

APPROVED

by Decision of the Management Board
of the State Enterprise
Ignalina Nuclear Power Plant
(Protocol No. VPP-15(1.160E)
of 11 September 2025)

SUSTAINABLE ACTIVITIES POLICY OF THE STATE ENTERPRISE IGNALINA NUCLEAR POWER PLANT

I. INTRODUCTION

1. The State Enterprise Ignalina Nuclear Power Plant (hereinafter – the Enterprise) is an organisation implementing a unique project, entrusted with the safe decommissioning of the nuclear power plant with RBMK-1500 type reactors and the management of radioactive waste resulting from the Enterprise's activities. Therefore, in carrying out its activities, the Enterprise consistently adheres to the principle that the methods used to achieve its objectives must incorporate environmental protection, social responsibility, and good governance (ESG) aspects and strengthen public confidence in the Enterprise and create a positive corporate reputation. The Enterprise, entrusted by the Republic of Lithuania with a mission of exceptional importance – the safe and responsible management and storage of radioactive waste – recognises its unique responsibility to present and future generations, the environment, and society.
2. This Sustainable Activities Policy (hereinafter – the Policy) sets out the Enterprise's commitments and key principles for integrating environmental protection, social responsibility, and good governance practices into all Enterprise's activities, in fulfilling State-assigned functions and ensuring the public interest. The Policy is based on national strategic objectives, international commitments and the best practices of leading organisations of a similar profile. This Policy replaces the Social Responsibility Policy by embedding ESG principles as a core part of the Enterprise's activities, aiming for higher standards of performance, responsibility and transparency.
3. The purpose of this Policy is to define the principles, approaches and guidelines for shaping and developing the image of a sustainable and forward-looking organisation, while fostering a culture and practice of environmental and social responsibility, respect for human rights, and a strong focus on safety.
4. This Policy has been prepared in accordance with the Order of the Minister of Energy of the Republic of Lithuania of 31 December 2024, No. 1-256, "On the Approval of the Letter on the State's Objectives and Expectations for the State Enterprise Ignalina Nuclear Power Plant" and is aligned with the European Green Deal and the material topics identified through the organisation's double materiality assessment.

5. Sustainable activities in the field of **environmental protection** include principles of nuclear, radiation safety, pollution reduction, the responsible consumption of natural resources, promoting a circular economy through waste management, and the application of advanced technologies with lower environmental and climate impact.
6. Sustainable activities in the field of **social responsibility** include taking responsibility for the Enterprise's activities concerning employees, the local community, and society as a whole, promoting ethical employment and cooperating with all stakeholders based on principles founded on a shared interest in sustainable development.
7. Sustainable activities in the field of **good governance** are related to the organisation's processes that comply with the Nuclear Safety Requirements BSR-1.4.1-2016 "Management System", approved by the Head of the State Nuclear Power Safety Inspectorate by Order No. 22.3-56 of 21 June 2010 "On the Approval of Nuclear Safety Requirements BSR-1.4.1-2016 'Management System'", and with the International Certification Standard ISO 9001, and covers the principles of transparent and efficient management of the Enterprise, efficient use of resources, rational and reasonable financial management, directly related to the fulfilment of expectations of all stakeholders, and is inseparable from the public interest, and are aligned with the long-term vision of the Enterprise as a sustainable organisation.

II. PRINCIPLES OF SUSTAINABLE ACTIVITIES

8. The Enterprise's activities are based on the following fundamental principles:
 - 8.1. **Primacy of Safety Culture.** Nuclear, radiation, occupational and environmental safety is the highest priority in the Enterprise's activities.
 - 8.2. **National Responsibility and Long-Term Perspective.** Activities are carried out considering the long-term interests of the State and the duty to protect future generations.
 - 8.3. **Accountability and Transparency.** Transparency of activities and accountability to State authorities, the owner and the society are ensured.
 - 8.4. **Responsibility to Future Generations.** Striving to ensure that future generations are not left with a disproportionate financial or safety burden.
 - 8.5. **Stakeholder Engagement.** Open and constructive dialogue with all relevant stakeholders is ensured.
 - 8.6. **Compliance and ethics.** Strict adherence to the legal requirements governing the Enterprise's activities and the highest ethical standards.
 - 8.7. **Efficiency and Continuous Improvement.** Striving to use the resources entrusted by the European Union and the State efficiently, while continuously improving activities.

III. ENVIRONMENTAL COMMITMENTS (E)

9. **Climate change: reduction of greenhouse gas (GHG) emissions and improvement energy efficiency.** Increase energy efficiency across all of the Enterprise's activities, assess and reduce GHG emissions in activities where this is relevant and feasible, implement energy-saving technologies and promote the sustainable use of energy.

10. Pollution. Ensuring radiation and nuclear safety:

- 10.1. **Radiation safety.** Apply the highest international and national radiation safety standards; carry out continuous and comprehensive monitoring of the radiological environment; ensure the protection of human capital, contractors' employees and the public from ionising radiation.
- 10.2. **Air pollution (including radioactive contamination).** Control and reduce any potential air pollution, including radioactive contamination, by ensuring strict monitoring and management mechanisms for emissions.
- 10.3. **Nuclear safety.** Ensure the highest nuclear safety standards in the activities of the management and storage of radioactive waste, continuously improve safety systems and procedures, and guarantee the reliable long-term isolation of radioactive waste from the environment.

