contracts (mileage, number of hours), are recognised as expenses through profit or loss under the straight-line basis. Short-term lease is the lease that has a lease term of 12 months or less.

Operating lease – where the Group/Company is a lessor

Leases where the Group/Company retains all the risks and rewards of ownership of the leased item are classified as operating leases. Initial direct cost incurred in negotiating an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same bases as lease income. Lease payments are recognised as income during the period in which it is earned.

2.17 GRANTS AND SUBSIDIES

Grants and subsidies (hereinafter referred to as "grants") received in the form of non-current assets or intended to purchase, construct or otherwise acquire non-current assets are defined as asset-related grants. Assets received free of charge are also allocated to this group of grants. The amount of the grants related to assets is recognised as income in the financial statements over the period of depreciation of the assets associated with this grant. In the statement of comprehensive income, depreciation expense account is decreased by the amount of grant amortisation.

Grants and subsidies received in the form of non-current assets or intended to purchase, construct or otherwise acquire non-current assets are defined as asset-related grants. Assets received free of charge are also allocated to this group of grants. The amount of the grants related to assets is recognised as income in the financial statements over the period of depreciation of the assets associated with this grant. In the statement of comprehensive income, depreciation expense account is decreased by the amount of grant amortisation.

2.18 FINANCIAL LIABILITIES

Initial recognition and evaluation

All financial liabilities are recognised at initial recognition at fair value, and in the case of loans received and amounts payable, after deduction of the directly attributable transaction costs. The Company's financial liabilities include trade and other payables, borrowings including overdrafts and finance lease liabilities. All liabilities of the Company/Group are classified as evaluated at amortised cost.

Subsequent evaluation

The subsequent evaluation of financial liabilities depends on their classification as follows:

Liabilities measured at amortised cost

This category is most relevant to the Company. After initial recognition, borrowings and other amounts payable are accounted for at amortised cost using the effective interest rate (EIR) method. Gains and losses are recognised in the statement of comprehensive income when liabilities are derecognised, as well as through the amortisation process.

Amortised cost is calculated by reference to the discount or premium on acquisition, as well as taxes or costs that are an integral part of the EIR. EIR amortisation is included in financing costs in the statement of comprehensive income.

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is presented in the statement of financial position if there is an enforceable right to offset the recognized amounts and there is an intention to settle on a net basis, i.e. to realize the assets and settle the liabilities simultaneously.

3. REVENUE FROM CONTRACTS WITH CUSTOMERS. SALES REVENUE

INCOME FROM CONTRACTS WITH CUSTOMERS BY TYPE:		31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Postal services with unregulated prices	(a)	32 160	33 913	32 160	33 913
Postal services with regulated prices	(b)	8 101	8 970	8 101	8 970
Courier services	(c)	37 417	26 134	37 027	26 697
Financial services	(d)	14 889	13 401	14 889	13 401
Services to foreign post offices	(e)	4 339	5 386	4 339	5 386
Commission revenue		23	21	23	21
Retail trade		6 088	5 644	6 106	5 644
Delivery of periodicals to subscribers		3 052	3 489	3 052	3 489
Intermediation services		274	354	274	354
Other services		1 922	2 059	2 299	2 284
Total		108 265	99 370	108 270	100 158

2.19 INVESTMENTS IN SUBSIDIARIES

In separate financial statements of the Company, investments in subsidiaries are stated at acquisition cost method. The cost of investments is reduced by the amount of impairment. Such impairment is assessed and accounted for each investment separately.

2.20 PROVISIONS

Provisions are recognized when the Group/Company has a present legal or constructive obligation as a result of past events; which has a high probability to demand an outflow of economic resources to settle the obligation and the amount can be measured reliably. The costs associated with the accounting for provisions are recognized in the statement of comprehensive income. In cases where the effect of the time value of money is significant, provisions are discounted before tax at a rate that reflects the risks specific to the obligation. In case of use of discounting, the increase in the provision reflecting the past period is recorded as a borrowing costs.

On 7 November 2024, Law No. XIV-3077 amending the Law on Postal Services No. VIII-1141 was adopted, which will enter into force in two stages: As of 1 January 2025, the general provisions took effect; these changes did not entail any significant amendments that would have a major impact on operations. A new financial model will take effect on 1 January 2026 [setting an upper limit on revenue, a new mechanism for setting UPP rates].

a) Revenue from postal services with unregulated pricing decreased by 5% compared to 2024, mainly due to the suspension of ETOE operations. ETOE refers to the Universal Postal Union [UPU]-established business model for postal operators, which allows operators to establish and manage postal accounting offices in other countries.

b) Revenue from postal services with regulated pricing decreased by 10% compared to 2024, mainly due to lower revenue from international parcel delivery services.

c) The revenue from the courier services of the Company increased by 39% [43% for the Group] compared to 2024, due to an increase in the volume of parcels sent via parcel lockers as a result of expansion in Estonia and Latvia.

d) Revenue from financial services rose by 11% compared to 2024, driven by increased revenue from services related to the delivery and payment of pensions, benefits, and other payments.

e) Revenue from services provided to foreign post offices decreased by 19% compared to 2024, due to a decline in the volume of mail received from other countries.

REVENUE FROM CONTRACTS WITH CUSTOMERS BY GEOGRAPHICAL REGION:

GROUP	31 DECEMBER 2025			31 DECEMBER 2024		
	Lithuania	European Union	Other	Lithuania	European Union	Other
Postal services with unregulated prices	28 570	2 990	599	27 006	6 898	9
Postal services with regulated prices	8 101	-	-	8 970	-	-
Courier services	25 662	11 401	354	22 584	3 132	418
Financial services	14 888	-	-	13 401	-	-
Services to foreign post offices	-	3 156	1 183	-	3 470	1 916
Commission revenue	23	-	-	21	-	-
Retail trade	6 087	1	-	5 626	18	-
Delivery of periodicals to subscribers	3 050	2	-	3 487	2	-
Intermediation services	138	136	-	192	162	-
Other services	1 829	64	29	1 517	417	125
Total	88 348	17 751	2 165	82 804	14 099	2 468

REVENUE FROM CONTRACTS WITH CUSTOMERS BY GEOGRAPHICAL REGION:

COMPANY	31 DECEMBER 2025			31 DECEMBER 2024		
	Lithuania	European Union	Other	Lithuania	European Union	Other
Postal services with unregulated prices	28 570	2 990	599	27 006	6 898	9
Postal services with regulated prices	8 101	-	-	8 970	-	-
Courier services	25 662	11 011	354	22 584	3 695	418
Financial services	14 888	-	-	13 401	-	-
Services to foreign post offices	-	3 156	1 183	-	3 470	1 916
Commission revenue	23	-	-	21	-	-
Retail trade	6 087	19	-	5 626	18	-
Delivery of periodicals to subscribers	3 050	2	-	3 487	2	-
Intermediation services	138	136	-	192	162	-
Other services	1 829	442	29	1 517	642	125
Total	88 348	17 757	2 165	82 803	14 887	2 468

4. SUBSIDIES

		31 DECEMBER	
		GROUP/COMPANY	
		2025	2024
Subsidy for delivery of periodicals to subscribers	[a]	12 389	8 476
Subsidy for postal services with regulated prices	[b]	3 995	2 016
Total		16 384	10 492

a) As the Company has an obligation to deliver periodicals to subscribers in rural residential areas and cities qualifying as residential areas with low and medium population density and incurs loss from this service, it is entitled to receive loss compensation from the State. The reason for incurring loss is the maximum tariffs set by the Lithuanian Government for delivery of periodicals to subscribers in rural residential areas and cities qualifying as residential areas with low and medium population density, which are significantly lower than the cost of the service.

b) The obligation to provide the universal postal service (hereinafter referred to as the "UPS") has a significant impact on the results of the Company, and if the provision of this service becomes a financial burden, the losses associated with the provision of the service are compensated from the state budget in accordance with established procedures.

In 2025, the subsidy item included compensation received for postal services with regulated pricing [EUR 3,995 thousand], provided in 2023 [in 2024, EUR 2,016 thousand was recorded for services provided in 2022].

Regardless of the fact that the Company's management has calculated the UPS loss for 2024 and 2025, as long as no conclusion has been received from the CRA that the amount of loss constitutes an unreasonably high financial burden for the Company, the loss compensation for 2024 and 2025 has not been recognised in the financial statements.

5. OTHER INCOME

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Income on sale of non-current assets, net	-	334	-	334
Lease income	322	241	322	241
Other income	209	189	201	188
Total	531	764	523	763

6. OTHER EXPENSES

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Transportation leasing and related expenses	4 421	4 262	4 413	4 206
Material and raw material costs	3 000	2 507	2 861	2 488
Rent and utility costs	2 510	2 332	2 479	2 453
Property repair and maintenance	2 934	2 266	2 924	2 248
Taxes, except income tax	1 850	1 498	1 850	1 498
Advertising and representation	1 334	1 302	791	791
Cash collection and security escort fees	573	685	573	685
Costs related to postal operations	53	680	53	680
Consulting, audit and security expenses	711	471	652	456
Communication costs	810	464	562	410
Other expenses	3 548	1 792	2 895	1 675
Total	21 744	18 259	20 054	17 589

During the periods of 2025 and 2024, the audit firm provided the Company and the Group with the audit and non-audit services listed below. Audit and compliance assurance services are disclosed based on the service delivery dates specified in the contract. Non-audit services are recognised at the time the services are rendered, which generally coincides with the invoicing date.

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Audit services	138	90	102	86
Compliance assurance services	42	32	42	32
Other services	3	3	3	3
Total	183	125	146	122

No non-audit services were provided to the Group/Company from 31 December 2025 to 31 March 2026.

7. EMPLOYEE-RELATED EXPENSES

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Remuneration and other related costs	53 881	47 552	53 080	47 186
Social security contributions	1 151	973	951	888
Total	55 032	48 525	54 032	48 074

Remuneration and other related costs include all expenses related to remuneration, including fixed salaries, bonuses, variable compensation under employment contracts, and additional employee-related expenses such as training, business trips, health insurance, other social benefits, or employee motivation bonuses. In 2025, the increase in these costs was related to the increase in minimum monthly wages and a review of employee salaries.

