



GBY

SUSTAINABILITY REPORT 2023

ABOUT THE GBY GROUP

AMBITIONS AND ACTIVITIES

We are experts in car transport services. Our experience, the high quality of our services, and the trust and recognition of our long-term customers encourage us to grow and improve every day and to look for ways to be better than yesterday.

OUR SERVICES

- Car transportation and forwarding
- Long and short term rental of new cars
- Used car sales
- Mobile service throughout Europe
- Freight forwarding
- Cargo transportation and forwarding

>100

Eur million turnover in 2023

MISSION

More sustainable travel for people and freight in Europe.

VISION

To conduct our business with integrity and honesty, continuously improving the quality of our services.

RELIABILITY AND QUALITY

In car sales, high quality international transport and car rental services.



ABOUT THE GBY GROUP

HISTORY AND OPERATING GEOGRAPHY

The history of the GBY Group dates back to 1995. In the early years, the main activity of the Lithuanian capital company GBY UAB was the transport and sale of used cars from Western Europe. Since 1996, the company has been providing car transport and forwarding services.

As of 2023 GBY has expanded its activities by opening a company in Poland called GBY Poland SP. Z O. O.

During 2024 expansion in Western Europe will be implemented.

GEOGRAPHY OF SERVICES:

France Belgium Spain Germany

Italy Poland Czech Republic

Austria Switzerland Portugal

Sweden Denmark Lithuania

Latvia Estonia Bulgaria Romania



GBY Poland SP. Z O. O.

- | Poland:
- Katowice

UAB GBY

| Lithuania:

- Tauragė
- Vilnius
- Kaunas
- Klaipėda

ABOUT THE REPORT

The GBY Group of Companies (GBY) hereby sets out its approach to sustainability, its importance, its situation in a challenging transport sector and the areas where it can make a significant difference. The report reflects the goals and aspirations for sustainability and sets out the actions to be taken on a day-to-day basis to move towards a sustainable organisation and fundamental change.

This is the first GBY sustainability report, which will become an annual document showing the achievement of the Group’s objectives, implementation and progress on sustainability. Here you will find all GBY Group data related to sustainability. The report is published on the Group’s website at www.gby.lt in English and Lithuanian and is accessible to all those interested.

In 2023, GBY took major sustainability steps within the company, laying a solid foundation for the sustainability journey ahead: key documents were created, processes were launched to guide corporate activities, closer communication with partners and stakeholders was established, and an internal culture was cultivated to involve employees themselves in sustainability processes.

Here you will find not only the facts and achievements, the projects completed, but also the trends, directions, aspirations and goals that shape GBY's sustainability strategy and reveal the Group's determination to become a sustainable organisation.

GBY is preparing for reporting under the European Union’s Corporate Sustainability Reporting Directive (CSR Directive). The Group is preparing for the CSRD and will aim to start reporting under this standard earlier than required.

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A WORD FROM SHAREHOLDER

2023 was a successful, profitable and breakthrough year for the GBY Group in sustainability. Sustainability has become our priority and we have undertaken planning and actions to ensure that we are able to minimise our negative impacts on the environment and people, and increase our positive impacts. While new technologies are still being developed, the transport sector is still struggling to become climate neutral. But we are looking for solutions where our actions and choices can make a difference for the better.

In 2023, the Group formulated Human Rights and Environmental Policies and Codes of Conduct for employees, business partners and suppliers. We aim to ensure that not only our driven and youthful employees get involved in the implementation of sustainability in our companies, but also our business partners, suppliers and other stakeholders join us. We aim to contribute increasingly more to road safety, healthy lifestyles and active mobility initiatives in the communities where we operate. We plan to engage even more with the people where we operate, so that we can build on this relationship into a lasting partnership and meet people's expectations, while at the same time emphasising the importance of sustainability.

In 2023, we started the crucial measurement of our CO2 emissions, which will allow us to accurately assess our negative environmental impact and will serve as a basis for our further reduction targets.

In 2024, we will finalise the GBY Group's Sustainability Strategy, which will set out both short and long term actions that will enable us to move purposefully and decisively towards a sustainable organisation. All decisions are taken at the highest level, at the Board, thus ensuring stability of ambition and action and a clear GBY Group view on sustainability and its importance.

Quality of service remains our priority and we are constantly looking for solutions to improve our services. We believe that we will be able to provide our customers with an even better service that meets their expectations by constantly renewing our fleet, keeping up to date with the latest news and working closely with the best and most renowned car manufacturers in the world. These partnerships also ensure that we improve our sustainability, as we constantly communicate, exchange up-to-date information, strive to meet all the necessary requirements and remain a reliable partner.

Every day, we take care of the safety of transport and shipments. We are proud to be able to help our customers on the road in case of unexpected events. We provide roadside assistance 24 hours a day and we plan to expand the territories where GBY can take care of our customers this year.

Tauragė, where our head office is based, is a green city with sustainability ambitions. We are excited about its growth and are happy to join green initiatives to ensure that both nature is preserved and people in the city live full and healthy lives.

We monitor innovations in transport, we are ready to try out the latest technologies and if they meet our customer's needs, we will implement them. We aim to be a group of companies that provides innovative, customer- and sustainability-oriented services. As our ambassador, racing driver Rokas Baciūška, says: "There is only one place to go—first", which also commits us to achieving the highest possible goals in sustainability!

"We aim to be a group of companies that provides innovative, customer- and sustainability- oriented services."



GIEDRIUS BACIUŠKA
GBY GROUP SHAREHOLDER

ABOUT THE GBY GROUP

2023 FACTS AND ACHIEVEMENTS

341 employees

GBY is trusted by more than **2060** business and **1100** private customers.

Database of more than **400** hauliers.

We provide transport services only with new, roadworthy trucks that are **2-5 years** old.

Internal sustainability audit conducted to move towards a more sustainable business.

254 drivers-forwarders for international transport.

Transported goods are insured by **cargo and general civil liability insurance, travel insurance** is valid for all GBY drivers.

GBY's **fleet of vehicles for sale** is updated every week.

In order to **reduce our environmental impact**, we are introducing new transport management and technological processes and renewing our fleet.

Increased focus on human rights, with key **human rights** policies and procedures adopted.

All 143 trucks comply with **EURO6** standard

GBY becomes a of group of companies with the establishment of the company in Poland – **GBY Poland SP. Z O. O.**

All purchased **electricity is 100% green.**

We are expanding our long-term and short-term car rental service called GBY Rent in Vilnius, Kaunas, Klaipėda, Tauragė. More than **200 cars in the rental fleet.**

Support for active activities, sports, local communities.

Elected **GBY Board.**

GBY ambassador, racer **Rokas Baciūška** placed 3rd in Dakar.

100% of our drivers have passed the **Eco-driving training.**

More than **240,000** cars and more than **35,000** trucks moved.

Our priority in providing our services is **regularity, promptness and flexibility** according to the customer's needs.

