

Material
HDPE

Neck Finish
28/18

Application
Food Products

Wall Thickness
0,3 mm

65,3 mm

60,2 mm

22

UAB "PLASTIKSĖ"

SUSTAINABILITY REPORT

2025

Volume
500 ml

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Overview. General information

About the Sustainability Report

Taking into account environmental and social challenges, UAB „PLASTIKSĖ“ (hereinafter referred to as UAB „PLASTIKSĖ“ or the Company) consistently integrates sustainability principles into its activities, recognizing that sustainability-related solutions contribute to the development of responsible activities, strengthening long-term resilience, and creation of value for employees, customers, suppliers, and other relevant parties. This report is the third Sustainability Report prepared by the Company.

Information related to sustainability issues is provided when it is relevant, taking into account the specific circumstances of the Company's activities. This Sustainability Report has been prepared on a voluntary basis, in line with Commission Recommendation (EU) 2025/1710 on a voluntary sustainability reporting standard for small and medium-sized undertakings (VSME)¹. Information is disclosed in accordance with the Basic and the Comprehensive modules. The data presented in the report covers only the activities of UAB "PLASTIKSĖ".

About the Company

UAB "PLASTIKSĖ" was founded in 2000 and has been successfully operating in the market for 26 years. Its main activity is classified under NACE code 22.22 – manufacture of plastic packing goods. The Company manufactures plastic packaging – bottles, jars, tanks, caps and lids, for the food, pharmaceutical, chemical and cosmetics industries.

Key data about the Company in 2025:
Number of employees – 304 (2024 – 296)
Revenue – 31.6 million EUR (2024 – 26.7 mln. EUR)
Balance sheet assets – 24.2 million EUR (2024 – 22.7 mln. EUR)

Geographical location of properties owned, rented or managed

Object	Address	Postal code	City	Country	Coordinates
Registered office	Stoties St. 63	LT–21366	Vievis	Lithuania	54.781940, 24.802800
Warehouse	Stoties St. 63	LT–21366	Vievis	Lithuania	54.781940, 24.802800
Industrial and warehousing areas	Stoties St. 46	LT–21366	Vievis	Lithuania	54.784317, 24.801388

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32025H1710&qid=1775904790697>

In June 2025, the Company received the EcoVadis Bronze Level rating for the second time. This reflects the Company's continued focus on environmental protection, social responsibility and business ethics, as well as its commitment to operating responsibly. The EcoVadis rating is based on international standards and evaluates the performance of companies in the areas of environment, labour and human rights, ethics and sustainable procurement. In addition, the Company is certified according to the ISO 9001 and FSSC 22000 certification schemes, which are regularly monitored through surveillance audits. This reflects the Company's focus on quality management, food safety and the reliability of its operational processes.



Practices, policies and future initiatives for transitioning towards a more sustainable economy

Practices, policies, and future initiatives for transitioning towards a more sustainable economy include actions the Company takes to reduce its negative impact and/or increase its positive impact on people and the environment, in order to contribute to a more sustainable economy. This includes the Company's deliberate and targeted actions to reduce water and electricity consumption, reduce greenhouse gas (GHG) emissions, as well as initiatives aimed at improving working conditions and equal treatment in the workplace, and promoting the training of the Company's employees.

In 2023, the Company developed and implemented Sustainability and Environmental policies, which guide the Company's activities with the aim of reducing the impact of its activities on the environment. In 2024, the Sustainability Policy was updated. The policy sets out principles related to the responsible use of resources, the reduction of environmental impact, business ethics, working conditions and social responsibility. The Sustainability Policy helps the Company to ensure that sustainability aspects are included in decision-making. The Sustainability Policy is available on the Company's website – [Sustainability – Plastikse](#). The Director of UAB "PLASTIKSĖ" is responsible for setting sustainability goals and overseeing their implementation together with the heads of departments.

Taking into account the activities carried out, the business environment and the expectations of stakeholders, the Company identified material sustainability topics during the double materiality assessment carried out in 2024. These areas include employees' rights, health and safety, product quality and safety, waste management, pollution, application of circular economy principles, risk management, business ethics, responsible marketing, affected communities, energy management, and employee training and engagement.

The initiatives undertaken by the Company are aimed at reducing its environmental impact, with a special focus on optimizing energy consumption, reducing waste generation and strengthening pollution control. As part of its social responsibility efforts, the Company also plans measures to strengthen employee inclusion and training. In the future, the Company intends to implement sustainability initiatives, such as the expansion of the use of renewable energy sources, implementation of energy consumption management measures and the application of circular economy principles in manufacturing. These initiatives will help to create more sustainable operations and contribute to a long-term positive impact on the environment and society.

