

Approved by the Board of AB Ignitis grupė

Effective as of 13 / 01 / 2026

Policy owner – Group Health, Safety and Environment

Group Occupational Health and Safety Policy



1. PURPOSE AND SCOPE

The purpose of the Policy is to ensure a safe and healthy working environment for all Employees, Contractors, Visitors, and other stakeholders of the Group Companies. It serves as a formal declaration of the Group's commitment to proactively managing occupational health and safety (OHS) Risks, integrating safety into all business operations, and fostering a culture of prevention, responsibility, and continuous improvement.

This Policy applies for all Group Companies, companies with other shareholders, whose activities are controlled by the Group, and their Employees, Contractors, and Visitors participating in any location or activity for which the Group is responsible to the extent that it does not conflict with the requirements of the legislation of the European Union, the Republic of Lithuania and other countries in which the companies are registered and operate, and mutual agreements concluded by parties.

2. GENERAL PROVISIONS

To ensure that occupational health and safety (OHS) shall remain a top priority in all Group Companies' activities, regardless of their nature.

Group Companies are committed to collaboration and the exchange of best practices to strengthen overall OHS performance.

The Group upholds a zero-tolerance policy toward any breaches of OHS legislation and unsafe work practices. This includes a strict zero-tolerance approach to the use of alcohol or psychoactive substances during Working hours at Workplace or in any Work-related environment. This principle is a core element of the Group's safety culture, which is built on Employees' awareness and accountability.

To ensure continuous improvement of OHS, the following Group Companies are required to implement the ISO 45001 Standard: AB „Energijos skirstymo operatorius“, UAB „Ignitis“, AB „Ignitis gamyba“, UAB „Ignitis Renewables“, UAB

„Kauno kogeneracinė jėgainė“, UAB „Vilniaus kogeneracinė jėgainė“, UAB „Ignitis grupės paslaugų centras“.

3. COMMITMENT

Group Companies are committed:

- I. Preventing Incidents (including Lost Time Injuries, etc.), Injuries, Occupational illnesses by identifying hazards and implementing effective controls.
- II. Providing safe working methods and maintaining safe equipment and infrastructure.
- III. Identifying and managing Risks associated with Group activities.
- IV. Identifying and monitoring TRIR, LTIR indicators and other indicators as defined in internal regulations adopted by the Head of Group Health, Safety and Environment Function.
- V. Complying with relevant OHS legislation and best industry standards.
- VI. Integrating OHS considerations into the process of decision-making.
- VII. Empowering Employees at all levels to take ownership of safety and speak up about unsafe conditions without fear of retaliation.

4. OHS PRINCIPLES

Governance and Compliance	ensuring adherence to legal and regulatory requirements and aligning with best industry standards establishes a strong governance framework.
Operational Risk Management	systematic identification, assessment, and mitigation of potential hazards within organizational processes help to prevent Incidents and ensure the safety of Employees.
Culture and Leadership	strong leadership sets the tone for safety culture and influences the effectiveness of all other principles.

People and Capability	adequate resources, training, and equipment provided helps to ensure that all Employees have the knowledge, skills, and tools to perform their tasks safely.
Monitoring and Continuous Improvement	regular evaluation of OHS performance and a commitment to ongoing enhancement of safety practices, incorporating innovative solutions and technologies, ensure adaptability and responsiveness to emerging challenges.

5. ROLES AND RESPONSIBILITIES IN OHS

Chief Executive Officers of the Companies are leaders of safety culture and ensure executive-level accountability for OHS compliance.

Managers are accountable for implementing this Policy, providing resources for OHS initiatives, and ensuring compliance with legal requirements. Managers are expected to lead by example and foster a culture of safety.

Employees are responsible for their own safety and that of their colleagues, implementing and following the requirements of internal and external OHS legislation, using personal protective equipment as required, reporting any unsafe conditions or Incidents. Active participation in OHS programs is encouraged.

OHS specialists are tasked with developing, implementing, and monitoring internal OHS legislation through Occupational Risk Assessments, training, compliance enforcement, Incident investigations, and continuous improvement efforts to ensure a safe working environment.

Contractors must comply with Group OHS requirements, including relevant Occupational Risk Assessments, training, Incident reporting, and inspection procedures, as stipulated in agreements between Contractors and Group Companies. The Group Companies are responsible for ensuring Contractors' compliance through pre-qualification, onboarding, and active monitoring.

