eco baltia	**SUSTAINABILITY, ENVIRONMENTAL AND HUMAN RIGHTS COMPLIANCY POLICY**	**APPROVED:** AS "Eco Baltia" At the Management Board on 05.08.2026 **(Minutes No. 14/2026)** AS "Eco Baltia" At the Supervisory Board meeting on 30.09.2026 **(Minutes No. 31/2026)** **Revision No. 2**

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1. PURPOSE AND SCOPE OF THE DOCUMENT

AS Eco Baltia's SUSTAINABILITY, ENVIRONMENTAL AND HUMAN RIGHTS COMPLIANCY POLICY (hereinafter also referred to as the "Policy") has been developed with the aim of reducing the Group's adverse impact on society, the economy, social conditions, and the environment, and sets out the fundamental principles of sustainability, environmental, and corporate social responsibility at AS "Eco Baltia" and its group companies (hereinafter referred to as the "Group"). The Company conducts socially responsible business operations and adheres to the principles of integrity and transparency, ensuring the sustainable development of the Group's companies.

2. TERMS, ABBREVIATIONS, AND DEFINITIONS

Term / Abbreviation	Explanation
CO2-equivalent emissions	The amount of greenhouse gas emissions, expressed as the amount of carbon dioxide (CO2) that would have the same impact on the climate over a given period.
Green Procurement	A procurement process in which goods, services, or construction work are selected based on their environmental impact throughout their entire life cycle—from production to disposal. The goal is to purchase more environmentally friendly solutions that result in less pollution and lower resource consumption than alternatives with the same functionality.
Socially Responsible Business Practices	Business practices that consider economic, social, and environmental impacts, and that comply with ethical principles and regulatory requirements.
Circular Economy	An economic model aimed at preserving the value of products, materials, and resources for as long as possible by reducing the amount of waste and the consumption of new raw materials.
The Life Cycle of a Product or Service	All stages of a product or service's life cycle, from the extraction and processing of raw materials through to its use, reuse, recycling, or disposal.
Sustainable Transportation	Mobility and fleet solutions that reduce the impact on the environment and climate, primarily using low-emission vehicles—cars equipped with electric motors (BEVs) or plug-in hybrid engines (PHEVs) — in accordance with the Group's sustainability and environmental policy.

3. KEY ISSUES / DESCRIPTION / ACTION

3.1. General Questions

3.1.1. This policy applies to all Group employees, and Group companies share these guiding principles with their customers and suppliers. The policy is published on the websites of Group companies.

3.1.2. By sustainability, we mean sustainable development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

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3.1.3. Sustainability is a very important aspect of our operations, and our sustainability policy supports the fulfillment of our mission: "To find value in everything."

3.1.4. It is of great importance to the Group to meet the needs of today's customers by implementing new and innovative solutions and ensuring the company's efficient operation, while considering environmental protection aspects in the services it provides.

3.1.5. Eco Baltia has developed and approved Sustainability Strategies at both the Group level and the level of individual Group companies, which set out specific sustainability goals, action areas, and implementation measures in accordance with the guiding principles set forth in this Policy.

3.2. Basic Principles

3.2.1. Our operations are socially and environmentally responsible and economically viable.

3.2.2. We provide our customers with waste management and environmental services, as well as the return of secondary raw materials to the circular economy, which helps address sustainability issues such as global climate change and the transition to a circular economy.

3.2.3. We comply with regulatory requirements and international standards, and we work to ensure that all our operations are safe for our employees, the public, our partners, our customers, and the environment.

3.2.4. In conducting our business, we are committed to adhering to the principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Potential violations can be reported in accordance with the Whistleblowing and Complaint Handling Procedure.

3.2.5. We use natural resources responsibly and are actively working to develop even more sustainable solutions more effectively.

3.2.6. We collaborate with all stakeholders and participate in multilateral initiatives to develop even more sustainable solutions.

3.2.7. We act responsibly toward society and respect human rights everywhere we operate.

3.2.8. We ensure good corporate governance, provide fair and motivating compensation, improve workplace safety, the work environment, and working conditions, and develop our employees' skills and talents. The principles of good corporate governance and ethical business conduct—including issues related to conflicts of interest, gifts, donations, and lobbying—are set forth in the Group's Code of Ethics and related anti-corruption procedures.