Practices, policies and future initiatives for transitioning towards a more sustainable economy

Sustainability topic	Does the Company have a policy, practice or initiative in place?	Is it publicly available?	Brief description of the policy, practice or initiative and related actions	Do the policies include targets?
Climate change	Yes	Yes	- Reducing greenhouse gas emission intensity - Optimizing energy consumption - Environmental risk assessment and prevention - Use of renewable energy sources.	Reduce GHG emissions intensity per tonne of raw materials processed compared to 2024: 2026 – 2% 2027 – 3% 2028 – 5% 2030 – 8% Reduce energy intensity per tonne of raw materials processed: 2025 – carry out an energy cost analysis and identify the most energy intensive activities. 2026 – reduce energy intensity per tonne of raw materials processed by 2% compared to 2024 and provide staff training on energy efficiency. 2027 – reduce energy intensity per tonne of raw materials processed by 4% in 2027 compared to 2024 by introducing energy management measures. 2028 – reduce energy intensity per tonne of raw materials processed by 6% in 2028 compared to 2024 through process improvements. 2030 – introduce energy management systems according to ISO 50001. Increase renewable energy generation: 2025 – develop an additional solar power plant project. 2026 – to install additional solar power modules. 2028 – increase energy generation to 7% of the Company's needs.
Pollution	Yes	Yes	- Reducing the use of hazardous chemicals in product manufacturing. - Minimising the discharge of pollutants into the nature via surface water.	Improve policies to reduce air pollution: 2026 – develop a plan to monitor air pollution indicators. 2027 – conduct an inventory analysis of air pollution sources and their emissions. 2028 – install the Company's pollution monitoring system. 2030 – introduce additional pollution control measures in production processes. 2031 – reduce the pollutants air emissions by 10% compared to 2026.

Sustainability topic	Does the Company have a policy, practice or initiative in place?	Is it publicly available?	Brief description of the policy, practice or initiative and related actions	Do the policies include targets?
Water and marine resources	Yes	Yes	Improving the efficiency of the use of raw materials and natural resources	No
Biodiversity and ecosystems	No	N/A	N/A	N/A
Circular economy	Yes	Yes	- Reducing waste generation and ensuring proper waste management. - Applying circular economy principles to supply chains, procurement procedures and the development of services and products.	Reduce waste generated in production processes compared to 2024: 2025 – 3% 2026 – 5% 2027 – 8% 2028 – 10% 2030 – 12%
Own workforce	Yes	No	- Ensuring the implementation of policies to prevent psychological violence, mobbing, manage psychosocial risks and create a safe working environment. - Developing qualification improvement plans and organising training. - A mechanism for reporting potential violations, unethical or unfair conduct.	Improve policies on employee diversity and inclusion: 2027–2028 – ensure at least 40% of women in management positions. Encourage employees' professional development by providing training per employee per year in: 2025 – 4 hours 2026 – 8 hours 2027 – 12 hours 2028 – 14 hours
Workers in the value chain	Yes	No	Monitoring compliance with the Supplier Code of Ethics, which sets expectations regarding high standards of business ethics, labour and human rights, and environmental protection.	Improve supply chain transparency: 2025 – 2026 – analyse the sustainability requirements of suppliers and establish a clear assessment of sustainability risks in the supply chain. 2027 – 40% of suppliers will be involved in the sustainability assessment. 2028 – 50% of suppliers would have signed the Supplier Code of Conduct and 80% in 2029.
Affected communities	Yes	Yes	Engaging with stakeholders to implement appropriate measures aimed at reducing potential environmental impacts.	No

Sustainability topic	Does the Company have a policy, practice or initiative in place?	Is it publicly available?	Brief description of the policy, practice or initiative and related actions	Do the policies include targets?
Consumers and end-users	No	N/A	N/A	N/A
Business conduct	Yes	No	- Ensuring the implementation, oversight and control of corruption prevention policies, including requirements related to gifts, other benefits and conflicts of interest. - Promoting compliance with the highest standards of business ethics in the supply chain. - Ensuring the review and investigation of information received through the internal reporting channel regarding potential violations.	Establish an effective mechanism to prevent corruption: 2026 – identify employees in roles with elevated risk exposure and begin targeted anti-corruption training. Communicate the Company's anti-corruption policy to all employees through internal communication channels. 2027 – 100% of the employees in roles with elevated corruption risk must be trained. 2028 – publish the anti-corruption policy and relevant guidelines on the Company's website and internal platforms. Provide a framework of measures to create a transparent environment within the Company: 2026 – conduct a risk assessment to evaluate potential corruption vulnerabilities across business functions. 2027 – conduct a study on tolerance of corruption. 2028 – develop and adopt a Corporate Transparency Policy

Environmental information

GHG emissions and energy

Climate change-related impacts are largely driven by energy consumption. Energy consumption includes the use of both renewable and non-renewable energy sources. For more than 6 years, the Company has been using only renewable energy in its activities (certificates issued by UAB "Enefit"). The Company seeks to develop an energy-efficient and environmentally friendly business, and is therefore also a producer of renewable solar energy. Renewable solar energy has been produced since 2022 through a 615 kW solar power plant and is used in the Company's activities (certificates issued by UAB Eternia Solar LT). The Company does not use any fossil fuels to heat its buildings. In winter, residual heat from the production process is used to heat the production premises, while the administrative premises are heated with electricity. The Company does not compensate for its energy consumption with the energy it produces. In 2025, the Company's activities consumed 11134 MWh of electricity,

compared with 9977 MWh in 2024. The Company produced and consumed 518 MWh of renewable electricity. This represents almost 5% of the total electricity required for the Company's operations.

