



SUSTAINABILITY REPORT 2024

INTRO

HELLO FROM OUR CEO

Dear colleagues, partners, and readers,

As of early 2025, I have taken on the responsibility of leading ALTAS AUTO — a company that has earned its reputation through consistent work, long-term thinking, and a focus on doing things properly. This leadership transition follows a change introduced in 2024, when a new Management Board was established to guide strategic direction and ensure the company remains strong and resilient in a changing market. Leadership of the company was transferred to me as part of that process, while the founder continues to serve actively on the Board — bringing continuity and reinforcing the values that have shaped ALTAS AUTO from the beginning.

ALTAS AUTO has become one of the most recognised manufacturers of minibuses and electric transport solutions in Europe. That standing comes from a clear commitment to product quality, long-term client relationships, and the ability to adapt to different regulatory, operational, and urban transport environments across the region.

As the company moves forward, it does so in a mobility landscape that is shifting. Expectations are no longer defined only by performance or capacity — but by long-term reliability, energy efficiency, and alignment with broader infrastructure goals. Meeting these expectations means investing in more than just vehicles. It requires a strong operational base, clear processes, and a company culture rooted in discipline and purpose.

This first Sustainability Report offers a clear view of where ALTAS AUTO stands today — and where it is heading. It reflects the company's efforts to reduce environmental impact, strengthen internal processes, and align its operations with the long-term needs of clients, communities, and urban infrastructure. More than a report, it is a statement of accountability — showing that sustainable growth is not just a goal, but a requirement for building lasting value.

ALTAS AUTO moves forward as a unified organization — shaped by experience, strengthened by transition, and guided by a shared responsibility to deliver transport that works, lasts, and leads responsibly into the future.

Ignas Pranskevičius
CEO at Altas Auto





INTRO

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ALTAS AUTO

INTRO

ABOUT THIS REPORT

This report represents **ALTAS Komercinis Transportas, UAB** commitment to clear, responsible, and comprehensive sustainability reporting. It has been prepared in alignment with the **Global Reporting Initiative (GRI) Standards** to ensure that the information shared with stakeholders is accurate, reliable, and objective. This document serves as an **important first step** toward full compliance with the **Corporate Sustainability Reporting Directive (CSRD)**, reflecting our commitment to enhanced transparency and accountability in the future. In light of the transformational changes anticipated in 2025, including the introduction of new strategic objectives, it is deemed more appropriate to conduct the CSRD-aligned double materiality assessment concurrently with the goal-setting process, ensuring full alignment and relevance.

The principles guiding our reporting process are as follows:

- **Accuracy:** All data and insights presented have been verified through reliable methodologies, ensuring precision and transparency.
- **Clarity:** Sustainability outcomes are communicated in a straightforward and accessible manner, ensuring comprehension across diverse stakeholders.
- **Comparability:** By following established reporting standards, we enable stakeholders to track our progress and benchmark our performance against industry peers.
- **Reliability:** The report is supported by systematic processes and strong internal governance to ensure data integrity.
- **Timeliness:** Information is reported at regular intervals, ensuring stakeholders have access to up-to-date and relevant data.
- **Materiality:** The report focuses on key topics identified as significant to our business and stakeholders through a detailed materiality assessment process.
- **Stakeholder Inclusiveness:** Input from a diverse range of stakeholders has been incorporated to enhance the depth and accuracy of the report.
- **Sustainability Context:** Our performance is evaluated within the broader context of global sustainability challenges, reflecting our economic, environmental, and social contributions.
- **Completeness:** All relevant topics are covered comprehensively, ensuring a full representation of our sustainability efforts.
- **Balance:** The report provides an impartial view of our performance, including both positive outcomes and areas requiring further improvement.

By adhering to these principles, **ALTAS Komercinis transportas, UAB** aims to deliver a transparent and reliable account of its sustainability practices, fostering trust with stakeholders while supporting continuous improvement.

This report is the result of a robust materiality assessment and sustainability due diligence process, strengthened by input from company leadership and external experts. While it has not undergone external verification, it has been reviewed and approved by the executive team. This document marks a foundational step toward achieving **full CSRD compliance**, as we continue to enhance our sustainability reporting practices.

We welcome feedback and further dialogue with stakeholders. **Contact:** Urtė Polikarpaitė **Email:** urte.polikarpaitė@altasauto.com

INTRO

COMPANY PROFILE

ALTAS Komercinis Transportas, UAB, known as Altas Auto, was established in 2002 by automotive engineering enthusiasts Edvardas Radzevičius and Edmund Lisovski.

The company's headquarters are located at Centrinė g. 30, Pikutiškės, LT-14300.

Over two decades, Altas Auto has evolved into a prominent European entity specializing in the engineering and production of mini and midi buses, with a strong emphasis on product development quality and customer relations.

The organizational values are deeply embedded in its Code of Ethics and Conduct and a comprehensive Social Responsibility Policy. These foundational documents champion transparent, ethical, and respectful behavior, upholding human dignity, ensuring equal opportunities, and promoting overall transparency within daily operations and external relationships.

The company's mission is multifaceted, encompassing the cultivation of sustainable relationships with Lithuanian educational institutions and the academic community, a client-centric approach that involves close collaboration with transportation companies, and a strategic partnership model that extends beyond mere manufacturing to providing expert advice throughout the transportation service supply chain. A core tenet of its mission is responsible sourcing, ensuring that products are assembled from proven and certified sources, with suppliers adhering to due diligence obligations across the supply chain.



INTRO

WE ARE

OUR VALUES

COMPANY PROFILE

one of the leading European companies engineering and producing mini and midi buses, placing a high value on **complex quality of product development and relations with customers**

determination, responsibility, openness, curiosity

Our corporate culture is rooted in integrity, quality, and innovation, supported by clear ethical principles outlined in our Code of Conduct for Partners and CSR Policy. We promote these principles through management communication and employee awareness initiatives. Structured evaluation of corporate culture is under development.



MINIBUSES

M1 segment
M2 segment
M3 segment



ELECTRIC MINIBUSES

M3 segment



ELECTRIC MIDIBUSES

M3 segment



ALTAS AUTO proudly announces the launch of the **ALTAS Novus V7 City**, a fully electric midi bus now open for production orders. Designed for modern public transport needs, the V7 City offers seating for up to 37 passengers* and has already begun its European demonstration tour.

The kickoff took place in Italy's **Trentino region**, where our local partner **Gruppo D'Auria** collaborated with carriers **Trentino Trasporti**, **Silbernagl**, and **Sasabz** to conduct comprehensive real-world testing. The V7 City was evaluated under demanding urban traffic conditions and mountainous terrain—offering a robust trial of its capabilities. Feedback from operators highlighted the vehicle's **build quality**, **ergonomic design**, and **operational efficiency**, especially in terms of energy use and drivability.

This launch marks the beginning of a broader European tour, with the Novus V7 City scheduled to appear in **Germany**, **Denmark**, and at **key international transport exhibitions** throughout 2024. Operators, municipalities, and partners across Europe are invited to experience the model firsthand and explore its potential to enhance urban mobility fleets.