Whistleblowing channels have been set up on the GBY website to report situations of concern related to the activities of GBY and its partners.

More than **1.8 ha** of land and **1,700 m2** of space.

GBY initiated a road safety project with more than **1,300 reflectors** distributed.

Mobile truck repair service available across Europe - mobile on-the-road technical service for trucks, tractors, vans, trailers.

GBY'S SUSTAINABILITY JOURNEY

UN SUSTAINABLE DEVELOPMENT GOALS

GBY has chosen these **UN Sustainable Development Goals** because these are the areas where GBY aims to reduce and turn negative impacts on the environment and people into positive impacts. These goals are long-term, in line with stakeholder expectations and our objectives as a Group. They have guided our ongoing activities for a number of years now, and we aim not only to continue but also to strengthen our involvement in order to achieve significant change as quickly as possible.

Sustainability is a very important part of our business and cuts across all our activities. In order to achieve this, we constantly monitor market developments, the situation in the transport sector and on the roads, we follow the innovations offered by manufacturers and we constantly ask our customers about their needs, trying to meet the expectations of those concerned. We also strive to assess and manage risks, as we understand that this is essential for long-term planning and operational strategy, maintaining consistency of action and accelerating the achievement of objectives and positive impacts. We will pursue these objectives not only within our own companies, but also in cooperation with our business partners and suppliers, as we believe this will be more effective in achieving overall positive change in the sector.



GBY is committed to safety and health. **Improving road safety, promoting healthy and active lifestyles** are what GBY strives to achieve, both for its employees and in the communities in which it operates.



GBY is a large employer in the Tauragė region and takes responsibility for **fair employment, human rights and growth opportunities for employees.**



For many years, GBY has been committed to maintaining a fleet of the **latest and highest standards**, and to following and implementing the latest technologies in fleet management.



GBY's main activities are carried out in the Tauragė region, a region which aims to become the first green region in Lithuania. GBY aims to grow in a sustainable way, **contributing to the region's greening goals** and to the sustainable growth of communities.



Clean, renewable energy, the use of the latest technologies in the transport fleet and the choice of cleaner fuel alternatives are the path that GBY is taking.



CO2 reduction targets and a climate neutrality plan are among GBY's top sustainability priorities in the near future.



GBY is cultivating **partnerships** that can help achieve the sustainability goals faster and on a wider scale.

GBY'S SUSTAINABILITY JOURNEY

MATERIALITY ASSESSMENT

MATERIAL AREAS OF IMPACT IN ESG AREAS



Assessing impacts, risks and opportunities allows us to focus on the most important areas of sustainability, to identify priorities and to develop objectives with concrete actions based on them.

Through materiality assessment, we aim to identify the key areas of sustainability requiring the greatest attention and action in our own operations and value chain. The process is based on the principle of double materiality: it takes into account both impact materiality (how GBY affects people and the environment) and financial materiality (how different sustainability topics affect the GBY Group).

We are continuously improving our materiality assessment process to meet future governance and reporting requirements.

We have set ourselves not only to assess once a year which sustainability topics are important to us and our stakeholders, but we strive to maintain this process and its continuity throughout the year. **Quarterly, we discuss internally with those in charge, monitor and evaluate closely:**

- whether the **priorities** we have highlighted are still as important; what is being done to ensure the success of the goals we have set; and whether new sustainability topics have emerged that are of particular relevance to our Group;
- **reports** and other documents relating to impacts, risks and opportunities;
- **market developments**; and maintaining an ongoing dialogue with customers to understand their sustainability priorities, expectations, challenges and opportunities for collaboration;
- the **performance and growth of companies** and developments through ESG indicators, discussing this with shareholders;
- whether there are **issues or concerns of relevance to sustainability** that may have come to light as a result of information received through the Reporting Channel or the Transparency Line;
- the **CO2 emissions** measured, their sources, their potential for reduction and their overall impact on the environment, people and the Group in general, in all aspects related to sustainability;
- the above aspects (as well as topics related to **human rights, occupational safety, labour law, safety of products and services, business ethics and climate change**) through the prism of our supply chain: what our suppliers are doing, what their sustainability situation is, and where we could work more closely together in order to accelerate the achievement of our sustainability goals.

GBY'S SUSTAINABILITY JOURNEY

GBY'S SUSTAINABILITY JOURNEY

As the transport sector is going through a transformational era and customer expectations for sustainability are rising, we are setting ourselves the appropriate performance priorities

The period will see an increased focus on these aspects, with a focus on measurement and numerical targets, the development or improvement of internal company processes, and the increased demands on the supply chain.

ESG	PRIORITIE	TIMEFRAME
ENVIRONMENT	CO2 MEASUREMENT: Scope 1, 2;	2023 - 2024
	RAISING CO2 REDUCTION TARGETS, CLIMATE NEUTRALITY	2024
	RAPID FLEET EXPANSION / RENEWAL	2023 - 2025
	100% RENEWABLE ELECTRICITY	from 2023
	WASTE AND CIRCULARITY	2024 - 2025
SOCIAL ENVIRONMENT	ETHICAL EMPLOYMENT	2023 - 2024
	HUMAN RIGHTS RISK ASSESSMENT	2024
	HEALTH AND SAFETY	2023 - 2025
	CAREERS AND GROWTH	2023 - 2025
GOVERNANCE	RESPONSIBLE GOVERNANCE	2023 - 2025
	RISK ASSESSMENT	from 2023
	SUSTAINABLE SUPPLY CHAIN	2023 - 2025

GBY GOVERNANCE

POLICIES AND KEY DOCUMENTS

The GBY Group has developed all the policies and codes required for 2023, defining the sustainable practices within the Group. To make the documents operational in day-to-day operations, policies and procedures have been developed to ensure sustainable actions, changes and firm steps towards a sustainable company.

All key documents have been communicated to employees, business partners and suppliers, and employee training has been launched and is set to become a regular and integral part of GBY corporate life.

Most of GBY's policies and codes are made publicly available on the Group's website, and are therefore open to stakeholders.

GBY'S MAIN POLICIES AND DOCUMENTS RELATED TO SUSTAINABILITY

ENVIRONMENT

ENVIRONMENTAL POLICY

CLIMATE NEUTRALITY
PLAN, under preparation

SOCIAL ENVIRONMENT

HUMAN RIGHTS POLICY

CODE OF ETHICAL
EMPLOYABILITY

EQUAL OPPORTUNITIES
POLICY

POLICY ON THE
PREVENTION OF VIOLENCE
AND HARASSMENT AT
WORK

HEALTH AND SAFETY
POLICY

EMPLOYEE CODE OF
CONDUCT

GOVERNANCE

REMUNERATION POLICY

IT SECURITY POLICY

GDPR POLICY

SUPPLIER CODE OF
CONDUCT



GBY PEOPLE

GBY PEOPLE

ABOUT US

All GBY companies have a total of 341 employees. Every day, our people work hard to ensure that customer journeys are safe, freight reaches customers and those waiting for cars get what they need most at the time. Our employees' competence, expertise in the field and willingness to improve create a loyal customer base and growth for GBY.