Total energy consumption in 2025

	2025	2024	Change, %
Energy from renewable sources (MWh)	11 134	9 977	+11.6
Energy from non-renewable sources (MWh)	–	–	–
Total Energy Consumption (MWh)	11 134	9 977	+11.6

In 2025, the Company had set a target to conduct an energy consumption analysis and identify its most energy-intensive activities, however this target was not achieved during the reporting period. Instead, the Company strengthened its energy management approach through other measures and purchased a battery energy storage system, with commissioning scheduled for the first half of 2026. In addition, in 2025, the Company planned to prepare a project for an additional solar power plant. The implementation of this goal has been postponed to 2026–2027, following a revision of the Company's investment plans and a decision to prioritise investments in electricity storage solutions.

The Company calculated its gross greenhouse gas (GHG) emissions in tonnes of CO₂ equivalent (tCO₂e) to understand the environmental impact of its operations and identify opportunities to reduce them. These emissions include Scope 1 (direct) emissions and Scope 2 (indirect) emissions.

Scope 1 GHG emissions include direct emissions from sources owned or controlled by a Company. This includes vehicles owned or rented by a Company and other fuel-consuming equipment that emit carbon dioxide during the combustion process. The quantities of fuel consumed by the Company were obtained from the internal accounting system. Consumption data is collected in litres.

Scope 2 GHG emissions are emitted indirectly – from the production of purchased electricity consumed by the Company. The source of consumption data is invoices. When calculating Scope 2 GHG emissions, both the market-based and location-based methods were applied. The location-based method reflects the average pollution intensity of the electricity grid, while the market-based method calculates GHG emissions based on the emissions of the contracted producers. UAB "PLASTIKSĖ" uses only renewable electricity. The use of renewable electricity does not leave a CO₂ footprint, so the Scope 2 CO₂ emissions calculated by the market-based method for that amount of energy are zero. The Company

seeks to develop an energy-efficient and environmentally friendly business in the long term, therefore it constantly evaluates additional opportunities to produce renewable energy for its own needs.

For the purposes of calculating Scope 1 emissions, the DEFRA (*Department for Environment, Food & Rural Affairs*) emission factors applicable to the relevant reporting period are applied. For the calculation of Scope 2 emissions, the 2024 AIB (Association of Issuing Bodies) European Residual Mix emission factors were used. An operational control method has been chosen for the emissions inventory, which allows accounting of all GHG emissions that the Company controls. The amount of GHG emissions in the table below is rounded to the nearest whole number.

GHG emissions

	GHG emissions (tCO ₂ e)		Change, %
	2025	2024	
Scope 1	88	107	-18
Scope 2 (location-based method)	1 322	1 121	18
Scope 2 (market-based method)	0	0	–
Total (location-based method)	1 411	1 229	15
Total (market-based method)	88	107	-18

As production volumes, revenue and the number of employees continued to grow, the Company's total GHG emissions also increased. While total GHG emissions increased by 15% compared to 2024, the GHG emissions intensity indicator per euro of revenue decreased by 3% over the same period. In 2025, the Company generated 0.00004465 tonnes of CO₂ for every euro earned, compared to 0.00004606 tonnes of CO₂ in 2024. This means that in 2025 there were 4.46 tonnes of CO₂ per 100 thousand EUR of revenue, compared to 4.60 tonnes of CO₂ in 2024. The Company also monitors the GHG emissions intensity indicator per tonne of recycled raw material. Although no target was set for this indicator in 2025, it decreased by 8.53% compared to 2024.

Pollution

UAB "PLASTIKSĖ" monitors and manages pollution in order to reduce the negative impact on the environment and comply with the regulatory requirements. Regular pollution tests of surface rainwater carried out by third parties help the Company to monitor the state of the environment more effectively. Surface rainwater that has not been absorbed into the ground, but instead enters the sewage from impermeable surfaces (sidewalks, streets, parking lots) or from the roofs of buildings. These wastewaters may contain suspended solids (SS), which include particulate matter that can settle at the bottom of the water, biochemical oxygen demand (BOD7), which indicates the amount of organic matter discharged, expressed as the equivalent of the oxygen content required to decompose those substances under natural environmental conditions, and petroleum products, which are chemically active and environmentally harmful substances. In 2025, the total amount of pollutants discharged into water with surface rainwater decreased by 44% compared to 2024. Although the BOD7 rate increased, the overall change was due to a significant reduction in the amounts of pollutants from suspended solids and petroleum products. Pollutant emissions are presented in kilograms (kg), indicating whether they are released into the air, water or soil.

Pollutants emitted by the Company into the environment

Pollutant	Emissions (kg)		Change, %	Medium of release (Air, water, soil)
	2025	2024		
suspended solids (SS)	90	222	-60	Water
BOD7	49	24	104	Water
Petroleum products	2	6	-67	Water
Total	141	252	-44	Water

The Company is equipped with wastewater treatment facilities. The equipment is maintained periodically. Monitoring of pollutants discharged with surface wastewater into the natural environment is carried out regularly, once a quarter. The designated responsible person collects samples for testing on a regular basis, according to the established schedule. Samples are tested in accredited laboratories. No exceedances of the applicable limits have been recorded by the Company.

Water

Water is not used in the production of products. Nevertheless, clean and high-quality water is very important for the Company's activities. Taking into account the activities of the Company, employee hand hygiene is a priority in order to prevent microbiological contamination of the product. Therefore, water quality is tested at least once a year by independent accredited laboratories to verify whether its microbiological and chemical indicators comply with hygiene standards. The Company is also equipped with a special filtration system to ensure that employees have high-quality drinking water (cold, carbonated and hot). According to the water supplier's accounts, the amount of water consumption of the Company is zero, as all water used is returned to wastewater.