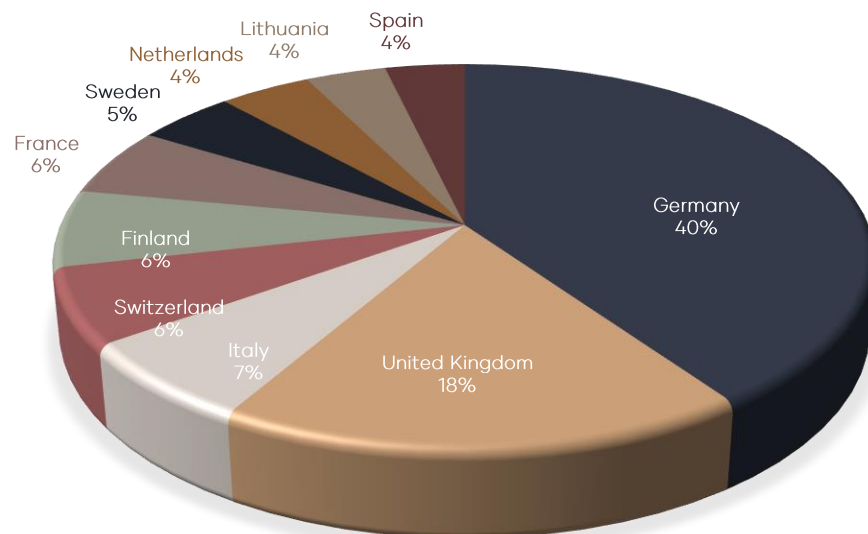
BUSINESS

OUR MARKETS

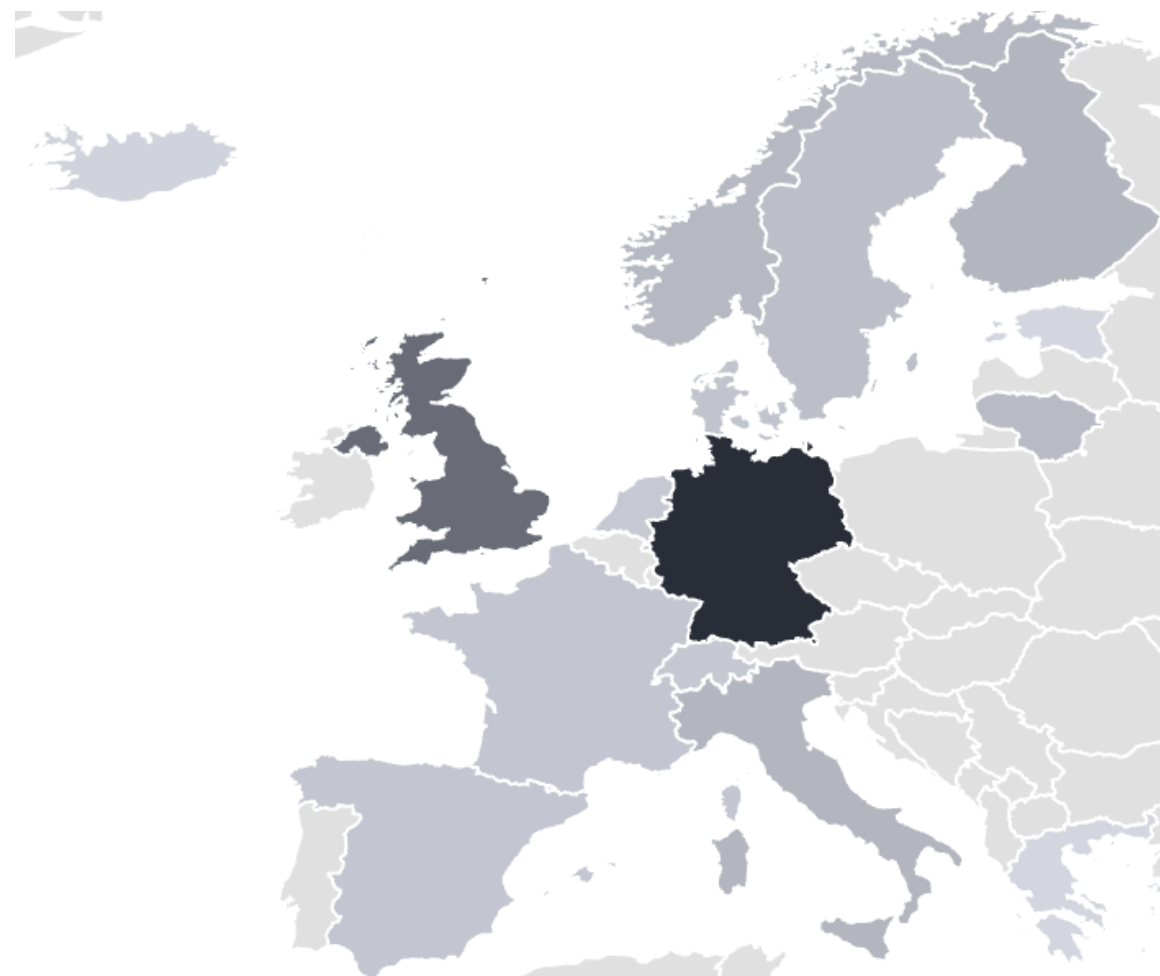
In 2024, Germany remained our leading export market, with 206 units sold, aligning with the country's ongoing efforts to enhance its urban public transport infrastructure. Our presence there confirms that our urban buses meet the stringent quality, reliability, and technical compliance standards required by German municipalities and transport authorities.

The United Kingdom is our second-largest market, with 129 units sold, reflecting a robust demand for our vehicles in its major urban centers. Following this, our presence in countries like Italy (40 units sold), Finland (40 units sold), and Switzerland (18 units sold) showcases our broad appeal.

In every market, our vehicles adhere to stringent EU regulations, including safety, performance, and increasingly important environmental standards. Our commitment to meeting and exceeding evolving EU emissions targets for urban buses positions us strongly for future growth in this sector. This strategic alignment with European regulatory trends and the needs of city transport operators is a cornerstone of our export strategy.



Sales of buses by countries, 2024



Atlas Auto markets, 2024

BUSINESS

OUR MARKETS

ALTAS AUTO

In 2024, ALTAS AUTO strengthened its stakeholder engagement and demonstrated its growing international presence by participating in ten major public transportation trade events across eight European countries, including Germany, France, Italy, Spain, Sweden, Finland, Switzerland, and Denmark.

These exhibitions—such as BUS2BUS in Berlin, Next Mobility Expo in Milan, FIAA in Madrid, and Persontrafik in Gothenburg—enabled direct interaction with public transport authorities, municipal procurement bodies, operators, and long-standing regional partners.

With local representation in each market, ALTAS AUTO showcased a range of adaptable and operationally efficient vehicles, including the fully electric Novus City V7 and low-floor minibuses like the Cityline, aligned with diverse fleet needs.

A key milestone included the listing of Cityline in France's CATP catalog, affirming the company's compliance with national public procurement standards. Across all events, ALTAS AUTO's presence was marked by consistent branding, localized engagement, and a partner-driven approach, reinforcing its role as a reliable and agile European manufacturer within the evolving mobility landscape.



INTRO

RESULTS

EUR58.2m
revenue

EUR8.61m
remuneration fund

651 buses
production

CAPACITY

299
employees

15
engineers in R&D

700+
production capacity

500+
direct suppliers

SNAPSHOT 2024

SCOPE1: t262CO₂e
SCOPE2*: t80CO₂e
SCOPE3**: t14,320CO₂e
GHG emissions

4.86
TRIR

355,6,8t
total waste generated

494,302
total working hours

10.000 sq. m
production facilities

13
products series models

4
series products brands (OEM)



INPUTS

1,860 MWH
total energy use

112
EV engines installed

156t
metal components used

39.1t
plastic components used

1,450 m³
total water consumption

14 MWH
EV batteries installed

7,800
passenger seats

71.4t
glass products used

* location based

** estimated average, consult ANNEX I: GHG INVENTORY

SUSTAINABILITY AGENDA

STAKEHOLDERS

Stakeholder Group	Expectations	Potential Impact	Engagement Strategies
Capital Providers	Financial returns, sustainability	Provide funding, influence strategy	Reports, meetings, transparency
Clients	Quality, delivery, pricing	Drive revenue, shape reputation	Surveys, customization, responsive support
Employees	Wages, safety, stability	Ensure efficiency, retain skills	Training, safety measures, engagement programs
Suppliers	Reliable contracts, fair payments	Ensure supply, production efficiency	Procurement transparency, long-term relationships
Potential Employees	Career opportunities, benefits	Address skill gaps, strengthen workforce	Employer branding, internships, job fairs
Neighbours	Slower/lighter traffic, local benefits	Influence social license to operate	Community updates, participation, open dialogue

SUSTAINABILITY AGENDA

DOUBLE MATERIALITY

Double materiality* refers to assessing sustainability topics from two perspectives:

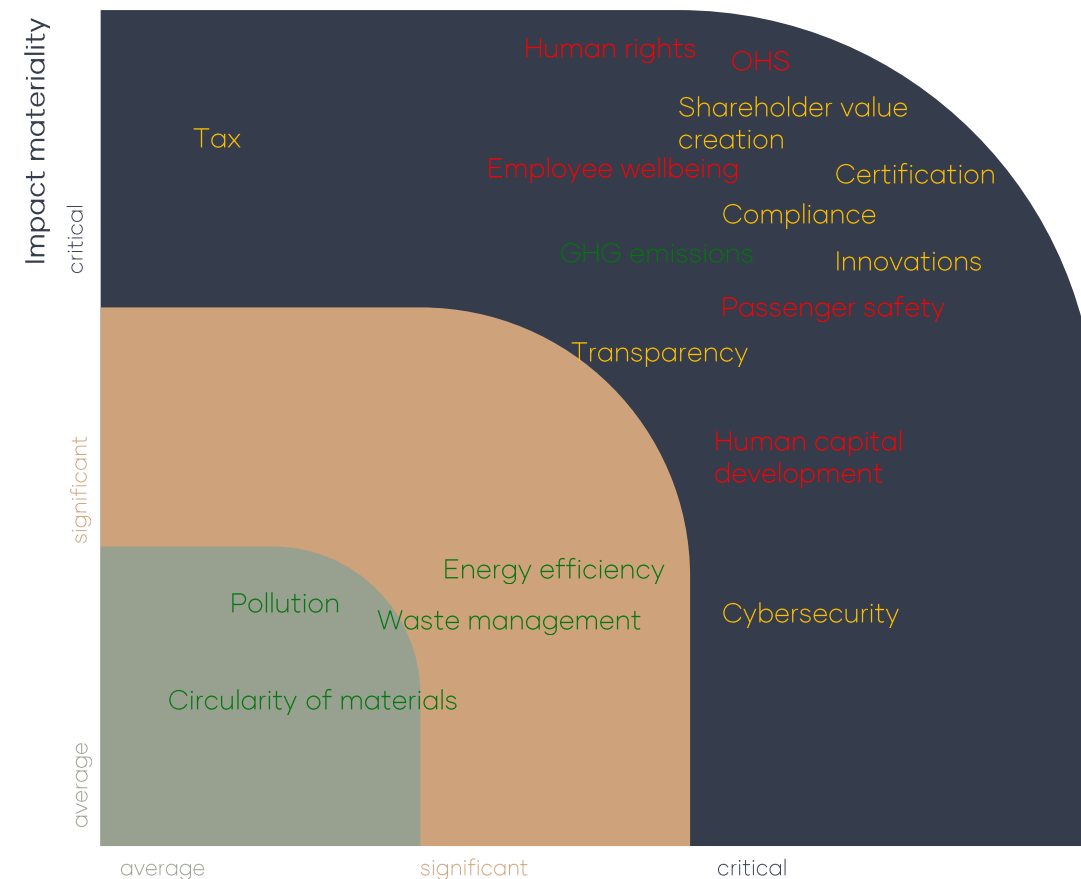
Impact Materiality: How the organization's activities impact the economy, environment, and society.

Financial Materiality: How sustainability-related issues, such as climate change or resource scarcity, impact the organization's financial performance.

This approach ensures companies address both their outward impacts and the risks/opportunities affecting their business.

