

Sustainability Report 2023

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THIS IS AKROPOLIS

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Message from our CEO



Nerijus Maknevičius
CEO, Chairman of the Board,
Akropolis Group

Akropolis Group, which is part of Vilniaus Prekyba Group has been a leader in developing and managing shopping and entertainment centres in the Baltic states for over 20 years. One of our key priorities is to operate sustainably. With a strong sense of responsibility, we undertake various sustainability initiatives that are crucial for visitors, partners, and investors in our shopping and entertainment centres. As leaders in our field, we feel a significant responsibility and are ready to take further solid steps in the field of sustainability, setting a positive example for all market participants.

Sustainable operation is the overarching goal of our Group, and we dedicate special attention to this endeavour. In developing and managing shopping and entertainment centres, we strive to be a responsible real estate manager and a reliable partner. By ensuring business ethics and transparency, promoting balanced urban development, and enhancing the well-being of visitors and tenants' employees, we act as a responsible community participant. Additionally, by implementing equality and inclusivity, continuous growth, and improvement opportunities for our employees, we function as a responsible employer.

Several years ago, we made a strategic decision to adopt a systematic approach to sustainability. We began formulating a sustainability strategy and, in early 2023, published our first sustainability report for the year 2022. Throughout 2023, we consistently implemented further steps, establishing, and affirming Akropolis Group Sustainability Policy and pursuing short-term and long-term sustainability goals.

Significant achievements reflecting our commitment to sustainable practices and environmental impact

reduction include the international "BREEAM In-Use" sustainability certification, rated at the "Very Good" level, awarded to Akropole Alfa shopping and entertainment centre in Riga in 2023. This certification marks the achievement of one of the Group's sustainability goals – all five Akropolis Group centres in Lithuania and Latvia are now certified according to the globally recognized "BREEAM" sustainability standard.

Another important recognition is the ISO environmental (ISO 14001) and occupational health and safety (ISO 45001) certifications earned by Akropolis Group for the activities of the holding company in real estate development, management, and leasing. These ISO certifications confirm Akropolis Group's compliance with rigorous quality control and management, environmental, sustainability, and safe working environment standards that guide our provision of services to our business clients and partners in our daily operations.

In 2023, we have supplemented the internal rules of our shopping centres with recommendations to tenants regarding sustainable practices, aiming to have not only fellow travellers but also reliable companions on the sustainability journey.

We do not rest on these achievements and continue to diligently implement other sustainability initiatives. Our immediate goal is to approve Akropolis Group sustainability targets in the first half of 2024, which we aim to achieve by 2030.

Changes in the sustainability realm are already underway, and we are prepared to continue sharing our progress in sustainability with you – our visitors, employees, partners, and investors.

This is AKROPOLIS

Akropolis Group, headquartered in Vilnius, Lithuania, continues to stand as the foremost shopping and entertainment centres' (SC) development and management company in the Baltic states.

The Group, commenced its activities in Vilnius more than 20 years ago. As we embark on another reporting period, our commitment to excellence and sustainability remains unwavering, reflecting the values that have defined our journey since inception.

The Group's dynamic property portfolio encompasses five fully operational SCs, strategically located in capitals and major cities in Lithuania and Latvia. Additionally, two integrated office buildings complement the SCs, one in each country.

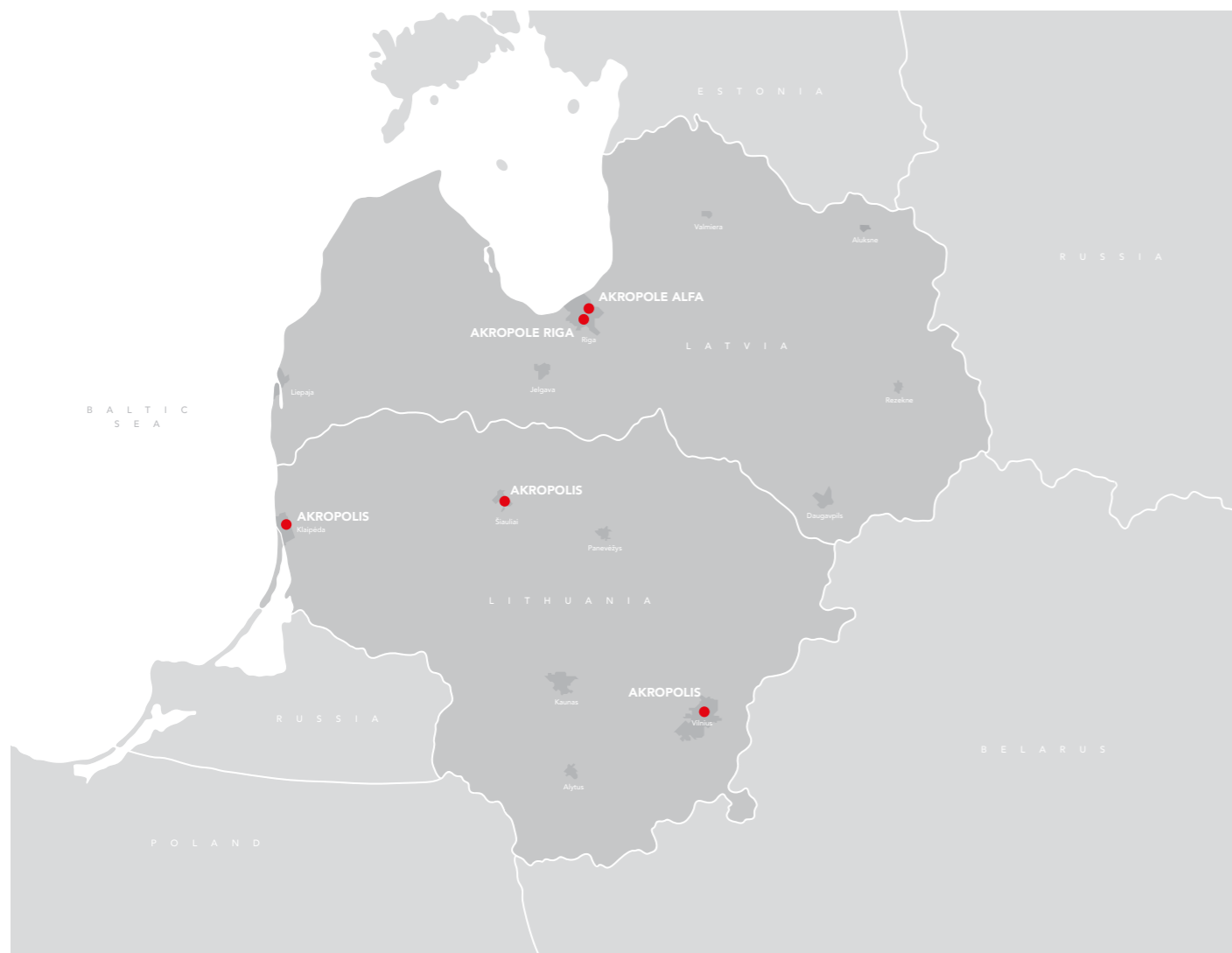
Strategically positioned in key economic centres – Vilnius, Klaipėda, and Šiauliai in Lithuania, and Riga in Latvia – the Group's SCs thrive in affluent, densely populated, and rapidly growing consumer zones. The strategic focus remains on curating the best tenant mix in the Baltic states. This involves prioritizing large-format grocery stores and pharmacies as anchor tenants, alongside a diverse array of international and domestic fashion, cosmetics, home appliances stores, entertainment providers (including cinemas and ice-skating rinks), as well as restaurant and café operators. The Group's commitment to this strategy positions its SCs as among the most enticing venues in the Baltic states, fostering robust brand recognition among consumers.

In parallel, the Group is actively designing a new multifunctional retail, business, leisure, and culture centre project in Vilnius, Lithuania – Akropolis Vingis.

Given the Group's primary business activity in developing and managing multifunctional SCs, its suppliers predominantly comprise service providers. These include cleaning, security, utility services, technical maintenance, marketing agencies, and real estate construction companies.

KEY NUMBERS ABOUT AKROPOLIS GROUP

5	1,025	
Managed SCs	Tenants	
44 mln	121	335,574 sq.m
Visitors annually	Employees	Total gross leasable area



Our sustainability approach

APPROACH TOWARDS SUSTAINABILITY

As the premier developer and manager of SCs in the Baltic states, we acknowledge our duty to mitigate the environmental impact stemming from our operations. Simultaneously, we recognise a unique opportunity to create a positive influence on our communities, customers, and employees.

The Group has naturally and seamlessly embraced the journey towards sustainable business practices. However, in 2022 we made the deliberate decision to codify this mind-set into our operations. Demonstrating our attention for all stakeholders, we have annually undertaken a range of initiatives, spanning from enhancing energy efficiency to fostering better working conditions for our employees and tenants, as well as engaging in philanthropy, and more.

Beginning with a thorough analysis of industry trends and engaging in extensive discussions with our employees, we identified critical sustainability areas that required attention. In early 2023, stakeholder interviews and impact assessments guided us in establishing the main directions for our sustainability

initiatives. This approach facilitated the realisation of our set goals and the identification of new ones. The year 2023 marked significant progress as we commenced measuring our carbon footprint, initiated a comprehensive Waste Management Study, solidified our Sustainability Policy, and introduced green lease recommendations to our tenants.

This marks our second sustainability report, and through its creation, we sense tangible improvement compared to the previous year.

OUR STAKEHOLDERS

In our commitment to transparency and comprehensive stakeholder engagement, we have identified key groups pivotal to our operations as SCs developer and manager. Recognising the diverse interests and impacts associated with our business, we have categorised stakeholders into distinct groups to facilitate targeted communication and tailored strategies.