To assess baseline water stress in the areas where the Company operates, the Company used the World Resources Institute's "Aqueduct" Water Risk Atlas. Values above 40% indicate that water stress is high.

Water withdrawal data and amount of water per employee

	Water withdrawal (m³)		Change, %
	2025	2024	
All locations	2 106	1 787	18
Areas located in areas facing water scarcity (>40%)	2 106	1 787	18
Amount of water per employee, m3	6.93	6.04	15
Total	2 106	1787	18

Since water is not used in product manufacturing, the increase in water withdrawal was mainly driven by the growing number of employees and the related higher demand for water for employee needs, including hygiene and drinking water. Compared to 2024, total water withdrawal increased by 18%, while water withdrawal per employee increased by 15%.

Resource use, circular economy and waste

The circular economy model is based on the use of resources in such a way that they can be reused, recycled or used to produce new products. UAB "PLASTIKSĖ" seeks to apply the principles of circular economy in its activities, which promote efficient use of resources and reduction of waste. The Company has implemented a quality management system, and a responsible purchasing process has been approved, which the Company relies on when purchasing certified goods and services. The Company also makes efforts to educate customers and communities about the reuse of products, the colour of PET/rPET packaging, encouraging the choice of transparent PET/rPET packaging as a priority, as well as HDPE and PP packaging, and emphasizing the importance of collecting PET packaging. The Company aims to inform the public why PET packaging needs to be collected, how it is recycled, and how it is returned to the production of new packaging. The Company also offers customers alternatives to labels, such as printing directly on the bottle, which improves the quality of the recyclable PET bottle. It is a solution that contributes to the implementation of circular economy principles and creates opportunities for PET bottles to be returned for further recycling. The Company aims to develop a recycling strategy for other types of plastic (PE, PP) waste generated in production to address the challenges posed by plastics throughout all stages of production.



The Company, in its activities, follows an environmental policy that defines the objectives related to the principles of the circular economy:

Recyclable and reusable packaging.

The Company chooses products whose packaging is recyclable or reusable, already at the purchase stage.

Improvement of the waste management system.

The Company is constantly improving its waste management systems to make them flexible and adaptable to growing needs.

Waste sorting.

The Company sorts glass, plastic by type, paper and metal in accordance with the requirements of legal acts.

Waste reduction in production.

The Company reduces the total amount of waste by using production residues and scraps to produce new products, in accordance with Good Manufacturing Practices (GMP).

Use of recycled PET.

The Company has replaced part of its virgin PET with recycled PET, thus reducing its dependence on new raw materials.

Employee education and engagement.

The Company systematically educates and engages employees in waste sorting and recycling programs.

The equipment used in the production and quality control of products is certified and regularly maintained. Laboratory equipment is subject to monitoring and inspection plans and related records. In 2025, the Company invested in upgrading the production process and installed 7 new production units: 2 of them replaced previously used equipment, and 5 were new, more efficient units.

Raw materials used in the production of products are also purchased according to agreed and approved criteria only from approved suppliers. Raw materials have their own document database and the necessary certificates, while rPET raw materials have additional documentation, and only EFSA (the European Food Safety Authority) approved recycled plastic raw materials are used. Production employees are educated about sorting defective products, secondary and tertiary packaging. The Company applies plastic sorting rules, according to which raw materials are divided both by chemical composition and colour, as well as by polymer type (PP, rPET, PET, HDPE) in order to ensure efficient and circular recyclability. Correctly sorted waste is handed over only to entities approved in the Register of Waste Managers. The Company has ensured all the conditions for waste sorting, including batteries, electronics, and deposit packaging.

Waste

During the reporting period, the Company generated 117.22 t of waste, compared to 61.75 t in 2024. Of these, 106.12 t consisted of non-hazardous waste (in 2024 – 57.14 t), and 11.09 t – hazardous waste (in 2024 – 4.61 t). Compared to 2024, the total amount of waste increased by 89.8%. The Company did not reach its 2025 target of a 3% reduction in waste compared to 2024. The increase in the amount of waste generated was mainly due to increased production volumes and higher quality requirements from customers. The largest share of non-hazardous waste consisted of paper and cardboard packaging, PET packaging, other plastic packaging and otherwise undefined fractions. Non-hazardous waste was sorted, and most of it was diverted for recycling or reuse. In 2025, 83.84 t of waste was diverted for recycling or reuse (in 2024 – 52.71 t), which accounts for 79.01% of all non-hazardous waste. At the end of the reporting period, 0.5 t of paper and cardboard and plastic waste was stored on the Company's premises and will be handed over to an authorized waste management company for recycling or reuse.

Hazardous waste such as engine, gearbox and lubricating oil, packaging containing residues of hazardous chemicals, and other hazardous waste was managed in accordance with legal requirements and transferred to authorised waste management companies for recovery or disposal.