Step	Description	Outcome
Stakeholder Engagement	Gather reliable insights on industry challenges, regulatory factors, and sustainability concerns from stakeholders.	Identification of stakeholder priorities.
Identification of Topics	Use stakeholder feedback and industry analysis to identify and prioritize the most significant issues for the business.	List of relevant material topics.
Impact Measurement	Evaluate qualitative and quantitative impacts of topics on resources, emissions, employees, communities, and the environment.	Assessment of impact significance.
Sustainability Risk Assessment	Analyze risks associated with each material topic, particularly focusing on environmental management, compliance, and operational efficiency .	Identification of risks and opportunities.
Prioritization and Validation	Validate prioritized topics with input from senior leadership to ensure alignment with strategic goals and long-term sustainability objectives.	Materiality Matrix

*Updated CSRD compliant Double materiality assessment to be performed in 2025



Environmental impacts

Social impacts

Governance and economic impacts



**SUSTAINABLE
DEVELOPMENT GOALS**

SDG7: Affordable and Clean Energy

- ALTAS AUTO integrates electric mobility solutions into its product portfolio, reducing dependence on fossil fuels.
- By offering electric buses, the company supports clean and efficient energy use in public and private transportation sectors.
- Its innovation in electric drivetrains and battery systems helps reduce greenhouse gas emissions, supporting the clean energy transition.

SDG 8: Decent Work and Economic Growth

- ALTAS AUTO contributes to economic development by employing around **300 people** and fostering professional growth.
- The company's presence in **20 European markets** promotes economic activity and export growth.

SDG 9: Industry, Innovation, and Infrastructure

- ALTAS AUTO invests in **R&D** to develop advanced electric and diesel transport solutions, enhancing sustainable mobility infrastructure.
- Adoption of **state-of-the-art technologies** and collaboration with industry partners enable innovation and improved product quality.

SDG 11: Sustainable Cities and Communities

- Support of cleaner and more sustainable urban transport by providing **low-emission electric buses**.
- Addressing the demand for reliable, efficient transport solutions in urban and suburban environments.

SDG 12: Responsible Consumption and Production

- **ISO 14001-certified** environmental management standards, ensuring sustainable and resource-efficient production processes.
- Implementation of **LEAN methodology** reduces waste, optimizes resource use, and minimizes environmental impact.
- Products are designed for durability and long-term efficiency, aligning with principles of sustainable consumption and production.

SDG 13: Climate Action

- Promoting electric mobility, which reduces carbon emissions and environmental impact.
- The company's electric product portfolio helps transport operators transition to low-carbon solutions, contributing to climate goals.
- **ALTAS AUTO plays a role in reducing** the overall carbon footprint of the transportation sector through innovative, sustainable vehicles designed for urban public transportation.

SDG 17: Partnerships for the Goals

- Collaboration with industry leaders, universities, and local institutions to drive innovation and sustainable development.
- Partnerships with organizations like **Elinta Motors** enable the integration of advanced electric drivetrains.

BUSINESS

INNOVATIONS

PRODUCT DEVELOPMENT SUBDIVISION

PRODUCT ENGINEERING SUBDIVISION

Implementing new solutions



Engineering/construction



Determining production
technology



Testing validation



Pre-manufactory
technical feasibility

PRODUCT

Designing



Quality inspection



Manufactory
maintenance standardisation



Repair instructions



Aftersales support

GOVERNANCE

REGULATIONS AND STANDARDS

VanPartner by Mercedes-Benz



Altas Auto applies a strict anti-corruption policy prohibiting bribery and undue influence, aligned with international principles. Formal anti-corruption and anti-bribery policies aligned with the UN Convention against Corruption are planned for implementation in 2025.

Whistleblowers are protected under Altas Auto's internal policies. Reports are handled confidentially, and employees are safeguarded against retaliation.

Employees are encouraged to report unethical or unlawful behaviour through established internal channels, including a dedicated reporting email. Management is responsible for addressing concerns promptly.

Conflict Minerals Policy – ALTAS AUTO

ALTAS AUTO's **Conflict Minerals Policy** reflects the company's commitment to responsible and ethical sourcing of raw materials. Key points include:

1. Commitment to Responsible Sourcing:

1. ALTAS AUTO avoids using minerals (tin, tantalum, tungsten, gold, and cobalt) sourced from conflict-affected and high-risk areas that may fund armed groups or human rights abuses.

2. Supplier Due Diligence:

1. Suppliers must confirm that materials are “**conflict-free**” and disclose their sources of minerals when requested.
2. ALTAS AUTO requires suppliers to avoid conflict-affected smelters and meet due diligence obligations across their supply chains.

3. Policy Implementation:

1. Procedures are in place to **select and review suppliers**, ensuring materials are tracked and verified as conflict-free.
2. ALTAS AUTO relies on supplier declarations but reserves the right to investigate further in cases of suspected violations (e.g., child labor, modern slavery).

EU Framework Regulation 2018/858

Objective: Harmonizes vehicle type-approval across the EU, ensuring safety, environmental protection, and fair market practices.

Scope: Applies to motor vehicles, trailers, systems, and components in categories M (passenger), N (goods), and O (trailers).

Key Features:

- Stricter **safety** and **emissions** testing (e.g., WLTP, RDE).
- **Market Surveillance:** Post-market compliance checks and recalls.
- Transparent access to technical and repair data.
- Enhanced oversight of manufacturers and testing authorities.

Impact: Improves consumer safety, reduces emissions, and builds trust in compliance systems.

The Road Vehicles (Approval) Regulations 2022 (UK SI 2022/1273)

Objective: Establishes a comprehensive UK framework for the type approval of motor vehicles, systems, components, and separate technical units post-Brexit, replacing EU-driven regulations.

Scope:

- Applies to all motor vehicles, trailers, components, and systems for vehicles marketed in Great Britain.
- Aligns with vehicle categories M (passenger), N (goods), and O (trailers).

Key Features:

- **Independent Type-Approval System:** Replaces EU approval; vehicles must comply with GB-specific standards.
- **Environmental & Safety Compliance:** Enforces emission standards, crash safety, and operational safety checks.
- **Market Surveillance:** Strengthened oversight on imported and domestically produced vehicles to ensure continued compliance.
- **International Equivalence:** Recognizes certain approvals aligned with UNECE and EU standards.

Impact: Provides regulatory clarity for vehicle manufacturers post-Brexit while maintaining safety and environmental standards.

SUPPLIER AUDITS

Suppliers are audited annually for adherence to ethical practices, quality management, social, and environmental compliance.

In 2024, the audits were expanded to include **proof of certifications**, strengthening accountability.

Suppliers linked to conflict regions (e.g., **Russia or Belarus**) or those unable to verify product origins were flagged for monitoring and corrective measures, reflecting the company's commitment to responsible sourcing.

RELATIONS WITH SUPPLIERS AND PARTNERS

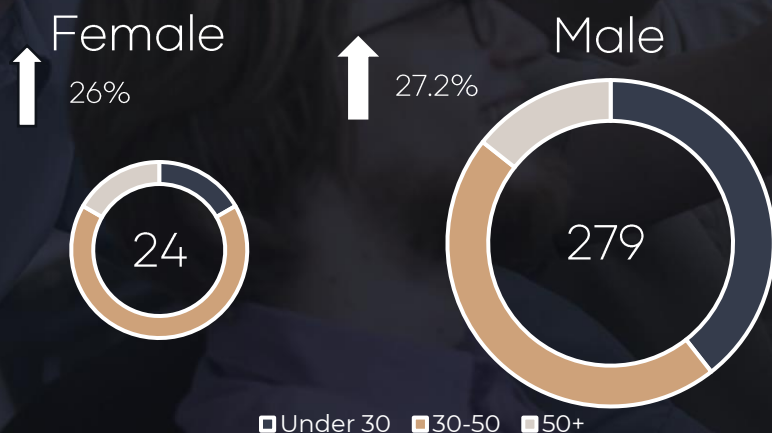
The company emphasizes integrating suppliers into the development of **social responsibility policies** within the supply chain.

Suppliers are required to provide proof of compliance with **working conditions, ethics, human rights, and safety standards**. This includes sustainability claims for their products.

Altas Auto maintains long-term partnerships with suppliers, with an emphasis on quality, regulatory compliance, and responsible sourcing. We recognize supply chain risks related to sustainability, including human rights, labor practices, and environmental impacts.

Altas Auto is committed to ensuring fair and timely payments to all suppliers, with particular attention to small and medium-sized enterprises (SMEs).

SOCIAL IMPACTS



Team composition by age and gender, ALTAS komercinis transportas, 2024

OUR TEAM

ALTAS AUTO

Altas Auto's workforce is characterized by a naturally balanced age distribution that supports stability, competence, and a drive for excellence. This structure not only ensures a blend of youthful dynamism and experienced leadership but also contributes to overall workforce stability and operational efficiency. No specific targets for age distribution are set; however, the composition inherently supports a sustainable talent pipeline, blending youthful innovation with experienced oversight.

In 2024, the workforce expanded to 299 employees, up from 238 in 2023, with an average workforce size of 277 employees. This increase aligns with our strategic focus on enhancing operational capacity and fostering balanced demographics.

Top Management: 5 employees (1.67% of the workforce), unchanged from 2023

Age Distribution:

- Under 30 years: 114 employees (38%), up from 94 in 2023 (39%).
- 30-50 years: 145 employees (48%), up from 119 in 2023 (50%).
- Over 50 years: 44 employees (15%), up from 25 in 2023 (11%)

Gender Distribution: Women represent 24% of the workforce, a rise from 19% in 2023. Our focus on workforce stability is further evidenced by a strong retention rate and the provision of comprehensive support systems for employees at different stages of their careers.

FOCUS AREAS

Recruitment and retention

TARGETS AND INDICATORS

To be confirmed and published in 2025 sustainability report

SOCIAL IMPACTS

RENUMERATION

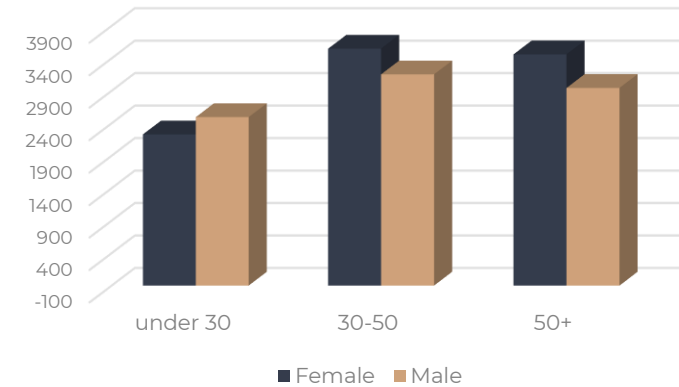
Wage Compliance: Altas Auto ensures all employees receive wages in line with applicable benchmarks, confirmed by regular audits. No underpayment incidents have been identified in 2024.