Our stakeholders span internal and external dimensions, encompassing employees and shareholders as vital internal contributors, external business stakeholders such as tenants, suppliers, visitors with direct involvement, and external financial stakeholders including investors and financing partners crucial for our sustainable growth. Societal

stakeholders, comprising public authorities, non-governmental organisations, and local communities, reflect our commitment to responsible and community-oriented development. This strategic separation enables us to tailor our approaches, ensuring that each stakeholder group's unique needs and concerns are addressed effectively.

Our stakeholder groups and engagement approach hasn't changed since last year. Detailed stakeholder engagement approach is explained in our 2022 sustainability report. Main stakeholder groups remain the same.

Stakeholder type	Stakeholder group
Internal Stakeholders	Employees Shareholders
External Business Stakeholders	Tenants Visitors Suppliers
External Financial Stakeholders	Investors and financing partners
External Societal Stakeholders	Public authorities (government, local authorities) Non-governmental organisations Local communities

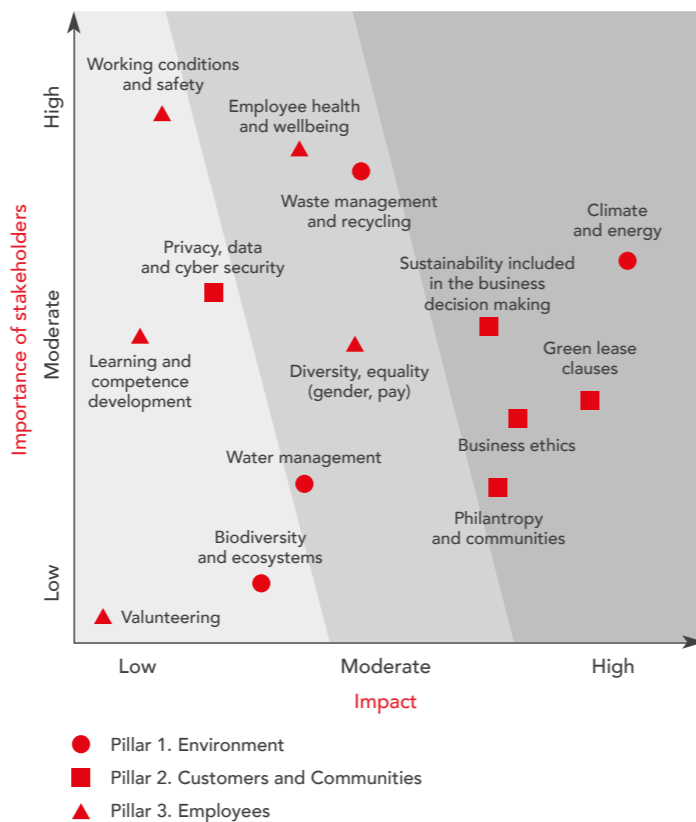
Stakeholder input is crucial to our organisation's decision-making process, particularly in shaping our sustainability strategies and practices. To comprehensively understand the environmental and social needs of our stakeholders, in the beginning of 2023 we conducted a survey involving over 800 participants, including tenants, visitors, employees, shareholders, partners (service providers, banks),

non-governmental organisations (NGO), community representatives. The feedback collected during the survey played a pivotal role in identifying and prioritising key sustainability areas for our attention and management. Our current sustainability activities are aligned with priority topics that were reflected in the materiality assessment.

MATERIALITY

In last year's sustainability report, we introduced the materiality matrix established at the beginning of 2023.

The materiality matrix has served as our compass on the sustainability journey. In 2023, it guided the identification of priority areas, marking the beginning of systematic attention to these focal points. As we progress forward, additional data will play a pivotal role in shaping the Group's strategy, ensuring alignment between market practices and our sustainability targets, along with a comprehensive management plan. In the future, a review of priority areas will be conducted based on the double materiality approach, and adjustments will be made as necessary to refine the sustainability strategy.



PILLAR 1: ENVIRONMENT

Sub-pillars: Climate and energy; waste management and recycling; water management; biodiversity and ecosystems.

Our significant environmental impact stems from energy usage in lighting, heating, cooling systems, escalators, electronic devices, and ice rinks. In understanding our greenhouse gas emissions, where our highest greenhouse gas emissions originate and how to reduce them, starting in 2023, we began calculating and analysing them. To mitigate energy-related greenhouse gas emissions, we procure (and will continue in the future) renewable energy and implement energy-saving initiatives. We have implemented waste recycling measures across all our SCs, concurrently launching a comprehensive Waste Management Study aimed at identifying and segregating waste generated by our SCs. This study will yield more specific insights into the total waste generated, and we anticipate obtaining detailed results by the end of 2024. Additionally, we promote green transportation infrastructure, such as installing electric vehicle charging stations near SCs and allocating specific parking spaces for scooters.

PILLAR 2: CUSTOMERS AND COMMUNITIES

Sub-pillars: Philanthropy; relations with tenants (includes green lease recommendations, business ethics); privacy, data and cyber security.

Our significant influence lies in the positive contributions we provide to the communities we support through philanthropy, emphasising our commitment to their well-being and growth. In 2023, we actively implemented and supported over 75 diverse initiatives, collaborating with various NGOs. This commitment remains steadfast as we continue supporting those in need. In 2023, we introduced our tenants to recommendations on green lease clauses (recommendations that promote environmental sustainability within leased premises), emphasising sustainability in our business relationships. The ongoing success of "Akropolis Academy" (a training program designed in line with our tenants' employees needs that encourages life-long learning and targets ageing workforce) reinforces our commitment to continuous positive outcomes, with plans for further expansion. The Group aims to enhance its positive influence on tenants by improving SC infrastructure and organising annual celebrations, like Christmas events. While privacy and data security are highly valued by our external stakeholders, our impact in this area is deemed minor due to our infrequent and limited collection of personal data.





PILLAR 3: EMPLOYEES

Sub-pillars: Diversity, equality and inclusion; employee health and wellbeing; working conditions and safety; learning and competence development; volunteering.

Given our Group's modest size in terms of employee count, our influence is measured and focused. We cultivate a favourable working environment by prioritizing safety, encouraging educational avenues, and providing additional benefits that enhance employee health and well-being, such as private health insurance. Our stance against discrimination and unethical behaviour is unwavering, supported by well-defined policies.

Some initiatives with employees are being carried over from 2023 to 2024. In the coming year, we aim to further encourage employees to foster connections among them and throughout separate functions as a means of cultivating a cohesive and resilient team.

POLICIES THAT DEFINE OUR COMMITMENT

We firmly believe that a well-defined set of internal policies is instrumental in upholding best practices and championing our commitment to sustainability throughout our network of stakeholders. The rules and guidelines established in our internal policies set forth explicit expectations and standards for sustainable conduct, offering comprehensive guidance to our employees, tenants, and partners on navigating their operations in a socially and environmentally responsible manner. These internal policies serve as

a cornerstone in our efforts to mitigate risks, ensure compliance with legal and regulatory requirements, and establish monitoring mechanisms.

In 2023, we reinforced our sustainability commitment by introducing Sustainability Policy and Corruption Prevention Policy. These policies are of paramount importance to our entire group, complementing the four existing policies that define our general strategy and target specific aspects of sustainability.

SUSTAINABILITY POLICY

Understanding the wide scope of impacts of our operations, we aimed at establishing the Sustainability Policy that covers the most important areas. In alignment with industry-specific requirements and best practices, as well as the opinion of internal and external stakeholders, three paramount principles of sustainable operations have been crafted, each intricately detailing its associated themes and thematic commitments: Responsible Real Estate Manager, Responsible Community Participant, and Responsible Employer.

The Sustainability Policy is aligned with international standards and guidelines, including:

- OECD Guidelines for Multinational Enterprise,
- UN Guiding Principles on Business and Human Rights,
- UN Global Compact.

This commitment demonstrates our dedication to responsible and sustainable business practices, aligning with global principles and ensuring the positive impact of our operations on the environment and society.

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The Equal Opportunities and Diversity Policy, implemented in 2023, establishes core principles of gender equality and non-discrimination. It applies to all employees of the Group and emphasises respect for individual dignity. The Policy enforces a zero-tolerance approach to discrimination and commits to gender equality across all operations. Management members are mandated to demonstrate behaviour aligned with its principles. Meanwhile, employees are encouraged to report violations, with provisions for investigation and disciplinary action. The policy also emphasises confidentiality and protection for whistleblowers.

CORRUPTION PREVENTION POLICY

In 2023, the Group implemented a robust Corruption Prevention Policy, reflecting its unwavering commitment to upholding the highest standards of integrity and ethical conduct. The Policy, emphasises a zero-tolerance approach towards corruption, encompassing both public and private sectors. It provides specific guidelines for sponsorship and donations, gifts and benefits, conflicts of interest, purchasing, nepotism and cronyism, and interactions with foreign public officials.

This Policy is a testament to the Group's pledge to proactively identify, assess, and mitigate corruption risks throughout all aspects of its operations. Through the implementation of this Policy, the Group aims to foster an environment of transparency, accountability, and ethical behaviour, reinforcing its dedication to conducting business with the utmost integrity.

CODE OF BUSINESS ETHICS OF VILNIUS PREKYBA GROUP OF COMPANIES

The Code of Business Ethics sets out guidelines how we develop business relationships and adhere to standards of conduct in our dealings with employees, customers, partners, suppliers, governments and other authorities, as well as with society. The Code emphasises respect for human rights and advocates for healthy working conditions, zero tolerance for corruption.

PERSONAL DATA MANAGEMENT AND PROTECTION POLICY

The Policy establishes the principles of the protection of personal data stored and managed by the Group. The Policy provides rules on how documents must be stored and sets out procedure for dealing with violations and requests.