GBY has adopted key policies and documents that ensure ethical employment, human rights and equal opportunities within the company. The Employee Code of Conduct sets out how we communicate with each other and with our stakeholders, where employees can go if they have questions, are unclear about a situation or if they may have breached business ethics or the law. Through our approved workplace violence and harassment prevention policy, we aim to ensure that employees are able to recognise and respond to behaviours that have a negative impact by reporting them.

We strive to meet the needs of relationships, so that everyone suggestions.

every employee, to create a safe and friendly working environment, with collegial and close knows that the employer is there to help. Managers are ready to respond to comments and

We value dialogue and openness between employees at different levels and between managers and their subordinates. We believe that an open relationship not only maintains a good microclimate in companies, but also allows us to make changes that improve the quality of work, the employees' feelings, and allow us to achieve the common goals of the GBY Group, and to grow both the business and the people who create it. We strive to offer fair and attractive working conditions. Our basic practices, codes and policies support the fundamental principles and labour standards of the United Nations Universal Declaration of Human Rights and the International Labour Organisation.

We strive to ensure that every one of our employees has the opportunity to grow, advance their careers and achieve their goals. We are pleased that our people are driven and enterprising. We encourage our employees to join sports events, road safety initiatives, and various social actions to help vulnerable groups and to make the wider community aware of healthy lifestyles, mobility and safe road behaviour.

We believe that everyone should be respected and treated fairly, and we are committed to creating a fully safe and inspiring workplace where everyone can achieve results and fulfil their professional ambitions. We support equal opportunities and value employees only on the basis of their competences. We currently employ only 10% women in our companies overall due to the nature of the transport sector, as women rarely choose to work as heavy transport drivers. However, we have as many as 50% women in management and 40% in the board.

And in 2023, we have focused on the risks of driving a car. We work every day to ensure that our drivers are safe at work, drive safely and respect their health by following rest and work schedules. We work with car manufacturers who focus on the safety of their products and on reducing road incidents. We want both our drivers and our customers to feel safe on the road.

341

EMPLOYEES

254

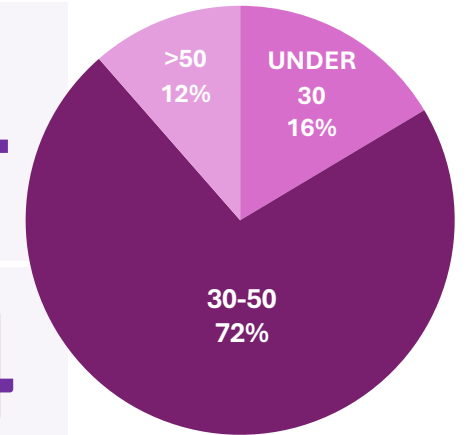
DRIVERS

0

ACCIDENTS, 2023

2,75

AVG. LENGTH OF,
WORK EXPERIENCE,
YEARS



employee distribution by
age

339

Employees in employment
full-time

2

Employees in employment
part-time

341

Employees on permanent
employment contracts



GBY PEOPLE

HUMAN RIGHTS

Human rights are an integral part of sustainability in our companies. We are committed to the UN Universal Declaration of Human Rights. A Human Rights Policy was adopted in 2023 and training has been launched and is expected to become a regular process in GBY's corporate life.

Human rights commitments are also reflected in other sustainability documents relating to employee ethics, employer behaviour, and guidelines for communication with business partners. The implementation of our commitments is important for our management, our shareholders and our employees themselves. Human rights are also important in social projects that reduce poverty, increase access to quality food and provide the dignity that everyone needs.

We believe that everyone has the right to a dignified, safe and fulfilling life, so we make sure that our customers drive safe vehicles and that they get the roadside assistance they need quickly if they have a problem. Our employees also deserve a safe workplace, so we take care of both the drivers and the people who work in our offices.

We have also communicated our commitment to human rights to our business partners and suppliers. We will strive in 2024 to ensure that the companies in our supply chain also take human rights into account and put in place processes that protect and safeguard them in their companies.

GBY complies with all labour law requirements to ensure that the human rights of those who work for us are safeguarded in terms of a safe working environment, decent pay, non-discrimination and equal opportunities. We respect employees' rights to freedom of association and collective bargaining. Channels are in place for employees to confidentially report inappropriate behaviour, working conditions or questionable practices in companies. We strive to maintain a close, trusting and respectful relationship that allows employees to express their concerns and suggestions directly to managers or colleagues. Employees are encouraged to take an active part in company processes and changes to make GBY the best place for them to work and grow.

KEY POLICIES

HUMAN RIGHTS POLICY

EQUAL OPPORTUNITIES POLICY

POLICY ON THE PREVENTION OF
VIOLENCE AND HARASSMENT AT
WORK

PRIORITIES 2024

HUMAN RIGHTS
RISK ASSESSMENT

ENSURING HUMAN RIGHTS
IN THE SUPPLY CHAIN

GBY PEOPLE

FACTS

INFORMATION ON EMPLOYMENT

SAFETY AND HEALTH

	2023	Comments
Number of accidents, cases	0 (2022 – 2; 2021 - 1)	No accidents at work and on the way to/from work in 2023.
Total recordable employee injury rate, TRIR), %	0	
Lost time injury rate per million hours worked (LTIR), %	0	

INCLUSION

	2023	Comments
Women on the Board, %	40%	Number of women on the Board is 2 for a total of 5 Board members.
Women at management level, %	42%	
Total female/male ratio (female/male), %	10,9% / 90,1%	Low total number of women due to the characteristics of the transport sector. The general trend worldwide is that women do not choose the profession of heavy transport driver.
Number of employees of nationals of other countries (non-LR nationals), pers.	214	Due to the specificities of the transport sector and the permanent shortage of drivers, which cannot be covered by the local labour market, nationals of other countries are regularly employed.
Number of employees of retirement age, pers.	1	The majority of GBY's employees are drivers, and the specific nature of the job makes it more difficult for people of retirement age.
Number of employees with disabilities, pers.	1	The majority of GBY's employees are drivers and the nature of the work may make it more difficult for employees with disabilities to take up such jobs.