8. OTHER PROFIT/LOSS

		31 DECEMBER	
		GROUP/COMPANY	
		2025	2024
Income on sale of non-current assets, net	(a)	2 525	-
Foreign exchange income		1 382	353
Foreign exchange expenses		(336)	(603)
Total		3 571	(250)

a) The income on sale of non-current assets item shows the difference between the proceeds from the sale of non-current assets and their residual value. In 2025, real properties in Vilnius, Klaipėda, Palanga, Trakai, Šilutė, and Kėdainiai that were no longer used for postal operations were sold (total gain on sale: EUR 2,525 thousand).

The negative impact of exchange rate fluctuations on financial results was due to the volatility of the euro against the U.S. dollar (USD) throughout 2025. On 31 December 2025, 1 EUR was equal to 1.1757 USD, compared to 1.039 USD on 31 December 2024.

9. INCOME AND EXPENSES FROM FINANCIAL ACTIVITIES

		31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Interest income	(a)	503	1 031	617	1 052
Interest on late payment		4	1	4	1
Income from other financial activities		14	1	14	1
Total income from financial activities		521	1 033	634	1 053
Interest on bank overdrafts and loans		(292)	(560)	(292)	(560)
Interest on lease liabilities	(b)	(1 035)	(918)	(995)	(895)
Other expenses from financial activities		(13)	(8)	(12)	(8)
Total expenses from financial activities		(1 341)	(1 486)	(1 300)	(1 463)

a) The interest income item reflects the interest income received by the Company on cash held in accounts with AB SEB bankas. The decrease in this income compared to 2024 was due to declining European Central Bank base interest rates and lower account balances.

b) Interest on the lease liabilities increased in 2025 compared to 2024 due to the application of a higher discount rate to 2025 contracts: the discount rate for 2024 was 5.67%–6.52%, while the discount rate for 2025 was 4.67%–7.50%.

10. INTANGIBLE ASSETS

GROUP	PATENTS AND LICENCES	PREPAYMENT	SOFTWARE	PROJECTS IN PROGRESS	TOTAL
Year ended 31 December 2024					
Net book value at 1 January 2024	87	-	3 541	832	4 459
Acquisitions	-	-	903	635	1 539
Reclassifications between groups	-	-	42	[42]	-
Write-offs	-	-	-	-	-
Impairment	-	-	-	-	-
Amortisation charge	[30]	-	[1 037]	-	(1 067)
Net book value as of 31 December 2024	57	-	3 449	1 425	4 931
31 December 2024					
Acquisition cost	597	-	11 364	2 361	14 322
Accumulated impairment	-	-	[640]	[936]	(1 575)
Accumulated amortisation	[540]	-	[7 275]	-	(7 815)
Net book value	57	-	3 449	1 425	4 931
Year ended 31 December 2025					
Net book value at 1 January 2025	57	-	3 449	1 425	4 931
Acquisitions	-	-	219	876	1 095
Reclassifications between groups	-	-	2 177	[2 177]	-
Write-offs	-	-	[1]	-	(1)
Impairment	-	-	-	-	-
Amortisation charge	[12]	-	[1 279]	-	(1 291)
Net book value as of 31 December 2025	45	-	4 565	124	4 734
31 December 2025					
Acquisition cost	597	-	13 759	1 060	15 416
Accumulated impairment	-	-	[640]	[936]	(1 575)
Accumulated amortisation	[552]	-	[8 555]	-	(9 107)
Net book value	45	-	4 565	124	4 734

COMPANY	PATENTS AND LICENCES	PREPAYMENT	SOFTWARE	PROJECTS IN PROGRESS	TOTAL
Year ended 31 December 2024					
Net book value at 1 January 2024	87	1	3 541	832	4 459
Acquisitions	-	-	903	635	1 539
Reclassifications between groups	-	-	42	[42]	-
Write-offs	-	-	-	-	-
Impairment	-	-	-	-	-
Amortisation charge	[30]	-	[1 037]	-	[1 067]
Net book value as of 31 December 2024	57	1	3 449	1 425	4 931
31 December 2024					
Acquisition cost	597	-	10 724	1 425	12 746
Accumulated impairment	-	-	-	-	-
Accumulated amortisation	[540]	-	[7 275]	-	[7 815]
Net book value	57	-	3 449	1 425	4 931
Year ended 31 December 2025					
Net book value at 1 January 2025	57	-	3 449	1 425	4 931
Acquisitions	-	-	219	876	1 095
Reclassifications between groups	-	-	2 177	[2 177]	-
Write-offs	-	-	[1]	-	[1]
Impairment	-	-	-	-	-
Amortisation charge	[12]	-	[1 279]	-	[1 291]
Net book value as of 31 December 2025	45	-	4 565	124	4 734
31 December 2025					
Acquisition cost	597	-	13 119	124	13 841
Accumulated impairment	-	-	-	-	-
Accumulated amortisation	[552]	-	[8 555]	-	[9 107]
Net book value	45	-	4 565	124	4 734

In the Group's/Company's statement of comprehensive income, amortisation of intangible assets is included in the item of non-current asset impairment and amortisation costs.

As at 31 December 2025, the accumulated impairment of the Group consisted solely of the accumulated impairment of the intangible assets of UAB LP Mokėjimų Sprendimai, which amounted to EUR 1,576 thousand (as of 31 December 2024: EUR 1,576 thousand).

Under the acquisitions item, the Group/Company recorded software expenses of EUR 219 thousand, of which EUR 168 thousand related to programming work for self-service terminal software, and the remaining EUR 51 thousand related to programming work for other modules. EUR 2,177 thousand was capitalized from projects in progress into software, of which EUR 2,140 thousand was for the implementation and programming of a new business management system as of 31 December 2025, and EUR 37 thousand was for the customer self-service module of parcel self-service terminals as of 30 September 2025. projects in progress include EUR 124 thousand for the programming of SAS sorting equipment.

11. PROPERTY, PLANT AND EQUIPMENT

GROUP	BUILDINGS AND STRUCTURES	MACHINERY AND EQUIPMENT	VEHICLES	OTHER TANGIBLE ASSETS	CONSTRUCTION IN PROGRESS	TOTAL
Year ended 31 December 2024						
Net book value at 1 January 2024	15 284	17 315	13	2 555	3 010	38 177
Acquisitions	[2]	1 149	113	605	9	1 873
Disposals	[104]	[35]	[10]	-	-	[148]
Write-offs	-	[8]	-	-	-	[8]
Reclassified as investment property	[185]	-	-	-	-	[185]
Impairment	-	[914]	-	-	-	[914]
Reclassifications between groups	15	2 999	-	-	[3 014]	-
Reclassified to assets held for sale	[193]	-	-	-	-	[193]
Depreciation	[211]	[1 812]	[5]	[776]	-	[2 805]
Net book value as of 31 December 2024	14 604	18 694	111	2 383	5	35 796
31 December 2024						
Acquisition cost	23 265	27 978	203	7 273	5	58 725
Accumulated depreciation	[6 267]	[8 368]	[92]	[4 890]	-	[19 618]
Accumulated impairment	[2 395]	[915]	-	-	-	[3 310]
Net book value	14 604	18 694	111	2 383	5	35 796
Year ended 31 December 2025						
Net book value at 1 January 2025	14 604	18 694	111	2 383	5	35 796
Acquisitions	-	838	-	601	5 184	6 624
Disposals	[427]	-	-	-	-	[427]
Write-offs	-	[1]	-	[13]	-	[14]
Reclassified as investment property	751	-	-	-	-	751
Impairment	-	[22]	-	-	-	[22]
Reclassifications between groups	-	4 184	-	-	[4 184]	-
Reclassified to assets held for sale	[1 590]	-	-	-	-	[1 590]
Depreciation	[336]	[1 934]	[11]	[741]	-	[3 021]
Net book value as of 31 December 2025	13 002	21 759	99	2 230	1 005	38 097
31 December 2025						
Acquisition cost	19 713	32 969	203	7 861	1 005	61 751
Accumulated depreciation	[4 967]	[10 273]	[104]	[5 631]	-	[20 975]
Accumulated impairment	[1 743]	[937]	-	-	-	[2 680]
Net book value	13 002	21 759	99	2 230	1 005	38 097

COMPANY	BUILDINGS AND STRUCTURES	MACHINERY AND EQUIPMENT	VEHICLES	OTHER TANGIBLE ASSETS	CONSTRUCTION IN PROGRESS	TOTAL
Year ended 31 December 2024						
Net book value at 1 January 2024	15 284	17 315	13	2 555	3 010	38 177
Acquisitions	[2]	1 149	113	597	9	1 865
Disposals	[104]	[35]	[10]	-	-	(148)
Write-offs	-	[8]	-	-	-	[8]
Reclassified as investment property	[185]	-	-	-	-	(185)
Impairment	-	[914]	-	-	-	(914)
Reclassifications between groups	15	2 999	-	-	[3 014]	-
Reclassified to assets held for sale	[193]	-	-	-	-	(193)
Depreciation	[211]	[1 812]	[5]	[776]	-	(2 804)
Net book value as of 31 December 2024	14 604	18 694	111	2 376	5	35 790
31 December 2024						
Acquisition cost	23 265	27 978	203	7 265	5	58 717
Accumulated depreciation	[6 267]	[8 368]	[92]	[4 889]	-	(19 617)
Accumulated impairment	[2 395]	[915]	-	-	-	(3 310)
Net book value	14 604	18 694	111	2 376	5	35 790
Year ended 31 December 2025						
Net book value at 1 January 2025	14 604	18 694	111	2 376	5	35 790
Acquisitions	-	838	-	591	5 184	6 613
Disposals	[427]	-	-	-	-	(427)
Write-offs	-	[1]	-	[13]	-	[14]
Reclassified as investment property	751	-	-	-	-	751
Impairment	-	[22]	-	-	-	[22]
Reclassifications between groups	-	4 184	-	-	[4 184]	-
Reclassified to assets held for sale	[1 590]	-	-	-	-	(1 590)
Depreciation	[336]	[1 934]	[11]	[738]	-	(3 019)
Net book value as of 31 December 2025	13 002	21 759	99	2 215	1 005	38 082
31 December 2025						
Acquisition cost	19 713	32 969	203	7 738	1 005	61 627
Accumulated depreciation	[4 967]	[10 273]	[104]	[5 522]	-	(20 866)
Accumulated impairment	[1 743]	[937]	-	-	-	(2 680)
Net book value	13 002	21 759	99	2 215	1 005	38 082

Depreciation of the Group's property, plant, and equipment in 2025 amounted to EUR 3,021 thousand [EUR 2,805 thousand in 2024]. Depreciation of the Company's property, plant, and equipment in 2025 amounted to EUR 3,019 thousand [EUR 2,804 thousand in 2024]. In the Group's/Company's statement of comprehensive income, depreciation of property, plant, and equipment is included in the depreciation and amortisation expenses item.