VIOLENCE AND HARASSMENT PREVENTION POLICY

Akropolis Group has adopted this Policy to create a working environment where employees do not experience hostile, unethical or humiliating actions that violate the employee's honour and dignity. The Policy determines the methods of recognising violence and harassment, the procedure for submitting and examining reports as well as the measures to protect whistle-blowers. Policy pays attention to a number of issues related to human rights as it forbids such behaviours as violence, harassment and ensures freedom of thought.

AKROPOLIS GROUP PRINCIPLES OF ETHICAL COMMUNICATION AND PROCEDURES OF THEIR APPLICATION

This Policy sets out the principles of ethical communication that the Group and our communication partners must follow: a) political neutrality; b) respect for decisions taken by the government authorities; c) respect for every group of society; d) respect for the State and public sector; e) respect for media. Principle "Respect for every group of society" ensures non-discrimination which is one of the human rights. To ensure due-diligence, the Group's head of communication should be informed if there is any risk that communication material may be against this Policy.

The Group's policies, approved by the CEO, are disseminated through our internal document management system. All employees must confirm their familiarity with the policies, overseen by a dedicated person to ensure comprehensive understanding. They are also strongly encouraged to seek guidance and consult with their immediate supervisors regarding the implementation of Group policies. Moreover, the Group organises third party training sessions to enhance employees' knowledge and skills. The policies will undergo regular reviews to enhance their effectiveness and align with evolving sustainability challenges.

Additionally, specific procedures, such as the "Procedure for Submitting and Analysing

Information Related to Violations" and the "Rules of Procedures", have been approved. We foster a culture of transparency and ethical behaviour through a Whistleblowing Policy, aligning with the law on the Protection of Whistleblowers in Lithuania. This Policy is applicable across all companies within the Group, ensuring confidentiality and independence in misconduct analysis.

Furthermore, our development projects adhere to the EBRD's approved Performance Requirements 1 through 8 and 10 Environmental and Social Policy. The Group assigns responsible individuals to monitor compliance with various Designated Performance Requirements, and, to our knowledge, there is no material non-compliance with these requirements.

HIGHLIGHTS OF 2023 AND PLANS FOR 2024

In 2023, our Group demonstrated significant commitment to sustainability - related achievements. Here are the most significant:

- Initiated a thorough assessment of the Group's carbon footprint, marking the beginning of our efforts to track greenhouse gas emissions;
- Launched a Waste Management Study aimed at evaluating the current waste situation, encompassing both sorted and non-sorted waste, including waste generated from visitors, tenants, service providers, and contractors across the entire SC;
- Implemented Sustainability and Corruption Prevention policies;
- Akropole Alfa attained the international "BREEAM In-Use" sustainability certification, achieving a rating of "Very Good";
- Obtained ISO environmental (ISO 14001) and occupational health and safety (ISO 45001) certifications;

- Supplemented the internal rules of our SCs with recommendations to tenants regarding green lease clauses;
- Continued expansion of electric vehicle charging stations.

Some of our plans for 2024:

- Developing strategic emission reduction targets for the Group;
- Completing the Waste Management Study and preparing the Waste Management Strategy for the entire portfolio of the Group;
- Establishing sustainability strategic objectives aimed to be achieved by 2030;
- Continuing the expansion of electric vehicle charging stations.

Environment

The Group acknowledges the significant environmental footprint associated with its operations, particularly in energy consumption and transportation, which significantly contribute to climate change. Our commitment to tenants' and visitors' well-being requires substantial energy usage in our SCs, and the way visitors get to our SCs also increases emissions.

In response, we take responsibility for managing and mitigating these impacts. We are dedicated to investing in resource-saving solutions and minimising environmental impact. Our commitment to responsible business practices extends beyond our day-to-day operations, encompassing our role as stewards of real estate assets. This commitment is guided by the principles outlined in the Group's Sustainability Policy, which sets specific targets and management strategies.

In 2023, we initiated a comprehensive Waste Management Study to gain a detailed understanding of the waste generated by our SCs. Additionally, we began measuring our greenhouse gas emissions to identify areas within our operations that contribute most significantly to climate change. These analyses will guide our efforts to reduce our environmental impact, enabling us to set targets for future activities. We've also incorporated recommendations on green lease clauses into our rules of shopping centres, aimed at fostering sustainable practices and reinforcing our environmental commitment.



ENVIRONMENTAL COMMITMENTS

Greenhouse gas calculation and management

In 2023, the Group took a significant step towards environmental responsibility by conducting a thorough assessment of our carbon footprint. This marked a pivotal moment for us, reflecting our commitment to understanding and addressing our impact on the environment. Unlike previous report, this year's sustainability update introduces a more comprehensive approach, disclosing for the first time our greenhouse gas (GHG) emissions across all three scopes – Scope 1 (direct greenhouse gas emissions, from sources owned or controlled by the

organisation, e.g., vehicle fuel), Scope 2 (indirect emissions resulting from outsourced energy, e.g., emissions related to outsourced electricity), and the broader aspects of Scope 3 (other indirect emissions that occur in the organisation's value chain). This expansion signifies our dedication to a holistic sustainability strategy, recognising the interconnected nature of our operations with suppliers, customers, and the wider community. As we navigate this new territory, we are committed to transparently sharing our environmental impact.

Climate impact

In the table below we present the Group's consolidated emissions results for 2023. This overview will be essential guideline for our specific emission reduction targets, which will be further developed in 2024.

The results of the first-year emissions calculation (see table below) confirm that the highest emissions in our business are generated in Scope 3 (emissions from the value chain), reflecting the unique characteristics of our sector.

Table 1. GHG emissions by scopes, 2023

	EMISSIONS (T CO2 e)			SHARE OF TOTAL IMPACT
	LITHUANIA	LATVIA	TOTAL	
MARKET-BASED				
Scope 1	1,729	321	2,050	4%
Scope 2	8,060	6,744	14,804	30%
Scope 3	19,824 ¹	12,299	32,123	66%
Total	29,613	19,364	48,977	100%
LOCATION-BASED				
Scope 1	1,729	321	2,050	5%
Scope 2	5,695	7,106	12,801	29%
Scope 3	16,559 ¹	12,746	29,305	66%
Total	23,984	20,173	44,157	100%

¹ This number includes 2,821 t CO2 emissions of investments.

It is notable that three consumption categories stand out as the most significant: electricity, heating, and investments (construction and reconstruction).

Electricity and heating emerge as the most significant emission categories for SCs, a trend often attributed to the sector's unique operational demands. SCs typically require substantial energy to maintain comfortable indoor environment and ensure optimal shopping experience for visitors. Additionally, the diverse array of shops, restaurants, and amenities within these complexes further drive-up energy demands, contributing to higher emissions.

Additionally, it's worth highlighting the significance of our investment section. This category encompasses all construction activities for Akropolis Vingis, as well as the modernisation of Akropolis Klaipėda in 2023. Considering that Akropolis Vingis project is gaining momentum and we have commenced the construction of 480 sq.m building extension of Akropolis Vilnius, this category is expected to be even more significant next year.

We disclose greenhouse gas emissions separately for Lithuania and Latvia due to different methodologies in each country. This tailored approach allows for accurate assessment of our environmental impact and enables targeted sustainability strategies tailored to each country's regulatory frameworks, ensuring effective mitigation of carbon footprints and achievement of our sustainability goals.



Methodology and standards

The Group's emissions were calculated according to GHG Protocol standard. Specifically, calculations followed the Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance, and relevant guidelines in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as well as ISO 14064-1:2018 Greenhouse gases standard. These standards provide specifications and guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals.

The calculation model is based on the principle of operational control. It means that GHG emissions are taken into account, arising from sources/activities over which the organisation has control. According to this, the responsibility for emissions rests with the party that is in the best position to control GHG emissions and reduce them, including by picking suppliers and the products and services purchased from them.

In accordance with the GHG Protocol standard, emissions resulting from energy consumption are reported using two calculation methods: the a) location-based and b) market-based method. The market-based method reflects electricity emissions based on the organisation's choices in the electricity market (e.g., selection of a renewable energy package). The location-based method represents the emissions from electricity production in a specific area, regardless of the organisation's energy package choice or whether electricity consumption is offset with a certificate of origin verifying the use of renewable energy. Dual reporting aims to ensure consistency and comparability in GHG reporting, facilitating the identification of trends and changes in a company's carbon footprint.

The GHG Protocol standard divides the greenhouse gas emissions associated with the organisation's activities into three areas of influence or scope:

Scope 1. Direct greenhouse gas emissions: from sources owned or controlled by the organisation (e.g., vehicle fuels, stationary fuel burning equipment, and diffuse emissions);

Scope 2. Indirect emissions resulting from outsourced energy: (e.g., emissions related to outsourced electricity and thermal energy production);

Scope 3. Other indirect emissions that occur as a result of activities directed upwards or downwards in the organisation's value chain (taking into account the particularities of the organisation, the standard compels to choose all relevant sources of emissions, e.g., calculation model encompasses the scope of Akropolis Group calculations, focusing on outsourced products and services (category 1), fixed

assets, investments (category 2), fuel and energy related activities, indirect emissions from scopes 1-2 (category 3), waste (category 5), work trips (category 6), and employee mobility (category 7), downstream leased assets (Real estate management specific) (category 13)).

Waste Management Study

In 2023, we started a substantial Waste Management Study at Akropolis Vilnius. The aim of this study is to evaluate the current waste management situation, including both sorted and non-sorted waste during typical SCs operations.

Key highlights regarding Waste Management Study:

- The main problem is a solid amount of mixed municipal waste, which could be reduced by improving the quality of sorting at the place of waste generation;
- There are many waste generators in the facility, so Akropolis Group (as the manager of facility) could act through the mechanisms of education, mediation, promotion, cooperation, etc.;
- Great opportunity to create a waste management monitoring system to collect data and set an action plan, aiming to reduce waste to the landfill.

At the conclusion of the study, which is planned in 2024, we aim to have a Waste Management Strategy developed for the entire portfolio of Akropolis.

