LITHUANIAN AIRPORTS
VNO KUN PLQ

Joint Stock Company Lithuanian Airports

2025

ANNUAL REPORT PACKAGE:

MANAGEMENT REPORT AND ANNUAL FINANCIAL STATEMENTS TOGETHER WITH THE INDEPENDENT AUDITOR'S REPORT

Vilnius, 2026

Requisites of the joint stock company Lithuanian Airports:
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Simonas Bartkus,
Chief Executive Officer of Lithuanian Airports

The year 2025 was a record year for Lithuanian Airports — a year of intensive infrastructure development, significant organizational changes, and achievements, overcoming numerous challenges. Vilnius, Kaunas, and Palanga airports, working together in unison, this year purposefully implemented strategic goals and reached the highest targets. Despite hybrid attacks that in October-December repeatedly restricted flights at the airports and disrupted passenger travel, the organization demonstrated resilience, flexibility, and the ability to find solutions. This focus and consistent strategy implementation allowed Lithuanian Airports to strengthen their leadership position in the Baltic region and steadily continue the pursuit of long-term ambitions.

Last year, we continued implementing our long-term strategy, which is based on infrastructure modernization, a breakthrough in quality of air connectivity, strengthening a balanced business model, and improving partnerships and passenger experience. At the same time, we devoted significant attention to operational continuity and resilience, as well as to sustainability-driven organizational transformation.

The year 2025 was marked by significant infrastructure achievements. Together with our passengers, we were the first in the Baltic states to test and open the new departure terminal at Vilnius Airport. We nearly doubled the size of the Kaunas Airport terminal, began construction of the Kaunas ground parking lot, and started the reconstruction of the old Vilnius departure terminal. We also completed the public procurement for the design of the new Vilnius arrival terminal and signed a contract with Zaha Hadid Architects. These projects are part of the long-term airport network master plan through 2052, creating substantial changes in airport infrastructure that will enable all three airports to serve 17 million passengers.

Sustainability remains one of the top priorities for Lithuanian Airports. In 2025, all airports began supplying sustainable aviation fuels to all airlines. A contract has been signed for the purchase of electric buses. The new electric-powered vehicles will replace all the old diesel buses at Vilnius Airport in 2026, making passenger journeys more comfortable and more sustainable. Investments in new snow removal equipment ensured uninterrupted airport operations and operational efficiency even under challenging winter conditions. While planning the reconstruction of older terminals and other activities, we seek and implement solutions that reduce our environmental impact.

In 2025, Lithuanian Airports achieved an all-time passenger record by serving a total of nearly 7.16 million passengers. Annual records were also set at individual airports: Vilnius Airport welcomed 5.11 million passengers, Kaunas Airport nearly 1.6 million passengers, and Palanga Airport 448 thousand passengers.

In 2025, we invited passengers to travel on seven new routes with airlines: from Vilnius to Tirana (Albania), Budapest (Hungary), Prague (Czech Republic), Turku (Finland), Bergen (Norway), Catania (Italy), and from Kaunas to Pescara (Italy). Additionally, during the summer season, charter flights were operated from Palanga to Turkey and Egypt, and for the winter season, Wizz Air returned with flights to Oslo (Norway). Last year, Lithuania's air connectivity was further strengthened by new airlines: Israir, offering direct flights to Tel Aviv (Israel), and flydubai, flying to Dubai (United Arab Emirates).

A nationwide survey conducted in the spring of 2025 showed that the quality of air transport in Lithuania has improved over the past year: 9 out of 10 people recognized the progress achieved by Lithuanian Airports through cooperation with traditional airlines, investments in infrastructure and staff, development of flight promotion models, and implementation of other strategic measures that enhance service quality and provide greater convenience to millions of passengers.

Looking at what has been achieved, we view the future positively - in 2026, we expect that the network of Lithuanian Airports network will serve more than 7.8 million passengers. We will continue to strengthen partnerships, expand the airline network, improve airport infrastructure, and implement projects to enhance passenger experience, aiming for the highest passenger satisfaction ratings. We are pleased that in 2025, Vilnius Airport received the Level II International ASQ Customer Experience Accreditation, confirming a world-class standard of airport service, and that Lithuanian Airports achieved NPS score of 74 loyal passengers. Passengers also highly appreciated changes in hand-luggage liquid checks. Vilnius and Kaunas Airports were among the first in Europe to simplify hand-luggage screening with modern scanners in aviation security checks. Liquids up to 2 liters and electronic devices can remain in passengers' bags during screening and do not need to be removed. In the fall of 2025, the Entry-Exit System (EES) was smoothly implemented at Lithuanian Airports, and this year preparations will begin for Lithuania's 2027 Presidency of the European Commission.

Speaking about organizational culture – in 2025, we introduced new organizational values that we aim to embed: take pride in responsibility, inspire by example, pursue boldly, create experiences. These values shape the overall direction of our work and the daily culture of the organization: they define how we work, make decisions, and behave every day. The values ensure that every employee and every passenger experience the same distinctive culture – regardless of position or shift. I am pleased to note that employee engagement is increasing – in 2025, the engagement index reached 74%, rising 15 percentage points over the year. Last year, Lithuanian Airports were also recognized as the state-owned company with the best reputation. We expect that in the coming years, our reputation will continue to be evaluated at the highest level.

I am confident that a consistent strategic approach, bold decisions, transparency, and strong partnerships with the entire aviation community provide a solid foundation for sustainable growth and for strengthening Lithuanian Airports' position in the Baltic region and the international aviation market.

I sincerely thank everyone – employees, partners, passengers, and stakeholders – who contributed to the record achievements of Lithuanian Airports. We will continue to work purposefully together, aiming to increase the aviation sector's contribution to Lithuania's economic growth and to create long-term prosperity for the country.

Gediminas Almantas,
Chair of the Board at Lithuanian Airports

A record number of passengers served at Lithuanian Airports (LTOU), improving passenger experience, actively developing partnerships, and both completed and newly launched infrastructure projects – all of these illustrate that in 2025 Lithuanian Airports continued to move steadily in a strategic direction focused on long-term transformation and objectives.

The direction of these changes is best defined by the company's operational strategy up to 2028, which prioritizes improving passenger experience, achieving a breakthrough in air connectivity quality, modernizing infrastructure, developing partnerships, and strengthening a balanced business model. Progress across multiple areas enhances the company's resilience, ensures consistent operational continuity, and supports a sustainability-oriented organizational transformation. This represents Lithuanian Airports' contribution to the sustainable development of the national economy, the improvement of the country's investment attractiveness, and the strengthening of the state's reputation. The strategy also highlights LTOU's planned contribution to Lithuania's GDP by 2028 – EUR 1 billion..

The 2025 results inspire determination and optimism, as they reflect the successful completion of an important phase despite all challenges. In 2025, LTOU served a record 7.16 million passengers, an increase of more than 8% compared to 2024. Flight numbers also grew at LTOU, reaching over 59,000 flights, which is 4% higher than in 2024. This demonstrates that strong partnerships and a proactive approach to operations allowed the company to withstand major challenges in the aviation sector. Passenger and flight growth last year was achieved across all three airports – Vilnius, Kaunas, and Palanga. It is clear that the collaborative airport professional teams were able to prepare in advance and respond to the increasing demand for travel both globally, across Europe, and within Lithuania. After 20 years, Lithuanian Airports regained leadership in the Baltic region – Vilnius, Kaunas, and Palanga together captured 40.3% of the Baltic market, surpassing Riga Airport, which in 2025 served just over 7.11 million passengers.

The improved financial position of major airlines provided favorable opportunities to develop new partnership projects. Lithuanian aviation is establishing best practices that will continue in 2026, as the list of priority destinations for business and inbound tourism is extensive, encompassing 27 strategically important countries for the state. Route development and promotion projects require not only attention but also national-level investment. Last year, travelers from Lithuanian Airports could choose from 113 destinations served by 16 airlines operating scheduled flights.

One of the simplest ways to assess returns is by analyzing passenger flow dynamics. The modern technology and engineering solutions of the new Vilnius Airport departure terminal and the expansion of Kaunas Airport terminal have doubled airport capacity and enabled pride in record passenger numbers. By 2028, we plan to achieve an even more ambitious strategic goal — serving 8 million passengers across the airport network. An equally important task is to maintain a high level of passenger satisfaction and ensure excellent experience. We are grateful to passengers who choose LTOU for their journeys and rate us highly – in 2025, the Net Promoter Score (NPS) reached 74% of loyal passengers, exceeding the previously set target.

It is worth noting that airports are a major hub in the transport system, a complex ecosystem of services composed of numerous components. A high passenger satisfaction score indicates that the organization and its partners ensure a smooth, convenient, and pleasant visit, with high-quality services. This will continue to remain at the center of LTOU's focus and will be a key part of the strategy aimed at improving passenger experience.

Maintaining a high NPS score will also be a strategic goal in 2026, as more passengers experience the benefits of technology in renovated Vilnius and Kaunas airports: from smart self-service systems and easier navigation to faster aviation security screening using modern C3 scanners, which allow a significant improvement for travelers – liquids no longer need to be removed from hand luggage during screening. More spacious parking areas at Kaunas Airport and electric buses operating at Vilnius Airport are tasks already completed, which millions of passengers will appreciate in 2026.

The year 2025 also brought new challenges to the LTOU team and passengers – hybrid attacks that limited flights over Vilnius and Kaunas airports. Between October and December 2025, these attacks affected approximately 350 flights and 51,000 passengers, representing 4% of all travelers from Vilnius Airport during this period.

For several months, the LTOU team worked intensively to minimize inconveniences for passengers and ensure smoother journeys. Safety remains our highest operational priority. Due to the impact of these hybrid attacks, LTOU initiated legal proceedings aimed at defending its own and its partners' interests, while also reducing reputational damage to the airports and Lithuania. Hostile activity against the state and the aviation sector must be addressed very strictly, and those organizing hybrid attacks against the state must be held accountable. We expect that, through joint state efforts, hybrid attacks will be prevented in the coming years, ensuring smooth air travel from Lithuanian Airports.

LITHUANIAN AIRPORTS
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2025 VS 2024 AVIATION STATISTICS OVERVIEW

PASSENGERS, K.

Change

	VNO	KUN	PLQ	total LTOU
Change	6%	12%	19%	8%
2024	4.80 M	1.43 M	378 K	6.61 M
2025	5.11 M	1.60 M	448 K	7.16 M

SEATS OFFERED

Change 2024 vs 2025

	VNO	KUN	PLQ	LTOU
Full service carriers*	5%	-	3%	5%
Low-cost carriers**	10%	8%	18%	10%

AVERAGE LOAD FACTOR

Change 2024 vs 2025

	VNO	KUN	PLQ	LTOU
Full service carriers*	74%	-	62%	73%
Low-cost carriers**	88%	88 %	86%	88%

* - Airlines operating scheduled flights excluding low-cost carriers
** - Norwegian Air Shuttle, PLAY Airlines, Ryanair, Wizz Air, Israir
*** - The number of routes was calculated using a new methodology

FLIGHTS

Change

	2024	2025	Change
VNO	41 075	42 083	2%
KUN	11 476	12 408	8%
PLQ	4 308	4 851	13%
LTOU	56 859	59 342	4%

NUMBER OF ROUTES***

	PLQ	KUN	VNO	total LTOU
2024	6	34	75	115
2025	8	31	74	113

CARGO, K, T

Change

	VNO	KUN	PLQ	total LTOU
Change	-1%	-17%	60%	-4%
2024	16.33	5.23	0.47	22.04
2025	16.11	4.33	0.75	21.20

TOP 10 COUNTRIES BY PASSENGERS

COUNTRY	PASSENGER SHARE
1. UNITED KINGDOM	17%
2. GERMANY	10%
3. ITALY	9%
4. DENMARK	7%
5. SPAIN	7%
6. POLAND	6%
7. LATVIA	5%
8. NORWAY	5%
9. NETHERLANDS	4%
10. IRELAND	4%

TOP 10 DESTINATIONS BY PASSENGERS

DESTINATION	PASSENGER SHARE
1. London LTN	8%
2. Copenhagen CPH	7%
3. London STN	5%
4. Riga RIX	5%
5. Warsaw WAW	5%
6. Oslo OSL	4%
7. Frankfurt FRA	4%
8. Stockholm ARN	3%
9. Dublin DUB	3%
10. Istanbul IST	3%

TOP 5 AIRLINES BY PASSENGERS

RYANAIR	46%
WIZZ AIR	14%
AIR BALTIC	14%
LOT POLISH AIRLINES	6%
SAS SCANDINAVIAN AIRLINES	5%

1. COMPANY'S INFRASTRUCTURE, OPERATIONAL STRATEGY AND OBJECTIVES

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GENERAL INFORMATION ABOUT THE COMPANY

Joint Stock Company Lithuanian Airports (hereinafter – the Company or LTOU) is the company that unites and manages Vilnius, Kaunas, and Palanga airports, coordinating the development of their operations, offering a wide range of aviation and non-aviation services and maintaining high standards of service quality for passengers and partners.

Bendrovės buveinės adresas: Rodūnios road 10A, Vilnius, Lithuania. 120864074.

Company code: 120864074

The Company has no branches. Below is the main information about each of the airports that make up the Lithuanian Airports network.

LTOU has no branches, representative offices, subsidiaries, or associated companies; therefore, financial statements and the management report are prepared about the company itself. The sole shareholder is the Republic of Lithuania, whose property and non-property rights are exercised by the Ministry of Transport and Communications of the Republic of Lithuania.

Key Data of the Lithuanian Airports Network

	Vilnius Airport (VNO)	Kaunas airport (KUN)	Palanga Airport (PLQ)
Address	Rodūnios road 10A, Vilnius	Oro uosto st. 4, Karmėlava	Liepojos pl. 1, Palanga
Director of the Operations Department	Valdas Stropus	Valdas Stropus	Valdas Stropus
The number of employees	511 (in 2024 - 513) (Vilnius airport and administration)	159 (in 2024 - 140)	87 (in 2024 - 83)
Runway length	2,515 m	3,250 m	2,300 m
Maximum passenger terminal capacity	7 M	2 M	0,3 M
Key performance indicators 2025			

Indicator	VNO 2024	VNO 2025	KUN 2024	KUN 2025	PLQ 2024	PLQ 2025
Number of passengers served	4.8 M	5.1 M	1.4 M	1.6 M	378 K	448 K
Number of flights	41.1 K	42.1 K	11.5 K	12.4 K	4.3 K	4.9 K
Amount of cargo	16.3 K t	16.1 K t	5.2 K t	4.3 K t	470 t	754 t
Aviation revenue	EUR 35.8 M	EUR 39.6 M	EUR 2.7 M	EUR 2.9 M	EUR 3.2 M	EUR 4.0 M
Non-aviation revenue	EUR 16.9 M	EUR 18.3 M	EUR 5.7 M	EUR 6.1 M	EUR 1.2 M	EUR 1.6 M

	Vilnius Airport (VNO)	Kaunas airport (KUN)	Palanga Airport (PLQ)
Provided non-aviation services	Rent of buildings and premises, rent of parking lot, car parking, advertising, business club, VIP terminal services, Fast Track service, organisation of events, lease of land, etc.	Rent of buildings and premises, car parking, advertising, lease of land, etc.	Rent of buildings and premises, car parking, advertising, lease of land, etc.
Carriers	16	2	5
Routes	74	31	8

The services provided by the Company are divided into two main groups: aviation and non-aviation (commercial). Aviation service providers include airlines, suppliers of ground handling services to aircraft and passengers, as well as cargo and mail operators. Non-aviation (commercial) service providers are companies engaged in commercial activities at the airport. The Company has no special obligations. Below is the scheme of the business model of LTOU.

Being the largest provider of civil aviation infrastructure services in Lithuania, LTOU is one of the catalysts for the development of Lithuanian economy, attracting direct foreign or local business investment and creating workplaces. Through various incentive programs for airlines, airports attract additional flights and increase passenger flows. In recent years, there has been a trend observed – LTOU is moderately increasing the number of directions every year and currently became the regional leader.

The statement of the organisation's mission emphasises the ambitious goal of partnership between clients, partners, shareholders, colleagues and society in order to unite resources to achieve a common goal. Ensuring joint commercial and/or social projects and programs between LTOU and other organisations, the incentive is to seek to create mutual value and strengthen partnerships. Emphasis is placed on high quality services and service standards for passengers, aiming to form a positive passenger opinion about the airport and create an emotionally attractive personal experience, on which the image of a particular airport and its opportunities to attract new service providers and additional passenger flows depends.

Lithuanian airports have identified the main stakeholders: clients, shareholder, partners, colleagues and the public. In order to meet the expectations of stakeholders, the Company formulated a mission, vision and strategic directions.

The scheme of the business model of LTOU

KEY PARTNERS

- Airlines
- Trading companies
- Ground handling companies
- MRO companies
- Transport competences agency
- VšĮ "Investuok Lietuvoje"
- Government of the Republic of Lithuania
- Ministry of Transport and Communications of the Republic of Lithuania
- Public Security Service (VST), State Border Guard Service (VSAT), Customs
- Lithuanian Transport Safety Administration

MAIN ACTIVITIES

- Infrastructure management and maintenance
- Efficient aircraft management
- Environmental control
- Coordination of aircraft maintenance

RESOURCES

- Infrastructure
- Aircraft coordination system
- Personnel
- External suppliers

VALUE OFFERED

- Ensured growth (number of passengers, flights)
- Geographical location (coverage area includes residents of other countries)
- Fast passenger service
- Wide geography of flights
- Competitive rates of fees and infrastructure charges

UPKEEPING COMMUNICATIONS

- Meetings
- Events
- Exhibitions
- Social Networks
- Online Inquiries

SALES CHANNELS

- Direct Sales (B2B)
- Indirect Sales (B2C)

CLIENT SEGMENT

- Low cost airline companies
- Full Service airlines
- Charter airlines
- Companies operating cargo flights
- Passengers

INCOME STRUCTURE

- Income from aviation charges
- Income from Infrastructure charges
- Lease income
- Other commercial income

COST STRUCTURE

- Infrastructure ensuring and maintenance costs
- Aviation security costs
- Personnel costs
- Tax costs
- Utility costs
- Other costs

LTOU VISION

Accelerating the country's economic growth

Lithuanian Airports aim to become a significant catalyst for the country's long-term economic growth. In pursuing their vision, LTOU focuses on the future by purposefully strengthening international connectivity and increasing Lithuania's accessibility and attractiveness for both passengers and businesses. The vision to "accelerate the country's economic growth" reflects an intended state in which airports operate not only as infrastructure managers, but also as active initiators of economic, regional, and social development.

LTOU's role is highly significant in driving Lithuania's successful development and growth. We believe that LTOU can become an accelerator of the economy – by creating attractive conditions for our business partners, expanding the range of flight destinations, and ensuring a positive passenger experience at airports, we not only contribute to strengthening our country's reputation, but also create the right conditions for sustainable economic development.

LTOU MISSION

Building sustainable partnerships

The mission of Lithuanian Airports, "to build sustainable partnerships," defines the core operating principle that enables the creation of value for passengers as well as for business and institutional partners. LTOU aims to become the most attractive airport group for its partners. By creating appealing and distinctive conditions for its partners, LTOU can competitively attract strategic partners who might otherwise choose airports with higher passenger traffic. By fostering strong and sustainable partnerships with commercial and institutional stakeholders, LTOU can ensure a more significant impact across its other areas of activity.

A focus on partnership requires flexibility and the ability to find innovative solutions in order to create mutual value and foster growth. The effective attraction and retention of strategic partners in aviation and other sectors is a key factor in driving LTOU's growth and thereby making a significant contribution to Lithuania's overall economic development.

The combination of community engagement, cooperation with institutional and commercial partners, and strategic collaboration with aviation partners has repeatedly proven to be a driving force behind LTOU's sustainable growth.

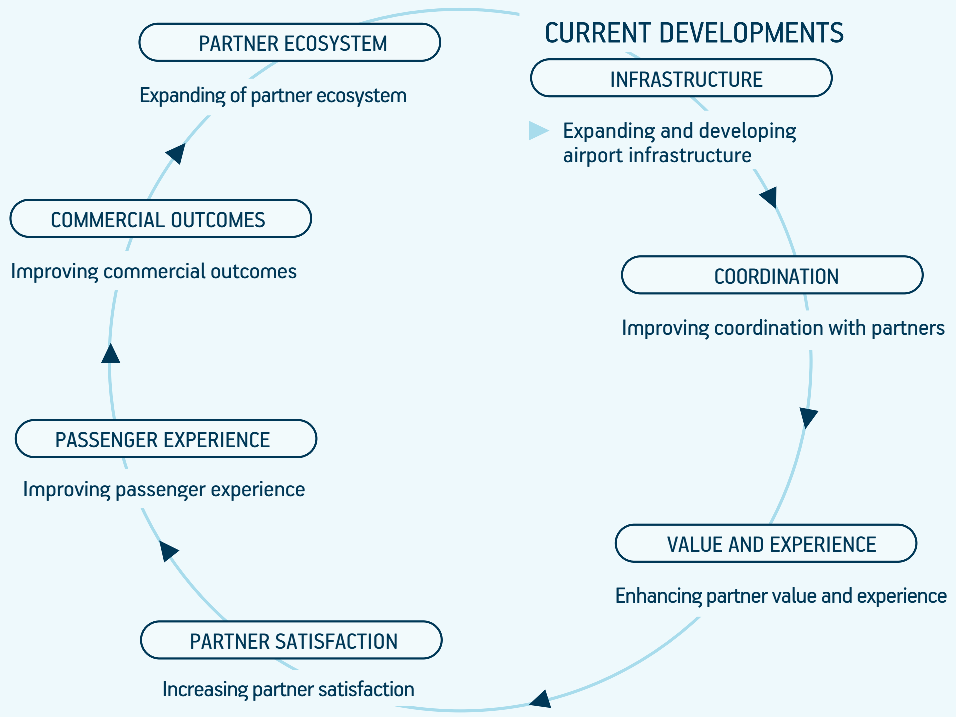
Strategic directions:

Infrastructure – completing a world-class transformation of airport infrastructure.
Avia connectivity – achieving breakthrough in Avia connectivity quality.
Business model – building a balanced business model.
Experience – improving partner and passenger experience in the context of changes.
Security – ensuring business continuity and resilience.
Sustainability – implementing sustainability-focused organizational transformation.

To ensure the purposeful implementation of the listed priorities — infrastructure development, strengthening air connectivity, developing a balanced business model, improving the passenger experience, ensuring security, and advancing sustainability transformation — it is essential to establish a strong organizational foundation. Therefore, the strategy will be supported by three enabling areas that will systematically reinforce the objectives of the main strategic directions and ensure the organization's long-term resilience and growth:

People and culture – organizational transformation.
Technology – digital transformation.
Finances – financial strategy.

FOCUSING ON PARTNER VALUE AND EXPERIENCE ALLOWS TO GENERATE CUMULATIVE OUTCOMES ACROSS THE BUSINESS FLYWHEEL



LTOU VALUES:

Take pride in responsibility.
We recognize our importance to Lithuania and understand that we are part of the country's positive changes.

Strive with determination.
Ambitious goals require courage and commitment — qualities we clearly demonstrate through our actions.

Inspire by example.
Each of us is a leader, inspiring others through our work

Create experiences.
People matter most to us — whether a passenger, partner, or colleague. We aim to create an environment where it feels good to be.

LTOU is guided by the principles of sustainability and aims to manage and balance economic, social and environmental factors in an integrated way.

The LTOU Strategic Action Plan 2025-2028 was approved by Resolution of the Board No 1VN-34 of 19 December 2024. Key indicators for the strategic objectives of the LTOU are presented in Table 1.

The LTOU Strategic Action Plan 2026-2029 was approved by Resolution of the Board No 1VN-29 of 18 December 2025. The table of indicators and targets for the strategic objectives of the LTOU in 2025 is presented in Annex 2.

TABLE 1. Key strategic performance indicators in 2025

Metrics	Indicator units of measurement	Plan	Fact
		2025 m.	2025 m.
Airport loyal passenger (NPS Promoters) indicator	%	63	74
Number of passengers	M	6,8	7,2
Adjusted EBITDA	EUR M	23	25,1

Other key events and results in 2025:

- Record revenue and profitability growth, with nearly EUR 7 million contributed to the state budget;
- The highest number of passengers in LTOU history was reached – 7.16 million, i.e. more than 8% higher compared to 2024;
- Baltic market leadership regained after 20 years – LTOU's market share reached 40.3% in 2025, surpassing Riga Airport;
- 7 new flight destinations were launched;
- 113 destinations were operated from Lithuania with 16 airlines;
- New airlines were attracted: FlyDubai, offering direct connections to Dubai and convenient onward flights to Asia, and Israir, connecting Lithuania with Israel;
- Charter flights were launched from Palanga Airport;
- A record NPS score of 74% was achieved;
- ACI Level 2 Airport Customer Experience Accreditation was received;
- Intensive hybrid attacks occurred between October and December, affecting approximately 350 flights and 51,000 passengers;
- A corporate governance rating of A was received from the Governance Coordination Centre (Lith. VKC);
- Sustainability, ESG (Environmental, Social and Governance), and net-zero CO_2 programs were implemented.
- Systematic risk management, strengthening of internal controls, and the application of good governance practices were carried out to ensure the highest standards across all assessment categories (transparency, collegial bodies, strategic planning and implementation);
- 13 board meetings were held, and an additional 4 resolutions on matters relevant to the Company were adopted within the Board's competence without convening meetings.

Key Events and Company Performance Results in 2025

January	February	March	April	May	June
Preparation for launch: mass testing conducted at the new departure terminal of Vilnius Airport	Opening of the new Departure Terminal T4	Completion of the northern apron expansion at Kaunas airport: more space created for civil and military aircraft	In the study "Reputation Index," Lithuanian Airports were recognized as the state-owned company with the best reputation.	Record revenue and profit growth, nearly EUR 7 million contribution to the state budget	An international expert panel selected the best architectural concept for the future Vilnius Airport arrivals terminal - first place was awarded to the proposal by the world-renowned architectural firm Zaha Hadid Architects.

July	August	September	October	November	December
An important stage of Vilnius Airport modernization has begun: the spaces of the old departure terminals are being renovated	Updated noise maps – an opportunity to reduce the impact on people living near airports	At Vilnius Čiurlionis Airport, a symbolic autograph of Mikalojus Konstantinas Čiurlionis was ceremoniously unveiled on Monday to mark the 150th anniversary of the artist's birth	Lithuanian Airports, having suffered losses due to balloons, are rallying partners for a legal battle. Legal proceedings were initiated to defend the interests of the company and its partners and to reduce reputational damage.	Kaunas Airport terminal spaces opened to passengers: increased area, upgraded technologies, and improved passenger experience	Vilnius Airport Departure Terminal wins award for best public project in Lithuania

2. COMPANY'S GOVERNANCE STRUCTURE, MANAGEMENT BODIES

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Lithuanian airports are owned by the state according to ownership rights. The institution implementing the rights and obligations of the owner of the enterprise is the Ministry of Transport and Communications of the Republic of Lithuania. **It performs the following specified functions:**

I. Amends the Articles of Association of the Company, except for the exceptions provided for in the Law on Joint Stock Companies of the Republic of Lithuania;
II. Changes the registered office of the Company;
III. Elects and recalls members of the Board;
IV. Elects and recalls an auditor or audit firm to audit the set of financial statements, determines the terms of payment for audit services;
V. Elects and recalls an auditor or audit firm or independent sustainability reporting service provider to provide sustainability reporting services when sustainability disclosures are required to be included in the management report in accordance with the Law on the Reporting of Companies and Groups of Companies;
VI. Determines the class, number, nominal value and minimum issue price of shares to be issued by the company;
VII. Adopts a decision to convert the Company's shares of one class into shares of another class and approves the description of the procedure for the conversion of shares;
VIII. Adopts a decision to change the number of shares of the same class and the nominal value of a share issued by the company without changing the amount of the authorized capital;
IX. Approves the set of annual financial statements, with the exception of the exceptions provided for in the Law on Joint Stock Companies of the Republic of Lithuania; serves;
XII. Approves the set of interim financial statements drawn up for the purpose of deciding on the distribution of dividends for a period of less than one financial year;
XIII. Adopts a decision to issue convertible obligations;
XIV. Adopts a decision to increase the authorized capital;
XV. Adopts a decision to reduce the authorized capital, except for the exceptions provided for in the Law on Joint Stock Companies of the Republic of Lithuania;
XVI. Adopts a decision to reorganise or separate the company and approve the terms of reorganisation or separation, except for the exceptions provided for in the Law on Joint Stock Companies of the Republic of Lithuania;
XVII. Adopts a decision to convert the company;
XVIII. Adopts a decision on restructuring of the company in the cases provided for by the Law on Insolvency of Legal Persons of the Republic of Lithuania;
XIX. Adopts a decision to liquidate the company, to cancel the liquidation of the company, except for the exceptions provided for in the Law on Joint Stock Companies of the Republic of Lithuania;
XX. Elects and recalls the liquidator of the company, except for the exceptions provided for in the Law on Companies of the Republic of Lithuania.
XXI. Adopts a decision on the audit of the company's annual financial statements in cases other than those specified in the Law on Audit of Financial Statements and Other Assurance Services of the Republic of Lithuania or provided for in the company's Articles of Association.

The company's operations are governed by a broad set of national, EU, and international regulations. The list below includes the main laws and regulations directly applicable to the company's activities:

- Aviation Law of the Republic of Lithuania;
- Law of the Republic of Lithuania on Enterprises and Facilities of Strategic Importance to National Security;
- Law on Noise Management of the Republic of Lithuania;
- Rules for the Provision of Ground Services at Airports;
- Description of the Procedure for Setting and Paying Fees for the Use of Airports;
- Description of the Approval of Civil Aviation Safety Programs;
- Description of the Procedure for Aviation Security Training;
- Rules for the Transport of Passengers, Baggage, Mail, and Cargo by Aircraft;
- Description of the Procedure for Flights Transporting Very Important Persons (VIP Flights);
- Description of the Procedure and Rates for Land Lease Fees at International Airports.

The body exercising the rights and duties of a shareholder of the company may also decide on other matters assigned to its competence by the Law on Companies of the Republic of Lithuania and the Articles of Association of the Company.

The collegial management body is the Board of the Company, the sole management body is the head of the Company. The LTOU governance structure is set out in Annex 1.

The Board of Lithuanian Airports consists of persons appointed by the order of the Minister of Transport and Communications of the Republic of Lithuania

In 2025, the Board consisted of four independent and one dependent member. Gediminas Almantas, Eglė Čiužaitė, Dan Strömberg, Tadas Arvydas Vizgirda, Vilius Veitas.

TABLE 2. Management bodies of Lithuanian Airports

Management	Name, Surname	Education
Chair of the Board	**Gediminas Almantas,** independent member of the Board, does not have a main workplace, other positions held: • a member of Procurement and Investment Committee at Lietuvos nacionalinis radijas ir televizija (code 124241078, address S. Konarskio st. 49, LT-03123 Vilnius); • a member of the Board at State Enterprise VĮ Atviros Lietuvos fondas (code 210063570, address Didžioji st. 5, LT-01128 Vilnius); • a chair of the Board at AB LTG Infra (code 305202934, address Geležinkelio st. 2, LT-02100 Vilnius); • a chair of the Board at AB Novaturas (code 135567698, address A. Mickevičiaus st. 27, LT-44245 Kaunas); • independent member of the Board of AB KN Energies (company code 110648893, registered office at Burių st. 19, LT-92276 Klaipėda); • a head of strategic partnership at Lithuanian Red Cross society (code 190679146, address Statybininkų st. 12, LT-50127 Kaunas); • Visiting lecturer – Thunderbird School of Global Management, Phoenix, AZ, USA.	• Vilnius University, Master's degree in Law; • University of Bern, Switzerland, Master of Laws; • Copenhagen Business School, Ethics of Business Negotiation, Industrial PhD.
Members of the Board	**Eglė Čiužaitė** independent member of the Board, does not have a main workplace, other positions held: • an independent member of the Board and the chair of the Audit committee at AB „Miesto gijos" (code 124135580, address Elektrinės st. 2, LT-03150 Vilnius); • a member of the Board at Public Institution VšĮ Jaunimo linija (code 302594405, address Vingrių st. 6, LT-01141 Vilnius); • an independent member of the Audit committee at UAB Akropolis Group (code 302533135, address Ozo st. 25, LT-07150 Vilnius); • an independent member of the Audit committee at MAXIMA GRUPĖ, UAB (code 301066547, address Ozo st. 25, LT-07150 Vilnius).	• Master of Science in Finance and International Business Sciences – Aarhus University, School of Business and Social Sciences, Denmark • Bachelor's degree in Business Administration (Finances) – Bellevue University, USA • Completed the training program for members of the Board of "Baltic Institute of Corporate Governance"
	Tadas Vizgirda, independent member of the Board, main workplace: CEO at UAB Shift4 Payments Lithuania (code 304341621, address A. Goštauto st. 40A, LT-03163 Vilnius); • CEO of UAB Shift4 Services (code 304341621, address A. Goštauto st. 40A, LT-03163 Vilnius); • chairman of the Board of the American Chamber of Commerce in Lithuania (code 223908210, address Konstitucijos ave. 26, LT-08105 Vilnius); • senior manager at UAB Revel Systems (code 303480970, address A. Goštauto st. 40A, Vilnius)	• BSBA in Business Administration – Kaplan University, USA. • Company management program of "Baltic Institute of Corporate Governance".
	Dan Strömberg, independent member of the Board, does not have a main workplace, other positions held: member of Supervisory Council at SIA Tet (code 40003052786, address 105 Dzirnavu iela Ryga, LV-1011 Latvia)	• Finance studies at IHM Business School/Stockholm University (Sweden); • Marketing studies at IHM Business School (Sweden)
	Vilius Veitas, dependent member of the Board, main workplace State Liaison Officer for Lithuania at the European Organisation for the Safety of Air Navigation (EUROCONTROL), Rue de la Fusée 96, 1130 Brussels (since 1 September 2025); previous position: Transport Attaché at the Permanent Representation of Lithuania to the European Union, Rue Belliard 41–43, 1040 Brussels (civil aviation and maritime transport) (until September 2025).	• Master of Management and Business Administration, • Pilot Engineer – Vilnius Gediminas Technical University

Vadovybė	Vardas pavardė	Išsilavinimas
Chief Executive Officer	**Simonas Bartkus**	• Executive Studies, Strategic Marketing Management, Stanford University Graduate School of Business, 2012 • Master's degree in European Economic Studies, VU, 2008. • Bachelor of Economics, VU, 2005
Director of Infrastructure Department	**Arnas Dūmanas**	• Norwegian Business School and ISM Master in Executive Business Management, 2020 • Civil Engineering bachelor, Vilniaus Gediminas Technical University, 2006
Director of the Operations Department	**Valdas Stropus**	• ISM Master in Executive Business Management, 2025 • Bachelor of Aviation Engineering, Vilnius Gediminas Technical University, 2006
Director of the Department of Commerce	**Gintarė Norvilaitė-Tautevičė**	• ISM Master in Executive Business Management, 2024 • Master of International Marketing and Management, ISM University of Economics and Management, 2014 • Vilnius University, Bachelor's degree in Economics, 2011
Director of Safety, Security and Resilience Department	**Vidas Kšanas**	• Business Administration, Baltic Institute of Management, 2008 • Master of Management and Business Administration, Vytautas Magnus University, 2008 • Vilnius University, Bachelor's degree in Management and Business Administration, 2003
Director of the Finance Department	**Petras Akstinas**	• Bachelor of Business Management, VGTU, 2000
Director of People and Culture Department	**Natalja Andreičiuk**	• Bachelor of Psychology Klaipėda University, 2006 • Master of Business Psychology, Mykolas Romeris University, 2009
Director of Legal and Compliance Department	**Diana Bankauskienė**	• Master of Business Law, Mykolas Romeris University, 2015 • Bachelor of Laws, Mykolas Romeris University, 2013
Director of Customer Experience and Digitalization Department	**Nerilė Mažeikienė**	• Bachelor of Economics, Vilnius University, 2000 • Master in Public Finance, Vilnius University, 2002 • Master in International Management, International Business School, 2006 • Master in Business Administration (Executive MBA), Baltic Management Institute, 2016 • Professional Board Member Training, Baltic Institute of Corporate Governance, 2016

The diversity policy applied to the election of the company's CEO, management, and supervisory board members — including aspects such as gender, age, disability, education, and professional experience — as well as the objectives of this policy, its implementation methods, and results during the reporting period, are presented in Part S1-9 Diversity Metrics of the Sustainability Report. The guidelines establish that in the selection of the CEO and board members, the Ministry of Transport of the Republic of Lithuania adheres to the principles of equality, non-discrimination, transparency, confidentiality, and impartiality.

Selection Criteria for Collegial Bodies

The selection of candidates to the collegial supervisory or management body shall be carried out by the Ministry of Transport and Communications of the Republic of Lithuania, in accordance with the current wording of Resolution No 631 of the Government of the Republic of Lithuania of 17 June 2015. The Resolution establishes the essential principles and processes for the selection of candidates to the collegial supervisory or management body of a state or municipal enterprise, state-owned or municipally-owned Company or its subsidiary:

- **Autonomy.** This includes the appointment of independent members of the collegial body and restrictions on the participation of public politicians in these bodies. All state-managed companies (SOC) are subject to the requirement that, in a collegial body elected directly by the shareholder/owner, members meeting the criteria of independence must represent at least half of the members of the collegial body. Meanwhile, state politicians or civil servants with political trust cannot be appointed to the collegial bodies of a state-managed Company.
- **The collegial bodies of an SOC are formed on the basis of the principles of competence and taking into account the specificities of the SOC activities and strategic objectives.** The legislation stipulates that the collegial body of a SMC must have appropriate competences in strategic planning and governance, financial management and the sector of the economy in which the SOC operates. Other competences required are tailored to individual needs. The selection of the members of the collegial body is based on this principle.
- **Professional and transparent selection.** The selection of independent members is subject to detailed selection procedures, covering the steps from the initiation of the selection process to the appointment as a member of the collegial body. The selection procedures established are public and follow the principle of a detailed screening process, whereby the candidate is evaluated by both a professional selection agency and a selection panel set up specifically for the selection.
- **Empowered.** The functions of the collegial bodies of state-owned companies (SOCs) are similar to global governance practices, i.e. they follow generally accepted corporate governance principles: they appoint and dismiss the CEO, approve the Company's strategy and oversee the implementation of the Company's strategy. Currently, the functions of the boards of the SOCs with the Public institution legal status are limited and they are more advisory bodies.

2.1 FUNCTIONS OF THE BOARD

The Board considers and approves:

- The Company's business strategy, including the Company's operating budget;
- Management Report;
- The Company's annual targets, on the basis of which employees may be paid a variable component of remuneration;
- The Company's management structure and the positions of the employees;
- Positions to be filled by competitive recruitment;
- The regulations of the Company's branches and representative offices;
- The rules governing the management of the Company's donations;
- A list of the Company's operating policies approved by the Board and the Company's operating policies set out in that list;
- Determine the information which shall be considered as the Company's commercial/productive secrets and confidential information;
- Elect and remove the Company's Chief Executive Officer, determine his remuneration, other terms and conditions of employment, approve his job description, promote him and impose penalties. Approves the nomination of branch and representative office managers;
- Decide on the Company becoming a founder or participant in other legal entities;
- Decide on the establishment of branches and representative offices of the Company;
- Take decisions on the investment, transfer (calculated separately for each type of transaction), lease (calculated separately for each type of transaction), pledge and mortgage (calculated as a total amount of transactions) of long-term assets with a carrying amount equal to or exceeding EUR 3,000,000;
- Deciding on the guaranteeing or guaranteeing of the performance of the obligations of other persons for an amount equal to or exceeding EUR 3,000,000;
- Take decisions on the acquisition of long-term assets for a price equal to or exceeding EUR 3,000,000;
- Take decisions on the lending or borrowing of funds, including, but not limited to, decisions on the conclusion of any loan or credit agreement with a per transaction value equal to or exceeding EUR 3,000,000 and/or the modification of an existing loan or credit agreement with a modification value equal to or exceeding EUR 1,000,000;

Adopt decisions to approve the Chief Executive Officer of the Company:

- To enter into transactions for the purchase of goods, services and works, the value of each transaction of which is equal to or greater than EUR 1,000,000 excluding VAT;
- To enter into transactions for the pledge of the Company's assets;
- To enter into and terminate transactions that meet the criteria of a market economy operator, where the Company invests with a publicly selected partner to promote the development of flight routes;
- All decisions relating to the assets constituting the airport infrastructure (assignment, mortgage or other encumbrance, guarantee, surety or other security for the fulfilment of its own obligations and those of others, lease, loan or transfer to others for their use in any other way, declaration of unnecessary or unusable (unfit for) use, etc.)
- Making amendments to transactions (with a value equal to or greater than EUR 1,000,000) if the value of the contract for goods and services increases by more than 10% of the value of the contract and the value of the contract for works increases by more than 15% of the value of the contract and such increase in the value of the goods and services or the value of the contract for works amounts to at least EUR 250,000 excluding VAT.

The Board may also decide on other matters assigned to the competence of the Board by the Law on Joint Stock Companies of the Republic of Lithuania, the Articles of Association of the Company and the decisions of the General Meeting of Shareholders

Held meetings: 14 meetings of the Board were held in 2025.

2.1.1. KEY ISSUES DISCUSSED

Monthly review of the Company's performance; consideration of the terms and conditions of purchases within the Board's remit and approval of transactions; Internal audit activity report and action plan for 2025; Audit and Risk Committee Report 2024 and Action Plan 2025; Annual LTOU procurement plan 2025; Action plan based on the LTOU 2024 Corporate Governance Index Assessment Report; Presentation of the risk management situation; Presentation of the results of the Employee Engagement Survey; the Company's annual targets for 2025 and KPIs for the Company's senior management team - targets for 2025; self-assessment of the Board's performance; setting of CEO's annual objectives for 2025; discussion of the programme for the implementation of long-term development plans (master plans); presentation of the Net Zero Strategy and its implementation; review of IT and cyber security improvement measures; presentation of the Company's 2024 annual performance and financial results. Independent audit report; assessment of the LTOU CEO's performance for 2024; presentation of safety level factor analysis; presentation of electric bus operation models; feasibility analysis of solar and wind power plant projects implemented under the company's energy and renewable energy development strategy; discussion of the progress on the implementation of the Letter of Expectations initiatives; action plan and progress on the strengthening of the LTOU's sustainability/ESG practice; discussion of the LTOU strategy; discussion of risks after T4 opening; Presentation of borrowing options; Presentation on the new website project; Presentation of the brand refresh; review of the LTOU's budget 2025; Presentation of parking lot capacities and future expansion; Airport fees; LTOU's ability to carry out real estate development under a "Build-to-Suit" model; Discussion of pollution management situation; Flight development strategy; discussion of NPS and ASQ results; LTOU values; compliance management; discussion of routes operating under a risk-sharing model; review of the key risk register; presentation of the drone management situation; review of the remuneration policy; strategic planning of investments; cargo business development; discussion of the new Letter of Expectations; Presentation of the Operations Centre; presentation and approval of the resilience policy; presentation and approval of the sustainability policy; discussion of drone and balloon incidents; Review and approval of the company's 2026 budget and operational KPIs; Presentation of LTOU passenger segmentation study results; Review and approval of the company's 2026–2029 strategic business plan; approval of the company's organizational structure; VNO–LCY route performance overview and decision on the route's continuity; Board action plan for 2026.

The Board accepted the following transactions of the Company in 2025 (original transaction values are indicated):

1. On 20 February 2025, the Board, by a joint decision of the Board members, approved the award of the contract to UAB KRS, the winner of the public procurement for the construction works of the multi-story parking lot at KUN, value of the contract EUR 7,135,518.88 excluding VAT, on the condition that: 1) No claims are received, or any claims received are dismissed; 2) No negative opinion is received from the Commission for Coordination of Protection of Objects Important for National Security.
2. On 15 April 2025, the Board, by a joint decision of the Board members, approved the award of the contract to UAB KRS, the winner of the public procurement for reconstruction works of T2, T3 terminals, value of the contract EUR 14,988,786.56 excluding VAT, on the condition that: 1) No claims are received, or any claims received are dismissed; 2) No negative opinion is received from the Commission for Coordination of Protection of Objects Important for National Security.
3. On 17 June 2025, the Board, by a joint decision of the Board members, approved the award of the contract to UAB Achema Gas Trade, the winner of the public procurement regarding the provision of electricity supply services for EUR 8,424,000.00 excluding VAT.
4. On 24 July 2025, the Board, by a joint decision of the Board members, approved the conclusion of a bank loan agreement with North Investment Bank (NIB) for EUR 20 million.
5. On 4 August 2025, the Board, by a joint decision of the Board members, approved the award of the contract to COBUS Industries GmbH, the winner of public procurement for the acquisition of electric buses and the provision of related services for Vilnius Airport for a total amount of EUR 9,106,200.00 (excluding VAT), provided that the following conditions are met: 1.1 A positive opinion is received from the Commission for Coordination of Protection of Objects Important for National Security; 1.2 The transaction is approved by the shareholder in accordance with Articles 28 and 45 of the Company's Articles of Association.
6. On 25 September 2025, the Board, by a joint decision of the Board members, approved the award of the contract to UAB Iksada production and technical centre, the winner of the public procurement regarding the airport fire trucks for a total amount of EUR 3,889,600.00 excluding VAT, on the condition that external financing must be sought even after signing the contract, and that the Board is notified before any payments are made.
7. On 25 September 2025, the Board, by a joint decision of the Board members, approved the award of the contract to Zaha Hadid Architects, Ltd, the winner of the public procurement regarding the design services for the VNO passenger terminal expansion project, with a contract value of EUR 7,900,000 excluding VAT, on the condition that the documents, confirming that there are no grounds for disqualification and that the relevant qualification requirements have been met, comply with the requirements.
8. 8. On 1 December 2025, the Board, by a joint decision of the Board members, approved the award of the contract to joint venture partners UAB CNC Cleaning and SIA Concord Service Group, the winner of the public procurement regarding the provision of cleaning services for Vilnius Airport premises for a maximum contract value of EUR 2,800,000 excluding VAT, on the condition that no claims are received or any claims received are dismissed.

2.1.2. ATTENDANCE OF MEETINGS

The overall average meeting attendance rate in 2025 was 94.29% (TABLE 3).

TABLE 3. Meeting attendance

No.	Meeting date	Number of members attended	Attended	Did not attend	Total	Attendance (%)
1.	17 January	5 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg, Vilius Veitas		5	100 %
2.	20 February	5 members			5	100 %
3.	20 March	5 members			5	100 %
4.	15 April	5 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg	Vilius Veitas	5	80 %
5.	22 May	5 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg, Vilius Veitas		5	100 %
6.	17 June	4 members	Eglė Čiužaitė, Gediminas Almantas, Dan Strömberg, Vilius Veitas	Tadas Vizgirda	5	80 %
7.	24 July	5 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg, Vilius Veitas		5	100 %
8.	4 August	5 members			5	100 %
9.	28 August	4 members	Eglė Čiužaitė, Gediminas Almantas, Dan Strömberg, Vilius Veitas	Tadas Vizgirda	5	80 %
10.	25 September	5 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg, Vilius Veitas		5	100 %
11.	23 October	5 members			5	100 %
12.	21 November	5 members			5	100 %
13.	1 December	5 members			5	100 %
14.	18 December	4 members	Eglė Čiužaitė, Tadas Vizgirda Gediminas Almantas, Dan Strömberg	Vilius Veitas	5	80 %

2.1.3. REMUNERATION RECEIVED FOR THE POSITION OF A MEMBER

The procedure for the payment of remuneration to the members of the Board is established by the procedure for granting remuneration to the members of the boards of state-owned enterprises and municipal enterprises, approved by the Resolution No 1092 of the Government of the Republic of Lithuania of 14 October.

2015. The members of the Board are paid a monthly remuneration of EUR 2,526 (two thousand five hundred and twenty-six euros) (before taxes), set by the Ministry of Transport and Communications of the Republic of Lithuania. If a member of the Board is a civil servant, his/her monthly remuneration was EUR 1,263 (one thousand two hundred and sixty-three euros) (before taxes). The monthly remuneration of the Chairman of the Board was EUR 3,368 (three thousand three hundred and sixty-eight) (before taxes).

If the activities of a member of the Board require reasonable travel (transport) expenses, the Company reimburses such reasonable travel expenses. For members of the board in 2025 fuel costs were compensated for EUR 14,322.6.

TABLE 4. Remuneration estimated for the Board members in 2025

Name, surname	Position	Term of office in the Board in 2025	Estimated remuneration for work in 2025, gross
Gediminas Almantas	Chair (independent)	2025 01 01 – 2025 12 31	40 416 Eur
Eglė Čiužaitė	Member (independent)	2025 01 13 – 2025 12 31	30 312 Eur
Tadas Vizgirda	Member (independent)	2025 01 01 – 2025 12 31	30 312 Eur
Dan Strömberg	Member (independent)	2025 01 01 – 2025 12 31	30 312 Eur
Vilius Veitas	Member (civil servant)	2025 01 18 – 2025 12 31	15 156 Eur

TABLE 5. Beginning/end of the term of office of LTOU Board members

Member	Beginning of term	End of term
Eglė Čiužaitė	2024 03 23	2028 03 23
Tadas Vizgirda	2024 03 23	2028 03 23
Gediminas Almantas	2024 03 23	2028 03 23
Dan Strömberg	2024 03 23	2028 03 23
Vilius Veitas	2024 04 18	2028 03 23

In 2025, the Board of Lithuanian Airports operated in a focused and effective manner, ensuring the implementation of strategic objectives and the stable progress of the company's operations. The Board efficiently oversaw key infrastructure projects, including the opening of the Vilnius Airport T4 terminal and the completion of the Kaunas Airport expansion, while also securing financial growth and record operational results: 7.16 million passengers served and the restoration of leadership in the Baltic market.

The Board worked actively in close cooperation with management, which enabled smooth decision-making and effective oversight. The decisions taken strengthened risk management, the supervision of investment projects, and the sustainability agenda, creating the conditions for further balanced growth and long-term value creation for the shareholder and stakeholders. In cases where a board member did not attend the meeting, they submitted their position in writing.

2.2. AUDIT AND RISK COMMITTEE

The primary task of the Audit and Risk Committee is to provide the Board with comments and/or recommendations regarding financial reporting, internal and external audit, sustainability assurance, risk management, and the functioning of control systems within the company.

TABLE 6. Composition of the Audit and Risk Committee of Lithuanian Airports (from 3 June 2024)

Composition of the Committee	Name, surname, experience	Education
Chair of the Committee	**Eglė Čiužaitė,** Board-delegated member. Independent member of the Board and the chair of the Audit committee at AB „Miesto gijos", a member of the Board at VšĮ Jaunimo linija, an independent member of the Audit committee at UAB Akropolis Group, and an independent member of the Audit committee at MAXIMA GRUPĖ, UAB. **Fields of competence:** strategic planning and management; infrastructure project management and development, finance management.	• Master of Science in Finance and International Business Sciences – Aarhus University, School of Business and Social Sciences, Denmark. • Bachelor's degree in Business Administration (Finances) – Bellevue University, USA. • Completed the training program for members of the Board of "Baltic Institute of Corporate Governance".
Committee's member	**Edita Malūkienė,** an independent member. Director at UAB Gaudera, certified auditor, a member of the Audit Committee at AB Kelių priežiūra, a member of the Lithuanian Chamber of Auditors. **Fields of competence:** independent audit of financial statements, accounting, taxes, activities in collegial bodies.	• Vilnius University, Bachelor's degree in Economics and Management • Vilnius University, Master's degree in Business Management and Administration.
Committee's member	**Gediminas Šiušas,** an independent member (from 6 December 2024). Authorised representative of Convera Europe Financial S.A., a member of the Board at Convera Singapore Pte Ltd and at Convera Singapore Financial Pte Ltd. "Convera Australia Pty Ltd" and "Convera Australia Pty Ltd (NZ Branch)" member of the Board **Fields of competence:** risk management, finance management, audit and accounting, internal control.	• Stockholm School of Economics in Riga, Bachelor's degree in Economics and Business Administration. • Vilnius University, Bachelor's degree in Economics and Management. • Vilnius University, Master's degree in Economics.

2.2.1. BEGINNING/END OF TERMS OF OFFICE

The Company has an Audit and Risk Committee. On 3 June 2024, under resolution No. 1VN-18, the Board of Lithuanian Airports approved a new committee for a 4-year term, lasting until the end of the current Board's term, i.e., until 23 March 2028.

TABLE 7. Beginning/end of the term of office of LTOU Audit and Risk Committee

Member	Beginning of term	End of term
Eglė Čiužaitė	2024 06 03	2028 03 23
Edita Malūkienė	2024 06 03	2028 03 23
Gediminas Šiušas	2024 12 06	2028 03 23

2.2.2. MAIN FUNCTIONS OF THE AUDIT AND RISK COMMITTEE

New Regulations on the Establishment and Activities of the Audit and Risk Committee were approved by Resolution No 1VN-36 of the Board of Directors of Lithuanian Airports on 19 December 2024.

The Audit and Risk Committee performs the functions defined in the following main areas of activity:

- Monitors the financial reporting and/or sustainability reporting processes needed for the preparation of financial statements and information on sustainability matters reported within the management report;
- Monitoring the effectiveness of internal control and risk management systems that impact the Company's financial reporting and/or sustainability reporting, specifically aimed at preventing corruption, bribery of foreign officials in international transactions, money laundering, and terrorist financing (detailed in the Sustainability Report sections G1-3 Prevention and Detection of Corruption and Bribery and G1-4 Cases of Corruption or Bribery);
- Monitoring the audit of the annual financial statements and/or the assurance of the annual sustainability reporting; informing the Chair of the Board and the Chief Executive Officer about the audit results and issues identified during the audit, in particular where significant internal control deficiencies are identified, explaining how the audit and/or sustainability assurance contributed to the reliability of the financial statements and/or sustainability information, and what the role of the ARC was in this process;
- Monitoring the auditor(s) or audit firm(s) selection procedure and submitting a recommendation on which auditor(s) or audit firm(s) should be appointed;
- Monitoring the effectiveness of the internal audit function without compromising the independence of internal audit;
- Performing other duties as set out in the rules of procedure, external legal acts, and Board resolutions.

Held meetings:
13 meetings in 2025.

2.2.3. KEY ISSUES DISCUSSED

Discussion of the independent auditor's report and the results of the financial audit; monitoring the auditor selection procedure, submitting recommendations to the Board regarding the appointment of the audit firm; monitoring the progress of the audit of interim and annual financial statements; monitoring and evaluation of the Company's financial results; evaluation of the performance of the Internal Audit unit, review of annual and long-term plans and activity reports, evaluation of the information contained in the internal audit reports; evaluation of the performance of the head of the Internal Audit unit, and the formulation of objectives; monitoring the effectiveness of anti-corruption, anti-money laundering, and evaluation of supervision; evaluation of the effectiveness of the risk assessment and management system and making recommendations to the Board; monitoring the Company's strategic risk management; evaluation of the implementation of recommendations from external and internal audits as well as from external bodies; monitoring the progress of strategic projects; monitoring the assurance of cyber security; monitoring of the procedures and process of related party transactions; evaluation of compliance risk management etc.

2.2.4. ATTENDANCE OF MEETINGS

Total attendance percentage of Audit committee members in 2025 was 100% (TABLE 8).

2.2.5. REMUNERATION RECEIVED FOR THE POSITION OF A MEMBER

The procedure for payment of remuneration to the members of the Board of the Joint Stock Company Lithuanian Airports and the members of the committees formed by it in these bodies is regulated by the Resolution of No 1092 of the Government of the Republic Lithuania of 14 October 2015 On the Approval of the Procedures for the Payment of Remuneration to the Members of the Collegial Bodies of the State-Owned Undertakings and the Municipality-owned Enterprises, as well as on the Liability Insurance of the Members of the Collegial Bodies of the State-Owned Undertakings and the Municipality-Owned Enterprises. The remuneration of the members of the Audit and Risk Committee is determined in the agreements on the members' activity in the bodies, in accordance with Order No 3-93 of the Minister of Transport and Communications of the Republic of Lithuania of 8 March 2024 On the Remuneration of the Members of the Board of Directors and the Members of the Committees of the joint stock company Lietuvos oro uostai (effective from 23 March 2024).