In 2025, the Company created and capitalised EUR 4,184 thousand in property, plant, and equipment—self-service parcel terminals amounting to EUR 3,464 thousand [in 2024: EUR 2,999 thousand] and parcel sorting equipment amounting to EUR 720 thousand. This amount has been reclassified from the construction in progress group.

As at 31 December 2025, the Company's buildings, with a carrying amount of EUR 9,375 thousand [carrying amount as of 31 December 2024: EUR 9,644 thousand], were pledged as security under a specific-purpose long-term loan agreement with the Nordic Investment Bank.

As of 31 December 2025, the Company additionally recognised an impairment loss of EUR 22 thousand on idle assets [as of 31 December 2024: EUR 914 thousand].

As of December 31, 2025, the buildings recorded as non-current assets held for sale in the statement of financial position were reclassified as property held for sale, with a value of EUR 1,590 thousand. These properties, located in Vilnius, Druskininkai, Marijampolė, and Rokiškis, are not used in the Company's operations. The sale is highly likely, as the search for a buyer has begun, an auction has been announced for the sale of the property, and the sale transaction is expected to be completed during 2026.

Construction in progress includes the installation of self-service parcel terminals, renovation work at the Kaunas post office, and the installation of electric vehicle charging stations [total acquisition cost: 1,005 thousand euros].

As of 31 December 2025, the Company had a signed commitment to purchase self-service parcel terminals for EUR 667 thousand.

12. RIGHT-OF-USE ASSETS

GROUP	LAND	BUILDINGS AND STRUCTURES	MACHINERY AND EQUIPMENT	VEHICLES	OTHER TANGIBLE ASSETS	TOTAL
Year ended 31 December 2024						
Net book value at 1 January 2024	2 480	9 972	-	3 678	79	16 209
New contracts signed	1 435	3 442	1 241	6	-	6 123
Contracts repriced	1 268	2 921	-	357	-	4 546
Contracts terminated	[16]	[143]	-	-	-	[159]
Depreciation	[1 339]	[2 738]	[149]	[1 507]	[39]	[5 772]
Net book value as of 31 December 2024	3 828	13 454	1 093	2 533	40	20 948
Year ended 31 December 2025						
Net book value at 1 January 2025	3 828	13 454	1 093	2 533	40	20 948
New contracts signed	2 154	1 865	-	3 886	-	7 905
Contracts repriced	1 478	444	775	[59]	-	2 637
Contracts terminated	[71]	[469]	-	[26]	[1]	[567]
Depreciation	[1 403]	[2 971]	[473]	[1 459]	[35]	[6 342]
Reclassifications between groups	[463]	[1]	464	-	-	-
Net book value as of 31 December 2025	5 523	12 321	1 859	4 874	4	24 581
Year ended 31 December 2024						
Net book value at 1 January 2024	2 480	9 972	-	3 678	79	16 209
New contracts signed	1 435	2 902	1 241	-	-	5 577
Contracts repriced	1 268	2 685	-	343	-	4 296
Contracts terminated	[16]	[143]	-	-	-	[159]
Depreciation	[1 339]	[2 578]	[149]	[1 505]	[39]	[5 609]
Net book value as of 31 December 2024	3 828	12 838	1 093	2 516	40	20 315
Year ended 31 December 2025						
Net book value at 1 January 2025	3 828	12 838	1 093	2 516	40	20 315
New contracts signed	2 154	719	-	3 886	-	6 759
Contracts repriced	1 478	471	775	[59]	-	2 664
Contracts terminated	[71]	[12]	-	[26]	[1]	[110]
Depreciation	[1 403]	[2 644]	[473]	[1 449]	[35]	[6 004]
Reclassifications between groups	[463]	[1]	464	-	-	-
Net book value as of 31 December 2025	5 523	11 371	1 859	4 868	4	23 623

In 2025, the Company signed new contracts worth EUR 6,759 thousand, renewed contracts, and renegotiated prices in connection with the expansion of self-service parcel terminals and consumer price indexation—EUR 2,664 thousand (in 2024, new contracts amounted to EUR 5,577 thousand, and repriced contracts to EUR 4,296 thousand). In 2025, the Group signed new contracts worth EUR 7,905 thousand, extended contracts, and recalculated prices—EUR 2,637 thousand (in 2024, new contracts amounted to EUR 6,123 thousand, and repriced contracts to EUR 4,546 thousand).

Right-of-use assets classified under the category for land: the right to the location where self-service parcel terminals are installed. Rights to lease premises used for the Group's/Company's core operations are classified under the buildings and structures group, while rights to self-service postal terminals are classified under the machinery and equipment group.

On 17 December 2025, the Company received a grant of EUR 112 thousand to purchase all-electric vehicles under the measure "Promotion of the Purchase of All-Electric Vehicles by Legal Entities" implemented by the Environment Project Management Agency under the Ministry of Environment of the Republic of Lithuania.

13. INVESTMENT PROPERTY

GROUP/COMPANY	BUILDINGS
Year ended 31 December 2024	
Net book value at 1 January 2024	1 131
Reclassified from property, plant and equipment	185
Depreciation	(151)
Net book value as of 31 December 2024	1 165
31 December 2024	
Acquisition cost	1 603
Impairment	(163)
Accumulated depreciation	(276)
Net book value as of 31 December 2024	1 165

GROUP/COMPANY	BUILDINGS
Year ended 31 December 2025	
Net book value at 1 January 2025	1 165
Reclassified to property, plant and equipment	(751)
Depreciation	(17)
Net book value as of 31 December 2025	397
31 December 2025	
Acquisition cost	785
Impairment	(99)
Accumulated depreciation	(289)
Net book value as of 31 December 2025	397

Investment property comprises office buildings rented out to legal entities and individuals. It also includes property that is not used in the operating activities, however, capital appreciation is expected from this property upon its disposal. Investment property-related expenses for 2025 comprising depreciation charges were included in depreciation and amortisation of non-current assets in the statement of comprehensive income and amounted to EUR 17 thousand (in 2024: EUR 15 thousand).

The fair value of investment property as at 2025 and 31 December 2024 is approximately equal to their carrying amount.



14. INVESTMENTS IN SUBSIDIARIES

	UAB LP MOKĖJIMŲ SPRENDIMAI	UNISEND LATVIJA SIA	UNISEND EESTI OÜ	TOTAL INVESTMENTS
Net book value as of 1 January 2024, total	-	50	500	550
Acquisition	-	450	-	450
Net book value as of 31 December 2024 in total	-	500	500	1 000
31 December 2024				
Acquisition cost	2 179	500	500	3 179
Accumulated impairment	(2 179)	-	-	(2 179)
Net book value	-	500	500	1 000
Net book value as of 1 January 2025, total				
Formation of the reserve	-	2 561	3 365	5 926
Impairment	-	(3 061)	(3 865)	(6 926)
Net book value as of 31 December 2025 in total	-	-	-	-
31 December 2025				
Acquisition cost	2 179	3 061	3 865	9 105
Accumulated impairment	(2 179)	(3 061)	(3 865)	(9 105)
Net book value	-	-	-	-

On 23 November 2023, the subsidiary Unisend Latvija SIA was established with an investment of EUR 50 thousand. On 29 November 2023, the subsidiary Unisend Eesti OÜ was established with an investment of EUR 500 thousand. On 23 January 2024, the Company increased the share capital of Unisend Latvija SIA by 1 EUR by issuing 1 share, the acquisition cost of which was EUR 450 thousand. Following the increase, the share capital of Unisend Latvija SIA was EUR 500,001, consisting of 50,001 shares with a par value of EUR 1 each. On 30 December 2025, the Company formed voluntary reserves in its subsidiaries through cash contributions: EUR 2,561 thousand in Unisend Latvija SIA and EUR 3,365 thousand in Unisend Eesti OÜ. The Company's total investment in Unisend Latvija SIA is EUR 3,061 thousand, and in Unisend Eesti OÜ is EUR 3,865 thousand.

In 2025, following significant losses incurred by its subsidiaries, the Company performed an impairment assessment of its investments in the subsidiaries Unisend Latvija SIA and Unisend Eesti OÜ as of 31 December 2025. The assessment revealed that as of December 31, 2025, an impairment loss must be recognised for the entire amount of investments in Unisend Latvija SIA and Unisend Eesti OÜ, i.e., EUR 6,926 thousand (EUR 3,061 thousand for Unisend Latvija SIA and EUR 3,865 thousand for Unisend Eesti OÜ). In performing the impairment assessment, the Company determined the use value of the assets using the discounted cash flow method and applied the following key assumptions:

- 1) cash flow projections for the period 2026–2029;
- 2) it is estimated that Unisend Latvija SIA and Unisend Eesti OÜ will achieve positive EBITDA in 2028, with EBITDA margins of 3% and 9%, respectively, and 14–15% in 2029;
- 3) a discount rate of 11% was used to discount the cash flows;
- 4) the long-term growth rate applied was 1.3%.