Green lease guidelines

2023 was also notable for the fact that we introduced recommendations on green lease clauses for our tenants, effectively integrated into rules of shopping centres.

Recommendations on green lease clauses promote environmental sustainability within leased premises. These clauses establish recommended internal procedures to enhance environmental performance, ensuring that leased spaces are utilised and managed in a sustainable manner. This includes considerations such as energy and water consumption, waste generation and management, greenhouse gas emissions, arrival of visitors and tenants' employees to the SC, and other adverse environmental impacts arising from or related to the operation or use of the premises. By incorporating these recommendations, we believe they will serve as a valuable guide, encouraging more sustainable behaviours among our tenants and supporting our commitment to environmental responsibility.

BREEAM Certification

BREEAM, a widely recognised environmental assessment method for buildings, aims to enhance sustainability through a holistic approach, evaluating factors like energy use, water efficiency, health and wellbeing, transport, resources, resilience, pollution, land use and ecology. Certification is awarded based on adherence to sustainability standards, determined through rigorous assessments of design, construction, and operation by trained assessors. For our Group and building owners alike, BREEAM serves as a crucial tool, showcasing sustainability credentials, promoting sustainable construction practices, and boosting market competitiveness and reputation.

In 2023, significant strides were made within the Group's sustainability efforts. Notably, Akropole Alfa SC in Riga attained the international "BREEAM In-Use" sustainability certification at the "Very Good" level. This achievement reflects our ongoing commitment to sustainability, with all five Akropolis Group SCs in Lithuania and Latvia now proudly certified under the esteemed "BREEAM" standard.



ENERGY

Energy consumption and efficiency

Our SCs require substantial energy due to the high level of in-use phase activity and the need for climate control to ensure the comfort of visitors, tenants, and employees. Energy consumption in the premises of the Group is mainly attributed to lighting, air conditioning, heating, refrigeration, and operation of various mechanical and electrical systems. Electricity consumption fluctuates significantly with the changing

seasons, as it is heavily influenced by outdoor temperatures. For increasing energy efficiency, we carried out tasks such as replacing refrigeration machines, switching lighting to LED, and utilising heat recovered from ice arena refrigeration machines.

Table 2. Annual energy consumption

	2022		2023	
	Lithuania	Latvia	Lithuania	Latvia
Electricity (MWh)	58,578	35,416	55,432	34,950
Heating* (MWh)	16,718	6,526	16,517	7,116
Natural gas (MWh)	1,519	597	1,763	692
Diesel (L)	8,456	1,602	3,983	1,381
Petrol (L)	14,320	3,778	16,919	3,810
Gas (for transport) (L)	61	NA	NA	NA

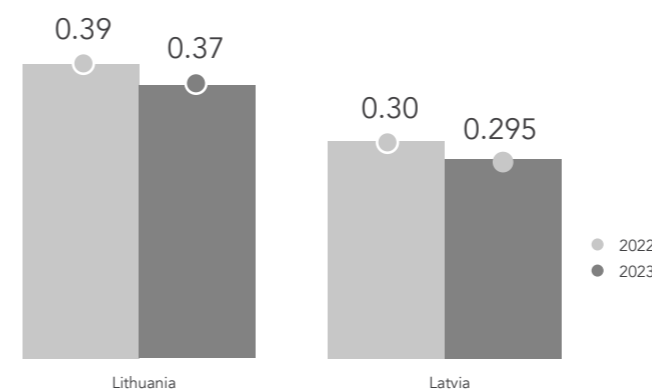
* Heating energy consumption is supplemented by heating energy used for water heating. 2022 year quantities are adjusted accordingly.

Table 3. Electricity and heating* consumption by segments, MWh

	2022		2023	
	Lithuania	Latvia	Lithuania	Latvia
Electricity used by tenants	36,745	21,540	34,330	20,572
Electricity used in common areas	21,805	13,872	21,083	14,368
Electricity used by administration of Akropolis Group	28	4	19	10
Country totals	58,578	35,416	55,432	34,950
Total of electricity	93,994		90,382	
Heating used by tenants	13,624	3,598	13,261	4,538
Heating used in common areas	3,009	2,920	3,181	2,570
Heating used by administration of Akropolis Group	86	8	76	8
Country Totals	16,718	6,526	16,517	7,116
Total of heating	23,244		23,633	

* Heating energy consumption is supplemented by heating energy used for water heating. 2022 year quantities are adjusted accordingly.

Energy intensity (MWh/sq.m)



Note: The graph represents the MWh of heating and electricity used in SCs per square meter of gross leasable area.

Lithuanian SCs exhibit higher energy consumption per square meter for electricity and heating compared to those in Latvia. This divergence can be attributed to the installation of more energy-efficient equipment during the construction and renovation of Latvian SCs, as well as variances in outdoor temperatures.

Akropolis Group has continually invested in decreasing the use of energy and enhancing energy efficiency. During 2023 the Group has approved and implemented a list of energy saving actions:

- Worn-out lamps have been systematically replaced with energy-efficient LED lighting across almost all five Akropolis SCs. Only some technical premises and a few areas that are awaiting major renovations still rely on conventional lighting. To further promote energy efficiency, tenants who are still using worn-out lamps are encouraged to adopt LED fixtures during refurbishment projects;
- The utilisation of heat recovered from ice arena refrigeration machines in Akropolis Vilnius;
- Adjustment of the operating mode of circulation pumps in ventilation chambers (automatic shutdown when heating is not required) in Akropolis Vilnius;
- Balancing of supply and return airflows in Akropolis Klaipėda, ensuring comfort in tenants' premises;
- Insulation of the glass facades of Akropolis Klaipėda (approx. 180 sq.m). The insulation efficiency of this structural part increased by 7 times;
- Replacement of refrigeration machine in Akropole Alfa.

Renewable energy

The Group recognises the importance of transitioning to renewable energy sources, both to mitigate climate change and to reduce dependence on fossil fuels. In 2023, 21% of all electricity consumption was sourced from renewable sources. Moving forward, we are planning to transition to 100% renewable energy, while gradually, as part of our ongoing commitment to sustainability.

WATER

Water consumption

As part of our enduring commitment to environmental sustainability, we place a strong emphasis on water conservation and responsible water usage management. Across our SCs, water is sourced and managed through local municipal utility providers. We observe conscientious water usage, predominantly influenced by visitor activities in restroom facilities and the upkeep of premises and surrounding areas, including cleaning and landscaping endeavours. To achieve more rational consumption of water and to reduce ecological repercussions, we proactively invest in water-efficient fixtures and technologies, embracing solutions such as water-efficient faucets and eco-friendly toilet units.

In 2023, water-saving solutions were implemented

Table 4. Total water consumption and use intensity

	2022		2023	
	Water consumption (m ³)	Water use intensity (m ³)/sq.m)	Water consumption (m ³)	Water use intensity (m ³)/sq.m)
Lithuania	159,630	0.83	166,071	0.86
Latvia	101,897	0.72	106,738	0.75

Water discharge impact management

To prevent adverse effects associated with water and sewage pollution, the Group actively collaborates with tenants to collect data on the cleaning chemicals utilised in maintaining the premises, which may be discharged into the sewage system. This information holds paramount importance in safeguarding environmental well-being and aligning with local regulatory standards. According to reports from our tenants, hazardous or regulated chemicals are not

Green transportation

In line with the increasing number of electric vehicles (EV) on the road, we have installed 2 new EV charging stations with 4 charging points in Akropole Alfa in 2023. Akropole Riga and Akropolis Klaipėda have been respectively updated with 6 and 4 charging points. The number of EV charging points has experienced a growth of approximately 18% from 22 points last year to 26 points this year.

Recognizing the growing importance of EV charging stations at SCs, we are planning further expansion in 2024.

in Akropolis Klaipėda. Technological upgrades are already planned for Akropolis Šiauliai and Akropole Alfa in 2024.

Furthermore, through the integration of recommendations on green lease clauses, we endeavour to empower our tenants to monitor water usage and promptly report any potential plumbing irregularities. It remains imperative that any water leaks or overflows are swiftly addressed, either through repair initiatives or by notifying the tenant, in order to mitigate unnecessary water wastage and safeguard equipment integrity. Additionally, it is worth noting that there is no significant seasonality in water consumption, consumption remains fairly even throughout the calendar year.

used in the day-to-day operations of the SCs.

Nevertheless, there have been a few minor instances in 2023 when sample tests, taken by municipal utility providers, indicated slightly higher than the norm amount of certain chemicals in wastewater. Fourteen instances of non-compliance with wastewater contamination regulations occurred, leading to fines totalling less than 24 k EUR.

In order to proactively address potential risks associated with water pollution, the Group conducts quarterly collection and laboratory testing of water samples. As part of our internal control measures, tenants, who are the primary water users, submit lists of chemical agents used in their operations at our request annually.

The Group is consistently delivering on its commitment to water quality and regulatory compliance by continuing key initiatives:

- Incoming water undergoes filtration and softening, removing mechanical particles and iron;
- Regular checks are conducted to prevent bacterial contamination of drinking water;
- Water is filtered before discharge into the sewage system – fats are mechanically separated from

the water. The fat collected in separators (grease traps) is disposed in accordance with applicable standards and local regulations;

- Oil and sand traps, with periodically replaced filters, are installed in all parking lots, and accumulated sand is transported to designated collection sites for proper disposal of oil-contaminated materials.

Furthermore, our organisation is dedicated to implementing water-saving measures, particularly in common areas frequented by visitors. We prioritise installation of sensor-equipped plumbing fixtures to consume water responsibly. Additionally, we strive to provide accessible water drinking stations throughout our SCs, ensuring visitors have convenient access to hydration options.