Social Protection: Employees are fully covered by social protection benefits, including sickness, unemployment, employment injury, parental leave, and retirement benefits. No employees or non-employees were excluded from these protections in 2024.

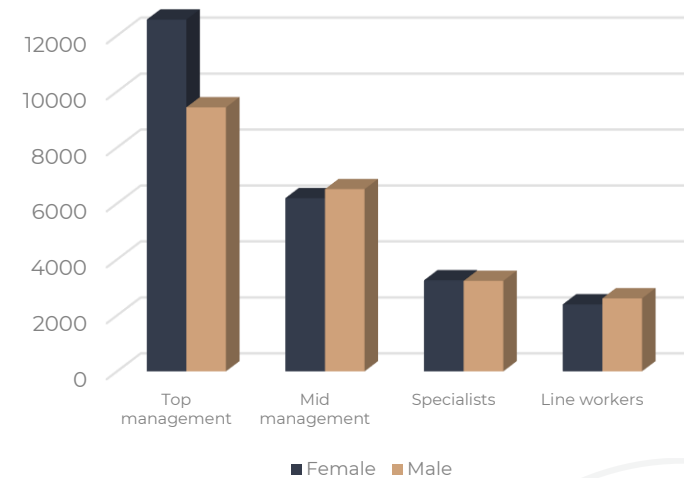
Collective Bargaining and Representation: 8.4% of the workforce is covered by collective bargaining agreements. Representation is maintained through the **Darbo Taryba** (Work Council), compliant with Lithuanian labor law.

Training and Development: Training participation and hours for 2024 are not yet available, and will be updated once data is collected.

Grievances and Incidents: No incidents of discrimination, workplace grievances, or severe human rights violations were reported in 2024. No fines, penalties, or compensations related to social or human rights violations were recorded.



Average monthly (BRUTTO) salary by age, ALTAS komercinis transportas, UAB, EUR, 2024



Average monthly (BRUTTO) salary by position, ALTAS komercinis transportas, UAB, EUR, 2024

OUR PEOPLE

Employee Loyalty and Social Involvement

Increased staff participation in company-organized events, including:

- Summer Party (22nd company birthday)
- Cinema under the stars
- Families' celebration, motorbike rides, walking events
- Christmas Challenge and employee greetings.

FOCUS AREAS

Meet diverse employee needs and foster team spirit.

Staff Development and Competence Building

Creating high-value jobs and enhancing employee skills through:

Specialist involvement in **product development and improvement projects.**

Maintaining a **highly qualified workforce** (around 90%)

Altas Auto provides targeted training on ethical business conduct, with plans to formalize mandatory business conduct training for all employees in 2025.

HUMAN CAPITAL DEVELOPMENT

Supporting Employees and Families

Marriage Bonuses: 3 payments totalling EUR498

Childbirth Grants: 8 bonuses provided, totalling EUR1,328

Referral Program: 12 bonuses paid to attract new team members, totalling EUR3,984.



SOCIAL IMPACTS

ALTAS AUTO

SAFETY

OCCUPATIONAL HEALTH AND SAFETY

Employee safety is one of the key priorities of the company. We apply preventive measures, monitor indicators, and constantly improve working conditions to ensure employee health and safety.

TRIR (Total Recordable Incident Rate): 4.86

Total Work Hours: 484,302

Workdays Lost Due to Illness: 32 days

No significant health effects or serious accidents occurred during the reporting period.

Preventive Measures:

- Regular safety briefings (1 per quarter) and first aid and defibrillator training were conducted to enhance emergency preparedness.
- Communication on accident prevention was facilitated through an internal Facebook group to promote awareness and safety culture.

Employee Engagement in Safety:

- **OHS Committee meetings:** 2 sessions
- **Labour Council meetings:** 4 sessions
- **Suggestions to management:** 5 proposals for working conditions and 2 proposals for safety improvement.

PASSENGER SAFETY

Our impacts on human safety is extended to every passenger:

Structural Integrity: Ensuring modifications maintain vehicle **crashworthiness** and structural strength.

Seats and Restraints: Proper installation of **seats** and **seat belts** in compliance with UNECE standards.

Emergency Systems: Accessible **emergency exits**, fire extinguishers, and clear pathways.

EV Battery Safety: Insulation, fire protection, and **Battery Management Systems (BMS)**

Compliance: Meeting **EU safety** for passenger vehicles.

We continuously monitor regulatory updates and real-world product performance to maintain high safety standards for both employees and end-users

SOCIAL IMPACTS

EMPLOYEES IN THE SUPPLY CHAIN

Throughout 2024, we reinforced our commitment to protecting the rights of workers in our value chain by focusing on labor rights, health, and safety. Our network includes over 500 suppliers across 20 European markets, primarily in manufacturing, assembly, and logistics. We prioritized monitoring in high-risk regions such as Belarus and Russia, where we conducted targeted audits, resulting in no significant violations being identified. Our Supplier Code of Conduct is the cornerstone of our approach to ensuring fair labor practices across our value chain. It prohibits forced labor, child labor, and mandates accessible grievance mechanisms in alignment with UN, ILO, and OECD standards.

In 2024, we implemented training programs that addressed workplace safety and conflict minerals sourcing, particularly for EV component facilities identified as higher-risk. We actively enforce supplier contracts that include corrective action plans and biannual monitoring to address any potential risks or violations. The Procurement and Compliance Departments play a central role in managing these actions, ensuring grievances are resolved effectively.

Looking forward, we are committed to expanding our supplier audit coverage to 100% by the end of 2025 and providing safety training to 300 workers in high-risk facilities. These initiatives align with our broader commitment to SDG 8 (Decent Work), SDG 12 (Responsible Consumption), and SDG 16 (Justice and Institutions).

We work with 500 suppliers across 20 European markets.

In 2024, no significant labor rights violations were identified through our audits. We enforce a Supplier Code of Conduct aligned with UN, ILO, and OECD standards. For 2025, we aim to achieve 100% supplier audit coverage and train 300 workers in workplace safety.



SOCIAL IMPACTS

END USERS

ALTAS AUTO

In 2024, we prioritized product safety, operational reliability, and regulatory compliance to support fleet operators in delivering safe, accessible, and reliable transport services for end-users, including passengers and drivers. While we operate exclusively through a B2B model and do not interact directly with end-users, we recognize that the safety, accessibility, and performance of our products have a material impact on individuals and communities.

Our products are designed and manufactured in full compliance with all applicable EU and UNECE safety regulations. Key product features include emergency exits, seatbelt systems, high-contrast signage, multilingual instructions, and advanced fire safety measures. These elements are particularly relevant in promoting safer and more accessible transport for elderly individuals, persons with disabilities, and other potentially vulnerable groups.

To ensure continuous alignment with evolving safety and accessibility standards, we conduct regular product audits, implement corrective actions where required, and apply human rights due diligence processes across our operations and supply chain. These actions reflect our broader commitment to respecting the rights and wellbeing of affected communities, even where our engagement is indirect.

Recognizing the importance of monitoring real-world product performance, we collect and analyze service performance reports, incident records, and structured feedback from our customers — the fleet operators — to identify potential safety or accessibility issues. Where relevant, these insights inform product improvements and preventive measures.

We also engage with fleet operators to encourage the implementation of robust and accessible end-user grievance mechanisms. While the direct operation of these mechanisms falls within our customers' responsibilities, we seek to understand their effectiveness and promote alignment with internationally recognized human rights principles.

In line with ESRS S4 expectations, we have established the following internal targets to assess our ongoing performance:

100% product safety audit pass rate.

Year-on-year reduction in reportable product-related safety incidents communicated by fleet operators.

Continuous improvement of product accessibility features based on stakeholder input and evolving best practices.

Looking ahead, we remain committed to strengthening our product accessibility initiatives, enhancing human rights due diligence processes, and maintaining high product safety standards. Through these efforts, we aim to protect the wellbeing of end-users and contribute positively to the communities indirectly impacted by our products.

SOCIAL IMPACTS

LOCAL COMMUNITIES

Our production site is located in an established industrial area with no direct residential neighbours. A new residential settlement is currently being developed in close proximity to our facility.

We have assessed potential impacts on nearby communities, primarily related to noise emissions and traffic associated with our operations. These risks are managed through strict operational controls, safety protocols, and ongoing environmental monitoring. Based on available data, no significant negative impacts have been identified.

We engage with local authorities and developers involved in the nearby residential project to stay informed and ensure potential community concerns are considered. While there are currently no residents in the immediate vicinity, we remain open to evolving dialogue as the new settlement becomes populated.

A confidential grievance mechanism will be made available to residents once occupancy begins, in coordination with local authorities.

Beyond our immediate operations, we recognise that communities can also be

affected upstream and downstream in our value chain.

Upstream, we expect our suppliers to respect community rights and minimise potential negative impacts, particularly in relation to labour practices, land use, and environmental management. Our supplier code of conduct and due diligence processes address these expectations.

Downstream, the safety, accessibility, and performance of our products influence communities where our products are operated, including passengers, drivers, and the general public. While we operate exclusively through a B2B model, we monitor product performance and collaborate with fleet operators to identify and address any safety or accessibility concerns that could affect end-users or surrounding communities.

At this stage, no specific targets have been set for community-related matters in 2024. However, general monitoring of potential impacts continues across our operations and value chain.



ENVIRONMENTAL

INPUTS

In 2024, we utilized **over 8,000 unique components**. To determine the scope of materials required, we applied a **hybrid methodology**: collecting **exact input data** from specifications where available, weighing certain inputs, and estimating weights for others. The final result serves as a **robust indicator** of the total mass of materials used in various forms throughout our operations.