On 25 April 2023, the capital of the subsidiary AB LP Payment Solutions was increased by EUR 2,176 thousand. The payment for the increase in the share capital of UAB LP mokėjimų sprendimai was made through a mutual offset, capitalising a previously granted Company loan to the company in the amount of EUR 1,951 thousand and accrued interest of EUR 225 thousand. Since an impairment loss of EUR 1,951 thousand had already been recognised for the capitalised loan and accrued interest in prior periods, it was accordingly reversed, and concurrently, an impairment loss of EUR 2,179 thousand on the investment in the subsidiary was recognised immediately.

15. INVENTORIES

	31 DECEMBER	
	GROUP/COMPANY	
	2025	2024 [ADJUSTED]
Inventories and consumables	274	222
Philatelic production	35	35
Goods purchased for resale	266	354
	575	611
Impairment	[24]	[14]
Total inventories	551	597

16. TRADE RECEIVABLES

		31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Trade receivables, gross	[a]	11 136	10 296	11 002	10 243
Receivables from companies in the Group, gross		-	-	79	45
Receivables from foreign post offices, gross	[b]	1 462	2 051	1 462	2 051
Trade receivables, gross		12 598	12346	12 543	12 338
Impairment of trade receivables	[a]	[386]	[1 226]	[386]	[1 226]
Impairment of receivables from foreign post offices	[b]	[942]	[1 019]	[942]	[1 019]
Total impairment		[1 328]	[2 245]	[1 328]	[2 245]
Trade receivables, total		11 270	10 101	11 215	10 093

a) Trade receivables increased on 31 December 2025 compared to 31 December 2024, as accounts receivable from shipping service intermediaries for services rendered to them rose by EUR 2,051 thousand. The change in the decrease in the value of trade receivable as of 31 December 2025 was driven by a decrease in overdue debts from service intermediaries.

b) In 2025, the outstanding balance owed by foreign postal services decreased following payments received from the German and Swedish postal authorities, and financial assets and financial liabilities were offset.

Trade receivables for services rendered in the domestic market are non-interest bearing and are normally settled within the term of 30 days. The invoice settlement term agreed with the buyers of cross-border services is 6 weeks.

The impairment of inventories of the Group/Company as of 31 December 2025 amounted to EUR 24 thousand (EUR 14 thousand as of 31 December 2024). The change in inventory impairment in 2025 and 2024 is included in the item other expenses in the Group's/Company's statement of comprehensive income.

The cost of sold goods is recognised in the income statement under cost of goods and services held for resale and consists of two components: (i) The cost of sales of inventories held by the Company under consignment agreements, which is not recognised in the Company's statement of financial position, amounted to EUR 3,014 thousand in 2025 (EUR 2,902 thousand in 2024); (ii) The cost of sales of inventories recognised in the statement of financial position for 2025 was EUR 238 thousand for the Company and EUR 220 thousand for the Group (in 2024: EUR 220 thousand for both the Group and the Company). The other expenses item in the statement of comprehensive income includes (i) the value of fuel consumed in 2025: for the Company – EUR 1,762 thousand, the Group – EUR 1,764 thousand (in 2024, the Group/Company – EUR 1,769 thousand); (ii) the cost of other materials and supplies for the Company amounted to EUR 1,199 thousand, and for the Group to EUR 1,236 thousand (in 2024, the Company reported EUR 805 thousand, and the Group reported EUR 824 thousand).

As at 31 December 2025, the Company had inventories held under consignment agreements amounting to EUR 2,898 thousand (2024: EUR 3,054 thousand); these inventories were not recognised in the statement of financial position. While preparing its 2025 financial statements, the Company identified an error in the recognition of inventories held under consignment agreements and trade payables, and corrected the error retrospectively in the statements of financial position for 1 January 2024 and 31 December 2024. The impact of the correction is disclosed in Note 35.

The Group/Company calculated impairment for trade receivables based on the historical loss analysis for the previous 24 months.

The Group/Company calculated impairment for receivables from foreign post offices by grouping foreign post offices according to the credit ratings of the countries in which the foreign post offices operate. The Group/Company believes the grouping of the post offices by credit rating grade is a sufficient basis for evaluating credit quality and determining expected credit losses on amounts receivable. Receivables from foreign post offices by credit rating grade (after impairment) are presented in the table below.

RECEIVABLES FROM FOREIGN POST OFFICES BY CREDIT RATING GRADE:

	31 DECEMBER	
	GROUP/COMPANY	
	2025	2024
Investment	289	769
Speculative	231	263
Total	519	1 032

CHANGE IN IMPAIRMENT OF TRADE RECEIVABLES

	GROUP/COMPANY
Balance at 31 December 2023	1 729
Impairment calculated during the year	619
Bad debts recovered (written off) during the year	(103)
Balance as of 31 December 2024	2 245
Impairment calculated during the year	(795)
Bad debts recovered (written off) during the year	(123)
Balance as of 31 December 2025	1 328

When assessing the depreciation of trade receivables, individual customer debts are grouped by the overdue period. Below is the analysis of the limitation period for trade receivables as of 31 December 2025 and 2024, after using expected credit loss (ECL) rates for the calculation.



THE AGEING ANALYSIS OF TRADE RECEIVABLES

GROUP	CURRENT	TRADE RECEIVABLES PAST DUE					TOTAL
		UP TO 30 DAYS	30-60 DAYS	60-90 DAYS	90-180 DAYS	>180 DAYS	
At 31 December 2024							
Trade receivables, gross	7 222	1 713	368	490	120	384	10 296
Expected loss rate [%]	3,65%	10,30%	71,05%	22,66%	27,20%	99,42%	
Impairment of trade receivables	[263]	[176]	[262]	[111]	[33]	[381]	[1 226]
	6 958	1 537	107	379	87	2	9 070
At 31 December 2025							
Trade receivables, gross	8 992	1 705	34	14	27	365	11 136
Expected loss rate [%]	0,04%	0,08%	2,19%	17,08%	68,34%	98,33%	
Impairment of trade receivables	[4]	[1]	[1]	[2]	[18]	[359]	[386]
	8 988	1 704	33	11	8	6	10 751

COMPANY	CURRENT	TRADE RECEIVABLES PAST DUE					TOTAL
		UP TO 30 DAYS	30-60 DAYS	60-90 DAYS	90-180 DAYS	>180 DAYS	
At 31 December 2024							
Trade receivables, gross	7 227	1 710	367	488	112	383	10 287
Expected loss rate [%]	3,64%	10,31%	71,25%	22,76%	28,94%	99,48%	
Impairment of trade receivables	[263]	[176]	[262]	[111]	[33]	[381]	[1 226]
	6 963	1 534	106	376	80	2	9 062
At 31 December 2025							
Trade receivables, gross	8 960	1 695	31	12	21	362	11 082
Expected loss rate [%]	0,04%	0,08%	2,39%	19,33%	85,08%	99,24%	
Impairment of trade receivables	[4]	[1]	[1]	[2]	[18]	[359]	[386]
	8 956	1 694	30	10	3	3	10 696

Trade receivables from the buyers who are involved in legal disputes with the Group/Company or have the legal status of an entity in bankruptcy or liquidation, are subject to a 100% impairment. Trade receivables, the settlement terms of which depend on the date on which it was agreed with the counterparties about the quantity of services to be rendered, are assessed for impairment individually.

The Company considers that the borrower is in default in relation to financial assets if the contractual payments are past due more than 30 days, or when there are indications that the borrower or a group of

borrowers is experiencing serious financial difficulties, fails to settle the liabilities, likely to initiate bankruptcy or reorganisation procedures, and in cases where the observed data suggests a decline in future cash flows, such as changes in past due patterns or changes in economic conditions that correlate with the incidents of default. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows. A new cooperation agreement with the debt recovery company was signed in 2024.

17. CONTRACT ASSETS

	31 DECEMBER	
	GROUP/COMPANY	
	2025	2024
Accrued revenue from foreign post offices	4 791	5 638
Impairment of accrued revenue from foreign post offices	[76]	[68]
Total contract assets	4 715	5 570

The Group/Company operates on the basis of international agreements defining the rules for settlements and for issuing the accounting documents for postal services rendered. Based on these agreements, the Group/Company actually reconciles the actual shipment data, including the volume of postal services rendered and receivable amounts, only in the next year after the date of the statement of financial position. The Group/Company accrues revenue that is shown as contract assets in the statement of financial position. The contract assets is a right to consideration in return for goods or services transferred to a customer. If the Group/Company transfers goods or services to a customer before a customer pays for them or before the due settlement date, the contract asset is accounted for at the amount equal to the consideration earned, which is conditional, and is reduced by the amount of the advance amount received from a customer. When calculating accrued revenue for services rendered, the Group/Company assesses the actual volume of services rendered/received, the last known effective prices and the statistical data on service volume.

Under the line item contract assets, the Company presented accrued revenue from foreign post offices by deducting from it the advance amounts received from the same international partners for the same services rendered. For these reasons, as of 31 December 2025 accrued income from foreign postal services decreased when compared to 31 December 2024.

The Group/Company calculated impairment for accrued revenue from foreign post offices by grouping the foreign post offices according to the credit ratings of the countries in which the foreign post offices operate. The Group/Company believes that the grouping of the post offices by credit rating grades is a sufficient basis for evaluating credit quality and determining expected credit losses on accrued revenue.

Accrued revenue from foreign post offices by credit rating grade (after impairment) is presented in the table below. When calculating impairment for accrued revenue from foreign post offices, the Group/Company also assesses the risk arising from prescription. It is considered that accrued revenue from foreign post offices recognised two years ago have a 8% likelihood of non-recovery, those recognised three years ago have a 50% likelihood of non-recovery, those recognised four years ago have a 75% likelihood of non-recovery, and those recognised five or more years ago have a 100% likelihood of non-recovery.

