

UAB "BALTIC AMADEUS"**ENVIRONMENT POLICY**

2026-09-30

This Environmental Policy (hereinafter referred to as the Policy) reflects UAB BALTIC AMADEUS (hereinafter referred to as the Company) commitment to creating technological solutions that not only work effectively but also have the least possible impact on the environment. Our activities include the creation of information technologies, the development of systems, and the provision of digital services – and we understand that even digital activities have an impact on the environment and climate change – so we consciously seek to reduce this impact and act responsibly.

Compliance with ISO 14001:2015/Adm 1:2024 requirements is a value-based choice for us, promoting long-term business success in harmony with respect for the environment. This Policy is the basis for our environmental management system and applies to all areas of our activities.

GOALS AND COMMITMENTS

In order to operate responsibly, purposefully, and reliably, we:

- Ensure compliance with requirements – we comply with all legal requirements applicable to us in relation to the environmental impact of our activities, including national and international legislation, and take into account the expectations of the interested parties.
- Seek opportunities to reduce our impact on the environment and climate – we assess environmental aspects and factors that affect greenhouse gas (GHG) emissions, look for ways to optimize energy consumption, promote green programming, eco-friendly IT infrastructure practices, and other sustainable solutions.
- We strive for long-term and sustainable partnerships – we choose to work with partners and suppliers whose values are consistent with the principles of sustainable business, who have clear commitments to environmental protection and social responsibility.
- We raise employee awareness and responsibility by organizing training, sharing best practices, and encouraging each employee to contribute to the achievement of sustainability goals. We promote responsible behaviour in the use of energy and other natural resources, sorting or recyclables, and other aspects.
- We continuously improve our environmental performance – we set and regularly review environmental objectives and assess progress against objective indicators. We assess and manage environmental and climate change risks. Taking into account the results achieved and the context of our activities, we seek opportunities for performance improvement and continually improve the environmental management system in accordance with the principles and best practices of ISO 14001:2015/Adm 1:2024.

COMMUNICATION

- The Policy is published on the Company's website and is available to employees, partners, customers, and other interested parties.
- We respond to the expectations of the interested parties and communicate our decisions.

REVIEW

The Policy is reviewed at least once a year or when there are significant changes in the Company's activities, risks, legal requirements, applicable standards, or the requirements of customers and other Interested parties.

MANAGEMENT COMMITMENT

This Policy is approved by order of the Chief Executive Officer, and the Company's senior management assumes responsibility for its implementation, maintenance, continuous improvement, and ensures the necessary resources and conditions for the effective operation of the quality management system.

CEO Andžej Šuškevič