As of 23 March 2024, the remuneration of a member of the Audit and Risk Committee is EUR 1,263 (one thousand two hundred and sixty-three) and the monthly remuneration of the Chair of the Committee set up by the Board is EUR 1,895 (one thousand eight hundred and ninety-five). The estimated remuneration for the members of the Audit and Risk Committee for 2025 (including all taxes and contributions payable) was EUR 53,05 thousand.

Total attendance percentage of Audit committee members in 2025 was

100 %

TABLE 8. Attendance of meetings 2025

No.	Meeting date	Number of members attended	Attended	Did not attend	Total number of members	Attendacne (%)
1.	16 January	3			3	100 %
2.	21 January	3			3	100 %
3.	14 February	3			3	100 %
4.	17 March	3			3	100 %
5.	8 April	3			3	100 %
6.	7 May	3			3	100 %
7.	10 June	3	Eglė Čiužaitė Edita Malūkienė Gediminas Šiušas		3	100 %
8.	1 July	3			3	100 %
9.	19 August	3			3	100 %
10.	17 September	3			3	100 %
11.	21 October	3			3	100 %
12.	12 November	3			3	100 %
13.	9 December	3			3	100 %

TABLE 9. Remuneration accrued in 2025 for members of the Audit and Risk Committee

Name, surname	Position	Period of service as a member of the Committee in 2025	Estimated remuneration for work in 2025, gross
Eglė Čiužaitė	Chair (Board-delegated member)	2025 01 01 – 2025 12 31	22 740 Eur
Edita Malūkienė	Member (Independent)	2025 01 01 – 2025 12 31	15 156 Eur
Gediminas Šiušas	Member (Independent)	2025 01 01 – 2025 12 31	15 156 Eur

3. KEY EVENTS SIGNIFICANT TO THE COMPANY'S OPERATIONS DURING THE REPORTING PERIOD

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3.1. IMPLEMENTATION OF INVESTMENT PROJECTS

One of the most important projects carried out by LTOU is **the construction of T4 departure terminal at VNO and the deployment of necessary technologies.** A new departure terminal opened on 4 February 2025 as planned. The opening of the new departure terminal not only makes the physical premises of the terminal more modern and passenger-friendly, but also supports critical functions for the airport's operations. It features a new registered baggage screening system with two EDS (Explosive Detection System) scanners, as well as new screening lines for cabin baggage and passenger's personal belongings. It was impossible to upgrade these and other technological solutions in the old departure terminal due to their infrastructure restrictions.

VNO's programme objective is to create an infrastructure capable of handling 2400 passengers/hour (one way) at peak times and to increase non-aviation revenue per passenger by more than 40%. The programme comprises three main infrastructure components: landside access, terminal, and airside. Following the achievement of the sub-objective of the VNO Development Programme, i.e. the opening of T4 departure terminal, work is planned to continue in the old VNO terminals, creating more comfortable spaces and guaranteeing more services to passengers.

The construction of T4 terminal and the reconstruction of the existing T2 and T3 terminals addressed travel restrictions for departing passengers. Considering the solutions covered by the VNO's Masterplan, VNO's development is entering a new phase - the resolution of arrival infrastructure constraints. Hence, at the end of 2024, VNO announced an architectural competition for the new T5 arrivals terminal design. In June 2025, an international expert panel selected the best architectural concept for the future Vilnius Airport arrival terminal — first place was awarded to the proposal by the globally renowned architectural firm Zaha Hadid Architects.

To increase the capacity of the KUN terminal, the KUN expansion program is underway, which includes the reconstruction of the terminal, the renewal of the necessary systems (baggage system, introduction of self- service solutions and safety and security solutions) and the expansion of the apron. In 2025, following the implementation of the KUN terminal expansion project, Kaunas Airport became more spacious and convenient for passengers: the check-in area was expanded with additional check-in counters, the Schengen and non-Schengen zones were enlarged, and extra spaces were created for waiting, dining, or shopping. The baggage claim areas were also expanded, and car rental services were relocated inside the terminal. The airport now operates two baggage claim belts, whereas before the expansion, only one was used for passenger luggage.

In 2025, construction began on the Kaunas Airport multi-storey ground parking lot, scheduled to open in the summer of 2026. The new multi-storey facility currently under construction is expected to accommodate over 900 cars, including 100 spaces reserved for vehicles serving people with special needs. The parking lot will also feature electric vehicle charging stations and dedicated parking spaces. In addition to the modern parking structure, the area near the renovated terminal will include a paved adjacent lot, improved access roads, upgraded landscaping, and renewed engineering networks.

The projects related to the production and use of renewable energy sources at airports are also continuing. Installation of the EU co-funded electric charging stations at VNO and KUN on the airfield areas is in progress. One of the most significant projects to improve the passenger experience is also being implemented - the purchase of electric buses for VNO. The purchase of electric buses will not only reduce CO_2 emissions, but will also make the passenger journey from the terminal to the aircraft and from the aircraft to the terminal more comfortable.

Other projects initiated relate to terminal reconstruction and the acquisition and modernisation of technological systems and equipment, improvement of working conditions for employees, development of storage, cargo and parking infrastructure, etc.

Key intangible resources such as digitalisation, customer experience and employee competences are key to the business model as they determine the efficiency of operations and the competitiveness of the organisation. Technological progress allows us to optimise processes, increase operational flexibility and create new opportunities for value creation. Customer trust and a quality experience strengthen an organisation's position in the market, building long-term relationships and increasing the attractiveness of services. Employees' knowledge and ability to adapt to changes are key drivers for the organisational growth and innovation. These resources are described in more detail in section 3.3 Customer Experience and in the Sustainability Report sections S1-2 Processes for Involving Own Employees and Emp loyee Representatives in Addressing Impact Issues and S1-3 Processes for Remediating Negative Impacts and Channels Through Which Own Employees Can Raise Concerns.

Information on Research and Development

In 2025, Vilnius Airport continued its participation in a project exploring innovative hydrogen solutions for the aviation sector. The BSR HyAirport project aims to find concrete solutions to adapt airport infrastructure to hydrogen-powered aircraft in the future, to prepare airports to store, recycle and supply green hydrogen as a future energy source for aviation.

In 2025, LTOU participated in the preparation and evaluation of a Safety Feasibility Study for hydrogen-powered snowploughs. Additionally, to enable real physical testing with a hydrogen-powered truck, an internal and external analysis of our airport's and the country's readiness for such tests was carried out.

3.2. APPLYING LEAN MANAGEMENT TECHNIQUES

LTOU has devoted attention and resources in 2025 to improving its performance, customer and supplier experience to achieve efficiency, sustainability and competitive advantage through the LEAN philosophy. This has helped the Company to achieve higher productivity, reduce waste and optimise processes. Employees were encouraged to raise ideas (Kaizen) to improve the efficiency of daily operations.

MAJOR INVESTMENT PROJECTS HAVE BEEN AND CONTINUE TO BE IMPLEMENTED IN 2025:

- Expansion of MRO infrastructure;
- Completion of the KUN terminal reconstruction with essential operational technologies;
- Construction of the Kaunas Airport multi-storey ground parking lot;
- Completion of the T2 and T3 departure terminal areas reconstruction;
- Reconstruction of facilities in critical condition and implementation of the most essential technological projects for operational continuity;
- Company's special transport renewal program;
- Other investment projects initiated by LTOU.

29 ideas were presented in 2025, of which 17 were implemented. Most of the implemented solutions did not require significant investments and were based on internal resources and employee initiative. A substantial portion of the ideas were applied broadly – 12 of them affected all branches and were related to improving the efficiency of the daily work of administrative staff, while some indirectly impacted the wider activities of the organization.

Evaluating the recurring impact of the implemented ideas, their scope, and the number of activities and employees involved, the total annual savings amount to approximately 2,364 working hours. Some initiatives were comprehensive in nature, covering multiple areas of activity and requiring significant involvement from employees and partners, making their impact on organizational efficiency systemic and long-term. Additionally, some initiatives contributed to sustainability – preliminarily reducing the use of approximately 4,500 sheets of paper per year, thereby minimizing excessive resource consumption and unnecessary actions, while simultaneously enhancing the Company's positive reputation.

In the Company, the Lean improvement idea management method Kaizen continues to be actively applied, along with the Lean X Matrix and the Asaichi meeting management tool. Senior executives and heads of structural units successfully use a one-page X Matrix format for planning strategic goals and performance indicators. The X Matrix clearly shows the link between the Company's long-term strategic objectives and what needs to be achieved in the current year, ensuring a shared understanding and traceability, with clearly defined main responsibilities, thereby ensuring transparency. The Company develops X Matrices for senior management and departments, which visually and clearly depict the set goals, priority projects, and tasks, along with specific indicators and responsible persons. To ensure operational management of the set goals and tasks, the Company's structural units hold daily or weekly meetings in the Asaichi format. During these meetings, progress on indicators, deviations, signals, and important tasks are discussed, documented, and assigned to responsible individuals.

3.3. IMPROVING THE PASSENGER EXPERIENCE

Due to the rapid growth in passenger flows, Lithuanian airports still face challenges in managing passenger processes and ensuring high quality services and an excellent passenger experience. The key customer experience activities identified for the period 2025 were:

- Ensure the smooth opening of the Vilnius departure terminal and provide passengers with clear and convenient services;
- Ensure a smooth passenger journey at Kaunas Airport during reconstruction;
- Maintain cleanliness and safety throughout the travel process;
- Develop customer service competencies;
- Understand customers and meet their needs by analyzing segment requirements during research;
- Develop the airport community by involving employees and partners in managing the customer experience.

Throughout 2025, on a quarterly basis, passenger surveys and other studies were conducted, and the results were analyzed by segment, examining each segment's passenger journey, needs, and challenges at each stage of travel. The results, actions, and their impact on passengers were periodically presented quarterly to the Board, management, employees, and airport partners involved in the passenger journey. To enhance the passenger experience from the very first steps of planning a trip, a website update project was initiated. In 2025, to better understand the needs of different passenger segments, a qualitative study was conducted with representatives from all segments regarding their experiences and expectations for a new type of website. This project is ongoing and is scheduled to launch in the first quarter of 2026.

In 2025, the customer service standard was also updated to better address the needs of passenger segments and to strengthen attentive service. Significant attention was given to the implementation of the updated standard and related training, with periodic quality control conducted for employees and company partners. Passenger service processes were monitored and evaluated, and feedback, discussions, and reviews were provided to improve the passenger experience. During 2025, 423 employees participated in training on the Customer Service Standard. Training on assisting passengers with individual needs at airports also continued. In 2025, 1,247 employees and partners participated in this training program. To increase awareness and quality of airport services, Lithuanian Airports for the third time invited over 20 different organizations representing people with various disabilities to discuss service quality and travel-related challenges. Creative workshops were held during the event, where participants generated ideas and suggestions for developing the renovated Vilnius departure terminal and the new future arrival terminal, aiming to make air travel smoother and more convenient for passengers with individual needs. Additionally, in September 2025, Vilnius Airport underwent an ECAC (European Civil Aviation Conference) audit regarding the quality of assistance for persons with disabilities and reduced mobility. Excellent evaluations and recommendations for future service development were received and will be taken into account.

In May 2025, Vilnius Airport received Level II Customer Experience Accreditation, awarded by the international airport association ACI (Airport Council International). This program encompasses best practices in airport management aimed at enhancing the passenger experience. It is also a public international recognition of the Airport's professional performance in this field. This represents another milestone in the long journey of improving passenger experience, with the goal of achieving Level III accreditation by 2028.

In 2025, a total of 488 passenger complaints were received regarding the operations of Vilnius, Kaunas, and Palanga airports. Vilnius Airport accounted for 321 complaints, Kaunas for 116, and Palanga for 51. Each complaint is analyzed, and preventive measures are implemented to reduce the likelihood of similar issues occurring in the future. The Company monitors and analyzes a key indicator — the number of complaints per 100,000 passengers served. The 2025 target was fewer than 10 complaints per 100,000 passengers. The actual result for 2025 was 7 complaints per 100,000 passengers. Notably, this same level of complaints has been maintained for three consecutive years, demonstrating that the preventive measures are effective. Despite increasing passenger numbers and complex reconstruction of two passenger terminals, the number of complaints per 100,000 passengers has remained stable. The majority of complaints were related to ground handling operations (check-in, boarding, baggage) and aviation security screening processes. Each complaint is thoroughly reviewed, involving all relevant parties, a response is provided to the passenger, and preventive measures are implemented.

Chart 2 provides information on the number of complaints per 100k passengers for the period 2023-2025.

The Net Promoter Score (NPS) is an ongoing passenger loyalty survey at all three airports. A record high overall annual share of loyal passengers across all three airports was achieved, reaching 74%. The results of all quality and passenger experience improvement surveys are discussed within the company and an action plan, known as the NPS programme, is drawn up annually, with the aim of improving the passenger experience through projects and actions. In 2025, 81% (105 out of 129) of the NPS programme actions have been implemented. The dynamics of loyal passengers at Vilnius, Kaunas and Palanga airports, i.e. strong NPS supporters (rated 9-10) over a five-year period, are shown in Charts 3, 4 and 5.

CHART 1. Passenger complaints per 100k passengers, 2025 data

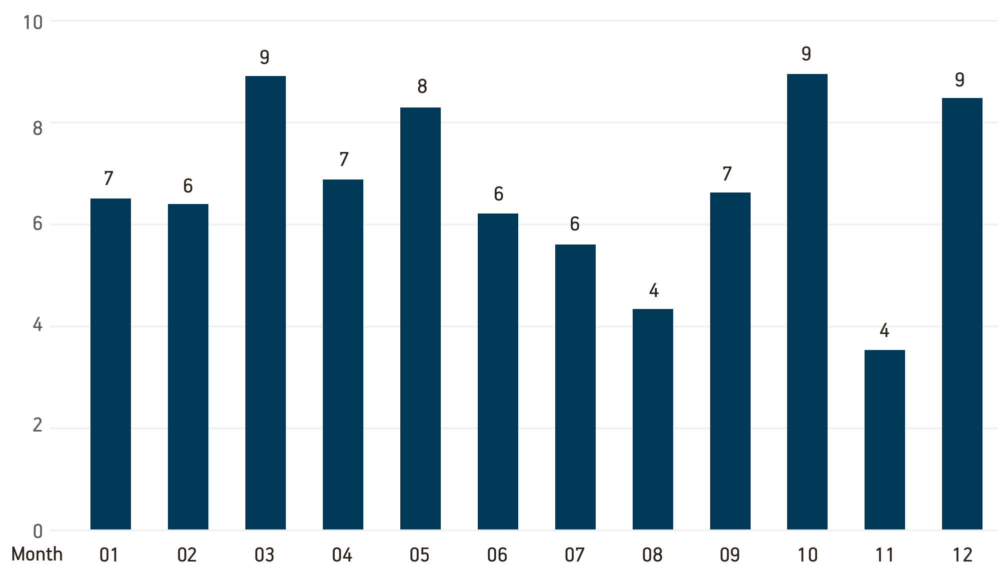


CHART 2. Complaints per 100k passengers during the period 2023-2025

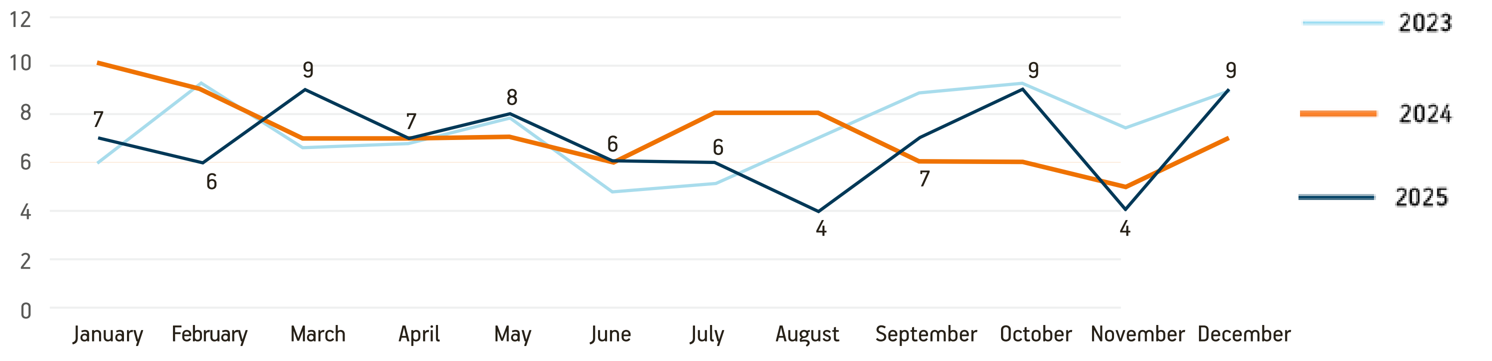


CHART 3. Vilnius Airport Loyal Passenger Rate and NPS Indicator, 2022-2025

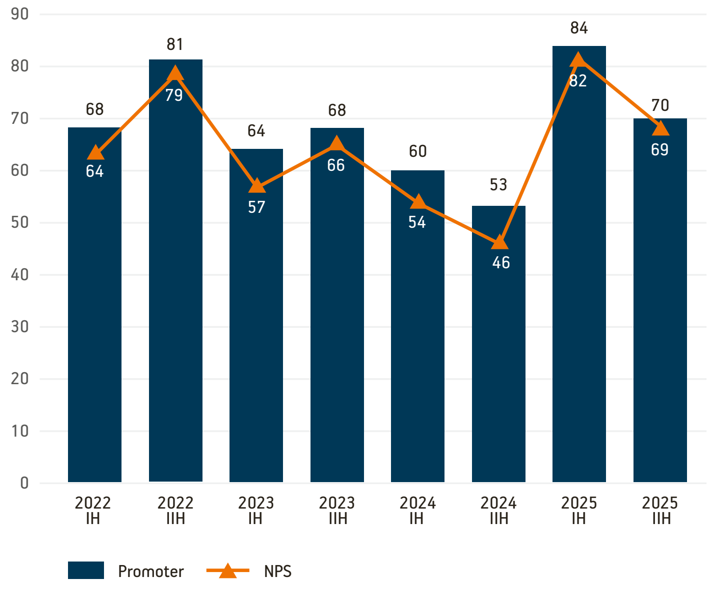


CHART 4. Kaunas Airport Loyal Passenger Rate and NPS Indicator, 2022-2025

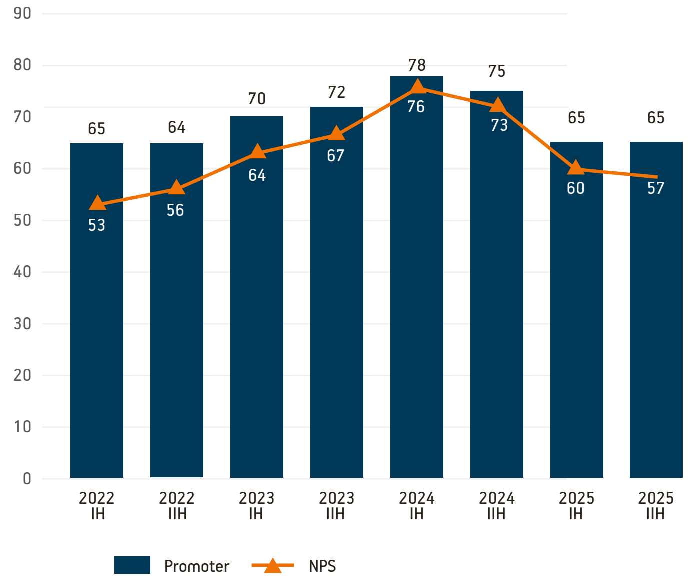
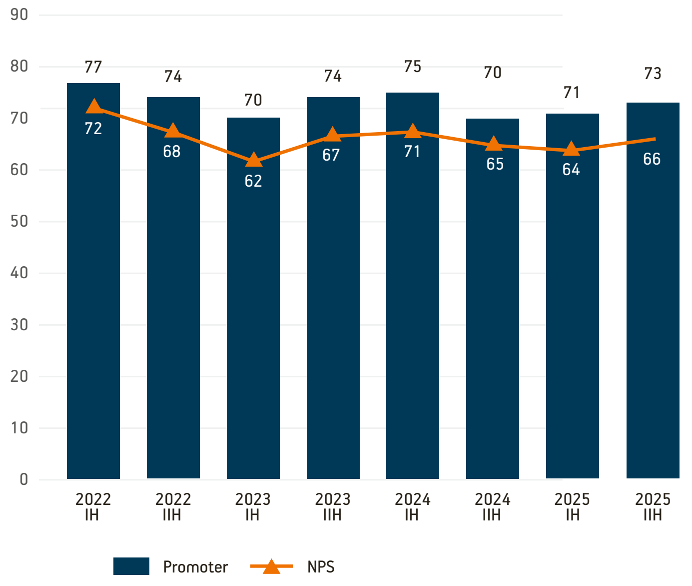


CHART 5. Palanga Airport Loyal Passenger Rate and NPS Indicator, 2022-2025



3.4. ROUTE DEVELOPMENT MODEL

Considering the directions for the implementation of the strategic objectives set out in the Lithuanian Aviation Guidelines until 2030 and the implementation of the Government Programme, a business plan for the operation of flights in strategic destinations has been prepared, which analyses different alternatives for the promotion of flights that would enable the provision of air connectivity to target markets important for the development of the Lithuanian economy. After evaluating the alternatives, international experts found that a risk-sharing partnership model would best meet the current and future air connectivity needs.

A legal model for project implementation has also been developed, which could serve as a basis for a risk sharing partnership in line with national and EU legislation:

- The risk-sharing partnership will involve contracts between the LTOU and airlines selected through an open and transparent tender process, and the agreement must meet the Market Economy Operator Principle (MEOP) criteria.
- MEOP criteria aim at assessing whether a private investor of a similar size operating under normal market economy conditions in similar circumstances would be able to make such an investment.
- MEOP criteria require that, prior to the award of the contract, a route-specific business plan must be prepared for the entire duration of the contract, which will have to justify that the route will be commercially sustainable and will generate an operating profit for both parties at the end of the contract.

The risk-sharing partnership model shall be applied to the flight routes approved by Order No. 4-393/3-335 of 17 July 2023 of the Minister of Transport and Communications of the Republic of Lithuania and the Minister of the Economy and Innovation of the Republic of Lithuania On the Approval of the List of Routes Important for Business and Inbound Tourism for the Purpose of Ensuring Targeted Connectivity through the Implementation of Flight Promotion Measures, as well as to other destinations in respect of which concluded agreements comply with the MEOP principles.

The risk-sharing partnership model is important to increase the profitability of the LTOU, to promote inbound tourism and to attract investment into the country. In September 2023, the first contract under this model was signed with LOT Polish Airlines, which continues to operate regular flights between Vilnius and London City (LCY) Airport. Having assessed the contract performance indicators for two consecutive years and having determined that the route did not become commercially viable, the aforementioned agreement will be terminated on 27 March 2026. In 2024, three agreements were signed with the airline Air Baltic Corporation AS regarding operation the following flights: on 1 March 2024: Vilnius – Lisbon (LIS) and Vilnius – Hamburg (HAM), and on 1 August 2024: Vilnius – Düsseldorf (DUS).

3.5. ASSET MANAGEMENT

LTOU owns, maintains, and operates a wide range of real estate assets, including airport buildings, buildings of various other purposes, administrative premises, engineering structures and networks. In 2025, 10 new items of immovable property owned by LTOU AB were registered in the State Enterprise Centre of Registers and 1 item was removed from the register. LTOU owns a total of 505 registered unique items of immovable property by right of ownership, the total average market value of which increased by 9.92% compared to the previous tax period, while the real estate tax paid by AB LTOU increased by approximately 7.3%.

LTOU holds 13 land plots in trust: 8 at Vilnius Airport, 2 at Kaunas Airport and 3 at Palanga Airport. In 2025, by resolution of the Government of the Republic of Lithuania, 1 land plot was transferred to LTOU to be held in trust, with a corresponding increase in the boundaries and area of Vilnius Airport's territories. Approximately 80% of the managed real estate is used for the direct activities – passenger and aircraft handling – or reserved for future development. The remaining part is leased or granted for use to institutions related to the direct activities of the airports. For the performance of activities established by legal acts, LTOU has provided premises to the territorial customs of Vilnius, Kaunas and Klaipėda, the State Border Guard Service under the Ministry of the Interior, the Public Security Service under the Ministry of the Interior, and the Lithuanian Hydrometeorological Service.

LTOU had 48 land lease agreements in force in 2025: 33 non-auctioned agreements for the operation of partner- owned facilities and/or buildings, 15 agreements for commercial purposes and 1 agreement for the use of state land. LTOU successfully completed 1 land lease auction and signed a commercial land lease agreement in 2025.

3.6. DEVELOPING CARGO INFRASTRUCTURE AND THE AIRCRAFT MAINTENANCE INDUSTRY (MRO)

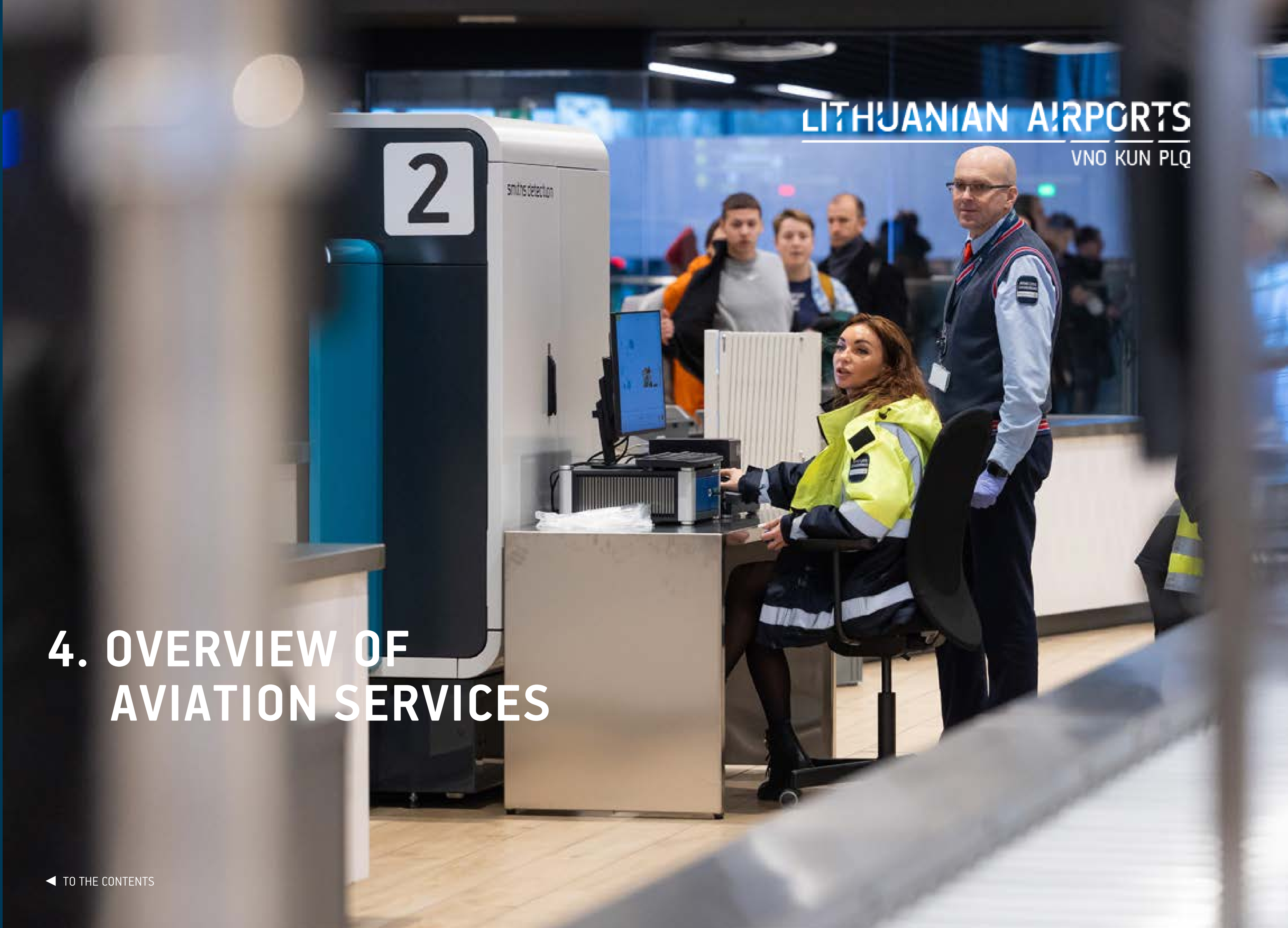
To attract investors to Kaunas and Vilnius Airport, LTOU intends to continue active sales activities of plots of land suitable for the development of aircraft repair industry. In the second half of 2025, the third aircraft repair and maintenance facility with two hangars, built by the company Ryanair, was officially opened at Kaunas Airport. With the completion of this expansion phase, Kaunas Airport will continue to maintain its position as the largest MRO service centre in the Baltics, with the capacity to accommodate as many as 14 C-category aircraft for repairs and maintenance.

In 2025, LTOU commenced design works in the western part of Vilnius Airport for the expansion of airport infrastructure – including the apron, access roads, and reconfiguration of utility networks. In March 2025, a land lease agreement was signed with the company Getjet Airlines for the construction of a Category C aircraft hangar in the same area.

Efforts will continue to expand the country's MRO industry capabilities related to basic aircraft maintenance services, covering the maintenance and repair of aircraft fuselages, engines, landing gear, and components. Further development of MRO and cargo transportation is planned through the expansion of infrastructure in the southern part of Kaunas Airport and the western part of Vilnius Airport, adapting these areas for potential investors in MRO and air cargo handling activities. LTOU will continue to develop the MRO services cluster at Kaunas Airport.

The development of air cargo handling infrastructure is also planned at Vilnius and Kaunas Airports. Investors will be offered land plots that would enable the operation of air cargo handling activities, ensuring convenient distribution of cargo onward by land transport. Negotiations are also underway with cargo airlines and their clients to increase the volume of cargo transported through Lithuanian airports.

In order to further develop air cargo handling activities, the possibility of expansion in cooperation with companies already operating at LTOU airports is additionally being evaluated.



4. OVERVIEW OF AVIATION SERVICES

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4.1. LITHUANIAN AIRPORTS' PERFORMANCE

TABLE 10. Distribution of the Top 10 carriers operating regular flights in LTOU in 2025

Airline	Market share
Ryanair	46%
Wizz Air	14%
airBaltic	14%
LOT Polish Airlines	6%
SAS – Scandinavian Airlines	5%
Lufthansa	4%
Turkish Airlines	3%
Finnair	2%
Norwegian	2%
Swiss Airlines	1%

TABLE 11. TOP10 regular routes in LTOU, 2025

Airport	Percentage of passengers
London LTN	8%
Copenhagen CPH	7%
London STN	5%
Riga RIX	5%
Warsaw WAW	5%
Oslo OSL	4%
Frankfurt FRA	4%
Stockholm ARN	3%
Dublin DUB	3%
Istanbul IST	3%

4.1.1. LITHUANIAN AIRPORTS

The adequate strategy, the priority given by passengers to travel over other spending groups (based on the European Travel Commission survey, which observed increased demand during the summer season despite rising prices and heatwaves), the momentum of the summer season and the recovery in business traffic (demand for traditional airline routes was 7% higher than in 2019, with an annual growth rate of 5%) contributed to further growth in passenger numbers in 2025 (with traffic 10% higher than pre-pandemic levels). According to ACI Europe, Lithuanian airports are among the leaders in terms of connectivity. In terms of indirect connectivity growth, Lithuania ranked third in Europe.

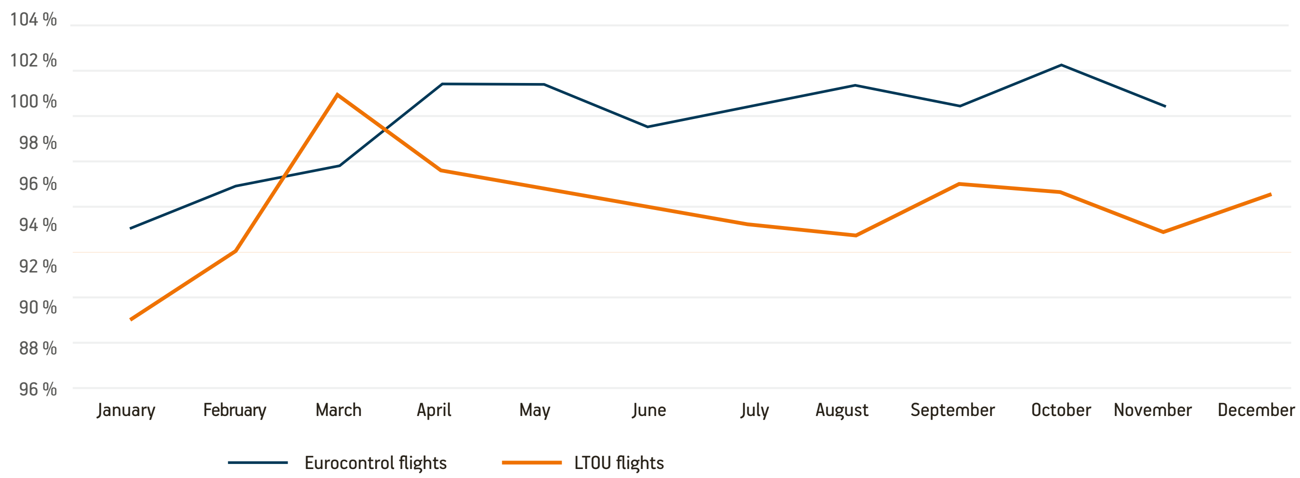
Although the recovery of supply at Lithuanian airports has been slightly slower (in 2025, 95% of the 2019 level was reached) and remains below the prevailing European level (see Chart 6), the entry of new airlines (the traditional carrier FlyDubai, offering direct connections to Dubai and convenient connecting flights to Asia and Africa, and the low-cost carrier Israir, connecting Lithuania with Israel) contributed to improving connectivity. The recovery was also supported by new routes offered by other carriers (Vilnius – Budapest, Vilnius – Bergen, Vilnius – Catania, Vilnius – Prague, Vilnius – Tirana, Vilnius – Turku, Kaunas – Pescara), the launch of charter flights from Palanga, and the rapid increase in frequencies on strategically important routes (Vilnius – Amsterdam, Vilnius – Dubai, Vilnius – Tallinn, Vilnius – Brussels, Vilnius – Frankfurt, Vilnius – Copenhagen, Vilnius – Zurich). Although the pre-pandemic number of flights was not exceeded, the level of regular scheduled seats offered in 2019 was surpassed by 8% (compared with 2024 data). According to IATA, European connectivity declined by 93% during the pandemic, making it strategically important to restore adequate connectivity. Both newly opened routes and the retention of existing carriers have a significant impact on the national economy – creating a more attractive environment for direct foreign investment, stimulating bilateral trade, increasing inbound traffic, which directly affects aviation flows and airport revenues. Compared with 2024, aviation revenues in 2025 grew by 11%, making it critically important to continue implementing financing models to maintain steady growth.

TABLE 12. Recovery of supply at LTOU, 2025

Carrier	Share of seats offered in 2025	Supply levels for 2019 reached
Ryanair	42%	142%
airBaltic	17%	169%
Wizz Air	14%	66%
LOT Polish Airlines	6%	85%
SAS – Scandinavian Airlines	6%	108%
Lufthansa	4%	100%
Turkish Airlines	3%	143%
Finnair	3%	123%
Norwegian	2%	82%
Swiss Airlines	1%	n/d%

n/d% - no data available

CHART 6. Comparison of Flight Traffic Recovery: LTOU and European Airports



4.3.2. VILNIUS AIRPORT

In 2025, the number of passengers at Vilnius Airport reached 5,110 thousand (+6% compared to 2024). The number of flights also grew, reaching 42.1 thousand (+2% compared to 2024).

- In 2025, six new regular routes were launched (Budapest BUD – three to four weekly flights, Bergen BGO – three weekly flights, Catania CTA – two weekly flights, Prague PRG – two weekly flights, Tirana TIA – two weekly flights, Turku TKU – three weekly flights).
- Two new carriers, FlyDubai and Israir, launched flights.
- The average load factor for full-service carriers was 74% (-3% compared to 2024) and for low-cost carriers 88% (0% compared to 2024).
- 5% more seats were offered on traditional airline aircraft compared to the previous year, and 10% more on low-cost carriers.

4.3.3. KAUNAS AIRPORT

In 2025, the number of passengers at Kaunas Airport reached 1,599 thousand (+12% compared to 2024). The number of flights also grew, reaching 12.4 thousand (+8% compared to 2024).

- Flights from KUN to Pescara were launched – two weekly flights.
- The average load factor of low-cost carrier aircraft reached 88% (+2% compared to 2024).
- 8% more seats were offered on low-cost carrier flights compared to the previous year.

4.3.4. PALANGA AIRPORT

In 2025, the number of passengers at Palanga Airport reached 448 thousand (+19% compared to 2024). In 2025, the number of flights reached 4.9 thousand (+13% compared to 2024).

- At the end of 2025, the low-cost carrier Wizz Air returned to Palanga Airport, commencing regular flights to Oslo.
- Charter flights were offered from Palanga Airport for the first time, operated to Antalya, Sharm El Sheikh, and Hurghada.
- The average load factor of traditional airline aircraft reached 62% (+3% compared to 2024), while that of low-cost carriers was 86% (0% change compared to 2024).
- 3% more seats were offered on traditional airline flights compared to the previous year, and 18% more on the aircrafts of low-cost airlines.

4.4. OVERVIEW OF SURROUNDING MARKETS

Below is the 2025 passenger number growth and comparison with the nearest airports:

(LTOU)
LITHUANIAN AIRPORTS
7 158 thousand
passengers (+8,4 %)

(RIX)
RYGOS ORO UOSTAS
7 110 thousand
passengers (-0,1 %)

(TLL)
TALINO ORO UOSTAS
3 485 thousand
passengers (-0,1 %)

TABLE 13. Comparative indicators at surrounding markets in 2025, thousands

Airport	Number of passengers	Number of flights	Quantity of cargo, t
LTOU	7 158	59	21
VNO	5 110	42	16
KUN	1 599	12	4
PLQ	448	5	0,75
RIX	7 110	63	20
TLL	3 485	n/d	12

n/d – no data available

The recovery levels of the Baltic States in 2025 vary (TLL – 107%, RIX – 91%), however, LTOU maintains the highest recovery level (110%). Although Lithuania does not have a national carrier, Lithuanian airports rank among the leaders in the Baltic States by number of passengers carried (LTOU – 40.33%, RIX – 40.04%, TLL – 19.63% market share). This demonstrates that Lithuanian airports are strategically important to airlines and that the chosen route development strategy and airline relationship management have been successful. It is also observed that Lithuanian airports still have the highest tonnage of all Baltic airports. Improvements to the infrastructure are further expected to lead to an increase in cargo volumes.

4.5. LITHUANIAN AIRPORTS FORECAST FOR THE YEAR 2026

Goals for the year 2026:

- Promoting the development of existing hub airlines (HUBs) and attracting new ones in the priority markets of interested parties;
- Updating the package of incentives at Lithuanian airports and implementing new ones;
- Systematic cooperation between institutions for the promotion of inbound traffic.

Due to the recorded annual growth in 2025 (+8%), it is projected that LTOU traffic will continue to grow in 2026 and reach 7.8 million passengers (+10% compared to 2025), driven by the planned expansion of airlines operating regular flights and the launch of new routes. Capacity is expected to reach 63 thousand flights (+6% compared to 2025). However, these forecasts may be adjusted due to demand-related factors that are difficult to control, such as uncertainty in capacity planning, the geopolitical situation, and fluctuations in macroeconomic indicators

5. OVERVIEW OF NON-AVIATION SERVICES

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In 2025, two major changes took place in LTOU infrastructure, directly affecting passengers and the airports' commercial partners.

In February 2025, the new Vilnius Airport departure terminal T4 was opened. In the new terminal, part of the services was relocated from the old T2/T3 terminal (e.g., baggage wrapping service, currency exchange), and tenders were organized for additional services such as a mobile accessories store, passenger service offices, and storage facilities. By the end of the year, almost all planned commercial premises (nearly 1,000 sq. m) had been leased and made operational, except for several storage facilities reserved for future development and temporarily used to support airport operations. In the new T4 terminal, upgraded and technologically advanced fast-track security gates were installed. This solution ensures stable and smooth gate operation, as well as accurate recording of all passages, which significantly contributed to revenue growth. Compared to 2024, revenue collected from the fast-track security service increased by 17%.

In November 2025, the completion of the Kaunas Airport passenger terminal expansion project was officially announced, presenting this development to the media and the public. As part of the terminal expansion, the locations and leased areas of existing commercial partners – such as the restaurants Katpėdėlė and Charlie Pizza, the duty-free store Heinemann, and the convenience store Narvesen – were significantly adjusted. By coordinating the works of the contractor and the tenants, it was ensured that the above-mentioned retail and catering outlets, as well as five car rental offices, commenced operations simultaneously with the reopening of the terminal after reconstruction, thereby creating a seamless passenger journey experience.

It is important to note that reconstruction projects carried out in operational terminals, particularly at Kaunas Airport, create challenges for ongoing operations. As a result, various restrictions and changes were implemented (for example, temporary changes in passenger flows or temporary closures of retail outlets due to ongoing works), which affected the performance of rental partners and caused inconveniences such as lower-than-usual terminal temperatures during winter, among others. These challenges and operational restrictions also impacted the activities and, consequently, the financial results of some rental partners. Therefore, in both airports undergoing reconstruction, revenue per passenger was slightly lower compared to 2024. This figure is expected to return to previous levels and grow once the airport reconstruction projects are completed.

In 2025, airport operations received significant media attention, which substantially contributed to increasing the visibility of services offered at the airports. As a result, demand for advertising services grew noticeably, and in 2025, advertising service revenues reached an all-time high.

Compared to 2024, advertising revenues at Vilnius Airport increased by 50%, at Kaunas by 7%, and at Palanga by 34%. Long-term contracts were signed with strong and reliable commercial partners, ensuring sustainable revenue growth in the future. In 2025, a record advertising services contract was signed with the Tesonet corporate group, with a total value of approximately EUR 300,000 (the contract is valid until 31 December 2026). Advertising projects not only generate additional revenue but also create added value for airport infrastructure and contribute to enhancing the passenger experience. In 2025, at Vilnius Airport, in cooperation with partners, a modern relaxation area with charging stations, the VNO library, a children's playground in the non-Schengen zone, and a pre-security checkpoint lounge area were installed.

Significant changes occurred in the field of privileged services in 2025. Although ongoing reconstruction works posed challenges to the smooth operation of the business lounge, potential risks were managed, and a record number of passengers were served in the lounge. A contract was signed with the airline SAS – after an eight-year hiatus, SAS passengers once again have access to Vilnius Airport's business lounge services. Considering the continuously growing flow of business lounge visitors, the increasing need to ensure higher service quality, and the commercial potential of this activity, in 2025 a contract was signed with Swissport (operating under the brand Aspire) for the lease of premises for a new business lounge. The renovated and expanded lounge is scheduled to commence operations in the first half of 2026, providing improved conditions for passenger experience and service development.

During the year, the VIP terminal pricing was reviewed: additional fees were introduced, which generated extra revenue while also simplifying the booking management process. In response to the increased demand for a new commercial service at Kaunas Airport, the KUN VIP passenger security screening process was coordinated.

At the end of the year, the KUN Fast Track project was approved, which is planned to be implemented by October 2026.

The main non-aviation activities of LTOU are:

- Renting buildings and premises
- Car parking (rent of parking lot)
- Business club (only VNO)
- VIP service (only VNO)
- Advertising services
- Lease of land
- Express screening of passengers (only VNO)
- Organisation of events (rental of premises, filming, photo sessions)

LTOU's operating partners continued to demonstrate strong performance: in 2025, LTOU's non-aviation commercial revenues amounted to EUR 23.2 million, representing a 8 % growth in non-aviation revenues compared to 2024. LTOU's main revenues are generated from the lease of commercial buildings and premises and from the rent of parking lot. The breakdown of revenues by activity is detailed in the graph below.

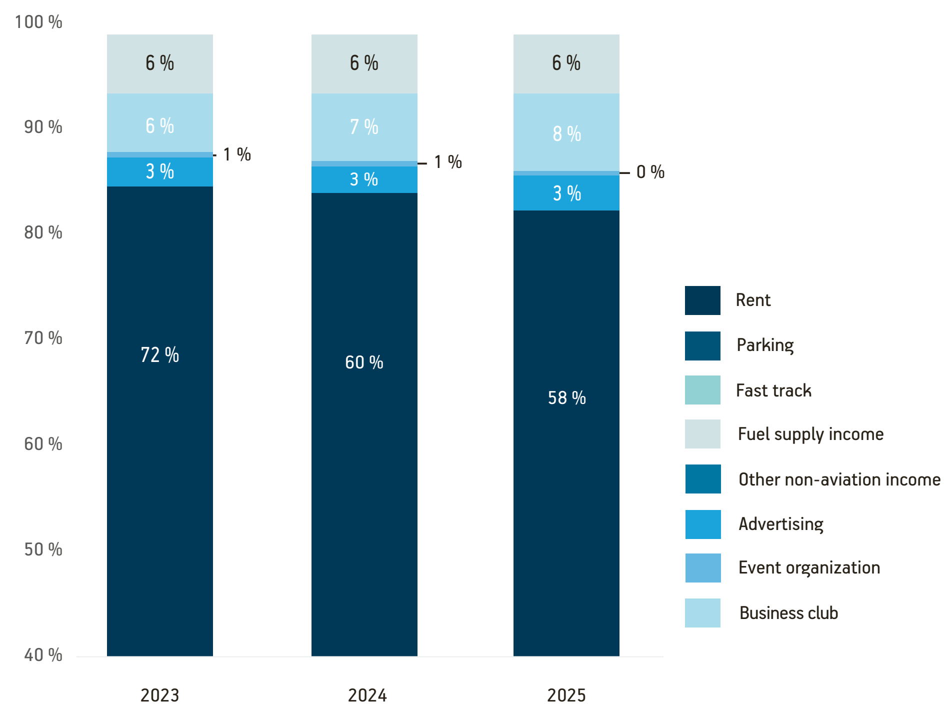
TABLE 14. Non-aviation revenue share in airport gross revenue for 2025

Global average	**37 %**
LTOU	36,0%
VNO	31,3%
KUN	68,2 %
PLQ	30,6 %

KEY NON-AVIATION REVENUE-GENERATING PROJECTS IMPLEMENTED IN 2025:

- In the new T4 departure terminal at Vilnius Airport, the following were opened: a new convenience store Narvesen, a baggage wrapping and accessories shop, a currency exchange Top Exchange, restaurants Vilnius Bar & Bistro and Upper Crust, a mobile accessories store Case4U, and 8 offices leased for airline, passenger service, and ticket sales activities.
- In the arrival terminal of Vilnius Airport, the convenience store Narvesen was renovated.
- In the reconstructed terminal of Kaunas Airport, the renovated restaurants Katpėdėlė and Charlie Pizza were opened, along with five new car rental offices, a currency exchange Top Exchange, two duty-free shops Heinemann, and a convenience store Narvesen.
- Near Kaunas Airport, a renovated (newly asphalted) car park P4 and a new car park P5 were opened; both parking facilities are operated by the parking operator uniPark.
- A record advertising services agreement was signed with the Tesonet group of companies. The planned value of advertising services amounts to EUR 300,000 until 31 December 2026;
- New advertising placements were installed as part of the reconstruction projects at Vilnius Airport (VNO) and Kaunas Airport (KUN), including a new advertising solution mounted on the T4 boarding bridges, as well as two additional illuminated advertising lightboxes for VIP passengers (on the way to the VIP terminal and inside the VIP terminal). In total, 15 new standard advertising positions were installed;
- Technologically advanced fast-track security gates were implemented.

CHART 8. Structure of non-aviation revenues (%)



6. CHANGES IN BALANCE SHEET INDICATORS

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6.1. CHANGES IN OWNER'S CAPITAL

At the end of 2025, the Company's equity amounted to EUR 175,2 million, representing 42% of total equity and liabilities. Equity consists of share capital, mandatory and other reserves, and retained earnings (loss). The company has not acquired its own shares.
The largest part of accounts payable and liabilities was made up of grants related to assets (EUR 109.8 million). Compared to 2024, payables and liabilities increased by EUR 23,1 million, including: by EUR 18.1 million due to increase in non-current borrowings and EUR 1.9 million of the current portion of the borrowings, and by EUR 3,5 million due to increase in trade payables.

6.2. CHANGES IN ASSETS

As at 31 December 2025, the assets under management of the LTOU amounted to EUR 419.2 million, 93% of which were long-term assets. At the end of 2025, the value of total assets was EUR 23,1 million higher than at the end of 2024 due to an increase in the value of long-term assets.
Pursuant to Article 59(2)(11) and Article 60 of the Law on Joint Stock Companies of the Republic of Lithuania, and taking into account Article 23 of the Law on the Management, Use, and Disposal of State and Municipal Property of the Republic of Lithuania, also with the aim that for the shares of joint stock companies and closed joint stock companies owned by the state dividends would be received, the Government of the Republic of Lithuania has adopted a Resolution approving the Description of the Procedure for the Exercise of the State's Proprietary and Non-Proprietary Rights in State-Owned Enterprises, and stipulating that the managers of the shares are obliged to ensure that a share of the profit specified in the Description is allocated to the payment of the dividend in the state-owned companies in the financial years. If the return on equity of a state-owned company for the year under review is more than 3% and does not exceed 5% of the return on equity, at least 75% of the distributable profits of the state-owned company must be allocated to dividends.

TABLE 15. Profit distribution percent

Return on equity	Up to 1 %	1–3 %	3–5 %	5–10 %	10–15 %	More than 15 %
The proportion of distributed profits shall be allocated to the distribution of dividends not less than:	85 %	80 %	75 %	70 %	65 %	60 %

Since 1 September 2023, when LTOU became a joint stock company, dividends have been calculated and paid: in 2024, EUR 5.2 million in dividends were accrued and paid, and in 2025 – EUR 7 million.

CHART 9. Equity, payables and liabilities (2023-2025)

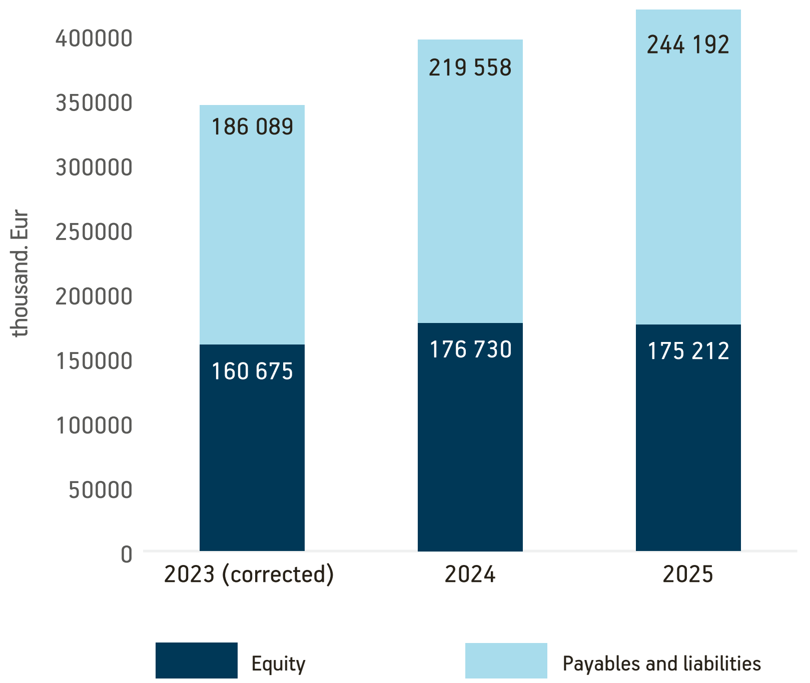
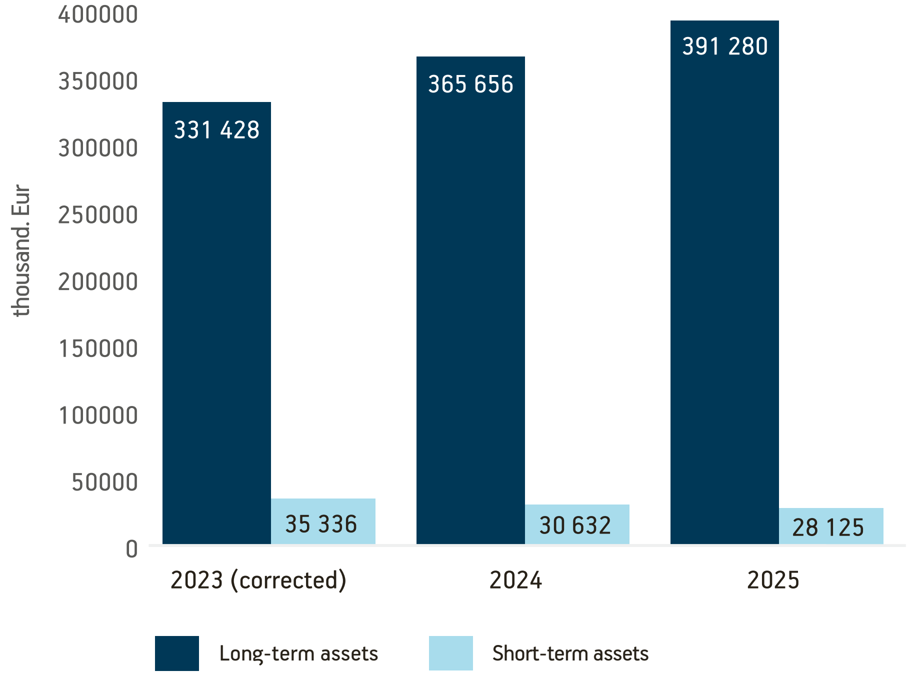


CHART 10. Long-term and short-term assets (2023-2025)



7. COMPANY'S INVESTMENTS, THE LARGEST ONGOING AND PLANNED INVESTMENT PROJECTS

7.1. INVESTMENTS DURING THE REPORTING PERIOD

Projects implemented and long-term assets purchased in the Company are aimed at improving and expanding the services provided by airports, modernising the infrastructure, ensuring flight safety and optimising operational processes.

In 2025, LTOU invested 41,8 million EUR (2024: EUR 69.8 million with grants). The distribution of investments by type is presented in the 10 chart.

LTOU's investments during 2025 were mainly in the category of buildings and structures. The largest investments were: KUN terminal (EUR 11 million, buildings and structures category), KUN multi-storey car park (EUR 6 million, buildings and structures category), Vilnius Airport terminals T2 and T3 reconstruction (EUR 5 million, buildings and structures category).

In 2025, investments by LTOU were implemented not only using the company's own funds, but also using the EU funds amounting to EUR 2 million: EUR 1.5 million is allocated to the project Development of Kaunas International Airport infrastructure, ensuring its adaptability to military mobility needs, and increasing its dual-use capabilities; EUR 0.5 million to the project Establishment of Electricity Supply and Charging Infrastructure in the Baltic States' Airports in North Sea-Baltic CNC / TEN-T Corridor for the Transition to Environmentally Friendly Operations.