GBY PEOPLE

WHISTLEBLOWING CHANNELS

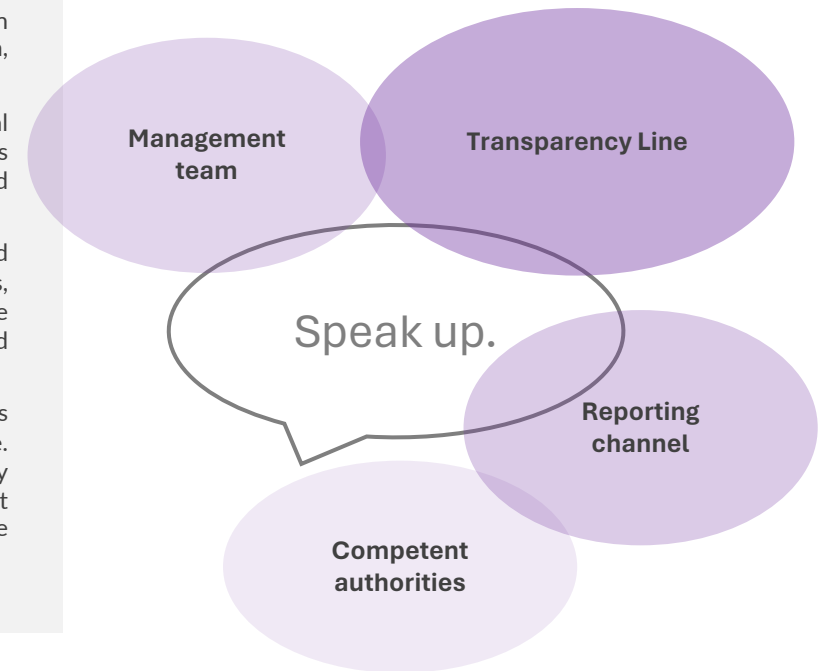
GBY fosters an open relationship between managers and employees, so that if there is any question, everyone can not only ask, express doubts, but also offer suggestions. A Transparency Line has been set up for situations where an employee is unable to express to his or her line manager what may be important for the Group's growth, reputation, protection of human rights and other values.

The Transparency Line is designed to address any issues of concern to employees, while also protecting their personal interest. The reporting channel is established by law to protect the public interest. Both employees and stakeholders are encouraged to use these established channels to prevent or promptly resolve and stop violations of codes and policies within the GBY Group.

During the integrated sustainability training, where discussions were initiated and encouraged, staff were encouraged to engage, share their thoughts, it was emphasised that every employee has the right to express their opinions, observations and concerns, and it was also ensured that managers are also prepared to receive staff thoughts, provide an appropriate response, and take action to ensure that the expectations of both staff and stakeholders are met and that GBY's operations are run smoothly, transparently and as sustainable as possible.

GBY emphasises that it is a group of companies that strives to continuously improve, grow and meet the expectations of its customers, business partners, employees and stakeholders alike. This requires feedback and constant dialogue. Within the Group, we communicate continuously so that employees feel a responsibility to immediately report any concerns or possible instances of non-transparency within the GBY Group. At the same time, it is stressed that reporting or disobeying an instruction to behave illegally (non-transparently) cannot lead to punishment or negative consequences.

In the future, we plan to conduct staff surveys to find out how far staff feel safe to speak out about possible cases.



GBY REPORTING CHANNELS

TRANSPARENCY LINE

Any stakeholder can anonymously and confidentially report suspicious activities by GBY Group employees or business partners.

REPORTING CHANNEL

A stakeholder involved in GBY's activities can confidentially report illegal activities, possible breaches of the law to GBY. This channel shall be used to submit a report in the form prescribed by the Republic of Lithuania Law on the Protection of Whistleblowers. The notification shall be sent in order to protect the public interest, but not personal interest.

CUSTOMER VALUE

QUALITY, SAFETY AND INNOVATION

In order to maintain our market position and grow as a group, we work every day to maintain the trust of our customers, improve the quality of our services, and increase our flexibility. We are constantly working with the world's best car manufacturers, updating our fleet to reflect the latest technology in the field, but also to ensure that our customers benefit from the manufacturers' innovative innovations and vehicles that meet the highest safety standards. We are pleased to be able to offer our customers the best that the market has to offer in terms of their capabilities. We pay close attention to innovation and innovation, keeping up to date with manufacturers' innovations and industry trends.

Our ambition to expand our roadside assistance service is also in line with our customers' expectations and our commitment to customer care and road safety.

We believe that our decisive steps towards a sustainable organisation are also appreciated by our customers, for whom sustainability is becoming increasingly important when choosing a product or service. We are ready to offer our customers a reduced CO2 service.

We are aware that today a company's reputation and responsibility to its stakeholders is becoming increasingly important and can have a direct impact on its commercial potential.

Our ambition to become the most sustainable group of companies, meeting our customers' expectations, contributing to safer car journeys and more sustainable freight transport, is in line with the expectations of our stakeholders, the communities in which we operate.

Increased focus on driving trainings

GBY puts huge emphasis on safe and ecological driving trainings. Nerijus Vitkauskas, a top-class driving instructor, is managing the trainings program. Nerijus is the first place winner of the "DAF Driver Challenge 2019" truck driver competition in Lithuania, second place winner in the DAF international competition in Europe. BY aims to share the know-how and experience with its employees.



EURO6

standard to which all trucks conform

Transported goods are insured by cargo and general civil liability insurance, travel insurance is valid for all GBY drivers.

>100% of employees

have undergone regular eco-driving training

2-5 Y

We provide transport services with new, roadworthy and safe trucks.

GBY trusted by

>2060 companies

>1100 private customers



>200

GBY rental fleet

VALUE FOR COMMUNITIES

GBY DIRECTIONS

ROAD SAFETY

One of GBY's priority areas where the Group will strive to make a positive impact. Having started small-scale initiatives with the rental division in 2023, we will aim to grow these initiatives to reach more and more members of the surrounding communities, both children and adults.

Safe and environmentally friendly driving is our strength and our most important skill, and we aim to share these skills.

In 2023, GBY RENT distributed reflectors for safer road use.



Foto: iStock

ACTIVE MOVEMENT AND HEALTHY LIVING

GBY encourages its employees to be active and lead healthier lives. Already in 2023, sporting events were held with GBY employees actively joining in. They also take part in volunteering activities that alleviate the plight of the poor, increase access to healthier food, reduce social exclusion and give the gift of a healthy and dignified life.

2023 for GBY was rich in active movement and healthier lifestyle initiatives: fresh fruit is delivered to employees every week to help them eat healthily and boost their immunity; the GBY team took part in the Alfa Run Fiesta extreme run, GBY crews took part in the 108 km Women's Challenge orienteering race; employees are constantly joining beautiful initiatives to help those in need or to reduce social exclusion, and they annually sponsor the Skaudvilla Educational Centre.



Foto: „Alfa run“

CLEANER AIR IN A GREEN REGION

Tauragė, home to GBY's headquarters, is one of the European Commission's future 100 Climate Neutral and Smart Cities. We are delighted that this particular city has such huge sustainability ambitions, and we are looking forward to an even closer partnership, with joint projects that will enable local communities to reap the benefits of a sustainable city as soon as possible and to actively join the initiatives.

We will continue to join initiatives to protect nature and to green the city and invite others to do the same.



Foto: Tauragės savivaldybė

SUSTAINABLE PARTNERSHIPS

ROKAS BACIUŠKA

“Tauragė citizens appreciate the fact that the city is constantly renewing itself and striving to protect our planet, and that includes me.”