WASTE

Waste management

Our business sector, while not directly generating waste, plays a significant role in waste management due to the infrastructure provided for tenants and visitors to manage their waste impacts. Each year, we increasingly focus on waste management, recognising its importance. Our SCs serve as hubs for waste generation, encompassing food waste, packaging materials from tenants, and construction waste from building construction and tenant fit-out activities. Improper waste management can lead to adverse environmental effects, including landscape and water pollution, as well as the loss of secondary raw materials, ultimately contributing to climate change.

We have provided a guide for tenants detailing operational rules and waste management guidelines, emphasising the avoidance of harmful substances in

sewage systems and proper disposal of food waste. Our recommendations on green lease clauses guide tenants on proper waste sorting and responsible recycling, as well as environmentally friendly materials for premises repair. Additionally we initiated a significant Waste Management Study at Akropolis Vilnius in 2023, which purpose is to assess the current situation regarding the amount of sorted and non-sorted waste during normal shopping centre activities.

In 2023, there were eleven instances of non-compliance with laws and regulations regarding improper waste sorting (e.g. glass waste disposed of in cardboard containers), resulting in a fine totalling 220 EUR. To prevent this from recurring, we continuously educate tenants' employees on proper waste sorting practices.

Waste recycling

The Group recognises the detrimental impact of waste generation within its SCs and is committed to addressing this challenge. To promote sustainability, we actively advocate recycling initiatives among visitors, tenants, and employees. Throughout all SCs' alleys strategically positioned recycling bins for paper, plastic, and small electronics facilitate convenient waste sorting and disposal. Additionally, each SC is equipped with dedicated glass, plastic, and paper recycling containers exclusively for tenant use. Since 2022, significant enhancements were made to waste collection and sorting systems across selected SCs to ensure adherence to rigorous recycling

standards. Regular communication and monitoring mechanisms are implemented to reinforce tenant compliance with recycling obligations. Furthermore, waste produced during construction, renovation, or fit-out activities – regardless of the organising party – is meticulously collected and transported to specialised construction waste collection sites.

Table 5. Recycled and non-recycled waste, 2023

	Lithuania	Latvia
Cardboard waste	1,471 t	775 t
Plastic waste	106 t	21 t + 80 m ³
Glass waste	3 t	18 m ³
Non-recycled waste	2,325 t	530 t + 11,892 m ³
Multi-layered packaging waste	NA	621 m ³

BIODIVERSITY AND ECOSYSTEMS

We acknowledge that any construction has at least a minimal impact on biodiversity. Impact of SCs on biodiversity and ecosystems during construction and operation of our assets varies a great deal. If a SC is not properly managed, natural habitats can be destroyed, wild animals displaced, and/or pollution (water, soil, or air) can prevail. The preparation of construction sites for buildings, roads, and parking lots can greatly disrupt local ecosystems. BREEAM sets a list of biodiversity requirements for new construction projects, which developers and designers must consider while achieving a certain level of sustainability assessment. Some key BREEAM biodiversity requirements include habitat creation, species protection, landscape design, ecological value, and water and waste management.

We approach our activities and their impact on the environment with great responsibility.

The ongoing construction of Akropolis Vingis will not only comply with national laws but also adhere to best BREEAM practices and requirements. In preparation for construction, old factory buildings were demolished, and contaminated soil was cleaned. Initially, the land plot had low ecological value, but this is changing during the construction process. The construction of the multifunctional complex will enhance biodiversity and will create green spaces. Using local plant species from the neighbouring Vingis Park, additional habitats for the ecological system, including fauna, will be established.

Table 6. Facilities adjacent to protected areas as characterised by national legislation

	Land plot area (sq. m)	Type of operation	Biodiversity value characterised by the attribute of the protected area or area of high biodiversity value outside the protected area:
Akropolis Vilnius	162,547	SC, office	Terrestrial. The territory is adjacent to the Šeškinė slopes geomorphological reserve, which borders the south-eastern border of the territory. The purpose of establishing the reserve is to protect the fragments of the fluvio-glacial slopes of the Neris Valley.
Akropole Alfa	97,223	SC	Terrestrial. The territory is adjacent to biotope – wooded seaside dunes (by view – forest). There are a few protected trees in the area. Operation of the SC has no negative influence on the biotopes in question.
Akropolis Vingis project	105,931	SC, office, residential premises for rent	Terrestrial and fresh water. On the west side the territory borders with the river Neris and on the north side – with Vingis Park and the territory of Vingis Park watering hole. In 2005 Vingis Park was declared an immovable cultural heritage object. Most of the land in the territory is used for forestry (recreational) purposes. The river Neris is registered as a protected area.

As the SCs controlled by the Group are located in urban areas, the damage to biodiversity is minimal and does not cause significant negative changes. Nevertheless, we constantly seek ways to contribute to the preservation and flourishing of biodiversity. We achieve this by:

- Investing in more sustainable operational solutions for SCs, such as water and air filters, strict waste sorting, control of chemical substance use, thereby reducing overall pollution and conserving resources;
- Collaborating with city infrastructure planners and developers to make our SCs more accessible by public and green transportation (bicycles, scooters, electric vehicles), thus reducing air pollution and noise;

- Planning sustainable practices for the future, such as green roof installation, beekeeping on building roofs, installation of insect houses in SC areas, thus contributing to biodiversity conservation and air purification. We also collaborate with local nature conservation organisations in order to increase awareness of the importance of biodiversity.

We understand that operating assets can have certain indirect impacts on the environment, such as increased traffic and noise. However, we aim for our SCs to be designed and managed to avoid any negative impact on the environment and, conversely, through additional sustainable practices and initiatives, have a positive impact on biodiversity and adjacent ecosystems.



INITIATIVES FOR RAISING ENVIRONMENTAL AWARENESS

Considering climate change and feeling the responsibility as a business, even though we may be a small part of the overall context, we still contribute to it. We constantly strive to find ways to consistently reduce the environmental impact. Therefore, year after year, we continue environmentally friendly initiatives and projects:

- We have substituted previously used plastic Akropolis gift cards by cards made from cardboard certified by responsible forestry FSC ("Forest Stewardship Council") standard at the end of 2022. So, since the beginning of 2023 all gift cards and gift envelopes sold to the customers were made from more sustainable, post-use recyclable materials;
- We actively support the advancement of the circular economy through our involvement in

- initiatives aimed at collecting and sorting used textiles, footwear, and electrical equipment. This includes the collection of worn-out and excess household appliances, both large and small;
- We support various forms of educating visitors about environmental protection and ecosystems. In collaboration with the "Latvian University Institute of Biology," a photo exhibition of the LIFE project, "LIFE OF SPECIES," was displayed at Akropole Riga. The goal of the exhibition was to familiarise public with the diversity and beauty (biological) of Latvia's nature, as well as possible actions for the conservation of biological diversity;
- We extended the life of items by donating our previously used Christmas decorations to Vilnius kindergarten "Pabiručiai," allowing them to continue spreading joy for even longer.

Customers and communities

Ensuring sustainable and responsible approach to our relationships with customers and communities is integral to our corporate philosophy. At the core of our commitment lies the adoption of the Sustainability Policy, where being a responsible community participant is a foundational principle. This strategic focus on customers and communities encompasses the following pillars: fostering strong relations with visitors, prioritising the welfare of tenants' employees, engaging in responsible urban development, and upholding business ethics as well as transparency. These principles not only align with our core values but also mitigate risks and reinforce our dedication to creating lasting positive impacts on the communities we serve. As we navigate the evolving landscape of real estate and SC development, this strategic commitment becomes an anchor for sustainable growth, resilience, and meaningful contributions to the well-being of our customers and the communities we are a part of.



We as community architects

Our customers could be divided into two main groups: visitors and tenants. Tenants, comprising business operators that are leasing premises, and visitors, who frequent the SCs for various activities, are pivotal to the success of our SCs. Their continued support plays a vital role in achieving the sustainability goals set by the Group.

Akropolis SCs attract a substantial daily footfall, which makes us to exert a positive influence on communities through the implementation of diverse social initiatives. Consequently, the Group has actively endorsed numerous NGOs and their programs.

We strive to organise events or cooperate with NGOs that we perceive as relevant to Akropolis SCs visitors. We conduct a soft evaluation of the events and NGO activities held in SCs by measuring their

popularity and the reactions of the SC visitors, as well as collecting feedback from NGOs. Additionally, we aim to periodically repeat successful events and social initiatives.

Our belief is rooted in the understanding that by addressing the needs of both customer groups and collaborating with communities and non-profit organisations, we can foster a vibrant and sustainable community for all.

CLOSE RELATIONS WITH TENANTS

The Group endeavours to foster collaborative relationships resembling partnerships with its tenants. In order to facilitate seamless day-to-day operations, we have developed an extensive guide tailored for our tenants. An annual review of performance results is conducted to disseminate information, enhance engagement with tenants, collect valuable feedback, and jointly implement diverse initiatives. Furthermore, we actively promote awareness among the employees of our tenants regarding environmental initiatives, emphasising how their everyday actions can positively contribute to these initiatives.

In 2023, annual presentations of SC performance results were conducted for tenants in all Lithuanian SCs, while similar presentations for Latvia were organised in the beginning of 2024. Additionally, winter holiday events for tenants' employees took place in each SC. Various entertainment activities, including bowling, cinema, concerts, board games, and more were organised at each location accompanied by festive refreshments. In total, over 1,500 tenant employees participated in these events.

Akropolis Academy

In 2023, the Group continued "Akropolis Academy" – a training program initiated in 2022 and designed in line with the tenants' needs. Training program encourages life-long learning, targets ageing workforce, as well as people with disabilities and the incumbent staff of the tenants' retailers (in terms of relevant up-skilling).

In 2023, "Akropolis Academy" training on the topic of "Customer Service Excellence" took place for two days at three Lithuanian SCs. Across three SCs, 227 tenant employees participated. In 2024, we plan to expand the training program to include SCs in Latvia and continue further educational initiatives.

