

APPROVED  
by Order No. 1-29 of 8 December 2025  
of the Director of UAB Lithuanian Exhibition  
and Congress Centre LITEXPO

## LITHUANIAN EXHIBITION AND CONGRESS CENTRE SUSTAINABILITY POLICY

### CHAPTER I GENERAL PROVISIONS

1. The purpose of the Sustainability Policy of the Lithuanian Exhibition and Congress Centre LITEXPO (hereinafter – LITEXPO or the Company) (hereinafter – the Sustainability Policy) is to define LITEXPO's priority directions and objectives that shape the Company's sustainable operations. The Sustainability Policy contributes to the Company's reputation, shapes public perception and the views of its stakeholder groups regarding the Company, and enables LITEXPO to contribute to the sustainable development of the state.

2. In implementing the Sustainability Policy, the Company follows the European Sustainability Reporting Standards (ESRS), the provisions of the Law on the Accountability of Companies and Groups of Companies of the Republic of Lithuania, the recommendations of the Governance Coordination Centre, and good sustainability reporting practices. The Company aims to respect human rights and freedoms, promote and contribute to the development and growth of society, and, in accordance with the Paris Agreement on climate change, protect nature and the environment.

3. In developing sustainable operations and implementing the Sustainability Policy, the Company is guided by its vision, mission, values, and strategic directions of activity.

4. Terms and abbreviations used in the Sustainability Policy:

4.1. Clients – natural and legal persons who use or have expressed an intention to use the services provided by the Company.

4.2. Stakeholders – groups of society that the Company's activities affect or may affect positively or negatively, and whose actions may influence or have an impact on the Company's operations. In carrying out its activities, the Company considers the interests of stakeholders and aims to adopt decisions that meet their expectations. The Company's stakeholders include: the Company's shareholder, employees, clients, content partners, suppliers, the local community, and society.

4.3. GHG – greenhouse gases.

4.4. Sustainability – the development pathway of a modern state and society, based on three main elements: environmental protection, social responsibility, and governance (Environmental, Social, Governance, ESG).

### CHAPTER II SUSTAINABILITY PRIORITY AREAS AND OBJECTIVES

5. The Company's activities in the field of sustainability are inseparable from its long-term strategic directions and are implemented through the priority sustainability areas of environmental protection, social responsibility, and governance.

6. Objectives of the environmental area:

6.1. climate change;

- 6.2. pollution;
- 6.3. water and marine resources;
- 6.4. biodiversity and ecosystems;
- 6.5. resource use;
- 6.6. circular economy.
- 7. Objectives of the social responsibility area:
  - 7.1. own workforce;
  - 7.2. affected communities, consumers and end users;
  - 7.3. workers in the value chain;
- 8. Objective of the governance area:
  - 8.1. business ethics.

### CHAPTER III SUSTAINABLE OPERATIONS IN THE ENVIRONMENTAL AREA

9. The Company has established general environmental provisions and principles and implements them in accordance with the procedure set out in the Company's internal legal acts regulating environmental management.

10. In pursuing the environmental objective of Climate change, the Company aims to contribute to the goal of the Paris Agreement to achieve climate neutrality of the European Union by 2050 and takes actions to avoid negative impacts on climate change.

11. In implementing the Climate change objective, the key measures with the greatest impact are as follows:

11.1. Use of green energy. The Company increases the use of green energy produced from renewable energy sources in order to reduce environmental pollution and the amount of GHG emissions released into the environment due to electricity consumption required for the smooth operation of the Company, customer service, and the supply of electricity to workplaces. GHG emissions are calculated in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol), which comply with the requirements of the VSME standard;

11.2. Improving the energy performance of buildings. The Company seeks to improve the energy efficiency of the buildings it operates, thereby ensuring more efficient use of energy resources and reducing the amount of GHG emissions released into the atmosphere;

11.3. Reducing GHG emissions of clients and suppliers. Through the exhibitions and other events it organises, the Company encourages clients and suppliers to protect the environment and reduce the amount of GHG emissions generated in the production of goods or provision of services.

12. In pursuing the environmental objective of Pollution, the Company seeks to reduce waste generation, promote waste sorting, and encourage responsible use of resources during organised events.

13. In pursuing the environmental objective of Water and marine resources, the Company seeks to use water resources responsibly and ensure that its activities do not have a significant negative impact on water ecosystems.

14. In pursuing the environmental objective of Biodiversity and ecosystems, the Company seeks to responsibly maintain the territory it uses and promote the application of environmental principles through organised exhibitions and events.

15. In pursuing the environmental objective of Circular economy, the Company seeks to avoid negative environmental impacts arising from resource use through the reuse of materials and efficient

use of resources. The Company aims to apply reusable solutions and introduce environmentally friendly technologies in the organisation of exhibitions and other events.

## CHAPTER IV SUSTAINABLE OPERATIONS IN THE SOCIAL RESPONSIBILITY AREA

16. In pursuing the social responsibility objective related to its own workforce, LITEXPO aims to ensure appropriate working conditions for the Company's human resources (all employees of the Company), as regulated by the Labour Code of the Republic of Lithuania and the Company's internal legal acts governing remuneration principles, performance evaluation, additional benefits, working arrangements for employees, recruitment procedures for vacant positions, and other employment-related matters.