ACCRUED REVENUE FROM FOREIGN POST OFFICES BY CREDIT RATING GRADE	31 DECEMBER	
	GROUP/COMPANY	
	2025	2024
Investment	4 531	5 387
Speculative	184	183
	4 715	5 570

CHANGE IN THE IMPAIRMENT OF ACCRUED REVENUE FROM FOREIGN POST OFFICES:	GROUP/COMPANY
	Balance at 31 December 2023
Reversal of impairment, calculated over the year	[175]
Balance at 31 December 2024	68
Reversal of impairment, calculated over the year	8
Balance at 31 December 2025	76

18. PREPAYMENTS, DEFERRED EXPENSES

	DECEMBER 31			
	GROUP		COMPANY	
	2025	2024	2025	2024
Deferred expenses	407	336	407	336
Prepayments for services	616	488	608	480
Total	1 023	823	1 015	816

Prepayments as at 31 December 2025 excludes prepayments made to foreign post offices (designated operators) in relation to cross-border postal services, when those prepayments were made to the same foreign post offices for the same services, similarly as in accrued expenses in the part of liabilities. Those prepayments are netted against accrued expenses as homogeneous assets and liabilities.

19. OTHER AMOUNTS RECEIVABLE

		31 DECEMBER			
		GROUP		COMPANY	
		2025	2024	2025	2024
Compensation receivable for loss incurred from delivery of periodicals to subscribers	(a)	10 291	10 409	10 291	10 409
Compensation receivable for loss incurred from postal services with regulated prices	(b)	-	-	-	-
Interest-bearing loans receivable from group companies	(c)	-	-	13	1 871
Other amounts receivable		464	605	313	391
Other receivables, gross value		10 755	11 014	10 616	12 671
Depreciation of other amounts receivable		(21)	(14)	(21)	(14)
Total depreciation		(21)	(14)	(21)	(14)
Total other receivables		10 734	11 000	10 596	12 657

MOVEMENT IN COMPENSATIONS RECEIVABLE FOR LOSS INCURRED FROM DELIVERY OF PERIODICALS TO SUBSCRIBERS	COMPENSATION FOR LOSS INCURRED FROM DELIVERY OF PERIODICALS TO SUBSCRIBERS
Amount receivable at 31 December 2023	5 120
Calculated amount receivable in 2024	8 476
Compensation received in 2024	(3 187)
Amount receivable at 31 December 2024	10 409
Calculated amount receivable in 2025	12 389
Compensation received in 2025	(12 507)
Amount receivable at 31 December 2025	10 291

a) In 2025, the Company incurred a loss of EUR 12,389 thousand while providing delivery services of periodicals to subscribers in rural areas and towns classified as sparsely and moderately populated. In accordance with the procedure established by the Government for covering losses incurred by the Company in providing delivery services of periodicals to subscribers in rural areas and towns classified as sparsely and moderately populated, in 2025, the Company received EUR 12,507 thousand in compensation for subscription losses (in 2024: EUR 3,187 thousand in compensation for subscription losses).

b) In 2025, the Company recognised EUR 3,995 thousand in compensation for postal services with regulated pricing for 2023 under the item other receivables. In 2024, the Company recognised and received EUR 2,016 thousand in compensation for postal services with regulated pricing for 2022, as well as a payment for 2021 in the amount of EUR 5,120 thousand. As of 31 December 2025 and 2024, there were no balances of other receivables.

c) In order to manage, allocate, and utilise working capital more effectively, on 5 July 2024, the Group signed a funds pooling agreement with AB SEB bankas. Under this agreement, the cash funds of the companies in the Group are transferred to a single account located in Lithuania. On 11 July 2024, the Company signed intercompany lending and borrowing agreements with its subsidiaries, pursuant to which as of 31 December 2024 the balance of loans and interest granted by the Company to subsidiaries amounted to EUR 1,871 thousand (Unisend Latvija SIA: EUR 880 thousand, Unisend Eesti OÜ: EUR 991 thousand). During 2025, the subsidiaries repaid their loans to the Company. Information on intercompany transactions is provided in Note 34. As of 31 December 2025, the Company owed its subsidiaries EUR 1,220 thousand. Information on borrowings is provided in Note 24.

20. CASH AND CASH EQUIVALENTS

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Cash at bank	16 570	24 731	16 497	24 646
Cash on hand	822	917	822	917
Cash in transit	794	665	794	665
Total	18 186	26 313	18 113	26 228

The Group/Company holds cash only at credit institutions with the highest credit ratings. Management did not establish any impairment indications for cash and did not reflect it in the Company's statement of comprehensive income.

21. SHARE CAPITAL

As at 2025 and 31 December 2024, the Republic of Lithuania owned 113.074 thousand ordinary shares of the Company with the nominal value of EUR 0.29 each [31 December 2024: EUR 0.29]. Ordinary shares represent the major portion of the Company's shares. All ordinary shares have the same nominal values. All ordinary shares grant a voting right. Only the holders of ordinary shares have the right to receive new shares issued under the procedure prescribed by the Lithuanian Law on Companies, when the authorised share capital is increased from the Company's retained earnings or from the reserves formed from profit available for appropriation. As at 31 December 2025 and 31 December 2024, all the

shares had been fully paid. Pursuant to the Lithuanian Law on Companies, the shareholders' equity must not be lower than 1/2 of an entity's share capital registered in the Articles of Association. As at 31 December 2025, the Company complied with this requirement.

The Company's ordinary shares cannot be converted into preference shares. The amount of dividends payable to holders of ordinary shares cannot not be established by the Company in the Articles of Association or the share subscription agreement.

CALCULATION OF THE WEIGHTED AVERAGE FOR 31 DECEMBER 2024	NUMBER OF SHARES	NOMINAL VALUE PER	IN CIRCULATION / 365 (DAYS)	WEIGHTED AVERAGE
Number of shares at 31 December 2023	113 074	0,29	365/365	113 074
Number of shares at 31 December 2024	113 074	0,29	365/365	113 074

CALCULATION OF THE WEIGHTED AVERAGE FOR 31 DECEMBER 2025	NUMBER OF SHARES	NOMINAL VALUE PER	IN CIRCULATION / 365 (DAYS)	WEIGHTED AVERAGE
Number of shares at 31 December 2024	113 074	0,29	365/365	113 074
Number of shares at 31 December 2025	113 074	0,29	365/365	113 074



22. RESERVES

LEGAL RESERVE

The legal reserve is compulsory under the Lithuanian Law on Companies. Annual transfers of 5% of net profit for the reporting period calculated in accordance with the Lithuanian regulatory legislation on accounting are required until the reserve reaches 10% of the authorised share capital.

On 30 April 2025, by order of the Minister of Transport and Communications of the Republic of Lithuania, which is equivalent to a resolution of the general meeting of shareholders of Joint Stock Company Lietuvos Paštas, the Company was required to allocate EUR 929 thousand from retained earnings to the legal reserve. As of 31 December 2025, the legal reserve amounts to EUR 2,244 thousand.

23. DIVIDENDS

On 30 April 2025, by order of the Minister of Transport and Communications of the Republic of Lithuania, which is equivalent to a resolution of the general meeting of shareholders of Joint Stock Company Lietuvos Paštas, the Company was required to pay EUR 2,167 thousand in dividends for 2024 into the budget revenue collection account of the State Tax Inspectorate under the Ministry of Finance of the Republic of Lithuania. The payment was made on 30 May 2025. The dividends amounted to EUR 0.02 per share.

24. BORROWINGS

	DECEMBER 31			
	GROUP 2025	2024	COMPANY 2025	2024
Non-current borrowings				
Bank borrowings	4 667	7 000	4 667	7 000
Overdraft	-	-	-	-
	4 667	7 000	4 667	7 000
Current borrowings				
Bank borrowings, current portion of non-current borrowings	2 333	2 333	2 333	2 333
Interest on bank loans	12	19	12	19
Borrowings received from companies in the Group	-	-	1 220	-
	2 345	2 352	3 565	2 352
Total borrowings	7 012	9 352	8 231	9 352

NON-CURRENT BORROWINGS BY MATURITY:

	DECEMBER 31			
	GROUP 2025	2024	COMPANY 2025	2024
Within 1 year	3 565	2 352	3 565	2 352
Between 1 and 5 years	4 667	7 000	4 667	7 000
After 5 years	-	-	-	-
Total	8 231	9 352	8 231	9 352

As of 31 December 2025, the interest rate on outstanding bank borrowings was 2.87%, and as of 31 December 2024, the interest rate on outstanding borrowings was 3.61%.

As of 31 December 2018, the Group/Company has been party to a EUR 17,500 thousand targeted long-term loan agreement with the Nordic Investment Bank for a period of 10 years. Purpose of the agreement: to finance the construction of a new automated Vilnius Logistics Centre, the modernisation of the logistics and postal transport fleet, and the expansion of self-service parcel terminals. This agreement is valid until 31 December 2028; the interest rate is 6-month EURIBOR plus the bank's margin. The total interest amount cannot be negative. As of 31 December 2025, EUR 17,500 thousand of this loan had been utilised. A total of EUR 10,500 thousand of the loan has been repaid, of which EUR 2,333 thousand was repaid in 2025.

The building of the Vilnius Logistics Centre (Metalo g. 5, Vilnius) has been pledged as security under a specific-purpose long-term loan agreement with the Nordic Investment Bank, whose residual value as of 31 December 2025 was EUR 9,375 thousand (31 December 2024: EUR 9,644 thousand).

In 2025, interest expenses of EUR 287 thousand were recognised for the Nordic Investment Bank (EUR 527 thousand in 2024), and EUR 295 thousand was paid (EUR 541 thousand in 2024).

On 3 April 2025, the Group's/Company's EUR 5,000 thousand overdraft facility agreement with AB SEB bankas, signed on 3 April 2024, expired. Under the agreement, the bank account overdraft is used to finance working capital. Interest on the utilised overdraft is 3-month EURIBOR plus the bank's margin. As of 31 December 2024, the unused bank account overdraft amount was EUR 5,000 thousand. The Group/Company did not use the bank's account overdraft limit in 2025.

In 2024, two overdraft agreements were in effect with the Lithuanian branch of OP Corporate Bank plc (the overdraft limits were EUR 8,000 thousand and EUR 7,000 thousand, respectively). One agreement was terminated on 15 June 2024, while the other expired on 29 October 2024.