The overarching objectives of "Akropolis Academy" are threefold:

- To bolster the Group's business operations by timely impartation of market-relevant skills, benefiting its tenants;
- To expand access to employment and lifelong learning skills for an aging workforce (50 plus) and individuals with disabilities, thereby enriching their economic opportunities;
- To offer customised guidance and information to Akropolis tenants engaging older workers for the first time, aiming to enhance capacity and adopt best practices.

EXCELLENT CUSTOMER EXPERIENCE FOR THE VISITORS

The Group remains steadfast in its commitment to providing an exceptional shopping experience for our visitors. Our dedication to health and safety standards is unwavering, ensuring that our premises are inclusive and accessible for individuals with disabilities. When selecting locations for development projects, prioritising accessibility by public transportation is paramount.

We recognise that easy access via public transport is instrumental in attracting diverse customer base, including tourists, the elderly, and environmentally conscious individuals without private transportation. We also are implementing infrastructure supporting sustainable transport – charging stations for electric cars, bicycle storage. This approach not only broadens our customer demographic but also contributes to alleviating traffic congestion and parking challenges, thereby enhancing the overall convenience for visitors to our SCs.

Our commitment extends beyond the confines of our SCs, as we are involved in urban planning and make significant investments in local infrastructure. The latest example is the completion of the restoration work along the Neris riverbank, adjacent to Vingis Park. Approximately 500 meters of Neris riverbank, totaling 1.6 hectares, have been revitalised, providing improved accessibility for the public.

Additional amenities

During 2023, we enhanced our infrastructure, bringing positive impacts to our visitors:

- A complete renovation of WC zones and the childcare rooms in Akropolis Klaipėda. A similar upgrade is planned for Akropole Alfa in 2024;
- The refurbishment of common areas at Akropolis Klaipėda began in 2023 and will be completed in 2024. More rest areas for visitors will be created in the aisles, the navigation system will be enhanced for easier location finding within the SC, and efforts will be made to modernise (strengthen) wireless connectivity by installing new access points;
- In 2024, we plan to establish free play areas for children in Akropolis Klaipėda, Akropolis Vilnius, and Akropole Alfa;
- The installation of free water stations in Akropolis Klaipėda has seen significant use, with visitors utilising this service over 50,000 times in less than six months. Therefore, we plan to install water stations in Akropole Alfa and Akropolis Vilnius in 2024;
- In 2023, new EV charging stations were installed at Akropole Alfa, while charging station upgrades

We encourage dialogue with local communities and citizens about their needs; we take them into account when planning and developing activities. This includes the development of cycle lanes, sidewalks, streetlights, children's playgrounds, etc. in all our projects. These infrastructure investments not only elevate the shopping experience for our customers but also positively influence the surrounding community.



- were carried out at Akropolis Klaipėda and Akropole Riga;
- For the convenience of visitors in Akropolis Vilnius, we designated a "Bolt" scooter parking/pickup area at the main entrance;
- In all three SCs locations in Lithuania, we acquired wheelchairs for shared use by people with disabilities – recognising the need and frequency of use. We aim to do the same in Latvia.

In addition to physical enhancements, our commitment to customer satisfaction involves safeguarding health and safety, respecting customer privacy, and adhering to a specific set of rules for ethical communication. This comprehensive approach ensures that our customers not only enjoy a great shopping experience within our premises but also feel valued and respected in every interaction. As we continue to evolve and innovate, our focus on accessibility, community engagement, and customer-centric values remains integral to our mission of delivering extraordinary shopping experience.

Customer health and safety

Ensuring the health and safety of our customers is a core principle outlined in our Sustainability Policy. Our SCs are lively community spaces, and keeping our visitors safe is a top priority for us. It's not just an ethical duty, it's a strategic move to build trust and satisfaction. By actively dealing with potential risks, we aim to provide a secure environment that enhances the overall experience in our SCs. This commitment goes beyond meeting regulations, it reflects our dedication to nurturing long-term relationships and preserving our brand's reputation in the communities we serve.

Our commitment to proactive measures is reflected in our continuous efforts to maintain a safe and clean environment. This includes regular cleaning and sanitisation of common areas, the installation of tools designed to enhance air quality and eliminate bacteria and viruses. Additionally, we have always dedicated professional security personnel on duty to oversee visitor safety.

Adhering to local health guidelines is a key aspect of our safety protocols. While rare incidents may occur near Akropolis or within our SCs, most are attributed

to negligent visitor behaviour. Each incident, however, undergoes thorough evaluation, aiming to identify opportunities for enhancements that contribute to increased customer safety.

In conjunction with our safety initiatives, the Group actively engages stakeholders, including consumers and communities, in health and safety assessments, primarily through email and our website's feedback section. These channels effectively gather and incorporate their input, ensuring their perspectives shape our safety standards and practices. This collaborative effort underscores our commitment to continuously enhance and tailor our health and safety measures based on valuable feedback from our stakeholders.

In cases where the Group may be held accountable for damages, swift action is taken. We promptly engage relevant insurers, ensuring a comprehensive investigation is initiated to determine potential compensations. Notably, in the year 2023, there were no material incidents reported, underscoring our commitment to maintain secure and risk-free environment for our valued customers.

Additional initiatives for our visitors related with health and safety

- In 2023, substantial enhancements were made to the surveillance systems at Akropolis Klaipėda and Akropolis Šiauliai. While the immediate impact may not be readily apparent to visitors, these upgrades have bolstered property security. Notably, security personnel have collaborated with local law enforcement, aiding in the identification, clarification, and proactive prevention of potential incidents;
- Continuing our established practices and driven by the support and interest of our visitors, we will host various activities in Akropolis SCs in 2024, including VEGFEST, the Seedling Fair, the Good Food Festival, and the Health Fair. Our aim is to replicate these successful practices in our SCs in Latvia.

Customer privacy

The Group refrains from collecting personal data unless it is essential for specific purposes. Premises within the SCs and the adjacent area are under video surveillance for safety purposes. Otherwise SCs gather minimal information, such as name and email address, solely when necessary, such as for newsletter sign-ups or contests. Any collected data is securely stored and processed for legitimate purposes in compliance with the applicable legal acts.

In instances of data collection, the protection of personal data aligns with the EU General Data Protection Regulation (GDPR) and relevant legal acts.

Aligned with GDPR laws, the Group diligently monitors and records any customer privacy breach or

data loss complaints. Our unwavering commitment is to safeguard our customers' information, maintaining stringent data privacy standards across all our operations.

Throughout 2023, no complaints were received concerning privacy violations, customer data loss, also no instances of data leakage were identified.

Ethical communication

As a member of the Vilnius Prekyba group, the Group strictly adheres to the Code of Business Ethics established by the parent company. Our public communication aligns with the Code's principles of ethical communication, as outlined in our Sustainability Policy, which emphasises the provision of quality, clear, and timely information about our services. We are dedicated to preventing the dissemination of incorrect or misleading information from our partners and provide communication guidelines for them.

To ensure compliance with ethical communication principles, each media and public relations partner is thoroughly acquainted with these standards.

CORPORATE AND LOCAL PHILANTHROPY

The Group is actively supporting local communities and NGOs. In 2023 alone, more than 75 initiatives were implemented and/or supported by the Group (some of them were repeated during the year). During last year, the total value of provided means gratuitously across all five SCs amounted to approximately 200 k EUR. Initiatives that the Group was part of are categorised as follows:

Collecting donations

Due to the fact that Akropolis SCs are visited by tens of thousands of people every day, they are highly effective location for collection of donations. Thus, the Group allows many NGOs to use its premises for collecting donations. Some of the partnerships are listed below:

- Collaboration with various NGOs such as "Raudonos nosys" (Eng. "Red Noses"), "Raudonasis kryžius" (Eng. "Red Cross"), "Caritas", "Gelbėkit vaikus" (Eng. "Save the Children"), "SOS vaikų kaimas" (Eng. "SOS Children's Village"), "Ankstukai" (Eng. "Pre-term Babies"), "Maisto bankas" (Eng. "Food Bank"). We allow them to conduct support collection campaigns in SCs' spaces free of charge and provide communication channels at no cost;
- For the fourth consecutive year, the charity campaign "Let's help prepare for school together!" provided an opportunity for everyone to support struggling Latvian and Ukrainian refugee families in preparing their children for the new school year. Over the course of three weeks, individuals and businesses have contributed through transfers or cash donations, totalling over 20 k EUR. Simultaneously, items collected in the dedicated school supply donation boxes at Akropole Riga and Akropole Alfa were delivered, with the assistance of "ziedot.lv", to 128 children whose parents faced challenges this year in preparing their children for the new school year;
- Collaborating with the non-profit organisation "ziedot.lv", a campaign called "Warm Clothing Days" was organised at Akropole Alfa. The aim

Additionally, we actively participate in the approval process of advertisements published by tenants within our SCs. We not only expect but also encourage tenants to uphold these principles in their communications. Our commitment extends to providing feedback on tenants' communication materials placed in our SCs, occasionally requesting edits to align with ethical communication standards.



was to encourage people to review their closets and part with unused winter clothes, which could be reused by Ukrainian families who fled from war and Latvian families facing challenges. During the campaign, 7.5 tons of clothing were collected;

- Collaborating with KIKA and the non-profit organisation "Be my Friend", donations were collected in Akropolis Vilnius in the form of pet supplies for homeless animals;
- In collaboration with "Raudonos nosys" on Children's Protection Day, we donated 200 vouchers for APOLLO Bowling to children at "Klaipėdos vaikų ligoninė" (Eng. "Children's Hospital of Klaipėda").