GBY is proud of its long-standing partnership with racing driver and GBY Ambassador Rokas Baciūška. He is a talent who puts the company and the country on the map at prestigious international races, as well as being GBY's sustainability ambassador for various social and community projects. Dakar Rally winner Rokas Baciūška not only supports GBY's steps towards sustainability, but is also excited about the ambitions of his hometown Tauragė to become a climate neutral city.

He contributes to educating the community about safe road behaviour, participates in events and meetings with the people of Lithuania. In the future, he plans to actively contribute to joint projects with Tauragė Municipality and local communities to encourage local people to live healthier and more sustainable lives.

The Dakar Rally winner participates in meetings with schoolchildren and shares his impressions of the Dakar race. As well as encouraging a fascination with the sport, he also emphasises that high speeds are only for race tracks and that it is important to drive safely every day. R. Baciūška and GBY staff share useful tips for children to keep themselves safe on the road (crosswalks, reflectors, seat belts, using the phone and headphones when crossing the road, etc.).

In 2024, GBY and Baciūška plan to organise road safety competitions in schools, the winners of which will be able to win a ride with the Dakar third-place finisher.

Baciūška plans to join GBY's volunteers in 2024 to inspire communities to join sustainable initiatives.



GBY ENVIRONMENT

GBY ENVIRONMENT

WE AIM TO REDUCE NEGATIVE IMPACTS

As a supporter of the Paris Agreement's ambition to stay within 1.5 degrees of warming, and as representatives of the transport sector, we understand the complexity of the ambition. GBY has high expectations for climate neutrality, but we are still heavily dependent on the expected breakthrough in cleaner technologies and the possibility of CO2-free transport.

Nevertheless, for several years now, GBY's priority has been to build a new EURO6 compliant fleet. We are constantly monitoring trends and technologies and implementing them in our fleet in order to achieve not only the highest safety standards but also more sustainable operation. We use modern journey management equipment to optimize the number of kilometers travelled. In 2023, we updated GBY's Environmental Policy, and we are stepping up the education of our employees. Already, every one of our employees is trained in eco-driving.

In the area of cleaner fuels, we are still affected by the lack of availability of cleaner fuels on our routes and by unfavorable circumstances, but we are now ready to offer our customers a CO2-reduced transport service.

In 2023, all electricity purchased was renewable, i.e. green. Although our electricity consumption is not significant, we have set ourselves targets to reduce the intensity of our electricity consumption.

GHG emissions

In 2023 we started calculating direct CO2 emissions from our Scope 1 and Scope 2 activities, and in 2024 we will start calculating Scope 3 emissions. The calculations are based on the GHG Protocol. Since the beginning of 2024, we are actively working to set CO2 reduction targets and to validate our climate neutrality plan. We have set ourselves the same ambition to become climate neutral in 2050, in line with market expectations.

Key initiatives and plans for 2023-2025:

Reduced CO2 footprint in company processes:

- Energy and resource efficiency;
- Renewable electricity.

Reduced CO2 footprint in the supply chain:

- Renewable electricity in the supply chain;
- Use of fuels with a reduced CO2 footprint in the supply chain;
- Circularity requirements.

Offering reduced CO2 footprint services:

- Use of fuels with a reduced CO2 footprint;
- Introduction of low carbon technologies.

GBY POLICIES

ENVIRONMENTAL POLICY

100%

of green electricity used



**reduced
CO2**
transport services for
customers

2024

We aim to adopt the GBY Climate Neutrality Plan with key targets:

2030

0 CO2 emissions in our own operations
(Scope 1 and Scope 2)

2040

0 CO2 emissions in purchased products and services
(Scope 3)

GBY ENVIRONMENT

FACTS

INFORMATION ON ENVIRONMENTAL PERFORMANCE

GHG emissions	2023	Comments
Direct emissions (Scope 1), thousand tonnes CO2 eq.	13297	<i>Methodology: GHG Protocol, Location based</i>
Indirect emissions (Scope 2), thousand tonnes CO2 eq.	17	<i>Methodology: GHG Protocol, Location based</i>
Total (Scope 1 and Scope 2), thous. T CO2 eq.	13315	<i>Methodology: GHG Protocol, Location based</i>
GHG emission intensity: emissions per unit of income, t CO2 eq./million EUR	74	
Electricity	2023	Comments
Share of renewable energy in electricity purchased	100%	All electricity purchased is green electricity generated from renewable energy sources.
Other	2023	Comments
Hazardous waste	n.a.	Fleet servicing is carried out by authorised repairers through third-party purchases, and GBY does not generate or manage hazardous waste on its sites.
Water	n.a.	<i>Not presented due to the low volume and significance in GBY's activities.</i>



GBY GOVERNANCE



STAKEHOLDERS

STAKEHOLDERS WITH AN INTEREST IN GBY'S OPERATIONS

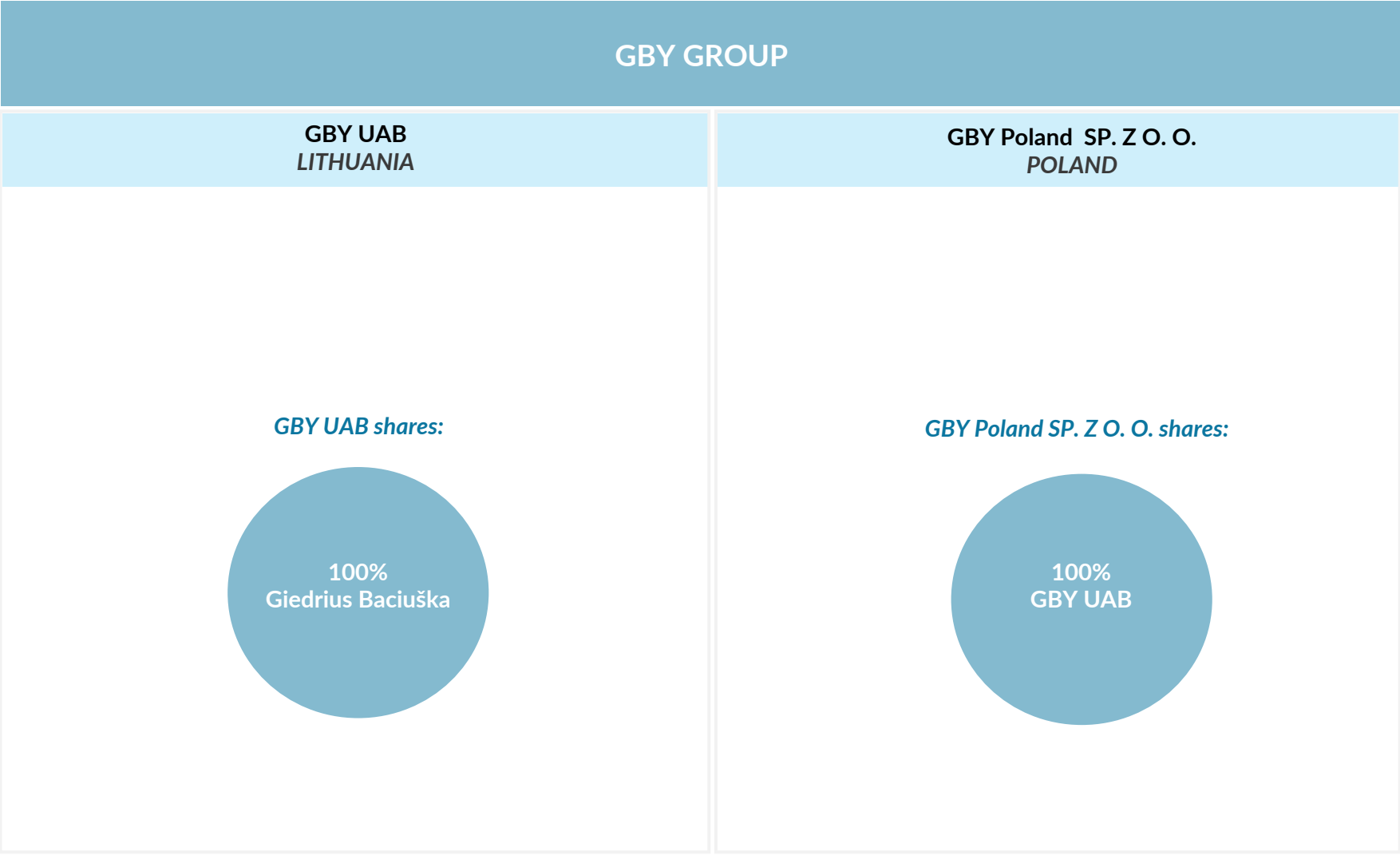
This Sustainability Report is addressed to all stakeholders in GBY's operations, irrespective of the nature of their interests. We hope that each stakeholder will find in the report information of interest on GBY's operations in 2023, priorities and strategies for the future sustainability journey.

