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APPROVED  
by the Board of Directors  
of the Company on 26 April 2022

  
Chairman of the Board of Directors

**GLOBALTRANS INVESTMENT PLC**  
**Green Office Initiative**

Globaltrans Investment PLC (the "Company", together with its subsidiaries – the "Group") recognises the importance of minimising the environmental impact of its business actions and day-to-day activities, including in the workplace. In line with its Environmental and Energy policy, the Group designed the Green Office Initiative in order to promote the adoption of the best green office practices by the Group and encourage environmentally friendly behaviour by its employees.

The purpose of the Green Office Initiative is to:

- Reduce the consumption of energy and natural resources and waste generation by improving the environmental efficiency of the Group's offices;
- Encourage support for green practices by raising the environmental awareness of the Group's employees.

We believe that the effective implementation of the Green Office Initiative is the responsibility of every employee and that their actions and choices can have an important collective impact.

The Group is committed to:

#### Energy conservation

- Replacing mercury-containing lamps with energy efficient lights, especially LEDs;
- Purchasing energy efficient products and appliances (refrigerators, air conditioners, printers, copiers, etc.);
- Enabling energy-saving modes on computers, printers and other devices for periods of inactivity and encouraging employees to turn off such devices overnight;
- Optimising the efficiency of heating and cooling processes in offices.

#### Waste management, reuse and recycling

- Using and disposing of paper in a responsible manner. Opting for paper-free communication methods and encouraging the use of recycled paper;
- Reducing the use of plastic. Using tableware – such as cutlery, plates, coffee cups and water bottles - that can be washed and reused, instead of disposable.
- Re-distributing unnecessary or unwanted stationary items, furniture or electronics devices around the Company or donating these items to those who will use them;
- Practicing environmentally aware waste collection and recycling, including:
  - o Collection and appropriate disposal of waste such as batteries and accumulators, light bulbs, IT equipment, etc.;
  - o Collection and delivery of scrap to metal processing companies;

- Collection and delivery of used tires to tire recycling companies.

#### Education and awareness

- Creating and promoting a healthy and socially responsible working environment;
- Ensuring that all employees know the objectives of the Green Office Initiative and Environmental and Energy policy, understand their role in achieving these objectives and can identify pro-environment practices that can be implemented into everyday office work;
- Creating a Green Office team in each subsidiary that will monitor and review environmental performance in its office operations;
- Providing educational and volunteer opportunities that promote conservation of energy and natural resources in both the home and office;
- Introducing targeted training on the Group's green initiatives for new hires and refreshers as needed for existing employees.

The Group may review the Green Office Initiative from time to time in accordance with its corporate strategies and approach on green issues relating to its office operations.