

APPROVED BY

Resolution No. 8-24 of the Board of
Joint Stock Company Lietuvos Paštas
of 24 July 2025

EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION POLICY

Version 2

Effective date: 24 July 2025

Owner of the Policy: Organisational Development Department

Objective:	To define the principles for implementing and monitoring equal opportunities, diversity, and inclusion within the Group of Companies of Joint Stock Company Lietuvos Paštas, as well as the main measures for the implementation of these principles.
Scope of application:	The Policy and the internal documents of the Joint Stock Company Lietuvos Paštas implementing it are applicable to all employees of 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
09/02/2022	1	The purpose of the document is to establish the principles for the implementation and monitoring of equal opportunities, as well as the main measures for the implementation of these principles.	Organisational Development Department	Inga Rinkevičienė
24/07/2025	2	The purpose of the document is to expand the scope of application of the Policy and renew the principles of its implementation.	Organisational Development Department	Inga Rinkevičienė

1. GENERAL PROVISIONS

- 1.1. Joint Stock Company Lietuvos Paštas (hereinafter referred to as the Company) is the largest postal service provider in Lithuania, and the Group of Companies operates in the Baltic States. The Group of Companies operates in accordance with the highest standards of transparency, governance, ethics, and social and environmental responsibility. The Group of Companies' Equal Opportunities, Diversity and Inclusion Policy (hereinafter referred to as the Policy) establishes the principles for the implementation and monitoring of equal opportunities, diversity and inclusion, as well as the main measures for the implementation of these principles.
- 1.2. The Policy complies with legal requirements and applies to all employees of the Group of Companies. For employees working outside Lithuania, the principles of equal opportunities, diversity, and inclusion must comply with the laws of the country of employment.

2. TERMS

- 2.1. Terms and abbreviations used in this Policy (terms are listed in alphabetical order without numbering, terms or abbreviations are highlighted):

Terms and abbreviations	Definition
Group of Companies or the Employer	The Joint Stock Company Lietuvos Paštas and its subsidiaries (including subsidiaries registered and operating abroad).
Employee	Employee working in the Group of Companies.
Discrimination	Direct and indirect discrimination, harassment, instructions to discriminate on the basis of sex, race, nationality, citizenship, language, origin, social status, faith, beliefs or views, age, sexual orientation, disability, ethnicity, or religion.
Inclusion	A work culture that helps all employees reach their full potential by allowing them to be themselves.
Diversity	A work environment that ensures diverse perspectives, employing people from different cultures, backgrounds, and identities.
Designated Officer	An authorised employee of the Company's Safety and Prevention Department who receives, assesses, investigates within their competence, and forwards to the Office of the Equal Opportunities Ombudsperson information about violations received via the Trust Line that meets the requirements of the Law on Equal Opportunities.
Equal opportunities	The implementation of human rights enshrined in international human and civil rights documents and the laws of the Republic of Lithuania, regardless of gender, race, nationality, citizenship, language, origin, social status, faith, beliefs or views, age, sexual orientation, disability, ethnicity, or religion.
Violation of equal opportunities	Direct and indirect discrimination, order or request to discriminate, harassment.
Order or request to discriminate	An instruction, order, or request given to an employee to treat another employee or candidate less favourably because of their gender, race, nationality, language, origin, social status, age, sexual orientation, disability, ethnicity, religion, faith, beliefs or views, membership in a political party or association, or intention to have a child (children).

Harassment	Unwanted behaviours motivated by gender, race, nationality, citizenship, language, origin, social status, religion, beliefs or views, age, sexual orientation, disability, ethnicity, or religion, with the intent to insult or offend a person's dignity and with the purpose of creating or causing an intimidating, hostile, degrading, or offensive environment.
Trust Line	Internal channel for reporting violations within the Company.
Psychological violence	Hostile, degrading, or aggressive behaviours towards an employee or group of employees.
Sexual harassment	Unwanted sexual behaviours expressed verbally, in writing, or through physical actions toward a person, where such behaviours are motivated by the intent or effect of violating the dignity of the person, particularly by creating an intimidating, hostile, degrading, or offensive environment.
Social status	A person's status, which is determined by their family situation, education, qualifications or training and studies at educational and research institutions, owned property, income, the need for state support as established by law, and/or other factors related to a person's financial situation.

3. CORE PRINCIPLES OF EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION

- 3.1. The Group of Companies fosters an inclusive and supportive organizational culture based on trust and shared values and advocates for equal rights and opportunities for employees regardless of gender, race, nationality, citizenship, language, origin, social status, age, sexual orientation, disability, health status, ethnicity, membership in a political party or association, religion, faith, beliefs, views, or other grounds specified by law.
- 3.2. The Group of Companies does not tolerate any form of harassment, sexual harassment, psychological violence, bullying, discrimination, abuse of position, or any instruction, order, or request to discriminate.
- 3.3. The Group of Companies contributes to the implementation of the goals set out in the United Nations 2030 Agenda for Sustainable Development in relation to human rights, equal opportunities, diversity, and inclusion. The Group of Companies also supports the human rights principles enshrined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the fundamental conventions of the International Labour Organization, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises.
- 3.4. The Group of Companies complies with its obligations under national law to ensure equal opportunities, diversity, and inclusion.