Support for Ukraine

Since the start of the war in Ukraine, we have been consistently supporting the war-ravaged country, its residents, and refugees through various initiatives:

- Akropolis Vilnius, Klaipėda, and Šiauliai have contributed to the "RADAROM" campaign through free communication channels. Furthermore, the steadfast support for the "Blue/Yellow" and "Strong Together" initiatives is demonstrated through active engagement in their events and championing donation drives;
- The donation campaign, "Rīgas Satiksme donates 10 buses, help fill them!" on November 11, invited residents to provide food, household and hygiene products, as well as pet food for residents of Chernihiv city in Ukraine. The objective was to fill buses from "Rīgas Satiksme". Two buses were swiftly filled with valuable donations next to Akropole Alfa;
- In 2023, Akropole SCs in Latvia contributed 10% of the total value of Akropole gift cards purchased by "ziedot.lv" to support Ukrainians;



- In Akropolis Vilnius, Akropolis Klaipėda, Akropolis Šiauliai and Akropole Riga Ukrainian children (up to 12 years old) were invited to ice skate free of charge.

Cultural, informational and other events

In 2023 Akropolis SCs were home to many cultural and informational events, including the following:

- Both in Lithuania and Latvia, we consistently on the regular basis collaborate with "The State Blood Donor Centre". In Latvia alone, last year, 749 donors visited SCs, resulting in a total of 337 litres of blood donated;
- We host various performances and concerts, like events such as "Jazz Fiesta" and "Awaiting the Christmas Miracle" at Akropolis Klaipėda;
- In collaboration with the LaMSA ("Latvian Medical Students' Association"), Akropole Alfa conducted informational activities about breast cancer to educate and enlighten the public. The goal was to raise awareness about breast cancer diagnostic methods, state-supported screenings, and self-palpation at home. Additionally, there were Diabetes Day sessions focused on educating about metabolic syndrome, hypertension issues, and the importance of a healthy diet. Visitors had the opportunity to measure glucose levels, body mass index, and receive valuable information about the possibilities of diabetes development, symptoms, and preventive measures;
- Our premises' walls are practically never empty and are adorned with various exhibitions. Here are a few from the exhibitions held last year:
 - In celebration of International Children's Day, an exhibition featuring artworks by children with severe and very severe mental or physical disabilities from the "State Social Care Centre Riga Teika";

- In collaboration with the parent organisation "mammamuntetiem.lv", the photo project "Parents–Equal Opportunities" was exhibited;
- The photo exhibition "Klaipėda City Sports Photography 2022" was hosted in collaboration with "Klaipėdos Lengvosios Atletikos Maniežas" (Eng. "Track and Field Athletics Arena");
- In collaboration with "Šiaulių apskrities policija" (Eng. "the Police of Šiauliai District") the photo exhibition "Dance of Angels" was organised, etc.
- We strive to make ice arena activities accessible to older adults. On weekdays, from 9:45 AM to 12:15 PM, seniors can skate free of charge by presenting their pensioner's ID. Additionally, through single visits to the ice arena, we have awarded organisations such as the foster home "Rytas", "Klaipėdos Sutrikusio vystymosi kūdikių namai" (Eng. "Klaipėda's Special Development Infant Homes"), "Klaipėdos ir Klaipėdos rajonų Dienos pagalbos centrai" (Eng. "Klaipėda and Klaipėda region Day Care Centres"), and "Klaipėdos Dvasinės jaunimo pagalbos centras" (Eng. "Klaipėda Youth Spiritual Support Centre");
- We collaborate with kindergartens, schools, and universities through various forms of support, including discounts, single visits to entertainment zones, exhibition space, communication channels, etc.



Notably, Akropolis Group maintains its membership in the Association of Latvian Ice Rinks, with Akropole Riga featuring an ice rink and active participation in the Latvian Ice Rinks Association. This involvement aligns with our commitment to developing, supporting, and improving hockey as a sport in the Republic of Latvia, promoting a healthy lifestyle in harmony with our sustainability strategy.

Akropolis Vilnius, Klaipėda and Šiauliai continued their support for NVLRL ("National Children's Hockey League"), thus encouraging the development and popularity of ice-hockey between the children and teenagers. Over 100 ice-hockey matches of different age groups were played in ice arenas of Akropolis Vilnius, Klaipėda and Šiauliai.

The Group's longstanding and robust engagement with local communities persists and continues for many years. All the initiatives are carefully selected based on their relevance to the interests and needs of SCs' visitors. We conduct soft evaluations by measuring event popularity, assessing visitor reactions, and collecting feedback from participating NGOs. Successful events and social initiatives are periodically repeated, demonstrating a commitment to ongoing dialogue, collaboration, and community impact.

Employees

In our commitment to being responsible employer, which we have outlined in our Sustainability Policy, we recognise that our employees are the cornerstone of our success and sustainability. This perspective underscores the importance of fostering a workplace environment which is built on three main pillars: good working conditions, professional growth, equality and inclusion.

Prioritising our employees is not only an ethical imperative, but also a strategic necessity in building a resilient and successful future.

We as an employer

Creating a positive and productive work environment is a primary focus for the Group. We believe that a happy and motivated employee is more productive and more engaged in company activities. In the recruitment process, the Group emphasises skills and experience rather than personal information. Ensuring equal rights for all our employees, we continuously seek ways to improve their working environment and ensure they feel valued and respected. The Group implements inclusive employment practices, such as using diverse job boards and ensuring unbiased job descriptions. The Group policies and practices are regularly reviewed to ensure they support and unintentionally do not discriminate against any group. The Group aims for the leadership team to be dedicated to diversity and set a positive example for the rest of the organisation.

least once a year. We provide fair compensation, equal opportunities for growth and development. We pay significant attention to our employees' health and safety, implementing all necessary measures to create a safe and healthy workplace. Employee education and training are equally important, and each year we encourage our employees to attend various conferences, seminars, and training sessions to improve their skills and obtain knowledge on newest market trends.

To create a productive and successful work environment, we encourage open communication, initiative, and a positive attitude. Our goal is to foster an environment where everyone feels part of the team, and each employee's contribution is highly valued.

To stay in tune with the team and each employee individually, senior management conducts performance review discussions with their teams at

OUR EMPLOYEES

In 2023, we ended the year with 121 employees. The distribution of employees by gender, age and country is presented in the tables below.

Table 7. Total number of employees by gender

	2022				2023			
	Lithuania	Latvia	Netherlands	Total	Lithuania	Latvia	Netherlands	Total
Men	44	11	1	56	44	11	1	56
Women	54	17		71	53	12		65
Total	98	28	1	127	97	23	1	121

Table 8. Employees by gender and age, 2023

	Women			Men		
	Up to 30	From 30 till 50	Over 50	Up to 30	From 30 till 50	Over 50
Lithuania	14	30	9	7	22	15
Latvia	4	7	1	3	5	3
Netherlands						1
Total	18	37	10	10	27	19

At the end of 2023, we had 3 temporary employees (2 in Lithuania and 1 in Netherlands), as well as 2 part-time employees (1 in Lithuania and 1 in Netherlands).

The Group is not engaged in any Collective Bargaining Agreements.

In the table below, it is noteworthy that 24% of our employees work in the Group from 5 to 10 years, and another 21% are dedicated individuals who have been with us for over 10 years.

Table 9. Total number of employees based on years worked in the Group (segmented by gender and age), 2023

	Women			Men				
	Total	in %	Up to 30	From 30 till 50	Over 50	Up to 30	From 30 till 50	Over 50
<1 year	17	14	8	2		2	3	2
1-5 year	49	41	9	14	3	5	12	6
5-10 years	29	24	1	14	1	3	7	3
>10 years	26	21		7	6		5	8

We value each employee and strive to foster their loyalty through a diverse range of initiatives, which encompass various employee-centric benefits such as private health insurance packages, flexible work schedules, remote work options, bonuses, and more. For additional information about the social benefits, we offer to our employees, please refer to the "Social benefits" section.

In comparison to 2022, the year of 2023 witnessed a 4.7% reduction in our workforce, marked by 27 departures and the addition of 21 new team members.

Our aim is to foster working conditions and an organisational culture that inspires employees to maintain long-term commitments to the Group. While some transitions naturally occur in our business environment, our goal remains to cultivate a workplace where employees feel valued and motivated.

In 2023, we welcomed new leadership, including a CEO and two members to the Management Board, alongside the appointment of new managers for our Latvian SCs. These adjustments reflect our ongoing commitment to organisational growth and development.



We adhere to local laws and regulations regarding parental leave. Details about employees eligible for parental leave and the return rate provided in the accompanying table below.

Raising children is a meaningful and yet challenging responsibility. Recognising the potential psychological challenges of returning to work after a long hiatus, we make efforts to engage employees who are on parental leave in company-organised events for employees.

The Group outsources some of the activities like cleaning and security services. We do not gather any information about employees of our outsource partners. Employees of outsource partners are also not included in any aspects of our activities designated for employees of the Group, such as training programs, additional benefits, etc., except "Akropolis Academy".

DIVERSITY, EQUALITY, AND INCLUSION

The Group, as an equal opportunity employer, prioritises diversity and inclusion. We do not discriminate based on race, religion, sex, origin, age, disability, sexual orientation, or any other factor. Committed to a discrimination-free workplace, we introduced the "Workplace Violence and Harassment Prevention Policy" to all employees in late 2022. The Policy ensures a respectful environment, prohibiting actions that undermine individuals' dignity, integrity, or create a hostile atmosphere. It emphasises our dedication to human rights, including the right to work and freedom from discrimination. The Policy outlines procedures for recognizing violence, reporting, examination, and protective measures. Approved in 2022, it reinforces our enduring commitment to human rights and employee welfare, with no incidents of discrimination within the Group.