Amount of waste generated in 2025

	Waste generated in 2025, tonnes		
	Total amount of waste generated	Waste diverted for recycling or reuse	Waste diverted for disposal
Paper and cardboard packaging	35.72	35.27	
Other plastic packaging	21.84	21.76	
Fractions not otherwise defined	21.75		21.75
PET packaging	26.81	26.81	
Total non-hazardous waste:	106.12	83.84	21.75
Other engine, gearbox and lubricating oil	6.52		6.49
Metal packaging, including compressed air containers, containing hazardous solid porous binders	0.04		0.04
Other hazardous ingredients	0.45		0.45
Packaging containing or contaminated with residues of hazardous chemicals	0.07		0.06
Lubricated water for petroleum products/water separators	3.50		3.50
Mixtures of gravel traps and waste mixtures of petroleum products/water separators	0.50		0.50
Absorbents, filter materials (including lubricant filters not otherwise specified), cloths, protective clothing contaminated with hazardous chemicals	0.01		0.01
Total hazardous waste:	11.09	0.00	11.06
Total waste:	117.22	83.84	32.81

Raw material flows

The plastic manufacturing sector uses large raw material flows, therefore the annual mass flow of raw materials is an important indicator that shows the Company's dependence on the materials used in production. During the reporting period, the Company consumed 7,974 tons of raw materials (in 2024 – 6,352.7 t), including PET, rPET, PP bottle caps, HDPE caps, PP bottles, paints and PET bottle preforms. Compared to 2024, the amount of raw materials consumed increased by 25.5%, due to a significant increase in production volumes.

Despite the increase in the overall demand for raw materials, the Company has consistently increased the use of recycled materials in production. The Company uses 100% recycled plastic to produce rPET packaging, and the total use of recycled plastic for the production of the Company's products in 2025 accounted for 45% of the total raw material consumed (27% in 2024). The share of recycled plastic increased by 18% over the year shows the significant progress of the Company in reducing dependence on primary raw materials and strengthening the application of circular economy principles in production processes.

In 2025, one of the most important developments was that the Company obtained EFSA (the European Food Safety Authority) approval for in-house rPET production. UAB "PLASTIKSĖ" seeks to apply the principles of the circular economy in its activities, therefore, after receiving this approval, the Company has started to recycle low-quality products produced during production – in some formulations, about 10% of production waste is reused.

As part of its efforts to strengthen the application of circular economy principles in the Company's activities, in 2025 UAB "PLASTIKSĖ" started the certification process for the "RecyClass Recycled Plastics Traceability Certificate". This certificate confirms that the Company has a reliable recycled plastic traceability system and correctly declares the amount of recycled plastic in its products. Such traceability is important to meet sustainability requirements, ensure greater market transparency, meet customer expectations and correctly declare the share of rPET in products.



Social information

General characteristics

UAB "PLASTIKSĖ" ensures working conditions that support employee well-being. The Company has implemented a remuneration system, internal work rules, a policy on ensuring employees' psychological safety and its implementing procedure, an equal opportunities policy, and a sustainability policy, which help to maintain a transparent and safe working environment.

From 2022 to 2025, the number of employees of the Company grew consistently. The growth was driven by increased production capacity, expanded customer base, and increased customer needs and sales. During this period, the number of employees grew by almost 64%. In 2025 the Company's average number of employees was 304. Employment contracts are concluded by the Company in accordance with legal requirements. All employees of the Company work under standard permanent employment contracts.

Distribution of employees by type of employment contract

Type of employment contract	Average number of employees		Change, %
	2025	2024	
Fixed-term contract	0	7	–
Permanent contract	304	289	5
Total	304	296	2.7

Promoting employee diversity, inclusion and well-being benefits both employees and the Company and supports sustainable growth. The Company does not discriminate on the basis of gender, age, political or religious beliefs. The Company aims to ensure diversity and equal opportunities for all employees. In 2025, the gender distribution of employees remained broadly stable compared to 2024, with women accounting for 59% and men accounting for 41% of all employees. No incidents of discrimination, including harassment, were identified at the Company in 2025.

Gender distribution of employees

Gender	Average number of employees		Distribution of employees, %	
	2025	2024	2025	2024
Male	125	118	41	40
Female	179	178	59	60
Total	304	296	100	100

In 2025, the Company introduced a new HR management system "*Alna Business*" with integrated employee self-service. This solution helped reduce the administrative burden, automate previously manual processes, improve data accuracy, and provide employees with more convenient access to managing certain employment-related processes electronically.

Employee turnover includes employees who have left the Company for a variety of reasons, including voluntary departure, dismissal, or retirement. This indicator is calculated by dividing the number of employees who left during the reference period by the average number of employees during the same period and multiplying by 100. In 2025, the employee turnover rate was 15.8 % (25 % in 2024). Employee turnover was mainly driven by work schedule arrangements, particularly the challenge of combining shift work, especially night work, with personal and family responsibilities. It was also influenced by changes in place of residence, family circumstances, remuneration-related considerations, and the more frequent occurrence of shorter-term employment in unskilled positions.

Health and safety

UAB "PLASTIKSĖ" takes care of the health and safety of employees in order to ensure a safe working environment and reduce the risk of accidents. Safety risks are constantly assessed in the workplace and preventive measures are applied to the identified hazardous areas. All production and warehouse employees are equipped with certified personal protective equipment that meets the requirements of national legislation and EU Regulation (EU) 2016/425. Workwear is regularly provided and carries a valid CE marking, is easily traceable, and its supply and maintenance are ensured by UAB Elis Textile Service, which has ISO 9001 and ISO 14001 certificates. Employees are also equipped with protective shoes, visors, eye, hearing and hand protection, and other necessary protection. Guests and customers arriving at the Company are also equipped with the necessary protective equipment (helmets, vests, goggles or visors, hearing protection, closed footwear or overshoes) according to the area visited and possible safety risks. This ensures that everyone at the Company – both employees and guests – adheres to the same safety standards.

