

ENVIRONMENTAL POLICY

As representatives of the transport sector, we understand that we contribute to negative climate change processes. However, we seek to reduce this impact by implementing new technologies and looking for modern solutions that reduce GHG (greenhouse gas) emissions and by applying such solutions in our operations. We follow these principles not only in the activities of the GBY group of companies (hereinafter - the Company), but also seek and monitor that our partners and suppliers follow them as well.

We understand the significant impact of our business on the environment - air pollution through greenhouse gas emissions. Our objective is to assess CO₂ emissions in detail by 2025 (Scope 1, Scope 2 and Scope 3) and, in line with the Paris Agreement on climate change, to set emission reduction targets.

In order to control and reduce the negative environmental impact of our business, we follow these principles:

1. We comply with all legal and other regulatory requirements applicable to transport sector companies both in Lithuania and throughout the EU. We continuously monitor and assess the requirements set by our business clients and seek to comply with them.
2. We measure CO₂ emissions at every stage of our operations and seek to reduce them.
3. We use the latest technologies that allow us to reduce CO₂ emissions:
 - a. we continuously renew our vehicle fleet in pursuit of the highest standards;
 - b. we use modern trip management equipment that allows us to optimise the number of kilometres travelled;
 - c. in most diesel vehicles, we use exhaust gas neutralisation systems (selective catalytic reduction (SCR));
 - d. after each scheduled trip/transport operation, we check whether eco-driving rules were followed.
4. We consume a significant amount of fuel; therefore, every driver is trained in eco-driving skills, which help maximise engine efficiency and accordingly reduce fuel consumption and CO₂ emissions.
5. We use electricity consciously and efficiently. We seek to use only electricity generated from renewable sources. We produce the amount of energy required to meet the Company's needs in our own remote solar power plant.
6. We sort and manage waste in accordance with legal requirements.
7. We conserve water by using this resource only to the extent necessary and avoiding waste.
8. We pursue responsible consumption practices in every area of our operations.
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 sector and operating locations;
 - c. climate transition risks and the need for financial and human resources in adapting to the changing legal environment and the growing expectations of business clients and consumers.
10. We educate employees and encourage their responsible approach to environmental protection.
11. We seek to cooperate only with business partners, manufacturers and suppliers who also comply with environmental requirements and make efforts to reduce adverse impacts on nature. The Company believes that, by working together and following the same principles and values of sustainable operations, it is possible to achieve significantly better results, meaning less harm to nature and people.
12. We cooperate with business partners, state institutions, authorities and the communities in which the Company operates in order to comply with all environmental requirements, inform stakeholders about our environmental situation, objectives and actions, and understand the expectations of the environment surrounding the Company in relation to environmental protection.

This Policy is public and available on the Company's website www.gby.lt, as we seek to ensure that all stakeholders are aware of our operating principles and values. The Company's Director is responsible for monitoring compliance with environmental principles in the Company. Every person working in or with our Company is familiarised with this document so that they know our operating principles and our objective to pursue them.



You may report any questionable activities or breaches in the field of environmental protection by contacting the person responsible for this Policy directly, by writing to trust@gby.lt or anonymously through the Company's internal reporting channels available on the Company's website. All reports of potential breaches are examined confidentially in accordance with the procedure for receiving and examining information through the reporting channel. If actions inconsistent with the provisions of this Policy are identified, disciplinary measures are taken without delay.

This Policy is reviewed once a year and updated where necessary.