

Actions Taken and Initiatives Implemented in 2025

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Climate Change and Pollution	<ul style="list-style-type: none"> ✓ A contract was signed for the design and installation of an electric compressor for the reconstruction of the Jauniūnai gas compressor station (GCS); design works were launched. ✓ An international market consultation was announced and the procurement of a mobile compressor was initiated. ✓ A contract was signed for the acquisition of gas venting/flaring equipment. ✓ A contract was signed for the acquisition of stopple equipment; manufacturing and employee training were started. ✓ The use of biogas in the Company's facilities (for boilers and compressors) was initiated. ✓ An environmental impact assessment (EIA) screening conclusion was obtained for the modernization of the Panevėžys gas compressor station. ✓ Methane emissions measurements were carried out at the Jauniūnai GCS using drones.
Biodiversity and Ecosystems	<ul style="list-style-type: none"> ✓ The impact of operations on biodiversity is systematically assessed and managed. ✓ Environmental impact assessment documentation and Natura 2000 significance assessments are prepared. ✓ Compliance with legal requirements and ongoing environmental monitoring are ensured. ✓ Cooperation with stakeholders is continuously developed.
Circular Economy	<ul style="list-style-type: none"> ✓ Metals removed during pipeline maintenance and repair works were sent for recycling (100% in 2024–2025). ✓ Usable components are reused, while unusable materials are transferred to waste managers. ✓ Auctions of unused assets were organised for employees. ✓ In 2025, 50 pieces of furniture and 29 IT devices were sold, and 46 vehicles were donated to Ukraine. ✓ Waste generated in operations is sorted, with priority given to recycling. ✓ Contractors are required to sort waste at the point of generation and submit relevant reports. ✓ The Partners' Code of Ethics and supplier assessment system were updated to integrate circularity principles. ✓ Development of a sustainable supplier engagement programme was initiated.
Diversity, Equality and Inclusion	<ul style="list-style-type: none"> ✓ The Diversity and Inclusion Strategy continued to be implemented. ✓ The Group joined the Diversity Charter. ✓ The Company received three Equal Opportunity Wings awards. ✓ A Diversity Month initiative was organised, covering topics such as gender equality, stereotype awareness, mental health and respectful workplace culture. ✓ Employee discussions on DEI topics were held, and the insights gained were used for further planning. ✓ The Company joined the DUOday initiative aimed at the inclusion of people with disabilities in the labour market.
Training and Skills Development	<ul style="list-style-type: none"> ✓ The engineering competence development programme "Level_UP II" was implemented. ✓ The succession planning programme and talent development plans were reviewed and updated. ✓ A future skills map was prepared together with individual development plans. ✓ An internal training cycle, "Changing Energy!", was launched, focusing on energy transition and hydrogen (H₂) infrastructure. ✓ Competency matrices were updated and leadership development programmes were implemented. ✓ Training sessions were organised on digital literacy, artificial intelligence, anti-corruption, emotional wellbeing and operational efficiency. ✓ The e-learning system and internal knowledge-sharing initiatives continued to be developed.
Health and Safety	<ul style="list-style-type: none"> ✓ A health and safety culture maturity survey was carried out. ✓ The employee health insurance package was expanded. ✓ Emergency response, security and business continuity plans were maintained and implemented. ✓ Regular drills and employee training sessions were conducted. ✓ Occupational risk is continuously assessed through the DARSIS system.

	<ul style="list-style-type: none"> ✓ An ISO 45001-certified occupational health and safety management system applies to 100% of employees. ✓ In 2025, the system was successfully recertified.
Employee Engagement	<ul style="list-style-type: none"> ✓ An annual employee engagement survey was conducted and followed by a company-wide action plan. ✓ An Employee Value Proposition (EVP) programme was created. ✓ Organisational culture was strengthened through the development of values-based behaviour principles.
Human Rights	<ul style="list-style-type: none"> ✓ Equal opportunities, non-discrimination and ethics policies are applied. ✓ Regular training is provided on human rights and diversity topics. ✓ Social dialogue is ensured through works councils and trade unions. ✓ Human rights principles are integrated into supply chain management. ✓ Anonymous reporting channels are in place and responsible persons have been appointed. ✓ Policy effectiveness is regularly monitored and corrective actions are taken where necessary.
Affected Communities	<ul style="list-style-type: none"> ✓ Trust lines are in place for communities to raise concerns. ✓ Meetings are organized with municipalities and local communities. ✓ Early stakeholder engagement in projects is ensured. ✓ Information is communicated through media and social channels. ✓ Communities are provided with direct contact opportunities with project managers.
Consumers and End-users	<ul style="list-style-type: none"> ✓ The Company operates under a B2B model; impacts are managed through reliable infrastructure operation. ✓ Safe and uninterrupted energy transmission is ensured. ✓ Customer surveys are carried out and their results are used to improve operations. ✓ Structured stakeholder engagement methods are applied.
Corporate Culture, Corruption and Whistleblower Protection	<ul style="list-style-type: none"> ✓ An ISO 37001 anti-bribery management standard has been implemented. ✓ Mandatory personal data protection training is provided. ✓ Compliance audits were carried out and improvement areas were identified. ✓ Whistleblower protection and confidentiality are ensured. ✓ Employees are familiarized with the Code of Ethics. ✓ Positions exposed to higher corruption risk have been identified and publicly disclosed.
Supplier Relations	<ul style="list-style-type: none"> ✓ Suppliers are required to comply with the Partners' Code of Ethics. ✓ Supplier risk assessment and selection criteria are applied. ✓ Contract performance monitoring and control mechanisms are in place. ✓ Compliance with international sanctions is ensured across procurement processes. ✓ The average invoice payment term was 27.3 days.