During the reporting period, no accidents at the workplace were registered in the Company. One accident was recorded while an employee was performing compulsory military service in the Lithuanian Armed Forces. Since this incident was not related to the Company's working environment or the employee's work functions, the Company did not apply additional safety measures regarding this case. However, the Company constantly assesses safety risks and applies preventive measures to hazardous areas and regularly conducts occupational safety training, updates occupational risk assessments and evacuation plans to ensure the safety of employees. On average, there are 0.3 accidents per 100 full-time employees per year, based on the assumption that one full-time employee works an average of 2,000 hours per year.

Remuneration, collective bargaining and training

In the Company, all employees receive a salary that is equal to or higher than the national minimum wage, regardless of the type of employment contract or level of their position. A pay policy (the employee remuneration system) ensures that any discrimination on gender and other grounds is avoided. Men and women are paid equal pay for the same or equivalent work. The Company's efforts to ensure adequate wages and opportunities for employee development contribute to the long-term competitiveness of the Company and the strengthening of its organisational culture. In 2025–2026, the Company is reviewing and updating the salary system in order to adapt it to the requirements of transparent remuneration and gender-neutral remuneration criteria.

In 2025, the pay gap between men and women was 20.5%. This difference is due to the distribution of job functions by position: almost 60% of the Company's employees are women, a large proportion of whom work as packers on the production line – these are positions that are characterized by lower pay. Meanwhile, most men work in technical positions in manufacturing, such as mechanics or operators, which are characterized by higher qualification requirements, longer training periods, and greater responsibilities, resulting in higher pay for these positions. The Company constantly assesses this difference, analyses the reasons and, if necessary, adjusts its remuneration policy to ensure equal opportunities for all employees, consistently reduce the pay gap, and ensure that the remuneration structure is in line with the principles of equal opportunities. The Collective Agreement is not applicable in the Company.

Training and professional development of employees at UAB "PLASTIKSĖ" is an important part of the Company's activities. The Company provides equal opportunities to seek professional development, improve qualifications, retrain and gain work experience. In 2025, the Company's goal was to provide an average of 4 hours of training per employee per year, but this goal could not be achieved in full – an average of 3.8 hours of training per employee per year. This was mainly influenced by intensive production activity. In 2025, the main focus was on internal training, which was not always fully reflected in the training records. In addition, part of employees' competencies was developed through participation in international exhibitions and conferences, although these activities were not included in the formal training records. In the coming years, the Company plans to review the practice of organizing training and take additional actions to ensure the improvement of employees' qualifications.

Business ethics

Convictions and fines related to bribery and anti-corruption

The Company has had a corruption prevention policy in place since 2023. The policy applies a zero-tolerance approach to corruption and bribery, which is in line with the United Nations Convention against Corruption. The policy sets out the actions that employees must follow when faced with corruption. During the reporting year, no convictions were registered and no fines were imposed for violations of the laws on corruption and bribery.

Comprehensive module

Market situation. Strategy, business model



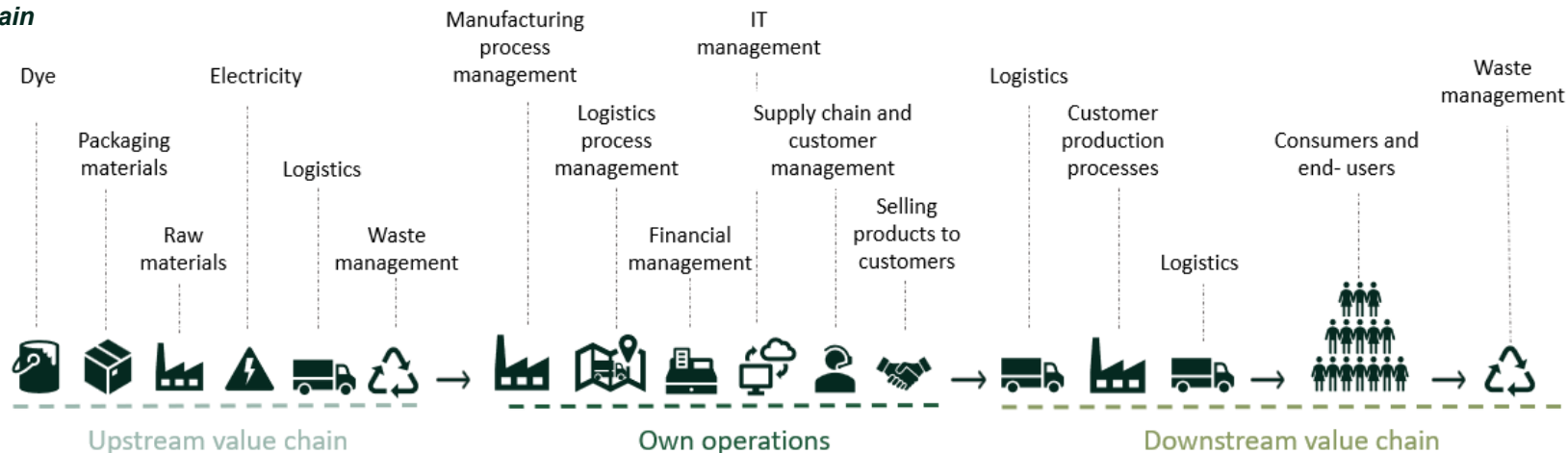
UAB "PLASTIKSĖ" specializes in the production of high-quality plastic packaging products – bottles, jars, tanks, caps and lids for the food, pharmaceutical, chemical and cosmetic industries. The Company operates in the B2B sector and produces PET and rPET (PCR) bottles of various sizes – from 10 ml bottles to 8 l tanks. Since 2013, the Company has been producing and supplying HDPE plastic ROPP-standard caps, and since 2016, the Company has also been producing PP caps for jars. As its sales and market presence expanded, in 2017 the Company was certified according to the requirements of the FSSC 22000 standard. Later, the Company also implemented the ISO 9001:2015 standard. The Company is constantly looking for innovative ways to contribute to the creation of a sustainable economy and long-term value, and therefore prioritizes employee well-being, energy efficiency and circular economy solutions in production.