7.2. ONGOING AND PLANNED PROJECTS

Projects are implemented in the Company in accordance with the following principles:

- The return on investment is assessed according to cost-benefit analysis;
- Investment payback period is 7-10 years;
- The need to comply with flight safety and aviation security requirements;
- Timely and appropriate reaction to market changes and emerging opportunities;
- Striving to reduce the negative impact on the environment, to conserve resources;
- Utilisation of the available infrastructure for the development of commercial services;
- Further development of the company's activities;
- Improving passenger experience and increasing satisfaction.

The LTOU Investment Evaluation and Project Management Policy sets out the main principles that must be followed in the selection and evaluation of investments in order to comply with the strategic operational plan approved by the LTOU Board. The table below indicates the minimum financial criteria of an investment project, which LTOU is guided by when evaluating investment projects.

For projects, alternative options are also compared for decision making (including comparison of negative NPVs in different alternatives). LTOU implements projects that are necessary to ensure business continuity and compliance with applicable professional standards, therefore they are not subject to the criteria for assessing investments, and are assessed for other benefits they create. Additionally, in exceptional cases, where a project of strategic importance for an enterprise and/or a new activity is developed, the required return may be lower than in the table above, but in that case, a duly reasoned explanation of one of the management bodies of the Company should be adopted depending on the value of the project solution. The following management bodies of the Company are considered (jointly or separately): Investment Committee, CEO of LTOU and the Board of LTOU.

LTOU's Investment Committee (IC) works to manage the company's assets prudently and collegially, attracting the necessary competences needed to make well-analysed investment decisions, taking into account the Company's goals and strategy. IC approves investments in assets (CAPEX) - when the planned investments amount to EUR 50 thousand (excl. VAT) and above.

Initiated investment and performance assurance projects are prepared using standardised forms and spreadsheets to ensure the principle of project comparability. After the initiation of the project in accordance with the Investment Management Policy, monitoring of the progress of the project and the essential condition of the project is carried out every month by the Project Committee.

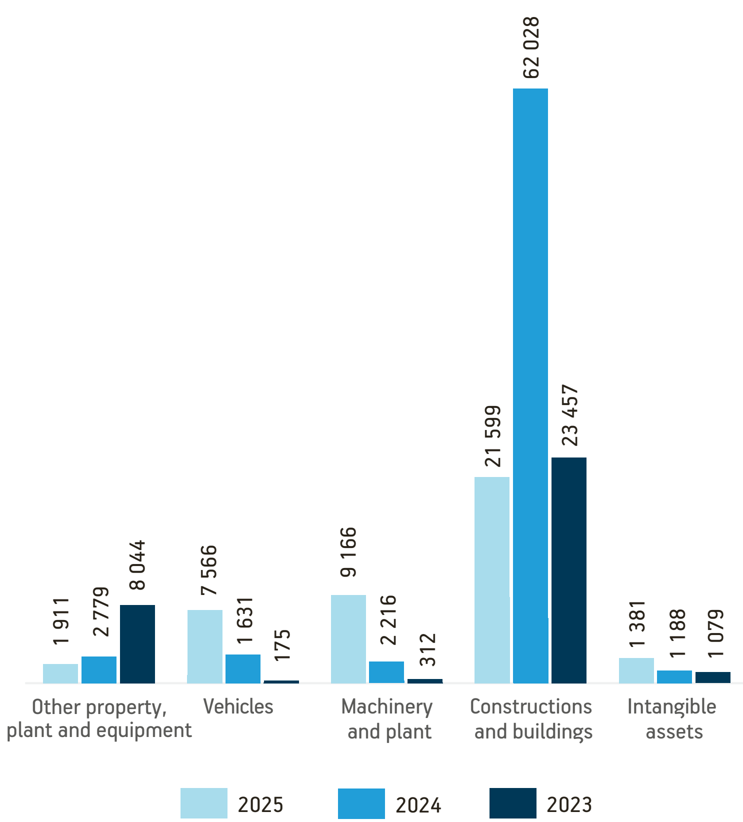
If the project's material conditions change, the project must be submitted for IC's approval or amendment. Substantiative conditions are understood as conditions that have a significant impact on the future cash flows (income and expenses) of the project and material changes in volume and time, deadlines.

Information on the investment projects carried out in 2025 is provided in sections 3.1 and 5 of this report.

TABLE 16. Criteria for assessing LTOU investments

	According to the formula
IRR	Not less than WACC (before tax)
Return on equity	Not less than WACC (before tax)
NPV	Positive

CHART 10. Breakdown of investments by type 2023-2025 (EUR thousand)



8. SALARY AND PERSONNEL

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The goal of LTOU's Human Resource management strategy is to increase employee engagement and loyalty by creating a competitive value proposition for employees, including a fair and transparent remuneration system, competitive additional benefits which reflect organisational values, and a sustainable organisational culture. In order to achieve this goal, the following long-term Human Resource management goals have been established:

1. **High** employee competences now and in the future and a high focus on the substitutability of critical competencies;
1. **Effective** provision of workforce needs and the utilization of employees' competencies and skills in performing functions essential to the company's operations.
2. Ensuring **competitive** remuneration;
3. **Managers** with strong leadership and management skills, as well as recruitment, development and planning skills, and building a sustainable organisational culture and working environment.
4 **The Company's image and culture** that attracts professionals in the field and fostering a sense of pride for existing employees.

To ensure the achievement of the long-term objectives in the field of human resources, the following activities are carried out:

1. Actions for developing the competences of managers and key positions in the organisation, succession planning and retention;
2. Projects and initiatives are implemented to improve the employee experience;
3. Means of internal communication are used to promote greater employee participation and involvement in the Company's activities;
4. The image of the organisation as a desirable employer is strengthened.

In 2024, AB Lietuvos oro uostai adopted a new Remuneration Policy and updated the Remuneration Payment Regulations.

LTOU does not have a separate Remuneration Committee because the Board effectively performs the remuneration management function by approving the Company's Remuneration Policy, its amendments, and the main remuneration principles. In practice, the remuneration of senior executives and any changes to it are also coordinated with the Board – both through the approval of the Remuneration Policy and through individual matters related to executive salaries or their adjustments. This ensures that remuneration decisions are made at the highest level of the Company's management, applying centralized Board oversight.

The Company's remuneration system is designed in the light of those principles:

1. **Internal fairness:** ensuring fair and equitable pay for the same work, taking into account responsibility, competences, and contribution to results;
2 **External competitiveness:** attracting and retaining employees with the necessary competences to achieve the Company's goals and drive innovative operational improvements, considering the conditions of the Lithuanian labour market. Each year, the Company participates in remuneration surveys and the Employee remuneration is based on the all labour market median;
3 **Clarity and transparency:** All decisions related to remuneration are made based on clear and objective criteria, which are transparently communicated and known to employees;
4 **Equal opportunities and non-discrimination:** remuneration decisions are made in accordance with the provisions set out in the Remuneration Policy and the company's Equal Opportunities Policy.

We aim to ensure that the remuneration aligns with the conditions of the Lithuanian labour market, that the opportunity to earn variable pay motivates employees to achieve high results, and that additional benefits allow for choices tailored to individual needs.

Total wages and salaries of AB Lietuvos oro uostai in 2025 was EUR 25.2 million (2024: EUR 22.4 million), and were 13% higher than in 2024. Total wages and salaries in 2025 accounted for 54% of the Company's operating costs (2024: 50% respectively).

As of 1 September 2023, following the change in the legal status of Lithuanian Airports from a state-owned company to a joint stock company, the remuneration of CEO was determined by the Board of LTOU on the basis of the information from remuneration market research and the procedure laid down in the Resolution No 1341 of the Government of the Republic of Lithuania of 23 August 2002 On the remuneration of the CEOs of state-owned enterprises, sub-paragraphs 1.1 to 1.6, which regulates the determination of the salary of CEOs of the state-owned enterprises. Base remuneration and variable component take into account the results of the performance evaluation of the Chief Executive Officer, the achievement of the Company's strategic objectives and the shareholder's expectations.

In 2025, bonuses for work exceeding the regular workload and for performing additional tasks were received by 5% more employees, and the total amount paid was 22% higher than in 2024. The number of employees receiving variable component for performance in 2025 was 2% higher, with the total amount paid being 14% higher than in 2024

The annual variable remuneration for 2024 was calculated and paid in Q1 2025. In 2025, compared to 2024, 27% more employees received the annual variable remuneration, and the total amount paid was 45% higher than in 2024.

For the first time in 2025, employees were paid the annual team-based variable remuneration for the company's 2024 results. A total of EUR 904,606 was paid to employees as the annual team-based variable remuneration. This payment was made in Q2 2025.

The annual variable remuneration and the annual team-based variable remuneration for 2025 results will be calculated and paid to employees in Q1 or Q2 2026.

As at 31 December 2025, the number of actual employees (excluding those on parental leave) at Lithuanian Airports was 738, which is an increase of 0.3% compared to the same period in 2024 (2024: 736).

TABLE 17. Remuneration amount by position

Category	2023		2024		2025	
	Number of employees*	Average monthly base (assigned) remuneration (EUR)	Number of employees*	Average monthly base (assigned) remuneration (EUR)	Number of employees*	Average monthly base (assigned) remuneration (EUR)
Chief Executive Officer	1	9 001	1	10 351	1	11 593
Top level managers	8	6 616	8	7 288	8	7 878
Mid-level managers	25	3 943	25	4 464	33	4 679
First-level managers	26	2 195	40	2 350	50	2 509
Specialists	159	2 541	166	2 828	166	3 036
Customer service and operational employees	448	1 450	498	1 606	499	1 697

* Average number of employees

TABLE 18. Payment of bonuses and monthly variable component (before tax)

	2023		2024		2025	
	Number of employees	Amount paid (EUR)	Number of employees	Amount paid (EUR)	Number of employees	Amount paid (EUR)
Bonus payments to employees for activities exceeding normal workload, where there is an increased amount of work in the functions defined in the job description, as well as for the performance of additional tasks in the case of functions not specified in the job description	302	133 916	198	113 337	208	138 458
Variable component for the achieved performance results	439	636 667	529	730 823	541	835 421
Annual share of variable component for employees for the Company's performance	156	423 682	179	529 481	227	770 364
Of which the annual variable remuneration share of the Chief Executive Officer	1	11 678	1	8 000	1	11 535
Annual team-based variable remuneration for employees based on the company's performance	-	-	-	-	659	904 606
Of which the annual team-based variable remuneration share of the Chief Executive Officer	-	-	-	-	1	12 016

The annual share of variable component for 2022 was paid in 2023. The annual share of variable component for results in 2023 was paid to employees in 2024, and the annual share of variable component for 2024 was paid in 2025, and the annual share of variable component for 2025 will be paid in 2026.

CHART 12. Actual number of employees by Company structural divisions and distribution by gender in the year 2025

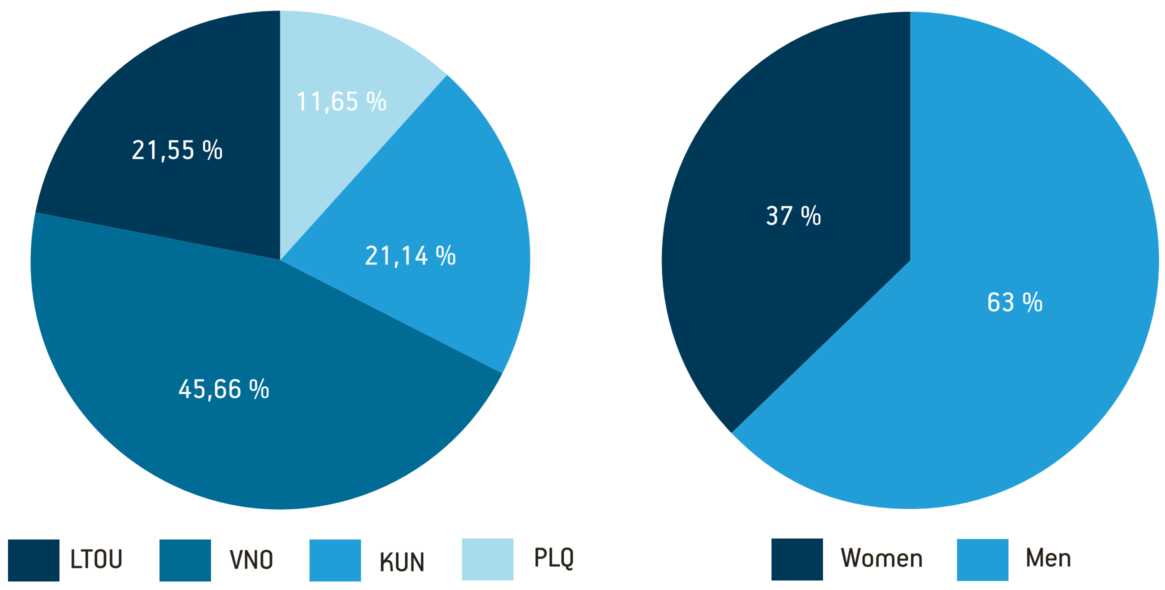


TABLE 19. Comparison of the actual number of employees

Airport	As at 31 December 2023	As at 31 December 2024	As at 31 December 2025
LTOU administrative office	325	389	159*
VNO	124	124	337
KUN	128	140	156
PLQ	75	83	86

* The unit code of the VNO Aviation Security Department has changed from LOU to VNO from 1 June 2025.

In 2025, the actual number of male employees increased by 1.09% (from 457 to 462) and the actual number of female employees increased by 4.7% (from 263 to 276). The proportions in the distribution of the actual number of employees as at 31 December 2025 did not change compared to the same period in 2024, with men accounting for 63% of the actual number of employees, and women 37%.

CHART 12. Distribution of employees by age

The majority of the Company's employees are aged between 35 and 54 years, with a total of 51.4% of employees in this age group as at 31 December 2025 (52.6% as at 31 December 2024). Comparing the figures as at 31 December 2025 with the same period in 2024, the number of employees in 2024 increased in all age groups, except for age group 35-44. The number of employees in this group has slightly decreased.

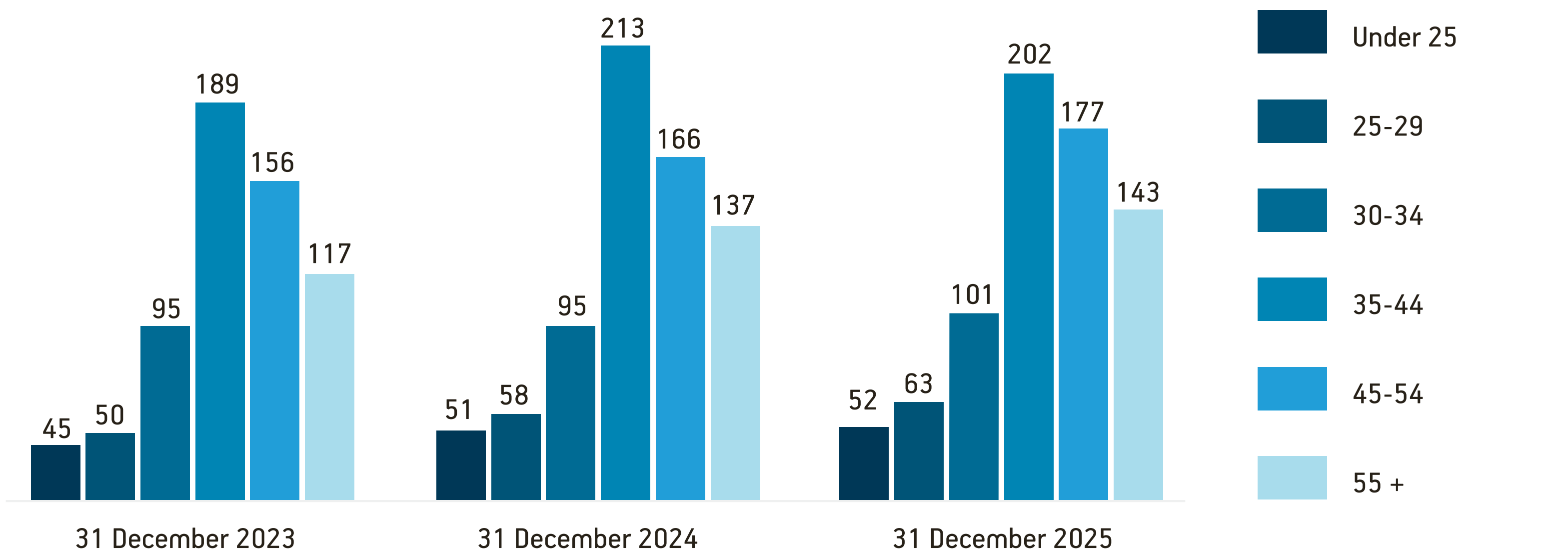
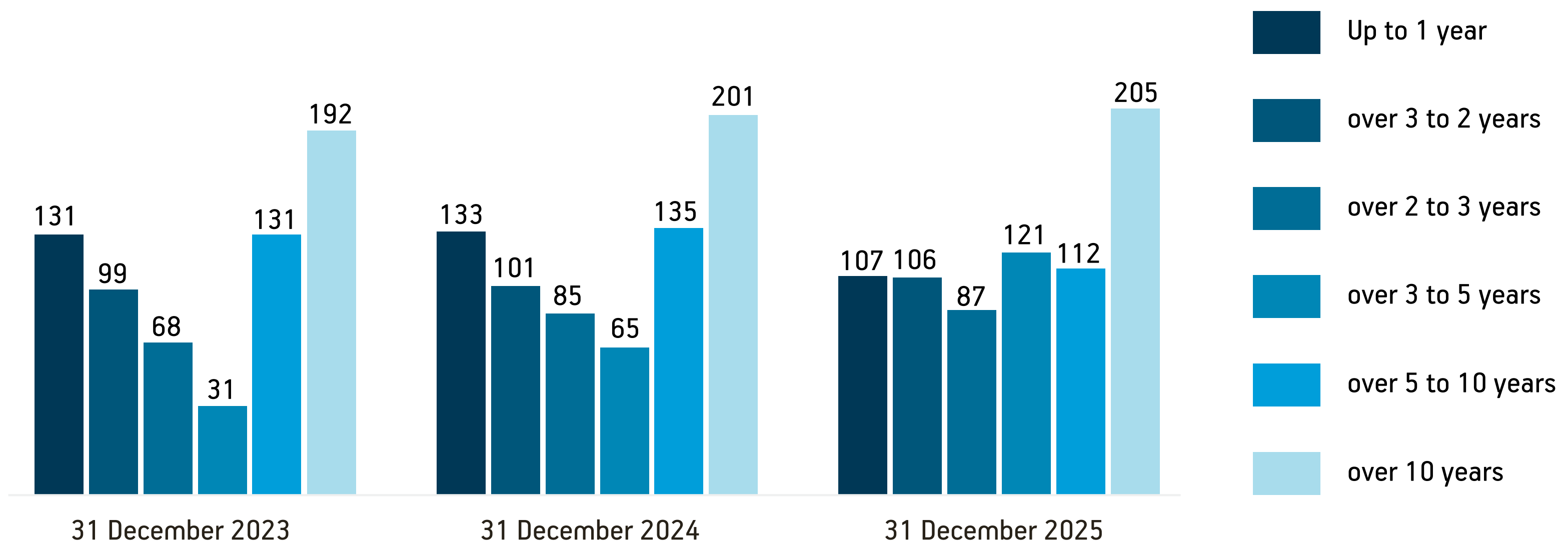


CHART 13. Distribution of employees by work experience

As at 31 December 2025, 27.77% of employees with more than 10 years of service were employed (2024: 27.52%), while those with less than 1 year of service accounted for 14.5% (2024: 18.47%).



9. KEY PERFORMANCE INDICATORS AND FINANCIAL HIGHLIGHTS

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The Company does not hold financial instruments for the purpose of financial risk management. The Company does not use hedging instruments qualifying for hedge accounting, and the Company's exposure to price risk, credit risk, liquidity risk and cash flow risk. Financial risk management is described in more detail in Note 22 to the financial statements.

In 2025, revenues grew by 12% compared to 2024 due to an increase in aviation revenue, driven by passenger and flight growth, and 9% due to an increase in non-aviation revenue, driven by higher rental income (with the largest growth in Duty Free, Manami, and UpperCrust), business club activities, and sold assets.

CHART 14. Evolution of aviation revenue 2023-2025 (EUR thousand)

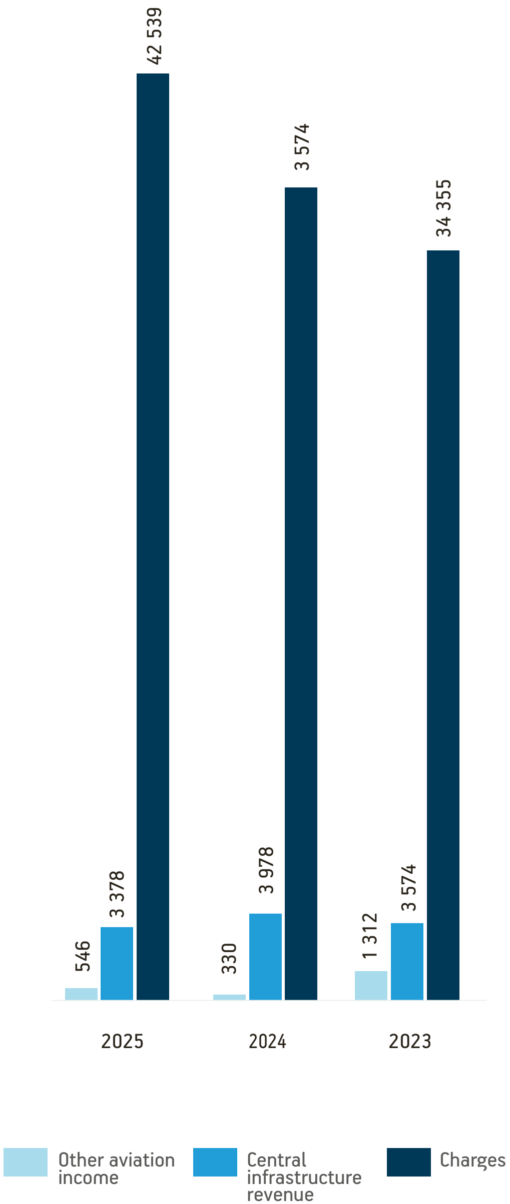
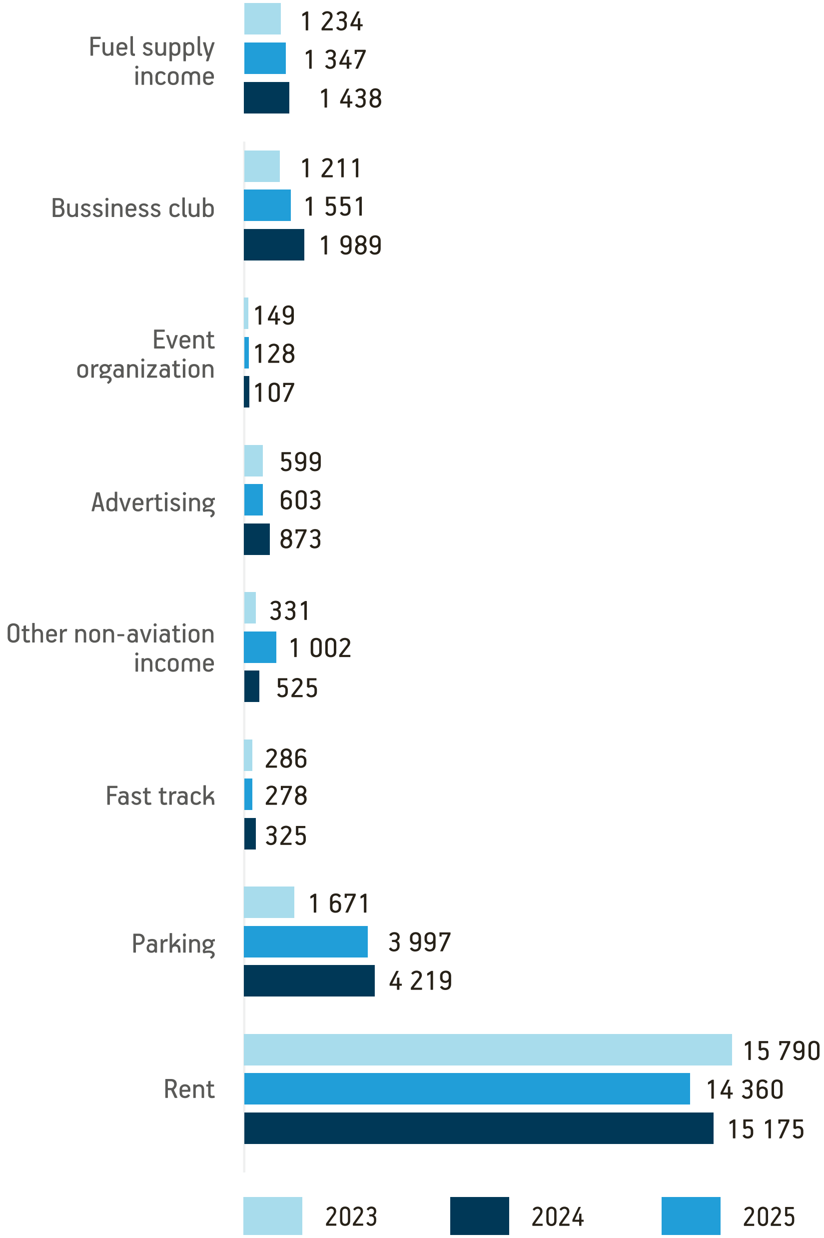


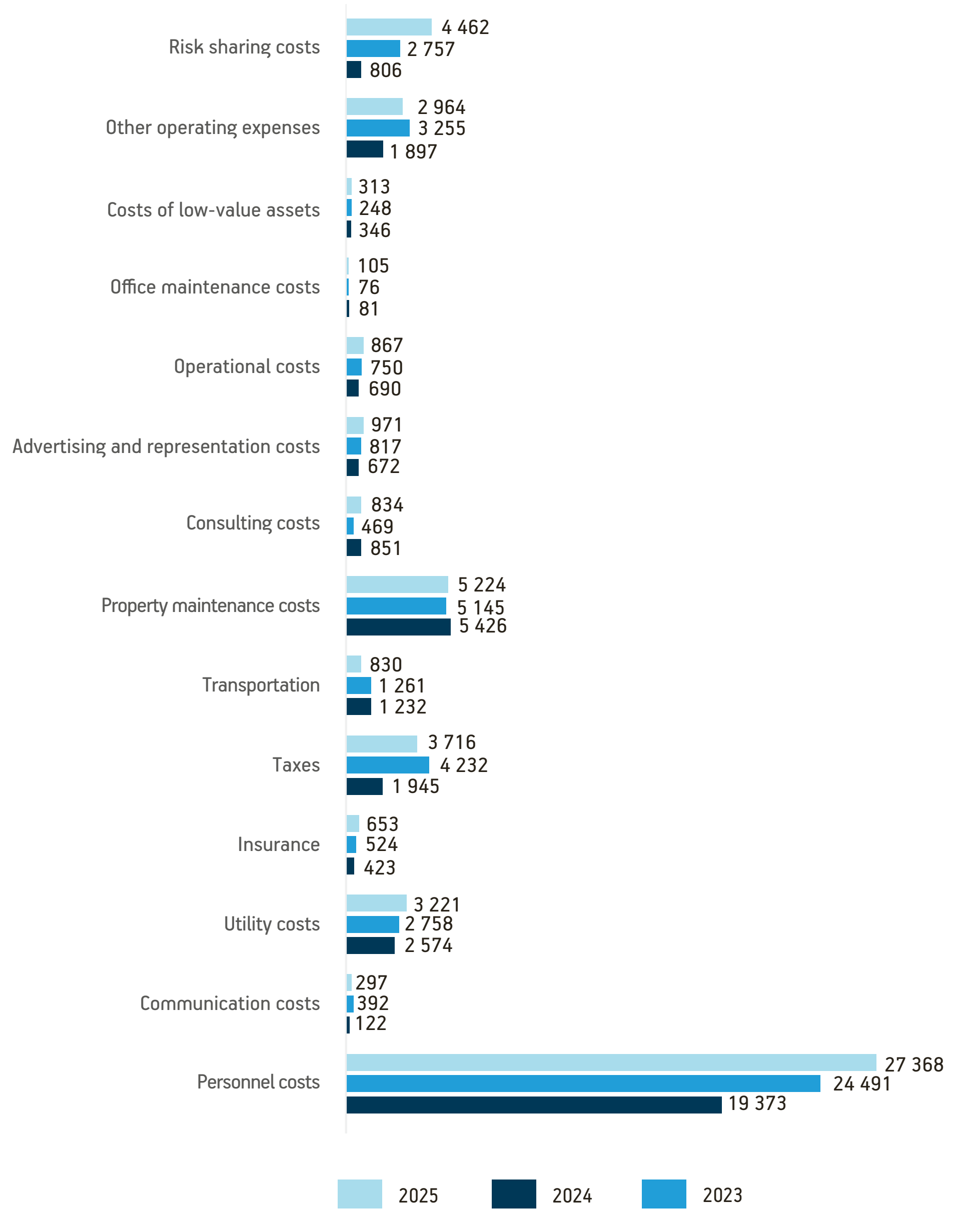
CHART 15. Evolution of non-aviation revenue 2023-2025 (EUR thousand)



Detailed information on the distribution and change of individual cost groups (CHART 16)

1. **Personnel expenses:** Compared to previous years, the Company's personnel expenses increased by 12% in 2025. This was driven by an increase in the number of employees due to the expansion of the Company's operations (partly as a result of higher passenger traffic). Personnel expenses accounted for 53% of the total operating expenses of LTOU.
2. **Energy and utilities:** in 2025, these costs increased by 17% partially due to higher passenger traffic and air conditions compared to 2024.
3. **Asset maintenance:** property maintenance expenses increased by only 2% due to a change in the volume of assets under maintenance.
4. **Taxes:** the Company has almost no impact on the tax expense line. Upon becoming a joint stock company, LTOU became subject to property tax, which increased by 5% in 2025 compared to 2024. Overall, tax expenses decreased by 12% in 2025.
5. **Advertising and representation costs:** in 2025, these costs grew by 19% due to increased demand for publicity about the construction of the new terminal, naming after M. Čiurlionis, and other related activities.
6. **Transport costs:** in 2025, transport costs reduced by 34% due to newly purchased transport.
7. **Operational costs:** in 2025, these costs grew by 16%. It should be noted that the cost of mobility restricted services, which accounts for 80-90% of the costs in this group, is limited by contractual fixed commitments.
8. **Consultancy services:** In 2025, these costs increased by 78% due to the need for various business and legal consultations, project implementation.
9. **Costs of low-value assets:** this part of the cost includes rent of assets (inventory), low-value assets, and work-wear and uniforms. In 2025, these costs increased by 26% partially due to increased need of the employees.
10. **Office costs:** in 2025, the cost of maintaining an office increased by 38% due to increased need compared to last year.
11. **Risk-sharing expenses:** EUR 4.5 million of costs incurred in 2025 (see 3.4 Route development model).

CHART 16. Operating costs 2023-2025 (EUR thousand)



10. THE COMPANY'S MAIN FINANCIAL INDICATORS AND THEIR ANALYSIS

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In Table 20, the key financial indicators of AB Lithuanian Airports and their changes over 3 years are presented. Compared to 2024, the Company's financial indicators improved in 2025. Revenue grew by 10 percent, or EUR 6.8 million. The growth of both aeronautical and non-aeronautical revenue was driven by increased flight and passenger volumes. Operating expenses also increased accordingly (by 9 percent). LTOU's adjusted EBITDA rose by 13 percent compared to 2024. In 2025, the Company ended the year profitably – it earned EUR 5.4 million in profit (52 percent less than in 2024 due to higher depreciation and financial expenses)

TABLE 20. Key financial indicators

Indicator	Calculation	2023 (restated FS)	2024	2025	2024 / 2025 change
Revenue (EUR thousand)	**Total Company revenue, including financial and other operating income**	**60 045**	**65 931**	**72 753**	**10%**
Aviation revenue (EUR thousand)	Company's gross income, including financial and other operating income	38 007	41 648	46 462	12%
Non-aviation revenue and other operating income (EUR thousand)	Total aviation-related revenue	21 801	23 823	26 015	9%
Financial and investment activity income (EUR thousand)	Total non-aviation revenue and other operating income	237	460	275	-40%
Operating costs (EUR thousand)	Total financial and investment activity income (EUR thousand)	43 777	47 174	51 861	10%
Total costs (EUR thousand)	Costs related to Company's management, administration, organization of sales, etc.	53 671	58 015	66 650	15%
Risk-sharing model expenses (EUR thousand)	Total Company's costs, including depreciation, changes in asset value and financial operating costs	0	3 813	4 462	17%
Adjusted EBITDA (EUR thousand)	Risk-sharing model expenses (EUR thousand)	23 369	22 109	25 078	13%
Adjusted EBITDA margin (%)	Earnings before interest, taxes, depreciation and amortisation	39%	34%	35%	1 p. p.
Net profit (EUR thousand)	Profit before interest, taxes, depreciation and amortization/ (income)	4 191	11 202	5 425	-52%
Profitability of operations (%)	Net profit of the Company after tax	13%	14%	11%	-3 p. p.
Net profitability (%)	Operating Profit (EBIT)/income	7%	17%	8%	-10 p. p.
Return on assets (%)	Company net profit after tax / income	1,2%	2,8%	1,3%	-1,5 p. p.
Liquidity, times	Current assets / current liabilities	1,47	1,00	0,77	-0,23 times
Return on equity (%)	Net profit (loss) after tax / own equity	2,6%	6,3%	3,1%	-3,2 p. p.
Asset turnover, times	Sales revenue / assets	0,17	0,16	0,17	0,01
Turnover of fixed assets, times	Sales revenue/ non current assets	0,19	0,18	0,18	0,00
Debt to equity ratio	[long-term financial debts + short-term financial debts)/(equity)	30%	41%	53%	12 p. p.
Equity-to-assets ratio	Equity/total assets	0,46	0,45	0,42	-0,03
Debt to EBITDA ratio *	(Payables and liabilities – cash and cash equivalents)/EBITDA	2,26	3,93	4,73	0,8 p. p.
Profit tax (EUR thousand)	Profit tax	-2 183	3 287	-678	-121%
Profit share / dividends paid to the State budget, EUR	Accrued and paid profit share / dividends payable to the State budget, EUR	3,0 M	5,2 M **	7,0 M **	

* The amount of grants related to assets is eliminated from the total amount of liabilities.

** After becoming a joint stock company, LTOU calculates and pays dividends as of 1 September 2023.

11. ANNUAL INCOME AND COSTS REVIEW IN RESPECT OF SERVICES FOR PASSENGERS WITH REDUCED MOBILITY AND PERSONS WITH DISABILITIES

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Pursuant to Article 8 (6) of 5 July 2006 Regulation No 1107/2006 of the European Parliament and of the Council on the rights of disabled persons and persons with reduced mobility when travelling by air, JSC Lietuvos oro uostai conducted an overview of the fee collected by persons with reduced mobility and the costs associated with this assistance.

A special financial assistance fee applies to all VNO airlines and is charged for each departing and arriving passenger, except for transit passengers and children under two years of age.

Air carriers operating scheduled flights to/from Vilnius Airport (VNO) and/or holding valid airport service agreements pay fees monthly directly to the airport based on an invoice issued using flight data submitted to the Accounting Department by the Operational Management Group.

In their accounts, Lithuanian airports have separated their activities, including activities related to assistance to persons with disabilities and persons with reduced mobility (PRM). Accounting has separate accounts: income and expenses from income and expense accounts of other activities. In 2025, LTOU received EUR 1,890.8 thousand in income for activities related to assistance to persons with disabilities and persons with reduced mobility.

Under Order No 1R-9 of CEO of 13 January 2017, JSC Lithuanian Airports provide aviation and non-aviation services in Vilnius, Kaunas and Palanga airports in the course of its activities, and incurs costs related to the provision of services and their improvement. In order to separate the income and expenses of the services provided at the airports and their departments, the service, denoted by the activity code, and the structural unit, denoted by the division code, are indicated in LTOU's Accounting System. For each service, there must be a systematic, clear and transparent allocation of income and costs, which allows for the determining of the rates of the airport services, monitoring the profitability of the services, and making operations more efficient. Methods of attributing income and expenses to the Services are as follows:

Direct assignment: the assignment of department and activity codes is done by submitting documents (invoices, certificates on assignment, allocation of costs, etc.) to the accounting department.

Indirect allocation: the allocation of indirect costs according to the "discovered relationship", i.e. cost drivers between the Service and costs while maintaining the principles of objectivity, causality, constancy and transparency.

These procedures provide for the principles of direct attribution of income and costs and the principles of indirect attribution of costs to services in accordance with the recommendations of the International Civil Aviation Organization (ICAO's Policies on Charges for Airports and Air Navigation Services, Doc. No 9082) on the determination of airport charges, including the linking of charges to costs principles.

VNO purchases services for reduced mobility and disabled passengers from outside in accordance with the contractual fixed monthly contributions. Meanwhile, the fee is calculated on the basis of the projected passenger traffic and the methodology for setting the fee approved by CEO of the airport. In 2025, PRM activities resulted in a profit of EUR 615 thousand. Since the service pricing methodology ensures that in the long term, the airport is not able to make a profit or suffer a loss from these activities, the full result of these activities will be transferred to the calculation of the fee for the next few years.

Direct and indirect costs are assigned to each service:

$$\text{Service}=\text{TS}+\sum(\text{NS}_n*\text{N})$$

S – airport costs incurred by providing the Service in question and depreciation of investments in connection with the provision and improvement of the service
TS – directly attributable costs in the accounting system
NS – Indirect costs attributable to cost centres
n – Cost centre allocated to PRM and other activities: ADMIN
N – Cost driver

TABLE 21. Revenue and costs of VNO for servicing reduced mobility and disabled passengers during 2025

Expense type	Indirect costs	Direct costs	Passenger PRM, total
IT costs	6 281,11		6 281,11
Office maintenance costs	2 061,03		2 061,03
Work tools and low-value inventory	2 553,12		2 553,12
Personnel expenses	419 387,70	900	420 287,70
Other operating expenses	24 053,70	430,04	24 483,74
Tax expenses	60 750,85	207,43	60 958,28
Operational costs	80 182,53	564 876,00	645 058,53
Purchased services	54 891,27	2 269,54	57 160,81
Depreciation			
Nusidėvėjimas	53 886,74	3 455,46	57 342,20
Pelno mokesčiai			
Turto vertės pokyčių sąnaudos			
Total costs	**704 048,05**	**572 138,47**	**1 276 186,52**
Revenue			**1 890 794,53**
Profit			**614 608,01**

12. OVERVIEW OF THE COMPANY'S PERFORMANCE AND DEVELOPMENT

12.1. MATERIAL RESOURCES, INFRASTRUCTURE

The Company's tangible resources, which are used for the achievement of its goals and objectives, are the Company's fixed assets, which comprise intangible assets and tangible assets: land, buildings and structures, vehicles, plant and equipment, investment property and other assets. Property, plant and equipment of the LTOU represent 93% of the total value of non-current assets held by the Company in 2025.

The main part of the short-term assets managed by LTOU consists of land plots, terminals, airside structures, administrative premises and parking lots.

Taking into account the planned and ongoing development of the airport infrastructure and the changing needs and habits of passengers, as well as the activities of competitors and the stricter requirements of the authorities regulating the activities of airports, public procurements were carried out for the development of some essential technologies (departure baggage management system VNO, EDS devices, C3 devices with box return conveyors). These systems will ensure the needs of interested parties, respond to expectations and expand he possibilities of provided services. Innovative technological solutions at the stage of planning and procurement will allow the offering of new services (e.g. independent baggage drop-off system VNO and KUN) to passengers and will contribute to the proper implementation of the strategic goals of LTOU.

Currently, the Vilnius Airport reconstruction program is being implemented. The existing infrastructure is not adapted to the current passenger flow and does not meet the minimum passenger experience indicators, which are critical to expanding Lithuania's accessibility map by attracting new airlines and new destinations and maintaining passenger growth opportunities. Also, due to the tightening of safety requirements, it is necessary to update the baggage transportation and inspection systems, which do not fit in the premises of the current terminal. After the reconstruction program is completed, IATA quality standards will be achieved, and the necessary infrastructure capacity during peak periods will be ensured.

12.2 HUMAN RESOURCES

Ensuring key competences:

- The project on critical positions continues, identifying key roles and competencies essential for the aviation sector and operational continuity. Critical positions are regularly reviewed, their succession is assessed, and development measures are planned to maintain competencies.
- A Professional Qualification Compliance Department has been established, with the main goal of ensuring that employee competencies meet aviation sector regulations, legal requirements, internal organizational standards, and appropriate professional training.
- A mentorship program is being developed to share best professional and practical knowledge and to strengthen employee competencies.

Maintaining and increasing employee engagement:

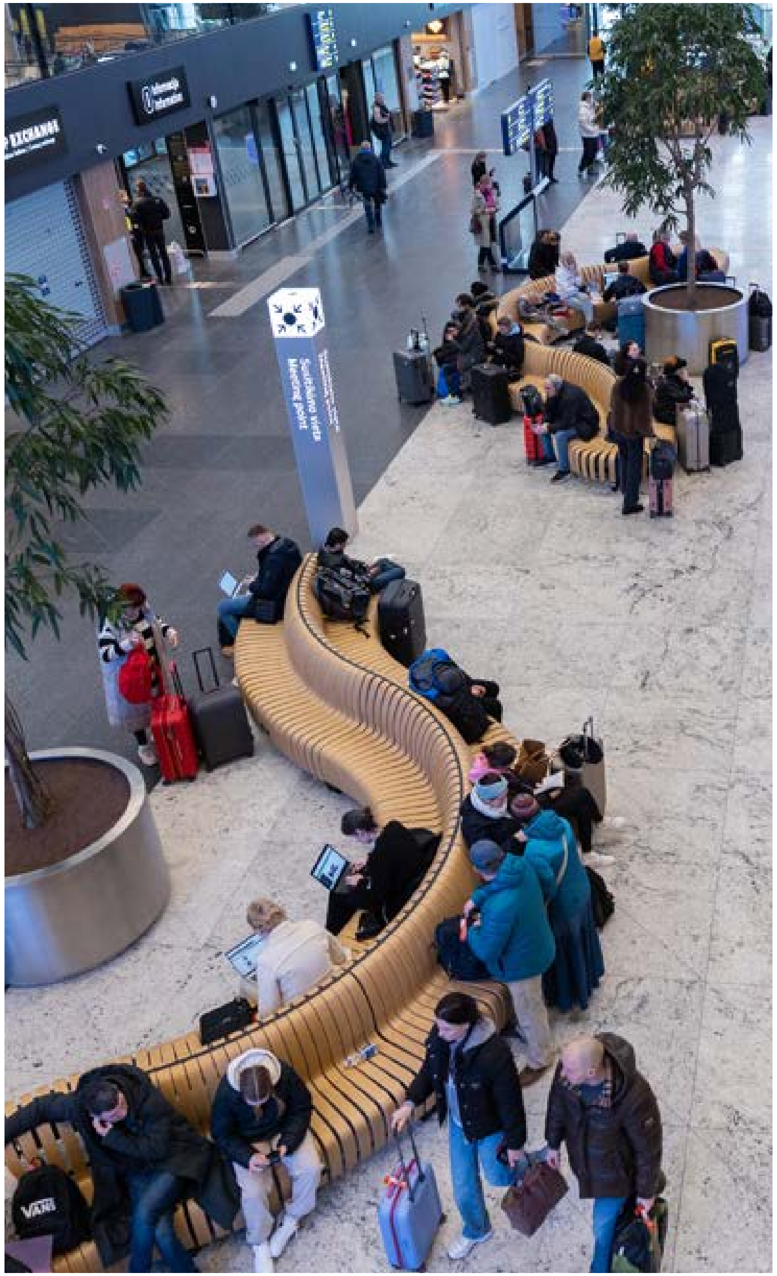
- Continuous communication with employees on decisions and planned changes;
- Significant attention is being given to employee engagement and motivation: events are organized to strengthen team spirit; meetings of middle and senior management are held to identify areas for improvement in human resource management; and training sessions are conducted to enhance employees' emotional well-being.
- **In December 2025, an employee engagement survey was conducted, resulting in an engagement rate of 74%** (15 percentage points higher than in 2024). Based on these results, actions are being planned in departments to maintain and **improve engagement and job satisfaction. The overall organizational focus is on leadership development and enhancing cross-team collaboration.**

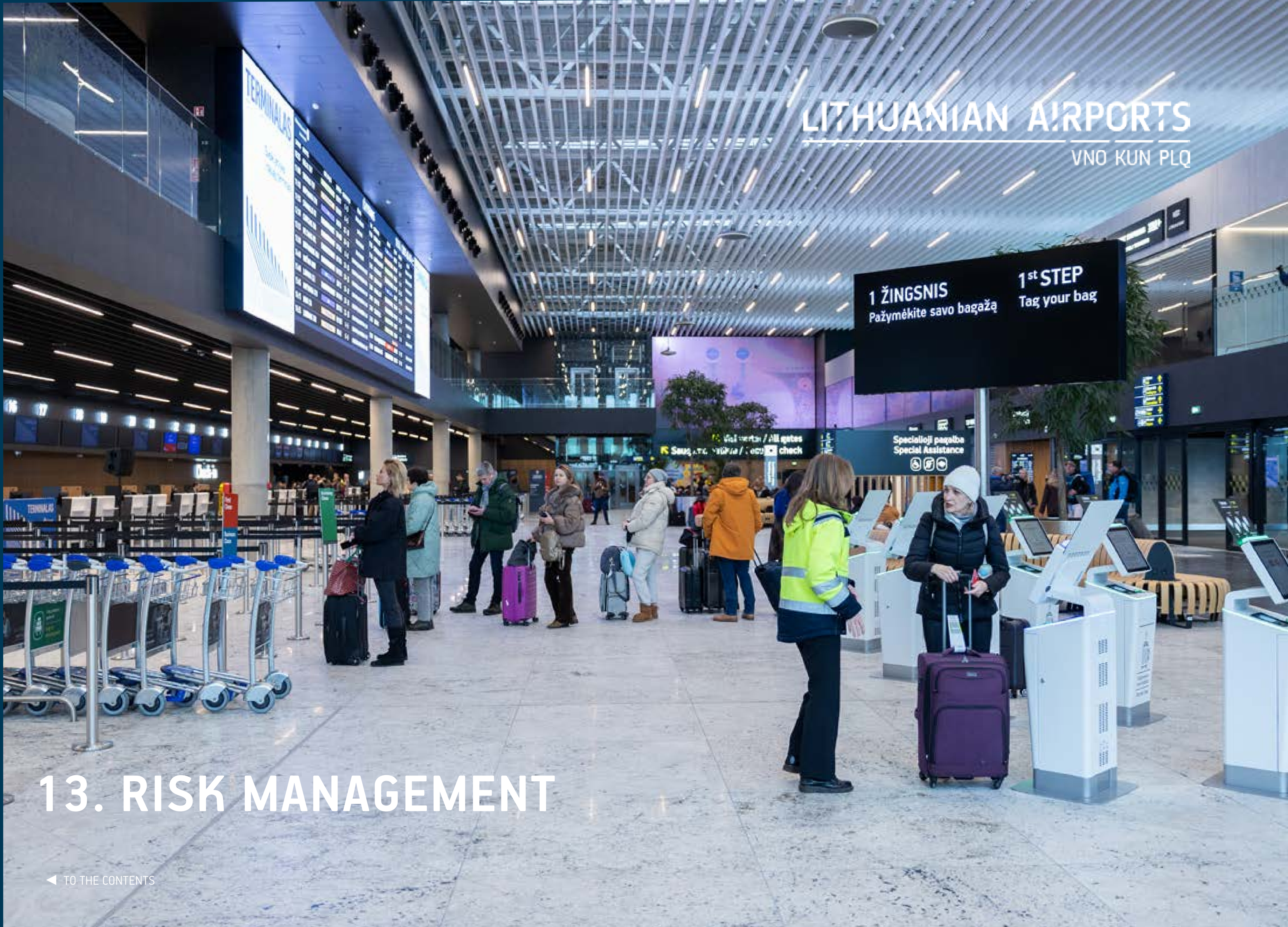
To empower employees, their participation in the Company's governance is being strengthened: they are given greater responsibilities in LTOU operational processes and budget management, and are involved in key decision-making.

In 2025, changes to LTOU's organizational structure were implemented to improve company management, ensure operational continuity considering the return to pre-pandemic activity levels, and support the implementation of strategic projects.

From 1 June 2025, the following organizational changes were implemented:

1. The Kaunas and Palanga Aviation Security Department was restructured and renamed the Kaunas Aviation Security Department;
2. A Fire and Rescue Group and an Operational Management Group were established within the Kaunas Operations Department;
3. Certain functions in the Vilnius, Kaunas, and Palanga Engineering and Operations Departments were centralized.





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13. RISK MANAGEMENT

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The organization's risk management model is developed on two levels: operational and strategic. Using sources for risk identification, continuous monitoring of the operational environment is carried out, and signals (operational risks) are identified, some of which, after evaluation, are escalated to the strategic level. The operational-level risk monitoring is the responsibility of the Risk Management Officer. For strategic-level risks, risk management plans are prepared, with the Risk Management Working Group (Lith. RVDG) responsible for monitoring their implementation. Risk owners are accountable for executing risk mitigation measures.

In aviation operations, the main uncertainties are largely related to safety, security, and operational resilience. In 2025, these uncertainties were managed through the Emergency Operations Centre (ESOC). From 2026 onwards, risks and uncertainties related to aviation safety, security, and resilience will be integrated into the overall risk management framework. Accordingly, the composition of the risk management working group has been expanded to include additional competencies. In addition, a responsible employee has been appointed to oversee the development of the operational resilience area.

Key aspects of risk management development in 2025:

1. At the operational level, more than 130 signals (operational risks) were identified and assessed.
2. Based on operational risks, a list of strategic risks was compiled. These risks were evaluated using classifiers, and risk management plans were prepared to address them, taking into account the established risk appetite
3. Periodic meetings of the Risk Management Working Group (RMWG) are held; to date, 29 group meetings have taken place.
4. Ongoing working sessions with risk owners are organized to prepare and implement risk management plans. In 2025, 87 such sessions were conducted.
5. Continuous collaboration is maintained with the organization's Audit and Risk Committee on model effectiveness and development matters.
6. It has been decided to integrate the management of aviation security, safety, and resilience risks into the overall operational risk management system and to enhance the Risk Management Working Group (RMWG) with additional competencies. This integration is planned to be completed during 2026.
7. Eleven strategic-level risk management plans have been prepared and are being implemented. A summary is presented in the table below.

TABLE 24. Summary of Strategic-Level Risks

No.	Risk	Strategic context	Level
1.	Efficiency of the wastewater management process	Airports are facing increasingly stringent requirements regarding their environmental and social impact, which is driving a growing need for significant operational and efficiency changes.	Very high risk
2.	Loss of a major AVIA partner	Effective attraction and retention of aviation partners is a key factor in driving LTOU's growth and, in turn, making a significant contribution to the overall development of Lithuania's economy.	High risk
3.	Loss of significant flights/ routes	In the area of aviation development, the main focus is on ensuring the central airport function by providing a variety of travel destinations and increasing regional and national attractiveness through strong and differentiated route offerings.	High risk
4.	Vulnerability of critical systems	In the area of business continuity and resilience, the primary focus is on protecting Lithuanian Airports from geopolitical threats, potential service disruptions, and cyber vulnerabilities.	High risk
5.	Sustainability of the fee model	LTOU aims to become the most attractive airport group for its partners by offering appealing and distinctive conditions, competitively attracting and retaining strategic partners who might otherwise choose airports with higher passenger traffic. A sustainable fee model enables the creation of mutual benefits and promotes growth.	High risk
6.	Sustainability of the risk-sharing partnership model	The risk-sharing partnership model developed by LTOU provides a reliable foundation for the further development of partnership principles.	High risk
7.	Loss of competencies in the infrastructure domain	The ongoing significant expansion of LTOU airport infrastructure requires special attention to ensure a balance between business growth and increasing capacity, while managing stakeholder expectations related to these changes.	Average risk
8.	Effectiveness of the project management system	In the field of infrastructure expansion and development, primary attention is given to the timely implementation of the master plan, leveraging change for business growth, and managing the risks associated with large-scale infrastructure development. The main business opportunities depend on successfully synchronizing infrastructure expansion with business demand and establishing new partnerships.	Average risk
9.	Decline in the quality of services provided	In order to ensure high customer experience standards alongside growing passenger numbers and infrastructure changes, LTOU is optimizing its operations, reducing disruptions caused by infrastructure upgrades, and at the same time striving to maintain service quality.	Average risk
10.	Effectiveness of passenger experience change management	Due to major changes being implemented at other airports, the expectations of passengers, partners, and visitors are increasing, while infrastructure development creates additional challenges in maintaining and improving the overall experience during periods of change.	Average risk
11.	Timely implementation of sustainability projects	LTOU's efforts to achieve sustainability include the implementation of renewable energy, improvement of noise management, and the pursuit of zero emissions. These actions aim to increase energy independence, enhance community satisfaction, and establish LTOU as a leader in environmental sustainability.	Average risk

RIZIKŲ VERTINIMO SKALĖ

IMPACT

PROBABILITY	1 Very Low	2 Low	3 Average	4 High	5 Very High
5 Very High	5	10	15	20	25
4 High	4	8	12	16	20
3 Average	3	6	9	12	15
2 Low	2	4	6	8	10
1 Very Low	1	2	3	4	5

RIZIKŲ IŠSIDĖSTYMAS ŽEMĖLAPYJE

IMPACT

PROBABILITY	1 Very Low	2 Low	3 Average	4 High	5 Very High
5 Very High					
4 High					•
3 Average			•••••	•	•••
2 Low					•
1 Very Low					

14. SIGNIFICANT EVENTS AFTER THE END OF THE FINANCIAL YEAR

On 3 March 2026, the Company entered into a credit agreement with AB Swedbank. Under this agreement, the Company was granted a loan of EUR 12,000,000. The loan repayment terms are as follows: EUR 4,000,000 must be repaid by 2 July 2026, and the remaining amount of EUR 8,000,000 by 2 March 2027. The loan is intended to finance the Company's operations. Except for this event, there were, to the management's knowledge, no other subsequent events that would have an impact on the financial statements for the year ended 31 December 2025.

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15. INFORMATION ON COMPLIANCE WITH THE PROVISIONS OF SECTIONS II–III OF THE TRANSPARENCY GUIDELINES

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JSC Lietuvos oro uostai prepare management report and financial statements in accordance with the provisions of the Transparency Guidelines, approved by Resolution NO 1052 of the Government of the Republic of Lithuania of 14 July 2010 On the Approval of the Description of the Guidelines for Ensuring the Transparency of the Activities of State-Owned Enterprises (and its subsequent amendments) (hereinafter the "Transparency Guidelines") and the requirements established in the Law on State and Municipal Enterprises of the Republic of Lithuania. The Company's mission, vision, values, strategic goals and objectives, information on the current number of employees, the annual wage fund, the monthly salary of the company's managers and their deputies, flight and passenger statistics are published on the company's website (http://www.ltou.lt) and on the websites of the airports. The information provided in this management report of JSC Lietuvos oro uostai ensures a full compliance with the transparency guidelines laid down in Resolution No 1052 of the Government of the Republic of Lithuania of 14 July 2010. Information on compliance with the provisions of Chapters II-III of the Transparency Guidelines is presented in the table 25.

Also, in order to increase transparency, JSC Lietuvos oro uostai publicises its performance through various media. JSC Lietuvos oro uostai informs interested parties about its airport activities, cooperates with various organisations, and publicises its planned development projects. The Company also cooperates with the Airport Users' Committee, to which performance, pricing policies, development projects and other important information are presented.

