APPROVED BY
Resolution No. 9-28 of the Board of Joint Stock Company Lietuvos Paštas of 5 September 2025

ENVIRONMENTAL POLICY

Version 2

Effective date: 5 September 2025

Objective:	To consistently reduce the environmental impact of operational activities, implement strategic objectives, and develop a sustainable corporate culture and practices by identifying key areas, directions, commitments, and implementation measures for environmental protection.
Scope of application:	The Group of Companies of Joint Stock Company Lietuvos Paštas.

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Document history

Date of signing	Version	Summary of amendments	Owner of document	Author of document
9 February 2022	1	The purpose of the document is to define the principles of environmental protection, based on which the environmental impact of the Company would be reduced.	Communications Department	Indrė Kulikauskaitė
5 September 2025	2	Document updated to include: an expanded scope of application of the Policy; updated sustainable development directions in environmental protection aligned with the latest Double Materiality Assessment; supplemented and clarified terminology; and revised and expanded principles, commitments, and implementation measures.	Business Development and Technology Department	Sustainability Project Manager

1. GENERAL PROVISIONS

1.1. The Environmental Policy (hereinafter referred to as the "Policy") of the Group of Companies of Joint Stock Company Lietuvos Paštas (hereinafter referred to as the "Company") defines key areas of environmental protection for the Group of Companies, commitments in these areas, and measures for their implementation, which shall be used to manage and reduce the environmental impact of the operational activities of the Group of Companies.

1.2. The Policy applies to all employees of the Group of Companies.

2. TERMS AND ABBREVIATIONS

2.1. Terms and abbreviations used in this Policy are as follows:

Company	Joint Stock Company Lietuvos Paštas.
Group of Companies	A group of companies comprising the Company and any legal entities directly or indirectly controlled by it (subsidiaries of the Company).
CSRD	The Corporate Sustainability Reporting Directive.
UN Sustainable Development Goals (SDGs)	An agreement reached by all United Nations Member States in 2015 on a common agenda for global development until 2030, based on 17 universal Sustainable Development Goals.
Sustainable development or sustainability	A development principle based on a balance between good governance, social welfare, and environmental well-being. The essence of this principle is to ensure that resource consumption and business development meet current needs without compromising the ability of future generations to meet theirs.
Double Materiality Assessment	An assessment approach based on the principle set out in the Corporate Sustainability Reporting Directive (CSRD) and in the European Sustainability Reporting Standards (ESRS) adopted under it. It enables companies to assess both their impacts on the environment and society (impact materiality) and how sustainability-related matters affect their financial position, performance, and development (financial materiality). A topic is considered material if it is material from at least one of these perspectives.
ESRS	The European Sustainability Reporting Standards.
ISO 14001	An internationally recognized environmental management standard adopted by the International Organization for Standardization (ISO).
National Climate Change Management Agenda	A document approved by the Government of the Republic of Lithuania in 2021 defining short-, medium-, and long-term goals and objectives for climate change mitigation and adaptation at sectoral level.

Paris Agreement	An international treaty on climate change, adopted in Paris in 2015 at the United Nations Climate Change Conference, under which the goal is to prevent global temperatures from rising more than 2 °C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5 °C.
Global Compact	A United Nations initiative inviting businesses to voluntarily commit to ten principles of responsible business practices in the areas of human rights, labour rights, environmental protection, and anti-corruption, and to publicly report on their implementation.
Greenhouse Gas (GHG)	Greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).
Strategy	The main strategic planning document of the Group of Companies, covering a detailed analysis of the environmental factors of the Group of Companies, its vision, mission, strategic priorities, objectives, their long-term (4-year) indicators, and main risks.
Stakeholders	Individuals or organizations that can influence decisions or operational activities, or be or feel affected thereby (customers, the public, employees, trade unions, partners, creditors, shareholders, investors, influencers, media, etc.).
Circular Economy	An economic system that maintains the value of products, materials, and other resources for as long as possible, improving their efficient use in production and consumption, thereby reducing environmental impact, waste, and emissions of hazardous chemicals throughout their life cycle, including through the waste hierarchy.

3. PRINCIPLES OF ENVIRONMENTAL PROTECTION

3.1. The Policy implements the sustainable development goals of the Group of Companies in environmental protection by establishing and detailing commitments in this area.

3.2. The Group of Companies' sustainable development directions in the area of environmental protection are determined by conducting a Double Materiality Assessment. Assessment, taking into account both impact and financial materiality, with active participation of the Group of Companies' stakeholders in the process.

3.3. The main directions of sustainable development of the Group of Companies in environmental protection are as follows:

3.3.1. **Contributing to climate change mitigation** by consistently reducing air pollution, including GHG emissions, throughout the entire value chain.

3.3.2. **Increasing energy efficiency** and promoting the transition to sustainable energy sources, including (but not limited to) the decarbonization of the transport fleet and the switch to renewable energy.

3.4. By implementing its goals in environmental protection, the Group of Companies aims to contribute directly to the UN Sustainable Development Goals - especially Responsible Consumption and Production and Climate Action.

3.5. The Group of Companies commits to adhere to the principles of the UN Global Compact and to contribute to the implementation of the European Green Deal, the Paris

Agreement, and the National Climate Change Management Agenda.