3.2.9. We educate the public and participate in various initiatives related to resource conservation and waste sorting.

3.2.10. We conduct competitive business operations by increasing shareholder value.

3.3. Environmental Responsibility

3.3.1. We are committed to conducting our business in an environmentally friendly manner by making efficient use of our available equipment and using natural resources responsibly.

3.3.2. We assess the environmental impact of our services and products throughout their entire life cycle and continuously strive to minimize the impact of our business operations on the environment by using the best available technologies.



3.3.3. We promote the circular economy, primarily by returning available materials to the market with the maximum possible added value, as well as by developing a rational waste management system.

3.3.4. We are reducing the number of non-conformities and incidents resulting from our business operations that may affect the environment.

3.3.5. Our top priorities are mitigating climate change and conserving natural resources; therefore, we will also report on the resulting CO2-equivalent emissions and are working to reduce the proportion of waste sent to landfills.

3.3.6. We will set quantitative goals for our operational activities and monitor their achievement.

3.4. Economic Responsibility

3.4.1. AS "Eco Baltia" defines economic responsibility as competitiveness, outstanding performance, and market-driven production and service delivery that create long-term added value and ensure economic growth.

3.4.2. We contribute to the development of the industry by participating in the work of industry associations, supporting scientific activities and research, promoting innovation, and organizing discussions and conferences on the industry's development.

3.4.3. We promote the implementation of measures that meet the needs of businesses and stakeholders and that also help address global sustainability challenges.

3.4.4. We recognize that our business activities affect all stakeholders, both directly and indirectly, which is why we continuously assess our impact on the economy and living standards.

3.4.5. We partner with reliable and honest companies that act responsibly. We support the local community and implement innovative solutions. The Group systematically manages the risks associated with its operations and ensures the continuity of critical processes in accordance with the Risk Management Policy, the Business Continuity Policy, and the Due Diligence Procedure.

3.5. Social Responsibility

3.5.1. Impeccable workplace safety and a "zero" accident policy are among the operational goals of AS "Eco Baltia." Compliance with workplace safety and occupational health requirements is determined by each Group company's individual workplace safety procedure in accordance with the specific nature of that company's operations.

3.5.2. Our goal is to ensure a safe work environment for every employee, and it is every employee's responsibility to comply with workplace safety requirements. We are constantly making improvements in workplace safety and working conditions, and we promote employee education and awareness of workplace safety issues.

3.5.3. We set fair compensation and offer our employees additional benefits, and we promote the well-being of all employees, with a particular focus on work-life balance.

3.5.4. We adhere to human rights principles and the fundamental principles of diversity and inclusion. In our companies, we employ people with a wide range of skills, experience, qualifications, and cultural backgrounds, which enables us to better respond to the needs of our customers and business partners. We strive to remove barriers to employment by making job openings available to as broad a segment of the public as possible. The principles of human rights, equal treatment, and diversity are enshrined in the Group's Code of Conduct and in our Human Resources policies and procedures.



3.5.5. We are committed to our employees' development and continuing education through a variety of training programs, and we have created a platform to foster the growth of our talent.

3.5.6. We value the contribution each employee makes to the Group's operations. Our growth and the quality of our services are based on both the individual contributions and development of each employee and the collective efforts of the team. At all levels of the organization, we support employees who have the potential for professional and personal growth within the Group by offering them the opportunity to acquire additional skills through various training programs, take on additional responsibilities, and assume more senior positions.

3.6. Human Rights

3.6.1. The Group is committed to defending and respecting the human rights of all stakeholders affected by our business operations. This includes the following rights and principles:

3.6.2. Non-discrimination – we stand against any form of discrimination, harassment, and human rights violations.

3.6.3. Respect for rights and dignity – we ensure respectful treatment of employees, customers, suppliers, and other stakeholders, as well as respect for their rights.

3.6.4. Protection of labor rights – we support fair and decent employment for everyone, including the right to fair remuneration, reasonable working hours, and a safe and healthy working environment, ensuring compliance with applicable labor rights standards.

3.6.5. The Group is committed to integrating human rights considerations into its business decision-making process, including carefully assessing potential risks and opportunities before making decisions or entering into partnerships.