17. In implementing the own workforce objective, the key measures with the greatest impact are as follows:

17.1. Occupational health and safety. The Company ensures safe working conditions, takes care of employees' health and a positive working environment, and regularly organises preventive occupational health and safety training;

17.2. Additional benefits. In order to create a favourable working environment, maintain work-life balance and contribute to employee well-being, the Company applies a system of additional benefits for all employees;

17.3. Fair remuneration. By implementing a fair remuneration policy that ensures employee dignity, the Company seeks to provide appropriate pay for all employees;

17.4. Representation of employees' rights and interests. The Company bases its relations with social partners representing employees' interests on the principles of constructive social partnership, involving employee representative organisations in decisions related to Company management, employee well-being and strengthening mutual cooperation;

17.5. Employee privacy. The Company ensures the privacy of all employees and protects their personal data;

17.6. Equal treatment and equal opportunities. The Company seeks to ensure equal treatment and equal opportunities for all current and potential employees. Internal legal acts regulate equal opportunities, define training procedures and establish prevention of violence and harassment;

17.7. Corruption prevention. The Company operates in accordance with the approved Corruption Prevention Policy, committing to create a corruption-resistant environment, increase transparency and anti-corruption awareness, maintain zero tolerance for corruption in any form and implement measures to prevent any manifestation of corruption. The Company provides opportunities for employees and other stakeholders to anonymously report possible violations or potentially unlawful actions of Company employees and establishes procedures to address any potential corruption-related activities;

17.8. Ensuring equal opportunities. The Company ensures equal treatment and equal opportunities for all current and potential employees regardless of gender, race, nationality, language, origin, social status, beliefs or views, age, sexual orientation, disability, ethnic origin, religion or health condition;

17.9. Employee training. The Company seeks to ensure opportunities for continuous learning and professional development;

17.10. Prevention of violence and harassment. The Company aims to ensure the prevention of violence and harassment in the workplace, employees' psychological safety, and the creation of a safe

working environment, as well as to provide necessary assistance to persons who have experienced violence in the workplace or reported violence or harassment;

17.11. Workforce diversity. The Company seeks to ensure workforce diversity and representation of different age and gender groups at all levels of activity.

18. In pursuing the social responsibility objective related to workers in the value chain, the Company seeks to influence the value chain to ensure appropriate working conditions, equal opportunities and workforce diversity.

19. In implementing the objective related to workers in the value chain, the main measure with the greatest impact is the Supplier Code of Ethics. Through procurement processes, the Company seeks to influence value chain workers to ensure appropriate working conditions.

20. In pursuing the social responsibility objective related to affected communities, consumers and end users, the Company seeks to ensure satisfaction with the services provided, ensuring service quality, customer data security and non-discrimination of current and potential clients. The key measures with the greatest impact are as follows:

20.1. Privacy. The Company follows the requirements of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 (General Data Protection Regulation), the Law on Legal Protection of Personal Data of the Republic of Lithuania, and other legal acts regulating personal data processing and protection. The Company monitors how personal data is processed and identifies and mitigates risks to the rights and freedoms of individuals;

20.2. Safe environment. The Company seeks to ensure a safe event environment and convenient infrastructure for clients, visitors and event participants;

20.3. Non-discrimination. The Company aims to ensure equal access to services for all clients regardless of age, gender, beliefs, disability or other characteristics;

20.4. Education. The Company organises exhibitions addressing social needs, raising awareness of health, labour market and other topics related to public well-being;

## CHAPTER V SUSTAINABLE OPERATIONS IN THE GOVERNANCE AREA

21. In pursuing the governance objective of Business ethics, the Company seeks to contribute to social development and economic well-being by applying good governance practices in its activities.

22. In implementing the Business ethics objective, the key measures with the greatest impact are as follows:

22.1 Public procurement. The Company ensures that procurement processes are carried out in accordance with the principles of transparency, equal treatment, non-discrimination and proportionality. The procurement process aims to ensure rational use of the Company's funds, fair competition, and the integration of environmental, social responsibility and ethical business principles.

22.2. Whistleblower protection. The Company has internal legal acts regulating the management of personal data security breaches, which establish the classification of personal data breaches and their causes, as well as procedures for reporting violations. The Company ensures confidentiality for persons who provide information about violations;

22.3. Relations with suppliers. The Company complies with the legal acts of the Republic of Lithuania regulating public procurement. Fair treatment of existing and potential suppliers is ensured. Payment deadlines for services provided or goods purchased are respected as stipulated in procurement contracts, except in cases where, due to an unfavourable economic or financial situation

of the Company, payments may be delayed beyond the deadlines specified in the contract. In cooperating with suppliers and business partners, the Company seeks to ensure responsible and transparent cooperation, complies with international sanctions requirements, and assesses the reliability of business partners;

22.4. Risk management. In order to identify and assess events that may negatively affect the Company's operations, the Company implements a risk management process.

## CHAPTER VII FINAL PROVISIONS

23. In implementing the Sustainability Policy, the Company prepares a Sustainability Policy implementation report specifying planned actions and targeted results for the relevant year in each of the sustainability priority areas.

24. From 2026 onwards, the Company prepares an annual Sustainability Report, which is integrated into the Company's Management Report. The report presents the Company's annual activities in implementing the sustainable activity directions and objectives defined in this Sustainability Policy. The report is published on the Company's website.

25. A Company employee appointed by order of the Director is responsible for preparing the Sustainability Policy, initiating amendments, preparing annual action plans for its implementation, preparing sustainability reports, coordinating sustainability activities, and collecting and summarising sustainability indicator reports on a quarterly basis.

26. The Sustainability Policy is reviewed regularly, but at least once every two years, assessing materiality in the areas of environmental protection, social responsibility and governance, and updated as necessary.

27. All Company employees are informed of the Sustainability Policy in accordance with the established procedure.

28. The Sustainability Policy and its amendments are approved by the Director.

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