

SUSTAINABILITY POLICY

PRIORITY Our (the insurance broker company "IVP Partners") activity (hereinafter referred to as the "Company" or we), are closely related to ensuring tomorrow, therefore, we also strongly rely on the principles of sustainability, which guarantee a long-term perspective for the company, social and financial well-being for employees and partners, objective and honest customer service consulting.

PURPOSE The Sustainability policy (hereinafter - the Policy) defines our commitment to set responsible long-term goals, make decisions and adhere to sustainable business practices in our daily activities.

SCOPE We apply this Policy to all employees, shareholders and management of the Company, including freelancers - service providers, as well as to each location, activity and process of the Company.

THE BASE We carry out sustainable activities based on regulated law, high standard business ethics and universal sustainable business practices.

- PRINCIPLES AND DIRECTIONS OF ASSURANCE**
- Ensuring social welfare within the company
 - Compliance with fair, transparent and ethical business requirements
 - Adherence to the principles of objective, impartial, client-beneficial mediation
 - Information storage
 - Saving resources and protecting the environment
 - Maintaining financial stability
 - Compliance with laws, regulations and contractual obligations

OBLIGATIONS Social obligations to employees, customers and partners

1. Help each other learn, share experience, knowledge and expertise within the company among colleagues, promote teamwork, trust and reduce internal

competition.

2. Emphasize positive and polite communication with all parties involved: inside and outside the company, protect the emotional health of ourselves and others.
3. Increase the loyalty of the company's employees by including them in motivational programs and incentive solutions.
4. Conduct only transparent and fair business - do not participate in corrupt transactions, do not offer and do not take bribes for gain, comply with the conditions agreed in agreements with clients, avoid conflicts of interest in relations with clients, partners and other third parties. This commitment is detailed in the company's Conflict of Interest policy.
5. When providing advisory and mediation services to clients, follow the principles of regulated law and ethics: represent the client's interests, with the aim of providing competent advice and selecting the most beneficial solution for the client.
6. In relations with partners, follow the principles of justice, honesty and mutual benefit.
7. Comply with the information security policy. For this purpose, from 2019 an information security management system has been implemented, based on the international ISO/IEC 27001 standard. More about this - in the Information Security Policy.

Environmental obligations

1. Follow the principle of "less is more" in daily activities, when small steps contribute to saving resources and protecting the environment: limit paper printing and give priority to electronic documents, sort waste, give priority to reusable dishes, use energy-saving light bulbs, cooperate when going to a meeting or when traveling together, save resources by centrally purchasing IT or office supplies.
2. To support those employees who choose to ride bicycles, scooters or walk to work.
3. If there is an alternative, choose a sustainable business partner for cooperation, e.g. fuel partner, bank, telecommunications company, electricity supplier, document destruction company, cleaning service company and others.
4. Prioritize cooking at home for holidays and company occasions, and prioritize sustainable ideas when choosing holiday gifts, e.g. food gifts, reusable or packaging made from recycled materials, to support social initiatives or communities that need help (as historically "Nobody's children", Spengla children's home or similar).
5. To take care of employees' health by encouraging sports activity, walking, organizing

summer/winter events in nature/with sports activities, traveling sustainably if the goal allows it.

6. Participate in sustainable leisure initiatives: marathons, volunteering, tree planting campaigns, environmental management and cleaning initiatives.

7. Gradually until 2029 switch to hybrid or electric vehicles in the company's operations.

Financial commitments to sustainability

1. To carry out transparent and accurate financial accounting and tax policy, in accordance with the provisions of the regulated law, the principles of fairness and justice.

2. To manage the financial part of the business with proper accuracy, to increase business efficiency

3. To create benefits for customers by implementing IT innovations or process optimization, to achieve a profitable business result, because all these components ensure the company's long-term sustainability, perspective and financial security of employees and their families.

RESPONSIBILITY If you notice violations of the provisions specified in this Policy, please notify the Company's management by email info@ivp.lt or by phone +370 5 219 7601.

POLICY REVIEW AND DISSEMINATION The policy is approved, changed or deleted by the decision of the Company's management. The Information Security Officer is responsible for the preparation of the policy, its regular review, annual reports and updates.

The policy is published publicly on the Company's websites and is available to all interested parties.

The provisions of this Policy are detailed and implemented by adopting the Company's internal documentation, which is compatible with the Company's strategic goals, legal requirements, third party requirements and good practices.