11. Circular economy:

- 11.1. **Efficient use of raw materials and natural resources.** Optimise the use of raw materials, implement efficient solutions for the use of raw materials and resources, promote reuse and recycling, in activities where it is safe and economically justified.
- 11.2. **Radioactive Waste Conversion.** Seek and implement innovative methods for the treatment and conversion of radioactive waste, aiming to reduce its volume and hazard in the long term, considering safety requirements.
- 11.3. **Prevention and management of non-radioactive waste.** Reduce the amount of non-radioactive waste generated, sort and properly manage non-radioactive waste in accordance with the principles of the waste hierarchy and promote waste prevention and reuse.

IV. COMMITMENTS TO SOCIAL RESPONSIBILITY (S)

12. Own workforce:

- 12.1. **Employee well-being and competitive remuneration policy.** Ensure remuneration in line with market conditions, provide social guarantees and maintain employee qualifications, create a favourable working environment that encourages employee engagement and motivation, and take care of employee psychological well-being.
- 12.2. **Ensuring equal opportunities and human rights, as well as employee empowerment and inclusion.** Ensure equal opportunities for all employees regardless of gender, race, nationality, religion, age or other grounds of discrimination, respect human rights and fundamental freedoms, promote diversity and inclusion, and create conditions for employee self-expression and initiative.
- 12.3. **Occupational safety and health.** Strive for zero harm to employee health, foster and maintain a high-level safety culture, ensure safe and healthy working conditions in compliance with legal requirements, and take care of employee health surveillance and prevention.
- 12.4. **Employee competence and staff turnover.** Invest in the development of employee competences, training, and qualification improvement, particularly in the areas of nuclear and radiation safety, plan and manage staff turnover to ensure knowledge transfer and organisational continuity of activities.

13. **Value chain employees.** Encourage suppliers and contractors to adhere to principles of sustainable activities and social responsibility, consider working conditions of the suppliers, respect for human rights, and environmental practices during procurement and contracting processes.
14. **Affected communities. Partnerships with communities.** Maintain continuous, open and transparent dialogue with local communities and the general public, provide timely and understandable information about the Enterprise's activities, its safety and impact, systematically assess and respond to public concerns, and contribute, where possible, to the social and economic development of the region by supporting local initiatives, particularly those related to safety, environmental protection, and education.

V. COMMITMENTS TO GOOD GOVERNANCE (G)

15. **Strategic management of sustainability, including stakeholder engagement.** Implement the Enterprise's activities, strategic planning, annual activity plans and decision-making processes through ESG guidelines, set clear sustainable activity goals and monitor their implementation, regularly engage stakeholders in dialogue on the Enterprise's sustainable activity strategy and performance.
16. **Ethics in activities:**
 - 16.1. **Corruption prevention and transparency.** Adhere to the highest ethical standards in activities, implement a strict anti-corruption policy and procedures, ensure transparency in activities, decision-making, and financial management, encourage the reporting of potential violations, and provide protection for whistle-blowers.
 - 16.2. **Cybersecurity and physical security.** Ensure a high level of cybersecurity and physical security by protecting the Enterprise's information assets and physical infrastructure against potential threats, continuously improving security measures, and taking preventive actions.
 - 16.3. **Supply chain management and sustainability in the supply chain.** Implement sustainable activity criteria in the Enterprise's supply chain, encourage suppliers to adhere to higher sustainable activity standards.
17. **Risk and compliance management.** Implement an integrated risk management system, regularly identify, assess, and manage risks related to sustainable activities, ensure effective internal controls and compliance with applicable legislation and regulatory requirements governing the Enterprise's activities, and cooperate with supervisory authorities.

VI. POLICY IMPLEMENTATION AND RESPONSIBILITY

18. The Enterprise's management is responsible for ensuring the implementation of this Policy and for providing leadership in its execution.
19. Each employee is responsible for applying the principles of the Policy in their activities.
20. The Enterprise's strategic planning, annual activity plans, budgeting, risk management and decision-making processes are based on sustainable operational aspects.
21. Specific, measurable goals and indicators of sustainable activities are established, monitored, evaluated, and integrated into the overall performance management system.

VII. MONITORING, REPORTING, AND REVIEW

22. The company continuously monitors and evaluates the outcomes of its sustainable activities based on established indicators.
23. Information on sustainability matters is prepared and published in accordance with recognised international standards (e.g. GRI), ensuring the reliability and comparability of information.
24. This Policy is reviewed at least every three years or in the event of significant changes in conditions of activities, legislation, or stakeholder expectations.

VIII. POLICY APPROVAL

25. This Policy is approved by the Enterprise's Board of Directors, and its implementation is ensured by the Enterprise's management, acknowledging its responsibility in fulfilling the mission entrusted to it by the State.
 26. The Enterprise's management must ensure that this Policy is accessible, known and understandable to every person working at the Enterprise.
 27. The Policy is public and published on the Enterprise's website.
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