

## ENVIRONMENTAL PROTECTION POLICY

As representatives of the transport sector, we understand that we contribute to the negative processes of climate change, but we strive to reduce this by introducing new technologies and looking for modern solutions that reduce GHG (*greenhouse gas*) emissions and applying them in our activities. We follow these principles not only in the activities of the GBY Corporate Group (hereinafter – GBY), but we strive and monitor that our partners and suppliers follow them as well.

We understand the significant impact our business has on the environment – air pollution with greenhouse gases. Our aim is to make a detailed assessment of CO<sub>2</sub> emissions (Scope 1, Scope 2, Scope 3) by 2025 and, in accordance with the Global Agreement on Climate Change, to set goals for their reduction.

In order to control and reduce the negative impact of our business on the environment, we follow the following principles:

1. We comply with all the requirements of laws and other legal acts imposed on companies operating in the transport sector both in Lithuania and throughout the EU. We constantly monitor and evaluate the requirements of our business customers and strive to meet them.
2. We carry out measurements of CO<sub>2</sub> emissions at every stage of our operations and strive to reduce them.
3. We use the latest technologies to reduce CO<sub>2</sub> emissions:
  - a. We are constantly renewing the vehicle fleet in order to reach the highest standards;
  - b. We use modern travel management equipment that allows us to optimize the number of kilometers driven;
  - c. We use exhaust gas neutralization (selective catalytic reduction (SCR)) systems in the majority of diesel cars;
  - d. At the end of the scheduled trip/transportation, it is checked every time whether the eco-driving rules have been followed.
4. We consume significant amounts of fuel, therefore, every driver is trained in eco-driving skills that allow to maximize engine efficiency and thus reduce fuel consumption and CO<sub>2</sub> emissions accordingly.
5. We use electricity consciously and economically. We aim to use only electricity produced from renewable sources. We produce the entire amount of energy that meets the company's needs in our own remote solar power plant.
6. We sort and manage waste in accordance with the requirements of the law.
7. We save water, using this resource only as much as it is necessary, without wasting it.
8. We strive for responsible consumption practices in every field of activity.
9. We continuously assess climate change risks in order to understand:
  - a. The impact of our business on climate change;
  - b. The impact of climate change on our business and places of operation;
  - c. The risks of climate change transition and the need for financial and human resources, adapting to the changing legal environment, growing expectations of business customers and consumers.
10. We educate employees and encourage their responsible approach to environmental protection.

11. We seek to cooperate only with those business partners, manufacturers and suppliers who also comply with environmental requirements and make efforts to reduce the negative impact on nature. GBY believes that by working together, adhering to the same principles and values of sustainable operations, it is possible to achieve much more significant results that would mean less damage to nature and people.
12. We cooperate with business partners, state institutions, authorities, and communities where the company operates in order to meet all environmental requirements, to inform interested parties about our environmental situation, goals and actions, and to know the expectations of the environment surrounding the company, related to environmental protection.

This policy is public and available on GBY's website [www.gby.lt](http://www.gby.lt), because we aim for all interested parties to be aware of our operating principles and values. Responsibility for monitoring compliance with environmental protection principles at GBY lies with the Director of UAB GBY. Everyone who works in or with our company is introduced to this document so that they know our operating principles and our goal to achieve them.

You can report questionable activities or violations in the field of environmental protection by contacting the person responsible for this policy directly or by writing an e-mail to [trust@gby.lt](mailto:trust@gby.lt) or anonymously – through GBY's internal message channels available on the GBY website. All reports of possible violations are treated with confidentiality, in accordance with the procedure for receiving and examining the information of the reporting channel. If actions that do not comply with the provisions of the policy are identified, disciplinary measures are taken immediately.

This code is reviewed once a year and updated as necessary.

*Approved by:  
Resolution of the Board of UAB GBY dated 23-02-2023*