Renewable materials are (wood and some textiles) account for approximately 2.5% of total materials used.

The percentage of recycled materials needs to be investigated further by collecting additional data from our suppliers.

FOCUS AREAS

- Improve data quality by strengthening supplier reporting
- Improve the accounting of input weight and composition
- Material efficiency in order to reduce weight of inputs

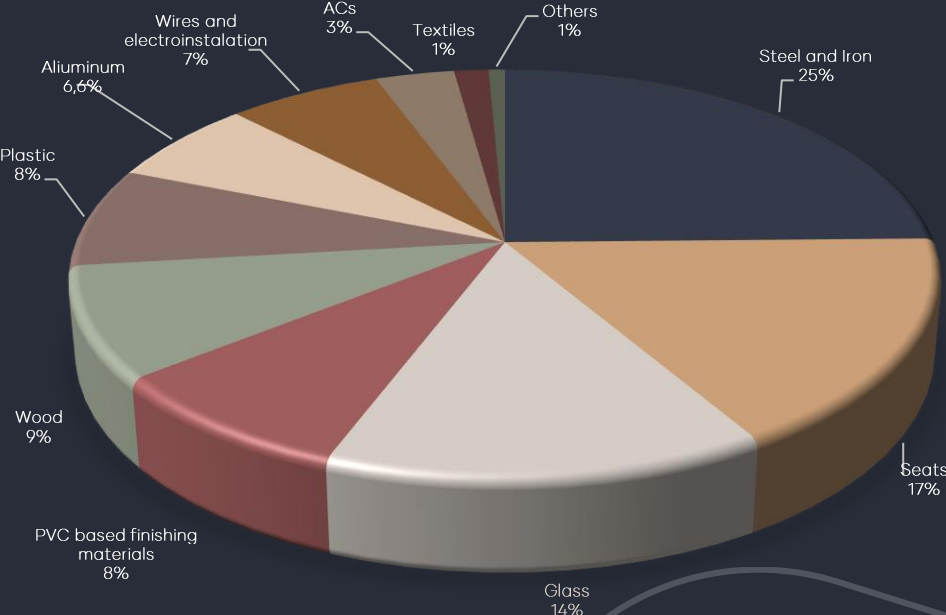
TARGETS AND INDICATORS

To be confirmed and published in 2025 sustainability report. Altas Auto does not currently integrate climate-related considerations into the remuneration of its administrative, management, or supervisory bodies. Consequently, no percentage of remuneration is linked to climate-related factors

ALTAS AUTO

Source	Unit	Quantity
Buses (BASE average)	t	1,486
Metals	t	170.4
EV Batteries	t	67
Seats	t	95
Glass	t	92.1
Wood	t	57
PVC based finishing materials	t	51.2
EV engines	t	33
Plastic	t	47
Wires and electro instalation	t	39.2
ACs	t	17
Textiles	t	9.6
Others	t	9.5
Total	t	2,174

Materials used in remanufacturing of buses, ALTAS komercinis transportas, UAB, 2024



Materials used in remanufacturing of buses (excluded EV batteries and engines), ALTAS komercinis transportas, UAB, 2024

ENVIRONMENTAL

ENERGY CONSUMPTION

In 2024, total energy consumption reached **1,860.8 MWh**, with **natural gas** dominating at **982.1 MWh** (52.8%). **Electricity** followed at **679.7 MWh** (36.5%), showing significant operational reliance. **Fuel for transportation** accounted for only **121.7 MWh** (7.7%), indicating limited energy needs for logistics.

Renewable energy accounted for 65.9% in 2024. Our organization holds a 12% share (370 kW) in a 3 MW solar power plant located in Sitkūnai, Babtai eldership, Kaunas district. The project's development commenced in late 2021 and was fully operational after a two-year implementation period. This initiative is projected to generate over 70% of the electricity required for our operations.

The substantial dependence on natural gas highlights a priority area for efficiency improvements or transitioning to cleaner alternatives. Electricity use suggests opportunities for renewable energy integration to reduce environmental impact.

ENERGY EFFICIENCY: ELECTRICITY

Despite total electricity usage fluctuating, the significant drop in consumption per average relative output unit* reflects operational improvements and better resource management. The largest improvement occurred between **2021** and **2023**, with efficiency improving by **29%** (from 672 kWh to 478 kWh).

FOCUS AREAS

- Energy efficiency: Reduce electricity consumption per unit of output
- Encourage employees to seek more efficient ways of working and propose timely and relevant energy efficiency improvement solutions
- Solar energy production to improve energy mix

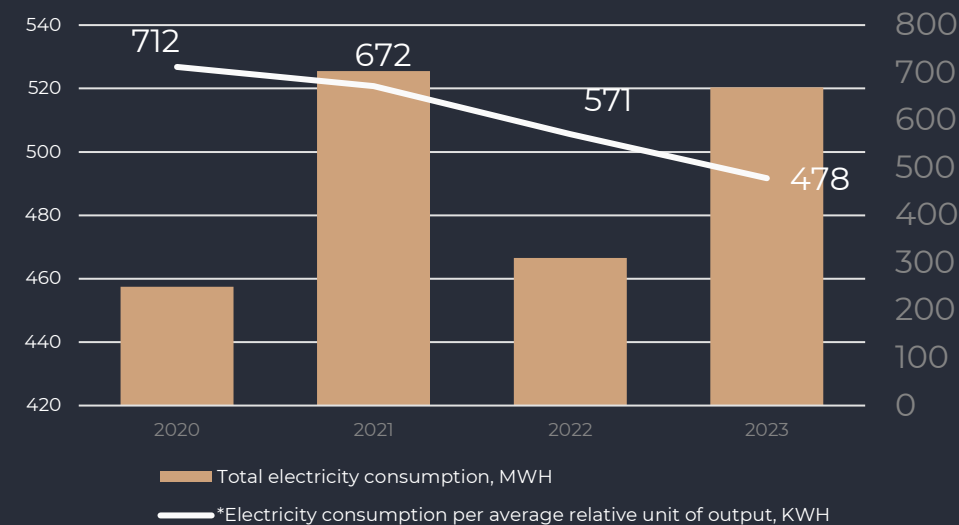
TARGETS AND INDICATORS

To be confirmed and published in 2025 sustainability report.

*average relative unit of output, to be updated for the upcoming reporting periods.

	FUEL FOR TRANSPORTATION	NATURAL GAS	ELECTRICITY	TOTAL
2023	252	936.7	520,4	1,709
2024	253	982.1	679.7	1,860.8

Energy consumption, ALTAS komercinis transportas, UAB, MWh, 2023



Electricity consumption, ALTAS komercinis transportas, UAB, MWh, 2023

ENVIRONMENTAL

CLIMATE CHANGE

Altas Auto systematically identifies and assesses climate-related impacts, risks, and opportunities across its operations and value chain, utilizing a methodology aligned with TCFD, CSRD, and ISO 14091. This process involves evaluating both physical and transition risks, as well as the company's adaptive capacity, to inform strategic planning and ensure operational resilience.

METHODOLOGY AND SCOPE OF ANALYSIS

The assessment employs scenario-based approaches, leveraging CMIP6 climate projections and Shared Socioeconomic Pathways (SSPs), specifically SSP1-2.6 (Sustainability), SSP2-4.5 (Stabilization), and SSP5-8.5 (Fossil-fueled Development). Data from WorldClim and Copernicus Emergency Management is used for acute risks, and BIOCLIM variables for chronic risks. The analysis was conducted in Q3 2024 and covers key operational areas, supply chain dependencies, and critical infrastructure.

Climate-related risks and opportunities are analyzed across three defined time horizons:

Short-term (2024–2030): Focus on immediate impacts and regulatory changes.

Medium-term (2030–2040): Considers evolving climate conditions and technological advancements.

Long-term (2040–2100): Addresses long-term climate shifts and their systemic implications.

IDENTIFIED PHYSICAL RISKS

Altas Auto identifies the following physical risks, which are assessed for their potential to disrupt operations and the value chain:

Chronic Physical Risks:

- **Temperature increases:** Affecting material durability, maintenance cycles, and worker heat exposure.
- **Precipitation shifts:** Leading to prolonged dry periods or increased rainfall intensity.

Acute Physical Risks:

- **Extreme weather events:** Such as storms, floods, and heatwaves, which can disrupt production processes, logistics, and delivery schedules.
- **Impacts on infrastructure:** Heightened storm risks potentially affecting critical infrastructure like buildings and roofs.

The assessment includes comprehensive screening of assets (manufacturing facilities, supply chain routes, logistical hubs) for exposure to these hazards, indicating significant vulnerability to heat stress, precipitation variability, and potential supply chain disruptions in the medium and long term. High-emission scenarios (SSP5–8.5) are used to stress-test the business model against severe climate outcomes, focusing on cascading effects on supply chain continuity and operational efficiency.

REGULATORY RISKS

- Stricter emission standards and increased carbon taxes (e.g., from the EU Green Deal, Fit for 55 package, EU ETS). Non-compliance or delays in transitioning to low-emission vehicles could lead to higher operating costs and restricted market access.
- Compliance with evolving EU and Lithuanian climate regulations, including stricter fuel efficiency requirements.

TECHNOLOGICAL RISKS

- Integration of electric and hybrid vehicle components to meet decarbonization targets, considering potential supply chain disruptions.
- Vulnerability of conventional drivetrain systems to regulatory phase-out.

MARKET RISKS

- Shifts in customer demand toward lower-emission vehicles, impacting sales of conventional vehicles and components.
- Potential phase-out of internal combustion engines (ICE) in major markets and adoption of zero-emission vehicle mandates in the long term.

The assessment identifies existing ICE vehicle components, supply chain relationships with non-transitioning manufacturers, and long-term contracts for fossil fuel-based materials as potentially incompatible with a climate-neutral economy.