6. IMPLEMENTATION AND MONITORING

The Policy owner is responsible for preparing the Policy, reviewing it, providing guidance on the application of its provisions, and monitoring its implementation.

The implementation and compliance with the Policy in the Group Companies and Functions are the responsibility of their Managers and/or delegated people. In implementing the Policy, they cooperate with the Policy owner.

The Policy may be further detailed in internal documents approved by the Head of Group Health, Safety and Environment Function.

The Policy must be reviewed annually, with the first review taking place no later than one year after the effective date of this version.

The Policy is published publicly on the Group's website.

7. DEFINITIONS AND ABBREVIATIONS

Contractor	a contractor or service provider, i.e. an entity (natural person, private or public legal entity, other organization and subdivision thereof, or a group of such persons), with which a particular Group Company has entered into a contract for the performance of works or the rendering of services, where it is practicable to estimate the specific hours of time to be devoted to the performance of the works or provision of services for the particular Company and where the performance of the works or provision of the services is carried out in a territory or on the site of a Company. The concept of Contractor does not include suppliers of goods.
Employee	a person working at a Group Company under an employment or internship agreement as well as a member of the Group Company's collegial body.
Group	AB „Ignitis grupė“ and the legal entities directly and indirectly controlled by it.
Group Company	a Company of the AB “Ignitis grupė” corporate Group, including the parent Company.
Incident	an unplanned event or chain of events that has, or could have, resulted in Injury or Occupational illness, or damage to assets, the environment or Company's reputation.
Injury	any cut, fracture, sprain, amputation etc. that results from a single instantaneous exposure.
ISO 45001 Standard	an international standard that specifies requirements for an occupational health and safety (OHS) management system.
Lost Time Injury	an Incident at work that occurs while the Employee is performing work functions or at the Workplace (during additional, special breaks or rest and meal breaks when the Employee is at the Workplace, in the Company's premises or

	its territory), resulting in health damage to the Employee and causing loss of work ability for at least one day.
LTIR (Lost Time Injury Rate)	an occupational health and safety indicator, applied in Group, showing the total number of Lost Time Injuries per one million hours worked.
Manager	a person responsible for overseeing and coordinating the work of other Employees to achieve organizational goals efficiently and effectively.
Occupational illness	an acute or chronic health disorder of an Employee caused by one or more harmful and/or dangerous factors of the working environment, recognized as an occupational disease in accordance with the established procedure.
Occupational Risk Assessment	a process where: dangers and Risk factors, severity of potential harm caused thereof and their probability are identified while considering the applicable protective measures; Risk severity is determined; the decision (assessment) is made on the acceptability of Risk, i.e., whether the Risk is acceptable, tolerable or unacceptable, and on the application of preventive measures.
OHS (Occupational Health and Safety)	occupational health and safety, i.e., all preventive measures to preserve Employee working capacity, health and life at work, which are used or planned in all stages of the activities of the Companies in order to protect Employees from occupational Risks or reduce them as much as possible. Terminology such as “occupational safety and health” and “occupational health and safety” shall have the same meaning (ISO 45001).
OHS Specialist	persons appointed by the Company, occupational health and safety specialists or natural persons carrying out OHS functions or part thereof in a legal entity providing OHS services to a Company under a concluded contract for services.

Policy	Group Occupational Health and Safety Policy, this document.
Risk	a possibility of trauma or other possible harm to Employee's health and safety.
TRIR (Total Recordable Incident Rate)	an occupational health and safety indicator, applied in Group, showing the total number of recordable Incidents (Fatality, Lost Time Injury, Restricted Work Case, Medical Treatment Case) per one million hours worked.
Visitor	someone who comes to the Group Company's site for meetings, inspection, delivery, or tour, etc.
Working Hours	the period during which an Employee performs duties specified in the employment contract or employer's instructions, including preparation for work, breaks, remote work, and any other time when the Employee is under the employer's control. This does not include participation in social events, team-building activities, or other non-work-related gatherings outside regular working hours.
Workplace	any location where an Employee works or is required to be for the performance of work duties, including employer premises, company territory, vehicles, and approved remote work locations.
Work-Related Environment	any place or environment where an Employee is present for work-related purposes, even if it is not the primary workplace, such as travel to work using employer-provided transport, business meetings, business trips, training sessions, events, or client sites.

