

SUSTAINABILITY POLICY OF “MANTINGA GROUP”

I. GENERAL PROVISIONS

1. Sustainability is an integral part of the strategy of UAB “MANTINGA GROUP” the group of companies (hereinafter - the **Group**), which helps achieve the sustainability of the activities carried out by responding to the most important aspects of sustainability: environmental, social, economic and governance. Sustainability Policy of UAB “MANTINGA GROUP” (hereinafter - Sustainability Policy) is prepared on the basis of the Group’s Sustainability Strategy, which helps to constantly monitor ongoing developments and implement the most important sustainability principles in all Group companies.

2. The Sustainability Policy applies to all companies of the Group directly by joining the Sustainability Policy by the Group companies on the basis of an order of the head of a particular company. The Sustainability Policy is binding on all employees working in the Group, persons acting on behalf of the the provisions of the Sustainability Policy, suppliers of raw materials or service providers.

II. PRINCIPLES OF SUSTAINABILITY POLICY

3. Aim to reduce negative impacts created by Group companies and strengthen the positive effects in the entire context of sustainability (environmental, social, economic and governance effects).

4. Conserve the environment: Reduce the negative environmental impact of the Group as follows:

4.1. By reducing greenhouse gas emissions from existing activities, by assessing Areas I and II, where possible, including III, with a view to becoming a ‘carbon neutral’ organisation by 2050;

4.2. Giving priority to responsible raw materials from responsible suppliers: Seek certified raw material suppliers who have assumed obligations in accordance with the Group’s “Code of Ethics for Suppliers”;

4.3. Continuously searching for alternatives to more sustainable packaging: Optimise packaging by choosing more sustainable raw materials, etc.

4.4. Through responsible management of waste generation and management processes: By endeavouring to sort all waste and, where permitted, promote the reuse thereof;

4.5. Through the implementation of a circular economy in activities: By choosing renewable energy, reusable or recyclable packaging, etc.;

4.6. Through responsible use of energy resources: By introducing recuperation systems, making processes more efficient, updating the equipment, etc., and constant monitoring energy indicators;

4.7. Through cooperation on environmental issues with business partners, state institutions and bodies.

5. Take care of the well-being, safety and health of employees:

5.1. Taking actions to increase satisfaction with work among employees in order to attract and retain employees;

5.2. Improving working conditions and workplaces;

5.3. Enabling the employee to be heard: By enabling all employees to submit complaints and proposals, if necessary and anonymously, which the Group undertakes to deal with in accordance with the established procedures;

5.4. Increasing the involvement of employees by contributing to the implementation of the Sustainability Policy: Achieve sustainability policy objectives at all levels of the Group by raising the Group's objectives.

6. Help communities:

6.1. Supporting the young generation through education, upbringing and promotion;

6.2. Participating and engaging in community events, projects or other activities.

7. Ensure the implementation and adherence to the good governance practices of the Group in the Group's companies:

7.1. Acting transparently and responsibly, in accordance with the "Anti-Corruption Policy" of the Group;

7.2. Following the principles of business ethics: Through implementation and strengthening them throughout the Group in accordance with the "Code of Ethics" of the company;

7.3. Observing the legislation at the national and international levels.

8. Create value for interested parties: By conducting surveys, and responding to the proposals submitted in the execution of further actions of the Group's companies.

9. Monitor and analyse the positive and negative impacts that are being created in the context of sustainability.

10. Implement the Sustainability Policy in line with the values of the Group: creatively, flexibly, and responsibly.

11. Monitor, implement and adapt the Group's internal Sustainability Strategy.

12. Implement the Sustainability Policy and the Sustainability Strategy in all companies of the Group.

13. Review and, where necessary, adjust the Sustainability Policy and the Group's Sustainability Strategy at least every two years to ensure relevance to the current situation.



III. OBLIGATIONS OF THE MANAGEMENT

14. Participate in and support the implementation of the Sustainability Policy.
15. Disseminate Sustainability Policy ideas and principles in all companies of the Group.
16. Ensure sufficient resources for the implementation of the Sustainability Policy.
17. Communicate with all stakeholders on Sustainability Policy issues in an open and transparent manner.
18. Promote the involvement of all stakeholders in the implementation of this Sustainability Policy.

IV. IMPLEMENTATION OF SUSTAINABILITY POLICY

19. It is important for the governing bodies of the Group that the principles of the Sustainability Policy become the guiding principles of the Group as a whole in the long term, so the Sustainability Policy is made public on the Group's website and introduced to the Group's employees in the manner and procedure provided for in the Rules of Procedure.

20. The Group's employees are responsible for observing this Sustainability Policy and are encouraged to raise concerns and draw attention to examples of good practice.

21. Any employee of the Group who has reasonable suspicions of violations of this Sustainability Policy or a threat to further non-compliance with this Sustainability Policy shall inform his immediate supervisor or the person responsible for the implementation of this Sustainability Policy thereof.

V. FINAL PROVISIONS

22. This Sustainability Policy shall be approved and, if necessary, amended by the Director General of the Group.

23. Any employee shall have the right to express a possible need to adjust the Sustainability Policy, explaining the need and its circumstances. He shall inform the person responsible for the implementation of the Group's Sustainability Policy thereof, who, after considering the notification received and deciding that the adjustment would be advisable, shall submit appropriate recommendations to the Director General of the Group.

24. The Sustainability Policy shall be applied to the extent that it does not conflict with the laws and/or other legal acts of the Republic of Lithuania.