TABLE 25. Transparency Guidelines Compliance Summary

Item of the description of the guidelines for ensuring the transparency of the activities of state-owned enterprises (Description)	Execution	Notes
II section. Disclosure of State-Owned Company Information		
5. The following data and information must be published on the website of the state-owned company:		
5.1. – 5.14. Title; code and register where data about the company is collected and stored; domicile (address); legal status, if the state-owned enterprise is being reorganised, reorganised (indicate the method of reorganisation), liquidated or bankrupt; the name of the institution representing the state and a link to its website; operational goals, vision and mission; structure; manager data; data of a chair and members of the Board, if the Board is formed according to the Articles of Association; a chair of the Supervisory Council if the Council is formed according to the Articles of Association; the sum of the nominal values of shares owned by the state (in euros to the nearest euro cent) and the share (percentage) in the authorised capital of the state-owned enterprise; information about social responsibility initiatives and measures, important ongoing or planned investment projects.	+	All public information about the company is published on the Company's website http://www.ltou.lt
6. In order to publicise the professionalism of the management and supervisory bodies established in state-owned enterprises, as well as the committee members, the following data of the persons specified in clauses 5.8–5.11 of the Description are published: name, surname, date of commencement of current positions, other current management positions in other legal entities, education, qualification and professional experience. If the person specified in clauses 5.9–5.11 of the Description is elected or appointed as an independent member, this is additionally indicated in addition to his data.	+	All public information about the company is published on the Company's website http://www.ltou.lt
7. The following documents must be published on the website of the state-owned company:		
7.1. – 7.6. Articles of Association; a letter from the institution representing the state regarding the establishment of the state's goals and expectations in the state-run company; operational strategy or its summary in cases where the operational strategy contains confidential information or information that is considered a commercial (production) secret; a document establishing the remuneration policy, which includes the determination of the salary of the manager of the state-owned company and the remuneration of the members of the collegial bodies and committees formed in the state-owned company, described in more detail in the Code of Corporate Governance; annual and interim reports of a state-owned company, annual and interim activity reports of a state-owned company for a period of at least five years; sets of annual and interim financial statements for a period of at least five years and the auditor's reports on the auditor of annual financial statement.	+	All public information about the company is published on the Company's website http://www.ltou.lt
III. section Preparation of sets of financial statements, reports and activity reports		
14. State-owned enterprises manage their accounting in such a way as to ensure the preparation of financial statements in accordance with International Accounting Standards.	+	The Company's financial statements are prepared according to International Financial Reporting Standards. https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/administracine-informacija/finansines-ataskaitos
15. In addition to the set of annual financial statements, a state-owned enterprise prepares a set of six-month interim financial statements.	+	The Company prepares a set of annual financial reports and sets of three-, six-, nine- and twelve-month interim financial reports and publishes them on the Company's website http://www.ltou.lt

Item of the description of the guidelines for ensuring the transparency of the activities of state-owned enterprises (Description)	Execution	Notes
16. A state-owned enterprise classified as a public interest company according to the Law on the Audit of Financial Statements of the Republic of Lithuania, in addition to the annual report, additionally prepares a six- month interim report. A state enterprise classified as a public interest enterprise according to the Law on the Audit of Financial Statements of the Republic of Lithuania, in addition to the annual activity report, additionally prepares a six-month interim activity report.	+	The Company prepares an annual activity report and a six-month interim activity report and publishes them on the Company's website http://www.ltou.lt
17. In the management report or the annual activity report of a state-owned company, in addition to the content requirements set out in the Law on Financial Reporting of Companies of the Republic of Lithuania or the Law on State and Municipal Companies of the Republic of Lithuania, the following must also be presented:		
17.1. A brief description of the state-owned enterprise's business model;	+	Information about the business model of the state-owned Company is provided in Chapter 1 Company's Infrastructure, Strategy and Objectives and Chapter 2 Company's Governance Structure, Management Bodies. https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/valdymas-ir-struktura
17.2. Information about important events that took place during and after the financial year (before the preparation of the annual report or the annual activity report) and that were of fundamental importance to the activities of the state-owned enterprise.	+	Information about the main events that are of fundamental importance to the activities of the state-owned enterprise, which occurred during the reporting period and after it, is presented in Chapter 3 Key Events Significant to the Company's Operations During the Reporting Period and in Chapter 14 Significant Events After the End of the Financial Year.
17.3. The results of the implementation of the goals provided for in the strategy of the state-owned enterprise;	+	Information about the implementation of the objectives set out in the state-owned enterprise's strategy, the results are presented in chapter 1 Company's Infrastructure, Strategy and Objectives
17.4. Indicators of profitability, liquidity, asset turnover and debt.	+	Information on the indicators achieved by the Company is presented in Chapter 10 The Company's Main Financial Indicators and Their Analysis.
17.5. Execution of special obligations;	-	The Company does not have special obligations.
17.6. Implementation of the investment policy, ongoing and planned investment projects and investments during the reporting year;	+	Information on investments during the reporting period, the largest ongoing and planned projects is presented in Chapter 7 Company's Investments, the Largest Ongoing and Planned Investment Projects.
17.7. Implementation of the risk management policy applied in the state- owned enterprise;	+	Information on the implementation of the risk management policy applied in the Company is provided in Chapter 13 Analysis of Environmental Factors Risk and Risk Management.
17.8. Implementation of dividend policy in state-owned enterprises;	+	Information on the Company's dividend policy can be found in Chapter 6.1 Changes in Owners' Equity.
17.9. Implementation of remuneration policy;	+	The remuneration policy applied by the Company is presented in Chapter 8 Employees and Compensation LTOU internetiniame tinklapyje https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/administracine-informacija/darbo-uzmokestis.
17.10. Total annual salary pool, average monthly salary according to current position and/or departments;	+	Information on the total annual wage fund and the average monthly fixed (assigned) wage by position group is provided in Chapter 8 Employees and Compensation https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/administracine-informacija/darbo-uzmokestis.
17.11. Information on compliance with the provisions of Chapters II and III of the Description: it is indicated how they are implemented, which provisions are not complied with, and an explanation is given as to why.	+	Information on compliance with the provisions of Chapters II and III of the Description is indicated in Chapter 16 Information on Compliance with the Provisions of Chapters II and III of the Transparency Guidelines.
18. State-owned enterprises and state enterprises, which are not required to prepare a social responsibility report, are recommended to provide information related to environmental, social and personnel, human rights, anti-corruption and bribery issues in the annual report or annual activity report, respectively.	+	Information about ongoing social, environmental, personnel, human rights and anti-bribery initiatives and policies is presented in Chapter 15 Sustainability. https://ltou.lt/lt/apie-lietuvos-oro-uostus/tvarumas.

16. INFORMATION ON THE AUDIT OF THE ANNUAL FINANCIAL STATEMENTS

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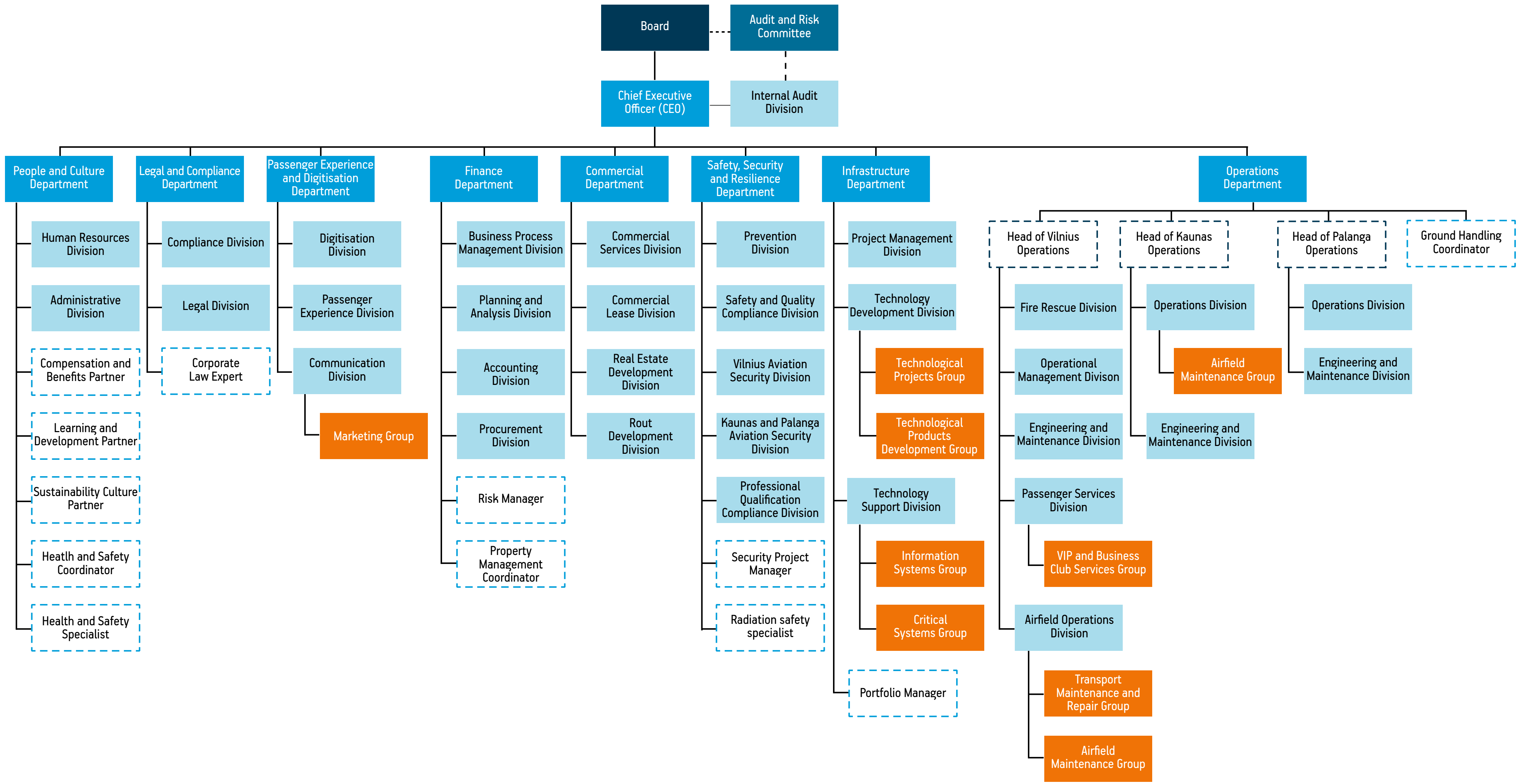
In accordance with the Law on State and Municipal Enterprises of the Republic of Lithuania, the Ministry of Transport and Communications of the Republic of Lithuania, the institution exercising the owner's rights, selects a certified auditor or an auditing firm to carry out an audit of the company's annual set of financial statements. LTOU is subject to the requirements of public procurement legislation, therefore all audit procurements are carried out through public procurement. UAB ROSK Consulting has been selected to provide audit services for the financial years 2025-2027. The contract was signed on 31 July 2025.

TABLE 26. Auditor's data and information of financial statements

The entity that performed the audit	**UAB ROSK Consulting**
Remuneration for the audit for 2025 and for the review of the Management Report	70 000 Eur
Reference to the auditor's report	http://www.ltou.lt/lt/lietuvos-oro-uostai/veikla/ataskaitos/
Reference to the audited financial statements	
The Management Report is published a	

Annex 1. The Company's organizational management structure in 2025



LITHUANIAN AIRPORTS
VNO KUN PLQ

Joint Stock Company Lithuanian Airports

2025 SUSTAINABILITY REPORT

Vilnius, 2026

Requisites of the joint stock company Lithuanian Airports:
Code 120864074 | VAT payer code LT208640716 | Tel. +370 5 273 9326 | E-mail: info@ltou.lt | Rodūnios road 10A, 02189 Vilnius, Lithuania

LITHUANIAN AIRPORTS
VNO KUN PLQ

18. ETAS-2 GENERAL INFORMATION

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18.1. BP-1: COMMON BASIS FOR PREPARING SUSTAINABILITY REPORTS

In this section, JSC Lithuanian Airports (hereinafter – LA, the Company) presents information on sustainability matters (hereinafter – the Sustainability Report) for the year 2025. The Sustainability Report has been prepared on a voluntary basis in accordance with the legal acts of the Republic of Lithuania transposing the provisions of the European Union Corporate Sustainability Reporting Directive (CSRD), including the Law on Financial Reporting of Companies and Groups of the Republic of Lithuania, as well as the European Sustainability Reporting Standards (ESRS). Although the Company does not currently fall within the scope of mandatory sustainability reporting requirements, it has chosen to prepare the Report in pursuit of transparency and consistency. The Sustainability Report forms part of the 2025 Management Report (hereinafter – the Management Report), and its scope corresponds to that of the financial statements.

The Sustainability Report discloses the Company's most material sustainability topics, which are based on a double materiality assessment (hereinafter – DMA) carried out in accordance with the principles and requirements of the European Sustainability Reporting Standards (ESRS). In addition to thematic disclosures, the Sustainability Report also presents the Company's objectives and performance in the areas of environmental, social and governance matters. In order to ensure consistency and comprehensive coverage of operations and activities, the Sustainability Report covers the Company's activities and both the upstream and downstream segments of its value chain, including suppliers, passengers, partners and other stakeholders, taking into account their materiality and the availability of data. The Sustainability Report presents information over the short-, medium- and long-term horizons, depending on the specific matter.

LA has exercised the option not to disclose classified or restricted information regarding the security measures applied by the Company due to the potential adverse impact of hostile states towards Lithuania.

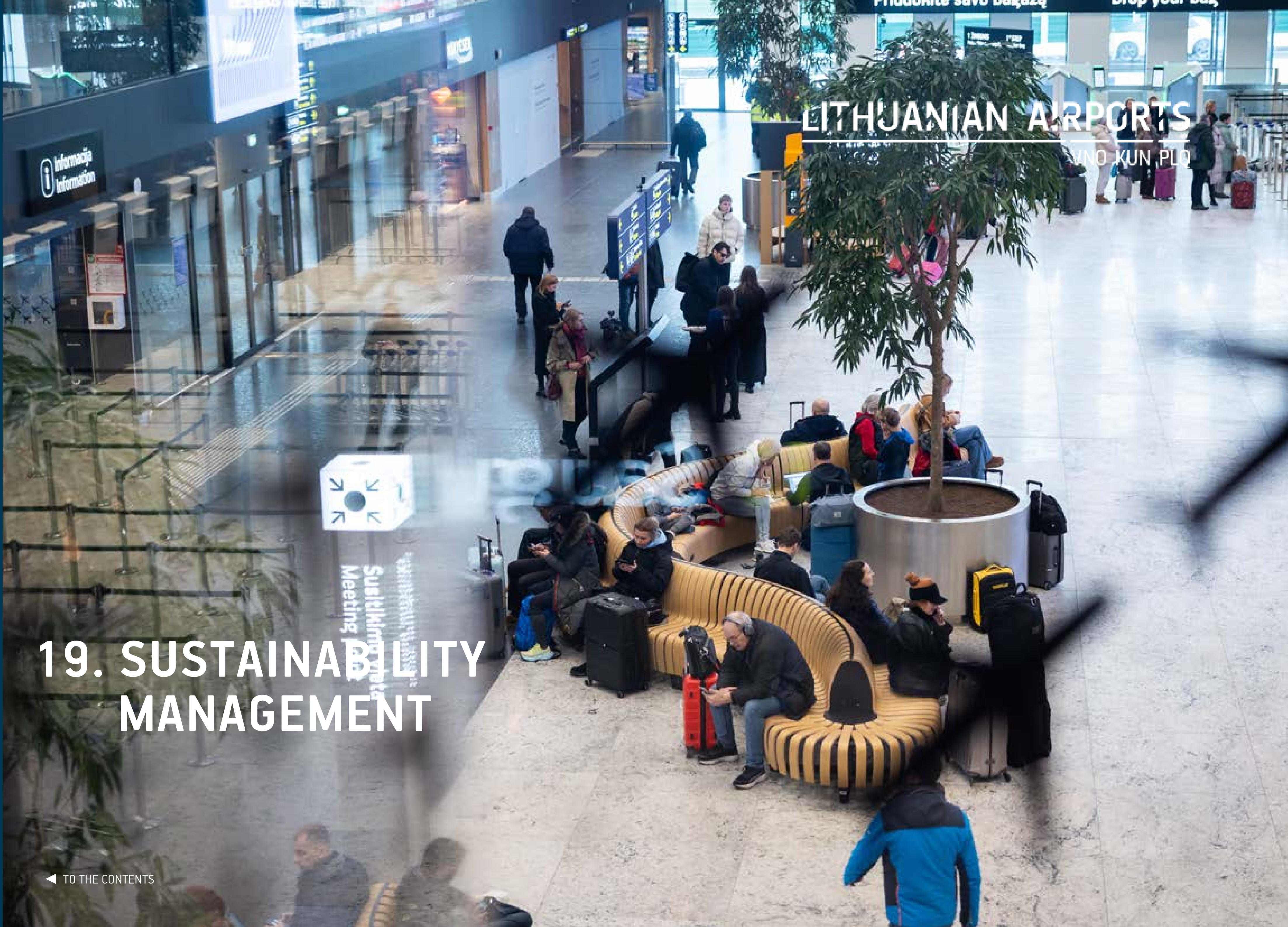
The Company has not exercised the option to omit information relating to anticipated future developments or matters related to ongoing negotiations.

18.2. BP-2: INFORMATION RELATED TO DISCLOSURE CIRCUMSTANCES

In the Sustainability Report, when assessing the impacts, risks, and indicators across the value chain, part of the information was based on derived data. Greenhouse gas (GHG) emissions, as in previous years, are calculated using the methodology of the International Civil Aviation Organization (ICAO) ACA programme; accordingly, this information is presented from the base year of 2014 for Vilnius Airport (hereinafter – VNO), and from 2018 for Kaunas Airport (hereinafter – KUN) and Palanga Airport (hereinafter – PLQ). From 2021 onwards, the information is provided through the ACA. This Report presents GHG emissions for Scope 1 and Scope 2.

Upon adopting the ESRS requirements, the Company has changed the format for presenting sustainability information and the structure of the Sustainability Report. Where new data have been included in the disclosures in accordance with ESRS requirements, comparative information for such data is not provided, unless such data were previously reported and comparative information is available.

Given that the Sustainability Report forms an integral part of the Management Report, and in order to provide more comprehensive information and ensure its completeness, references are made to other clearly indicated sections of the Management Report.



19. SUSTAINABILITY MANAGEMENT

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19.1. GOV-1: ROLE OF ADMINISTRATIVE, MANAGEMENT, AND SUPERVISORY BODIES

In 2025, organisational changes were implemented at LA to improve management and adapt the operating model to a dynamic environment. Sustainability management within the Company is based on an integrated management model, partly aligned with LA's overall governance.

In 2025, LA approved a new version of its Sustainability Policy (hereinafter – the Sustainability Policy), which defines the principles of sustainability management, the responsibilities of bodies performing administrative, management, and supervisory functions for managing impacts, risks, and opportunities, reviewing sustainability reports, and organising work.

LA operates a three-lines-of-defence risk management model, which defines the boundaries of responsibilities for participants in the risk management system and ensures systematic oversight and control of the system. Identified risks within the Company are assessed using a classifier, one of whose impact assessment areas is sustainability. The assessment information is subsequently used to develop risk management plans and select appropriate risk mitigation measures. Strategic-level risk assessments are carried out by the Risk Management Working Group, composed of experts from various fields who participate in both the assessment and the preparation of risk management plans.

Further information on LA's overall governance and its management and supervisory bodies is provided in Chapter 2 of the Management Report, "COMPANY GOVERNANCE STRUCTURE, MANAGEMENT BODIES."

The table below presents the structure for sustainability management, coordination, and oversight, disclosing information on the roles and responsibilities of LA's administrative, management, and supervisory bodies in managing sustainability matters.

TABLE 27. Sustainability management, coordination, implementation and oversight

Management	**The Company's Board of Directors**	**The Company's Board of Directors Defines the Company's strategic sustainability directions, approves strategic sustainability objectives, and oversees their implementation. Approves LA's sustainability-related policies and provides recommendations on sustainability management. Approves LA's Management Report with the integrated Sustainability Report.**
COORDINATION, IMPLEMENTATION	Chief executive officer	Ensures and coordinates compliance with sustainability principles and the implementation of sustainability priorities in key LA decisions. Ensures the optimal allocation of necessary resources for the implementation of the Sustainability Policy.
	Department Directors	Ensures and coordinates compliance with sustainability principles and the implementation of sustainability priorities in decisions within the areas and operational units under their supervision. Ensures proper implementation of the Sustainability Policy within the operational units.
	Director of Compliance Department	Coordinates the operation, monitoring, and improvement of the sustainability management principles set out in the Sustainability Policy; ensures the Company's compliance with legal requirements related to the sustainability agenda and oversees the preparation process of the Company's Sustainability Report.
	Director of Environmental Compliance	Within their competence, prepares and coordinates the Company's internal documents in the environmental area; provides necessary information to employees, partners, relevant state authorities, and other stakeholders on LA's sustainability and environmental matters, and offers guidance; monitors sustainability indicators, addresses non-conformities, and is responsible for preparing the environmental section of the Sustainability Report; initiates, organises, and participates in activities related to sustainability, environmental matters, information dissemination, and education.
	Director of Sustainable Aviation Projects	Ensures the implementation of the Net Zero strategy, reviews it, and provides recommendations for its update; carries out airport noise pollution control as required by EU and national legislation, chairs the Noise Reduction Measures Implementation Committee, advises residents and communities, and cooperates with national authorities regarding aircraft noise; represents the Company in international organisations (e.g., Airport Council International and Airport Carbon Accreditation) and in international airport projects related to sustainability; together with partners, oversees the provision of sustainable aviation fuel in accordance with airport functions under the ReFuelEU Aviation initiative.
	Sustainability culture partner	Prepares and updates LA's Equal Opportunities Policy, contributes to ensuring the practical application of equal opportunities, non-discrimination, and human rights, and implements measures aimed at improving employees' emotional and physical well-being; ensures that social initiatives are integrated into LA's sustainability strategy and daily employee activities; coordinates the network of Culture Ambassadors, whose activities focus on promoting employee well-being and the dissemination and practical application of diversity, equity, and inclusion principles; monitors employee engagement indicators and, based on survey results, initiates changes and new initiatives; collaborates with colleagues and partners to ensure communication on sustainability matters within LA.
	Employees	Within the scope of their role and responsibilities, identifies, addresses, and mitigates environmental risks; provides information and data necessary for the implementation of sustainability measures and the preparation of Sustainability Reports; participates in Company-organised initiatives and training on sustainability topics.
OVERSIGHT	Director of Risk Management	Responsible for ensuring the functioning of the Company's risk management system, overseeing the operational-level risk management process, assisting in identifying risk mitigation measures at the operational level, and monitoring their implementation.
	Risk Management Working Group	Responsible for the strategic-level risk management process, assisting in the preparation of risk management plans at the strategic level, and monitoring their implementation.
	Internal Audit	Assesses the effectiveness of sustainability management and the implementation of sustainability measures, and provides recommendations for improving sustainability management.
	Company's Audit and Risk Committee	Oversees the preparation and audit of LA's financial statements, as well as sustainability reporting processes; monitors internal controls, risk and compliance management, and the effectiveness of operational processes in the sustainability area; provides recommendations on sustainability development matters.

Information on sustainability-related competencies

The Audit and Risk Committee regularly informs the Company's Board of Directors about sustainability reporting processes and ensures that all members possess the necessary knowledge and experience related to sustainability matters. The Committee monitors the effectiveness of internal control and risk management systems, providing recommendations for improvement and ensuring that managers and employees are adequately trained and informed about sustainability objectives and compliance. In addition, the Board adheres to principles of transparency, non-discrimination, and equality in the selection of Audit and Risk Committee members, thereby ensuring that candidates with the required education and experience for effective sustainability management are properly evaluated and appointed.

LA's management bodies possess competencies in sustainability and responsible business, as several Board members have practical and academic experience in these areas. One of the Board members, Gediminas Almantas, worked for 1.5 years as a CSR (corporate social responsibility) advisor at Copenhagen Airports and completed a 3.5-year industrial PhD in business ethics at Copenhagen Business School (CBS). He further enhanced his sustainability qualifications through the Swedish Institute management programme on responsible leadership and sustainable business practices (2016). This experience ensures that the management bodies have sufficient knowledge to oversee and assess matters related to sustainability, responsibility, and ethics.

In addition, several Board members have significant leadership experience in organisations where sustainability is an integrated strategic priority. Tadas Arvydas Vizgirda (former Executive Vice President and CEO of Air Baltic Corporation in Lithuania, and Chairman of the Lithuanian-American Chamber of Commerce) worked in organisations where sustainability was one of the key objectives. Dan Strömberg, who served five years as CEO of UAB Telia Lietuva and two years as Chairman of the Board, worked in one of Lithuania's most advanced companies in the field of sustainability, where sustainability was consistently embedded in the organisation's strategy, and all executives, including him, were required to annually enhance their competencies through sustainability training. Eglė Čiužaitė, while serving in senior executive positions at AB Ignitis gamyba (formerly Lietuvos energijos gamyba, AB) and as a member of the Board of AB Gijos, has been actively involved in the strategic directions of these organisations, where principles of sustainability, responsible governance, and long-term value creation form a core part of operations.

Information on the composition and diversity of the administrative, management, and supervisory bodies

TABLE 28.

Gender	Administrative, management, or supervisory body	Number of members	Percentage
Vyr.	Board of Directors	4	80 %
Mot.	Board of Directors	1	20 %
Vyr.	Management (the Company's CEO and Heads of Departments)	5	55,56 %
Mot.	Management (the Company's CEO and Heads of Departments)	4	44,44 %
Vyr.	Audit and Risk Committee	1	33,33 %
Mot.	Audit and Risk Committee	2	66,67 %

More detailed disclosure regarding LA's management and supervisory bodies is provided in Chapter 2 of the Management Report, "COMPANY GOVERNANCE STRUCTURE, MANAGEMENT BODIES."

19.2. INFORMATION PROVIDED TO MANAGEMENT AND SUPERVISORY BODIES AND SUSTAINABILITY MATTERS ADDRESSED BY THEM

The Company's administrative, management, and supervisory bodies are regularly informed about significant impacts, risks, opportunities, and audits. Information on the results and effectiveness of adopted policies, actions, indicators, and targets addressing these matters is provided through annual and quarterly reporting, quarterly sustainability progress updates, as well as during regular meetings where strategic issues and their implementation progress are discussed.

When making strategic decisions, approving significant transactions, and overseeing risk management, the Board and the Audit and Risk Committee consistently assess the Company's material impacts, risks, and opportunities. They rely on signals from the risk management system and TOP risks, internal audit findings, and sustainability and compliance assessments. This information is integrated into strategy development, investment and transaction decisions, and the determination of control and management actions, ensuring that decisions are made with a full understanding of the potential impact on the organisation's operations, stakeholders, the environment, reputation, and financial performance.

The Board and the Audit and Risk Committee ensure an effective operational monitoring mechanism through continuous review of the strategy, budget, annual objectives, and Management Reports, oversight of the internal control and risk management system, independent internal audit assessments, and the application of the three-lines-of-defence model, which provides a clear allocation of responsibilities and consistent monitoring of both operational and strategic activities.

List of material impacts, risks, and opportunities reviewed by the Board and the Audit and Risk Committee in 2025:

- strategic and governance issues
- sustainability management and accountability issues
- Top Organizational Risks (TOP)
- operational risks, incidents, events, and crises
- environmental impacts (climate risks, pollution, noise, energy consumption)
- social impacts (employee safety, work culture, customer/passenger experience)
- governance risks (compliance, GDPR, anti-corruption, supervisory authority requirements)
- financial and economic risks
- investment and project portfolio risk
- information and cyber security risks
- supplier risk and reputational risk

19.3. GOV-3: INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE INTO INCENTIVE SYSTEMS

In accordance with LA's remuneration policy, the Company's Board approves the Company's incentive schemes and the terms of the remuneration policy, sets objectives and performance criteria for the Company and the CEO, evaluates their achievement, and allocates financial incentives. The CEO's objectives partly align with the Company's annual goals and additionally include targets related to strategic projects, some of which cover sustainability matters.

Currently, the remuneration and incentive schemes for members of the Company's administrative, management, and supervisory bodies are not formally linked to specific sustainability indicators. However, when setting objectives and evaluating performance, consideration is given to the Company's long-term strategic goals, principles of responsible governance, and compliance with legal requirements, which include aspects of sustainable development.

Performance is evaluated based on the achievement of the Company's strategic objectives. These objectives encompass principles of responsible governance, legal compliance, and ensuring the Company's long-term sustainability; however, specific sustainability-related targets or impact indicators are not currently established as separate performance evaluation criteria.

More information on LA's remuneration policy is provided in the Management Report, under the Chapter 8 "REMUNERATION AND PERSONNEL."

19.4. GOV-4: INFORMATION ON DETAILED INSPECTION

TABLE 29. Information on the linkage of the due diligence process to the information presented in the Sustainability Report

Main stages	Paragraphs in the sustainability report
a) Integration of detailed inspection into management, strategy, and business model	GOV-1, GOV-2, GOV-3, SBM-3,
b) Involvement of affected stakeholders in all main stages of the detailed inspection	GOV-2, S1-2, S3-2, S4-2,
c) Identification and assessment of adverse impacts	SBM-3, IRO-1, S1-3, S3-3, S4-3, E1-3,
d) Effectiveness in addressing adverse impacts	E1-3, S1-4, S3-4, S4-4,
e) Monitoring and communication of the effectiveness of these efforts	E1-4, S1-5, S3-5,

19.5. GOV-5: SUSTAINABILITY REPORTING RISK MANAGEMENT AND INTERNAL CONTROL

Sustainability reporting within the Company is linked to internal control, encompassing risk identification, risk management, and monitoring. The Company operates a Risk Management System under which sustainability-related risks are assessed, risk management plans are developed, and their implementation is monitored. On a quarterly basis, information on strategic-level risks, the measures to manage them, and changes in their status is provided to the Company's Board, Audit and Risk Committee, CEO, and Heads of Departments.

LA's impact on environmental, economic, and social factors is assessed periodically. In 2025, a double materiality assessment (hereinafter – DMA), a climate risk assessment (hereinafter – CRA), and an evaluation of activities' compliance with the Taxonomy requirements (hereinafter – the Taxonomy) were conducted.

Sustainability performance indicators are continuously monitored, and Sustainability Reports are prepared annually.

19.6. SBM-1: STRATEGY, BUSINESS MODEL, AND VALUE CHAIN

Sustainability is part of the LA strategy and is integrated into operational processes. The strategic sustainability priorities, objectives, measures, and indicators set out in the strategy are linked to the expectations of stakeholders with a view to developing a safe and sustainable aviation infrastructure.

Sustainability-oriented transformation of organizational activities is one of the strategic objectives of LA, aiming to achieve significant changes in environmental, social, and governance outcomes..

The LA strategic action plan sets out the following measures to achieve this objective:

- transition to renewable energy sources and increasing energy efficiency
- implementation of sustainable technological solutions in infrastructure buildings managed by the Company
- aim to reduce emissions, as well as the long-term goal of climate neutrality
- representing the interests of affected communities
- noise control
- ensuring compliance with regulatory requirements
- focus on stakeholder expectations
- involvement of partners in sustainability initiatives and accountability processes
- application of good governance principles

Significant markets and customer groups

When assessing **significant product and service groups** for the Company, the main focus is on the environmental impact of operations, energy efficiency, infrastructure reliability, safety, and service quality. This assessment is used to identify priority areas for the implementation of sustainable solutions and improvement of operations.

Significant markets and customer groups are assessed based on transparency of cooperation, availability of services, application of non-discriminatory conditions, customer satisfaction, and compliance with applicable legislation. The results of the assessment are used to improve service delivery practices and customer relations.

When assessing its relationships with stakeholders, the Company takes into account the quality of dialogue, transparency of communication, alignment of interests, and mitigation of potential negative impacts. This assessment helps to ensure that activities are carried out responsibly and in line with long-term sustainability goals.

The results of the assessment are integrated into the Company's business planning and decision-making processes and form the basis for the identification of further sustainability measures.

Business model

LA's business model is based on the management, development, and operation of airport infrastructure, enabling safe, efficient, and accessible air travel. The Company operates as an infrastructure operator providing services to airlines, passengers, ground handling providers, and other partners. LA's

TABLE 30. Sustainability management reporting framework

I. **The Board** shall establish strategic sustainability directions and strategic objectives, and approve sustainability-related policies. II. **The Audit and Risk Committee** shall oversee the financial and sustainability reporting processes, internal control and risk management systems, and the effectiveness of the audit.	III. **The Company's CEO and department directors (hereinafter referred to as Management)** shall supervise the identification of impacts, risks, and opportunities, ensure the necessary competencies to address sustainability issues, and coordinate the implementation of strategic sustainability goals at the Company level.
I. **The Compliance Department,** in close cooperation with the Finance, People and Culture, Safety, Security and Resilience, and other departments, coordinates the Company's sustainability activities, the identification, assessment, and management of sustainability risks, coordinates the DMA, CRA, Taxonomy, the collection of data required for sustainability reports (in the IT tool), and the monitoring of sustainability indicators, and ensures the preparation of sustainability reports.	V. **The Internal Audit Department** shall provide independent assurance and report directly to the Board and the Audit and Risk Committee on the effectiveness of governance, risk management, and control processes.

TABLE 31. The LA value chain comprises the following key components

Primary links	Central link	Final links
The primary stages of the value chain focus on infrastructure planning, design, construction, and renovation, as well as the procurement of energy, water, fuel, equipment, and services. **Suppliers, contractors, technology providers, and other business partners** play an important role at this stage, as their activities influence operational efficiency, costs, and environmental impact.	The central link in the value chain is the Company's coordinating activities – **daily airport operations, infrastructure maintenance, aircraft and passenger handling, safety and security, energy and resource management, as well as maintaining relationships with airlines, ground handling providers, tenants, and other partners.**	At the final links in the value chain, value is transferred to **customers, airlines, local communities, and society at large,** ensuring passenger mobility, regional and international connectivity, economic and social benefits for regions, and accessibility of services. **Passenger experience, noise impact, community interests, and long-term environmental impact** play an important role at this stage.

Value chain resources			
material	not material	human	financial

Significant markets and customer groups for LA in 2025

AIRLINES
The main group of the Company's customers, to whom aviation services are provided, are related to aircraft landing, parking, and the use of passenger and aircraft service infrastructure. This group of customers is directly related to the scale of airport operations, route development, and the provision of air transport.

PASSENGERS
End users who use airport infrastructure and services. The passenger market is important in terms of service quality, safety, accessibility, and environmental solutions, and also influences demand for non-aviation services.

NON-AVIATION PARTNERS (TENANTS AND SERVICE PROVIDERS)
Includes commercial tenants, retailers, food service providers, car rental companies, advertisers, and other service providers. This customer group contributes to generating additional revenue, diversifying operations, and enhancing the passenger experience.

GOVERNMENT INSTITUTIONS AND OTHER STRATEGIC PARTNERS
Includes government institutions, international organizations, and other partners involved in safety, border control, customs, aviation regulation, and infrastructure development activities. This market is important in terms of regulatory compliance, safety assurance, and long-term business continuity.

business model is focused on the Company's strategic goals, operating environment, stakeholder expectations, and regulatory requirements.

LA value creation encompasses both aviation and non-aviation activities. In aviation activities, value is created by providing the infrastructure and services necessary for aircraft, passenger, and cargo handling, while in non-aviation activities, value is created by developing commercial services that improve the passenger experience and contribute to diversification and financial sustainability.

LA's business model and value chain are closely linked to sustainability issues, as a large part of the impact on the environment and society arises in both the initial (supply, construction, energy) and final (passenger flows, transport, communities) parts of the value chain. Therefore, LA seeks to integrate sustainability principles throughout the value chain.

Value chain

The LA value chain comprises the following key components (TABLE 31).

Resource selection and management are based on long-term planning, operational efficiency, safety, service quality, and sustainability principles. Sustainable and innovative solutions are integrated into the development of the business model and value chain, and their preservation is ensured through risk management, business continuity planning, and cooperation with key stakeholders.

Value is created for customers – airlines, passengers, and business partners – through safe, reliable, and efficient airport infrastructure, high-quality services, operational stability, and the implementation of sustainable solutions, improving the passenger experience and service availability.

Shareholder value is created through long-term financial sustainability, diversification of activities, efficient use of resources, risk management, and compliance with regulatory and sustainability requirements, contributing to the resilience and value preservation of the organization.

Benefits are generated for other stakeholders, including employees, local communities, and public authorities, through the provision of regional connectivity, job creation, responsible environmental and noise management, transparent communication, and the application of good governance principles.

The Company considers the following groups of products and services to be significant: those that generate the largest share of revenue, have the greatest impact on stakeholders and/or the environment, and are important for achieving the organization's strategic and sustainability goals (TABLE 32).

In its relations with stakeholders, including employees, government agencies, local communities, and business partners, the Company strives for open dialogue, transparent communication, the application of responsible business principles, and compliance with applicable laws and regulations.

TABLE 32. Significant service groups of the Company

1. Aviation services	2. Non-aviation services
This includes aircraft landing, parking, passenger services, infrastructure use, and other services related to flight operations. This group of services constitutes the main part of the Company's activities and is directly related to ensuring airport functions, safety, and operational efficiency. The objectives set for passengers are to ensure a safe, comfortable, and accessible service environment, taking into account the needs of different social groups. The company operates nationwide, so its sustainability goals are focused on ensuring regional transport accessibility, responding to the interests of local communities, and reducing the negative impact on the environment in its areas of operation.	This includes the leasing of commercial premises, the operation of car parks, advertising services, and other activities related to the passenger experience and the generation of additional revenue. This group of services contributes to the diversification of activities and increased financial sustainability. The structure of significant product and/or service groups did not change during the reporting period.

19.7. SBM-2: INTERESTS AND OPINIONS OF INTERESTED PARTIES

TABLE 33. Interests and opinions of interested parties

Interested parties (Stakeholders)	Methods of inclusion	How stakeholder engagement is organized	Key actions and results in 2025
Clients	High-quality services, consistently increasing service reliability and availability, attentive, professional service, short, flexible service procedures (connecting new customers)	For the convenience of customers, a system of various integrated channels has been created (customer service centers, information hotlines, self-service website, web inquiries, and the ability to communicate with the Company via social networks). Customer experience is measured through transactional and annual surveys, the most important of which is the NPS loyalty survey conducted at all three airports. VNO also participates in the ASQ (Airport Service Quality Departure) survey organized by ACI.	All actions and projects carried out by the Company are managed through the NPS program. This is a set of actions aimed at improving the customer experience throughout the entire travel process. In 2025, 129 actions were planned under this program, of which 105 (81%) were fully implemented. The main indicator used to measure customer satisfaction is the number of passengers loyal to airports (who rate the recommendation 9-10 points) measured in the NPS survey. The target for 2025 was to have at least 63% of such passengers at all airports. The result achieved was 74% loyal customers. Individual airport achievements: VNO 77%, KUN 65%, PLQ 72%. The overall indicator is calculated by assessing the proportion of passengers served by each airport per year. The ASQ annual passenger rating on a 5-point scale is 4.19 (the target was >4.00).
Employees	Work council, employee surveys and research, monthly newsletter from the People and Culture department, referral program for new colleagues, sharing information about internal career opportunities, network of cultural ambassadors	The Works Council is involved in the process of changes that are significant to employees; the Company's intranet and the monthly newsletter of the People and Culture Department are used to disseminate information; employees are financially encouraged to get involved and recommend people for open positions in the company Internal career opportunities within the team are shared on the internal intranet. An employee engagement survey is conducted annually, followed by the development of action plans to maintain/increase employee engagement and job satisfaction. the organization has a network of cultural ambassadors, which creates a space for employees to implement their ideas and contribute to strengthening community spirit, and employees are given the opportunity to engage in non-work activities together (participation in running events, basketball teams, etc.).	Research conducted within the company: assessment of psychosocial risk factors, diversity and inclusion survey, engagement survey; The activities of the diversity and inclusion ambassador network were expanded by transforming them into cultural ambassadors (number of new members joined – 6); a monthly newsletter of the People and Culture Department was launched; elections of employee safety and health representatives were initiated.
NGOs and associations	Cooperation, membership in associations, volunteering initiatives.	LA is a full member of the Lithuanian Association of Responsible Business (hereinafter – LAVA), participates in general meetings and other events organized by LAVA, pays a membership fee. Sharing information for the sake of common progress	In cooperation with the social job search agency SOPA, the organization participated in the DUOday job shadowing initiative, during which 3 people with disabilities had the opportunity to shadow the employees of LA in Vilnius. Also, the organization held a knowledge-sharing meeting with SOPA, during which they were introduced to the specifics of the work of passenger consultants and had a session on the job selection process. LA also actively cooperates with the Diversity Charter, and a diversity and inclusion survey was conducted in the Company. In 2025, the representative of LA participated in strategic NGO sessions, shaping the direction and goals of NGOs in order to respond to the needs of organizations as accurately as possible. The company actively participated in LAVA events, shared good sustainability practices, and presented the sustainable solutions of the new VIA departure terminal to LAVA members.

Interested parties (Stakeholders)	Methods of inclusion	How stakeholder engagement is organized	Key actions and results in 2025
Partners	Cooperation formats: contractual relations, Partner Days, partner NPS surveys, communication through newsletters, newsletters	Participation in LA events, organization and participation in international conferences, air route development forums, activities of the Airport Users' Committee	Partner days were organized, NPS surveys were conducted, competition newsletters were sent, information messages about service changes and opportunities were sent. The company's representatives participated in conferences, forums, meetings organized by partners, supported and developed cooperation, and shared relevant information
Suppliers	Constant communication in the context of contract execution. Supplier surveys, partner days are organized	Participation in procurement, performance of contracts, participation in surveys, partner days	Communication with suppliers was carried out in the context of procurement and contract execution. Partner Days were held, surveys were held
Shareholder	Shareholder's Letter of Expectations; Board meetings; General Meeting of Shareholders. Formation of aviation sector policy and legal regulation of the field of transport at the national level. Other correspondence on issues important to the Company and the shareholder	The shareholder submits a letter of expectations to the Company, in which he indicates the most important guidelines of the Company's activities and the interest of the state. Meetings of the Board of the Company and the General Meeting of Shareholders are held on a regular basis. There is also cooperation on issues of business development and communication that are important to the Company and the shareholder	By 2025. The Company together with the shareholder carried out the following essential development of the Airport Transport Agreements, infrastructure modernization projects: conversion of Vilnius Airport terminals T2 and T3, opening of T4, roof replacement, reduction of operating costs, storage building, construction of T5 terminal, KUN multi-storey car park; Long-term development planning initiatives A long-term network development plan has been prepared for three Lithuanian airports, the main stages of which are: 1. By 2030 – to overcome the limitations of the existing infrastructure and to ensure the availability of 10 million passengers. passenger capacity per year; 2. In the longer term, upgrade and expand the infrastructure at all three bases to smoothly serve 17 million passengers. passengers per year
Authorities regulating airport activities	Legal regulation, inquiries to regulatory institutions regarding the management of atypical or unregulated situations, regarding decision-making. Cooperation, reporting, information, participation in meetings, discussions, other common formats	Implementation of the requirements of legal regulation, coordination of draft legal acts relevant to the Company's activities, provision of information, cooperation with institutions	The Company's conclusions on all draft legal acts submitted to the LA for coordination were submitted, reports were submitted to the institutions established within the time limits set out in the legal acts. Participated in meetings, meetings, commissions and other formats with regulatory authorities
Contractors	Public tenders for the implementation of contract works, projects, conclusion and execution of contracts, partner days organized by the Company.	They are invited to participate in public contracting, project development and implementation tenders organized by the Company, are invited to partner days, contract contracts are concluded, etc.	Contractors were contacted during public procurement tenders, in the context of contract execution, and at partner days.

Interested parties (Stakeholders)	Methods of inclusion	How stakeholder engagement is organized	Key actions and results in 2025
Nature (silent interested party)	Cooperation with the Environmental Protection Agency, the Environmental Protection Department of the Ministry of the Environment, accredited laboratories, the scientific community, internal environmental audits, participation in international projects to ensure compliance with environmental requirements, monitoring of environmental impact, and continuous improvement of activities.	Continuous environmental monitoring, cooperation with responsible institutions, accredited laboratory testing, and integration of science-based recommendations into operational processes.	Conducting surface and domestic wastewater testing and preparing reports in accordance with approved monitoring programs. Conducting groundwater monitoring at VNO and PLQ fuel depots and preparing reports in accordance with monitoring programs. Conducting an inventory of air pollution sources. Conducting internal environmental audits at VNO, KUN, and PLQ. Conducting energy consumption audits at VNO, KUN, and PLQ. Cooperating with Kaunas University of Technology on a surface wastewater management study LA. Participation in international sustainable aviation projects (ALIGHT, HyAirports) to reduce the environmental impact of the aviation sector and prepare for the integration of alternative fuels and hydrogen technologies.
Local communities and the media	The Company's website, announcement channels. Annual sustainability and performance reports. Noise management plans and relevant information related to noise management. Public consultation on enlargement (as needed, EIA). Digital channels. Public communication through official information channels.	Open mutual communication and availability of the Company's representatives. Provision of information, publicity, cooperation with the mass media on issues of public concern, communication with communities on noise management issues.	In 2025, a meeting with the Salininkai community took place. The Company's website has updated relevant information on noise management, the procedure and methods of noise compensation, the noise map and other relevant information, as well as the Company's sustainability report.
The general public	The Company's website, announcement channels. Annual sustainability and performance reports Public consultation on enlargement (as needed, EIA). Digital channels. Public communication through official information channels.	LA publicly communicates and proactively responds to the opinions of the affected communities provided through various communication channels (written, oral, or through the media. The company is in contact with affected communities to ensure that various communication channels are available and used for effective complaints. Communication with affected communities is maintained: • through information channels - the company's information sources, social media, in the media; • directly - by means of written and other communications, by paying compensation to the subjects of the affected communities; • through institutions – in meetings organized by the Ministry of Transport and Communications of the Republic of Lithuania and municipalities. Measures: • Land for noise measurement stations is leased in the territories coordinated with the community – noise monitoring is carried out; • Noise management plans are prepared and coordinated with the public, as well as made public; • Compensation for noise isolation measures shall be provided to residents in accordance with the procedure established by legal acts; • The Company's sustainability report shall be made public; • Constant communication of the media channels. • Information on the Company's website; • Annual sustainability and performance reports.	Annual sustainability and performance reports. Public consultation on enlargement (as needed, EIA). Reports of the company's representatives through the media on issues of public importance. Responses to the inquiries received through the Company's information and notification channels.

19.8. SBM-3: SIGNIFICANT IMPACT, RISKS AND OPPORTUNITIES, AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Methodology for assessing the significance of impact

The significance of the impact was assessed taking into account the significant actual or potential positive or negative impact of the LA on people or the environment in the short, medium, and long term. The significance of the actual negative impact is based on the severity of the impact, while the significance of the potential negative impact is based on its severity and likelihood.

The severity of the impact is based on the following factors:

- **extent of impact** (The extent of the negative impact may depend on compliance with laws, regulations, and relevant intergovernmental documents that the organization should comply with. For example, if the adverse impact violates human rights or fundamental labor rights, or fails to comply with greenhouse gas emission limits as defined by the United Nations (UN) Framework Convention on Climate Change (Paris Agreement), the impact may be considered to be greater.);
- **scope** (the scope of application is determined by the geographical parameter of environmental damage ("environmental protection"), taking into account the number of stakeholders ("social component"), taking into account the impact of business ethics on the environment and stakeholders ("governance");
- **irreparable nature of the impact** (The assessment takes into account whether it is possible to remedy the damage, depending on the nature of the damage and the remediation solutions (natural, technological, etc.). It also takes into account the time and resources needed to eliminate the impact and/or the cause of the impact. In the case of actual or potential positive impacts, irreparability is not assessed.).

When assessing the potential negative impact on human rights, the severity of the impact is more important than the likelihood. The significance of the positive impact is based on:

- in the event of actual impact, in terms of scale and scope;
- in the event of a possible impact – the scale, scope, and likelihood.

Methodology for assessing financial impact

The financial significance assessment was carried out in order to evaluate the financial risks and opportunities arising for LA in terms of sustainability. The assessment was carried out taking into account the magnitude of the financial impact and the likelihood of its occurrence, arising both from direct activities and through the value chain in the short and long term. The Company's risk assessment methodology was used and adapted for this stage. The assessment considered that sustainability-related risks and opportunities may arise from the impact of LA on the environment and stakeholders and/or dependencies on resources (including relationships). Therefore, the assessment of financial significance was performed after the assessment of the significance of the impact

1. If the topic is included in the LA risk register, the risk assessment is included in the DMA.
2. 2. If the financial expression of the risk is known (the amount of the fine or the cost of the project/investment), it is compared with the annual income of LA to determine the impact of the risk.
3. 3. If the financial expression of the risk cannot be determined, the financial impact on LA is assessed by experts and by applying a risk impact assessment scale (impact on human health, business continuity, reputation, or the environment).

TABLE 34. Establishment of impact significance assessment score categories:

Intensity of impact			+	Likelihood, Potential negative impact, Potential positive impact
Scale	Coverage	Irreversibility		
N/A positive impact				N/A for actual impact

Categories of significance:

Informative	Important	Significant	Critical

TABLE 35. Final impact significance value

Actual						
Actual positive impact	=	scale	+	coverage	×	constant 1.5
Actual negative impact	=	scale	+	coverage	+	irreparability

Potential								
Potential positive impact	=	scale	+	coverage	+	probability		
Potential negative impact	=	scale	+	coverage	+	probability	+	irreparability

Establishment of financial significance assessment score categories

Size + probability		
Impact on relationships	or	Continuous use of resources

Categories of significance:

Informative	Important	Significant	Critical

19.9. IRO-1: DESCRIPTION OF THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES

In 2025, the Company performed an DMA assessment in accordance with the JTAD, following the double materiality principle. The purpose of this assessment is to comprehensively evaluate the Company's potential and actual impact on the environment, the significance of the impact on LA and the (un) sustainability impact on the Company's finances, to identify the most significant sustainability topics and sub-topics for the Company according to the defined criteria of impact significance and financial significance, taking into account LA's strategy, value chain, and stakeholders.

In conducting the Double Materiality Assessment (DMA), the Company relied on the general requirements of ETAS and the practical implementation guidance issued by the European Financial Reporting Advisory Group (EFRAG). During the materiality analysis, both impact materiality and financial materiality aspects, as well as their interrelationships, were taken into account.

TABLE 36. The main stages of DMA

Stage I:	**Stage II:**	**Stage III:**
Understanding the context: • Analysis of the company's activities • Analysis of the business model • Analysis of business relationships and dependencies • Analysis of publicly available documents • Understanding of value chain partners and stakeholders	Preliminary assessment: Identification of potentially significant sustainability issues for LA.	Dual significance analysis – a detailed assessment of identified sustainability issues: • Impact on stakeholders (employees, customers, community) and the environment • Significant impact on the environment and society – both from a financial perspective, assessing impacts, risks, and opportunities • At the stage of assessing financial significance, sustainability is significant if it gives rise to risks or opportunities that could have a material impact: • Changes in the company's activities, • Financial situation, • Financial performance results, • Cash flows, • The possibility of obtaining financing, • Cost of capital
• Based on the SASB materiality map, significant risks for airlines and air freight and logistics companies were identified. These were used as contextual information during the assessment. • Data from ENCORE (Natural Capital Opportunities, Risks and Exposure (ENCORE): information on the dependence of relevant sectors (e.g., passenger and freight air transport) on ecosystem services and their impact on them. Where a sector's dependence on a particular ecosystem service was assessed as 'high' or 'very high' in the ENCORE database, this information was included as additional contextual information. • Information about the expectations of the financial sector and associations regarding the sustainability behavior of the energy sector, in order to identify potentially important sustainability issues in the context of financial significance • In order to gain a deeper understanding of the context and scope of the assessment, the initial and final parts of the Company's operations and value chain were analyzed (the value chain analysis was not limited to direct contractual business relationships). During the process, a map of LA's value chain and key stakeholders was created, which was used to perform a dual materiality assessment. • Source perspectives: internal processes, employees, customers, partners, suppliers, media, supervisory authorities, etc. These sources include the analysis of research, surveys, reports, and other information, as well as meetings.	The Company's risk management system methodology was also used at this stage. The assessment considered that sustainability-related risks and opportunities may arise from the Company's impact on the environment and stakeholders and/or dependencies on resources (including relationships).	The assessment was carried out taking into account the magnitude of the financial impact and the likelihood of its occurrence, arising both from direct activities and through the value chain in the short and long term. The Company's risk assessment methodology was used and adapted for this stage. The Company applies a three-line risk management model, which defines the main conditions, actions, functions, and responsibilities necessary to ensure the effectiveness and efficiency of risk management in the Company.

19.10. DMA RESULTS

The results of the DMA are presented below and in the thematic sections on sustainability issues.

The matrix below shows the most significant sustainability issues for the Company, which do not include sustainability issues that were classified as "important" in terms of materiality at the time of assessment, "informative" or "insignificant" in terms of materiality of impact, and "important", "informative" or "insignificant" in terms of materiality of financial impact. The most significant categories of sustainability issues were determined based on the specific nature of the Company's activities, its long-term business strategy, commitments to stakeholders, shareholder expectations, best practices, and expert recommendations.

Identify significant sustainability issues for LA, which consist of: ETAS list of sustainability issues and LA-specific topics: safety, critical infrastructure resilience, noise pollution.

Given that LA is a state-owned enterprise, the issue of sustainability – Business Ethics (Whistleblower Protection) – is classified as a significant sustainability issue for LA.

In accordance with the priority areas set by the DMA, the assessment results have been integrated:

- Updated LA sustainability policy
- Updating the Company's strategy for managing and updating sustainability goals;
- The framework of identified significant topics is applied to the disclosure of the main topics of the 2025 LA sustainability report and data collection.

LA will continue to strive to consistently integrate the DMA methodology, principles, and results into the Company's strategy and risk management processes.

LA MATRIX OF SIGNIFICANT TOPICS

TABLE 37. Matrix of dual significance assessment results – significance grid

SIGNIFICANCE OF IMPACT	INFORMATIVE	IMPORTANT	SIGNIFICANT	CRITICAL
CRITICAL			**Climate change:** (F/+/-) Mitigation of climate change **Company-specific topic:** (G/-) Critical infrastructure resilience	**Climate change:** Energy **Own workforce:** (G/-) Health and safety **Company-specific topic:** (G/-) Security
SIGNIFICANT	**Own workforce:** Work-life balance; (F/+); Training and skills development; Employment and inclusion of people with disabilities; (F/-) Gender equality and equal pay for work of equal value, (G/-), Freedom of association and collective bargaining;	**Own workforce:** (G/-) Measures against violence and harassment	**Climate change:** ((F/-) Adaptation to climate change **Pollution:** (F/-) Noise pollution **Own workforce:** (F/-) Working hours; Fair wages; (F/+) Social dialogue; Diversity **Affected communities:** (F/-) Land-related impacts; safety-related impacts **Consumers and end users:** (G/-) Health and safety	**Consumers and end users** (F/-) Access to products and services **Pollution:** (G/-) Water pollution
IMPORTANT	**Business ethics:** (G/-) Corporate culture; Management of supplier relationships, including payment practices; Corruption and bribery			

FINANCIAL SIGNIFICANCE

Environmental protection Social responsibility Management Company-specific topics | **F** Actual impact; **G** Potential impact; **+** Positive impact; **-** Negative impact.

19.11. INDICATOR REQUIREMENTS ESRS COVERED BY THE COMPANY'S SUSTAINABILITY REPORT

List of data elements arising from other EU legislation and information on their location in the sustainability report

A table of contents with disclosure requirements that were complied with in preparing the sustainability report, taking into account the results of the DMA, is provided in the " ESRS Indicator List" section of this report. LA immaterial topics are determined in accordance with the DRV methodology, and the reasons are briefly commented on in the relevant section of the report.