IDENTIFIED OPPORTUNITIES

- **Increased Demand for EV Buses:** EU-wide policies promoting low-carbon public transport and financial incentives for EV adoption create substantial growth opportunities. Altas Auto's 30% EV conversion rate positions the company favorably to capitalize on these market trends.
- **Sustainability Leadership:** By proactively addressing climate risks, enhancing energy efficiency, and adopting circular economy practices (e.g., recycling EV batteries), Altas Auto can significantly improve its market competitiveness and brand reputation.
- **Expanding EV Production:** Opportunities to expand electric vehicle production and optimize supply chain processes to reduce carbon intensity.

Resilience Analysis Results and Strategic Alignment: Key actions include integrating climate-resilient design standards for new facilities, transitioning to electric vehicle components with reduced lifecycle emissions, establishing partnerships with suppliers for climate risk transparency, and implementing employee training programs on climate risk awareness and operational adjustments.



ENVIRONMENTAL

ALTAS AUTO

CLIMATE CHANGE MITIGATION

As an assembler and integrator of vehicles rather than a direct manufacturer, Altas Auto's decarbonisation approach centres on stringent procurement and supplier vetting. This ensures that all sourced vehicle components, including engines and drivetrains, meet critical EU and UNECE regulatory frameworks. Key regulations guiding this process include:

Regulation (EU) 2019/631: Establishes CO₂ emission standards for heavy-duty vehicles, mandating that all procured vehicles meet defined CO₂ targets to reduce fleet-level emissions.

UNECE Regulation No. 49: Specifies pollutant emission limits for heavy-duty engines, requiring suppliers to verify component compliance with NO_x, particulate matter (PM), and CO₂ limits.

Directive 2007/46/EC and EU Regulation 2018/858: These Framework Directives ensure type approval of motor vehicles and their components, mandating conformity with safety and environmental requirements before market entry.

Commission Delegated Regulation (EU) 2021/2139 (EU Taxonomy): This regulation guides Altas Auto's investment decisions by prioritizing the procurement of electric drivetrains and low-emission vehicles, classifying related expenditures as Taxonomy-aligned.

Renewable Energy Directive (RED II) (Directive (EU) 2018/2001): Indirectly promotes the integration of renewable energy components, such as electric vehicle powertrains, within the supply chain.

Sustainable Finance Disclosure Regulation (SFDR) (Regulation (EU) 2019/2088): Further emphasizes electric vehicle adoption and supply chain decarbonization in investment decisions.

By adhering to these frameworks, Altas Auto systematically mitigates climate transition risks associated with the phase-out of internal combustion engine (ICE) vehicles across the EU, positioning itself to capitalize on evolving regulatory incentives. The company records no investments in coal, oil, or gas activities, focusing strictly on sourcing low-emission and electric vehicle components. As a vehicle integrator, Altas Auto is not subject to EU Paris-aligned benchmarks. Altas Auto's decarbonisation efforts are concentrated on three primary levers:

Product Sourcing and Component Efficiency: This involves transitioning to electric and hybrid vehicle systems (aligned with UNECE R101 and Euro 6/VI standards) and integrating lighter, energy-efficient components. Approximately 30% of the vehicles sourced are electric or hybrid, contributing directly to sectoral decarbonization targets.

Operational Efficiency: This includes implementing route optimization strategies to minimize fuel consumption and applying preventive maintenance protocols to ensure optimal vehicle performance.

Facility Energy Management: This focuses on installing energy-efficient lighting and heating systems and implementing waste reduction programs within production facilities.

ENVIRONMENTAL

GHG EMISSIONS

SCOPE 1

Total emissions amounted to 262.1 tCO₂eq, with natural gas contributing 198.4 tCO₂eq, followed by diesel at 45.9tCO₂eq, and petrol at 17.8 tCO₂eq.

SCOPE 2

In 2024 we started producing solar energy, the produced amount covered 66% of total electricity needs. Scope 2 emissions (market-based) amounted to 131 tCO₂e.

SCOPE 3

Although EV buses accounted for 30% of sales, production emissions related to EV batteries make a quarter of all Scope 3 emissions.

Further details are available in Annex I: GHG Inventory

FOCUS AREAS

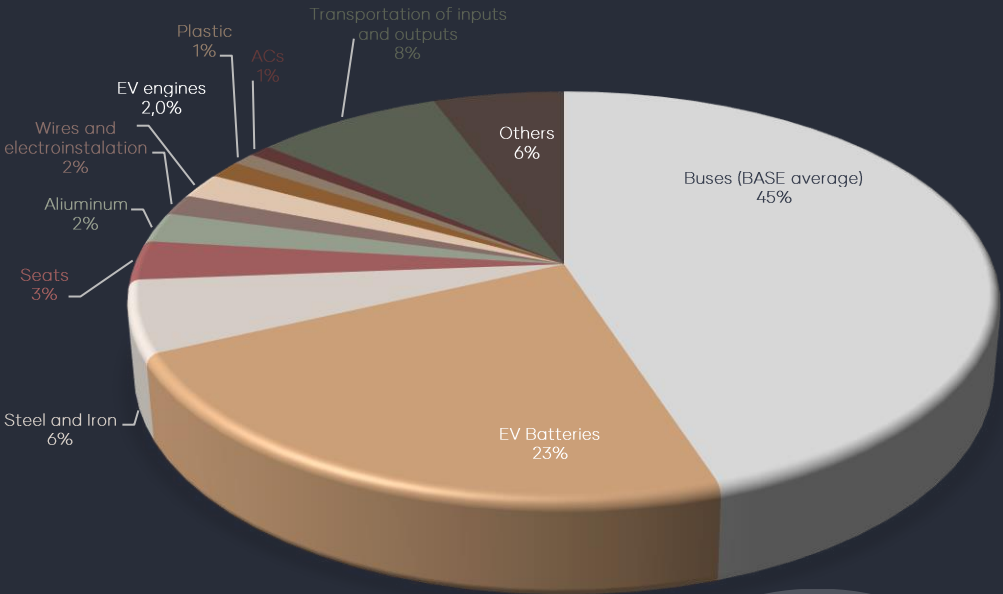
- Improving Scope 3 accuracy by collecting more reliable data from suppliers
- Solar energy production to improve energy mix and eliminate Scope 2 emissions

TARGETS AND INDICATORS

To be confirmed and published with 2025 report. Altas Auto does not currently integrate climate-related considerations into the remuneration of its administrative, management, or supervisory bodies. Consequently, no percentage of remuneration is linked to climate-related factors

	Scope 1	Scope 2 (market based)	Scope 2 (location based)	Scope 3 (average)
2023	252.4	303.7	78.7	13,929
2024	262.1	131.6	80	14,230

GHG emissions, ALTAS komercinis transportas, UAB, tCO₂e, 2023



SCOPE 3 GHG emissions, by source, ALTAS komercinis transportas, UAB, tCO₂e, 2024

ENVIRONMENTAL

EV&ICE BREAK-EVEN

This analysis determines how far an electric bus must be driven in each country before its total lifecycle greenhouse gas emissions (CO₂e) become lower than those of a comparable diesel bus.

It focuses on three emission phases:

Production emissions (EV vs Diesel manufacturing)

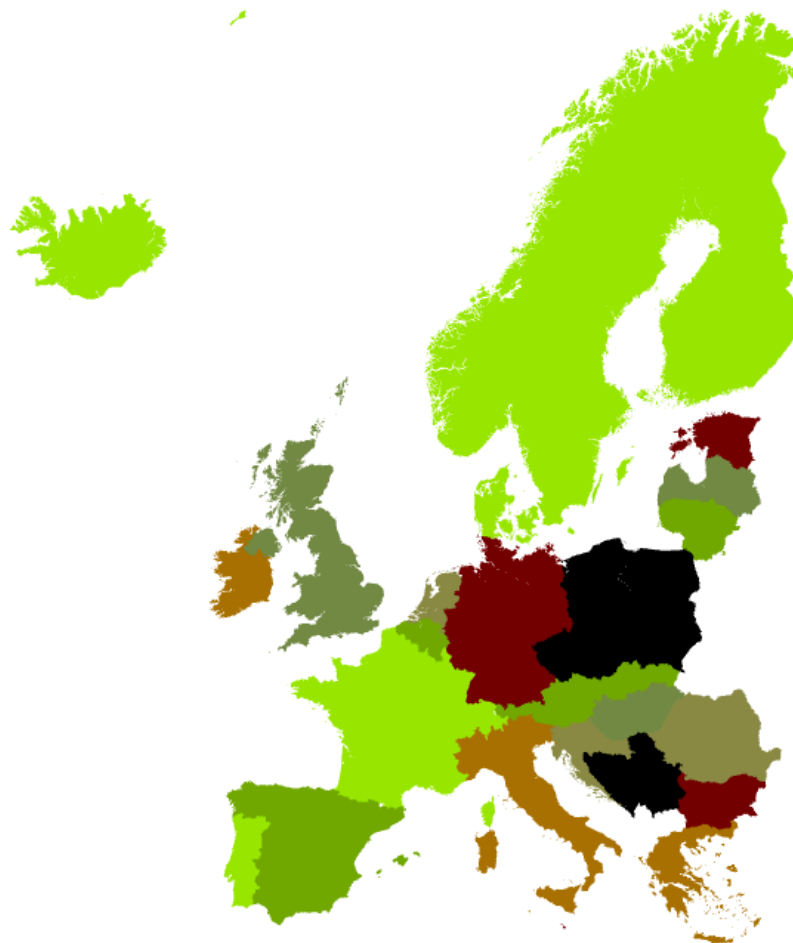
End-of-life (EOL) emissions

Operational emissions (from fuel or electricity use)

Using standardized consumption and emission factors, along with **country-specific electricity carbon intensities**, the model calculates the **"breakeven distance"** — the number of kilometers at which the cumulative emissions of an EV bus become equal to or lower than those of a diesel bus.