3.6. To align with the Group of Companies' strategic directions for sustainable development in environmental protection and, at the same time, to recognize its influence on other environmental areas, the Group of Companies commits to:

3.6.1. Conduct operations in line with all mandatory environmental legislation, internal regulations, and other commitments undertaken by the Group of Companies, as well as to follow best practices consistently.

3.6.2. Apply and continuously improve its environmental management system to ensure compliance with ISO 14001 requirements.

3.6.3. Ensure stakeholder involvement in identifying and reviewing topics relevant to the Group of Companies in environmental protection.

3.6.4. Periodically assess the environmental impact of the operational activities of the Group of Companies, including (but not limited to) GHG emissions, energy efficiency and consumption of other resources, and waste generated, ensuring their accounting and monitoring.

3.6.5. Reduce the GHG emissions generated by the Group of Companies to reach climate neutrality by 2050 by conducting detailed environmental impact assessments, setting short-, medium- and long-term emission reduction targets, and implementing measures that may include (but are not limited to) the decarbonization of the vehicle fleet, deployment of modern technologies, processes optimisation and innovative solutions.

3.6.6. Use certified green electricity in buildings owned by the Group of Companies and encourage real estate managers leasing premises to also choose certified green electricity.

3.6.7. Reduce waste generated by the operational activities of the Group of Companies, ensure its safe and proper handling, and promote the implementation of circular economy principles throughout the entire value chain.

3.6.8. Promote the rational and sustainable use and management of resources: energy, fuel, raw materials, materials, water, and by-products.

3.6.9. Ensure that all public procurement conducted by the Company qualifies as green procurement.

3.6.10. Develop a sustainable supply chain by encouraging suppliers and business partners to comply with the Company's Supplier Code of Ethics, follow environmental laws and standards, apply environmentally friendly solutions, and take responsibility for their environmental impact.

3.6.11. Regularly analyse the actual or potential negative environmental impact of the operational activities, goods, and services of the Group of Companies, perform risk assessments, and, where necessary, develop measures to mitigate such risks.

3.6.12. Reinforce environmental commitments by initiating and/or joining awareness-raising and positive environmental initiatives and by establishing partnerships with customers, suppliers, public authorities, NGOs, and other stakeholders that create added value in environmental protection.

3.6.13. Develop employees' skills and awareness on environmental protection and encourage their participation in creating and implementing environmental initiatives.

3.6.14. Continuously monitor, manage, and transparently communicate to all stakeholders about the environmental impact of the Group of Companies, actions taken, and results achieved.

4. MEASURES FOR IMPLEMENTING THE ENVIRONMENTAL POLICY

4.1. As part of setting environmental protection targets and implementing commitments set out in the Policy, the Group of Companies prepares a sustainable development action plan, which shall be regularly reviewed and integrated into the operational plans of the Group of Companies.

4.2. The Group of Companies commits to perform a Double Materiality Assessment, including both impact and financial materiality analysis, on a regular basis, but at least once every four years, to ensure that sustainable development priorities, including those concerning environmental protection, are continuously reviewed and updated in line with a changing environment. The assessment is carried out with the involvement of stakeholders and in compliance with applicable European Union regulatory requirements, including the provisions of the CSRD and the methodological principles of the ESRS.

4.3. In accordance with the risk management methodology adopted by the Group of Companies, the Group of Companies manages environmental risks by systematically identifying, assessing and monitoring them. Risk management plans are developed for the management of risks exceeding the established risk appetite. Environmental risks are reviewed regularly, but not less than once a year.

4.4. At least once a year, the Group of Companies presents the results of its sustainability efforts, including environmental protection, by providing a separate sustainable development report and/or an integrated section within the consolidated annual management report. The report is prepared in accordance with internationally recognised disclosure practices and standards (GRI or ESRS) and made publicly available on the websites of the Company and its subsidiaries.

4.5. Heads of the structural departments of the Group of Companies are responsible for introducing this Policy to their subordinate employees and for applying environmental protection principles in their activities.

4.6. Any breaches of this Policy or possible environmental violations can be reported through the whistleblowing hotline of the Group of Companies: by email at pranesk@post.lt, by phone at +370 5 2157676, or by contacting the responsible employee of the Safety and Prevention Department within one (1) month of the violation or its discovery. The Group of Companies guarantees full confidentiality and anonymity of the information provided by whistleblowers.

5. FINAL PROVISIONS

5.1. The Policy is approved and amended by resolution of the Company's Board.

5.2. As the strategic directions and objectives of the Group of Companies, market conditions, or other external and internal factors change, the Policy may be reviewed and updated as necessary, but not less than once every two years.

5.3. Within its competence, the Company's Business and Technology Development Department is responsible for implementing this Policy with the involvement of other departments of the Company and its subsidiaries.

5.4. The Sustainability Project Manager is responsible for the implementation of measures under the Policy.

5.5. Implementation of the provisions of this Policy is specified in other documents of the Group of Companies, which are prepared and approved by the relevant structural departments within their competence.

5.6. This Policy is public and published on the websites of the Company and its subsidiaries.

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