Minimum disclosure requirements LA applies and discloses information in accordance with minimum disclosure requirements on policies, actions, indicators, and targets, together with the relevant disclosure requirements set out in thematic ESRS.

DMA results matrix reveals topics according to their significance:

1. E1: Climate change
- Climate change mitigation
- Energy
- Adapting to climate change

2. E2: Pollution
- Water pollution
- Noise pollution

3. S1: Own workforce:
- Health and safety;
- Working hours;
- Fair wages;
- Social dialogue;
- Diversity

4. S3: Affected communities:
- Land-related impacts;
- Security-related impact

5. S4: Consumers and end users
- Access to products and services;
- Health and safety

6. G1: Business ethics

7. Security

8. Resilience of critical infrastructure.

Disclosure of information under the Taxonomy Regulation

Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investment, amending Regulation (EU) 2019/2088 (hereinafter – the Taxonomy Regulation), defines what constitutes an environmentally sustainable economic activity and sets out the criteria under which an economic activity is classified as environmentally sustainable. The objective of the Taxonomy Regulation is to classify economic activities in accordance with defined requirements, taking into account their contribution to six environmental objectives, thereby supporting the EU's transition to a climate-neutral economy.

In order to assess the contribution of the activities carried out, the Taxonomy Regulation establishes science-based criteria for a defined list of economic activities and sets out related reporting obligations. In light of changes in the scope of application of the Corporate Sustainability Reporting Directive (CSRD), LA is not required to publish a Taxonomy report. However, the Company seeks to disclose Taxonomy-related financial performance indicators and to describe the progress made in implementing the relevant environmental criteria

The Taxonomy Regulation defines criteria for activities that contribute to these objectives:
- Climate change mitigation
- Adaptation to climate change
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Stages of the taxonomy compliance assessment process:
1. Identification of the company's taxonomic economic activities
2. Assessment of compatibility of technical criteria: substantial contribution, significant damage, compliance with requirements
3. Compilation of a list of the Company's activities that meet the criteria
4. Calculation of financial indicators

LA List of taxonomic activities

In 2024, LA determined that, from the perspective of revenues, capital expenditures (CapEx), or operating expenses (OpEx), six Taxonomy-eligible activities are relevant for the Company. In 2025, this list (see the table "Taxonomy-eligible Activities and Related Technical Screening Criteria") was reviewed and adjusted, taking into account more detailed market practices and guidance. It was also established that LA's activities may contribute to one environmental objective – climate change mitigation.

Assessment of taxonomic compatibility

LA assessed the alignment of its eligible activities by analyzing the following elements: 1) the substantial contribution criteria, 2) the "Do No Significant Harm" (DNSH) criteria, and 3) compliance with the minimum safeguards requirements. The assessment showed that, as of the end of the 2025 financial

TABLE 38. Activities eligible for taxonomy and related technical selection criteria

Activities	Activity-related taxonomy KPIs	Technical analysis criteria – Climate Delegated Regulations (2021/2139) and 2023/2485 point number
Low carbon airport infrastructure	Pajamos, CapEx, OpEx	CCM 6.17
Air transport ground handling operations	Pajamos, CapEx, OpEx	CCM 6.20
Acquisition and ownership of buildings	Pajamos, CapEx, OpEx	CCM 7.7
Installation, maintenance, and repair of energy-saving equipment	CapEx[1]	CCM 7.3
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and in parking lots associated with buildings)	CapEx[2]	CCM 7.4
Installation, maintenance, and repair of equipment and devices for measuring, regulating, and controlling energy consumption in buildings	CapEx[2]	CCM 7.5

year, the Taxonomy-eligible activities related to LA's turnover were not yet fully aligned with the technical screening criteria (see the table "Overview of LA's Eligible Activities Assessment"). Two activities did not meet the alignment requirements because the climate risk and vulnerability assessment was still ongoing. However, at the time of publication of this report, the assessment had been completed and adaptation measures had been identified, thereby fulfilling the DNSH criteria in the area of climate change adaptation. Consequently, the financial KPIs related to these two activities can be considered Taxonomy-aligned from the date of this report's publication

In addition, LA has capital investments related to the acquisition of measures that help the Company reduce greenhouse gas emissions. It has been established that part of the investments in the installation, maintenance, and repair of electric vehicle charging stations are in line with the Taxonomy; other investments have been assessed as eligible under the Taxonomy.

Reporting method and accounting policy

LA provides taxonomy-related key performance indicators (KPIs) in accordance with the Delegated Act on Disclosure (2021/2178), which sets out specific KPIs, and the amended Delegated Act on Disclosure (2026/73), which simplifies the reporting procedure and sets a materiality threshold for performance indicators.

Income

The share of revenue derived from activities eligible for taxonomy is calculated by dividing the service revenue derived from these activities by the Company's total revenue (TABLE 40).

CapEx

Capital investments related to activities eligible under the Taxonomy and the acquisition of products classified under the Taxonomy are calculated by dividing the investments related to these activities by the total amount of capital investments (TABLE 41).

OpEx

The EU Taxonomy definition of operating expenses (Opex) is significantly narrower than that commonly used in financial accounting. According to the Taxonomy definition, only asset maintenance and support costs are included in the Opex denominator (TABLE 42).

TABLE 39. Overview of the assessment of eligible activities under LA

Significant contribution	DNSH	Minimum protection measures
Low carbon airport infrastructure		LA has implemented policies and procedures to ensure compliance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.
CCM 6.17 Criteria met: 1 b) the infrastructure is dedicated to the provision of ground power units (GPUs) for power plants; 1 b) the infrastructure is dedicated to ensuring zero direct emissions from its own operations; 2) the infrastructure is not intended for the transport or storage of fossil fuels.	DNSH criteria for climate change adaptation: not met as of 31 December 2025. Other DNSH criteria: met.	
Air transport ground handling operations		
CCM 6.20 criteria are not met.	DNSH criteria for climate change adaptation: not met as of 31 December 2025. Other DNSH criteria: met.	
Acquisition and ownership of buildings		
CCM 7.7 Criterion 1 is met for the VIP terminal; criterion 2 is met for terminal 4. Criterion 3 is met.	DNSH criteria for climate change adaptation: not met as of 31 December 2025. Other DNSH criteria: met.	

TABLE 40.

Reporting KPI		Income (Financial year 2025)											
Economic activity (1)	Code (2)	Taxonomy-compliant (3)	Aligned with Taxonomy sales (4)	Taxonomy-aligned share of sales (5)	Environmental objectives of activities aligned with the Taxonomy						Permitted activities (12)	Transi-tional activities (13)	Parts aligned with the taxonomy that are suitable for the taxonomy (14)
					Climate change mitigation (6)	Adaptation to climate change (7)	Water (8)	Circular economy (9)	Pollution (10)	Biological diversity (11)			
		%	EUR	%	%	%	%	%	%	%	E	T	%
Low carbon airport infrastructure	CCM 6.17	1,7 %									E		
Air transport ground handling operations	CCM 6.20	1,5%											
Acquisition and ownership of buildings	CCM 7.7	20%											
Sales amount		16 688 thousand EUR											
Reporting KPI		**OpEx (Financial year 2025)**											
Economic activity(1)	Code (2)	Suitable for taxonomy OpEx part (3)	Aligned with Taxonomy OpEx (4)	Aligned with Taxonomy OpEx portion (5)	Environmental objectives of activities aligned with the Taxonomy						Permitted activities (12)	Transi-tional activities (13)	Parts aligned with the taxonomy that are suitable for the taxonomy (14)
					(6)	(7)	(8)	(9)	(10)	(11)			
		%	EUR	%	%	%	%	%	%	%	E	T	%
Low carbon airport infrastruc-ture	CCM 6.17	0 %									E		
Air transport ground handling operations	CCM 6.20	0,3 %											
Acquisition and ownership of buildings	CCM 7.7	0,3 %											
Compatibility amount according to purpose													
OpEx amount		255 thousand EUR											

TABLE 41.

Reporting KPI		CapEx (Financial year 2025)											
Economic activity(1)	Code (2)	Suitable for taxonomy CapEx share (3)	Aligned with Taxonomy CapEx (4)	Aligned with Taxonomy CapEx share (5)	Environmental objectives of activities aligned with the Taxonomy						Permitted activities (12)	Transitional activities (13)	Parts aligned with the taxonomy that are suitable for the taxonomy (14)
					Climate change mitigation (6)	Adaptation to climate change (7)	Water (8)	Circular economy (9)	Pollution (10)	Biological diversity (11)			
		%	EUR	%	%	%	%	%	%	%	E	T	%
Low carbon airport infrastructure	CCM 6.17	0 %									E		
Air transport ground handling operations	CCM 6.20	3,41 %											
Acquisition and ownership of buildings	CCM 7.7	27,5 %											
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3	0 %											
Installation of electric vehicle charging stations in buildings (and in parking spaces associated with buildings)	CCM 7.4	1,3 %	332 thousand Eur	0,8 %									
Installation, maintenance, and repair of devices for measuring, regulating, and controlling the energy efficiency of buildings	CCM 7.5	0,7 %											
Compatibility amount according to purpose													
CapEx amount		13 714 thousand EUR	332 thousand EUR	0,8 %									

TABLE 43.

Financial year																2025
KPI (1)	Total (2)	Proportion of activities suitable for taxonomy (3)	Activities aligned with the Taxonomy (4)	Proportion of activities aligned with the Taxonomy (5)	Distribution of activities aligned with the taxonomy according to environmental objectives						Proportion of permitted activities (12)	Proportion of transitional activities (13)	Activities considered insignificant or insignificant (14)	Activities aligned with the taxonomy in previous financial years 2024 (15)	Proportion of activities aligned with the Taxonomy in 2024 m. (16)
					Climate change mitigation (6)	Adaptation to climate change (7)	Water (8)	Circular economy (9)	Pollution (10)	Biological diversity (11)					
	EUR	%	EUR	%	%	%	%	%	%	%	%	%	%	EUR	%
Income	16 668 thousand EUR										E				
CapEx	13 714 thousand EUR														
OpEx	255 thousand EUR														

20. E1: CLIMATE CHANGE

◄ TO THE CONTENTS

In conducting the Double Materiality Assessment (DMA), all climate-related topics identified in the European Sustainability Reporting Standards (ESRS) were evaluated. Preliminary topic assessments, impact and financial materiality analyses, and stakeholder consultations revealed that the topics "Climate Change Mitigation" and "Energy" are of critical materiality, while "Climate Change Adaptation" is a material topic, with significant negative impacts and associated risks identified for all. Further details on the DMA can be found in the sections "SBM-3 Significant Impacts, Risks and Opportunities and Their Interaction with Strategy and Business Model – Identification and Assessment of Sustainability Impacts, Risks and Opportunities" and "IRO-1 Description of the Processes for Identifying and Assessing Significant Impacts, Risks and Opportunities".

20.1. E1-1: CLIMATE CHANGE MITIGATION TRANSFORMATION PLAN

Airports contribute to the formation of microclimates, increasing the impact of climate change (global warming, changing wind patterns, etc.) and vulnerability. LA's direct activities and value chain are energy-intensive. GHG emissions are generated both in the Company's direct activities and in the value chain.

Aviation is an energy-intensive sector, almost entirely dependent on fossil fuels. Sustainable Aviation Fuel (SAF) accounted for only around 0.5% of total fuel consumption in 2024. This reliance on fossil fuels makes the aviation sector highly sensitive in both climate change and energy security contexts. The integration of SAF is a long-term process requiring significant technological development, scaling up of production, infrastructure adaptation, and substantial financial resources.

Aviation remains one of the most challenging sectors to decarbonize, and certain solutions, such as the deployment of hydrogen- or electric-powered aircraft for long-haul flights, may take decades to implement, making it essential to begin actions as early as possible. LA is already applying mitigation measures, which need to be strengthened; this requires significant investments and the engagement of a broad range of stakeholders.

Although the ReFuelEU Regulation sets a target for Sustainable Aviation Fuel (SAF) to account for 70% of total aviation fuel by 2050, current SAF availability remains very limited, and its scaling requires significant investments. Other solutions, such as hydrogen- or electric-powered aircraft, have not yet reached a level of commercial deployment.

Long-term effects

LA serves international flights using aviation fuel that is produced and consumed globally. GHG emissions contribute to the overall concentration of GHGs in the atmosphere, making the impact global.

At the end of 2024, LA signed a contract with Neste Lietuva – the biodiesel being tested is produced from 100% renewable raw materials.

TABLE 42.

Sustainability topic	Impacts	Risks and opportunities	Place in the value chain
Climate change mitigation	Actual negative impact due to LA's activities arises from GHG emissions associated with energy consumption, the vehicle fleet, and stationary sources.	LA serves both European Union domestic and international flights. In light of the EU's climate neutrality targets and the inclusion of aviation in the EU Emissions Trading System (EU ETS), this sector is subject to increasingly stringent requirements to reduce greenhouse gas (GHG) emissions.	The entire value chain
Energy	Actual negative impact due to the consumption of fossil fuels and dependence on non-renewable sources.	Aviation is an extremely energy-intensive sector that is almost entirely dependent on fossil fuels: sustainable aviation fuel accounted for only about 0.5% of total fuel consumption in 2024. This dependence on fossil fuels makes the aviation sector highly sensitive in the context of both climate change and energy security. This dependence on fossil fuels makes the aviation sector highly sensitive to both climate change and energy security.	The entire value chain

In 2025, 30% of the fuel consumed by the transport fleet will be diesel produced from renewable sources (323 t less CO2).

However, the sector remains relatively polluting due to the growing number of flights and limited opportunities to switch to alternative fuels (including limited availability of sustainable aviation fuels (SAF)).

In calculating and reducing GHG emissions, LA relies on the globally recognized Airport Carbon Accreditation (ACA) program, specifically designed for airports. To mitigate GHG emissions, various measures are implemented: VNO has achieved Level 3 "Optimization" under ACA, while KUN and PLQ airports have achieved Level 2 "Reduction." Additionally, a Net Zero strategy is being pursued, the ACI Sustainability Declaration has been signed, and standards from the ALIGHT project are followed to support the deployment of sustainable technologies and solutions.

Although airports do not directly consume large amounts of fuel for flights (this is the responsibility of airlines), LA's activities are extremely energy-intensive: in order to ensure uninterrupted operations, large passenger flows, and infrastructure needs, constant lighting, heating, cooling, ventilation, the operation of various technological systems, etc. are required. For these reasons, airports are among the most energy-intensive types of commercial buildings.

High energy costs at airports, especially when energy prices fluctuate, directly increase operating costs and reduce profits. Direct and significant impact, especially on heating and electricity costs. This risk is very likely to recur.

The impact is concentrated at the airport, its surroundings, and the immediate vicinity

In 2025, one of the key sustainability measures for the new VNO terminal was the installation of a 500 kW rooftop solar power plant. Thanks to the bifacial solar panels and the efficiency of the white roof, it is expected to generate up to 30% of the electricity required for the terminal. The new VNO terminal has also achieved a BREEAM "Very Good" certification, indicating that the building is energy-efficient.

Aviation accounts for approximately 2% of global greenhouse gas (GHG) emissions. The majority of these emissions originate from airlines and passenger transport, which LA cannot directly control. LA serves both European Union domestic and international flights. In light of the EU's climate neutrality targets and the inclusion of aviation in the EU Emissions Trading System (EU ETS), this sector is subject to increasingly stringent requirements to reduce GHG emissions. The International Civil Aviation Organization (ICAO) has also set an ambitious goal to achieve net-zero CO_2 emissions in the aviation sector by 2050. Measures are already being implemented within the sector to help achieve climate targets and comply with the Paris Agreement. However, the sector remains relatively carbon-intensive due to the growing number of flights and limited options for transitioning to alternative fuels, including the restricted availability of Sustainable Aviation Fuel (SAF). LA, together with 235 other European airports, has voluntarily committed to becoming climate-neutral by 2030, covering emissions from operations within its control.

It should be noted that the Lithuanian Aviation Guidelines until 2030, approved by Order No. 3-331 of the Minister of Transport of the Republic of Lithuania on 27 June 2022, include the objective of significantly improving air connectivity in the country, increasing contributions to the national economy, and creating a greener aviation sector—one of Lithuania's strategic priorities. It is clear that LA's ambition to expand its operations, create greater value for passengers, provide higher-quality services, enhance operational efficiency, and ensure stable growth and financial sustainability is not achievable without commitments to reduce environmental impact. To support the 1.5 °C scenario outlined in the Paris Agreement, LA is committed to achieving net-zero carbon dioxide (CO_2) emissions from operations under its control (Scopes 1 and 2) by 2050 at the latest. The majority of these emissions come from transport, electricity, and heating. LA is committed to improving accessibility and air travel availability while simultaneously reducing the airport's impact on climate change, surrounding communities, and the environment.

The Net Zero goal and target is climate neutrality by 2030 and zero CO2 emissions from airport-controlled operations by 2050. The Net Zero strategy sets out the following key directions:

01	02	03	04
Eco-friendly transport fleet	Energy efficiency	Renewable energy	Elimination of residual emissions
Electromobility and alternative fuels	Monitoring, controlling, and reducing energy consumption by investing in energy-saving solutions	Pakeisti iškastinio kuro energiją į gaminamą atsinaujinančiais energijos šaltiniais	Emissions that cannot be eliminated are offset with carbon reduction credits from reliable certified suppliers

LA's strategic documents are implemented through its Strategic Business Plan and the corresponding measures, demonstrating a clear and systematic commitment to climate change mitigation. The Company not only declares its objectives but also integrates them into operational plans and allocates investments to achieve them. LA's strategy encompasses infrastructure modernization, transport electrification, the use of renewable energy, the adoption of sustainable fuels, participation in international initiatives, and decarbonization measures.

By the end of the reporting year, investments were implemented in solar power plants, electric buses, building modernization, and other CO_2 reduction measures. Sustainability objectives are monitored through specific KPIs, and the risk management system covers transition risks, ensuring strategic and financial alignment in accordance with the European Sustainability Reporting Standards (ESRS).

20.2. E1-2: POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

In the context of climate change, LA operates along two main directions: **adaptation and mitigation.** The organization integrates international sustainability standards and national climate targets, follows its **Sustainability Policy**, and implements **Net Zero** and Environmental strategies to reduce the climate impact of airport operations and ensure resilience to climate change. LA mitigates climate change by reducing greenhouse gas (GHG) emissions and transitioning to more sustainable energy solutions.

In 2025, LA updated its **Sustainability Policy,** taking into account the results of the Double Materiality Assessment (DMA). The Sustainability Policy defines the key sustainability directions and establishes that sustainability management, including climate action, is guided by the following sustainability management principles (TABLE 43).

TABLE 43.

Sustainability goals and directions related to climate change	Key sustainability management principles related to climate change
ENVIRONMENTAL PROTECTION • Climate change mitigation and energy transition • Reducing water pollution • Noise control	Dual significance Not only is the impact of LA on the environment assessed in detail, but also the impact of climate change on the Company's finances. Integrity Sustainability and climate mitigation and adaptation goals are integrated into the Company's strategic documents and daily activities.
SECURITY Resilience of critical infrastructure – important in the face of extreme events and climate change.	Flexibility and continuous improvement Monitoring international and national regulations related to climate change, participating in international projects on climate change issues, assessing climate change risks, addressing issues related to climate change and mitigation in cooperation with national and international institutions. Accountability LA sustainability reports (ESRS) are prepared annually, energy efficiency monitoring is carried out periodically, data is provided to the responsible authorities, GHG emissions are calculated, and a GHG report is submitted to the ACA. In sustainability policy, LA sustainability management is based on an integrated model:

Sustainability and climate goals are included in the **strategic action plan.**

Monitoring of indicators in accordance with EU sustainability reporting standards (ESRS).

- Integrated **sustainability reports** are prepared annually.
- The **impact of activities on the environment and social sphere** will be continuously assessed and priorities will be updated as necessary.
- Active internal and external sustainability communication is implemented.
- Clearly defined responsibilities: from environmental compliance officers to the board of directors.

Net Zero Strategy – Climate Change Mitigation and Energy Transformation:

- **Net Zero Strategy by 2050** – a voluntary commitment to achieve net zero climate impact from airport operations. The strategy is reviewed and updated periodically.
- **Energy transformation** – sustainable energy solutions, energy efficiency.

- **SAF promotion** – as part of the EU's ReFuelEU Aviation initiative, airports are monitoring and working with partners to make aviation fuel more sustainable.
- **Implementation of international sustainability programs** – LA participates in the Airport Council International (ACI) and Airport Carbon Accreditation initiatives, which promote consistent emission reduction.

For more information on Net Zero targets and measures, see section E1-1.

The environmental strategy clearly identifies climate change as one of the priority areas of environmental protection that must be managed both to reduce greenhouse gas emissions and to increase the resilience of infrastructure to extreme weather events. The objectives and measures set out in the strategy provide a systematic basis for achieving compliance with EU legislation, international aviation sustainability standards, and investor expectations regarding climate risk management.

1. Climate change aspects in strategic objectives

The environmental strategy identifies climate change as one of seven key environmental priorities:

Energy and climate change. This direction defines LA's goal to reduce energy consumption, transition to more sustainable energy sources, and reduce direct and indirect CO_2 emissions. The strategy also emphasizes the need to implement new national and EU climate requirements and comply with international aviation programs (e.g., Airport Carbon Accreditation).

In addition, the **climate risk assessment** carried out by LA becomes an important prerequisite for sustainable infrastructure planning and adaptation to extreme weather, temperature fluctuations, and other climate impacts.

2. Climate change mitigation measures

The measures outlined in the strategy are focused on reducing emissions, improving energy efficiency, and optimizing resource use:

2.1. Increasing energy efficiency

Plans are in place to install modern energy monitoring equipment, improve the energy efficiency of buildings, and develop renewable energy sources. These measures reduce the airport's carbon footprint and contribute to the sustainable use of resources.

2.2. Reducing emissions from aviation processes

The strategy emphasizes that airspace management decisions have a direct impact on emission levels, but environmental considerations are not always a priority. Therefore, one of the objectives is to promote the implementation of flight routes and procedures that reduce CO_2 and NOx emissions.

2.3. Implementation of the circular economy and waste reduction

Waste prevention and increased recycling are considered strategic priorities that contribute to reducing emissions throughout the waste life cycle. The measures envisaged include reducing single-use plastics, increasing the use of secondary raw materials, and reducing municipal waste by 7% per year (kg/PAX).

3. Measures to adapt to climate change

The strategy for managing the impact of climate change includes the following directions:

3.1. Increasing infrastructure resilience

With the risk of extreme weather conditions increasing, the strategy envisages incorporating climate risk assessment results into infrastructure planning. This includes increasing resilience to heat waves, cold spells, storms, and rainfall.

3.2. Strengthening surface and domestic wastewater management

Extreme precipitation increases the risk of wastewater pollution, especially during the winter season when deicing materials are used. The strategy provides for regular wastewater monitoring, upgrading of treatment infrastructure, and ensuring compliance with pollution limits.

3.3. Animal management in the context of climate change

Although the primary goal is flight safety, wildlife management plans also help to adapt to the effects of climate change on ecosystems and animal behavior, which is becoming more unpredictable as the climate changes..

The environmental strategy clearly identifies climate change as one of the most important areas of risk and activity. The objectives and measures set out demonstrate a focused approach:

- reduce direct and indirect emissions;
- use energy and natural resources more efficiently;
- transition to a circular economy;
- ensure the resilience of airport infrastructure to the effects of climate change;
- comply with increasingly stringent EU, national, and international climate requirements.

These actions not only reduce environmental impact, but also increase operational efficiency, reduce financial risks, increase investor confidence, and contribute to the long-term sustainability of the organization..

20.3. E1-3: ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICY (TABLE 44)

20.4. E1-4: OBJECTIVES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

LA's GHG emission reduction targets were set in accordance with international commitments and internal strategic documents:

- The 2015 Paris Agreement and the 2019 European Green Deal, with the aim of contributing to climate change mitigation;
- Joining the European Airports Net Zero Initiative in 2021, which commits to achieving net-zero emissions from controlled operations by 2050;
- Resolution No. 478 (2021-06-21) of the Government of the Republic of Lithuania establishing national climate policy targets.

LA emission reduction targets were aligned with GHG inventory boundaries using the ACA methodology, which covers Scope 1 and 2 emissions – i.e. those that airports can control. The targets are based on these boundary definitions and are therefore realistic and consistent with the possibilities for operational control..

The integration of new technologies to reduce GHG emissions includes electrification, energy consumption optimization, and the transition to renewable resources. Carbon sequestration projects are planned for implementation by 2050, but carbon capture and storage technologies are not yet being actively deployed.

The targets are discussed in more detail in sections E1-3 and E2-3

TABLE 44. Actions and resources related to climate change mitigation and adaptation

Action/source name	Main action	Scope of main activities	Implementa-tion period	Year of implementation	Description of progress
Purchase of electric buses	As part of the modernization of the transport fleet, a decision was made to purchase electric buses that will be used to trans-port passengers within the station.	Decarbonization of the joint transport fleet's airports and partners' operations in line with the Company's Net Zero strategy.	Short-term	2026	The purchase of buses has been completed, and the buses will be delivered to VNO in the third quarter of 2026.
Installation of electric GPUs (GPU - ground power units)	Project objective: To purchase eight electric aircraft power sources (GPUs).	In 2024, they will be implemented in the aircraft maintenance process and in 2025, they will be actively used at all Lithuanian airports.	Long-term	2030	The existing diesel Ground Power Units (GPUs) consume 77.4 thousand liters per year, representing 35% of the total fuel consumption. By acquiring electric GPUs, annual fuel consumption is expected to decrease by 77.4 thousand liters, equivalent to 35% of the total.
Use of sustainable diesel fuel	Use of sustainable diesel fuel for all heavy transport that cannot be decarbonized or electrified due to technological or financial constraints.	The company's transport fleet is focused on decar-bonization in line with the company's long-term NetZero strategy. 30 percent of the total diesel fuel consumed at airports is sustainable diesel fuel.	Medium term	2030	2025 - 30% of diesel fuel used from renewable sources; 2026 - 50% of diesel fuel used from renew-able sources; 2027 - 60% of diesel fuel used from renewable sources; 2028 - 75% of diesel fuel used from renewable sources; 2029 – 90% of diesel fuel used will come from renewable sources; 2030 - 100% of diesel fuel used comes from renewable sources
Building modernization according to BREEAM	All new buildings constructed after 2025 must comply with and have a BREEAM certificate.	The energy efficiency of buildings is ensured by sav-ing resources and implementing decarbonization as part of the company's long-term NetZero strategy.	Long-term	2025	Terminal T4 opened on 4 February 2025
Development of electric vehicle charging infrastructure	Ensure the functionality of the electrification of the trans-port fleet	At VNO, as part of a CEF-funded project, work has begun on the installation of a 1.8 MW charging station for elec-tric buses on the airfield. Five double charging points and five three-phase electrical sockets with a total capacity of 0.36 MW have been installed for charging special aerodrome vehicles, equipment, and mobile GPUs. KUN has 14 charging points, two of which are for electric buses, while the others are for special airport vehicles and equipment, as well as partner cars, with a total power of 1.32 MW.	Short-term	2026	The installation work is scheduled to be complet-ed in June 2026.
Purchase of green electricity with guarantees of origin	In aviation, purchase and use only electricity produced from renewable sources.	Use electricity generated solely from renewable sources, thereby ensuring the company's decarbon-ization by approximately 30%.	Long-term	2030	In 2025, a contract was signed to ensure 100% green electricity consumption. Information on energy consumption and composition is presented in the table below.

Action/source name	Main action	Scope of main activities	Implementation period	Year of implementation	Description of progress
International project "HyAirports" – preparing for hydrogen technologies	Within the framework of the INTERREG project, the WP5 working group will collaborate with a heavy vehicle manufacturer to modify and test a hydrogen-powered snow removal vehicle. The infrastructure changes required for such fuel will also be analyzed and tested.	If the project is successful, consideration will be given to installing hydrogen supply infrastructure and gradually replacing heavy-duty vehicles with hydrogen-powered ones.	Short-term	2026	In 2025, it was agreed to test a hydrogen-powered heavy-duty vehicle at KUN.
ACA program	We participate in the Airport Council International (ACI) program and follow the Airport Carbon Accreditation (ACA) requirements for calculating, assessing, and reducing emissions.	LA will strive for neutrality in accordance with the principles of the ACA program, which consists of six levels. By 2030, all airports will become climate neutral and achieve ACA Level 4 "Transformation," and by 2050, they will achieve Level 5 "Transition."	Long-term	2050	VNO has achieved ACA implementation level 3. Kaunas and PLQs are also planning to achieve level 3 by 2026.
The goal of reducing CO_2 emissions by 2030 – achieving Net Zero targets.	To carry out the decarbonization of the company by 2030, reduce the company's total CO_2 emissions into the environment, and ensure that all airports become climate neutral.	By 2050, reduce CO_2 emissions generated by the company's activities by 90% from the base year calculation.	Long-term	2050	Emission indicators are presented in the table below.

20.5. E1-5: ENERGY CONSUMPTION AND COMPOSITION

We strive to reduce the consumption of non-renewable energy resources in our operations. In 2025, the share of renewable energy sources accounted for 39.51% of our total energy consumption. More detailed information is provided in Table 45.

The sectors with significant climate impact used for determining energy intensity are: LA real estate activities and Transportation and storage

Net revenue generated from activities within these climate-impact-intensive sectors amounted to 72 477 000 EUR

TABLE 45.

Information on energy consumption and composition	Last year (2024)	Current year (2025)	Change (YoY) %
(1) Fuel consumption from coal and coal products (MWh)	0	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	0	0	0
(3) Fuel consumption from natural gas (MWh)	1766.1	2138.6	+21,09 %
(4) Fuel consumption from other fossil sources (MWh)	0	0	0
(5) Consumption of purchased or received electricity, heat, steam, and cooling from fossil sources (MWh)	4207	4317	+2,61 %
(6) Total fossil energy consumption (MWh) (calculated by adding rows 1–5)	**5973.1**	**6455.6**	**+23,7%**
Share of fossil fuels in total energy consumption (%)	50.9	31.5	–38.11%
Consumption from nuclear sources (MWh)	0	0	0
Share of nuclear energy in total energy consumption (%)	0	0	0
Fuel consumption from renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	0	0	0
Consumption of electricity, heat, steam, and cooling from renewable sources purchased or received (MWh)	5759	13495.5	+134.34%
Consumption of non-fuel renewable energy of own production (MWh)	N/A	569.7	N/A
Total renewable energy consumption (MWh)	**5759**	**14065.2**	**+144.23%**
Share of renewable sources in total energy consumption (%)	49.1	68.5	39.51%
Total energy consumption (MWh)	**11732.1**	**20520.9**	**74.91%**

20.6. E1-6: TOTAL EMISSIONS OF GHG LEVELS 1, 2, AND 3 (TCO2E)

When calculating and reducing greenhouse gas (GHG) emissions, we follow the Airport Carbon Accreditation (ACA) programme, which is specifically designed for airports and internationally recognized. The programme is administered by Airports Council International (ACI).

To meet the programme's requirements, we submit annual emissions reports and prepare CO_2 reduction plans. At least every two years, our GHG inventory is verified by a certified ACA assessor. The baseline years for GHG calculations are as follows: VNO – 2014; KUN and PLQ – 2018.

In 2025, the new T4 departures terminal was opened at Vilnius Airport, increasing the total airport area to 13,790.19 m². At Kaunas Airport, a terminal reconstruction project was completed, expanding the total terminal area to 11,668.46 m². Passenger traffic also increased (see Table 46).

Despite the expansion of airport infrastructure and growing passenger numbers, the LA scope 1 and scope 2 GHG emissions continue to decrease, demonstrating progress toward our Net Zero commitments.

Passenger distribution across airports in 2025

VNO	5 113 462
KUN	1 599 253
PLQ	448 398
Total	**71 611 132**

TABLE 46.

	VNO						KUN						PLQ					
	Base year 2014	2021	2022	2023	2024	2025	Base year 2018	2021	2022	2023	2024	2025	Base year 2018	2021	2022	2023	2024	2025
Total Scope 1 and 2 emissions and total GHG emissions – GHG emissions by scope																		
CO_2 emissions (Scope1 ir Scope 2) (t CO_2e)	4368	3586	2101	1538	1210	1217,2	1507	1988	1554	1064	838	830,3	668,1	516	418	310	239	129,1
CO_2 emissions (Scope 1 and Scope 2) per passenger, kg CO_2/passenger	N/A	1,89	0,5	0,35	0,25	0,238	N/A	4,1	1,34	0,82	0,6	0,519	N/A	6	1,5	1	0,63	0,288
Resources (Waste)																		
Waste generation, kg per passenger	N/A	0,12	0,0072	0,048	0,061	0,065	N/A	0,58	0,26	0,249	0,2	0,217	N/A	0,42	0,154	0,113	0,131	0,072
Share of reusable/recyclable waste in the total waste stream, %	N/A	20,3	21,1	32,68	7,42	13,9	N/A	3,82	7,67	10,91	13,39	13,6	N/A	6,33	20,2	24,59	40,7	52,25
Water																		
Water consumption, m³ per passenger	N/A	0,119	0,017	0,011	0,013	0,026	N/A	0,019	0,01	0,012	0,165	0,015	N/A	0,019	0,009	0,007	0,006	0,006

*Scope 3 the calculation of the volume of emissions will be revised in 2026

20.7. E1-IRO-1 IMPACT, RISK, AND OPPORTUNITY MANAGEMENT

In 2025, LA, together with external experts, conducted a Climate Risk Assessment (CRA). The CRA was based on the core concepts of ISO 14091, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the requirements of the EU Taxonomy, and the risk framing outlined in the IPCC Sixth Assessment Report (AR6).

The CRO was performed across three time horizons, considering two different climate scenarios. The scenarios were chosen to reflect two possible global warming pathways. For the assessment of physical risks, IPCC-defined scenarios were used as the best scientific basis. For transition risks, scenarios developed by the Network for Greening the Financial System (NGFS) were applied, as they provide in-depth insights into how climate mitigation efforts influence political, technological, and economic environments.

Impact was assessed quantitatively across **five key impact dimensions:** financial, regulatory, operational, reputational, and environmental. The final impact score was determined based on the highest score among these dimensions.

The probability of climate transition risks was evaluated under two scenarios:

A) „Hot World" ir B) „Delayed Transition"

When assessing probability, three parameters were analysed:

a. Policy signals – assessed based on the Green Deal and other international and national regulatory developments.
b. Technological readiness – assessed considering the aviation sector, EU reviews on green technology development, and the Net Zero strategy.
c. Market trends and global context – evaluated based on financial sector expectations, public opinion, independent reports, and media information..

In total, 35 risks were identified and assessed: 14 transition risks and 20 physical risks.

For physical risks, chronic and acute risks were almost evenly distributed. The most frequent physical risks were related to heat and temperature, including those driven primarily by rising temperatures.

Within transition risks, political and regulatory risks were the most common, followed by technological risks. Reputational and market risks were identified as significant for LA. The most frequent transition risks were linked to new or stricter requirements for services and products provided by LA, including risks related to sustainable aviation fuel requirements, operational restrictions, or GHG assessment and reporting obligations.

The CRO results showed that LA is generally resilient to most climate risks. For risks with low or very low materiality, maintaining situational awareness and reassessing risks when conditions change or new climate information becomes available is sufficient. Climate adaptation measures related to transition risks are managed through LA's climate mitigation actions, the Sustainability Policy, the Net Zero strategy actions, and technological advancements.

The CRO provided recommendations for medium or high materiality physical risks to prevent financial or operational losses (TABLE 47).

17 SCHEDULE. Number of climate risks assessed in each category

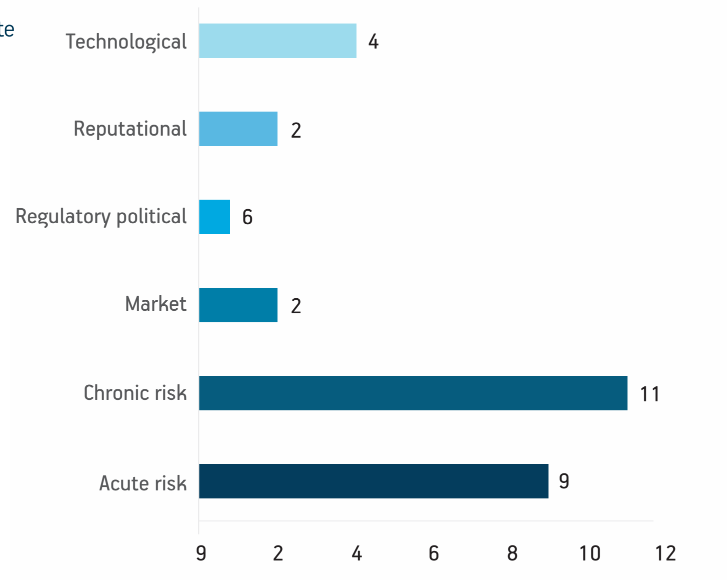

TABLE 47.

Risk	Impact of risk	Recommended adaptation measures
PR1 – Degradation of runway pavement due to extreme heat	Extreme heat or prolonged high temperatures can soften asphalt, causing ruts, cracks, and pavement deformation. This can pose a safety risk to aircraft during take off and landing and increase long-term maintenance costs.	1. Use heat-resistant pavement materials (e.g., polymer-modified asphalt, reinforced concrete) with a higher softening point and better resistance to thermal deformation. Also consider reflective technologies and coatings that reduce asphalt softening. 2. Heat and thermal cycles affect the expansion and contraction of materials. Thicker pavement layers and improved base materials can reduce these effects. Geosynthetic or fiber reinforcement increases the stability of the structure. 3. Continuous monitoring and preventive measures. The installation of temperature and strain sensors allows real-time monitoring of the condition of the pavement and data-driven maintenance decisions. **The runways at VNO and PLQs have recently been reconstructed, so most of the measures have already been implemented. As a result, their resistance is greater. KUN requires additional measures to increase resistance.**
PR11 – Flooding of the runway and infrastructure due to heavy rainfall	Heavy rainfall can overload drainage systems, causing water to accumulate on runways and taxiways, disrupting operations and damaging infrastructure.	1. Smart drainage systems. Upgrade rainwater infrastructure to handle heavier rainfall. Use permeable paving solutions and water-resistant asphalt wherever possible.. 2. Elevation of infrastructure and protective barriers. Critical infrastructure should be elevated to prevent flood damage. 3. Nature-based solutions. Integrate green infrastructure such as bioswales, rain gardens, or vegetated retention basins that naturally regulate surface water. **Adaptation measures have already been implemented in the new terminal at VNO. The drainage system at PLQ was upgraded during the reconstruction of the runway.**
PR21 – Fuel safety risk due to flash point exceeding at high temperatures	High ambient temperatures can raise fuel temperatures above the safe flash point, increasing the risk of vapor formation, fire, and potential operational disruptions.	1. Improvements to fuel storage infrastructure, such as insulated or underground fuel tanks, reduce heat absorption. Active cooling systems can also reduce the risk. 2. Implement temperature monitoring and control systems that allow real-time tracking of the situation.

21. E2-POLLUTION

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21.1. E2-1: POLICIES RELATED TO POLLUTION

LA's directions and principles for pollution prevention and environmental impact mitigation are defined by its Sustainability Policy, Resilience Policy, and operational measures, including the Environmental Strategy and Net Zero initiatives. Together, these documents form an integrated management system through which the Company manages impacts on air, water, and soil, reduces noise, ensures circular waste management practices, promotes responsible use of chemicals, and prevents environmental incidents. Although the airport does not conduct industrial production, pollution reduction measures are applied in transport, energy, infrastructure operations, and chemical management. These measures contribute to reducing air and surface water pollution, ensuring responsible chemical use, and protecting the environment, thereby supporting the EU's objective of achieving a zero-pollution level by 2050 without harming human health or ecosystems.

Based on the results of the DMA, LA identified two priority environmental areas:

1. climate change mitigation and energy transition,
2. reducing water pollution and noise control.

Sustainability policy

The sustainability policy is publicly available and sets out LA's sustainability management principles and areas of focus in the environmental, social, and governance fields. In the context of environmental protection, it defines the principles of reducing environmental impact, priority areas for pollution reduction, the distribution of responsibilities within the organization, and continuous monitoring, reporting, and assessment of sustainability indicators.

The policy applies to all LA employees, and its implementation is ensured through clearly defined responsibilities and internal control mechanisms. The Board approves the Sustainability Policy, its amendments, and the integrated annual sustainability report, while the CEO ensures the allocation of resources and the integration of sustainability into strategic decisions, and department directors ensure the implementation of the policy and compliance with sustainability principles in decision-making.

Sustainability policy is discussed in more detail in section E21-2

Resistance policy

LA's resilience policy clearly defines business continuity as the Company's top priority in order to manage risks, assess threats, and be able to organize and ensure the Company's operations in all circumstances. It also aims to properly assess and reduce the possibility of any accidents, events, or incidents, while ensuring that the impact on people and the environment is managed.

Environmental strategy

LA's Environmental Strategy sets out principles and measures for pollution prevention, environmental incident risk reduction, and management of the impact on people and the environment. The strategy is based on systematic risk identification, monitoring, and control mechanisms, and its implementation is integrated into daily operations, development projects, and long-term sustainability management at LA. The strategy is planned to be updated in the near future, taking into account the latest regulatory requirements and operational needs.

Main strategic directions:

Ensuring legal compliance and environmental requirements. In order to prevent incidents and emergencies that may arise due to non-compliance with legislation, environmental impact assessment (EIA) procedures are carried out, continuous monitoring of compliance with environmental requirements is performed, timely identification of non-compliance, and implementation of corrective measures. This reduces the risk of emergencies, operational shutdowns, or significant negative environmental impacts.

Preventive planning and control of activities. The strategy stipulates that environmental requirements must be integrated into planned and ongoing activities and development projects. Environmental solutions are assessed at the planning stage, and their implementation is monitored on an ongoing basis to prevent incidents related to the inappropriate application of technological or organizational solutions.

Institutional cooperation and clarity of responsibilities. Clearly defined responsibilities between management, strategic, financial, and environmental departments ensure timely decision-making in the areas of emergency prevention and management. Cooperation with supervisory and regulatory authorities allows for a rapid response to potential risks and reduces their impact on people and the environment.

Financial resource and investment management. In order to avoid situations where environmental measures cannot be implemented due to financial constraints, the strategy provides for the planning of environmental project financing, the assessment of opportunities for using EU funds, and the integration of environmental solutions into joint development projects. This reduces the likelihood of technological accidents and environmental pollution incidents.

Ensuring human resources and competencies. The strategy includes measures to ensure sufficient human resources, transfer of competencies, and organizational continuity. Clearly assigned responsibilities, employee involvement, and knowledge retention reduce the risk of errors and increase the organization's preparedness to respond to incidents and emergencies.

Information and data management in the context of emergency situations. In order to ensure an effective response during and after incidents, centralized storage and accessibility of environmental information, data, and documents for responsible employees is provided. This allows for quick decision-making, proper notification of interested parties, and reduction of potential negative impacts on people and the environment.

21.2. E2-2: ACTIONS AND RESOURCES RELATED TO POLLUTION (TABLE 48)

21.3. E2-3: OBJECTIVES RELATED TO POLLUTION

LA has set seven pollution prevention and environmental protection goals that are linked to both the Strategic Action Plan 2025–2028 and the Sustainability Policy and Environmental Protection Strategy. The objectives include CO_2 emission reduction, water and wastewater management, waste prevention and recycling, biodiversity protection, noise management, stakeholder engagement, and the implementation of an environmental management system. International and legally established methodologies are used to set and monitor the objectives, and progress is assessed through the monitoring, surveillance, and control of pollution sources. The scope of the objectives covers all airport operations, infrastructure, environmental components, and partner activities that have a significant impact on pollution (TABLE 49)

21.4. E2-4: AIR, WATER, AND SOIL POLLUTION

Pollution accounting

Water. Airport operations inevitably generate various sources of pollution that affect the environment and local water bodies. For example, during de-icing of runways and aircraft, the use of special chemicals (propylene glycol and sodium and potassium formates) results in increased pollution of wastewater. Propylene glycol and formates are biodegradable within a few weeks or months, so the long-term impact is usually limited if continuous emissions are prevented. The company addresses the issue of water pollution in both the long and short term. Measures related to water pollution are included in the Company's strategic plan, and the results of research and proposals to reduce water pollution from Kaunas University of Technology are awaited. The solutions and best practices of other countries' airports for reducing water pollution are being evaluated and analyzed. New airports in such regions are required to collect 60% of de-icing fluids after de-icing.

Pollution from petroleum products (e.g., fuel or oil spills) does not usually enter the environment because it is collected separately using technological preventive measures: oil traps, valves, and collection systems. The impact is mainly local, limited to airport areas and nearby wastewater collection points.

The company monitors pollution sources, observes and controls its impact on the environment, and constantly seeks ways and implements measures to reduce this impact. Successful management of this impact helps to achieve strategic goals – to reduce GHG emissions and risks related to environmental protection and compliance with legislation. Cooperation with business partners and tenants operating on the Company's premises also has a significant impact in this area.

The monitoring of pollutants emitted and/or discharged with wastewater is carried out in accordance with programs agreed with the Environmental Protection Agency (EPA): KUN and PLQ – for surface water, VNO – for industrial and municipal wastewater. The results of the tests are published on the Company's website. Periodic tests of surface and industrial wastewater are carried out annually, at least once a quarter.

VNO and PLQ monitor the impact on groundwater due to the operation of petroleum product storage facilities in the territory and submit data to the Lithuanian Geological Survey on an annual basis. KUN fuel base monitors the impact on groundwater through UAB Naftelf. Pollution permits have been issued for the activities, and annual fees are paid for pollutants released into the environment.

Waste. Waste generated during LA activities is sorted at the place of generation, recorded in the GPAIS system, and transferred to waste management companies authorized to manage it in accordance with contracts. We periodically perform waste accounting controls and internal environmental audits of airport departments.

Environmental reports (on water consumption, chemicals and preparations, etc.) are prepared and submitted via the AIVIKS information system in accordance with applicable laws and regulations and established procedures. The data provided in the information system ensures transparency in monitoring, control, and accountability of activities, enabling competent authorities to evaluate the information provided and make informed decisions.

Air. In order to assess and plan measures to improve ambient air pollution, in the summer and winter of 2024, we measured ambient air pollutants – NOx, PM10, PM2.5, and black carbon – at VNO, in the busy aerodrome area. The highest daily average concentration of nitrogen dioxide was found to be 8 μg/m3. The maximum 1-hour concentration of nitrogen dioxide was 43 μg/m3 and did not exceed the permissible limit. The highest daily average concentration of KD2.5 was 14 μg/m3 and KD10 was 21 μg/m3, which did not exceed the permissible limit value. The concentration of black carbon ranged from 0.20 to 3.11 μg/m3.

In 2025, VNO, KUN, and PLQ conducted an inventory of sources of ambient air pollution and the pollutants emitted from them and prepared a report. We identified and determined the sources of pollution (facilities, activities) that emit pollutants into the ambient air. We calculated and assessed the amounts of pollutants emitted (e.g., CO_2, NOx, SO_2, KD, etc.).

21.5. E2-6: EXPECTED FINANCIAL IMPACTS OF MATERIAL POLLUTION-RELATED RISKS AND OPPORTUNITIES

The company decided to gradually implement ESRS and, due to a lack of information, to skip the E2-6 requirement in 2025.

TABLE 48. Management of pollution impacts, risks and opportunities

Action/source name	Description	Level of mitigation hierarchy	Value chain
Energy and climate change	The aim is to reduce CO2 emissions through efficient use of energy and increasing the share of energy from renewable sources.	Minimization	Company activities
Natural resources	The aim is to use water resources efficiently and contribute to the protection and improvement of water quality.	Minimization	Company activities
Waste	Waste generation and the amount of waste going to landfills are reduced through the efficient use of resources, sorting and recycling, and/or reuse of waste.	Minimization	Company activities
Wild nature and biodiversity	The aim is to identify, preserve and, where possible, increase the number of natural habitats within the airport territory and to control species that pose a threat to flight safety.	Prevention	Company activities
Community and communication	To create an image of LA as an organization that implements environmentally responsible and sustainable principles and to ensure close cooperation with interested parties.	Prevention	Company activities
Noise	Balanced noise management is a prerequisite for the successful operation and development of Lithuanian airports. The acceptability of growth in the aviation sector depends directly on its global and local impact on people's lives and the environment around us. The community and friendly neighbors play an important role, influencing not only the image of airports but also the development of planned projects. Therefore, it is necessary to take a balanced approach and take into account local conditions, the problem of noise impact, apply spatial planning, assess the quality of life of people living in the vicinity of airports, and protect communities from the negative effects of aircraft noise. Airports are committed to ensuring sustainable development and promoting the development of aviation while taking into account the protection of communities and people from noise. The main objective of noise management is to ensure that, even with an increase in the number of flights, the number of areas affected by excessive noise and the number of residents living in those areas does not increase or even decreases. to implement measures for the monitoring, control, and management of airport noise in order to ensure the sustainable operation and development of the airport.	Minimization	Company activities

TABLE 49. Environmental objectives, targets and indicators

Objective	Description of the objective	Period for achieving the objective	Intermediate goals and objectives	Indicator and/or its unit of measurement
Reducing CO_2 emissions	The aim is to use energy efficiently and increase the amount of energy used from renewable sources. The energy consumption of all airports is assessed, taking into account the infrastructure changes that have been made. Issues with a volume of 1–2 are evaluated.	VNO: 2014 – 2050	Described in more detail in section E1-3.	VNO – 93%, KUN – 83%, PLQ 76% reduction from baseline, measured in kg CO_2/PAX
Efficient water use	The objectives are: 1. to optimize/reduce drinking water consumption (VNO, KUN, PLQ); 2. to reduce the impact of airports on surface water bodies (VNO, KUN, PLQ); 3. Identify potentially contaminated areas and ensure that their contamination levels comply with legal requirements (VNO, KUN, PLQ); 4. Carry out monitoring and submit reports in a timely manner.	2021-2028	1. Water conservation by changing consumption habits; 2. Installation of water-saving plumbing fixtures; 3. Use of purified rainwater to fill fire reservoirs; 4. Determining the pollution level of surface runoff, taking into account the chemicals used at the aerodrome; 5. Installing a surface runoff collection and management/treatment system; 6. Identifying potentially contaminated areas based on historical data; 7. Conduct eco-geological studies of potentially contaminated areas; 8. Prepare remediation plans and remediate contaminated areas; 9. Monitor surface runoff; 10. Monitor groundwater in the fuel depot area; .	Drinking water consumption in m^3/PAX; wastewater volumes; monitoring indicators.
Waste prevention, sorting, recycling	The aim is to manage and handle municipal, industrial, international, and other waste streams generated by the Company and its partners – companies providing aviation and non-aviation goods and services – in accordance with EU and national waste management legislation. to follow the recommendations and best practices developed by international organizations specifically for the airport sector when managing waste; Waste generated by the company's activities must be sorted at the place of generation, recorded in the GPAIS system, and transferred to waste management companies authorized to manage it in accordance with contracts.	2021-2028	1. Strengthening information and involvement – communication campaigns, screens, infographics, and other visible measures encouraging employees, partners, and passengers to actively participate in the sorting process. Leasing companies/operators are sought to be involved in responsible consumption and waste sorting initiatives. Develop and implement educational campaigns to promote responsible (sustainable) consumption and waste sorting. 2. Convenient placement of sorting bins to ensure efficiency. 3. Uniform labeling – labeling of waste bins, color coding, and standardized pictograms; 4. Clear contractual terms – waste management terms in contracts with partners and assignment of responsibilities; 5. Implementation of sustainability principles – when purchasing goods and services, give preference to suppliers who can offer recyclable, biodegradable, or reusable goods and/or materials. Reuse or recycling of lost items for more efficient use of resources; 6. Ensuring waste accounting – a unified monthly reporting system that records municipal waste quantities, secondary raw material separation indicators, and publishes partner data.	Amount of municipal waste generated per passenger, kg/PAX. Amount of reused/recycled waste in the total flow, %: Key performance indicators (KPIs) are monitored and evaluated on a monthly basis, and their summary results are analyzed and evaluated annually.
Identification, preservation, and, where possible, enhancement of natural habitats within the airport area, and control of species that pose a threat to flight safety	The objective includes managing habitats and wildlife on airport grounds, ensuring a balance between biodiversity protection and flight safety requirements.	2022–2028	1. Prepare a study of the biodiversity of the airport territory and determine the ecological value of the territory (VNO, KUN, PLQ). 2. Use only local species during landscape management and planting (VNO, KUN, PLQ). 3. Maintain or increase the area of green zones in the airport territory (VNO, KUN, PLQ). 4. Update and implement a program for addressing the threat to safety posed by wildlife, taking into account wildlife protection measures (VNO, KUN, PLQ).	No increase or decrease in the number of bird strikes per 1,000 flights.
Noise control	Implement measures for monitoring, controlling, and managing airport noise in order to ensure sustainable airport operations and development.	2024 - constantly	1. Prepare new prospective noise dispersion maps 2. Improve and simplify procedures for granting compensation for NPZ, taking into account the internal audit report. 3. Implement an upgrade of noise monitoring station equipment to ensure 3 days of uninterrupted operation in the event of a failure of the main power source.	Number of reports on environmental issues per year;

Objective	Description of the objective	Period for achieving the objective	Intermediate goals and objectives	Indicator and/or its unit of measurement
Strengthening LA's image as an environmentally responsible and sustainable organization and cooperation with stakeholders	The objective includes communication and cooperation with stakeholders within the scope of activities controlled by LA.	2018–2028	1. Create a clear list of target audiences (TA) and an action plan applicable to them (VNO, KUN, PLQ) 2. Organize meetings and use other means to communicate with the TA in order to establish a close relationship, listen to their questions, and help resolve them as far as possible (VNO, KUN, PLQ) 3. Periodically inform the public and disseminate information about the application of environmental principles at airports through its communication channels (www, Facebook, Linkedin, etc.) and through the media (VNO, KUN, PLQ) 4. Shape the image of an environmentally responsible company at business conferences and meetings (VNO, KUN, PLQ).	Number of reports on environmental topics per year;
Implementation of an environmental management system	The environmental management system covers the main activities and processes of LA that have an impact on the environment and applies to activities controlled by LA within the airport territory. The system is being implemented in stages to ensure compliance with legislation, reduce negative environmental impact, and continuously improve operations.	2018–2028	1. Plan environmental actions based on an analysis of the current situation and risks, as well as the objectives set out in the Strategy; 2. Establish environmental responsibilities; 3. Prepare environmental management procedures; 4. Monitor, evaluate, audit, and certify.	System implementation level

TABLE 50. Possible changes over time

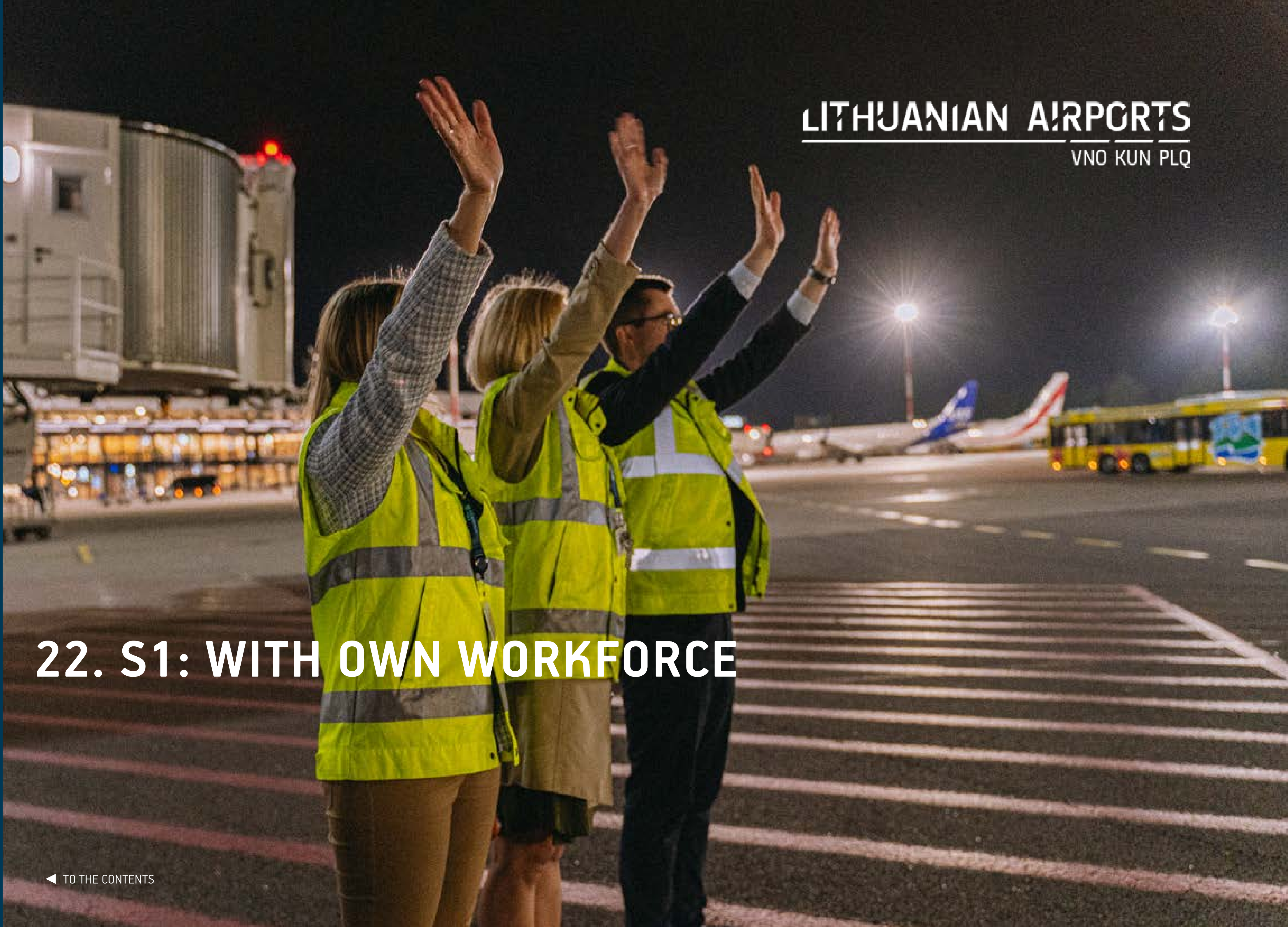
Water pollution	Air pollution	Soil and groundwater pollution
During the cold season, temporary increases in surface water pollution are recorded in the airport area due to aircraft and runway de-icing procedures. The chemicals used for de-icing – propylene glycol and formates – enter surface runoff and cause increased biochemical oxygen demand (BOD_7) values over a period of 7 days. These changes are seasonal in nature and directly depend on meteorological conditions and the intensity of de-icing procedures. Technical and organizational solutions to reduce surface runoff pollution are currently being actively sought, and cooperation with the scientific community is underway to implement effective and environmentally friendly wastewater treatment and pollution prevention measures.	With the increase in the number of flights and passenger traffic, there remains a risk of increased air pollutant emissions in airport operations, particularly those related to aircraft ground operations and service transport. However, this risk is managed through the consistent implementation of pollution reduction measures. The airport is expanding the use of electric vehicles and electric ground support equipment, installing mobile ground power units (GPUs) that allow aircraft to park without using auxiliary engines, and increasing the share of renewable energy sources in its energy balance. These measures reduce air pollution and greenhouse gas emissions compared to the burning of fossil fuels and ensure that air quality indicators remain under control in the long term.	The potential risk of soil and groundwater contamination at fuel depots located within the airport territory is associated with fuel storage and transfer processes. In order to ensure environmental protection, continuous groundwater monitoring is carried out to assess changes in contamination over time. Currently, groundwater monitoring at VNO and PLQ airports is carried out by the airports themselves, while at KUN airport it is the responsibility of the company Naftelf. In accordance with the agreed monitoring programs, passive remediation methods are applied to identified cases of pollution, allowing natural processes to gradually reduce pollutant concentrations.