On 5 July 2024, the Group signed a funds pooling agreement with AB SEB bankas. Under this agreement, the cash funds of the Group's companies are transferred to a single account located in Lithuania. On 11 July 2024, the Company signed intercompany lending and borrowing agreements with its subsidiaries, pursuant to which, as of 31 December 2025, the Company owed its subsidiaries EUR 1,220 thousand.

All borrowings are denominated in euros, so there is no risk of exchange rate fluctuations.

MOVEMENTS IN FINANCIAL LIABILITIES

	GROUP/COMPANY					
	AT 31 DECEMBER 2023	ACCRUED INTEREST	LOANS RECEIVED	REPAYMENT OF BORROWINGS	INTEREST PAID	AT 31 DECEMBER 2024
Interest to banks	33	527	-	-	(541)	19
Bank borrowings	11 667	-	-	(2 333)	-	9 333
Total	11 700	527	-	(2 333)	(541)	9 353

	GROUP/COMPANY					
	AT 31 DECEMBER 2024	ACCRUED INTEREST	LOANS RECEIVED	REPAYMENT OF BORROWINGS	INTEREST PAID	AT 31 DECEMBER 2025
Interest to banks	19	287	-	-	(295)	11
Bank borrowings	9 333	-	-	(2 333)	-	7 000
Borrowings received from companies in the Group	-	-	1 220	-	-	1 220
Total	9 353	287	1 220	(2 333)	(295)	8 231

25. LEASE LIABILITIES

	DECEMBER 31			
	GROUP		COMPANY	
	2025	2024	2025	2024
Balance at 1 January	21 062	16 080	20 428	16 080
Recognition of new contracts	7 905	6 123	6 759	5 577
Amendments to existing contracts	2 637	4 546	2 664	4 296
Expired liabilities (terminated leases)	(567)	(159)	(110)	(159)
Interest charged	1 035	918	995	895
Payments to lessors	(7 250)	(6 447)	(6 772)	(6 261)
Balance at 31 December	24 822	21 062	23 965	20 428

From 2019, when IFRS 16 “Leases” came into effect, future lease payments of the Group/Company under non-cancellable contracts are accounted for at the present value of future (that were not paid yet) lease payments. The discount rate applied to contracts of 2022 is -2.64%; contracts of 2023 -3.25%; contracts of 2024 5.67–6.52%; contracts of 2025 4.67–7.50%. Lease liabilities increase monthly by recognizing interest costs and decrease when lease payments are made.

MINIMUM LEASE PAYMENTS BY MATURITY

	DECEMBER 31			
	GROUP		COMPANY	
	2025	2024	2025	2024
Minimum lease payments				
Within 1 year	7 547	6 224	7 079	5 894
Between 1 and 5 years	17 977	13 575	17 384	13 231
After 5 years	4 070	4 081	4 070	4 081
Total	29 594	23 880	28 533	23 206
Future finance charges	(4 772)	(2 818)	(4 569)	(2 779)
Total carrying amount	24 822	21 062	23 965	20 428

In 2025, the Company incurred motor vehicle lease expenses under the short-term lease contracts outside the scope of IFRS 16, and the related maintenance expenses in total amount of EUR 3,666 thousand (in 2024: EUR 3,339 thousand). These expenses mostly include short-term lease expenses for cars with the lease price depending on the mileage and other criteria, also maintenance expenses for leased cars, and short-term lease expenses for low-value assets.

26. OPERATING LEASE AND LOAN FOR USE

MINIMUM RENTAL INCOME UNDER NON-CANCELLABLE LEASE CONTRACTS IS AS FOLLOWS:

	DECEMBER 31	
	GROUP/COMPANY	
	2025	2024
Within 1 year	134	175
Between 1 and 5 years	257	369
After 5 years	98	204
Total	490	748

As of 31 December 2025, the Company has concluded 84 lease agreements, under which it leases 3,616.53 square meters of premises and structures. There are 3 open-ended contracts, and 1 contract expires in 2025, but these contracts are planned to be extended. The average monthly lease income is EUR 27 thousand. In 2025, the Company received 322 thousand euros in lease income, and EUR 209 thousand in 2024.

The Company has 2 loan for use agreements with the beneficiaries. Based on these agreements, the Company leases out premises covering an area of 201.10 sq. m. As at 31 December 2025, the net book amount of assets leased under loan for use agreements was EUR 134 thousand. One loan for use agreement has indefinite term and one loan for use agreement expires on 27 August 2030.

27. INCOME TAX

COMPONENTS OF INCOME TAX REVENUE/EXPENSES	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Current year income tax (expenses)/benefit	(483)	-	(472)	-
Adjustment for previous year income tax	-	-	-	-
Deferred income tax (expenses)/benefit	(536)	(239)	(536)	(239)
Income tax (expense)/benefit recognised in the statement of comprehensive income	(1 018)	(239)	(1 008)	(239)

The amount of income tax revenue attributable to the year's operating results, as presented in the statement of comprehensive income, is reconciled with income tax expense calculated using the 16% income tax rate (15% in 2024) provided for by law starting in 2025. In Latvia, the income tax rate is 20% of distributable profit. In 2025, the income tax rate in Estonia was increased to 22%. The effective rates are shown in the table below.

The Company offset its 2025 taxable income with investment project incentives (in the amount of EUR 7,317 thousand). Income tax expenses for the reporting year, amounting to EUR 472 thousand (16% of the remaining taxable income), were calculated.

ADJUSTMENT TO INCOME TAX REVENUE/EXPENSES	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Income before tax	6 962	480	1 997	3 334
Income tax	(1 114)	(72)	(319)	(500)
Non-taxable income	88	242	88	109
Permanent non-allowable deductions	(1099)	(938)	(1882)	(377)
Adjustment to income tax for investment relief	1 171	451	1 171	451
Other adjustments for previous year income tax		78	-	78
The impact of changes in the income tax rate on deferred income tax balances	(64)	-	(64)	-
Income tax revenue/expenses	(1 018)	(239)	(1 008)	(239)

DEFERRED INCOME TAX CALCULATION:

	31 DECEMBER	
	GROUP/COMPANY	
	2025	2024
Components of deferred income tax assets:		
Tax losses carry forward	-	-
Lease obligations for right-of-use assets	4 216	3 392
Accrued vacation pay reserve, social insurance payments, and other accrued costs	176	517
Depreciation of receivables and inventories	243	379
Deferred income tax assets before write-down to net realisable value	4 635	4 288
Less: write-down to net realisable value	-	-
Less: deferred income tax assets offset against deferred income tax liabilities	-	-
Deferred income tax assets, net	4 635	4 288
Components of deferred income tax liability:		
Right-of-use assets	(4 016)	(3 250)
Property, plant and equipment and investment assets	(1 715)	(1 598)
Deferred income tax liability	(5 731)	(4 849)
Less: deferred income tax liabilities offset against deferred income tax assets	-	-
Deferred income tax liability, net	(1 096)	(560)

In the statements of financial position, deferred income tax is presented as deferred income tax liability amounting to EUR 1,096 thousand.

Deferred income tax assets were offset against deferred income tax liabilities in the Company's statement of financial position as they both relate to the same tax administration authority.

Deferred income tax assets and liabilities were calculated on 31 December 2025 using a 17% rate, and a rate of 16% on 31 December 2024.



28. CONTRACT LIABILITIES

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Advance amounts received from subscribers of periodicals	3 053	3 254	3 053	3 254
Advance amounts received from foreign post offices [a]	16	2 261	16	2 261
Deferred revenue	368	524	364	524
Other advance amounts received	198	306	198	305
Total contract liabilities	3 635	6 346	3 631	6 344

Contract liabilities include advance amounts received from subscribers of periodicals and other services. A contract liability is an obligation to deliver goods or services to a customer, for which the payment has already been received (or it is receivable). If a customer makes payment before the Company transfers goods or services, the contract liability is recognised when the payment is received. Contract liabilities are recognised as revenue when the Company fulfills the contractual obligations.

a) In the statements of financial position as at 31 December 2025, the item other prepayments received from the section of contract liabilities, do not include prepayments paid by foreign postal offices related to international postal services, if the prepayments were received from the same foreign postal offices and for the same services during the same period as the accrued income recorded in the assets section. The aforementioned prepayments received are offset against accrued income of the same period, as homogeneous assets and liabilities.

As at 31 December 2025, the advance amounts received from foreign post offices decreased significantly, as the volumes of postal services provided and received were reconciled with the post offices of Poland, Belgium, and the Netherlands during 2025 and financial liabilities were settled by using financial assets.

29. ACCRUED EXPENSES

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Accrued expenses for services rendered by foreign post offices [a]	7 428	11 311	7 428	11 311
Accrued vacation reserve	4 459	4 208	4 411	4 190
Accrual of variable part of remuneration	1 560	1 520	1 500	1 500
Other accrued expenses [b]	2 005	245	1 622	239
Total accrued expenses	15 452	17 283	14 960	17 239

a) Accrued expenses include services received from foreign post offices (designated operators) which will be finally reconciled and invoiced in the next year after the date of the statement of financial position. In the statement of financial position, accrued expenses of final settlements are reduced by prepayments for the same services to the same foreign operators as an offsetting of homogeneous assets and liabilities. After reconciling service volumes with the United States, the United Kingdom, Germany, France, and Switzerland as of 31 December 2025, the amount of the accrued expenses item decreased compared to 31 December 2024.

a) Other accrued expenses consist of accounts trade payables for operating expenses incurred.

30. OTHER AMOUNTS PAYABLE

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Employment-related liabilities	3 965	3 267	3 788	3 219
Restructuring provision [a]	-	170	-	170
Taxes (other than income tax)	558	599	558	599
Other	930	911	929	911
Total other amounts payable	5 453	4 947	5 275	4 899

a) The company determined that no significant restructuring projects were underway and had not recognised any restructuring provisions as of 31 December 2025.

31. FINANCIAL RISK MANAGEMENT

The Group's/Company's financial assets comprise trade receivables, amounts receivable from foreign post offices and other amounts receivable, contract assets, loans granted and cash and cash equivalents, whereas financial liabilities comprise trade payables, lease liabilities, borrowings and other current amounts payable.