Key assumptions and inputs:

- Diesel consumption: 7–12 L/100 km
- EV electricity consumption: 39 kWh/100 km
- Diesel emissions factor: 2.51279 kg CO₂/L
- Production emissions difference (EV vs ICE): 24.8 tCO₂ (EV higher)
- End-of-life (EOL) emissions difference (EV vs ICE): 5.2 tCO₂ (EV higher)
- Total pre-use phase difference: 30 tCO₂
- Country-specific emissions were calculated using:
- Electricity carbon intensity in grams CO₂ per kWh (gCO₂/kWh), based on national energy grid mixes.
- Fuel-based emissions using constant diesel factors.
- Resulting operational emissions for both EV and diesel vehicles over time.
- Break-even distance (in km) is calculated as the point where: EV emissions (manufacturing + EOL + driving) = Diesel emissions (manufacturing + EOL + driving)



Country Name	BREAK EVEN thous km	
	7l/100km	12l/100km
Austria	211	112
Belgium	222	115
Bulgaria	548	166
Switzerland	173	100
Cyprus	-	412
Czech Republic	-	315
Germany	552	167
Denmark	192	107
Estonia	887	188
Spain	220	114
Finland	184	104
France	178	102
United Kingdom	254	123
Greece	351	142
Croatia	339	140
Hungary	281	129
Ireland	374	146
Iceland	171	100
Italy	357	143
Lithuania	232	118
Luxembourg	190	106
Latvia	252	123
Montenegro	-	264
Malta	728	180
Netherlands	346	141
Norway	173	100
Poland	-	553
Portugal	189	105
Romania	328	138
Sweden	172	100
Slovenia	322	137
Slovakia	219	114

ANNEX I

GHG INVENTORY

ACCOUNTING PRINCIPLES

This marks our first year of conducting consolidated GHG emissions accounting, following the guidelines set by the Greenhouse Gas Protocol.

Relevance. We conducted an in-depth analysis of entire value chain to ensure that the GHG inventory accurately represents all our activities and emissions. Detailed descriptions of these activities can be found in our sustainability report.

Completeness. All GHG emission sources and activities within the defined inventory boundary are fully accounted for and reported. The underlying contextual information for all reported results is provided, and any exclusions along with their justifications are clearly listed.

Consistency. We apply consistent methodologies to facilitate meaningful year-over-year comparisons of emissions data. All emission factors and relevant indicators are thoroughly documented to ensure reliability.

Transparency. We address all pertinent issues in a factual and coherent manner, utilizing relevant activity data. Our methods and assumptions used in the accounting process are disclosed, and we assess the reliability of the results.

Accuracy. Final results are quantified in a comparable format and reported in standardized units (tCO₂ equivalent).

Accounting approach. We account for 100% of GHG emissions from operations controlled by the companies included in this report.

SCOPE 1: DIRECT EMISSIONS

Direct emissions occur from GHG sources within the Company boundaries and are owned or controlled by the organisation.

CO₂ (carbon dioxide) emissions occur from direct combustion of fossil fuels (natural gas, diesel, LPG, petrol) by stationary and mobile machinery.

HFC (hydrofluorocarbon) emissions are direct results of cooling, refrigeration, and freezing of production, mainly occurring in poultry processing processes.

STATIONARY AND MOBILE COMBUSTION

Reliability: high. Data collected directly from company records.

Source	Unit	Quantity	tCO ₂ e
Natural gas	MWH	982.1	198.4
Diesel	l	17,985	45.9
Petrol	l	8,219	17.8
Total			262.1

GHG emissions from stationary and mobile combustion, ALTAS komercinis transportas, UAB, CO₂e, 2024

EMISSIONS FROM COOLING AND FREEZING

We have no reliable data for 2023, therefore GHG emissions related to cooling are not accounted for.

SCOPE 2

Scope 2 represents emissions caused indirectly when the energy we purchased is produced by third party providers.

Estimating market-based GHG emissions for electricity consumption, we apply emission factors published in 2023 European Residual Mix (583.15 gCO₂e per MWH).

Estimating location-based GHG emissions for electricity consumption, we apply emission factors published in 2023 European Production Mix (151.16 gCO₂e per MWH).

Source	Unit	Quantity	tCO ₂ e
Green electricity (market-based)	MWH	447.99	0
Not certified electricity (market-based)	MWH	231.7	131.6
Total electricity (location-based)	MWH	679.67	80.7

GHG emissions SCOPE 2, ALTAS komercinis transportas, UAB, tCO₂e, 2024

Reliability: high. Data collected directly from company records.

SCOPE 3

Scope 3 represents indirect GHG emissions that occur because of our operations from sources not owned nor controlled by the company.

Reliable data for Scope 3 emissions can be difficult to obtain, thus we used a variety of generally accepted emissions factors in order to represent the extent of our impacts to the indirect GHG emissions.

ANNEX I

GHG INVENTORY

Evaluating our supply chain and assessing the materiality of our impact, we identified these Scope 3 categories as relevant to our GHG calculation:

- Purchased materials;
- Vehicles for production;
- Semi manufactured elements;
- Transportation and distribution;

Reliability: average. The supplier specific data was not collected.

Source	Unit	Quantity	mintCO ₂ eq	maxtCO ₂ eq
Buses (BASE average)	units	620	6,930	11,160
EV Batteries	units	112	2,240	2,576
Steel and Iron	t	140	518	1,539
Seats	t	95	408	664
Aluminium	t	37	252	559
Wires and electro installation	t	39.3	197	393.5
EV engines	units	112	224	257.6
PVC based finishing materials	t	51.2	204.5	307
Plastic	t	47	122	172
ACs	t	17	146	204
Glass	t	92.1	129	203
Textiles	t	9.6	39	67.6
Wood	t	57	28.6	45.5
Others	t	9.48	56.4	76.8
Total			11,205	18,225

GHG emissions from production of inputs, ALTAS Komercinis Transportas, UAB, CO₂e, 2024

Source	Unit	Quantity	tCO ₂ eq
Upstream transportation of inputs	tkm	995,735	643
Downstream transportation of products	tkm	840,000	588
Total			1,231

GHG emissions from transportation, ALTAS Komercinis Transportas, UAB, CO₂e, 2024

SCOPE 3 CHALLENGES

Component Complexity:

Each year, we account for **over 8,000 unique components** used to fulfill the specific and varied needs of our customers, making emissions tracking highly complex.

Material Composition Variability:

Some components, such as **steel** or **certain plastics**, are composed of a single material, simplifying emissions estimation.

Others contain a **combination of multiple materials**, increasing the difficulty of accurate calculations.

Base Bus Diversity:

The use of a **variety of base buses** further complicates the Scope 3 emissions calculations.

Data Availability:

Reliable emissions-related data remains **limited**, requiring reliance on **industry averages** and diverse external sources.

Methodology:

For the **2024 materials**, minimum and maximum GHG emission factors from various authorities were applied, with the **average of these values** disclosed.

EXCLUDED EMISSION SOURCES

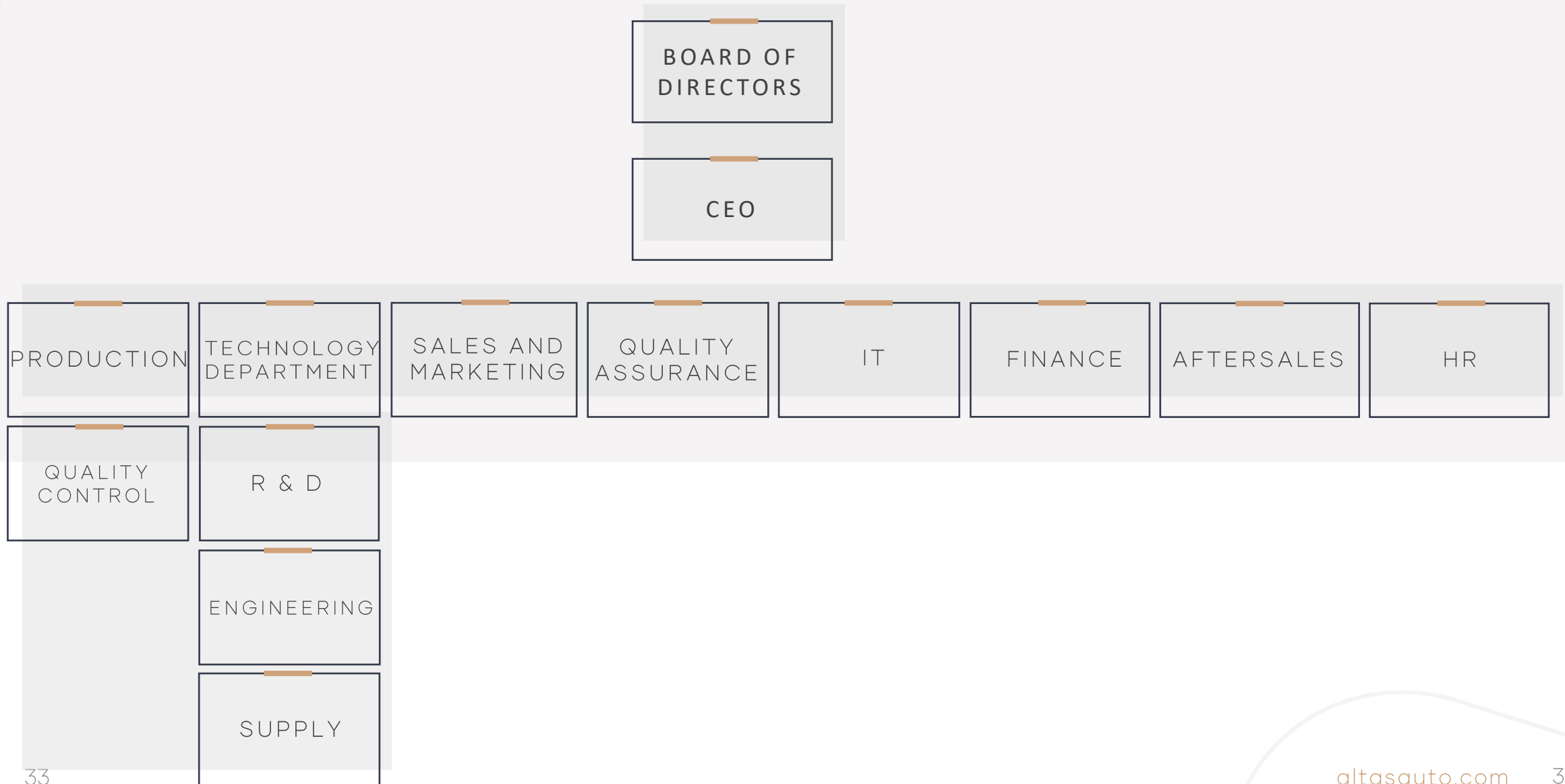
Our calculations of GHG emissions are based on materiality criteria: emission sources accounting for less than 1% of total Group emissions are not included.