STAKEHOLDER	INTEREST
SHAREHOLDER	Achieving financial targets, increasing value, efficiency.
EMPLOYEES	Meaningful performance, responsible employability: health, safety, fair pay, guarantees, social inclusion, equal opportunities, development and career opportunities.
BUSINESS CUSTOMERS (B2B)	Competitive pricing, quality service, accurate and timely communication, sustainability and responsible supply chain.
PRIVATE CUSTOMERS (B2C)	Product safety and quality, price, social responsibility/sustainability.
CARRIERS (SERVICE PROVIDERS)	Timely communication and billing, competitive price, loyalty.
SERVICE PROVIDERS	Long-term partnerships, timely communication and reporting.
REGULATORS	Compliance with legislation, control and monitoring of activities, transparent dialogue.
COMMUNITIES	Responsible employer, reduction of environmental impacts, transparency.
COMPETITORS	Fair competition.
NGOs	Cooperation, transparency, environmental impact reduction / Associations: ECG, LINAVA, road safety organisations etc.
MEDIA	Transparency, responsibility and dialogue



GBY GOVERNANCE

GROUP STRUCTURE





GBY GOVERNANCE

BOARD

GBY BOARD

KAZIMIERAS VASILIAUSKAS

Chair of the Board, independent member, lawyer. Long experience in business management and law.

GIEDRIUS BACIUŠKA

Shareholder of GBY UAB, more than 30 years of experience in the transport sector.

VAIDOTAS PAULASKAS

Director of GBY UAB, more than 8 years of experience in GBY UAB, transport sector.

JOLANTA JONIKIENĖ

Chief Accountant of UAB GBY, more than 33 years of experience in the financial sector.

VITA SKARBALIŪTĖ

Associate at UAB GBY, more than 5 years of experience in the legal sector.

BOARD FUNCTIONS

The Board is composed of five members, elected for a 2-year term of office. The GBY Board shapes the strategy of the GBY Group, decides on development, investment and other governance issues. The Company is guided by the laws of the Republic of Lithuania, the Company's Articles of Association and other legal acts.



GBY GOVERNANCE

MANAGEMENT TEAM

GBY GROUP	
GBY UAB LITHUANIA	GBY Poland SP. Z O. O. POLAND
<p>VAIDOTAS PAULASKAS Director</p> <p>JOLANTA JONIKIENĖ Chief Accountant</p> <p>VILIJA KOŠIENĖ Head of Sales</p> <p>JUSTĖ JASAITIENĖ Head of Purchasing</p> <p>POVILAS SLAVINSKAS Head of Car Rental</p> <p>ERNESTAS JANKUS Head of Transport</p> <p>PAULIUS MOCKUS Head of Technical</p> <p>ARTŪRAS PRUSAKAS Head of Cargo Transport</p> <p>VAIVA GENDROLIENĖ Head of Marketing</p> <p>NERIJUS VITKAUSKAS Chief Operation Officer</p> <p>HEAD OF HR <i>currently being replaced</i></p>	<p>PAWEL KAPLEWSKI Director</p>



GBY GOVERNANCE

ANTICORRUPTION

When competing in the marketplace, we not only comply with applicable laws but also respect our competitors. We do not tolerate corruption in our business relationships and expect the same standards from our business partners. Our commitment to transparency is set out in the Partner Code of Conduct and the Employee Code of Conduct. These reflect basic anticorruption principles:

- Avoiding corruption and bribery;
- Proper communication with public officials;
- Gift and hospitality policy;
- Donations, charity, links to politics;

Risks related to third parties

In 2024, we plan to start surveying our suppliers to understand the sustainability situation in their companies and to assess the potential risks involved. We aim not only to ensure transparency in our own companies and to tackle threats to it, but also to share information with our business partners and suppliers so that we share the same ethical business practices throughout our value chain.

Our companies provide ethical business practices training for new employees and maintain a dialogue amongst themselves so that employees can approach a manager or colleague if they have any concerns about possible non-transparent practices within the Group. Particular attention is paid to employees whose duties and activities present a higher risk of corruption.

We strictly comply with all competition and antitrust laws applicable to our operations.

GBY POLICIES

EMPLOYEE CODE OF CONDUCT

PARTNER CODE OF CONDUCT

WE SET HIGH ANTI-CORRUPTION STANDARDS FOR OUR
ENTIRE SUPPLY CHAIN



GBY GOVERNANCE

BUSINESS ETHICS

As a responsible business, it is very important to us to ensure that all processes within our companies are transparent and adhere to the highest standards of business ethics. We have set these out in our Codes of Conduct, which outline the guidelines for how employees should interact with business partners and stakeholders to ensure that GBY’s core values and laws are not compromised, and that GBY’s reputation is not harmed. Employees are continuously trained and encouraged to seek advice if they have even the slightest doubt.

The Code of Conduct also clearly sets out what actions and behaviours are intolerable, so that the businesses that work with us know what is unacceptable in our companies.

Transparency is also important for us to meet the expectations of our stakeholders.