3.7. Cooperation with Stakeholders

3.7.1. The Group ensures fair and equitable treatment in its dealings with stakeholders and adheres to the principle of free and fair competition.

3.7.2. Cooperation with stakeholders takes place at the following levels, depending on the relevance and significance of the topic to the Group's business operations: consultations, seminars, discussions, engagement, and partnerships.

3.7.3. The most important stakeholders in our operations are employees, customers, competitors, suppliers, shareholders, investors, government agencies that regulate and influence our operations, local governments, and nongovernmental organizations (including the Latvian Employers' Confederation, the Latvian Chamber of Commerce and Industry, and the Latvian Association of Recycling Companies), the media, and local communities.

3.7.4. We have established personal data protection procedures that ensure compliance with applicable laws and regulations and protect the personal data held by the Group's companies. The procedures for data processing and protection are set forth in the Information (Data) Processing Regulations, the Personal Data Processing Notices, and the Confidential Information Classification Regulations.

3.7.5. We encourage our customers to provide feedback and suggestions for improvement through various channels so that we can continuously improve the quality of our services and processes.



3.7.6. The Group is open to establishing business relationships with partners whose professional capabilities, experience, and ethical principles align with our principles and established standards, regardless of the business partner's or its employees' nationality, political affiliation, race, gender, etc. The requirements applicable to business partners are set forth in the Group's Code of Ethics and the Business Partner Code of Conduct on Environmental and Social Issues.

3.7.7. We initiate and participate in community support activities in collaboration with other organizations, and we make social investments in the form of both financial contributions and donations of goods and services, in accordance with our sponsorship and donation guidelines. The procedures for donations and sponsorships are set forth in the Group's Donation Procedure.

3.7.8. The Group fulfills its due diligence obligations in the area of sustainability by assessing the potential adverse impacts of significant transactions, investments, as well as significant business partners and the supply chain on the environment and human rights, and by implementing measures to mitigate such impacts. The assessment and decision-making procedures are set forth in a separate Group procedure—the Procedure for Fulfilling Due Diligence Obligations in the Area of Sustainability and for Assessing the Risks of Significant Transactions and Projects on the Environment and Human Rights.

3.8. Basic Principles of Environmental Policy

3.8.1. The Group conducts its manufacturing operations and provides its services while assessing its environmental impact and interactions with the environment, striving as much as possible to reduce the impact of its operations on the climate, the environment, and biodiversity, by planning and implementing appropriate environmental protection measures.

3.8.2. Our goal is to raise awareness among the public, our employees, customers, and business partners about waste management and resource conservation, and to encourage a shift toward more sustainable and environmentally friendly daily habits.

3.8.3. The Group constantly strives to use safer, cleaner, and more advanced technologies. We support the introduction and application of technological innovations that enable the environment and the economy to coexist, thereby reducing emissions into the environment.

3.8.4. In the area of energy management, our goal is to use energy resources efficiently, support the procurement of energy-efficient products and services, and promote projects aimed at improving energy performance. Whenever possible, we use energy-efficient equipment to reduce the Group's resource consumption.

3.8.5. We support green procurement and its application to an ever-wider range of goods and services; we participate in and organize green procurement initiatives ourselves.

3.8.6. To promote environmental conservation and efficiency, we have implemented electronic communication channels with our customers and employees, such as e-signatures, email, social media, and e-service apps.

3.8.7. To the extent that it is appropriate in each specific case, we encourage you to avoid traveling in person to meetings, conferences, and similar events if other alternative methods—such as teleconferences or videoconferences—are available and practical.



3.8.8. When renewing its vehicle fleet, the Group prioritizes low-emission vehicles—cars equipped with electric motors (BEVs) and plug-in hybrid engines (PHEVs)—thereby reducing the fleet's CO2-equivalent emissions. The procedures for the purchase and use of company vehicles are governed by separate Group regulations.

3.9. Closing Questions

3.9.1. The policy is approved by the management board and the supervisory board of AS "Eco Baltia."

3.9.2. The Head of Sustainability is responsible for developing and updating the policy.

3.9.3. The Board reviews it at least once every three years and submits an updated version of the Policy to the Council for approval.

4. DOCUMENT VERSION HISTORY

Effective Date	Version No.	Description
03.02.2022	1	Original version of the document: Changes are not highlighted because the document has been completely revised

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