As a subsidiary of Vilniaus Prekyba, our employees adhere to the Code of Business Ethics. This code emphasises key principles when interacting with colleagues, the public, customers, partners, suppliers, and authorities. It underscores our commitment to values such as respecting human rights, fostering healthy working conditions, and maintaining zero tolerance for corruption. Additionally, our employees are governed by our internal Rules of Procedures, covering various aspects, including time-off policies, payroll systems, information technology use, confidential information management, employee training, skill enhancement, respect for family obligations, and promoting equal opportunities.

The gender distribution across various positions underscores the Group's commitment to providing equal opportunities regardless of age or gender. Notably, women constitute 56% of C-level managers.



Table 10. Data on parental leave, 2023

Percentage of employees that are entitled to parental leave, by gender	
Men	100%
Women	100%
Total	100%

Number of employees that have their parental leave to end, by gender during the reporting period

Men	
Women	8
Total	8

Return rate (how many employees tend to come back to work after their parental leave has ended)

Men	
Women	75%
Total	75%

While the organisation does not disclose the gender pay gap ratio between basic salary and remuneration, the overall employee gender distribution aligns with the Group's objective of fostering gender balance.

Table 11. Gender diversity, 2023

	Age	Number of employees			% of employees	
		Men	Women	Total	Total	
C level managers	up to 30			0	0	
	30-50 years old	3	4	7	6	
	Over 50	1	1	2	2	
	Total	4	5	9	7	
Middle managers	up to 30		1	1	1	
	30-50 years old	2	1	3	2	
	Over 50		2	2	2	
	Total	2	4	6	5	
Specialists	up to 30	10	17	27	22	
	30-50 years old	22	32	54	45	
	Over 50	18	7	25	21	
	Total	50	56	106	88	
Total		56	65	121	100	

Our hiring process is thoroughly designed and focused on identifying the precise skills and experience essential for the position, along with any necessary qualifications or certifications. In addition, during the hiring process, emphasis is placed on skills rather than personal qualities. We employ diverse recruiting methods, including job postings and employee referrals, to attract a varied pool of qualified candidates. Adhering to the best practices, we make all open positions public to ensure equal opportunities for everyone. More details about new hires in the Group are provided in the table below.

Table 12. New employee hires by gender and age group

	Lithuania					
	2022			2023		
	up to 30	30-50 years old	Over 50	up to 30	30-50 years	Over 50
Men	3 13%	5 22%		2 12%	3 18%	1 6%
Women	9 39%	6 26%		10 59%	1 6%	
Total	12 52%	11 48%	0 0%	12 71%	4 24%	1 6%
	Latvia					
	2022			2023		
	up to 30	30-50 years old	Over 50	up to 30	30-50 years	Over 50
Men	2 14%	4 29%			1 25%	1 25%
Women	6 43%	1 7%	1 7%	1 25%	1 25%	
Total	8 57%	5 36%	1 7%	1 25%	2 50%	1 25%

In line with our commitment to a Transparent and Equal Remuneration Policy, the Group has adopted specific guidelines for all employees, including senior management and members of governance bodies. Each member of the Group receives a fixed salary within the ranges specified in the Remuneration Policy. Additionally, the Group

reserves the right, at its discretion, to grant bonuses to employees, either as an incentive or as a reward for outstanding performance. The Remuneration Policy is crafted by the senior management, considering job qualifications, job duties, delegated powers, and the level of responsibility. Approval of the Policy rests with the Group's CEO.

LEARNING AND DEVELOPMENT

We embrace the philosophy of lifelong learning, recognising that the growth of employees contributes to the growth of our organisation. Therefore, investing in the ability of our employees to thrive, learn, and enhance their skills is of utmost significance to us.

Annually, the Group allocates a budget for employee development programs, both internal and external. Each department manager oversees the training budget, distributing it among employees based on their needs, preferences, and performance. Employees are also encouraged to proactively seek external training and conferences aligned with their specific professional requirements and growth objectives. Some internal training sessions, such as Employee Safety, are mandatory for all Group employees.

We do not gather statistics for the average hours of training per year per employee. However last year, 44 employees, including 14% from C-level, 7% from middle management, and 79% from other positions, participated in 23 various external training sessions, seminars, and conferences, such like: LiMA DAY LITHUANIA'23, Baltic real estate investment forum 2023, PASSWORD Conference, Power BI Training, Innovations in Spatial Planning, Land, and Construction Law, etc.

To support career development, employees receive regular and constructive feedback on their performance. Annually, all employees undergo performance reviews conducted by managers,

providing an opportunity to receive constructive feedback on the past year's performance, discuss future goals and aspirations, and evaluate satisfaction with work and working conditions. Additionally, career development reviews occur twice a year, at the beginning and in the middle of the calendar year. We actively encourage employees to contribute feedback to their managers and share ideas for improving the Group. The review process involves discussions between managers and employees regarding job responsibilities, accomplishments, and areas for improvement. These reviews serve as a foundation for determining promotions, salary raises, and other rewards.

The Group's administration holds regular quarterly meetings where employees share experiences, discuss personal and departmental goals, challenges, and important questions. These sessions foster a deeper understanding of everyone's contribution to the organisation's overarching goals, promote teamwork, and enhance a positive atmosphere.

In an increasingly unpredictable world, the Group is forward thinking, contemplating the establishment of transition assistance programs. These programs are envisioned to offer robust support to employees during unexpected shifts, including pandemics, financial crises, economic downturns, or conflicts, acknowledging their potential implications for the Group. The Group is committed to exploring and implementing effective initiatives that will empower and assist employees in successfully navigating transitions.

EMPLOYEE HEALTH AND SAFETY

Employee health and safety stands as a top priority within the Group. We consistently take all necessary measures to create a secure and healthy working environment, ensuring adherence to safety procedures and protocols. This commitment includes safety training during the onboarding of new employees and periodic sessions for all staff members regarding the proper use of personal protective equipment, coupled with regular safety inspections. During these training sessions, employees become acquainted with health procedures, safety rules (including fire

safety measures), crisis prevention action plans, and steps to be taken in case of a crisis. Visual aids are integrated into the training materials to facilitate better understanding and retention. Recognising the significance of this training, we actively encourage employees to express their opinions, pose questions, and provide feedback to continually enhance its effectiveness.

In 2023, the Group attained the prestigious ISO 45001 certification, showcasing the Group's

unwavering commitment to maintaining the highest standards of occupational health and safety. This certification is clear proof that the Group follows top industry practices in its management and operational processes.

The Group has enlisted an independent third party to oversee changes in safety and health regulations, drafting mandatory rules and procedures for approval and implementation. This chosen partner, an expert in employee safety, analyses working conditions, addresses arising issues, and suggests improvements in this crucial field, identifying work-related hazards and assessing risks.

Third party is engaged for employees' health checks before employment and periodic checks during employment. Additionally, designated employees oversee ad-hoc assessments in various health and security fields, such as first aid kit maintenance, employee medical check-ups, and monitoring of personal protective equipment.

In addition, the Group follows these internal procedures daily to comply with local regulations and best practices.

SOCIAL BENEFITS

Ensuring the physical and psychological well-being of our employees at work is a priority for us, which we strive to achieve through various initiatives.

Our competitive compensation and benefits package, including robust salaries, bonuses, and comprehensive benefits, reflect our commitment to rewarding excellence. Additionally, our professional development programs offer many opportunities for skill enhancement and career advancement, comprising training sessions, seminars, workshops, and continuous feedback mechanisms.

We understand the importance of maintaining a healthy work-life balance, which is why we advocate for flexible work schedules and remote work options to accommodate diverse needs. To ensure ongoing improvement, we regularly seek input from our employees through engagement surveys, allowing us to identify areas for enhancement and foster a culture of transparency and responsiveness. Furthermore, our dedication to employee wellness extends to comprehensive health and wellness programs, offering support for physical and mental well-being, including wellness initiatives and stress management resources.

The list of procedures:

- Rules of Procedures;
- Rules for Remote Work;
- Order on Suspension from Work due to Drunkenness or Intoxication;
- Procedure on the Investigation and Recording of Incidents at Work;
- Instructions on Employees Safety and Health Training in the Workplace;
- Fire Safety Briefing;
- List of Personal Protective Equipment;
- List of Dangerous Works Performed in the Group;
- Various procedures, action plans and list of preventive measures related to Covid-19 management.

If employees identify work-related hazards, they report them to the appointed employee or their direct manager. The Group assesses the effectiveness of worker health promotion initiatives through surveys and feedback sessions, enabling direct employee input for impact evaluation and improvement areas. Thanks to all implemented measures, the Group has maintained a record of no work-related injuries.

Comprehensive benefits encompass:

- Private health insurance package;
- Psychological assistance;
- One-time payments to employees on occasions such as weddings or the loss of a family member;
- One-time payment to the family upon the death of the employee;
- Special offers from companies within Vilniaus Prekyba Group (Maxima, Euroapothea, etc.);
- Free courses to improve qualifications;
- Christmas gifts for employees;
- Management and certain other personnel, depending on their functions, are provided with company cars and fuel cards.

The Group organises various events for all its employees, including Christmas celebrations, summer events, birthday celebrations, and more.

About this report

REPORT CONTENT

This marks the second annual sustainability report by Akropolis Group, released concurrently with the Group's consolidated annual report and financial statements. The meticulous preparation adheres to the latest international non-financial reporting standard by the Global Reporting Initiative, underscoring the Group's commitment to transparency and responsible business practices. Notably, Akropolis Group, though not legally obliged to publish sustainability reports, voluntarily undertakes this initiative.

Annually, during the information collection phase, a thorough review ensures the accuracy of data. Covering the period from January 1, 2023, to December 31, 2023, this comprehensive report encompasses all entities within the Group. While this year's report did not undergo external assurance, future considerations include independent verification. The report, along with past and upcoming editions, will be accessible on our website. A draft version has undergone scrutiny and approval by the Management Board.

Any inquiries related to this report are welcome at sustainability@akropolis.lt.



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