CREDIT RISK

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Trade receivables and receivables from foreign post offices	12 598	12 562	12 543	12 554
Contract assets	4 791	5 638	4 791	5 638
Other amounts receivable	10 755	11 014	10 604	10 800
Loans granted	-	-	13	1 871
Cash at bank and in transit	17 364	25 396	17 291	25 311
Impairment of trade receivables, contract assets and loans granted	[1 425]	[2 543]	[1 425]	[2 543]
Total	44 082	52 067	43 816	53 631

The management of the Group/Company believes that the maximum credit risk is equal to the sum of trade receivables, contract assets, other receivables, money (excluding those in cash, which amounted to EUR 822 thousand as of 31 December 2025 and EUR 917 thousand as of 31 December 2024), and short-term investments, less any impairment losses recognized as of the balance sheet date.

The Group/Company does not have any significant concentrations of credit risk. Credit risk is managed through regular monitoring procedures (individual monitoring of borrowers, particularly the monitoring and analysis of the largest clients to anticipate potential solvency issues in the future, etc.) and the application of appropriate credit terms. The debts of individual consumers and groups are assessed on a monthly basis, and a decision regarding the recognition of impairment of receivables is made in accordance with the procedures established by the Group/Company.

INTEREST RATE RISK

The Group/Company's income and cash flows from operating activities are substantially independent of changes in market interest rates. In 2025, the Group/Company received EUR 499 thousand in income from bank balances.

The majority of the Group's/Company's borrowings bear a variable interest rate linked to EURIBOR which exposes the Group/Company to the interest rate risk. Interest rates were calculated in accordance with the provisions of credit agreements, which stipulate that negative interest rates are not applicable. As at 31 December 2025 and 2024, the Group/Company had no interest rate hedging transactions and no financial instruments designated to manage its exposure to fluctuations in interest rates.

The table below demonstrates the sensitivity of the Group's/Company's profit before tax to possible changes in interest rates with all other variables held constant (changes in interest rate). There is no effect on the Group's/Company's equity, except for effect on current year profit.

FOREIGN EXCHANGE RISK

The exchange rate risk mostly arises for the Group/Company from cross-border postal services provided by the Company/Group. A monetary unit, which is established by the Universal Postal Convention and mostly used for the estimation of rendered and received cross-border postal services, is a Special Drawing Right (SDR). However, the Group/Company mainly conducts settlements with foreign post offices in the euros. The Group's/Company's policy is aimed at matching cash flows from highly probable future sales and purchases in each foreign currency. The Group/Company does not use any financial instruments to manage the foreign exchange risk.

MONETARY ASSETS AND MONETARY LIABILITIES WERE DENOMINATED IN THE FOLLOWING CURRENCIES

GROUP	31 DECEMBER 2025		31 DECEMBER 2024	
	ASSETS	LIABILITIES	ASSETS	LIABILITIES (ADJUSTED)
Euro (EUR)	42 064	45 496	49 258	46 160
US dollar (USD)	(2)	-	3	5
Special drawing rights (SDR)	2 842	13 124	3 723	18 620
Other currency	-	23	-	-
Total	44 904	58 643	52 984	64 785

COMPANY	31 DECEMBER 2025		31 DECEMBER 2024	
	ASSETS	LIABILITIES	ASSETS	LIABILITIES (ADJUSTED)
Euro (EUR)	41 798	46 971	50 823	45 193
US dollar (USD)	(2)	-	3	5
Special drawing rights (SDR)	2 842	13 124	3 723	18 620
Other currency	-	23	-	-
Total	44 638	60 118	54 548	63 818

SENSITIVITY OF PROFIT BEFORE TAX TO POTENTIAL CHANGES IN INTEREST RATES

	GROUP/COMPANY	
	INCREASE/DECREASE IN PERCENTAGE POINTS	EFFECT ON PROFIT BEFORE TAX
At 31 December 2024		
Euros	+0,5	(56)
Euros	-0,02	3
At 31 December 2025		
Euros	+0,5	(51)
Euros	-0,02	2

The table below presents the sensitivity of the Group's/Company's profit before tax to possible changes in exchange rates, with all other variables held constant [based on change in the fair values of monetary assets and liabilities].

SENSITIVITY OF PROFIT BEFORE TAX TO POTENTIAL CHANGES IN CURRENCY EXCHANGE RATES

	GROUP/COMPANY	
	INCREASE/DECREASE IN EXCHANGE RATE	EFFECT ON PROFIT BEFORE TAX
At 31 December 2024		
SDR	- 10%	1 490
USD	- 10%	-
Other currencies	- 10%	-
SDR	+10%	[1 490]
USD	+10%	-
Other currencies	+10%	-
At 31 December 2025		
SDR	- 10%	1 028
USD	- 10%	-
Other currencies	- 10%	2
SDR	+10%	[1 028]
USD	+10%	-
Other currencies	+10%	[2]

LIQUIDITY RISK

Group/Company policy is to maintain a sufficient amount of cash and cash equivalents or to secure funding through an appropriate number of lines of credit to meet the obligations set out in its strategic plans. As at 31 December 2025 the Group's liquidity [total current assets/total amounts payable and liabilities within one year] and quick [total current assets: reserves/total amounts payable and liabilities within one year] ratios were 0.91 and 0.90 respectively [0.92 and 0.91 as at 31 December 2024]. As at 31 December 2025 the Company's liquidity [total current assets/total amounts payable and liabilities within one year] and quick [total current assets: reserves/total amounts payable and liabilities within one year] ratios were 0.88 and 0.87 respectively [0.95 and 0.94 on 31 December 2024].

As at 31 December 2025, the Group's/Company's current liabilities exceed current assets: EUR 4,715 thousand/EUR 6,351 thousand respectively. We plan to finance this difference with new bank loans. In 2026, the planned EBIT [earnings before interest and taxes] of the Group should be EUR 2.4 million. In 2026, CAPEX [capital expenditure] is planned to be about EUR 14.2 million, which will be financed from working capital. Considering all ongoing and planned actions and the fact that the Group/Company is the only one in the country to provide universal postal services under a state mandate, Group's/Company's management does not see any risk to Group's/Company's operations going concern in the future.

The table below summarises the maturity profile of the Group's/Company's financial liabilities as at 31 December 2024 and in 2025 based on undiscounted payments.

FINANCIAL LIABILITIES BY MATURITY

GROUP	ON DEMAND	1 TO 3 MONTHS (ADJUSTED)	3 TO 12 MONTHS	1 TO 5 YEARS	AFTER 5 YEARS	TOTAL
Interest-bearing borrowings and liabilities	-	-	2 654	7 448	-	10 102
Trade payables	165	22 569	-	-	-	22 734
Lease liabilities	-	1 662	4 563	13 575	4 081	23 880
Accrued expenses for services rendered to foreign post offices	-	1 696	9 614	-	-	11 311
Other accrued expenses	-	168	77	-	-	245
Balance at 31 December 2024	165	26 095	16 908	21 023	4 081	68 272
Interest-bearing borrowings and liabilities	-	-	3 740	4 836	-	8 576
Trade payables	298	18 403	-	-	-	18 701
Lease liabilities	-	1 973	5 574	17 977	4 070	29 594
Accrued expenses for services rendered to foreign post offices	-	590	6 838	-	-	7 428
Other accrued expenses	8	1 763	233	-	-	2 005
Balance at 31 December 2025	306	22 729	16 385	22 813	4 070	66 304

COMPANY	ON DEMAND	1 TO 3 MONTHS (ADJUSTED)	3 TO 12 MONTHS	1 TO 5 YEARS	AFTER 5 YEARS	TOTAL
Interest-bearing borrowings and liabilities	-	-	2 654	7 448	-	10 102
Trade payables	165	22 426	-	-	-	22 591
Lease liabilities	-	1 584	4 309	13 231	4 081	23 206
Accrued expenses for services rendered to foreign post offices	-	1 696	9 614	-	-	11 311
Other accrued expenses	-	166	73	-	-	239
Balance at 31 December 2024	165	25 872	16 651	20 679	4 081	67 448
Interest-bearing borrowings and liabilities	-	-	3 740	4 836	-	8 576
Trade payables	298	19 646	-	-	-	19 944
Lease liabilities	-	1 856	5 224	17 384	4 070	28 533
Accrued expenses for services rendered to foreign post offices	-	590	6 838	-	-	7 428
Other accrued expenses	-	1 424	197	-	-	1 622
Balance at 31 December 2025	298	23 516	15 998	22 220	4 070	66 103

FAIR VALUE OF FINANCIAL INSTRUMENTS

The Group's/Company's major items of financial assets and liabilities not carried at fair value are trade receivables and other amounts receivable, trade payables and other amounts payable, and non-current and current borrowings.

As at 31 December 2025 and 31 December 2024, the carrying amount of the Group's/Company's financial assets and financial liabilities approximated their fair value.

The fair value of borrowings, other financial liabilities and other financial assets was estimated using the market interest rate.

The following methods and assumptions were used to determine the fair value for each category of financial assets and liabilities:

[a] The carrying amount of current trade and other amounts receivable, current trade and other amounts payable and current borrowings approximates their fair value due to a relatively short maturity;

[b] The fair value of non-current borrowings is determined with reference to the quoted market price for the same or similar loan or current rates available for debt with the same maturity profile. The fair value of non-current borrowings with variable interest rates approximates their carrying amount;

[c] The fair value of lease liabilities is determined with reference to the interest rate effective at the time of accounting for the discounted lease liability.

32. CAPITAL MANAGEMENT

The main objective of the Group's/Company's capital management is to ensure that the Group meets the external capital requirements and that the Group maintains proper capital ratios in order to strengthen its operations and maximize the value for shareholders ["capital" under IAS 1 represents equity reported in the financial statements].

The Group manages its capital structure and makes adjustments to it in the light of changes in economic conditions and the risk characteristics of its activities. To maintain or adjust the capital structure, the Group may return capital to the shareholders or issue new shares. There were no significant changes in the capital management objectives, policies or processes during the financial years ended 31 December 2025 and 31 December 2024.