The Company's customers are European manufacturers of food, pharmaceutical, chemical and cosmetic products, as well as wholesale packaging distributors, which value the quality of the Company's products and service. All of the Company's products are adapted to the individual needs of customers, and the Company seeks to ensure reliability, innovative solutions and a prompt

response to any issues that arise. Currently, the Company can offer customers a complete plastic packaging solution, including a jar, a cap, printing on products and labelling according to the customer's wishes.

At the beginning of 2025, the Company conducted a comprehensive assessment of the participants in its value chain. The stability and efficiency of the Company's operations are ensured by close cooperation with key suppliers, who help to guarantee reliable supply and high quality, which is especially appreciated by the customers of UAB "PLASTIKSĖ". The Company works closely with suppliers, including paint manufacturers, suppliers of packaging materials and other raw materials necessary for production, logistics and waste management service providers. Relationships with these suppliers are focused on ensuring smooth and efficient operations that meet the Company's business objectives.

Value chain



Successful operations are not possible without meaningful dialogue with stakeholders. The Company actively communicates with stakeholders to integrate their expectations and interests into its strategy:

Employees. We promote employee development and safe working conditions. We organize training, surveys, ensure employees' professional development and fair pay.

Suppliers. We regularly cooperate on quality assurance issues in order to achieve stable supply and high quality of the services and products provided.

Customers. We ensure high-quality products and services, and regularly collect feedback through customer service channels.

Affected communities. We participate in local initiatives and support community well-being.

Shareholders. We inform them about the Company's performance results, profit growth and the implementation of its strategy.

Associations and NGOs. We cooperate with them in addressing social and environmental issues and participate in various projects and initiatives.

Financial institutions and other financial market participants. We ensure smooth execution of financial operations and manage the risks arising for the Company.

Public authorities. We ensure compliance with applicable national and EU legal requirements.

Media. We provide accurate and transparent information and participate in public events.

Environment. We consider nature to be a "silent" stakeholder.

Business ethics

Revenues from certain sectors and exclusion from EU reference benchmarks

UAB "PLASTIKSĖ" does not carry out activities in sectors related to controversial industries, such as the production of weapons (anti-personnel mines, cluster munitions, chemical and biological weapons), tobacco cultivation and production, exploration and production of fossil fuels (coal, oil, gas) or production of chemicals (pesticides and other agrochemical products).

The Company is also not subject to the EU benchmarks aligned with the Paris Agreement, which are intended for financial market participants to ensure that investments are in line with climate change mitigation targets.

Gender Diversity in the corporate governance body

The Company does not have a collegial management body, such as a board of directors or a management committee, responsible for strategic decision-making and overseeing operations.

Environmental protection

GHG emission reduction targets and transition plan to mitigate climate change

Taking into account the Company's planned growth in activities and production volumes, the Company has not set absolute reduction targets for Scope 1 and Scope 2 GHG emissions. Instead, the Company has set targets to reduce GHG emissions intensity per tonne of raw materials processed, as this approach more accurately reflects changes in operational efficiency as production volumes increase.

GHG intensity indicator associated with tonnes of recycled raw material

Base year	2024
Base value	0.19 t CO ₂ e per tonne of raw materials processed
Unit of measurement	t CO ₂ e/tonne of raw materials processed

Target years and values	Reduce GHG emissions intensity per tonne of raw materials processed compared to 2024:
	2026 – 2%
	2027 – 3%
	2028 – 5%
	2030 – 8%
Key actions	Key actions include optimising energy consumption, reducing energy intensity, increasing the use of renewable energy and implementing energy management solutions. A more detailed description of these actions, related objectives and the deadlines can be found in the section " Practices, policies and future initiatives for transitioning towards a more sustainable economy ".

The Company has not prepared a transition plan to mitigate climate change, but recognises its importance for long-term GHG emission reductions and environmental impact management. The Company intends to address this in due course, as part of its evolving sustainability strategy.