4. ENSURING EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION

- 4.1. When selecting employees, all candidates are assessed according to the same selection criteria and conditions, except in cases where, due to the nature of specific types of professional activities or the conditions under which they are performed, a certain characteristic of a person's identity constitutes an essential and decisive professional requirement. This exception applies only where the objective is legitimate and the requirement is proportionate. Discrimination against candidates on the grounds of gender, age, nationality, disability, or other identity characteristics protected by law is prohibited. Job advertisements only list requirements related to the job function, and during interviews, only

the competencies, experience, and skills necessary to perform the job function are evaluated. Information about job vacancies is publicly announced through specialized search portals, the Company's social media accounts, and other communication channels.

- 4.2. Decisions regarding training, remuneration for work or other payments, promotion and working conditions are based on objective criteria and factors, without discrimination.
- 4.3. Remuneration for employees is determined on the basis of criteria related to the employee's qualifications, the nature of the work performed, the degree of responsibility, the results achieved, and other objective criteria.
- 4.4. When evaluating employees' performance, identical evaluation criteria related to their responsibilities, competencies, and results achieved are used.
- 4.5. All employees of the Group of Companies are provided with equal opportunities to improve their qualifications, pursue professional development, retrain, gain practical work experience, and participate in training programs.
- 4.6. The same dismissal criteria apply to all employees, based on their qualifications, performance, or other legally defined circumstances.
- 4.7. The Group of Companies takes measures to ensure that employees with different needs, including persons with disabilities, have equal opportunities for employment, training, work, and career advancement.
- 4.8. Employees and candidates for vacant positions are given the opportunity to report possible violations of the Equal Opportunities, Diversity, and Inclusion Policy through channels that ensure their anonymity. Employees of the Group of Companies must not tolerate discrimination, harassment, sexual harassment, psychological violence, and must report such cases to the designated persons or the Trust Line.

5. IMPLEMENTATION OF THE EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION POLICY

- 5.1. The Company's Organizational Development Department is responsible for developing and implementing this Policy, in cooperation with other divisions as appropriate.
- 5.2. The heads of the structural divisions of the Group of Companies are responsible for ensuring that their teams are informed about this Policy and that the principles of equal opportunities, diversity, and inclusion are applied in their divisions' activities.
- 5.3. The Group of Companies conducts training and other initiatives for employees related to the implementation of the Equal Opportunities, Diversity, and Inclusion Policy on a regular basis, but at least once a year.
- 5.4. Violation of the provisions of this Policy may be considered gross misconduct. An employee who violates the provisions of the Policy may be dismissed from their position in accordance with the procedure established by the Labor Code of the Republic of Lithuania, and for employees working outside Lithuania, in accordance with the procedure established by the laws of the country of employment.

6. REPORTS OF VIOLATIONS AND PROCEDURES FOR THEIR INVESTIGATION

- 6.1. Employees or candidates for vacant positions who believe that they have not been given equal opportunities or have experienced discrimination have the right to report any suspected violation of equal opportunities and diversity through the Group of Companies' Trust Line or directly to the Office of the Equal Opportunities Ombudsperson or other competent authorities in Lithuania. Employees working outside Lithuania have the right to report any suspected violation of equal opportunities and diversity via the Group of Companies' Trust Line, as well as in accordance with the procedure established by the legislation of the country of employment.
- 6.2. Violations of this Policy may be reported to the Company's Trust Line by sending an email to pranesk@post.lt, by calling +370 5 2157676, or by contacting the responsible employee of

the Safety and Prevention Department within one month from the date on which the violation occurred or was discovered.

- 6.3. When reporting a possible violation of equal opportunities and diversity to the Company, the report should include information about the employee who may have committed the equal opportunities and diversity violation, including their full name, position, and details of the circumstances that created the conditions for the possible equal opportunities and diversity violation.
- 6.4. The information received about violations, depending on its content, is reviewed in accordance with the procedures established by the Company and its subsidiaries. If the information received about a violation is related to a designated officer, it shall be forwarded to the CEO of the Company or their authorized representative for review. If there are indications or it becomes clear that an administrative offence or crime may have been committed, the information must be immediately forwarded to the competent authorities for investigation.
- 6.5. The Group of Companies ensures the anonymity of the whistleblower and the confidentiality of the person who reported the violation and takes measures to protect the whistleblower from persecution, hostile behaviour, or any negative consequences.
- 6.6. Any hostile behaviour or psychological violence against an employee or candidate for a vacant position who has filed a complaint regarding a violation of equal opportunities and diversity is strictly prohibited and shall be considered gross misconduct.

7. FINAL PROVISIONS

- 7.1. The Policy shall be approved and amended by a resolution of the Board of the Company and shall apply to all employees of the Group of Companies.
 - 7.2. The implementation of the provisions of the Policy shall be detailed in other Company documents prepared and approved by the Company's structural divisions within the limits of their competence.
 - 7.3. The Policy shall be reviewed and updated as necessary, but not less than once every two years.
 - 7.4. Before a decision is made on the approval or amendment of the Policy, information and consultation procedures shall be carried out with employee representatives.
 - 7.5. This Policy is public and is published on the websites of the Group of Companies.
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