



UAB "ONZÈ" CODE OF CONDUCT

Approved by the Order of the Director of UAB "Onzè" No. V25/08-05

August 8, 2025

INTRODUCTION

UAB "Onzè" is one of the logistics and transport sector companies in the Baltic States, providing comprehensive freight transportation, warehousing and customs brokerage services. In carrying out our activities, we cooperate with various stakeholders – shareholders, employees, partners, customers, institutions, civil society organizations and individuals. We encourage cooperation based on mutual respect and consideration of different opinions, and in our daily activities we apply extremely high standards of business ethics.

We understand that our activities create a long-term impact on the social environment and can contribute to the creation of a responsible business environment. We strive to create value for stakeholders together, therefore, in our activities we must be honest, ethical and comply with applicable laws and legal acts.

This UAB "Onzè" Code of Business Ethics (hereinafter referred to as the Code) and its principles apply to all shareholders, members of the Board, the Director, management staff and other employees of UAB "Onze". The principles of the Code also apply in relations with third parties, partners and subcontractors, regardless of their duties or functions.

PURPOSE

The purpose of the Code of Business Ethics of UAB "Onzè" is to establish the basic principles and rules of business ethics that define ethical behavior and good business practices. These principles are the basis of our business relations, helping to implement the company's core values on a daily basis: reliability, improvement, flexibility and responsibility.

Our priorities are focused on the development of the company, increasing the well-being of employees, sustainable growth and continuous innovation. As a responsible business, we

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strive to cooperate ethically and fairly with employees, society, government institutions, partners and customers. We expect the same from all interested parties.

TREATMENT OF EMPLOYEES

Employee well-being is one of the priorities of UAB "Onzé". Equal opportunities for all, compliance with legal norms and an ethical approach to other people and the wider social community are the basis of our work.

We respect our employees, encourage their involvement in the company's activities and process improvement. We support community spirit in the team, care for each other. We support and adhere to the principles of the Universal Declaration of Human Rights and the Charter of the United Nations.

Equality of people: we do not tolerate any discrimination or the desire to cause emotional, physical or psychological fear. We are against degrading treatment, threats or harassment. We condemn any discrimination based on gender, age, nationality, religion, beliefs, political views or social origin.

Open dialogue: we comply with applicable laws and standards regarding working hours, remuneration and working environment.

Free choice: we do not tolerate human trafficking, forced labour or child exploitation. The minimum age of employees in the company is 18 years.

Fair remuneration: employees are paid a salary in accordance with market standards and are provided with additional benefits depending on performance. We encourage professional development and finance training for professional development.

Work tools: the company provides all necessary work tools to perform tasks. Company assets must be used responsibly, in accordance with internal rules, in order to avoid loss or unauthorized use.

Health and safety: we constantly invest in a safe working environment and remind employees to follow safety rules. We do not tolerate the use of alcohol or psychotropic substances in the workplace. All employees are insured with health insurance, preventive examinations are performed.

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BEHAVIOR IN SOCIETY

This code is the basis of our honest and responsible relationships. We hope that our partners and customers will also be guided by these values.

Honest tax payment: we always comply with the law, openly provide all information to government institutions. Taxes are paid responsibly, transparently and on time.

Corruption prevention: we do not tolerate any form of bribery. We do not give or accept gifts that may influence decisions. Employees must report attempts to influence by illegal means.

Conflicts of interest: employees' decisions must serve only the interests of UAB "Onze". Potential conflicts of interest must be reported immediately to management.

Political neutrality: the company does not participate in political activities, does not support parties or election campaigns.

Social responsibility: we support community initiatives, educational and cultural projects, sports events, and cooperate with scientific institutions.

BEHAVIOR WITH PARTNERS AND CUSTOMERS

We comply with competition laws and condemn cartel agreements. Respect for competitors is part of our business.

We value partners and customers, and strive for long-term cooperation. We honor our commitments and protect their confidential information.

Gifts or hospitality are permitted only when they are symbolic and do not influence decisions.

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SUSTAINABLE GROWTH

UAB "Onzė" pays special attention to sustainable growth. We comply with environmental laws, have all necessary permits. We strive for efficient energy consumption, CO₂ emission reduction, and invest in renewable energy sources. We prioritize processes and equipment that help reduce environmental impact and implement the principles of the circular economy.

IMPLEMENTATION OF THE CODE

The Code of Ethics is publicly available for employees, customers and the community to review. Management is responsible for ensuring that all employees are familiar with the document. The Code is reviewed every three years and, if necessary, amended.

All reports of violations of the Code may be submitted to management confidentially. UAB "Onzė" is committed to protecting whistleblowers and ensuring the confidentiality of information.

Director

Justas Kairys

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