MAIN INITIATIVES FOR 2025.:

- LA has developed procedures, coordinated with ground handling service providers, which establish that aircraft de-icing operations are carried out only in dedicated de-icing pads. De-icing fluid collected from these pads will be directed to an anti-icing fluid recycling facility, thereby reducing the amount of highly polluted wastewater discharged into the environment.
- A Wastewater Management Procedure has been prepared, setting out requirements for wastewater handling, accounting, and discharge, as well as responsibilities, control measures, and actions in emergency situations. The document also defines wastewater monitoring and reporting arrangements in order to ensure compliance with legal requirements and to reduce negative environmental impacts.
- Chemical Oxygen Demand (COD) measurement devices have been procured, enabling continuous monitoring of wastewater pollution and ensuring more effective control of wastewater quality.

TABLE 51. Indicators for 2025

2025	VNO	KUN		PLQ	
Water consumption (m^3) per passenger	0,026		0,015		0,006
Domestic wastewater, m^3	133592		21613		2690
Surface (stormwater) wastewater, m^3 per year	425200	into the Rykštynė stream	11425	into the fire-fighting pond via outlet No. 1	6890
		into the Zversos stream	113276	into the fire-fighting pond via outlet No. 3	7835
		into the Musinės stream	87688	Into the Ušupio stream	33140
Waste generated per passenger, kg	0.065		0,217		0,072
Share of waste reused / recycled in the total waste stream, %	13,9		13,6		52,25



22. S1: WITH OWN WORKFORCE

22.1. S1-1: POLICIES RELATED TO OWN WORKFORCE

LA takes an open and inclusive approach to cooperation with employees, encouraging ongoing dialogue, feedback, and employee participation in work-related issues. Employee engagement is ensured through daily communication, periodic discussions, as well as regular employee engagement surveys and other employee surveys designed to gather feedback. Current issues and survey results are discussed with works council representatives in accordance with applicable legal requirements and the principles of social dialogue.

TABLE 47.

LA commitments:	LA policies:
• respect the human rights of employees, • ensure a dignified, safe, and non-discriminatory working environment; • ensuring employee safety, gender equality, diversity, inclusion, fair pay, and well-being; • ensure equal opportunities, fair remuneration, and prevention of undesirable behavior.	Sustainability policy (updated in 2025) Equal opportunities policy, Violence and harassment prevention policy, Remuneration policy, Code of Conduct

The company takes a responsible, respectful, and preventive approach to human rights, including labor rights. It strives to ensure a dignified, safe, non-discriminatory, and inclusive work environment that respects employee rights, equal opportunities, and fair compensation. Employees are provided with clear, accessible, and confidential opportunities to report possible violations, which are properly investigated in accordance with approved procedures and, where necessary, action is taken to restore violated rights and prevent similar situations in the future.

LA policies are aligned with internationally recognized human rights and labor law principles – non-discrimination, equal opportunities, decent work, protection from violence and harassment in the workplace. The provisions of policies related to social responsibility comply with the principles enshrined in the following international documents:

- The principle of equality and non-discrimination enshrined in the **Universal Declaration of Human Rights;**
- **The International Labour Organization (ILO) core** conventions on equal pay for work of equal value, discrimination in employment and occupation, and violence and harassment in the world of work;
- **The UN Guiding Principles on Business and Human Rights,** which stipulate that employers have a responsibility to respect human rights, prevent adverse impacts, and enable the protection of rights;
- The principles of equality, dignity, fair and secure working conditions enshrined in the **Charter of Fundamental Rights of the European Union.**

The Equal Opportunities Policy and the Violence and Harassment Prevention Policy are aimed at combating discrimination and all forms of violence and/or harassment..

The purpose of the equal opportunities policy is to define the most important principles in order to ensure that the principles of equal opportunities and non-discrimination are observed in all areas of employment relations within the Company, i.e. that the principle of equal opportunities and the prohibition of restricting the rights of employees or granting them privileges on the basis of gender, race, nationality, language, origin, social status, age, sexual orientation, disability, ethnicity, membership in a political party or association, religion, faith, beliefs or views, intention to have a child (children), and other grounds not related to the professional qualities of individuals.

Company commitments regarding inclusion

The company is committed to ensuring inclusion and positive action for particularly vulnerable groups, based on its approved **Equal Opportunities Policy,** which provides measures for individuals with special needs to apply for vacant positions, work, pursue careers, and learn according to their abilities, creates a diverse work environment, respects employee rights, and organizes training on discrimination prevention. pursue a career and learn according to their abilities, creates a diverse working environment, respects employee rights, and organizes training on discrimination prevention. **The Equal Opportunities Policy** defines cases of positive discrimination, including actions to ensure equality on the grounds of disability, age, or other grounds.

The equal opportunities policy is approved and amended by order of the Director General. It clearly defines the principles of non-discrimination, training, prevention, and consequences for violations, the implementation and control of which is the responsibility of the People and Culture Department

The terminals of airports managed by LA are equipped with the necessary facilities for persons with disabilities, both passengers and airport employees. In other workplaces, conditions are created, as far as possible, for persons with individual needs to work, pursue a career, and learn, ensuring safe and inclusive working conditions in accordance with the Equal Opportunities Policy.

To ensure transparent visibility of LA employees' progress, data on internal career cases and employee participation in training is collected.

Complaint handling procedures are in place to address complaints of discrimination, review appeals, and ensure the protection of employee rights, taking into account factors that may prevent complaints from being filed. The company has a commission that resolves complaints about inappropriate behavior in the organization (discrimination, violence, harassment). The procedures are described in the Violence and Harassment Prevention Policy.

The company ensures access to skills development programs for all employees in accordance with its Equal Opportunities Policy, which is based on objective criteria—skills, qualifications, professionalism, and experience related solely to professional qualities.

LA organizes regular (at least every three years) training on the prevention of violence and harassment. In 2026, additional e-training on equality and non-discrimination for employees and employer representatives, prepared by the Office of the Equal Opportunities Ombudsman, is planned.

22.2. S1-2: PROCESSES FOR INVOLVING EMPLOYEES AND EMPLOYEE REPRESENTATIVES IN ADDRESSING IMPACT ISSUES AND S1-3 PROCESSES AND CHANNELS FOR ADDRESSING NEGATIVE IMPACTS AND FOR EMPLOYEES TO RAISE CONCERNS

Involvement of own workforce in decision-making or activities to manage actual and potential impacts

The involvement of LA employees in decision-making is ensured through regular meetings with the LA Works Council, which is elected by the employees. All decisions affecting employee welfare are coordinated with representatives of the LA Works Council. The LA works council, whose activities are mandatory in the Company, participates in the decision-making process, particularly with regard to working conditions, structural changes, and employee health and safety. Current issues are discussed during meetings, and decisions are made by voting.

Employees can be informed about the planned impact in different ways:

- via the Company's intranet,
- by email,
- when procedures change, employees are informed of these changes via the document management system;
- through a direct supervisor.

During meetings organized by the company's divisions and representatives with the Works Council, relevant issues are discussed and consulted with employee representatives. Employee involvement takes place at the stages of the Company's activities and decision-making, using the LA Works Council as the main channel for formal dialogue with employee representatives. The Works Council is involved in the early stages of planning and before important decisions are made that affect employees' working conditions, welfare, and organizational changes. The company regularly provides the works council with information on strategic plans, policy changes, working environment and social issues, and considers the insights and proposals submitted by the works council in the decision-making process. Meetings are held periodically and as needed when significant changes are planned or issues of concern to employees arise.

Effectiveness of engagement with own workforce

The company conducts an **employee engagement survey** every year. During the survey, employees assess their satisfaction in areas such as remuneration, departmental cooperation, communication, business ethics and culture, etc. Employees have the opportunity to identify areas that are important to them in open-ended questions. Based on the survey results, actions are planned each year to maintain/improve employee engagement and/or job satisfaction. The engagement survey is organized and the action plan is coordinated by the People and Culture Department.

Measures for gathering the opinions of particularly vulnerable and marginalized groups

In cooperation with the Lithuanian Diversity Charter, the Company conducts an annual **diversity and inclusion assessment,** during which feedback is collected on actions that ensure inclusion in the organization and their effectiveness for all employees, including those employee groups that may be particularly vulnerable or marginalized.

In order to better understand the challenges faced by employees from vulnerable groups and to create an environment where employees feel safe to share different perspectives, the organization cooperates with organizations (Diversity Charter, social employment agency SOPA) that work with vulnerable or potentially marginalized groups. Participates in training on the inclusion of different groups and the challenges they face, e.g. the LGBTQ+ community, people with disabilities, all airports participate in the DUOday shadowing initiative, and the organization contributes to other initiatives, such as knowledge-sharing sessions for job seekers.

22.3. S1-3: PROCESSES FOR ADDRESSING NEGATIVE IMPACTS AND CHANNELS FOR EMPLOYEES TO RAISE CONCERNS

LA takes a responsible and preventive approach to the potential negative impact on its workforce and is committed to ensuring effective compensation in cases where such an impact is identified. The company has clearly defined employee rights and responsibilities, which are enshrined in internal policies, procedures, and the employee code of ethics. Accessible and confidential channels for complaints and reports are in place, and objective investigation of these is ensured. preventive measures are applied, and existing processes are reviewed regularly.

The company has established **specialized channels** through which employees or other persons can report violations. The company promotes a culture of zero tolerance for inappropriate behavior and encourages reporting. Confidentiality is guaranteed for persons who submit information. It is also possible to report anonymously. More information here: https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/praneseju-apsauga

No obstacles are created for employees to use third-party mechanisms (NGOs, government, or other legal forms).

The involvement of employees and their representatives (works council) in decision-making includes regularly informing and consulting them, as well as analyzing feedback and integrating it into decisions. The LA Human Resources and Culture Department is responsible for this process.

The company has established a commission to investigate cases of potentially inappropriate behavior and has approved its rules of procedure. Violations can also be reported by filling out the appropriate form on the LA website, by sending an email to **pranesk@ltou.lt,** via the intranet, or by contacting the designated responsible persons directly.

The company monitors the effectiveness of the channels. Data on received and reviewed reports and the implementation of recommendations is collected and analyzed, and all reports are registered, reviewed, and decisions are made in accordance with established procedures. Employee training is conducted periodically and communication takes place during meetings. Feedback surveys are conducted among employees regarding their awareness of the channels.

Employees are given the opportunity to submit suggestions and comments on the effectiveness of the channels. Employee surveys are conducted periodically to gather feedback on the organization's business ethics and culture.

mailto:pranesk@ltou.lt Information is published on the website and intranet and emphasized during training sessions and meetings.

22.4. S1-4: ACTIONS TAKEN IN RESPONSE TO SIGNIFICANT IMPACTS ON ITS OWN WORKFORCE, METHODS FOR MANAGING SIGNIFICANT RISKS AND EXPLOITING SIGNIFICANT OPPORTUNITIES RELATED TO OWN WORKFORCE, AND THE RESULTS OF THOSE ACTIONS

In response to the identified significant impacts and risks related to the psychosocial health, safety, competence adequacy, engagement, and equal opportunities, implements systematic measures to enhance well-being, safety, and competence, and purposefully exploits opportunities to increase organizational resilience and employee potential. To manage psychosocial and work environment risks, first aid training is provided, safety and health audits of department employees are conducted, non-compliance is recorded, and cooperation with employee representatives is maintained. There is a channel for suggestions and reports on incidents or unsafe working conditions, and meetings are held to strengthen the safety culture and employee involvement in prevention. In order to improve employee engagement and working conditions, engagement and performance assessment surveys are conducted regularly, on the basis of which action plans are drawn up and changes are monitored (In 2025, the engagement rate was 74%, which was 15% higher than in 2024).

In order to take advantage of opportunities to strengthen competencies and the long-term sustainability of the organization, general internal training and targeted training programs will be implemented in 2025: mentoring program, leadership training for top management, conscious leadership training for shift managers, equal opportunities and inclusion training, emotional resilience training for different employee groups, digital skills (AI tools, Excel, Power Query), procurement (market analysis, contracts) and training instructor (presentation, training design) sessions. In addition, mandatory training sessions are organized periodically to develop competencies and training sessions that meet the individual training needs of employees.

The process of determining what actions are necessary and appropriate in response to a specific actual or potential adverse impact on its employees

The company has approved a **process for reporting incidents at work, accidents on the way to or from work, and other incidents,** which requires every employee to report all incidents and unsafe or harmful working conditions. A refined investigation and risk elimination mechanism has been put in place.

The Company has also established a r**eporting channel for incidents and unsafe working conditions,** which every employee and LA partner working in the Company can use to report imminent threats to safety and health. Upon receipt of a report, each case is immediately investigated, unsafe conditions are eliminated, and preventive measures are taken.

Actions taken to mitigate significant risks arising from exposures and dependencies on its employees, and how effectiveness is monitored

The company conducts **occupational risk assessments** to identify risks that affect or may affect employees, and evaluates the preventive measures and methods used to ensure employee safety and health. Based on the results of the occupational risk assessment, the employer takes all necessary measures to ensure the safety and health of employees.

All employees, depending on the nature of their work, **are instructed on employee safety and health issues and trained on how to perform their assigned tasks safely. Both formal and informal training courses are organized.**

Depending on the nature of the work, a list of hazardous risk factors is drawn up, according to which employees are required to undergo health checks at certain intervals at the employer's expense. Employees also have the opportunity to be vaccinated against influenza and tick-borne encephalitis at the employer's expense.

Depending on the nature of the work, **each employee is issued with personal protective equipment.**

It is ensured that all tools and **equipment used are certified,** comply with EU requirements, and are tested/inspected in accordance with the manufacturer's specifications.

Planned **review and improvement of the control** process by involving more employees in identifying potential risks and hazards in the workplace.

TABLE 52.

Action plans, measures	
Occupational risk assessment	**Preventive health checkups**
• Identification of hazards (physical, chemical, biological, ergonomic, psychosocial, etc.) • Risk factor assessment (probability, consequences, risk level determination) • Assessment of existing preventive measures • Establishment of additional prevention and control measures • Risk mitigation plan • Consulting and involving employees • Documentation • Periodic review and update (when technologies, equipment, processes change or incidents occur) | | Preventive health checks | • Based on the occupational risk assessment, taking into account the occupational risk factors applicable to the employee, medical documents are completed for a health check. Regularity is monitored to ensure that employees undergo the check on time.	• Updated list of occupational hazards, according to which employees must undergo mandatory health checks • Updated and digitized process for issuing and accounting for personal protective equipment • A process for monitoring employee safety and health indicators (KPIs) has been developed.| |Preventive health checks • In the event that an employee's health is not checked at the scheduled time for reasons beyond the employee's control, the employee has the right to refuse to work due to a possible risk to their health. • An employee who refuses to undergo a health check at the specified time shall be suspended from work and shall not be paid. • In 2025, approximately 90% more employees underwent health checks compared to 2024. • Occupational physicians working in healthcare institutions check whether an employee is able to perform the agreed work and to what extent, and whether any restrictions apply, based on the approved occupational risk factors associated with the employee's position.

TABLE 53.

Measures to avoid negative impacts	Measures to exploit opportunities
Internal audits and continuous improvement	Promoting equality, diversity, and inclusion
Involving employees in safety culture	Strengthening employee engagement
Analysis of incidents, risks, and near misses	Improving the working environment and conditions
Consistent employee training	Promoting competence and professional growth
Systematic assessment of occupational safety and health risks	Strengthening the culture of employee safety and health

TABLE 54..

Name of the action plan	Implementation period	Year of implementation	Allocation of capital expenditures (Present)	Allocation of capital expenditures (Future)
Occupational risk assessment	Long-term	2028	8,000 EUR	18,000 EUR
Preventive health checkups	Long-term	2050	9,500 EUR	9,500 EUR

22.5. S1-5: OBJECTIVES RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, PROMOTING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

The board of directors and top-level managers participate in setting the company's goals. Individual annual goals are set by employees together with their immediate supervisors, taking into account the company's goals.

Every month, employees are informed about the achievement of interim goals through internal communication channels.

Employees, together with their managers, are responsible for monitoring targets and have every opportunity to be involved in setting targets, monitoring progress towards them, and reviewing them.

The Company's performance and individual employee goals are monitored on an ongoing basis together with employees. Once risks have been identified, measures are taken to adjust actions and update goals.

22.6. S1-6: CHARACTERISTICS OF COMPANY EMPLOYEES

TABLE 55. Number of employees by gender

Gender	2025	2024	2023
Men	462	457	423
Women	276	279	245
Other	-	-	-
Total number	738	736	668

TABLE 56. Employee turnover

Employee turnover	2025	2024	2023
Employees who have left the company	111	112	94
Employee turnover rate (percentage of employees who left)	15,04	15,22	14,07

TABLE 57. Number of employees by contract type and gender

	2025 m.		
Type of contract	Men	Women	Other
Permanent employees	456	265	-
Temporary employees	6	11	-
Unrestricted working hours for employees	0	0	-
Full-time employees	462	276	-

The number of employees is based on data as of December 31.
The average number of employees is calculated based on the data from the last day of each month throughout the year until December 31.

22.7. S1-8: COVERAGE OF COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

Percentage of employees in the country represented by employee representatives

LA does not apply collective agreements. Employees are represented by the LA works council.

Country	Number of employees working in departments where there are employee representatives	Percentage
Lietuva	736	99.73 %

22.8. S1-9: METRICS OF DIVERSITY

TABLE 58. Distribution of employees by age group

Data for 2025	Number of employees	Percentage of total employees
Up to 30 years of age	114	15.45
30-50 years old	410	55.56
Over 50 years old	212	28.73

TABLE 59. Gender distribution in top management

Data for 2025	Number of employees	Percentage of total top management
Men	6	66.67
Women	3	33.33
Other	-	-
Not provided	-	-

22.9. S1-10: APPROPRIATE REMUNERATION

All Company employees were paid fair wages in 2025 in accordance with the applicable comparative indices in Lithuania

22.10. S1-11: SOCIAL SECURITY

The company ensures social protection for its employees in accordance with the requirements of the Labor Code of the Republic of Lithuania and additionally applies an extended package of social guarantees. All employees are entitled to annual leave, maternity, paternity, and childcare leave, social insurance guarantees, and benefits provided for by law. From their first day of work, employees are covered by accident insurance, valid 24/7 worldwide. As an optional additional benefit, employees can choose between supplementary health insurance or contributions to a third-pillar pension fund.

The company provides additional financial support in the event of significant life events or difficult situations: a one-time payment is made for the birth or adoption of a child, financial support is provided in cases of illness, accident, natural disaster, traffic accident, or other financial difficulties, as well as payments in the event of the death of an employee or a member of their family. Long-term loyalty is encouraged by an additional payment to employees who retire after continuous service with the Company.

To enhance the well-being of employees and their families, a portion of the costs of children's camps is compensated, and for employees with disabled children, the costs of sanatorium or rehabilitation treatment are compensated. Additional paid days off are also granted for important personal events or family needs (marriage, loss of a loved one, first day of school), employee birthdays, and personal needs. These measures contribute to financial security, work-life balance, and long-term employee well-being.

22.11. S1-12: PERSONS WITH DISABILITIES

TABLE 60. Number and proportion of employees with disabilities (included in the workforce) by gender

Data for 2025	Number of employees with disabilities	Percentage of employees with disabilities by gender (%)
Total number of employees with disabilities, of which:	11	
Men	4	36.36
Women	7	63.64
Other	0	0
Not provided	0	0

Proportion of persons with disabilities among employees subject to legal data collection restrictions 1.49 %

Information necessary to understand the disclosed data and explain its preparation (persons with disabilities)

Employees with disabilities work at the company on a regular schedule, usually full-time. The nature of the work is selected according to the requirements specified in the employee's medical certificates.

22.12. S1-14: HEALTH AND SAFETY INDICATORS

Applicable standards for internal auditing or external certification of occupational health and safety management systems

The company complies with national and international standards, including ISO 45001:2018, which sets out requirements for occupational health and safety management systems to reduce the likelihood of incidents related to employee health and safety. Internal audits are conducted to ensure compliance with established procedures, and external certification is carried out in cooperation with accredited certification bodies to objectively evaluate and validate the measures and systems we have implemented.

Percentage of own workforce covered by an occupational health and safety (OHS) management system based on legal requirements and/or recognized standards or guidelines	Percentage of workforce covered by an occupational health and safety (OHS) management system based on legal requirements and/or recognized standards or guidelines, and which has been internally audited and/or audited or certified by a third party
100 %	**85.2**

TABLE 61.

Number of reportable work-related health incidents among former employees	0
Number of days lost due to work-related injuries, work-related ill health, and work-related deaths (non-employees)	0
Number of fatalities due to work-related health deterioration of other employees working at the Company's sites	0
Number of fatalities due to work-related injuries and work-related ill health among other workers employed at the Company's sites	0
Number of days lost due to work-related injuries, work-related ill health, and work-related deaths (employees)	204
Number of recordable work-related accidents in your workforce	4
Number of fatalities due to work-related injuries and work-related ill health	0
Rate of reportable work-related accidents in your workforce	3.08
Number of reportable cases of work-related deterioration in employee health	0
Number of reportable work-related health incidents (non-employees)	0
Number of fatalities in the workforce due to work-related injuries	0
Total number of hours worked by your workforce	1,299,247.18

22.13. S1-15: WORK-LIFE BALANCE METRICS

All employees are entitled to family-related leave in accordance with social policy and/or collective agreements.

All employees are entitled to family-related leave in accordance with the Company's social policy.

Number of employees entitled to family-related leave	Percentage of employees entitled to family-related leave
736	**99.73**

22.14. S1-16: WAGE INDICATORS (WAGE GAP AND TOTAL REMUNERATION)

TABLE 62. Breakdown of the gender-based wage gap by country

	Average wage for women	Average wage for men	Wage gap
Vilnius	6,867	8,370	0.6
Vilnius	4,103	4,930	0.4
Vilnius	2,655	2,457	-0.08
Vilnius	2,863	3,174	0.1
Vilnius	1,721	1,669	-0.03
Kaunas	2,140	2,467	0.13
Kaunas	1,334	2,552	0.48
Kaunas	1,447	1,574	0.08
Palanga	2,140	2,140	0
Palanga	2,480	2,576	0.04
Palanga	1,423	1,588	0.1

Gender wage gap

- Average wage for women – 2,894 EUR
- Average wage for men – 2,920 EUR
- Gender wage gap – 0.01

Total annual wage ratio

- Highest paid person (annual wage) – 162,135 EUR
- Median wage, excluding the highest-paid person (annual wage) – 29,853 EUR
- Total annual wage ratio – 5.43

TABLE 63. Breakdown of the gender wage gap by employee category

Employee categories	Average wage for women	Average wage for men	Wage gap
Top-level managers	6,867	8,370	0.06
Middle managers	4,103	4,930	0.17
First-level managers	2,655	2,457	-0.08
Specialists	2,863	3,174	0.1
Employees who serve customers and perform operational activities	1,721	1,669	-0.03
First-level managers (Kaunas)	2,140	2,467	0.13
Specialists (Kaunas)	1,334	2,552	0.48
Customer service and operational staff (Kaunas)	1,447	1,574	0.08
First-level managers (Palanga)	2,140	2,140	0
Specialists (Palanga)	2,480	2,576	0.04
Customer service and operational employees (Palanga)	1,423	1,588	0.1

TABLE 64. Breakdown of the gender wage gap by regular base pay and additional/variable components

	Average wage for women	Average wage for men	Wage gap
Regular base wage	6,867	8,370	0.06

Description of the methodology used to calculate the wage ratio adjusted for differences in purchasing power between countries

The highest remuneration is presented for 12 months, as the employee worked for the company for a full year. The median for the remaining employees is presented including employees who did not necessarily work for a full year during the 12-month period, i.e. 12 months.

22.15. S1-17: INCIDENTS, COMPLAINTS, AND SERIOUS HUMAN RIGHTS VIOLATIONS

During the reporting period, the Company did not receive any work-related complaints, incidents, or complaints regarding social and human rights issues that would have resulted in violations or led to fines, penalties, or compensation for damages. The internal complaint and reporting mechanism via the internal reporting channel functioned normally, but no such violations were recorded. Therefore, a value of 0 was applied when compiling the data. The Company did not incur any significant fines, penalties, or damages in 2025.

LA consistently implements measures to combat violence and harassment in the workplace. In 2025, the Company conducted eight internal investigations in response to complaints. After investigating and assessing the situation, no cases of discrimination or harassment were found. In 2025, the Company did not receive any complaints through its information channels regarding human rights violations, and no serious human rights violations were identified.

TABLE 65.

Indicator	Meaning
Number of complaints submitted through channels for expressing concerns within the workforce	8
Number of complaints submitted to the OECD National Contact Points for Multinational Enterprises	0
Significant fines, penalties, and damages for violations related to social and human rights aspects	0 EUR
Information on the reconciliation of significant fines, penalties, and damages with the most recent amount presented in the financial statements	0
Number of serious human rights issues and incidents related to its workforce	0
Number of significant human rights issues and incidents related to its workforce that are non-compliant with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises	0
Significant fines, penalties, and damages for serious human rights issues and incidents involving its workforce	0
Number of serious human rights cases in which the company played a role in securing remedies for victims	0
Number of incidents of discrimination	0

23. S3: AFFECTED COMMUNITIES

◄ TO THE CONTENTS

23.1. S3-1: POLICIES RELATED TO AFFECTED COMMUNITIES

The Sustainability Policy approved in 2025 provides for social responsibility in the area of communication with affected communities in whose environment LA operates or implements projects. It also covers other social groups whose interests are affected by the Company's activities, aimed at improving the well-being of communities in the immediate vicinity of the Company's operations.

Affected communities – part of LA stakeholders, it is important for the Company to involve them and foster good mutual relations. The Company's business strategy, sustainability policy, and environmental strategy take into account the main issues of concern to stakeholders. The Company provides information on noise management and compensation issues to affected communities via the website of the Ministry of Transport and Communications of the Republic of Lithuania and the LA website, and informs communities through media channels and other means.

Affected communities may use all of the Company's communication channels to communicate (submit questions, reports, complaints) with the Company: general email, telephone, active inquiry links on the website, through the reporting channel, anonymously. Communities can submit an information report directly, via social media channels, through their representatives, or through third parties or institutions.

23.2. S3-2: PROCESSES FOR INVOLVING AFFECTED COMMUNITIES IN ADDRESSING IMPACT ISSUES

Surrounding communities inevitably suffer negative effects due to noise pollution. The living conditions also affect the value of real estate. Due to the specific nature of airport operations, it is difficult to remedy the impact, but the Company is taking measures to mitigate it. The Company informs local communities in advance about infrastructure projects in their neighbourhood, during which communities or individual residents live and/or carry out activities nearby. The aim is to minimize and remedy any inconvenience caused to residents during the entire project implementation period and to respond to any concerns they may have. Additional information on the methods of involvement is provided in "SBM-2 Interests and opinions of the interested parties".

Contact with affected communities is maintained:

- **through information channels** – company information sources, social media, the media;
- **directly** – through written communication and other means, by paying compensation to affected community members;
- **through institutions** – meetings organized by the Ministry of Transport and Communications of the Republic of Lithuania and municipalities

The company does not have a separate policy or process for involving affected communities. In the medium term, we will consider and decide on such regulations.

23.3. S3-3: PROCESSES AND CHANNELS FOR REDRESSING NEGATIVE IMPACTS, THROUGH WHICH AFFECTED COMMUNITIES CAN EXPRESS THEIR CONCERNS

The company plans to conduct a separate assessment if a significant negative impact on communities is planned or occurs unexpectedly, and to seek appropriate consultations and solutions in search of socially responsible solutions.

Passengers and community members can submit complaints by phone, email, and social media. All complaints are recorded and analyzed.

The company maintains contact with affected communities to ensure that various communication channels are accessible and used effectively for submitting complaints.

The person with the highest level of responsibility for the implementation of engagement processes within the Company is the director of the department responsible for the specific activities carried out by the Company that have an impact on communities.

The assessment is based on regular feedback collection and statistical analysis methods to ensure that the community is informed and confident in the Company's processes.

Affected communities can submit their concerns, suggestions, and complaints through open communication channels, which are available on the Company's website.

Third-party mechanisms are accessible through state institutions, members of the Seimas of the Republic of Lithuania, non-governmental organizations, associations, etc., which can receive information from affected communities and initiate investigations, regulatory changes, or otherwise respond to community expectations

23.4. S3-4: ACTIONS TAKEN TO ADDRESS SIGNIFICANT IMPACTS ON AFFECTED COMMUNITIES, METHODS FOR MANAGING SIGNIFICANT RISKS AND EXPLOITING SIGNIFICANT OPPORTUNITIES RELATED TO AFFECTED COMMUNITIES, AND THE EFFECTIVENESS OF THOSE ACTIONS

Impact – concentrated, covering areas around airports. Air traffic and ground operations cause constant noise. Noise pollution is caused primarily by aircraft take-off and landing and ground operations, and has a negative impact on both human and wildlife welfare (e.g., noise pollution can alter bird migration patterns).

LA applies noise management measures, including an automated noise monitoring system, regular measurements in accordance with ISO standards, and flight route optimization, in order to reduce the impact on surrounding communities and biodiversity. Standards applied for noise management: ISO 20906:2013; ISO 1996-1:2016; ISO 1996-2:2017. Noise management through the application of noise reduction measures.

It is not possible to completely eliminate noise pollution at present, but existing mitigation measures can be improved: restrictions on night flights, noise maps, protection of sensitive areas, and so on. These measures require investment and the involvement of a wide range of stakeholders. From 2026, night flight charges will be introduced to reduce noise at night. It is likely that noise levels will decrease at night for affected communities and cities (VNO, KUN, PLQ) where international airports are located. There will be an increase in daytime flights, which will lead to an increase in daytime noise. The LA strategy sets targets and indicators related to noise management. In the long term.

The impact of noise on affected communities in the context of all activities carried out by LA is assessed as significant in accordance with the dual significance methodology. Effective measures are constantly being sought to mitigate this impact, best practices at other airports are being monitored, technical innovations are being analyzed, and legal regulations are being implemented to ensure proper noise management. Communities are provided with mechanisms for effective legal protection and enforcement by both the Company and third parties. The long-term LA strategy sets out specific objectives and measures to create a positive impact on communities and manage significant risks. In the future, the Company will seek to communicate and cooperate more actively with the communities affected.

1. The Company shall pay noise reduction compensation to affected communities in accordance with the procedure established by law;
2. It shall be ensured that the prohibitions laid down in the Law on Special Land Use Conditions are complied with in the noise protection zone of aerodromes;
3. From 2026, the company will increase night flight charges for airlines in order to reduce noise during quiet hours.
4. From 2025, new technical requirements will apply to aircraft maneuvering at aerodromes, requiring the use of minimum engine power in order to reduce noise pollution

Noise management is carried out in accordance with the noise management plan, implementing the planned measures and performing monitoring. The company has installed noise measurement stations and continuously monitors and measures noise pollution. It publicly reports on the noise results.

A compensation mechanism for affected communities is in place. Technical solutions and legal means to minimize negative impacts are being sought.

No reports of serious human rights issues or incidents involving affected communities were received during the reporting period.

LA participates in the Lithuanian Responsible Business Association, where companies involved in the association's activities share best practices on sustainability issues. LA also participates in international formats, implements sustainability projects, and gains experience on innovations in sustainability issues from international airports.

Information on resources for noise reduction is made publicly available in the form of reports.

The company uses statistical methods to collect statistics on complaints and inquiries received through all LA communication channels, as well as the issues raised therein.

The Company also has a risk management group that meets regularly to discuss issues relevant to the Company, including complaints and reports received through reporting channels, and identifies and assesses risks and signals in accordance with the risk management methodology. Due to the potential negative impact on communities, the LA risk management group makes proposals to mitigate the impact and, together with the sustainable aviation manager, decides on measures to reduce this impact and possible solutions.

The 2024 social investment and development programs cover communities surrounding VNO and KUN airports, including Salininkai, Liepkalnis, Fabijoniškės, Smėlynė, Markučiai, Naujamiestis, and Nemenčinė, as well as the community of Palanga, taking into account their remoteness from the impact of air transport and the requirements of passenger traffic growth.

The communities were selected based on their geographical locations, where noise impact and potential exposure to airport activities are highest, as well as on the involvement and interest of these communities in participating in social investment programs.

TABLE 66. Noise management using noise reduction measures

Projects/initiatives	Objectives	Main activities	Strategic themes
Introduction of quiet flight trajectories (monitoring)	1. Reduced noise zones. 2. Fewer complaints about noise. 3. Lower C02 emissions in the categories "Aircraft LTO" and/or "Entire aircraft flight."	1. Preferential runway for take-off and landing 2. Flight trajectory optimization 3. No-fly zones	NOISE REDUCTION
Noise protection (stage 2)	1. Introduction of noise taxes for noise polluters. 2. Fewer people would be affected by high noise levels. 3. Noise protection zones have been reduced or maintained at the same level.	1. Detailed methodology for noise taxes. 2. Compensation to residents for noise insulation measures. 3. Prepare and implement noise management plans.	NOISE REDUCTION

23.5. S3-5: OBJECTIVES RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, PROMOTING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

LA communicates publicly and proactively responds to the opinions of affected communities through various communication channels (in writing, verbally, or through the media). Communication with surrounding communities is an essential social factor to which LA pays particular attention. This becomes an integral part of the sustainable development strategy, which creates favorable conditions for sustainable cooperation with the public and the implementation of social, noise, and pollution reduction projects.

In its strategic business plan, the company responds to communities' expectations regarding noise reduction:

1. Introduction of noise taxes for aviation partners.
2. Fewer people would be affected by high noise levels.
3. Noise protection zones have been reduced or maintained at the same level.
4. Compensation to residents for noise insulation measures.
5. Preparation of noise management plans, coordination with interested parties, implementation.
6. Continuous noise monitoring

The Lithuanian Airports website and information leaflet contain all relevant information about prospective noise maps, approved noise protection zones, compensation mechanisms, and other information related to this project. The community is informed about the progress of noise management in the public space.

23.6. S3-SBM-3: KEY IMPACTS, RISKS, AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Types of communities significantly affected by their own activities or through the value chain

Type of community	Description of activities
Communities living or working near the company's sites, factories, facilities, or other physical operations, or more distant communities affected by the activities at that location	Positive impact is created by responding to community expectations and improving conditions, creating positive impact and managing risks.
Community enterprises in the value chain	Positive impact achieved by developing social projects and partnerships with local communities to help address social issues and improve quality of life.
Communities at one or both points in the value chain	Positive effects when providing services to communities, achieving social well-being, and ensuring opportunities for improvement.

Type of community	Description of risks	Community-specific risks
Communities living or working near the company's sites, factories, facilities, or other physical operations, or more distant communities affected by the activities at that location	The social stability of communities may be threatened by the impact of the Company's activities on the environment and resource use. There is a risk of conflicts arising over land and resource use related to the Company's operations.	Yes
Community enterprises in the value chain	The risk that members of the supply chain may respond inefficiently to changes and challenges arising from the Company's activities	Yes
Communities at one or both points in the value chain	Risks related to negative impact on consumer and community satisfaction and loyalty	Yes

Type of community	Description of opportunities	Community-specific opportunities
Communities living or working near the company's sites, factories, facilities, or other physical operations, or more distant communities affected by the activities at that location	Opportunity to contribute to the well-being of communities through financial compensation for damage and reduced comfort	Yes
Community enterprises in the value chain	Working with suppliers to implement sustainability initiatives that can reduce social and environmental risks	Yes
Communities at one or both points in the value chain	Opportunity to develop new services and products, taking into account the needs and expectations of communities	Yes

Type of community	Description of impact on the community	Occurrence of impact
Communities living or working near the company's sites, factories, facilities, or other physical operations, or more distant communities affected by the activities at that location	Communities that may be affected by LA's activities, including the operations of suppliers and logistics partners, particularly around Vilnius, Kaunas, and PLQs.	Around airport areas where aviation activities or other supply or business relationships are carried out
Community enterprises in the value chain	Communities that supply goods and services and also benefit from the Company's social programs and initiatives.	Related to incidents on the Company's premises, in its activities, or in specific business relationships
Communities at one or both points in the value chain	Consumers and communities that may experience both positive and negative effects from the consumption of the Company's services and products.	Widespread or systemic in contexts where it operates or has supply or other business relationships

24. S4: CONSUMERS AND END USERS

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The DMR assessed all ESRS-identified consumer and end-user topics across the Company's value chain. Preliminary assessment of the topics, impact and financial impact assessments revealed that the topics of access to transport services and passenger safety are the most significant.

More information about the DMR methodology and results can be found in the sections "SBM-3 Key impacts, risks and opportunities and their interaction with strategy and business model sustainability impact, risk and opportunity identification and assessment" and "IRO-1 Description of identification and assessment processes of significant impacts, risks, and opportunities."

24.1. S4-1: POLICIES RELATING TO CONSUMERS AND END USERS

Policies to manage the key impacts, risks, and opportunities related to consumers and end users:

- Personal Data Protection Policy
- Privacy Notice
- Passenger service standard

A common approach to respecting the human rights of consumers and end users

The company has several reporting channels, allowing customers to choose the format that suits them best, ensuring confidentiality and the possibility to report incidents or violations anonymously. The company has policies and procedures in place to ensure that reports are investigated properly.

More about communication channels: See section S4-3.

The company's personal data protection policy covers the fundamental principles of human rights protection, which help to prevent, reduce, or remedy negative impacts on human rights and provide for actions in response to such impacts.

The company monitors the compliance of its activities with legal requirements and assesses risks (including in the area of human rights protection).

The privacy policy is constantly updated to reflect actual changes in activities related to the processing of personal data.

24.2. S4-2: PROCESSES FOR INVOLVING CONSUMERS AND END USERS REGARDING IMPACTS

The company regularly conducts customer and partner surveys and calculates the passenger satisfaction index – the NPS indicator, thus involving consumers and end users in assessing the impact of its activities and their satisfaction with the services provided by LA and its activity chain.

24.3. S4-3: PROCESSES FOR ADDRESSING NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END USERS TO EXPRESS CONCERNS

Processes for addressing negative impacts and channels for consumers and end users to express concerns

The company has established processes for dealing with incidents and compensation for damages when a significant negative impact on consumers is identified.

The company has a customer inquiry management process that applies to all airport customers (employees, partners, passengers). All inquiries submitted (including complaints or general requests) are registered, investigated, and evaluated, including those submitted anonymously. A response is provided if the method of communication and the intended recipient are specified.

It should be noted that when compensation for damages is required, the Damage Compensation Process must be followed. Anonymous submissions are not permitted in this process.

The company has established specialized channels through which employees or other persons can report violations.

Reports of corruption can be submitted:

- ltou.lt website by filling out this **Pranešimo apie pažeidimą formą;**
- Internal communication channel via email: **pranesk@ltou.lt**
- Directly to the competent body of the Company;

Reports of personal data incidents, breaches: dap@ltou.lt

Reports, complaints sent to info@ltou.lt, received by mail, telephone, or on the Company's social media.

The company promotes a culture of zero tolerance for inappropriate behavior and encourages reporting. Confidentiality is guaranteed for anyone who provides information. It is also possible to report anonymously. More information here: https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/praneseju-apsauga

All inquiries submitted electronically (via the LA website, the Company's general email address, or Facebook profile) are forwarded to skundai@ltou.lt for review. All complaints are registered and resolved, and responses are provided in accordance with the procedures established by law and the Company's processes. A systematic process for analyzing complaints and implementing preventive measures has been developed. Consumers and/or end users can access channels at the level of the Company where they are affected. Consumers can access channels via the website and other communication channels.

Third-party mechanisms are available to all consumers and/or end users.

Number of complaints received from consumers and/or end users during the reporting period: 468.

24.4. S4-SBM-3: KEY IMPACTS, RISKS, AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

All significantly affected consumers and end users are included in the scope of ESRS 2 disclosure. Both the impact and financial significance assessments are based on stakeholder engagement. Different levels and methods of engagement are applied, based on the **AA1000 Stakeholder Engagement Standard**

ESRS distinguishes between two types of stakeholders that are relevant when assessing impact and financial significance: affected stakeholders and users of sustainability information. Some, but not all, stakeholders may belong to both groups.

In order to properly meet shareholder expectations and respond to the needs of interested parties, LA undertakes to organize its activities in such a way that the provision of services to partners, customers, and end users is uninterrupted and stable.

In line with high standards of disclosure, the Company ensures that the public and interested parties receive clear, timely, and reliable information. All interested parties, including service users and end users, can contact us through both anonymous and non-anonymous channels. Detailed information on the reporting procedure is provided in accordance with disclosure requirement G1-1. Communication and information dissemination are carried out in accordance with the laws of the Republic of Lithuania and the Company's internal procedures in order to ensure transparency and responsible dialogue with the public.

With the growth of regional and national tourism and cooperation between institutions to expand the tourist appeal of Lithuania, LA can offer more relevant services and increase financial returns. These plans are already in line with LA's operational strategy.

Investments are being made in infrastructure development: relevant services are being developed and sustainable financial profitability is being pursued. Growing profitability and passenger numbers, as well as a rising passenger satisfaction index.

Impact of the business model, key risks and opportunities

Impact of the business model:

- The company seeks to meet the expectations of key stakeholders: increasing the number of routes is necessary to meet the needs of local and international passengers, as well as to help implement the priorities and objectives of strategic partners.

The relationship between material risks/opportunities and business strategy:

- In response to interested parties, the Company has included indicators in its strategic business plan to measure operational efficiency

Significant risks to consumers:

- Ensuring safe air transport.

Which groups are most affected by material risks?

- all passengers.

Other consumer groups most affected by significant risks:

- Airline employees, partner employees, LA employees.

Essential consumer option:

- Safe and reliable travel.

Groups most affected by fundamental opportunities:

- All passengers

Other user groups most affected by the essential features:

- Airline employees.

Understanding of risks for consumers/end users with specific characteristics

Passengers, vulnerable groups (persons with disabilities) may be at greater risk of harm (TABLE 67).

TABLE 67. Risk of damage

Impact on consumer/end user entry	Describe the main impacts on this group of users.	Nature of adverse effects	Positive impact of activities	Regions with positive impact (optional)
Users and/or end recipients of services who may be adversely affected in their rights (privacy, data protection, freedom of expression, non-discrimination)	We identify that airport infrastructure users and passengers may be affected by unsecured aviation security and improper processing of personal data.	Widespread or systemic effects	We are committed to continuously improving our internal data management and privacy processes to ensure ethical and responsible handling of personal data. LA provides clear information about our data protection policy on our website privacy notice to ensure that users and end users are informed and empowered about their data rights.	Possible personal data security incidents, breaches

25.GV1: BUSINESS CONDUCT

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25.1. G1-1: BUSINESS CONDUCT POLICY AND COMPANY CULTURE

LA has implemented a consistent business conduct management system that covers standards of conduct for employees and business partners, principles of corruption prevention, conflict of interest management, whistleblower protection, and transparent internal control. This system ensures that the organisation's culture is based on transparency, respect for human rights, safety, environmental protection and responsible decision-making, and that sustainable governance is integrated into daily activities and long-term strategy.

The Employee Code of Ethics defines a value-based standard of conduct: respect for people, equal opportunities, a safe working environment, responsible environmental protection, transparency, and zero tolerance for any unfair practices. The code applies to all employees, regardless of their position or place of work.

The Code of Ethics for Business Partners sets out mandatory rules of conduct for suppliers, contractors, and other partners: respect for human rights, responsible working practices, transparency, prevention of conflicts of interest, anti-corruption commitments, and environmental requirements. Compliance with these provisions is enshrined in contracts and procurement documents.

The Corruption Prevention Procedure establishes zero tolerance for corruption and bribery. The document regulates the assessment of corruption risks, measures for creating a corruption-resistant environment, ensuring employee reliability, anti-corruption awareness and training, and compliance requirements for third parties (agents, representatives, consultants, subcontractors) both in Lithuania and abroad. The procedure sets out clear responsibilities, control mechanisms, and action plans.

The internal reporting procedure for violations defines reliable internal and external reporting methods, establishes the procedure for receiving, analyzing, investigating, and reporting information, and ensures the protection of whistleblowers from retaliation. Reports may also be submitted anonymously

Shaping the company culture

LA's organizational culture is built on values, leadership, and people practices, ensuring the highest standards of conduct, safety, and security for all employees and operational partners. Business ethics are based on the Company's core values and uniformly applied ethical standards, while the human resources (HR) management strategy aims to increase employee engagement and loyalty by creating a competitive value proposition, including a fair and transparent remuneration system, additional benefits aligned with organizational values, and a sustainable work environment. Long-term HR objectives include ensuring high employee competencies now and in the future, acquiring, retaining, and developing critical skills, effective workforce planning and utilization for essential functions, strengthening managerial leadership and capabilities (through recruitment, development, and planning), and fostering a culture of organizational pride. To achieve these objectives, LA implements structured initiatives such as developing leadership and critical role competencies, planning succession and retention measures, executing employee experience improvement projects, activating engagement through internal communication, and strategically enhancing employer attractiveness. In this way, LA consistently builds, develops, nurtures, and evaluates an organizational culture that supports transparency, accountability, and high operational quality.

Reporting channel and whistleblower protection

The company promotes a culture of zero tolerance for inappropriate behavior and encourages employees and other individuals to actively report any violations they observe. There is an internal reporting channel that can be used either by name or anonymously, and information is also accepted through external channels. In addition, reports can be submitted directly to designated persons in the Safety, Security, and Resilience Department.

Whistleblower protection is ensured in accordance with the Whistleblower Protection Act: whistleblowers are guaranteed confidentiality protection, prohibition of retaliatory measures, and the right to use the assistance and incentive measures provided for in the Act. The company publicly provides information on how to submit reports and on whistleblower protection, thus ensuring a clear and easily accessible process. Reports are investigated immediately, independently, and objectively. Investigations are carried out by responsible specialists who are separate from the owners of the processes, thus ensuring impartiality and transparency. The investigation process is documented, and upon receipt of a report, the necessary actions are taken to eliminate the identified risks and prevent their recurrence.

Employees are regularly informed about corruption prevention measures, reporting channels, and whistleblower protection. Current requirements, procedures, and reporting forms are published on the company's internal information channels and website. This ensures that every employee knows how to act when they notice a possible violation and how to safely report risky situations.

This system creates a transparent, open, and accountable organizational environment based on clear values and a zero-tolerance approach to corruption.

25.2. G1-2: SUPPLIER RELATIONSHIP MANAGEMENT

LA manages its relationships with suppliers based on principles of transparency, equality, and responsible governance. Payments for goods, services, and works are made in accordance with the Law on Prevention of Delayed Payments under Commercial Contracts, ensuring that payments are completed no later than 30 calendar days from the date of invoice receipt or the provision of goods or services. This practice supports financial stability for suppliers, particularly small and medium-sized enterprises, and promotes fair commercial relationships. During the public procurement process, the organization assesses supply chain risks and potential sustainability impacts, applying not only technical and economic criteria but also environmental and social criteria in supplier selection. Green, innovative, and socially responsible procurement criteria are implemented to encourage suppliers to adopt sustainable solutions, adhere to ethical conduct, and comply with social responsibility and environmental standards. Supplier selection requires compliance with LA's policies on safe working conditions, anti-corruption requirements, and human rights. Social criteria include evaluating whether the supplier offers wages above the legal minimum, while environmental criteria assess alignment with sustainability standards. This approach ensures responsible, reliable, and sustainability-driven supplier relationships.

25.3. G1-3: PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

The Company continuously assesses and manages corruption risks to create a corruption-resistant environment and has established governing procedures and processes. To prevent corruption, annual assessments of the likelihood of corruption occurrence are conducted in at least two operational areas, with recommendations implemented to mitigate identified risks and a preventive risk register maintained and reviewed regularly. Additionally, annual evaluations cover public procurement, management of public and private interests, and other relevant areas. Reports on anti-corruption actions are submitted each year to the Ministry of Transport and Communications of the Republic of Lithuania, the Board, and the Audit and Risk Committee.

LA has implemented anti-corruption and bribery prevention measures in line with the UN Convention against Corruption. In order to ensure transparency, the company has identified areas of highest risk, such as procurement, asset management, project implementation, human resources management, conflict of interest management, and sensitive information protection. Additional control mechanisms are applied in these areas.

All employees are fully informed and trained on anti-corruption policy. Employees are educated through training sessions, discussing relevant topics with partners such as the Prosecutor General's Office of the Republic of Lithuania. The activities and procedures of the corruption prevention program are published on our website.

The Company's anti-corruption and bribery prevention policies are communicated in various ways to ensure that all employees and members of management bodies are properly informed. All employees, including members of management bodies, receive detailed information on the application of corruption prevention policies and procedures through the document management system and the Company's process repository. Employees who do not have digital access are familiarized with these policies through their immediate supervisors. All employees receive comprehensive information about the application of the anti-corruption policy and related procedures through the document management system and the Company's process repository, while Board members are provided with this information during regular meetings.

Introductory and general training for employees is provided on a remote training platform. Specialized training is also periodically organized for employees working in higher-risk areas. In 2025, the Transparency Newsletter was launched, which is posted on the Company's intranet and is available to all employees. Communication also takes place on an ongoing basis during meetings and consultations.

LA maintains a zero-tolerance policy toward corruption and does not tolerate any corrupt activities, including the bribery of foreign officials in the course of international business transactions. These provisions are set out in the section of the Corruption Prevention Procedure titled 'Measures for the Prevention of Bribery Abroad' and apply to all employees, members of governing bodies, persons acting on behalf of or in the interests of the Company, as well as business partners. In conducting its activities in an international environment, the Company adheres to applicable legal requirements, international obligations, and internal documents regulating corruption prevention. When employees have doubts regarding the legality of certain situations or actions, they are encouraged to seek consultation and, where appropriate, report through the internal whistleblowing channel.

Additionally, the Company's general anti-corruption training for employees includes information about the OECD), its benefits to Lithuania, the provisions of the Convention, and examples of foreign public official bribery cases.

In addition, the Company plans to continue developing and implementing procedures aimed at preventing corruption and bribery. Based on annual corruption risk assessments, which identify areas where corruption may occur, preventive measures and employee training will be improved. We will also seek to ensure that all employees are kept informed of the latest procedures and the detection of unauthorized behavior. We will engage with partners and stakeholders to implement stricter control mechanisms and transparent operating practices. We will continuously monitor the significance of the likelihood of corruption and respond to potential risks by reviewing responsibilities and guidelines.

25.4. G1-4: CASES OF CORRUPTION OR BRIBERY

In 2025, the Company did not receive any convictions for violations of anti-corruption and bribery laws, nor were there any confirmed incidents of corruption or bribery.

25.5. G1-5: POLITICAL INFLUENCE AND LOBBYING

Currently, LA does not engage in lobbying activities and announces this on its website https://www.ltou.lt/lt/apie-lietuvos-oro-uostus/korupcijos-prevencija (page on the reconciliation of public and private interests)100 %

25.6. G1-GOV-1: ROLE OF ADMINISTRATIVE, MANAGEMENT, AND SUPERVISORY BODIES

The Company's administrative, management, and supervisory bodies ensure responsible, transparent, and sustainable business conduct.

Board oversees the management of impacts, risks, and opportunities, approves key governance and business conduct policies, and appoints persons responsible for the implementation of these areas.

Audit and Risk Committee assesses internal controls and risks and ensures that business conduct principles are integrated into management processes.

Management implements the decisions of the board, ensures the functioning of control measures and a responsible organizational culture.

Internal audit monitors compliance with conduct and compliance requirements and provides recommendations for improvement.

Information on the competence of administrative, management, and supervisory bodies in matters of business conduct in TABLE 68.

TABLE 68.