- Capital goods, such as buildings and other fixed assets: Scope 3 GHG indirect emissions exclude indirect emissions related to processing of materials for buildings.
- We exclude indirect GHG emissions related to materials and processing of owned fixed assets, such as machinery, elevators, farm equipment, etc.
- Investments: We do not add indirect emissions associated with materials and processing activities related to investments.
- Emissions related to employee commuting: 99% of our employees are from local communities; thus, commuting is not material.
- Emissions related to work from home.
- Emissions related to heating/cooling and maintenance of rented offices not controlled by the company.
- GHG sequestration by trees, groves, and other CO₂ sinks.

Further usage of sold buses is believed to be material. However, we have no capacity to estimate further usage of buses and their lifecycle.

ANNEX II

COMPANY STRUCTURE



ANNEX III

CLIMATE RESILIENCE

Data Sources and Variables

5.1 Chronic Risk Variables

- Source: WorldClim v2.1
- Model: BCC-CSM2-MR (CMIP6)
- Variables: All BIO1–BIO19
- Timeframes: 2021–2040, 2041–2060, 2061–2100
- Spatial Resolution: 2.5 arc-minutes (~4.5 km)

5.2 Acute Risk Datasets

- Flood hazard: Copernicus Emergency Management Service (JRC)
- Heatwaves: ERA5-based indices (e.g., Hot Days, Warm Spells Duration Index)
- Wildfires: MODIS Burned Area, FireCCI51
- Landslides: USGS Global Landslide Susceptibility Map
- Storm surge and sea level rise: Climate Central CoastalDEM, NASA Sea Level Portal

SSP (Shared Socioeconomic Pathways) – These are global socioeconomic development scenarios used for climate change modeling up to the year 2100. They illustrate how society will evolve, how much greenhouse gases will be emitted, and how this will affect the climate:

SSP1-2.6 – Sustainable development, low emissions, climate mitigation, +1.5–2°C.

SSP2-4.5 – Continuation of current trends, moderate changes, +2.7°C.

SSP3-7.0 – Regional fragmentation, high emissions, +3.5–4°C.

SSP5-8.5 – Rapid growth based on fossil fuels, extreme warming, +4.5°C or more.

Category	SSP126	SSP245	SSP370	SSP585
Building & Roof Resilience	Low	Moderate	High	High
Production Line Electronics	Low	Moderate	High	High
Logistics & Part Supply	Low	Moderate	High	High
Material Degradation (Storage)	Low	Moderate	Moderate	High
Worker Heat Exposure	Low	Moderate	High	High
Energy & Cooling Demand	Low	Moderate	High	High

Short terms climate change risks, ALTAS komercinis transportas, UAB

Long Term (2040–2100)

Risks:

Energy grid overload
Rising insurance costs
Deteriorating working conditions

Opportunities:

Electric/autonomous solutions
Partnerships with municipalities
Leadership in sustainable innovations

Short Term (2024–2040)

Risks:

Heatwaves
Hailstorms
Surges in energy demand

Opportunities:

Solar power plants
Cooling stations
Heat-resistant equipment

Medium Term (2041–2060)

Risks:

Supply chain disruptions
Material sensitivity
Decreased labor productivity

Opportunities:

Shift optimization
Development of new products
Infrastructure transformation

ANNEX III

ESRS INDEX

Standard	Title	Comments	Pages
ESRS 1	General Requirements	This voluntary report has been prepared based on with the requirements of ESRS 1 – General Requirements, which define the core principles for sustainability reporting under the European Sustainability Reporting Standards. The information presented reflects the double materiality approach, considering both the impact of Altas Auto's activities on people and the environment, as well as the influence of sustainability matters on the company's operations, development, and financial position. Our disclosures are structured to ensure relevance, clarity, consistency, and comparability, as required by ESRS 1. The report provides a balanced view of the company's sustainability performance, based on reliable data and aligned with the expectations of our stakeholders This is not audited report. Full scope report in accordance to ESRS is due after finalisation of the standards.	
ESRS 2	General Disclosures	In line with ESRS 2, the report describes the company's sustainability-related governance structure, policies, and processes	2; 4; 5
ESRS E1	Climate Change	Altas Auto contributes to climate change mitigation by expanding its electric vehicle product range and improving production efficiency. We monitor greenhouse gas emissions and continuously invest in solutions that reduce the environmental footprint of our products and operations. Pollution has been assessed as non-material for Altas Auto's own operations. Our manufacturing processes do not generate significant pollution beyond standard, regulated levels. Upstream Pollution: We recognize that pollution risks exist in our supply chain, particularly related to base bus production, EV engines, and batteries. These are managed by our suppliers, and we intend to address such risks through our supplier assessment processes. Downstream Pollution: We acknowledge lifecycle pollution associated with vehicle use and disposal, especially for EV components. While this is a systemic issue beyond our direct control, we promote sustainable product development to help mitigate these impacts. All Altas Auto operations are fully compliant with applicable environmental legislation.	26, 27, 28, 29, 30, 31, 32 33,, 34, 35
ESRS E2	Pollution		
ESRS E3	Water and Marine Resources	Altas Auto's water consumption in 2024 was 1,450 cubic meters, primarily used for sanitary purposes and a local car wash facility. All wastewater is collected and transferred to third-party treatment providers. There are no direct discharges to the environment, and our operations are not located in water-stressed areas. We comply with all applicable water use and wastewater management regulations, with no material water-related impacts identified.	
ESRS E4	Biodiversity and Ecosystems	Biodiversity has been assessed as non-material for Altas Auto's operations. Our facilities are located in industrial areas with no direct interaction with protected ecosystems. The nearest Natura 2000 site, Mūrinės miškas, is located 4.8 km from our operations, and we have no physical access or operational impact on this area. We are aware of potential indirect biodiversity impacts in our upstream supply chain, especially linked to raw material extraction for vehicle components. These impacts are managed by our suppliers and will be considered in future supply chain assessments. Altas Auto remains compliant with all applicable environmental regulations concerning biodiversity.	

ANNEX III

ESRS INDEX

Standard	Title	Comments	Pages
ESRS E5	Resource Use and Circular Economy	The engineering approach prioritises reliable construction, component standardisation, and product longevity, contributing to more efficient material use and less waste over time. Product development processes consider opportunities to increase the share of recyclable and reusable materials where technically feasible. While full circular product loops are limited by technical and regulatory factors in the automotive sector, Altas Auto actively works to reduce production-related material waste and promote efficient use of raw materials in cooperation with our suppliers and partners. By focusing on product quality, technical durability, and responsible material use, Altas Auto supports circular economy principles within its sphere of influence.	25
ESRS S1	Own Workforce	Altas Auto's business success relies on a growing, skilled, and motivated workforce, with over 310 employees supporting our operations. We are committed to providing fair working conditions, promoting technical professions, and ensuring a safe, inclusive work environment.	18, 19, 20, 21, 24
ESRS S2	Workers in the Value Chain	Altas Auto does not directly employ workers beyond its own workforce; however, we recognize that a significant part of our value chain, particularly in the production of base buses, components, and materials, relies on suppliers and subcontractors globally. We are aware that human rights and fair working conditions in the value chain, especially in areas such as raw material extraction and battery production, are potential risk areas. While our direct leverage is limited, we are committed to progressively addressing these risks through: - Supplier assessments that include social responsibility criteria - Preference for suppliers who demonstrate compliance with recognized labor and human rights standards - Ongoing awareness of human rights challenges in upstream operations At present, no significant incidents related to labor rights or working conditions in the value chain have been identified. Altas Auto will continue to enhance supplier monitoring processes in line with evolving legal requirements and stakeholder expectations.	22
ESRS S3	Affected Communities	Altas Auto contributes to local communities primarily through job creation, promotion of technical professions, and responsible business conduct	24
ESRS S4	Consumers and End-users		23

ANNEX III

ESRS INDEX

ESRS G1	G1-1 Policies & Culture	Altas Auto has established a confidential reporting channel (report@altasauto.com) to receive concerns regarding unlawful behaviour or breaches of our Code of Conduct. Formal investigation protocols are under development.	7; 8; 10; 15; 16; 17; 33
	G1-2 Ethical Relationships	Altas Auto promotes fair and responsible supplier relationships. Social, environmental, and ethical criteria are considered in supplier selection. Supplier due diligence is applied, and processes are being formalized.	
	G1-3 Anti-Corruption	Altas Auto has a zero-tolerance approach to corruption and bribery, reflected in our Ethics Code and Code of Conduct for Partners. Supplier due diligence and internal reporting channels are in place. Formal anti-corruption procedures and targeted training will be introduced by the end of 2025 to meet international standards.	
	G1-4 Incidents and Legal Cases Related to Corruption and Bribery	In 2024, Altas Auto recorded no confirmed incidents of corruption or bribery, no related dismissals, no contract terminations, and no legal cases or fines.	
	G1-5 Political Engagement and Lobbying Activities	Altas Auto does not engage in political lobbying and made no financial or in-kind contributions to political parties or related entities in 2024. The company interacts with public authorities strictly for regulatory compliance and industry representation.	
	G1-6 Payment Practices	Altas Auto is committed to fair and timely payments to all suppliers. Standard payment terms apply, and no significant delays or payment-related disputes were recorded in 2024.	