To attract and retain employees and maintain relationships with clients and business partners, we emphasise the importance of being recognised for our ethical behaviour, quality of service and integrity. We improve our processes, monitor our day-to-day activities and do our best to:

- Prevent potential corruption and other illegal or unethical business practices;
- Respect human rights throughout our value chain;
- Manage sustainability risks and impacts throughout our supply chain.

GBY POLICIES

EMPLOYEE CODE OF CONDUCT

SUPPLIER CODE OF CONDUCT

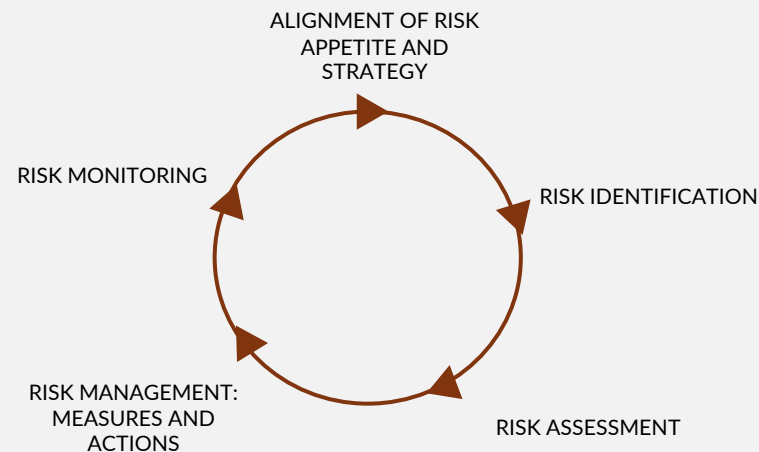
WE SET HIGH BUSINESS ETHICS STANDARDS FOR OUR
ENTIRE SUPPLY CHAIN

GBY GOVERNANCE

RISK ASSESSMENT

Risks are identified, analysed and managed in the context of the GBY Group's objectives, activities and external environment. The Board is responsible for the overall risk management model of the Group.

GBY applies the Committee of Sponsoring Organisations of the Treadway Commission (COSO) internal control and risk management model. The risk management process covers all Group companies and functions, is continuously reviewed, taking into account the Group's risk appetite and strategic objectives, and is aligned with market conditions and changes in the Group's activities. The Group regularly monitors its risk management. Internal and external risks are reviewed on a quarterly basis, risk indicators are evaluated and risk management measures are identified as necessary.



Risk management objectives:

- Safeguard GBY's operations.
- Manage the impact of risks on strategic objectives.
- Ensure GBY's reputation.
- Protect the interests of stakeholders.



Types of risks:

Strategic and financial risks affecting GBY's strategic objectives and financial performance.

Operational risks affecting the effective operation of GBY.

Accountability risks affecting the effective operation of GBY.

Compliance risks affecting compliance with laws and requirements.

Risk types:

ESG:

- E (Environment) affecting the environmental domain;
- S (Social) - affecting social factors, their management;
- G (Governance) affecting the field of governance.

By period:

- Short-term (0-1 years)
- Medium (1-4 years)
- Long-term (>5 years)

By source:

- Internal
- External

By impact:

- Financial
- Compliance
- Reputation
- Organisation
- People and culture.

Evaluation of ESG risks is provided further.

GBY GOVERNANCE

ESG RISKS IN RISK MANAGEMENT

TYPE OF RISK	RISK FACTORS	SOURCE OF RISK	SOURCE OF RISK (internal/external)	Period	IMPACT	IMPACT ON STRATEGY DIRECTION	ESG AREA	RISK LEVEL medium / high / very high
STRATEGIC RISKS	1. Climate change risks	Extreme events, temperature rise	External	Long-term	FINANCIAL	FINANCE	E	
OPERATIONAL RISKS	2. Vehicle safety	Incidents, accidents caused by vehicle security gaps	Internal	Long-term	HEALTH AND SAFETY	ORGANISATION	S	
	3. Risk of accidents, sickness absence	Failure to comply with safety requirements	Internal	Long-term	HEALTH AND SAFETY	ORGANISATION	S	
	4. Pandemic disease risk	Unforeseen circumstances	External	Long-term	FINANCIAL	FINANCE	S	
	5. Attracting and retaining staff	Lack of skills	Internal	Medium-term	FINANCIAL	PEOPLE AND CULTURE	S	
	6. Human rights violations: discrimination and equal opportunities	Non-compliance with GBY policies and procedures	Internal	Long-term	COMPLIANCE, REPUTATION	PEOPLE AND CULTURE	S	
	7. Dishonesty, corruption and bribery	Non-compliance with GBY policies and procedures	Internal	Long-term	COMPLIANCE, REPUTATION	ORGANISATION	S	
	8. GHG emissions assessment and setting reduction targets - risks to data traceability and accuracy	Data traceability, correctness, database capabilities	Internal	Medium-term	COMPLIANCE	ORGANISATION	E	
	9. Data security within the company	External cyber-attacks, data theft, system breaches	Internal	Long-term	COMPLIANCE, REPUTATION	ORGANISATION	G	
		Data security within the company	External					
	10. Inadequate separation of waste streams, waste reduction	Non-compliance with GBY policies and procedures	Internal	Medium-term	COMPLIANCE	ORGANISATION	E	