Name and surname	Role	Description
Gediminas Almantas	Chairman of the Board (independent)	Has deep expertise in corporate governance, ethics, responsible decision-making, reputation and conflict of interest management, oversight functions, accountability, and regulatory compliance.
Eglė Čiužaitė	Member of the Board (independent), Chair of the Audit and Risk Committee (delegated member of the Board)	Has expertise in the areas of organizational ethics, morality, transparency, trust culture, crisis management, and responsible behaviour modelling.
Tadas Arvydas Vizgirda	Board member (independent)	Has expertise in responsible business, ethical leadership, strengthening organizational culture, ensuring stakeholder trust, and compliance with governance standards.
Dan Olov Strömberg	Board member (independent)	Has expertise in international business ethics, supply chain behaviour standards, anti-corruption practices, digital responsibility, and data ethics.
Vilius Veitas	Board member (independent, representative of the Ministry of Transport and Communications)	Has expertise in public sector transparency, the EU regulatory environment, conflict of interest prevention, public accountability, risk and reputation management.
Edita Malūkienė	Member of the Audit and Risk Committee (independent)	Has deep expertise in independent financial statement auditing, accounting, taxation, and collegial bodies, which are closely related to ensuring transparency and ethics.
Gediminas Šiušas	Member of the Audit and Risk Committee (independent)	Specializes in risk management, financial management, auditing, accounting, and internal control, which are essential areas for assessing responsible, ethical, and legally compliant business practices.

FINANCIAL STATEMENTS FOR THE YEAR 2025

Prepared in accordance with International Financial Reporting Standards,
as adopted by the European Union

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INDEPENDENT AUDITOR'S REPORT

ROSK CONSULTING

To the shareholder of Lietuvos oro uostai, AB:

Report on the audit of the Financial Statements

Opinion

We have audited the financial statements of Lietuvos oro uostai, AB (hereinafter – the Company), which comprise the statement of financial position of the Company as at 31 December 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity, the statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the ethical requirements of Regulation (EU) No 537/2014 of the European Parliament and of the Council (Regulation (EU) No 537/2014) on specific requirements regarding the statutory audit of public interest entities that are relevant to statutory audit of public interest entities, the Law on Audit of Financial Statements and Other Assurance Services of the Republic of Lithuania that are relevant to audit of financial statements in the Republic of Lithuania and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) as applicable to audits of financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with Regulation (EU) No 537/2014 and the Law on Audit of Financial Statements and Other Assurance Services of the Republic of Lithuania and the IESBA Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. Each audit matter and our respective response are described below.

The key audit matter	How the matter was addressed in our audit
Property, plant and equipment (see notes 2.5. and 8 in the financial statements)	
The carrying amount of property, plant and equipment in the statement of the financial position amounted to EUR 353 736 780 as at 31 December 2025 (84% of total assets). The determination of the value of property, plant, and equipment requires significant management judgment regarding the useful life applied. The key assumptions used by management are described in Note 2.5, "Property, Plant, and Equipment," and Note 8, "Property, Plant, and Equipment." The determination of the useful life of property, plant, and equipment requires subjective assumptions made by the Company's management. Changes in these assumptions may result in significant variations in the value of property, plant, and equipment. Due to the material significance of the property, plant, and equipment line item in the financial statements and the subjective assumptions applied in assessing the useful life of these assets, we consider this area to be a key audit matter.	Among other procedures, we performed the following audit procedures: We have assessed the appropriateness of the Company's accounting policy related to the determination of the useful life of property, plant, and equipment and evaluated its compliance with applicable accounting standards. We have identified, understood, and evaluated the principles, processes, methods, and assumptions applied by management in determining the useful lives, residual values, and depreciation methods for property, plant, and equipment. We have tested a sample of acquired fixed assets to verify their compliance with IFRS recognition criteria and proper accounting based on contracts and other supporting documents from suppliers. Additionally, we reviewed the depreciation expenses recorded for 2025. We have performed analytical tests to identify potential deviations from prior-year depreciation calculations and assessed whether there were any material discrepancies that could impact the financial statements. We have verified whether the Company consistently applied its depreciation policy across all property, plant, and equipment items and whether any significant policy changes were made during the audited period. We have evaluated the adequacy and accuracy of disclosures related to property, plant, and equipment in the Company's financial statements.

Other Information

The other information comprises the information included in the Company's management report, including the requirements for the information on sustainability matters, but does not include the financial statements and our auditor's report thereon. Management is responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon, except as specified below.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

In addition, our responsibility is to consider whether information included in the Company's management report for the financial year for which the financial statements are prepared is consistent with the financial statements and whether management report, excluding the requirements for the information on sustainability matters, has been prepared in compliance with applicable legal requirements. Based on the work carried out in the course of audit of the financial statements, in our opinion, in all material respects:

- The information given in the Company's management report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Company's management report, excluding the requirements for the information on sustainability matters, has been prepared in accordance with the requirements of the Law on Reporting by Undertakings and Groups of Undertakings of the Republic of Lithuania.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards as adopted by the European Union, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process..

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also::

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We shall communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Under the decision of the shareholders, based on the agreement signed on 31 July 2025, we were appointed to audit the Company's financial statements for the period of three years. The total uninterrupted term of the audit of the financial statements is 4 years.

We confirm that our audit opinion expressed in the Opinion section of our report is consistent with the audit report for the financial statements presented to the Company and it's Audit and risk committee.

We confirm that to the best of our knowledge and belief, we have not provided any prohibited non-audit services referred to in Article 5(1) of the Regulation (EU) No 537/2014 of the European Parliament and of the Council.

During the audit period, we did not provide any services other than the audit of the financial statements

The audit engagement partner for this independent auditor's report is Romanas Skrebnevskis.

Auditor Romanas Skrebnevskis
Auditor's certificate No. 000471

ROSK Consulting UAB
Audit company's certificate No. 001514

Vilnius, Lithuania
24 March 2026

The auditor's electronic signature is used herein to sign only the Independent Auditor's Report.

26.2. STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME for the period ended 31st December 2025

	Notes	2025.12.31	2024.12.31
Aviation revenue	3	46 462 473	41 647 510
Non-aviation revenue	4	25 665 588	23 699 120
Total revenue		**72 128 061**	**65 346 630**
Other income		349 828	124 189
Depreciation and amortization	5	(15 485 055)	(12 085 315)
Increase (decrease) in the value of investment property	5	2 980 295	3 107 002
Increase (decrease) in the value of long-term assets	5	(708 000)	-
Employee benefits and related social security expenses	5	(26 422 984)	(23 431 808)
Maintenance, repairs of long-term assets and utilities	5	(8 833 751)	(7 902 859)
(Impairment)/reversal of impairment of receivables and trade debts	5	(427 497)	(59 796)
Taxes other than profit tax	5	(3 715 683)	(4 232 403)
Other expenses	5	(11 753 538)	(11 547 547)
Profit/(loss) from operations		**8 111 676**	**9 318 093**
Income from financing and investing activities	4	275 373	459 961
Expenses of financing and investing activities	5	(2 283 625)	(1 862 559)
Profit/(loss) before tax		**6 103 424**	**7 915 495**
Profit tax	6	(677 984)	3 286 792
Net (profit)/(loss)		**5 425 440**	**11 202 287**
Other comprehensive income, to be reclassified to profit (loss) in subsequent periods		-	-
Other comprehensive income, not to be reclassified to profit (loss) in subsequent periods		-	-
Revaluation of property, plant and equipment in the reorganization process	**8, 15**	-	-
Total comprehensive income		**5 425 440**	**11 202 287**

Notes on pages 116 to 141 are an integral part of these financial statements.

Signed on behalf of the Company by electronic signature on 24 March 2026 by:

Simonas Bartkus, **CEO** Petras Akstinas, **CFO** Sonata Šablinskaitė-Braškienė, **Head of the Accounting Department**

26.3. STATEMENT OF FINANCIAL POSITION for the period ended 31st December 2025

	Notes	2025.12.31	2024.12.31
LONG-TERM ASSETS			
Intangible assets			
Software		1 509 488	1 038 809
Projects in progress		603 487	507 262
Other intangible assets		508 736	657 838
Total	**7**	**2 621 711**	**2 203 909**
Property, plant and equipment			
Land		51 124 040	51 110 340
Buildings and structures		221 047 361	210 486 658
Machinery and other equipment		44 712 805	23 267 370
Vehicles		11 040 881	4 441 536
Construction in progress		20 629 123	39 692 769
Right-of-use asset		180 443	392 284
Other property, plant and equipment		5 002 127	4 883 303
Total	**8**	**353 736 780**	**334 274 260**
Investment property	9	34 917 099	29 160 877
Other assets		4 262	16 942
Total long-term assets		**391 279 852**	**365 655 988**
SHORT-TERM ASSETS			
Inventories	10	1 490 816	1 221 318
Trade receivables	11	7 841 206	5 710 832
Other receivables	12	85 708	662 353
Prepayments	13	1 446 989	30 600
Other current assets		1 323 917	730 942
Total		**12 188 636**	**8 356 045**
Cash and cash equivalents	14	15 840 395	22 273 699
Long-term assets held-for-sale		96 016	2 413
Total current assets		**28 125 047**	**30 632 157**
TOTAL ASSETS		**419 404 899**	**396 288 145**

	Notes	2025.12.31	2024.12.31
EQUITY			
Authorized capital	15	164 524 601	164 524 601
Capital corresponding to assets which can only be state-owned according to laws	15	-	-
Reserves			
Legal reserve	16	1 078 243	343 176
Other reserves	16	4 184 116	1 943 659
Retained earnings (restated)			
Profit/(loss) of the reporting year		5 425 440	11 202 287
Profit (loss) for the previous year		-	(1 283 872)
Total Equity		**175 212 400**	**176 729 851**
LIABILITIES			
Long-term payable amounts and liabilities			
Grants related to assets	17	109 836 270	110 416 804
Grants to compensate expenses	17	9 936	40 413
Long-term financial debts	19	82 024 748	63 915 580
Long-term lease liabilities		15 781	170 894
Payables and long-term liabilities		2 772 104	2 140 583
Deferred profit tax liability	6	12 595 933	11 917 949
Long-term liabilities to employees	18	203 292	197 446
Total		**207 458 064**	**188 799 669**
Amounts payable and liabilities within one year			
Current portion of other long-term financial debts	19 21	10 019 408	8 126 182
Short-term lease liabilities		174 533	233 705
Trade debts	21	15 303 385	11 837 673
Prepayments received	21	400 322	534 265
Prepayments received	18 21	4 485 381	3 956 773
Other short-term payable amounts	21	6 351 406	6 303 732
Total		**36 734 435**	**30 758 625**
Total liabilities		**244 192 499**	**219 558 294**
TOTAL EQUITY AND LIABILITIES		**419 404 899**	**396 288 145**

Notes on pages 116 to 141 are an integral part of these financial statements

Signed on behalf of the Company by electronic signature on 24 March 2026 by:

Simonas Bartkus, **CEO** Petras Akstinas, **CFO** Sonata Šablinskaitė-Braškienė, **Head of the Accounting Department**

26.4. STATEMENT OF CASH FLOWS for the period ended 31st December 2025

	Notes	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES			
Net profit/(loss)		5 425 440	11 202 287
Adjustments:			
Profit tax expense	6	677 984	(3 286 792)
Depreciation and amortization	7, 8, 17	18 123 282	14 469 460
Decrease (increase) in asset value		(2 554 715)	(3 107 002)
Amortization of grants and subsidies	17	(2 586 929)	(2 384 145)
Elimination of results of disposal and write-off of property, plant and equipment		669 051	1 514 940
Elimination of results of financing and investing activities		2 092 107	2 136 262
Elimination of other non-cash items		(1 125 477)	(18 622)
		20 720 743	**20 526 388**
CHANGES IN WORKING CAPITAL:			
(Increase) decrease in inventories		(269 498)	(182 786)
(Increase) decrease in trade receivables		(2 130 373)	691 784
(Increase) decrease in other receivables		576 645	454 519
(Increase) decrease in prepayments		(1 416 389)	12 240
(Increase) decrease in other long-term and short-term assets		(673 898)	(233 890)
Increase (decrease) in prepayments		(133 943)	(351 506)
Increase (decrease) in trade payables		3 465 712	5 488 699
Increase (decrease) in long-term and short-term liabilities to employees		534 454	1 474 574
Increase (decrease) in other payables and long-term liabilities		476 408	1 895 531
Increase (decrease) in other payables and short-term liabilities		222 206	(308 612)
Profit tax paid		-	(64 204)
Net cash flows from operating activities		**21 372 067**	**29 402 737**

	Notes	2025	2024
CASH FLOWS FROM INVESTING ACTIVITIES			
Acquisitions of property, plant and equipment, and intangible assets	7, 8, 9	(41 874 162)	(67 150 396)
Disposal of property, plant and equipment and intangible assets		402 994	-
Interest received		168 903	459 961
Other investing activities		-	-
Net cash flows from investing activities		**(41 302 265)**	**(66 690 435)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase (decrease) in authorized capital		-	10 000 000
Loans received	19	28 000 000	29 000 000
Loans repaid	19	(7 997 975)	(5 026 772)
Interest paid	19	(2 827 885)	(2 318 398)
Dividends	15, 16	(6 942 891)	(5 147 635)
Grants received	17	3 265 645	6 289 958
Net cash flows from financing activities		**13 496 894**	**32 797 153**
Net increase (decrease) in cash flows		**(6 433 304)**	**(4 490 545)**
Effect of currency exchange fluctuations		-	-
Cash and cash equivalents at the beginning of the period		22 273 699	26 764 244
Cash and cash equivalents at end of the period	14	**15 840 395**	**22 273 699**

Notes on pages 116 to 141 are an integral part of these financial statements.

Signed on behalf of the Company by electronic signature on 24 March 2026 by:

Simonas Bartkus, **CEO** Petras Akstinas, **CFO** Sonata Šablinskaitė-Braškienė, **Head of the Accounting Department**

26.5. STATEMENT OF CHANGES IN EQUITY for the period ended 31st December 2025

	Notes	Company's authorized capital	Legal reserve	Other reserve	Retained earnings (restated)	Total
Balance as at 01.01.2024		154 524 601	-	570 957	5 579 641	160 675 199
Net profit (loss) for the year		-	-	-	11 202 287	11 202 287
Other comprehensive income		-	-	-	-	-
Total comprehensive income		-	-	-	**11 202 287**	**11 202 287**
Dividends		-	-	-	(5 147 635)	(5 147 635)
Increase of capital	15	10 000 000	-	-		10 000 000
Transfers between reserves		-	343 176	1 372 702	(1 715 878)	-
Transactions related to the Company's owner		**10 000 000**	**343 176**	**1 372 702**	**(6 863 513)**	**4 852 365**
Balance as at 31.12.2024		164 524 601	343 176	1 943 659	9 918 415	176 729 851
Balance as at 01.01.2025		164 524 601	343 176	1 943 659	9 918 415	176 729 851
Net profit (loss) for the year		-	-	-	5 425 440	5 425 440
Other comprehensive income	8, 15	-	-	-	-	-
Total comprehensive income		-	-	-	**5 425 440**	**5 425 440**
Dividends		-	-	-	(6 942 891)	(6 942 891)
Increase of capital	15	-	-	-	-	-
Transfers between reserves		-	735 067	2 240 457	(2 975 524)	-
Transactions related to the Company's owner		-	**735 067**	**2 240 457**	**(9 918 415)**	(6 942 891)
Balance as at 31.12.2025		164 524 601	1 078 243	4 184 116	5 425 440	175 212 400

Signed on behalf of the Company by electronic signature on 24 March 2026 by:

Simonas Bartkus, **CEO** Petras Akstinas, **CFO** Sonata Šablinskaitė-Braškienė, **Head of the Accounting Department**

26.6. NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

AB Lietuvos oro uostai (hereinafter – the Company) was registered in the Register of Legal Entities of the Republic of Lithuania on 30 September 1991.

The Company is a legal person with independent organisation of economic, financial, operational and legal activities. The Company is a joint stock company with the State of Lithuania as its shareholder from 1 September 2023. The Company's registration code is 120864074, VAT payer's code is LT208640716, legal (registered) office at: Rodūnios rd. 10A, LT-02189 Vilnius.

The Company's data is collected and stored at the State Enterprise Centre of Registers.

The main activity of the Company is the operation of airports, servicing of aircraft and passengers in accordance with the standards and recommendations of the International Civil Aviation Organisation, international treaties and agreements of the Republic of Lithuania in the field of air transport and other legal acts.

The Company's shareholder's capital as at 31 December 2025 amounted to EUR 164,524,601 (31 December 2024: EUR 164,524,601).

As at 31 December 2025, the number of employees of the Company was 757, comprising 511 employees of VNO and its administrative employees, 159 employees of KUN and 87 employees of PLQ branches (total number of employees of the three branches as at 31 December 2024 was 736).

The audit of the Company's financial statements for 2025 was carried out by ROSK Consulting UAB, company code 302692397, registered office at Laisvės ave. 10A, Vilnius, The Company's financial year coincides the calendar year.

The management of the Company approved these financial statements on 24 March 2026. The shareholder of the Company has a right to approve or not to approve these financial statements and request management to prepare new financial statements.

2. ACCOUNTING PRINCIPLES

2.1. Basis for preparation of financial statements

The Company's financial statements for 2025 have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union (EU). The accounting policies and calculation methods applied are consistent with those used in preparing the Company's annual financial statements for the year ended 31 December 2025. Except for the changes indicated below, the Company has consistently applied the accounting policies to all periods presented in these financial statements.

The financial statements have been prepared on the assumption that the Company will continue its activity in the foreseeable future. As of the date of approval of these financial statements, there are no indications that the Company will be unable to continue its operations in the future. The Company's activities are not restricted.

The financial statements presented below, except for the statement of cash flows, have been prepared using the accrual basis of accounting.

2.2. Application of New and Amended International Financial Reporting Standards (IFRS)

a) New and/or amended standards and interpretations effective from 1 January 2025:

At present, the following revised standards, amendments to existing standards, and interpretations issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective and have been applied by the Company this year:

- Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (effective for annual periods beginning on or after 1 January 2025).
  The application of the above standards, amendments, and interpretations did not have a significant impact on the Company's financial statements

(b) Standards, amendments and interpretations to existing standards issued by IASB, adopted by EU, but not yet effective:

At the date of authorisation of these financial statements, the Company has not early adopted the following new and revised IFRS standards, amendments and interpretations that have been issued but are not yet effective:

- Annual Improvements Volume 11 (effective for annual periods beginning on or after 1 January 2026);
- Contracts Referencing Nature-dependent Electricity – Amendments to IFRS 9 and IFRS 7 (effective for annual periods beginning on or after 1 January 2026);
- Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 and IFRS 7 (effective for annual periods beginning on or after 1 January 2026);
- IFRS 18 Presentation and Disclosure in Financial Statements (effective for annual periods beginning on or after 1 January 2027).

The management of the Company does not expect that the adoption of these standards, amendments and interpretations listed above will have a material impact on the financial statements of the Company in future periods.

(c) Standards, amendments and interpretations to existing standards that are not yet effective and have not been endorsed by EU:

IFRSs currently endorsed by EU are not significantly different from the standards, endorsed by IASB, except the standards, amendments and interpretations that were not endorsed by EU (the effective dates are applicable to IFRS to full extent). These standards, amendments and interpretations are listed below:

- IFRS 19 Subsidiaries without Public Accountability: Disclosures (effective for annual periods beginning on or after 1 January 2027);
- Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency (effective for annual periods beginning on or after 1 January 2027);
- Amendments to IFRS 19 Subsidiaries without Public Accountability: Disclosures (effective for annual periods beginning on or after 1 January 2027).

The management of the Company does not expect that the adoption of these standards, amendments and interpretations listed above will have a material impact on the financial statements of the Company in future periods.

2.3. Currency of the Financial Statements

The Company maintains its accounts and the amounts shown in these financial statements are presented and stated in the national currency of the Republic of Lithuania, the euro. Euro is the functional currency of the Company. Transactions in foreign currency are accounted for at the exchange rates of the European Central Bank prevailing at the date of the transactions. Gains and losses from such transactions and from revaluation of assets and liabilities denominated in foreign currencies as at the reporting date are stated in profit or loss. Such balances are translated at period-end exchange rates

2.4. Intangible assets

Individually acquired intangible assets are initially recognised at acquisition cost. Intangible assets are recognised if it is probable that future economic benefits that are attributable to the asset will flow to the Company and the cost of asset can be measured reliably.

The useful lives of intangible assets are assessed to be either finite or indefinite.

After initial recognition, intangible assets with finite lives are measured at cost less accumulated amortisation and any accumulated impairment losses. Intangible assets are amortised using the straight-line method over the estimated useful life.

The useful lives, residual values and amortisation methods are reviewed annually to ensure that they are consistent with the expected pattern of economic benefits from items in intangible assets.

The Company has no intangible assets with indefinite useful lives.

The separate groups of assets determined at the Company:
a) software;
b) other intangible assets.

Costs incurred due to the acquisition of new software are capitalised and recognised as intangible assets, if they do not constitute an integral part of computer hardware. Intangible assets are amortised over the period of 3 to 4 years.

2.5. Property, plant and equipment

Property, plant and equipment are tangible assets held for the purpose of service provision and intended to be used for a period exceeding one reporting period, its acquisition (production) cost can be reliably measured and its value is above the minimum acquisition value.

Property, plant and equipment, except for buildings, structures and equipment are accounted at acquisition cost (deemed cost) less accumulated depreciation and impairment, if any. Buildings, structures, equipment are accounted for at revalued amount minus subsequent depreciation.

Revaluations of buildings, structures and equipment are carried out periodically to ensure that the accounting value of an asset is not materially different from its fair value at the end of the reporting period.

Any increase in the accounting value of property, plant and equipment arising from the revaluation is recognised in other comprehensive income and increases the revaluation reserve in equity.

The amount of any decrease in the accounting value of an asset arising on a subsequent revaluation, which offsets previous increases in the value of the same asset, is recognised in other comprehensive income and reduces the previously recognised revaluation reserve in equity.

All other impairments are recorded in the statement of profit or loss and other comprehensive income. Increases in value that offset previous impairments are recorded in the statement of profit or loss and other comprehensive income. Each year, the difference between depreciation based on the revalued carrying amount of the asset charged to the statement of comprehensive income and depreciation based on the asset's original cost is transferred from revaluation reserve to retained earnings, after considering the effect of deferred profit tax.

On the sale of a tangible fixed asset carried at revalued amount, the result of the sale is recorded in profit (loss) and other comprehensive income and the balance of the revaluation reserve relating to the asset is transferred to retained earnings (loss).

The initial value of property, plant and equipment comprises its purchase price, including non-refundable purchase taxes, capitalised borrowing costs and any directly attributable costs of bringing the asset to its working condition or location for their intended use. Acquisition cost of assets transferred to the Company or assets given free of charge is determined by the Company's management considering the fair value of these assets. Expenditures, such as repair and maintenance costs incurred after the property, plant and equipment have been brought to their working condition, are normally charged to profit or loss in the period when such costs are incurred. In situations where it can be clearly demonstrated that the expenditures will result in an increase in the future economic benefits and/or useful life of the asset, the expenditures are capitalised as an additional cost of property, plant and equipment.

Depreciation is computed on a straight-line basis over the following estimated useful lives:

Buildings	50 – 80 years
Structures	15 – 25 years
Machinery and other equipment	15 years
Vehicles	6 – 15 years
Other property, plant and equipment	3 – 15 years

The useful life is reviewed on a regular basis to ensure that the depreciation period corresponds to the expected useful life of property, plant and equipment. Useful life of an asset is defined in terms of the expected usefulness of the asset to the entity.

Construction in progress is stated at acquisition cost. This includes the cost of construction, plant and equipment and other directly attributable costs. Construction in progress is not depreciated until the relevant assets are completed and are ready for intended use.

Construction in progress is transferred to the appropriate property, plant and equipment group when the construction in progress is completed and the asset is ready for its intended use.

2.6. Investment property

An investment property is recognised as an asset only when it is probable that future economic benefits associated with the investment property will flow to the Company and the cost of the investment property can be measured reliably.

Investment property consists of the Company's buildings and structures that are held for the purpose of earning rental income and/or with the expectation of appreciation in value. Investment property is initially measured at cost, which comprises the purchase price and any directly attributable costs. Subsequently, investment property is carried at fair value and is not depreciated. Gains or losses arising from changes in fair value are included in the statement of profit or loss and other comprehensive income for the period.

Gains or losses arising on the disposal of investment property are calculated as the difference between the net disposal proceeds and the carrying amount of the property and are recognised in profit or loss in the period of disposal of the investment property.

A portion of the asset may be used by the Company in its operations, while another portion may be allocated to generate rental income and/or in anticipation of appreciation in the value of the asset.

The portions of the assets are separated individually according to the area of the assets used in the Company's operations and devoted to generating rental income and/or in anticipation of appreciation.

The Company applies a materiality criterion of 90 %, above which 100% of the carrying amount of the investment property is attributed to the investment property.

2.7. Financial assets

Financial assets are classified into the following groups: financial assets at amortised cost, financial assets at fair value through other comprehensive income and financial assets at fair value through profit or loss.

Subsequent to initial recognition, financial assets are classified based on the above categories depending on the business model applied to the Company's financial assets. The business model, applied to a group of financial assets, is determined at the level which would reflect how the entire group of financial assets allow achieving the Company's business goals. The intentions of the Company's management regarding the separate financial instruments do not affect the business model applied. When managing financial assets, the Company may apply more than one business model.

The business model for financial assets management is a fact instead of solely a statement. Usually, it is observed in the actions taken by the Company to achieve the set business model goals. When determining the business model which will be applied for the management of financial assets, the Company justifies its decision not based on one fact or action, but considering all directly related evidence existing as at the date of the decision.

The Company recognises a financial asset in the statement of financial position when, and only when, the Company becomes a party to the contractual provisions of the financial instrument. The purchase or sale of financial assets is recognised or derecognised using the transaction date.

Upon initial recognition, the financial assets are recognised at fair value (except for trade receivables without a significant financing component). For assets not at fair value through profit or loss, the Company adds expenses related to the acquisition of financial assets, when they can be directly attributed.

Transaction costs comprise fees and commissions which the Company wouldn't need to pay had it not entered into a financial instrument agreement. If the value of financial assets on initial recognition is different from the transaction price, the difference is recognised in profit or loss.

With regard to the business model applied to the management of a group of financial assets, financial assets are accounted for as follows:

Financial assets measured at amortised cost

Receivables are accounted for in accordance with a business model that aims to hold financial assets to collect contractual cash flows that may arise from cash flows related to principal repayment and interest payments. Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are carried at amortised cost using the effective interest rate method. Gains and losses are recognised in profit or loss when such assets are impaired, as well as through the amortisation process. Loans and receivables are initially recognised at acquisition cost (the fair value of consideration paid). Current receivables are subsequently measured at cost less impairment losses and long-term receivables and loans are carried at amortised cost using the effective interest method less impairment losses.

The effective interest method is a method of calculating the amortised cost of a financial asset or liability and of allocating interest income and expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial asset or liability or, when appropriate, over a shorter period.

Loans and receivables are included in current assets, except for maturities greater than 12 months as of the date of the statement of financial position, in which case they are classified as long-term assets.

Trade receivables

Trade receivables are amounts receivable from customers for the services rendered in ordinary business operations. If the amounts are expected to be received within one year or a shorter period (or during the normal course of business, if later), trade receivables are classified as short-term assets. In other case, these amounts are classified as long-term assets.

Trade receivables after initial recognition are measured at amortized cost using the accrued interest method, including impairment allowances, while trade receivables with a maturity of less than 12 months from the date of recognition (i.e. not including the financing component) and which are not subject to factoring are measured at nominal value, as the associated discounting effect is negligible.

Impaired receivables are written off when they are assessed as uncollectible.

Cash and cash equivalents

Cash consists of cash on hand and cash held in bank accounts. Cash equivalents are short-term, highly liquid investments that are readily convertible into known amounts of cash. The maturity of such investments does not exceed three months, and the risk of changes in value is insignificant.

In the statement of cash flows, cash and cash equivalents comprise cash in bank accounts, cash on hand, and other short-term highly liquid investments. The carrying amount of these assets approximates their fair value.

Derecognition of financial assets

Financial assets are derecognised when:

- The rights to cash flows from the assets expire;
- The Company retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement;
- The Company has transferred its rights to receive cash flows from the asset and either has transferred substantially all the risks and rewards of the asset, or has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Company has transferred its rights to receive cash flows from an asset but has neither transferred nor retained substantially all the risks and rewards of the asset nor transferred control of the asset, the asset is recognised to the extent of the Company's continuing involvement in the asset.

Impairment losses on financial assets: expected credit losses

Asset impairment requirements are applied for recognition of expected credit losses over the entire term of a financial instrument for which there was a significant increase in credit risk since initial recognition. If the credit risk of a financial instrument has not significantly increased following the initial recognition, the Company assesses the amount of losses for that instrument equal to 12 month expected credit losses.

The Company treats financial assets as unsettled, if the contractual payment term is overdue for 90 days and exceeds the advance payment made by debtor. However, in certain cases the Company may deem financial assets as unsettled when internal or external information shows that the Company will probably not recover all the contractual amount, before considering any credit enhancements available to the Company.

The Company monitors the increase of credit risk by monitoring if the debts are repaid in due time. Significant increase in credit risk is considered when the debt is delayed and no reasons exist for presuming that it will be settled in the near future.

The Company uses the following models for determining impairment allowances:

- General model (basic),
- The simplified model for trade receivables.

The expected credit losses (ECL) are calculated based on the three-stage model of impairment ("general approach"):

Stage 1. Financial instruments, for which the credit risk has not increased significantly since initial recognition, or that have low credit risk at the reporting date. For these assets, 12-month ECL are recognised and interest revenue is calculated on the gross carrying amount of the asset. 12-month ECL are the expected credit losses that result from default events that are possible within 12 months after the reporting date. It is not the expected cash shortfalls over the 12-month period but the entire credit loss on an asset weighted by the probability that the loss will occur in the next 12 months.

Stage 2. Comprises financial instruments for which there has been a significant increase in credit risk since initial recognition (unless they have low credit risk at the reporting date) but that do not have objective evidence of impairment. For these assets, lifetime ECL are recognised, but interest revenue is still calculated on the gross carrying amount of the asset. Lifetime ECL are the expected credit losses that result from all possible default events over the expected life of the financial instrument.

Stage 3. Comprises financial assets with objective evidence of default at the reporting date. For these assets, lifetime ECL are recognised and interest revenue is calculated on the net carrying amount.

For trade receivables with no significant financing component the expected credit loss is recognised over the entire period of debt. For impairment of trade receivables, the Company uses a simplified approach. To calculate the expected credit loss, the Company took the following steps:

1. Grouped receivables based on the set criteria of customers
2. Determined the historical quantities of bad debts
3. Assessed macroeconomic indicators
4. Calculated the expected credit loss

The Company grouped receivables based on the following criteria:

- Natural or legal persons
- Based on the overdue period of debts (not overdue, overdue for 1-30 days, 31-60 days, 61-90 days, 91-365 days, more than 365 days)

Based on historical data, the Company has determined that on average, natural persons do not cover 9% of not overdue debts. Legal entities do not settle:

- 1.27% of not overdue debts,
- 4.09% of debts overdue for 1-30 days,
- 16.53% of debts overdue for 31-60 days,
- 36.24% of debts overdue for 61-90 days,
- 60.86% of debts overdue for 91-365 days,
- 95.71% of debts overdue for more than 365 days.

Credit risk related to account balances at banks is limited since the Company performs transactions with banks that have high long-term borrowing ratings issued by foreign rating agencies. The banks' ratings are presented in Note 14. Considering the high ratings of banks creditworthiness, the company considers that the probability of bankruptcy of the banks used by the company is very low.

2.8. Inventories

Inventories are stated at the lower of cost and net realisable value. Net realisable value is the selling price in the ordinary course of business, less the costs of completion, marketing and distribution. Cost is determined by the first-in, first-out (FIFO) method. Inventories, which cannot be realised, are written-off

2.9. Equity

The equity of the Company's owner comprises the value of the assets transferred by the Company's owner to the Company, unless these are assets which can only be state owned according to laws, or they can be a grant.

The amount of capital corresponding to assets which can only be state-owned according to laws, comprises the amount of assets, which under laws can be owned only by the state, whose management, use and disposal is entrusted to the company as established in the laws.

The legal reserve is formed from the Company's profit for distribution, applying the annual deductions set by the institution implementing the rights and obligations of the Company's owner. Deductions to legal reserve are equal to at least 1/20 of the net profit for the financial year. They are made until the reserve reaches 1/10 of the authorized capital. Any excess amount of the statutory reserve may be reallocated by distributing the Company's profits. The legal reserve can be used only to cover losses of the Company. After covering losses, the amount of the legal reserve is reinstated in accordance with the procedure set out in this section.

Other reserves are used for the following purposes:

a) Investments;
b) Training of employees;
c) Employee bonuses, for social, cultural and similar purposes.

An increase in the value of owner's capital or assets, which under laws can be owned only by the state, is recorded:

a) From the Company's funds; i.e. value of assets generated from retained earnings and other reserves (other than legal reserve);
b) At the value of assets created from funds allocated to acquire, create or increase in value of owner's capital;
c) At the value of the assets transferred by the Company's owner.

Retained earnings (losses) are formed from the total income of the current year and the total income of the previous periods after deduction of all profit contributions paid to the state.

2.10. Financial liabilities

Initial recognition and assessment

Upon initial recognition, financial liabilities are divided into loans received and payables. Upon initial recognition, all financial liabilities are recognised at fair value, and in case of loans received and payables, less directly attributable transaction costs. The Company's financial liabilities include trade and other payables, loans received.

Subsequent assessment

Assessment of financial liabilities depends on their classification, as described below.

Loans

Loans received are initially carried at fair value less transaction costs incurred. Subsequently, loans received are carried at amortised cost and the difference between the proceeds received (less transaction costs) and the coverage amount is recognised in profit or loss of the period over the entire loan period.

Loans received are classified as short-term, except where the Company has an unconditional right to defer their payment at least for 12 months after the end of the reporting period.

Trade payables

Trade payables are liabilities to pay for goods or services provided by suppliers over the ordinary course of business. Trade payables are attributed to short-term liabilities if they must be settled within one year or a shorter period (or over the ordinary course of business if it is longer). Otherwise, they are attributed to long-term liabilities. Trade payables are initially measured at fair value and are subsequently measured at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

The Company derecognises financial liabilities when, and only when the Company's obligations are discharged, cancelled or they expire. When one existing financial liability is replaced by another liability to the same creditor but under different conditions, or when the conditions of the existing liability are substantially changed, such a change is considered as derecognition of the initial liability and origination of the new liability. Difference between the respective carrying amounts is recognised in profit or loss.

2.11. Grants

Grants received in the form of fixed assets or allocated to the purchase, construction or other acquisition of long-term assets are considered asset-related grants.

Property created from funds allocated to the Company is considered a grant when the funds are allocated to purchase or creation of infrastructure, as well as to increase the value of the infrastructure managed by the Company, if the infrastructure that would be purchased, created or the value of which would be increased is attributable to property, which according to the law can only be owned by the state. If grants of the Government and European Union are for the purchase or reconstruction of long-term assets, they are considered as grants related to assets. The Company manages the land received in trust, which is owned by the state. Until 31 August 2023, this land was accounted for in the Company's equity, but after the reorganization and restructuring of the Company's capital, the land was assigned to the grant article, taking into account the fact that the right of trust is obtained free of charge and the Company has the right to fully manage the entrusted asset (see 2.18).

For presentation of grants related to assets the Company uses the method which recognises the grant as deferred income that is recognised in statements of profit or loss on a systematic basis over the useful life of the asset. Asset-related grants comprise grants received in the form of long-term assets or in the form of cash intended for the acquisition of long-term assets. Grants are initially recorded at the fair value of the asset received and subsequently recognised statements of profit or loss by reducing the depreciation charge of the related asset over the expected useful life of the asset. Liabilities related to received asset-related grants are presented in the statement of financial position under the item of long-term liabilities 'Asset-related grants'. Upon the revaluation of long-term assets and in case impairment was recognised on revaluation, grants related to long-term assets are written off in a respective proportion.

Grants that compensate the Company for expenses incurred during the current or previous periods or for income not received as well as all other grants and subsidies not attributable to asset-related grants, are considered as income-related grants. The income-related grants are recognised as used in parts to the extent of the expenses incurred during the reporting period or unearned income to be compensated by that grant. These grants are presented in the statement of profit or loss, less related expenses, and/or in the statement of financial position under the item of long-term liabilities 'Grants to compensate expenses'.

Grants from the Government and the European Union that compensate the Company for expenses incurred during the current or previous periods or for income not received as well as all other grants and subsidies not attributable to asset-related grants, are considered as income-related grants. The income-related grants are recognised as used in parts to the extent of the expenses incurred during the reporting period or unearned income to be compensated by that grant.

Details of grants are given in Note 17.

2.12. Employee benefits

Current year cost of employee benefits is expensed immediately in profit or loss. The past service costs are recognised as an expense on a straight-line basis over the average period until the benefits become vested. Gain or loss resulting from changes in employee benefits (decrease or increase) is recognised immediately in profit or loss.

The employee benefit obligation (retirement and jubilee benefits, applicable until 31/12/2025) is calculated based on actuarial assumptions, using the projected unit credit method. Obligation is recognised in the statement of financial position and reflects the present value of these benefits on the preparation date of the statement of financial position. Present value of the long-term obligation to employees is determined by discounting estimated future cash flows using the discount rate which reflects the interest rate of the Government bonds of the same currency and similar maturity as the employment benefits. Actuarial gains and losses are recognised immediately in profit or loss.

2.13. Profit tax

Profit tax calculations are based on annual profit net of deferred profit tax. Calculations of in profit tax are based on the requirements of the Lithuanian regulatory legislation on taxation.

The profit tax rate applicable to companies in the Republic of Lithuania is 16% for the year 2025. As of 2026, profit tax rate of 17% has been established.

The current year tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities.

The prepaid profit tax and recognized profit tax liabilities are offset in the statement of financial position when they relate to the same taxation authority. Tax losses can be carried forward for indefinite period, except for the losses incurred as a result of disposal of securities and/or derivative financial instruments. Such carrying forward is disrupted if the Company changes its activities due to which these losses were incurred except when the Company does not continue its activities due to reasons which do not depend on the Company itself. The losses from disposal of securities and (or) derivative financial instruments can be carried forward for five consecutive years and only be reduced by taxable income earned from the transactions of the same nature. Starting from 1 January 2014, the tax loss carry forward that is deductible cannot exceed 70% of the current financial year taxable profit. Deferred taxes are calculated using the balance sheet liability method. Deferred tax reflects the net tax effects of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for income tax purposes. Deferred tax assets and liabilities are measured using the tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled based on tax rates enacted or substantially enacted at the date of the statement of financial position.

Deferred tax assets have been recognised in the statement of financial position to the extent the management believes they will be realised in the foreseeable future, based on taxable profit forecasts. When it is probable that a portion of deferred tax will not be utilised, this portion of deferred tax is not recognised in the financial statements.

2.14. Recognition principles for revenue from contracts with customers

In accordance with IFRS 15, revenue from contracts with customers, other than leases, is recognised using the five-step model:

Step 1 – Identify contracts with customers

A contract is an agreement between two or more parties (subject to the terms of the purchase or sale) that creates enforceable rights and obligations, and a party of which is a customer. A customer is the party that has contracted with the company to receive goods or services for consideration. A contract with a customer that is within the scope of IFRS 15 is accounted for when the following criteria are met:

- The parties have approved the contract (in writing, orally or in accordance with other usual business practices) and are bound by their respective obligations under the contract;
- It is possible to identify the rights of each party regarding the transferable goods or services;
- It is possible to identify the payment terms provided for the transferable goods or services;
- The contract is of a commercial nature;
- The Company will receive a consideration to which it will be entitled in exchange for the goods or services to be transferred to the customer.

Step 2 – identify performance obligations in the contract

A performance obligation is a contractual obligation to provide services. When services can be distinguished, the obligations are recognised separately. Each obligation is identified in one of two ways:

- A service (or bundle of goods or services) that is separate,
- A set of individual services that are essentially the same and passed on to the customer in a uniform model.

Step 3 – Determine the transaction price

The Company takes into consideration the terms of the contract, the legislation of the Republic of Lithuania and its usual business practices when determining the transaction price. The transaction price is the amount of consideration that the Company expects to be entitled to in exchange for promised goods or services delivered to the customer, excluding amounts collected on behalf of third parties (such as certain sales taxes). The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

Step 4 – Allocate the transaction price to each performance obligation

When assigning a transaction price, the Company attributes a transaction price amount to each performance obligation which reflects the amount of consideration that the Company expects to be entitled to in exchange for the promised goods or services.

Step 5 - Recognise revenue when (or as) the Company satisfies performance obligations

The Company recognises revenue when it meets its performance obligation by delivering the promised good or service to the customer. Performance obligations are settled over a period of time or at a particular point in time. The recognised amount of revenue is equal to the amount of implemented performance obligation. Revenue is recognised when the revenue amount can be reliably estimated and when it is probable that the economic benefits associated with the obligation will flow to the Company and the amount of the revenue can be measured reliably.

Sales are recognised net of VAT and discounts granted. Revenue from sales of goods is recognised upon delivery of goods and transfer of all risks and rewards of ownership. The Company divides its revenue into aviation revenue and non-aviation revenue. Revenue is generated in Vilnius, Kaunas and Palanga airports. The split of revenue based on their type and airport, where the revenue was earned, is presented in Note 3 and 4.

When generating revenue, the Company issues an invoice for services rendered immediately and receivables are attributed to trade receivables. Contractual liabilities comprised deposits received and discount accruals, which are presented in the statement of financial position under other current payables.

Aviation revenue

Aviation activities comprise maintenance and management of aircraft runways, passenger terminals, VIP terminals, airport equipment, baggage administration, ensuring of aviation security and other activities under the standards and recommendations of the International Civil Aviation Organisation, international agreements and arrangements of the Republic of Lithuania in the field of air transport and other legislative requirements. Revenue is recognised based on an actual number of aircrafts that landed and took-off and the number of outbound passengers. Aviation revenue accounts for 64% of all Company's revenue, the major part of which comprises fees for using airport services (56% of all Company's revenue).

Centralised infrastructure charges from 30/10/2024 shall be calculated in accordance with the General Terms and Conditions for the Provision of Groundhandling Services at Airports Operated by Branches of Lithuanian Airports approved by Order No 1R-152. Until then, the above calculations were carried out in accordance with the General Conditions for the Provision of Groundhandling Services at Airports Operated by Branches of Lithuanian Airports approved by Order No 1R-151 of 7 August 2023.

Central infrastructure charges are paid by the provider of groundhandling services and in case the respective documents have been submitted to the airport – directly by the airline. The invoices shall be paid by the last business day of the next month.

The charges are determined by the Company based on the following (relevant versions in 2025):

- General Terms of Airport Usage (Order No 1R-84 of the Chief Executive Officer of Lietuvos oro uostai AB of 28 May 2021),
- Law on Aviation of the Republic of Lithuania (17 October 2000, No VIII-2066, with its successive amendments),
- Order No 3-118 of the Minister of Transport and Communications of the Republic of Lithuania of 28 February 2011 "On Approval of the Description of Procedure of Payment and Application of Airport Usage Charges" with its successive amendments,
- Directive 2009/12/EC of the European Parliament and of the Council of 11 March 2009 on Airport Charges,
- Document No 9082 of the International Civil Aviation Organisation ICAO's Policies on Charges for Airports and Air Navigation Services.

The procedure for payment of charges is set in the General Terms of Airport Usage. Users of airport who start the usage of airport and are willing to pay monthly, must pay a security deposit which is repaid to the user in half a year if liabilities are properly fulfilled. In this case, the invoices shall be paid by the last day of the next month. In addition, there is a possibility to enter into agreements with the general aviation regarding regular settlement and to enter into a written arrangement with a third party regarding the payment for airport services. In other cases, advance payments are made but no later than at the time of aircraft take-off.

The Company fulfils its liabilities set in aviation activity agreements at the time when the service is used, e.g. the client uses aircraft runway or passenger terminal. The Company must ensure that the client can use the service as agreed in the service agreement. Revenue is recognised at the moment of service provision to a client.

In aviation activity services, discounts are applied for new flight routes, increased frequency of cargo flights, increase in the number of passengers. Discounts are recognised at the point in time upon provision of service to which the discount is applied. No guarantees are applied to services.

Contract liability is recognised if the client makes an advance payment for related goods or services before the provision of the service. Contract liabilities are recognised as revenue when the Company performs under the contract. (i.e. transfers the control of goods or services to the client).

Loyalty programme

The Company applies the following loyalty programs:

- The promotion program of the Lithuanian airport network applies to airlines that operate flights in at least two airports managed by Lietuvos oro uostai AB and carry the number of passengers corresponding to the limits of the number of passengers provided for in the program. The discount of the amount provided in the program is applied to the fees paid during the period. The discount applies to the following airport fees: departure passenger fees, aircraft landing fees, security fees. The amount of the discount depends on the number of airports where flights were operated and carried the planned number of passengers.

- The Airline Activity Incentive Program at Vilnius Airport applies to the launch of new passenger or cargo routes, an increase in the frequency of existing passenger or cargo flights, the reinstatement of a route by another airline after its suspension, as well as the growth in the number of an airline's passengers at the airport.
- The program for promoting the activities of air carriers at Kaunas Airport is applied according to the number of passengers carried by a group of airlines or a tour operator.
- The Airline Activity Incentive Program at Palanga Airport applies to the launch of new passenger routes, the reinstatement of a route by another airline after its suspension, and an increase in the frequency of existing passenger flights.

The Company recognizes a contractual obligation when the airlines fulfil the established requirements of the loyalty programs.

Non-aviation revenue

Non-aviation revenue comprises asset lease, car parking, advertising, business club and other revenue. The majority of contracts have a fixed charge; however, part of the contracts also has a variable charge based on the turnover, which may not be lower than a fixed charge set out in the contract. The Company implements contract liabilities and recognises income at a point in time when the service is rendered, except for lease services. No guarantees are applied to services.

Lease revenue

Lease revenue under operating lease agreements are recognised on a straight-line basis over the lease period. Discounts or other incentives to enter into a lease agreement are recognised over the lease period irrespective of cash flows. Lease term is a minimum period when the lessee must lease a leased object. Lease term includes an additional period for which the lessee is entitled with a possibility to extend the lease agreement if the Company's management reasonably expects that the lessee will use this possibility.

Income from agreement termination or compensation for the damage inflicted by a lessee is carried when it is probable that the Company will receive the benefits related to termination of agreement or inflicted damage.

Income from utility services

The Company ensures the provision of utility services to clients who lease premises from the Company. The Company itself does not provide utility services but makes sure that such services are rendered to the client; therefore, the Company acts as an intermediary. Only the net income, i.e. the Company's commissions, is recognised as income. Revenue is recognised at a point in time when services are rendered.

2.15. Expense recognition

The amount of expenses is usually accounted for as the amount paid or due, excluding VAT. In the cases when a long period of payment is established and the interest is not distinguished, the amount of expenses is estimated by discounting the amount of payment using the market interest rate.

2.16. Lease

The determination of whether an arrangement is, or contains a lease is based on the substance of arrangement as at inception date. It is assessed whether the contract is associated with the use of specific assets and whether the contract gives the right to use the asset.

The Company as a lessee

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. The Company recognises a right-of-use asset and a lease liability considering all lease arrangements where it acts as a lessee, except for short-term leases (defined as a lease which lease term does not exceed 12 months) and low-value assets (e.g. notebooks and laptops, small items of office furniture and phones). For these lease agreements, the Company recognises lease payments as operating expenses on a straight-line basis over the lease period, unless other systematic basis provides a better reflection of a time pattern over which economic benefits are received from the leased assets.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Company's incremental borrowing rate is used. Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments, less any lease incentives receivable;
- Variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- Amounts expected to be payable under a residual value guarantee;
- The exercise price under a purchase option that the lessee is reasonably certain to exercise; and
- Penalties for early termination of a lease if the lease term reflects the exercise of the option to terminate lease agreement.

Lease liability in the statement of financial position is attributed to payables.

Lease liability is subsequently measured increasing the carrying amount to represent lease liability interest (using the effective interest rate method) and decreasing the carrying amount to represent the lease payments made.

The Company assesses the lease liability (and adjusts the related right-of-use assets accordingly) when:

- There was a change of lease term or a significant event occurred or there was a change in circumstances which led to the change in assessment of application of purchase option right; in this case, the lease liability is remeasured by discounting the revised lease payments based on revised discount rate.
- Lease payment change arises from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee; in this case, the lease liability is remeasured by discounting the revised lease payments based on unchanged discount rate (unless there is a change in lease payments).
- There was a change in lease agreement, and lease modification is not accounted for as a separate lease; in this case, the lease liability is remeasured considering the term of the amended lease agreement by discounting the revised lease payments based on a revised discount rate. In 2023 and 2022, the Company did not make any such changes.

The right-of-use assets comprise the initial measurement of the respective lease liability, lease payments made at the commencement date of before less lease incentives received and all initial direct costs. Subsequently they are measured at cost less accumulated depreciation and impairment losses. Each group assumes liabilities related to costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, as required by terms and conditions. Provision is recognised and measured under IAS 37. To the extent that expenses are related to right-of-use assets, the expenses are included into the related right-of-use assets unless these expenses were incurred to produce inventories.

The right-of-use asset is depreciated over the lease term or the useful life of the underlying asset, whichever is shorter. If ownership rights to underlying asset have been transferred or the price of the right-of-use asset reflects the Company's expectation to acquire the purchase option, the related right-of-use assets are depreciated over the useful life of the asset. Depreciation is calculated from the commencement date.

Variable lease payments that are not dependent on an index or a rate excluded from measurement of lease liability and right-of-use assets. The related payments are recognised as expenses in the period in which the event or condition that triggers the payments occurs.

The Company as a lessor

The Company as a lessor enters into lease agreements for its investment property. Leases where the Company is a lessor is classified as finance or operating leases. When under the lease terms substantially all the risks and benefits of ownership are transferred to a lessee, the agreement is classified as finance lease. All other leases are classified as operating leases.

Lease income from operating leases is recognised on a straight-line basis over the term of the relevant lease. Initial direct costs incurred in negotiating over the lease of long-term assets and adding the leased assets are added to the carrying amount of the leased assets and are recognised on a straight-line basis over the lease term.

Lease payments due from the lessees are recognised as receivables.

2.17. Financial income and costs

The Company's finance income and costs comprise interest income, interest expenses and positive or negative effect of currency exchange fluctuations on the financial assets and liabilities, loan administration fees. Interest income is recognised in profit or loss as it accrues, using the effective interest method. Positive or negative effect of currency exchange fluctuations on the financial assets and liabilities is carried at net value as finance income or finance costs depending on whether changes in exchange rates comprise net profit or net loss.

2.18. Use of estimates in the preparation of financial statements

The preparation of financial statements according to International Financial Reporting Standards as adopted by the European Union requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, income and costs and contingencies. The significant areas in these financial statements that use estimates include amortisation of intangible assets and depreciation of property, plant and equipment, impairment of long-term assets, income concessions (under the loyalty programmes), impairment allowance for receivables, long-term employee benefits and contingent liabilities. Future events may cause the assumptions used in arriving at the estimates to change. The effect of such changes in the estimates will be recorded in the financial statements when determined.

Management makes estimates when accounting for the Company's capital, which comprises assets managed under the right of trust, which can only be state-owned based on legislation.

Accounting for investment property and property, plant and equipment at revalued amount

Management assesses whether there is objective evidence of changes in the value of assets or cash-generating units. The increase in the value of property, plant and equipment is accounted for after the revaluation by the increase in the value of fixed tangible assets and the amount of the decrease in the value of the revalued assets, which is accounted as the cost of the decrease in the value of fixed tangible assets. Asset value calculations require a significant assessment by the Company's management in choosing valuation methods taking into account the type of assets, their nature and the information available for valuation.

The following valuation methods are used to determine the asset value:

1. The comparative method, the essence of which is 'comparison of the appraised asset with analogous or similar assets for which the transaction prices are known to the asset appraiser', adjusted to reflect these differences.
2. The income method, the essence of which is 'the conversion of the benefits provided by the asset- the net future cash flows into the value of the asset' (a forecast of discounted cash flows based on reliable estimates of future cash flows, taking into account the terms of existing leases and other contracts and external evidence such as leases fees paid in the current market for similar assets in the same location and condition, using discount rates that reflect current market assessments of the magnitudes and uncertain periodicity of cash flows).
3. The cost method, the essence of which is 'the assumption that the price that the buyer would pay in the market for the valued asset, if it was not affected by factors such as time, risk or others, would not be higher than the purchase, production, restoration of an analogous asset, the cost of reproduction, restoration (installation)'.

In 2025, investment property was revalued in order to determine its fair value at the end of the reporting period. The valuation was performed by an external independent valuation company, UAB APUS turtas, which is authorized to carry out property valuation activities.

In 2023, the Company's real estate, plant and equipment were revalued based on a report prepared by independent property valuers. The increase in asset value arising from the revaluation was recognized in equity under the revaluation reserve. During the reorganization, when forming the Company's share capital, this revaluation reserve was capitalized.

Income concessions under loyalty programmes

The management makes an assessment whether the airlines, which are a part of loyalty programmes, will fulfil their obligations and be able to grant the concession of the loyalty programme to themselves. The Company periodically assesses the results of fulfilment of the airlines' obligations during the period, takes into consideration forecast of a number of flights and carried passengers, and makes an estimate whether the airlines will meet the requirements of the loyalty programme. On the basis of these estimates, the income concessions are calculated which reduce the income from aviation activity.

Depreciation of property, plant and equipment and amortisation of intangible assets

At the end of each financial year, the Company's management assesses whether the useful life for respective groups of property, plant and equipment and intangible assets is appropriate. For more details on applied useful life, see Notes 2.4 and 2.5.

Long-term employee benefits

The Company records pension accruals for employees in order to pay severance pay to retiring employees of retirement age, as provided by law. Also, the Company records accruals for employees, which are paid according to the procedure established by the Company in the amount determined for the jubilee benefits payable to employees. The Company's management evaluates the key actuarial assumptions applicable to long-term employee benefits at the end of each financial year. For more detailed information on the indicators used to calculate pension savings, see Notes 2.13 and 18.

Impairment of receivables

The Company does not monitor changes in the level of credit risk during the period of validity of the instrument and determines expected credit losses until the end of the intended period of use of the instrument. The Company recognizes a case of insolvency when the client defaults 90 days after the date of receivables. In order to estimate expected credit losses, the Company uses a provision matrix, calculated taking into account the historical level of repayment and collection of receivables from customers. The Company incorporates information about future periods into the parameters used in the expected loss model, adjusting the key default probability parameters. Expected credit losses are calculated when the receivable is recognized in the statement of financial position and are updated each subsequent last day of the reporting period, depending on the number of days the receivable is overdue. Recognition and reversal of the expected decrease in the value of trade and other receivables to the main receivables is recorded in the income (expenses) line of other activities as losses (reversal of losses) due to the decrease in the value of financial instruments, and interest for late payment is recorded in the income (expenses) line of financial activities as losses (reversal of losses) due to the decrease in the value of financial instruments (Note 12).

Assets managed under the right of trust

The Company owns all assets by right of ownership, except for the land, which is not owned by the Company and is held under the right of trust.

When accounting for assets in 2022 (a link to the 2022 financial statements of SE Lietuvos oro uostai was provided: https://www.ltou.lt/uploads/documents/files/apie-oro-uostus/administracine-informacija/finansines-ataskaitos/2022/Finansin%C4%97s%20ataskaitos%20LT%202022.pdf) and assessing whether the assets managed by the Company under the right of trust should be accounted for in accordance with Interpretation No. 12 Service Concession Arrangements, an evaluation was carried out to determine whether the business model complies with the application guidance and legal basis of service concession arrangements. Clause 7 of the Company's Articles of Association sets out the objectives of the Company's activities, i.e.:

- When operating the international airports of Vilnius, Kaunas and Palanga, to provide public services ensuring the strategic interest of the state, i.e. to manage and develop the infrastructure of Vilnius, Kaunas and Palanga airports, to guarantee the highest level of flight security and aviation, to seek business value growth and profit yield;

- To carry out other activities to satisfy public interests;
- To pursue commercial activities.