Climate-related risks

Climate-related risks include potential hazards and transition events that could have a significant impact on a company's operations, assets and value chain. In 2025 the Company has carried out an assessment of climate-related risks and opportunities, which includes both physical hazards and transition events that could have a significant impact on the Company's operations

The Company has used climate change scenarios in the exact geographical location to assess the impact of climate change risks and opportunities on assets and operational stability. The assessment took place in several stages:

- Stage 1 – Identifying risks and opportunities
- Stage 2 – Identifying the key risks and opportunities
- Stage 3 – Modelling risks and opportunities under climate change scenarios
- Stage 4 – Evaluating results and preparing plans for the future

The assessment started with a comprehensive list of risks to identify potential risks that could affect the Company's operations. This included an analysis of research and internal data to identify potential physical and transition events risks. The physical risks were assessed over three-time

horizons: short term (2021-2040), medium term (2041-2060) and long term (2081-2100). In each period, the intensity of the risk exposure was assessed on the basis of 4°C and 1.5°C degree warming scenarios from the IPCC WGI Interactive Atlas, at the Company's geographical location. The risk exposure intensity is assessed separately for chronic and acute climate risks, taking into account the model projections and the nature of the impact occurrence. Chronic risks associated with long-term climate change and acute risks associated with extreme weather events were assessed in the context of the changes already occurring and their impact on the Company's operations and assets. Financial losses related to physical risks were assessed on the basis of the value of fixed assets as at 30 September 2024 with the following levels of risk losses: small (up to 0.5% of the value of assets), medium (0.5% to 1% of the value of assets) and large (1% and more of the value of assets). The financial risk assessment has taken into account the maximum possible loss, so that the financial impact is assessed in the same way for all periods. This is based on the fact that the magnitude of the financial loss depends on the potential impact of the physical risk on the company and not on the period of occurrence.

Assessment of climate-related physical risks

		4°C Scenario			1.5°C Scenario		
Risk/Opportunity	Risk type	2021–2040	2041–2060	2081–2100	2021–2040	2041–2060	2081–2100
Changing air temperature	Chronic risk						
Heat stress	Chronic risk						
Changes in precipitation patterns	Chronic risk						
Precipitation or hydrological variability	Chronic risk						
Heat waves	Acute risk						
Wildfires	Acute risk						
Storms	Acute risk						
Drought	Acute risk						
Heavy precipitation	Acute risk						

Material risk	
Potentially material risk	
The risk is assessed as negligible	

Acute hazards such as droughts, storms, heat waves, heavy precipitation or wildfires can pose an immediate risk to the Company's assets and business continuity. Chronic hazards arise from long-term changes in climate, changing temperatures, heat stress, changes in precipitation patterns. These phenomena can affect the stability of operations and assets over time. The Company plans to undertake future climate change adaptation actions in relation to these risks and events.

Company also assesses climate-related transformation risks, which include economic, technological, market and reputational aspects. These risks may affect the Company's operations due to changing requirements and business trends, such as investments in less polluting technologies, changes in the regulation of products and services, and changes in customer behaviour.

Assessment of climate-related risks and opportunities for transition events

Risk/Opportunity	Risk type	By 2030	By 2050
Mandates on and regulation of existing products and services	Legal risk	x	
Mandates on and regulation of existing production processes	Legal risk	x	
Changing customer behaviour	Market risk	x	
Increased cost of raw materials	Market risk	x	
Stigmatization of sector	Reputational risk	x	
Sustainable financing	Political opportunity		x
Substitution of existing products and services with lower emissions options	Technological opportunity		x
Unsuccessful investment in new technologies	Technological risk		x
Costs of transition to lower emissions technology	Technological risk		x
Redistribution of market competitiveness due to climate policy	Market risk		x
Uncertainty in market signals	Market risk		x

Social information

Human Rights Policy and Processes

Although human rights violation incidents are not widespread in the territory where the Company operates, UAB PLASTIKSĖ is committed to human rights standards and to fostering a fair, inclusive and ethical working environment. To this end, the Company has adopted the sustainability policy that ensures the protection of the fundamental human rights of all employees and provides protection for persons who

report or witness human rights violations or similar incidents. This policy applies throughout the Company and establishes the fundamental human rights principles. In addition, the Company's Supplier Code of Conduct stipulates that all suppliers must respect human rights and observe appropriate labour standards. These documents form the basis of our commitment to human rights and are regularly reviewed to ensure their effectiveness and compliance with international standards and best practice.

Policies take into account the following issues:

- ✓ Prevention of child labour
- ✓ Prevention of forced labour
- ✓ Prevention of trafficking in human beings
- ✓ Prevention of discrimination

The Company has a grievance mechanism that allows employees to anonymously report possible human rights or ethical violations. This mechanism is designed to ensure confidentiality and to allow all employees to safely express their concerns. Employees, service recipients, suppliers, customers or any other interested parties have a duty to report violations, unethical or unfair behaviour to the Company. Such reports should be submitted to the Company at: sustainability@plastikse.com

Human Rights incidents

During the reporting period, the Company did not identify any incidents related to: child labour, forced labour, human trafficking or discrimination. We monitor our activities to ensure that we comply with human rights standards. If such incidents occur, we are committed to taking immediate remedial action to address them and prevent future occurrences. We are also not aware of any confirmed human rights incidents involving employees, communities, consumers or end-users in our value chain. We strive to ensure compliance with our human rights policy and foster a culture of respect and responsibility throughout our operations. The Company is not aware of any confirmed incidents involving impacts on employees, affected communities and consumers and/or end-users in the value chain.