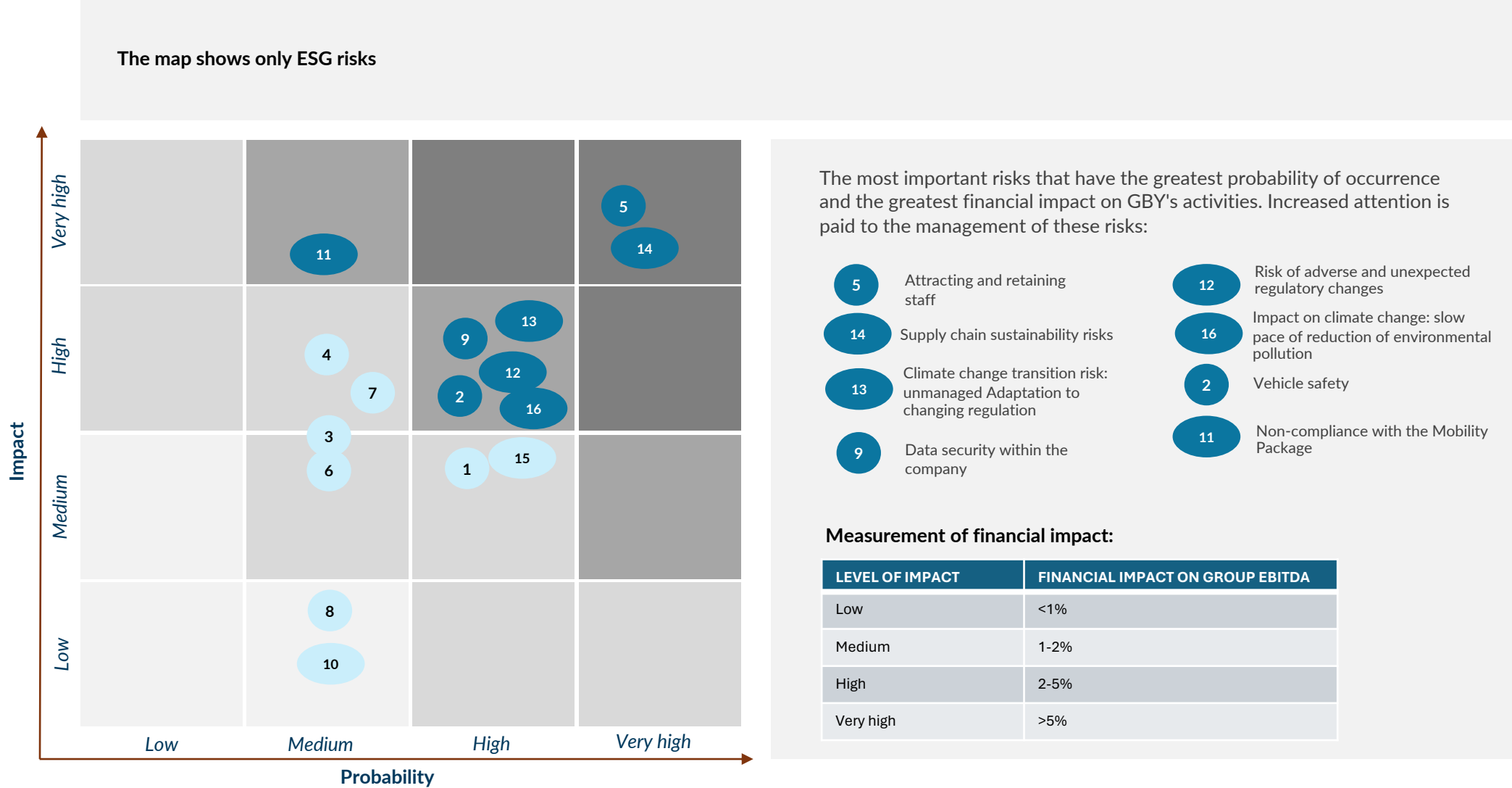
GBY GOVERNANCE

ESG RISKS IN RISK MANAGEMENT

TYPE OF RISK	RISK FACTORS	SOURCE OF RISK	SOURCE OF RISK (internal/external)	Period	IMPACT	IMPACT ON STRATEGY DIRECTION	ESG AREA	RISK LEVEL medium / high / very high
COMPLIANCE (LEGAL) RISKS	11. Non-compliance with the Mobility Package	Human error or personal reluctance of staff to follow procedures	Internal	Medium-term	COMPLIANCE	FINANCE	S	
	12. Risk of adverse and unexpected regulatory changes	E.g. ban on ICE cars	External	Long-term	COMPLIANCE	FINANCE	G	
	13. Climate change transition risk: unmanaged Adaptation to changing regulation	Failure to follow legal regulations, lack of accountability.	Internal	Long-term	COMPLIANCE	ORGANISATION	G	
ACCOUNTABILITY RISKS	14. Supply chain sustainability risks	Non-compliance with sustainability requirements in the supply chain, lack of control	Internal	Medium-term	Compliance (with Supplier requirements)	ORGANISATION	G	
	15. Too slow in preparation for the CSRD sustainability report	Failure to follow legal regulations, lack of accountability.	Internal	Medium-term	Compliance (with EU requirements)	ORGANISATION	G	
	16. Impact on climate change: slow pace of reduction of environmental pollution	Non-compliance with Climate Neutrality Action Plan, unallocated responsibilities.	Internal	Long-term	Compliance (with Supplier requirements)	ORGANISATION	E	

GBY GOVERNANCE

ESG RISK MAP





SUSTAINABILITY IN THE SUPPLY CHAIN

SUPPLY CHAIN REQUIREMENTS

GBY aims to practice responsible business by minimising negative impacts and maximising positive ones. One of the impact areas is responsible sourcing chain. The demands that GBY places on itself in the areas of human rights, health and safety, responsible employment and ethical behaviour are in line with rapidly changing legal and customer requirements. Accordingly, GBY will strive to ensure that the supply chain is no less demanding.

In 2023, GBY has been actively developing sustainability policies and codes, which it is starting to communicate to its supply chain stakeholders. Last year, a Supplier Code of Conduct was also developed, which GBY asks all its suppliers to follow. The Supplier Code of Conduct covers areas such as responsible employment, human rights and business ethics. In the future, we will also set GHG emission reduction targets for our supply chain and expect them to demonstrate commitment and responsible behaviour.

Today, we expect our suppliers:

- Respect fundamental **human rights**;
- Ensure **responsible employment practices**;
- Prioritise the **safety** of transport and drivers;
- Adhere to the **business ethics and anti-corruption** requirements set out in the GBY Supplier Code of Conduct;
- Comply with **environmental requirements** no less stringent than those set out in GBY's Environmental Policy.

In 2024 we plan to:

- Start surveying our suppliers to understand the sustainability situation in their companies and to assess the potential risks involved.
- Commit our suppliers to sustainability requirements by signature.

In the future, we will impose the following requirements on our suppliers:

- Demonstrate their sustainable performance through an Ecovadis assessment;
- For suppliers assessed at risk, demonstrate their sustainable performance through a sustainability audit;
- Reduce GHG emissions;
- Renewable electricity in the supply chain;
- Use of fuels with a reduced CO2 footprint in the supply chain;
- Circularity.

GBY POLICIES

SUPPLIER CODE OF CONDUCT

Key expectations for suppliers:

- Respect **Human rights**;
- **Responsible** employment
- Transport and driver **safety**
- **Business ethics** and **anti-corruption**
- **Environmental protection**



GBY GOVERNANCE

FACTS AND OBJECTIVES

RESPONSIBLE BUSINESS

BUSINESS ETHICS

	Target	Progress
100% of employees have received training in business ethics and anticorruption	2024	Started in 2023
100% of employees have signed the Employee Code of Conduct		

SUPPLY CHAIN SUSTAINABILITY

	Target	Progress
100% of supply chain actors to be aware of GBY sustainability requirements long-term	2024	Started in 2023
100% of supply chain actors to verify compliance with sustainability requirements (Ecovadis) long-term	2025	
100% of high-risk supply chain actors audited for sustainability long-term	2026	

WHISTLEBLOWING CHANNELS

	2023	Comment
Transparency Line, number of reports	0	The channel was launched at the end of the year
Reporting channel, number of reports	0	Launched at the end of the year



GBY SUSTAINABILITY REPORT 2023

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Whistleblowing channels are available here:
<https://www.gby.lt/kontaktai>

Preliminary reporting plan for 2024
01.04.2025 GBY Sustainability Report 2024