Clause 9 of the Company's Articles of Association sets out that when implementing the Company's business goals and mission, the Company's tasks are:

- To create modern infrastructure which, in terms of technical parameters, safety and quality of services meets the needs of air carriers, passengers and other users of airports;
- To ensure safe, efficient and reliable operation of the Company and its infrastructure.

The legislation does not state to whom the services are provided; the Company enters into agreements with the recipients of services directly. Based on Article 33 of the Law on Aviation of the Republic of Lithuania and Resolution No 1098 of 8 November 2006 of the Government of the Republic of Lithuania Regarding Leasing of Land at International Airports, the Company leases airport land by way of an auction or other way provided that the conditions set out in the legislation are existent. Initial land lease charge, if the land lease auction is announced, or land lease charge, if the land lease agreement is concluded in other way than by way of auction, is determined based on Resolution No 1088 of 31 October 2006 of the Government of the Republic of Lithuania Regarding the Approval of the Description of the Procedure for Calculation of Land Lease Charge of International Airports and its Size. Article 50(3) of the Law on Aviation stipulates that charges for use of airports and their sizes are set by the head of the company managing international airport in accordance with Order No 3-118 of the Minister of Transport and Communications of the Republic of Lithuania dated 28 February 2011 On Approval of the Description of Procedure of Payment and Application of Airport Usage Charges. Therefore, the Company has an actual control over the main prices proposed by the Company. All other services provided by the Company are in no way regulated by the Company's owner. Asset management under the right of trust is legalised, there is no asset management contract, no maturity term for asset management under the right of trust is determined. In the light of the above, it is concluded that asset management under the right of trust performed by the Company does not comply with the model of service concession arrangements.

Given that, under IFRS, ownership of an asset is not an essential feature for the recognition of an asset and that the Company is responsible for maintenance, operation, repair and investment of the asset, and that the Company controls the asset either for its own revenue or for administrative purposes, i. e. the Company, through the use of assets obtains and expects future economic benefits, the cost of the asset is measured reliably, the assets managed, used and disposed under the right of trust by the Company are recognized and accounted for in the statement of financial position of the Company.

2.19. Contingencies

Contingent liabilities are not recognised in the financial statements. They are described in the financial statements except for the cases when probability of losing the resources embodying economic benefits is low.

A contingent asset is not recognised in the financial statements but disclosed when an inflow of economic benefits is probable.

2.20. Subsequent events

Events that provide additional evidence on conditions that existed as at the date of the Company's statement of financial position (the adjusting events) are recognised in the financial statements. Subsequent events that are not adjusting events are disclosed in the notes to the financial statements when material.

2.21. Offsetting and comparative figures

When preparing the financial statements, assets and liabilities, as well as revenue and expenses are not set off, except the cases when a certain standard specifically requires such set-off.

2.22. Fair value management

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Determination of the fair value is based on the assumption that the asset sale or liability transfer transaction is performed either:

- on the primary asset or liability market, or
- if primary market is not available – on the market, which is the most favourable for an asset or a liability..

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

For the purposes of a more consistent and comparable measurement of the fair value, the fair value hierarchy set out in IFRS 13 is applied. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, based on the lowest level input that is significant to the fair value measurement as a whole:

- **Level 1** – Quoted (unadjusted) market prices in active markets for identical assets or liabilities;
- **Level 2** – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable;
- **Level 3** – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities which are repeatedly recognised in the financial statements, the Company, when reassessing the allocation, decides on whether the amounts were transferred between hierarchy levels. Fair values are obtained from quoted market prices, discounted cash flow models and option pricing models as appropriate.

As at 31 December 2025 and 2024, the balance value of the Company's financial assets and liabilities approximates their fair value, set at Level 3 fair value hierarchy level, except for received loans. The fair value of financial liabilities related to debt obligations to state-controlled investment banks is calculated by discounting future cash flows according to the interest rate applicable in the contracts. Based on the agreements No L588/429917(1) and No L6132 (2) and L7659 (3), cash flows are discounted using a discount rate of 2.77-3.514% (1) and 3.22-4.561% (2) and 2.967-3.174% (3), respectively (2024: 3.514% (1) and 3.978-4.541% (2), respectively). The valuation of the financial liabilities related to these debts is assigned to Level 3 of the fair value hierarchy, as the loans obtained are targeted to create assets that are specific to the Company.

The table presents the distribution of the Company's financial obligations as hierarchy levels:

	31 December 2025				31 December 2024			
		Fair value				Fair value		
EUR thousand	**Carrying amount**	**Level 1**	**Level 2**	**Level 3**	**Carrying amount**	**Level 1**	**Level 2**	**Level 3**
FINANCIAL LIABILITIES FOR WHICH THE VALUE ID DISCLOSED								
Loan from Nordic Investment bank (1)	18 102	-	-	16 382	21 692	-	-	18 855
Loan from Nordic Investment bank (2)	71 391	-	-	60 574	63 257	-	-	51 005
Loan from Nordic Investment bank (3)	16 197	-	-	12 920	-	-	-	-

3. AVIATION REVENUE

	2025				2024			
	VNO	KUN	PLQ	Total	VNO	KUN	PLQ	Total
Fees	36 421 854	2 729 492	3 387 978	42 539 324	33 693 305	2 568 200	2 878 193	39 139 698
Income from central infrastructure	2 708 141	81 034	588 591	3 377 766	1 779 784	61 379	337 291	2 178 454
Other aviation income	489 554	42 426	13 403	545 383	284 778	22 188	22 392	329 358
Total	**39 619 549**	**2 852 952**	**3 989 972**	**46 462 473**	**35 757 867**	**2 651 767**	**3 237 876**	**41 647 510**

Income from aviation activities is recognised only after the service has been provided

4. REVENUE

	2025				2024			
	VNO	KUN	PLQ	Total	VNO	KUN	PLQ	Total
Non-aviation revenue	18 111 840	5 989 503	1 564 245	25 665 588	16 834 872	5 741 424	1 122 824	23 699 120
Lease income from investment property	13 989 460	5 584 163	1 423 516	20 997 139	13 458 793	5 356 601	1 012 938	19 828 332
Advertising services	769 222	61 641	42 633	873 496	514 190	57 582	31 636	603 408
Car parking services	251 989	75 533	27 730	355 252	273 839	72 550	27 930	374 319
Fast track	325 394	-	-	325 394	277 537	-	-	277 537
Business lounge services	1 988 606	-	-	1 988 606	1 551 481	-	-	1 551 481
Event organization services	101 857	3 799	1 740	107 396	122 091	6 379	-	128 470
Production of permits	98 403	52 564	6 226	157 193	87 171	48 483	4 545	140 199
Transportation services	22 624	30 660	3 663	56 947	17 872	43 381	2 853	64 106
Training services	114 622	14 256	1 037	129 915	97 220	20 492	1 240	118 952
Income from loyalty programme	34 460	-	-	34 460	19 303	-	-	19 303
Other non-aviation income	415 203	166 887	57 700	639 790	415 375	135 956	41 682	593 013
Income from financing and investing activities	202 090	73 283	-	275 373	459 295	666	-	459 961
Default interest	32 389	73 282	-	105 671	33 041	666	-	33 707
Interest	168 902	-	-	168 902	425 176	-	-	425 176
Foreign currency exchange gain	798	-	-	798	1 078	-	-	1 078
Total	**18 313 930**	**6 062 786**	**1 564 245**	**25 940 961**	**17 294 167**	**5 742 090**	**1 122 824**	**24 159 081**

The gain on disposal of assets included in other income amounted to EUR 349 828 in 2025, and EUR 124 189 in 2024.

5. EXPENSES

The Company's expenses comprised the following:

	2025	2024
Depreciation and amortization	**15 485 055**	**12 085 315**
Increase)/decrease in the value of investment property	**(2 980 295)**	**(3 107 002)**
Increase)/decrease in the value of long-term assets	**708 000**	**-**
Employee benefits and related social security expenses:	**26 422 984**	**23 431 808**
Wages and salaries	22 413 601	19 713 249
Bonuses	2 691 989	2 442 025
Vacation accruals, pension expenses	126 380	229 636
Social security expenses	461 381	409 240
Other remuneration-related expenses	729 633	637 658
Maintenance, repairs of long-term assets and utilities	**8 833 751**	**7 902 859**
Asset repair and maintenance expenses	5 198 656	4 875 023
Leased assets	25 802	22 943
Utilities	3 220 884	2 758 434
Environmental expenses	381 659	237 129
Compensations for noise nuisance	6 750	9 330
Taxes (other than profit tax)	**3 715 683**	**4 232 403**
Civil aviation charges	801 000	711 612
VAT expenses	77 215	80 962
Pollution tax expenses	423 781	1 139 958
State property tax expenses	2 413 606	2 293 899
Real estate tax	81	5 972
(Impairment)/reversal of impairment losses on receivables and trade debts	**427 497**	**59 796**
Other expenses	**11 753 538**	**11 547 547**
Transport maintenance	745 412	1 001 742
Transport lease	85 541	112 941
Business trip expenses	268 232	270 800
Personnel-related expenses	945 155	1 059 032
Communication expenses	297 084	337 517
Stationary supplies and services	104 776	76 230
Insurance expenses	653 110	524 225
Risk-sharing agreement expenses	4 461 902	3 812 952
Asset write-offs	190 564	615 976
Other expenses not attributed to any item	4 001 762	3 736 132
Expenses of financing and investing activities	**2 283 625**	**1 862 559**
Interests expenses	2 226 284	1 712 879
Fines and default interests paid	1 706	27 633
Other finance expenses	55 635	122 047
Total	**66 649 838**	**58 015 285**

In the Statement of Profit (Loss) and Other Comprehensive Income, depreciation expenses are presented net of grants received that compensate depreciation expenses. Depreciation expenses of property, plant and equipment (Note 8) are presented at the gross amount, without deducting grants intended to compensate depreciation expenses and other related costs.

	2025	2024
Amortization within a year (Note 7)	813 443	868 525
Depreciation within a year (Note 8)	17 309 839	13 600 935
Amortisation of asset-related grants (Note 17)	(2 586 929)	(2 384 145)
Amortisation of grants to compensate depreciation	(51 298)	-
Total	**15 485 055**	**12 085 315**

Classification of expenses by branches:

	2025					2024				
	VNO	KUN	PLQ	LOU	Iš viso	VNO	KUN	PLQ	LOU	Iš viso
Wages and salaries	10 477 437	4 316 086	2 534 885	7 903 562	25 231 970	9 345 493	3 958 545	2 277 575	6 803 297	22 384 910
Social security expenses	191 026	78 091	46 671	145 593	461 381	168 807	71 772	40 850	127 811	409 240
Business trip expenses	20 631	28 025	25 587	193 989	268 232	11 291	30 070	27 473	201 966	270 800
Other personnel expenses	373 579	191 962	109 988	897 961	1 573 490	379 474	243 462	129 769	822 174	1 574 879
Property and vehicle maintenance expenses	3 812 354	1 261 599	417 495	452 620	5 944 068	3 824 408	1 374 385	390 009	287 963	5 876 765
Property and vehicle lease expenses	75 414	17 596	298	18 035	111 343	77 997	37 523	948	19 416	135 884
Depreciation of assets	8 895 116	4 256 899	1 314 766	1 018 274	15 485 055	6 674 961	3 247 397	1 164 325	998 632	12 085 315
(Increase)/decrease in the value of investment property	(6 827 426)	2 173 378	1 673 753	-	(2 980 295)	(1 841 419)	(303 466)	(962 117)	-	(3 107 002)
Increase)/decrease in the value of long-term assets	111 374	285 723	68 650	242 253	708 000	-	-	-	-	-
Utilities and communication expenses	2 521 937	582 501	121 455	292 076	3 517 969	2 120 938	476 854	131 678	366 481	3 095 951
Operations	632 849	180 020	27 863	-	840 732	608 794	94 574	16 729	-	720 097
Taxes and charges	2 358 638	692 348	594 328	70 369	3 715 683	2 045 345	1 525 529	575 096	86 433	4 232 403
Insurance expenses	253 743	97 847	55 918	245 602	653 110	192 405	75 109	43 890	212 821	524 225
Acquisition of low-value assets	89 508	119 652	54 857	54 236	318 253	130 914	64 279	24 588	62 477	282 258
Other finance costs	121	-	-	55 514	55 635	118	-	-	121 929	122 047
Interests expenses	7 981	5 643	3 657	2 209 003	2 226 284	10 610	9 066	5 178	1 688 025	1 712 879
(Impairment)/reversal of impairment losses on receivables and trade debts	-	-	-	427 497	427 497	-	-	-	59 796	59 796
Fines and default interests paid	-	600	1 101	5	1 706	31	85	-	27 517	27 633
Compensations for noise nuisance	6 750	-	-	-	6 750	-	-	-	9 330	9 330
Risk-sharing agreement expenses	4 461 902	-	-	-	4 461 902	3 812 952	-	-	-	3 812 952
Asset write-offs	175 818	10 954	1 973	1 820	190 565	386 657	5 243	219 982	4 094	615 976
Other expenses	1 390 493	125 040	109 074	1 805 901	3 430 508	1 654 256	92 085	291 918	1 130 688	3 168 947
Total	**29 029 245**	**14 423 964**	**7 162 319**	**16 034 310**	**66 649 838**	**29 604 032**	**11 002 512**	**4 377 891**	**13 030 850**	**58 015 285**

In the Statement of Profit (Loss), the line item for depreciation and amortization expenses includes depreciation and amortization of property, plant and equipment and intangible assets, as well as amortization of grant.
In 2025, interest expenses include EUR 15,240 interest on operating leases recorded as the right-of-use assets (2024: EUR 26,170).

6. PROFIT TAX

Components of the profit tax expenses (income):

	2025	2024
Profit tax during the reporting year	-	-
Adjustment to previous year profit tax	-	(2 984 117)
Change in deferred tax	677 984	(302 675)
Total	**677 984**	**(3 286 792)**

In the Statement of Profit (Loss), the amount of income tax expense attributable to the year's operating result can be reconciled with the income tax expense calculated by applying the statutory corporate income tax rate of 16% on profit before tax for 2025 (15% for 2024):

	2025	2024
Profit before tax	6 103 424	7 915 495
Income tax at a rate of 16% in 2025 (2024: 15%)	976 548	1 187 324
Non-deductible expenses (+) / additionally deductible expenses (-)	2 791 955	562 927
Non-taxable income (-)	(1 166 756)	(538 157)
Adjustment to previous year profit tax	-	(2 984 117)
Utilization of investment projects incentive	(1 923 763)	(1 514 769)
Total	**677 984**	**(3 286 792)**

Deferred profit tax consists of:

	Statement of financial position		Statement of comprehensive income	
	2025	2024	2025	2024
Impairment allowance for trade receivables	116 215	59 085	57 130	10 275
Write-down of inventories	5 819	4 751	1 068	(1 120)
Difference in the value of long-term assets with tax value	(14 199 455)	(13 215 094)	(984 361)	(908 739)
Tax losses carry forward	-	-	-	-
Investment projects incentive	1 430 188	1 193 020	237 168	1 193 020
Accrued lease income concessions	-	-	-	-
Deferred employee social security	4 876	4 360	516	680
Pension, anniversary, bonus accruals	46 424	35 929	10 495	8 559
Total deferred tax:	**(12 595 933)**	**(11 917 949)**	**(677 984)**	**302 675**
Deferred income tax benefit (expenses)	-	-	(677 984)	302 675
Deferred tax assets (liabilities)	(12 595 933)	(11 917 949)	-	-

7. INTANGIBLE ASSETS

	Projects in progress and prepayments made	Software	Other intangible assets	Total
ACQUISITION VALUE AND CHANGE IN VALUE:				
Balance as at 01.01.2024	871 053	3 465 868	465 829	4 802 750
Additions	749 015	478 621	35 960	1 263 596
Disposals and write-offs	-	(1 192 249)	(71 389)	(1 263 638)
Decrease (increase) in asset value	-	-	-	-
Reclassifications	(1 112 806)	501 130	729 146	117 470
Balance as at 31.12.2024	507 262	3 253 370	1 159 546	4 920 178
AMORTISATION:				
Balance as at 01.01.2024	-	(2 670 089)	(438 082)	(3 108 171)
Amortisation charge for the year	-	(733 511)	(135 014)	(868 525)
Disposals and write-offs	-	1 189 039	71 388	1 260 427
Reclassifications	-	-	-	-
Balance as at 31.12.2024	-	(2 214 561)	(501 708)	(2 716 269)
Net book value as at 31.12.2024	**507 262**	**1 038 809**	**657 838**	**2 203 909**
ACQUISITION VALUE AND CHANGE IN VALUE:				
Balance as at 01.01.2025:	507 262	3 253 370	1 159 546	4 920 178
Additions	937 802	385 892	60 443	1 384 137
Disposals and write-offs	(10 300)	(94 346)	(51 400)	(156 046)
Decrease (increase) in asset value	-	-	-	-
Reclassifications	(831 277)	688 685	-	(142 592)
Balance as at 31.12.2025	603 487	4 233 601	1 168 589	6 005 677
AMORTISATION:				
Balance as at 01.01.2025	-	(2 214 561)	(501 708)	(2 716 269)
Amortisation charge for the year	-	(603 898)	(209 545)	(813 443)
Disposals and write-offs	-	94 346	51 400	145 746
Reclassifications	-	-	-	-
Balance as at 31.12.2025	-	(2 724 113)	(659 853)	(3 383 966)
Net book value as at 31.12.2025	**603 487**	**1 509 488**	**508 736**	**2 621 711**

The Company has no internally generated intangible assets. Amortisation expenses of intangible assets are included the statement of profit or loss under ‘Depreciation and amortisation expenses’.

Part of the Company’s intangible assets with the acquisition value of EUR 1,086,198 as at 31 December 2025 was fully amortised (EUR 1,040,462 thousand as at 31 December 2024), but still in use.

8. PROPERTY, PLANT AND EQUIPMENT

	Land	Buildings and structures	Machinery and plant	Vehicles	Right-of-use assets	Construction in progress and prepayments	Other property, plant and equipment	Total
Evaluation model:	Not revalued	Revalued	Revalued	Not revalued	Not revalued	Not revalued	Not revalued	
ACQUISITION VALUE AND CHANGE IN VALUE:								
Balance as at 01.01.2024	51 046 940	319 599 000	36 859 270	14 961 787	591 767	35 390 234	8 627 668	467 076 666
Additions	63 400	1 061 625	2 210 409	1 626 342	102 668	59 813 909	1 071 847	65 950 200
Disposals and write-offs	-	(582 441)	(684 192)	(1 144 387)	(32 668)	(856 466)	(630 139)	(3 930 293)
Decrease (increase) in asset value	-	-	-	-	-	-	-	-
Reclassifications	-	36 157 285	11 529 890	-	-	(54 654 908)	2 560 091	(4 407 642)
Balance as at 31.12.2024	51 110 340	356 235 469	49 915 377	15 443 742	661 767	39 692 769	11 629 467	524 688 931
DEPRECIATION:								
Balance as at 01.01.2024	-	(136 181 632)	(25 580 519)	(11 303 603)	(75 356)	-	(6 091 190)	(179 232 300)
Depreciation within the year	-	(9 676 456)	(1 716 584)	(721 690)	(211 438)	-	(1 274 767)	(13 600 935)
Disposals and write-offs	-	109 277	649 096	1 023 086	17 312	-	619 793	2 418 564
Reclassifications	-	-	-	-	-	-	-	-
Balance as at 31.12.2024	-	(145 748 811)	(26 648 007)	(11 002 207)	(269 482)	-	(6 746 164)	(190 414 671)
Net book value as at 31.12.2024	**51 110 340**	**210 486 658**	**23 267 370**	**4 441 535**	**392 285**	**39 692 769**	**4 883 303**	**334 274 260**
Balance as at 01.01.2025	51 110 340	356 235 469	49 915 377	15 443 742	661 767	39 692 769	11 629 467	524 688 931
Additions	13 700	793 424	366 477	7 567 553	39 163	30 665 999	1 003 225	40 449 541
Disposals and write-offs	-	(19 302)	(3 098 292)	(8 283)	(7 454)	(358 177)	(661 945)	(4 153 453)
Decrease (increase) in asset value	-	(68 650)	(3 304)	-	-	(353 627)	-	(425 581)
Reclassifications	-	20 188 509	24 529 835	-	-	(49 017 841)	905 364	(3 394 133)
Balance as at 31.12.2025	51 124 040	377 129 450	71 710 093	23 003 012	693 476	20 629 123	12 876 111	557 165 305
DEPRECIATION:								
Balance as at 01.01.2025	-	(145 748 811)	(26 648 007)	(11 002 207)	(269 482)	-	(6 746 164)	(190 414 671)
Depreciation within the year	-	(11 025 922)	(3 317 934)	(968 042)	(243 791)	-	(1 754 150)	(17 309 839)
Disposals and write-offs	-	8 697	2 968 653	8 118	240	-	626 330	3 612 038
Reclassifications	-	683 947	-	-	-	-	-	683 947
Balance as at 31.12.2025	-	(156 082 089)	(26 997 288)	(11 962 131)	(513 033)	-	(7 873 984)	(203 428 525)
Net book value as at 31.12.2025	**51 124 040**	**221 047 361**	**44 712 805**	**11 040 881**	**180 443**	**20 629 123**	**5 002 127**	**353 736 780**

Assets measured at revalued amount, showing their unadjusted value:

	Unrevalued acquisition cost	Accumulated depreciation	Balance value on 31.12.2025
Buildings and structures	295 373 792	(141 275 034)	154 098 758
Machinery and equipment	70 681 448	(25 236 775)	45 444 673

In 2025, the Company capitalized EUR 567,245 (2024 – EUR 791,267) of interest on loans received for investments in unfinished construction projects.

During 2025, the Company wrote off and disposed of lomg-term assets with an acquisition cost of EUR 3,591,906. In 2024, the Company wrote off and disposed of long-term assets with an acquisition cost of EUR 5,193,931. The net book value of the written-off assets is included in the "Other expenses" line of the profit (loss) statement. In 2025, the Company sold long-term assets with an acquisition cost of EUR 556,384 (2024 – EUR 901,594).

In 2024, the Company received long-term tangible assets from tenants free of charge, with a value at the time of transfer of EUR 499,150. These assets were recognized as the Company's long-term tangible assets. The corresponding amount was recorded in the accounts as deferred rental income, which is recognized as rental income over the lease term. In 2025, the Company did not receive any assets free of charge from tenants.

As at 31 December 2024 and 2025, the Company had no long-term assets pledged.

9. INVESTMENT PROPERTY

	Total
ACQUISITION VALUE:	
Balance as at 31.12.2023	21 889 127
Additions	-
Disposals and write-offs	(107 500)
Reclassifications	4 272 248
Change in fair value	3 107 002
Balance as at 31.12.2024	29 160 877
Additions	40 484
Disposals and write-offs	(117 335)
Reclassifications	2 852 778
Change in fair value	2 980 295
Balance as at 31.12.2025	34 917 099

Rental income from investment property in 2025 amounted to EUR 20,997 thousand (2024: EUR 19,828 thousand). The Company did not incur direct operating costs from investment property in 2025, as leased properties in most cases are repaired at the lessee's expense, and lessees reimburse maintenance costs and part of the real estate tax.

10. INVENTORIES

	2025	2024
Consumables and spare parts	1 342 477	1 112 097
Fuel and other oil products	175 996	130 046
Food products	6 572	8 870
Write-off of inventories	(34 229)	(29 695)
Total	**1 490 816**	**1 221 318**

The value of consumables and spare parts was written down to net realizable value on an item by item basis. Impairment losses of inventories were carried in profit or loss and other comprehensive income. During 2025, the Company used and wroteoff inventories in the amount of EUR 2,334,461 (2024: EUR 2,294,248).Write-down of inventories were carried under 'Other expenses', 'Log-term assets repair and maintenance expenses'.

The carrying amount of the Company's long-term assets held for sale, consisting of freight vehicles, car parking equipment and other small assets, was EUR 96,616 at 31 December 2025 (2024: EUR 2,413). The net realisable value of such assets amounted to EUR 96 000 (2024: EUR 9,221) and is not included in the carrying amount.

In 2025, the Company's gain on disposal of long-term assets held for-sale (agricultural machinery, cars, car park equipment, furniture and other small assets) totalled EUR 349,828 (2024: EUR 124,189).

11. CONTRACT ASSETS AND LIABILITIES

	2025	2024
Trade receivables (Note 12)	7 841 206	5 710 832
Contract assets	4 262	11 853
Loyalty programme	287 759	-
Contract liabilities (Note 21)	(4 554 531)	(5 092 916)

The Company does not have contract assets, except for the lost lease income described below, because all services, except for lease, are recognized at the time the service is provided.

In 2025, the Company provided customers with access to a loyalty programme at the Business Club, where revenue from such activity is recognised over the 12-month term of the arrangement.

Contract liabilities consist of security deposits received from customers for services provided by the Company and accruals related to loyalty programmes aimed at promoting new routes and additional cargo transportation. In 2025, contract liabilities consisted of: EUR 372,430 in security deposits received (2024: EUR 860,775) and EUR 3,285,126 in loyalty programme accruals (2024: EUR 4,232,141).

During 2025, a total of EUR 4,443,349 of contract liabilities was recognised as a reduction of aviation revenue (2024: EUR 5,298,263).

12. TRADE RECEIVABLES

	2025	2024
Trade receivables	8 524 826	6 096 029
Loss allowance for expected credit losses	(683 620)	(385 197)
Total	**7 841 206**	**5 710 832**

In 2025, the Company wrote off all bad debts form buyers for EUR 112,606 (2024: no write-offs).

Ageing analysis of the trade receivables is as follows:

	Past due (after impairment)					
	Not past due (after impairment)	Less than 30 days	30 – 60 days	60 – 90 days	More than 90 days	Total
Trade receivables at 31.12.2024	4 687 066	829 483	104 244	7 110	82 929	5 710 832
Trade receivables at 31.12.2025	6 443 629	1 171 351	132 778	82 017	11 431	7 841 206

For more detailed disclosure on credit risks, see Note 22 of the financial statements.

13. OTHER RECEIVABLES

Other receivables comprised the following:

	2025	2024
Budget debt to the Company	85 708	660 955
Employee debts and accountable persons	-	25
Other receivables	-	1 373
Total	**85 708**	**662 353**

Ageing analysis of other receivables is as follows:

	Other receivables past due					
	Other receivables not past due	Less than 30 days	30 – 60 days	60 – 90 days	More than 90 days	Total
Other receivables as at 31.12.2024	662 353	-	-	-	-	662 353
Other receivables as at 31.12.2025	85 708	-	-	-	-	85 708

The impairment of other receivables is assessed based on the expected credit loss model. No expected credit losses on other receivables were recognised in 2025 or 2024..

14. CASH AND CASH EQUIVALENT

The Company's cash and cash equivalents comprise as follows:

	2025	2024
Cash in banks	15 839 929	22 273 134
Cash on hand	466	565
Total	**15 840 395**	**22 273 699**

As at 31 December 2025 and 2024, the Company did not have any monetary funds pledged.

Credit risk related to cash held with banks is limited, as the Company conducts its transactions with banks that have high long-term credit ratings assigned by international rating agencies.

Bank	Credit rating agency Moody's Investors Service data	Credit rating agency Standard & Poor's data
Citadele bankas	Baa1	-
Luminor Bank AB	Aa3	-
AB SEB bankas	Aa3	A+
Swedbank AB	Aa3	A+

15. CAPITAL

Company owner's equity:

	Total
MOVEMENTS IN CAPITAL DURING 2024:	
Balance as at 01.01.2024	**154 524 601**
Resolution of the Government of the Republic of Lithuania No 444 of 05/06/2024 'On the Investment of State Assets and Increase of the Issued Capital of the Public Limited Liability Company Lithuanian Airports	5 000 000
Resolution of the Government of the Republic of Lithuania No 967 of 13/11/2024 'On the Investment of State Assets and Increase of the Issued Capital of the Public Limited Liability Company Lithuanian Airports'	5 000 000
Balance as at 31.12.2024	**164 524 601**
MOVEMENTS IN CAPITAL DURING 2025:	
Balance as at 01.01.2025	**164 524 601**
-	-
Balance as at 31.12.2025	**164 524 601**

As at 31 December 2025, the State owned 164,524,601 ordinary shares of the Company, each with a nominal value of EUR 1. As at 31 December 2025, all shares were fully paid up. The Company had not acquired any of its own shares.

16. RESERVES

Reserves comprised the following:

	2025	2024
Legal reserve	**1 078 243**	**343 176**
Other reserves	**4 184 116**	**1 943 659**
Reserves intended for social, cultural and similar purposes	3 811 281	1 570 824
Reserves for investments	372 835	372 835
Total	**5 262 359**	**2 286 835**

The Company's legal reserve is formed in accordance with Article 59 of the Law on Companies of the Republic of Lithuania. The legal reserve must amount to no less than 1/10 of the Company's share capital. Each year, no less than 1/20 of the net profit must be transferred to the legal reserve. During 2025, the amount transferred totalled EUR 735,067 (2024: EUR 343,176).

Dividends are paid in accordance with the Law on Companies of the Republic of Lithuania. In 2025, the Company, operating as a state-owned enterprise, paid a profit contribution of EUR 6,942,891. In 2024, the Company paid EUR 5,147,635 in profit contributions.

The amount of dividends is determined in accordance with the legal acts governing the determination of the portion of profit allocated for dividend distribution. The target key financial performance indicators for state-owned enterprises for the period 2025–2027 were approved by Resolution No. 1074 of the Government of the Republic of Lithuania dated 11 December 2024.

17. GRANTS

Grants related to assets

Information on the Company's grants related to assets:

	2025	2024
Likutis laikotarpio pradžioje	**110 416 804**	**106 510 992**
EU fund grants received	1 993 977	6 226 558
Stae budget grants received	13 700	63 400
Grants written off	(1 282)	(1)
Amortization charge for the year	(2 586 929)	(2 384 145)
Closing balance	**109 836 270**	**110 416 804**

Grants at net book value as at 31 December 2025 comprise the following grants provided under EU structural support projects related to the modernization of airport infrastructure, implementation of environmental measures, renovation of aprons and runways, and expansion of passenger terminals. Also, part of the grants was also received for the implementation of other externally funded projects.

Grant amortization expenses are included in the depreciation and amortization expense line in the profit (loss) and other comprehensive income statement.

Information on the grants received by the Company as of December 31, 2025, is provided below:

	Period of receipt	Grants receive	Accumulated amortisation	Carrying amount
Reconstruction of VNO'S runway and signal light system	2017-2018 and 2021	9 818 307	5 235 324	4 582 983
Modernization of VNO's noise monitoring system	2019	254 597	254 595	2
Construction of taxiway and apron at KUN	2015	1 937 864	1 367 711	570 153
Reconstruction of VNO's fence	2013-2014 and 2021	1 307 289	921 722	385 567
Reconstruction of the garage into the building of the fire rescue station	2013-2014	1 560 128	741 229	818 899
Expansion of KUN's passenger terminal (building)	Until 30/06/2014	13 030 531	5 433 397	7 597 134
Modernization of KUN's airfield (runway)	Until 2014-06-30	2 975 427	2 561 585	413 842
Reconstruction of the VNO's terminal (building)	Until 2014-06-30	3 615 339	1 121 080	2 494 259
Reconstruction of the pavement of VNO's apron	Until 30/06/2014 and 2021	8 607 651	5 250 730	3 356 921
Reconstruction of VNO's taxiway Z	2020-2022	2 252 634	616 185	1 636 449
Reconstruction of VNO's taxiway F	Until 30/06/2014 and 2020-2022	4 371 247	1 276 985	3 094 262
Reconstruction of the northern apron of VNO's platform	2020-2022	2 279 247	864 136	1 415 111
VNO's surface wastewater management system	2021	1 813 703	422 669	1 391 034
Reconstruction of VNO's B taxiways	2022	1 069 410	180 340	889 070
Reconstruction of PLQ's runway, taxiway and aprons	2021	8 883 351	1 477 176	7 406 175
Implementation of LOU's Airport Operations Management Information System (AMS)	2021	2 878 369	314 352	2 564 017
Installation of AIS systems	2022	307 273	61 455	245 818
Modernization of VNO's perimeter video system	2021	123 264	110 207	13 057
Installation of automatic gates	2021	8 740	4 157	4 583
Installation of VSAT premises	2021	1 462 470	135 920	1 326 550
Reconstruction of VNO's T4 terminal	2022	4 000 000	66 667	3 933 333
Implementation of the Transport and Communications Policy (for the purchase of diesel generators, uninterruptible power supply units and a mobile diesel storage tank)	2023	418 970	137 590	281 380
KNU's northern apron and testing area	2024-2025	7 603 856	335 005	7 268 851
VNO'S telescopic jet bridge	2024-2025	157 617	6 410	151 207
Other grants	Until 30.06.2014	18 149 241	11 277 668	6 871 573
Non depreciable assets				
Land	2023-2025	51 124 040	-	51 124 040
Total		**150 730 237**	**40 893 967**	**109 836 270**

Income-related grants

Information on the Company's grants related to income:

	2025	2024
Opening balance	**40 413**	**121 058**
Grants to cover expenses for VIP terminal	249 821	257 438
De Minimis Aid (route promotion programme)	950 000	900 000
Grants for BSR HyAirport project **	30 550	3 043
Grants for financing eAir ***	27 597	-
Reversal of grant expenses	(1 288 445)	(1 241 126)
Closing balance	**9 936**	**40 413**

During 2025, the Company recognized EUR 30,477 of previously received revenue-related grants allocated for the ALIGHT research project. As of the end of 2025, the balance of unrecognized (unused) revenue-related grants amounted to EUR 9,936.

** BSR HyAirport Project – aimed at finding concrete solutions for adapting airport infrastructure for hydrogen-powered aircraft in the future, and preparing airports to store, process, and supply green hydrogen as a future energy source for aviation.

*** eAir Project – focused on the development of electricity supply and charging infrastructure at airports in the Baltic states along the North Sea–Baltic CNC / TEN-T corridor, to facilitate the transition to environmentally friendly operations.

18. EMPLOYEE BENEFIT LIABILITIES

The employment-related liabilities comprised the following:

	2025	2024
Pension accruals	**273 079**	**224 556**
Long-term	203 292	197 446
Short-term	69 787	27 110
Accruals for anniversary payments	**-**	**-**
Long-term	-	-
Short-term	-	-
Bonus accruals	2 027 308	1 847 449
Accruals for termination benefits	-	-
Remuneration payable	50 455	44 209
Personal income tax payable	191 698	15 936
Social security contributions payable	508 884	464 107
Vacation accruals	1 637 249	1 557 962
Total	**4 688 673**	**4 154 219**

In 2025, long-term liabilities related to remuneration amounted to EUR 203 292 (2024: EUR 197 446). Short-term liabilities related to remuneration amounted to EUR 4 485 381 (2024: EUR 3 956 773). Related expenses are included in the statement of profit or loss under the Company's employee benefit expenses.

In 2025, retirement benefits amounted to EUR 36 501 (2024: EUR 11 169).

Pensions accruals are calculated on the following ratios:

	2025	2024
Discount rate, %	2,88	2,88
Employee turnover rate, %	14,78	13,85
Anticipate annual salary increase, %	6,00	6,00

19. LOANS

Loans granted by the Company were as follows:

	2025	2024
Long-term loans	**82 024 748**	**63 915 580**
Loan from Nordic Investment bank	82 024 748	63 915 580
Current portion of long-term loan	**10 019 408**	**8 126 182**
Loan from Nordic Investment bank	10 019 408	8 126 182
Total loan:	**92 044 156**	**72 041 762**

Repayment terms of the principal amounts of non-discounted loans (excluding interest):

	Within 1 year	1-5 years	After 5 years	Total
Loan repayments as at 31.12.2024	7 283 690	36 418 445	27 497 134	71 199 269
Loan repayments as at 31.12.2025	9 176 546	38 563 328	43 461 420	91 201 294

Information on the loans received as at 31 December 2025 and 2024 is presented below:

Loan issuer	Annual interest rate (%)	Maturity
Loan from Nordic Investment bank, granted on 1 June 2017	6-month Euribor+fixed margin	As at 03 May 2032
Loan from Nordic Investment bank, granted on 23 September 2020	6-month Euribor+fixed margin	As at 15 August 2035
Loan from Nordic Investment bank, granted on 30 September 2025	6-month Euribor+fixed margin	As at 29 June 2040

The Company has fully utilized the limit of EUR 29.6 million, granted on 1 June 2017 under the loan agreement. The repayment of this loan started in 2020, a total of EUR 13,031,850 was repaid by the end of this financial year. The balance of the loan due at the end of the year was EUR 16,568 thousand.

The Company signed a new agreement in 2020 with the Nordic Investment Bank for a EUR 70 million loan. As of 31 December 2021, the company had drawn EUR 11,000,000; no additional amounts were drawn in 2022; in 2023, EUR 15,000,000 was drawn; in 2024, EUR 29,000,000; and in 2025, EUR 15,000,000. By the end of this year, EUR 8,366,855 has been repaid under this loan, leaving an outstanding balance of EUR 61,633,000 at year-end.

The Company signed a new agreement in 2025 with the Nordic Investment Bank for a EUR 20 million loan. As of 31 December 2025, the Company had drawn EUR 13,000,000.

In 2025, the interest charge amounted to EUR 2,208,303, which was recorded in the statement of profit or loss and other comprehensive income under expenses of financing and investing activities (2024: EUR 1,686,709).

The loan agreements have financial covenants binding upon the Company:

- ownership ratio greater than 40 %;
- the net debt-to-EBITDA ratio by the end of the period must not exceed 5.5:1.

In 2025 and 2024, the Company complied with the covenant.

EBITDA is calculated as the Company's net profit before taxes for the financial year, adjusted by adding interest expense, depreciation and amortization, including impairment losses on fixed assets, and eliminating exceptional or special transactions, as well as asset revaluation or book value gains and losses arising from the disposal of assets in those financial years.

On 27 July 2023, the Company signed a EUR 600 thousand credit limit (overdraft) agreement with SEB bankas (no financial covenants are set in the agreement). The agreement matures on 26 July 2028, and bears annual interest of 0.9%. The Company did not utilize the credit limit in 2025.

Movement in financial borrowings during the year:

	Total
Net debts as at 01.01.2024	**47 790 709**
Loans received	29 000 000
Loans repaid	(5 026 772)
Accrued interest and loan administration fees	2 596 223
Interest and loan administration fees paid	(2 318 398)
Net debts as at 31.12.2024	**72 041 762**
Net debt as at 01.01.2025	**72 041 762**
Loans received	28 000 000
Loans repaid	(7 997 975)
Accrued interest and loan administration fees	2 828 254
Interest and loan administration fees paid	(2 827 885)
Net debts as at 31.12.2025	**92 044 156**

20. LEASE

Operating lease agreements are accounted for as finance leases based on the requirements of IFRS 16. Right-of-use assets are accounted for under property, plant and equipment and disclosed in Note 8. The Company's operating lease liabilities are included in the statement of financial position under the following items: long-term under 'Payables and long-term liabilities', current under 'Other current payables'. In 2025, the Company signed new lease agreements totalling EUR 39,163 (2024: EUR 102,668). In 2025, the discount rate used for calculations was 5,34-6,51% (2024: 5,94-6,51%). Lease liabilities consisted of:

	2025	2024
Log-term liabilities	15 780	170 894
Short-term liabilities	174 532	233 706
Total	**190 312**	**404 600**

Exemption in IFRS 16 was applied to short-term leases and leases of low-value equipment; therefore, such leases are accounted for under operating expenses. The Company leases software licenses and other low-value assets. For these assets, the Company chose not to recognise right-of-use asset.

Operating lease expenses were recognised in the statement of profit or loss as follows:

	2025	2024
Short-term lease of car and other assets	85 541	112 942
Lease of other assets that qualify as low-value assets	25 802	22 943
Interest related to right-of-use assets	15 240	26 170
Total	**126 583**	**162 055**

The Company as a lessor

The Company as a lessor has concluded several operating lease agreements. The terms of lease do not include restrictions of the activities of the Company in connection with the dividends, additional borrowings or additional long-term lease agreements.

Future minimum lease payments under operating lease contracts were as follows:

	2025	2024
Within one year	4 946 086	3 690 847
From 1 to 5 years	15 485 389	21 444 382
After five years	3 022 195	6 325 062
Total	**23 453 670**	**31 460 291**

Income under operating leases is recognized as lease income on a straight-line basis over the lease term and is accounted for in the statement of profit or loss and other comprehensive income.

In 2024, the company received long-term tangible assets from a lessee free of charge, with a fair value of EUR 499,150. This amount was recognized as deferred (future period) rental income and is transferred to rental income proportionally over the lease term. During the 2025 period, no additional free-of-charge assets were received.

The unrecognized deferred rental income as of 31 December 2025, amounts to EUR 560,164, of which: long-term portion – EUR 544,393, short-term portion – EUR 15,771.

21. SHORT-TERM LIABILITIES

	2025	2024
Current year debt to credit institutions	10 019 408	8 126 182
Debts to suppliers	15 303 385	11 837 673
Prepayments received	400 322	534 265
Profit tax liabilities	-	-
Employment-related liabilities:	4 485 381	3 956 773
Pension accruals	69 787	27 110
Bonus accruals	2 027 308	1 847 449
Remuneration payable	50 455	44 209
Personal income tax payable	191 698	15 936
Social security contributions payable	508 884	464 107
Vacation accruals	1 637 249	1 557 962
Contract liabilities	4 554 531	5 092 916
Other taxes payable to the state budget	1 216 218	764 905
Operating lease liabilities	174 532	233 706
Other payables	580 658	212 205
Total	**36 734 435**	**30 758 625**

22. FINANCIAL RISK MANAGEMENTS

Credit risk

Credit risk is the risk that a counterparty will default on a financial instrument or contract with a client and suffer a financial loss as a result.

The Company's credit risk mainly relates to its core business (trade and other receivables). The Company's exposure to cash risk is limited as the Company holds cash balances only with reputable financial institutions. The Company does not guarantee obligations of other parties. Also, due to the nature of the Company's business, deposits are required from customers. The priority objective of the Company's treasury management is to ensure the security of funds and maximise return on investments in pursuance of this objective. Counterparty credit risk is managed by entering into transactions only with reputable financial institutions with a credit rating for long-term foreign currency borrowing.

The maximum credit risk is equal to the residual value of the financial assets:

	2025	2024
Receivables from other clients	7 841 206	5 710 832
Other receivables	85 708	662 353
Cash and cash equivalents	15 840 395	22 273 699
Total	**23 767 309**	**28 646 884**

In 2025, aviation revenues accounted for 64% of the Company's revenue (2024: 64%).

Receivables from the Company's 12 main buyers accounted for about 65.5% of the Company's total receivables from customers as at 31 December 2025, and about 58% as at 31 December 2024. If 1% of receivables were not recovered, the Company would incur additional costs of EUR 85,263.

The Company's expected credit losses recognised for receivables as at 31 December 2025 are specified in Note 12. Information on banks' creditworthiness is disclosed in Note 14.

The table below provides information on the probability of trade receivables losses based on future factors:

	2025		2024	
	Loss probability	Losses recognized	Loss probability	Losses recognized
Not overdue	1,41%	88 027	1,34%	48 834
Overdue for 1-30 days	4,87%	59 965	3,98%	34 353
Overdue for 31-60 days	20,19%	33 590	14,88%	18 626
Overdue for 61-90 days	42,70%	61 119	32,63%	3 662
Overdue for 91-365 days	66,82%	19 290	57,10%	116 435
Overdue for more than 365 days	96,78%	421 630	93,59%	163 287
Total		**683 620**		**385 197**

Movements of recognized losses during the year:

	2025	2024
Opening balance	**385 197**	**325 401**
Recognized	314 891	59 796
Written-off	(16 468)	-
Closing balance	**683 620**	**385 197**

Market risk

Market risk is the risk that the value of financial instruments will change due to changes in market prices. The Company has secured the prices of goods and services by contracts, the share of goods or services purchased on the public exchange is insignificant, therefore this risk is considered insignificant.

Interest rate risk

All of the Company's loans have a variable interest rate that is linked to EURIBOR and creates interest rate risk. As at 31 December 2025 and 2024, the Company did not have any financial instruments designated to manage the risk of interest rate fluctuations. If EURIBOR increased/decreased by 1%, the Company's interest expenses would increase or decrease by EUR 920,442.

Currency risk

The Company's monetary assets and monetary liabilities in 2025 and 2024 were denominated in euros, except for individual transactions in other currencies, so there is no significant currency risk.

Liquidity risk

The Company's policy is to maintain a sufficient amount of cash and cash equivalents or to secure financing with the help of credit lines of an appropriate amount in order to fulfill the obligations stipulated in its strategic plans. The Company's liquidity (total current assets/total payables and current liabilities) and quick coverage (total current assets - reserves/total payables and current liabilities) ratios as at 31 December 2025 were 0.77 and 0.73, respectively (31 December 2024: 0.95 and 0.91).

The table below summarizes the maturities of the Company's financial assets and liabilities as at 31 December 2025 and 2024 by undiscounted contractual payments:

	Contractual cash flows					
	On demand	Less than 3 months	3-12 months	1-5 years	After 5 years	Total
As at 31 December 2025						
Assets						
Cash in banks	15 840 395	-	-	-	-	15 840 395
Receivables from the client	-	7 841 206	-	-	-	7 841 206
Total undiscounted financial assets	**15 840 395**	**7 841 206**	**-**	**-**	**-**	**23 681 601**
LIABILITIES						
Interest bearing loans and borrowings	-	3 081 657	6 094 889	38 563 328	43 461 420	91 201 294
Interest on loan agreements (future periods)	-	1 019 857	1 835 375	9 707 379	3 097 221	15 659 832
Trade liabilities (payables to the suppliers)	-	15 273 327	-	-	-	15 273 327
Employment-related liabilities	-	50 455	-	-	-	50 455
Other liabilities	-	3 635	-	-	-	3 635
Debts under asset lease agreements	-	43 633	130 899	15 780	-	190 312
Interest under asset lease agreements	-	6 012	18 035	16 392	1 685	42 124
Total undiscounted financial assets	**-**	**19 478 576**	**8 079 198**	**48 302 879**	**46 560 327**	**122 420 979**
Difference between undiscounted financial assets/(liabilities)	**15 840 395**	**(11 637 370)**	**(8 079 198)**	**(48 302 879)**	**(46 560 327)**	**(98 739 378)**
As at 31 December 2024						
Assets						
Cash in banks	22 273 699	-	-	-	-	22 273 699
Receivables from the client	-	5 710 832	-	-	-	5 710 832
Total undiscounted financial assets	**22 273 699**	**5 710 832**	**-**	**-**	**-**	**27 984 531**
LIABILITIES						
Interest bearing loans and borrowings	-	2 367 372	4 916 318	36 418 445	27 497 134	71 199 269
Interest on loan agreements (future periods)	-	1 041 173	1 581 298	8 926 613	2 762 581	14 311 665
Trade liabilities (payables to the suppliers)	-	11 795 174	-	-	-	11 795 174
Employment-related liabilities	-	44 209	-	-	-	44 209
Other liabilities	-	1 749	-	-	-	1 749
Debts under asset lease agreements	-	58 427	175 279	170 894	-	404 600
Debts under asset lease agreements	-	6 012	18 035	16 392	1 685	42 124
Total undiscounted financial assets	**-**	**15 314 116**	**6 690 930**	**45 532 344**	**30 261 400**	**97 798 791**
Difference between undiscounted financial assets/(liabilities)	**22 273 699**	**(9 603 284)**	**(6 690 930)**	**(45 532 344)**	**(30 261 400)**	**(69 814 260)**

Capital management

The primary objectives of the Company's capital management are to ensure that the Company complies with externally imposed capital requirements and that the Company maintains sound capital ratios in order to support its business.

The Company manages its capital structure and makes adjustments to it in the light of changes in economic conditions and the risk characteristics of its activities

The capital comprise equity attributable to the shareholders of the Company. The main goals of capital management is to ensure the Company's ability to continue as a going concern while generating return to shareholder and to maintain optimal capital structure, reducing cost of it. In order to adjust the capital structure, the Company is able to issue dividends to the shareholder or to issue a new share emission.

Under the Law on Joint Stock Companies of Lithuanian Republic, the issued capital of a public limited liability company must be not less than EUR 25 thousand (EUR 2.5 thousand for a private limited liability company) and the shareholders' equity should not be lower than 50% of the company's issued capital.

The Board of the Company monitors compliance with the provisions of the Law on Joint Stock Companies of Lithuanian Republic, which stipulates the following: if the equity capital of a company falls below 1/2 of the amount of the capital as referred to in the articles of association, the board must convene the general meeting of shareholders within three months from the day on which it found out or should have found out about the existing situation; this general meeting of shareholders must consider the issues regarding the decisions referred to in Article 59(10)(2) and Article 59(11) of this Law; the situation existing in the company must be remedied within six months from the day on which the board found out or should have found out about the existing situation.

In 2025 and 2024, the Company complied with the requirements of the aforementioned provisions of the Law on Companies of Lithuanian Republic.

23. RELATED PARTY TRANSACTIONS

Management remuneration and other payments

In 2025, the remuneration and other benefits payable to the Company's management (CEO, Director of the Commercial Department, Director of the Development Department, Director of the Operations Department, Director of the Finance Department, Director of the Safety and Security Department, Head of Communications, Head of HR and Administration, Head of Legal, Route Development Manager) totalled EUR 1,119,831 (2024: 1,099,796). During the year ended 31 December 2025, no loans, guarantees or disposals of assets have been made to the Company's management.

During 2025, the remuneration of the members of the Board of Directors amounted to EUR 146,508 (2024: EUR 143,933). The remuneration of the members of the Audit Committee amounted to EUR 53,052 (2024: EUR 35,108).

Transactions with other related parties

Parties are considered to be related when one party has the ability to control the other party or to exercise significant influence over the other party in making financial and operational decisions. Related parties of the Company are state-owned companies whose ownership rights and obligations are exercised by the Ministry of Transport and Communications of the Republic of Lithuania.

Transactions with companies, institutions and companies within the scope of regulation of the Ministry of Transport and Communications of the Republic of Lithuania in 2025:

	Receivables	Payables	Sales	Purchases
Oro navigacija, AB	34 681	88	268 721	53 899
Transporto kompetencijų agentūra VŠĮ	566	8 955	18 277	888 557
Viamatika, AB	-	-	21	5 255
Kelių priežiūra, AB	-	-	812	48 809
LTG Infra AB	-	-	-	-
LTG Cargo AB	-	-	-	-
LTG Link UAB	-	-	-	151
Aukštaitijos siaurasis geležinkelis VŠĮ	-	-	-	-
Total	**35 247**	**9 043**	**287 831**	**996 671**

Transactions with companies, institutions and companies within the scope of regulation of the Ministry of Transport and Communications of the Republic of Lithuania in 2024:

	Receivables	Payables	Sales	Purchases
Oro navigacija, AB	40 227	1 790	284 149	54 974
Transporto kompetencijų agentūra VŠĮ	626	5 121	14 222	783 565
Viamatika, AB	-	36 569	140	143 362
Kelių priežiūra, AB	-	-	-	51 043
LTG Infra AB	-	-	2 275	-
LTG Cargo AB	-	-	2 200	-
LTG Link UAB	-	-	-	256
Aukštaitijos siaurasis geležinkelis VŠĮ	-	-	-	813
Total	**40 853**	**43 480**	**302 986**	**1 034 013**

24. CONTINGENCIES

The company has not provided guarantees to third parties.

For the period from 1 January 2023 until 31 December 2025 the tax inspectorate has not performed a full tax audit of the Company. According to the current laws, the tax inspectorate can at any time check the Company's accounting registers and records for the three years preceding the reporting tax period, and can calculate additional tax liabilities and sanctions. The Company's management is not aware of any circumstances that could result in additional tax liabilities being calculated for the Company.

Since the autumn of 2025, the situation related to the threat posed by smuggled balloons has periodically caused forced closures of certain airports, flight diversions, and increased operational and reputational uncertainty. This risk has the potential to impact the Company's going concern, passenger flows, airline decisions regarding the continuation of routes and the opening of new routes, as well as the Company's financial forecasts.

In response, the Company has outlined possible scenario developments in its strategic operational plan, assessed their potential impact on the Company, and defined the actions within the Company's control aimed at managing this risk and mitigating its effects. Based on the currently available information, it is assessed that, with the implementation of the planned risk management measures, this risk is not considered significant for the Company's going concern.

Legal disputes

Information on litigation up to 2025 and litigation started during/after 2024:

Case No EI3-3150-566/2023 is pending before the Vilnius Regional Administrative Court in connection with the complaint filed by Ryanair Designated Activity Company and Wizz Air Hungary Ltd against the defendants Lithuanian Transport Safety Administration and AB Lietuvos oro uostai for the annulment of orders concerning the newly introduced increased charges for the use of Vilnius Airport. The plaintiffs are seeking to have the increased tolls removed, while seeking compensation for the period during which the tolls were increased. The complaint also requests the application of measures of injunctive relief, i.e. suspension of the validity of the order of the Director of AB Lietuvos oro uostai approving the new charges as of 01 January 2023. The case was examined on its merits at the hearing on 27 February 2024 and the decision was postponed until 27 March 2024. The Court's order of 27 March 2024 rejected the applicants' complaint. The applicants appealed the order to the Supreme Administrative Court of Lithuania (Case No eA 1739-789/2024). The preparation for the hearing is made out, but the hearing date has not yet been scheduled.

Given that, in the opinion of the Company's management, the outcome of the case is likely to be favourable to the Company, and that there have been no analogous or similar cases in the practice of administrative courts regarding the determination of airport charges, therefore it was decided not to form any provisions for the coverage of possible obligations as at 31 December 2025.

A civil case No. e2-2792-580/2025 is being heard at the Vilnius Regional Court regarding UAB Grinda claim for penalty payments. The claim is based on the plaintiff's assessment that the biochemical oxygen demand (BOD) indicators exceeded the contractual requirements. From the Company's perspective, UAB Grinda took samples from locations not specified in the contract and improperly selected, and therefore the obtained indicators cannot be considered a basis for breach of contractual obligations or for calculating penalty payments.

In view of this, the Company assesses that there is no legal basis for applying a penalty, and it is not possible to reliably determine the probable amount of the obligation. Therefore, as of 31 December 2025, it was decided not to recognize a deferred (contingent) liability.

25. LONG-TERM CONSTRUCTION CONTRACTS

During the reporting period, the Company entered into airport infrastructure construction (reconstruction, repairs) and related contracts. After the completion of the contracts, the Company will have a liability to contractors:

Values of contracts

	2025	2024
Contracts to be completed within one year	12 485 550	12 345 354
Contracts to be completed after one year	4 215 197	-
Contracts to be completed after five years	4 215 197	-
Total	**20 915 944**	**12 345 354**

26. SUBSEQUENT EVENTS

On 3 March 2026, the Company concluded a credit agreement with AB "Swedbank". Under this agreement, the Company was granted a loan of EUR 12,000,000. The loan repayment schedule provides that EUR 4,000,000 must be repaid by 2 July 2026, and the remaining amount of EUR 8,000,000 by 2 March 2027. The loan is intended to finance the Company's operations.

Based on the management's knowledge, there were no other subsequent events, except as noted above, which could affect the financial statements for the year ended 31 December 2025.

Signed on behalf of the Company by electronic signature on 24 March 2026 by:

Simonas Bartkus	Petras Akstinas	Sonata Šablinskaitė-Braškienė
CEO	**CFO**	**Head of the Accounting Department**

2026, VILNIUS