Holders of shares owned by the State must ensure that the share of profit to be appropriated for payment of dividends in public limited liability groups of companies/companies, where the State owns the shares representing more than a half of all votes, will depend on the company's ROE rate for the reporting year.

The Group assesses capital based on liabilities-to-equity ratio. The capital consists of ordinary shares, reserves, retained earnings [deficit].

LIABILITIES-TO-EQUITY RATIO

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024 [ADJUSTED]	2025	2024 [ADJUSTED]
Non-current liabilities (including deferred taxes and grants)	24 926	23 589	24 485	23 264
Current liabilities	52 783	59 435	54 145	58 888
Total liabilities	77 709	83 023	78 630	82 152
Equity	38 191	34 414	36 024	37 202
Liabilities-to-equity ratio	2,03	2,41	2,18	2,21

The Company has an electronic money institution licence, and therefore, has to comply with the equity requirements set for the electronic money institution. The rules for the equity amount, calculation and application of the Company, as an electronic money institution, are established by the supervisory authority [Bank of Lithuania]. Based on the methodology approved by the Bank of Lithuania, the equity requirement was EUR 964 thousand, and the actual amount of equity was EUR 36 024 thousand as at 31 December 2025 [as at 31 December 2024: EUR 948 thousand and EUR 37 202 thousand, respectively].

33. OFF-BALANCE SHEET COMMITMENTS AND CONTINGENCIES

As of the date of approval of these financial statements by its management, Joint Stock Company Lietuvos Paštas had not yet prepared a profit distribution draft.

To secure the fulfillment of its obligations under contracts for postal, courier, bill collection, pension, and other payment delivery services, the Company has provided its customers with bank guarantees or letters of guarantee from insurance companies, the total amount of which as of 31 December 2025 was EUR 2,351 thousand [as of 31 December 2024: EUR 2,671 thousand].

34. RELATED PARTY TRANSACTIONS

COMPENSATION TO KEY MANAGEMENT PERSONNEL

	31 DECEMBER			
	GROUP		COMPANY	
	2025	2024	2025	2024
Fixed remuneration	621	663	619	661
Variable remuneration	131	130	131	130
Severance payments	-	54	-	54
Social insurance contributions	14	17	14	17
Other remuneration under service contracts	a]	56	51	-
Total compensation to management	822	871	815	862

As of 31 December 2025, the management of the Company consisted of 5 executives (as of 16 June 2025, the Head of the Network Division also served as the Head of the Operations Division). The management structure was established in the structure approved by the Board on 2 September 2024: it consists of the CEO and five heads of divisions. No significant loans or guarantees were granted to the Company's management, and no assets were transferred or other amounts paid out. The managers of the subsidiaries in Latvia and Estonia are the chairpersons of the boards of these companies.

a) The item other remuneration under service contracts reflects payments related to the duties of a board member, as well as payments under non-compete agreements.

TRANSACTIONS WITH OTHER RELATED PARTIES

Parties are considered related when one party has the ability to control the other or can exert significant influence over the financial and operational decisions of the other party. The Group's/Company's related parties are state-owned enterprises controlled by the Republic of Lithuania. The exception under IAS 24, paragraphs 25–26, applies, and no details are provided regarding transactions and balances with other entities also controlled by the Republic of Lithuania.

The Group does not treat entities controlled by the Lithuanian Ministry of Transport and Communications as a single customer, as there is no major economic integration among them.

Transactions with the related parties comprise regular sales and purchases of goods and services related to the Company's activities.

In order to manage, allocate, and utilise working capital more effectively, on 5 July 2024, the Group signed a funds pooling agreement with AB SEB bankas. Under this agreement, the cash funds of the companies in the Group are transferred to a single account located in Lithuania. On 11 July 2024, the Company signed intercompany loan and borrowing agreements with its subsidiaries, pursuant to which, as of 31 December 2025, the Company owed its subsidiaries EUR 1,220 thousand. The intercompany loan and borrowing agreement provides for a maximum borrowing limit of EUR 3,000 thousand for each company. As of 31 December 2025, the Company's unused credit limit was EUR 1,780 thousand. When lending to its subsidiaries, the Company applied an interest rate equal to the 3-month Euribor plus a margin, as well as a fixed commitment fee for the unused credit limit. The Company's interest receivables as of 31 December 2025 amount to EUR 13 thousand. Accordingly, interest was charged on funds lent by subsidiaries at the agreed rate, ESTR minus a margin. During the period from 1 January 2025 to 29 December 2025, the subsidiaries Unisend Latvija SIA and Unisend Eesti OÜ were in debt to the Company, and during the period from 29 December 2025 to 31 December 2025 the Company owed its subsidiaries in Latvia and Estonia.

Transactions of the parent company with related parties during 2025 and 2024 and the corresponding balances of receivables/payables on 31 December 2024 and in 2025:

	31 DECEMBER 2025			31 DECEMBER 2024		
	UAB LPMOKĖJIMŲ SPRENDIMAI	UNISEND LATVIJASIA	UNISEND EESTIOŪ	UAB LPMOKĖJIMŲ SPRENDIMAI	UNISEND LATVIJASIA	UNISEND EESTIOŪ
Purchases of goods and services						
Purchases from related companies	-	3 058	2 209	-	345	373
	-	3 058	2 209	-	345	373
Sales of goods and services						
Sales to related companies	-	489	481	-	502	442
	-	489	481	-	502	442
Amounts payable to related parties						
Amounts payable	-	865	820	-	70	80
	-	865	820	-	70	80
Amounts receivable from related parties						
Amounts receivable	-	45	34	-	36	9
	-	45	34	-	36	9
Loans to related parties under a funds pooling agreement						
Balance at the beginning of the period	-	880	991	-	-	-
Loans granted	-	-	-	-	877	988
Loans repaid	-	[877]	[988]	-	-	-
Loans received	-	665	555	-	-	-
Accrued interest	-	51	62	-	10	11
Interest received	-	[49]	[58]	-	[7]	[8]
Balance at the end of the period	-	670	562	-	880	991

35. CORRECTION OF ERROR IN THE GROUP AND COMPANY STATEMENTS OF FINANCIAL POSITION AND STATEMENTS OF CASH FLOWS

While preparing its 2025 financial statements, the Company identified an error in the recognition of inventory and trade payables and corrected the error retrospectively in the statements of financial position as of 31 December 2024 and 1 January 2024: the recognition of EUR 2,859 thousand in consignment inventory and trade payables in the statement of financial position as of December 31, 2024 [EUR 3,144 thousand in the statement of financial position as of 1 January 2024] is an error,

as at the time of purchase of the goods, part of the criteria set forth in paragraph 38 of IFRS 15 “Revenue from Contracts with Customers” is not met: a) the Company does not assume an obligation to pay for the goods purchased; b) title to the goods does not pass to the Company; and d) the Company obtains the potential benefits but not the significant risks of ownership of the assets, as it retains the option to return unsold goods to the supplier without incurring a loss. The Company’s satisfaction of criteria [c] and [e] in paragraph 38 is not sufficient for the inventory to be recognised on the balance sheet at the time of acquisition. The correction of the error had no impact on the statement of comprehensive income.

The impact of error correction is shown in the table:

STATEMENTS OF FINANCIAL POSITION (SUMMARY)

	31 DECEMBER 2024 (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	GROUP			
			31 DECEMBER 2024 (ADJUSTED)	1 JANUARY 2024 (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	1 JANUARY 2024 (ADJUSTED)
Current assets						
Inventories	3 456	[2 859]	597	3 693	[3 144]	549
Total current assets	57 457	[2 859]	54 598	70 039	[3 144]	66 895
Total assets	120 297	[2 859]	117 438	130 093	[3 144]	126 949
Current liabilities						
Trade payables	25 593	[2 859]	22 734	23 699	[3 144]	20 555
Total current liabilities	62 294	[2 859]	59 435	71 127	[3 144]	67 983
Total liabilities	85 883	[2 859]	83 023	92 853	[3 144]	89 709
Total equity and liabilities	120 297	[2 859]	117 438	130 093	[3 144]	126 949

	31 DECEMBER 2024 (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	COMPANY			
			31 DECEMBER 2024 (ADJUSTED)	1 JANUARY 2024 (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	1 JANUARY 2024 (ADJUSTED)
Current assets						
Inventories	3 456	[2 859]	597	3 693	[3 144]	549
Total current assets	59 014	[2 859]	56 155	69 423	[3 144]	66 279
Total assets	122 214	[2 859]	119 354	130 027	[3 144]	126 883
Current liabilities						
Trade payables	25 450	[2 859]	22 591	23 699	[3 144]	20 555
Total current liabilities	61 747	[2 859]	58 888	71 127	[3 144]	67 982
Total liabilities	85 012	[2 859]	82 152	92 853	[3 144]	89 708
Total equity and liabilities	122 214	[2 859]	119 354	130 027	[3 144]	126 883

STATEMENTS OF CASH FLOWS (SUMMARY)

In the consolidated and separate statements of cash flows, the Group/Company adjusted the change in working capital to correct an error. The information is presented in the table below:

	GROUP 2024			COMPANY 2024		
	CASH FLOWS FROM MAIN OPERATIONS (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	CASH FLOWS FROM MAIN OPERATIONS (ADJUSTED)	CASH FLOWS FROM MAIN OPERATIONS (AS PRESENTED IN PREVIOUS FINANCIAL STATEMENTS)	ERROR CORRECTION	CASH FLOWS FROM MAIN OPERATIONS (ADJUSTED)
Changes in working capital:						
Increase/decrease in inventories	245	[285]	[40]	245	[285]	[40]
Increase/decrease in trade payables	1 682	285	1 966	1 538	285	1 823
Net cash flows from main activities	3 053	-	3 053	5 693	-	5 693

36. POST-BALANCE SHEET EVENTS

In 2026, the 2026–2029 business strategy for the Company was approved, clearly defining priorities that help balance financial sustainability, public expectations, and obligations regarding the provision of universal postal services.