

GTC's ESG STRATEGY

The purpose of this ESG Strategy is to demonstrate the environmental, social, and governance factors that GTC S.A. believes to be intrinsically important to consider within our current and future business operations. A1 AmberOne Strategy is based on three pillars which are: Green Motorway referring to E for Environment, Safe Motorway referring to S for Social, and Credible partner and employer referring to G for Governance.

Green Motorway

GTC wants its activities to have the least possible impact on the natural environment. Our actions oriented on the protection of the natural environment are meant to be not only compliant with the binding regulations, but exceed them wherever possible. Therefore, we set ourselves the goal of striving towards reduced emissions of substances generated as side-products of our activities.

The lines of our actions:

- Decarbonization and reduction of emissions - we want to develop ways to reduce emissions, primarily CO₂, of the A1 project in processes we have a direct impact on (e.g. reduce the use of plastic or electric energy), and in processes we do not control (change to electric vehicles, or reduction of the travelling speed which limits the CO₂ emitted during the travel).
- Development of the energy strategy for AmberOne - we want to search actively for ways of implementing renewable energy sources, to name photovoltaic panels and LED lighting.
- Sustainable circular operation and management (reuse of wastes from e.g. repairs) - we want to recover materials from construction works on the A1 Motorway effectively. We require the same from our contractors taking up works in the A1 Right of Way.
- Biodiversity - we engage in actions contributing to expansion and development of biodiversity in the neighbourhood of AmberOne by increasing the areas of flowering meadows on the motorway. We regularly monitor sites of specific sensitivity, i.e. animal passes and areas included in the Natura 2000 programme.
- Additional plantings - we seek opportunities to continue the planting so as to increase flora's active absorptive area and in this way contribute to compensation of the CO₂ emissions from the traffic on the AmberOne A1 Motorway.

Strategic assumptions for AmberOne:

- Increase the area of flowering meadows on the A1 motorway to 10 ha by the year 2030 using available grants.
- Hold campaigns to reduce CO2 emissions from the A1 motorway traffic - one campaign a year.
- Erect photovoltaic panels at the Nowe Marzy Maintenance Area - by the year 2026.
- Replace the standard lighting steadily to the LED lighting - to be completed by 2030.
- Keep climatic neutrality of the project with respect to scopes 1 and 2, reduce the carbon footprint by 5% by 2025.
- Erect electric vehicle charging stations - 10 new stations by 2025.
- Hold minimum 4 educational panels a year - lessons on the significance of biodiversity and animal passes on the A1 Motorway.

Safe Motorway

Safety of everyone on the motorway is most important to us. Our employees and contractors are obliged to adhere strictly to the requirements of the binding law, the H&S Policy, and the requirements formulated for the contractors. We continually implement modern solutions contributing to enhanced safety of the employees, contractors, and users.

The lines of our actions:

Continuation of the safety-aimed campaigns held for years, addressed at the current and future users.

Implementation of actions enhancing the quality of the motorway infrastructure, introduction of new technical solutions and innovative ideas.

Reviews of the contractors' compliance with the requirements incorporated as an appendix to contracts with subcontractors and service providers.

Pursuance of actions aimed at protecting the health and lives of the clients, contractors, and AmberOne A1 users.

Strategic assumptions for AmberOne:

- Minimum 2 campaigns a year oriented on the safety of the A1 Motorway users.
- Zero fatal accidents among GTC's employees and contractors.
- At least one programme pursued, focused on the GTC employees' health and wellbeing.
- Minimum 4 control visits by the GTC top management a year at the GTC/Operator's contractors work sites in the A1 right of way.
- Minimum 3 reviews a month of safety on the A1, held by the GTC Maintenance Department

Credible partner and employer

Employees are our key resource; hence, we take efforts to maintain an atmosphere of friendliness and partnership in our organisation, as this motivates our staff to carry out the tasks entrusted with them in an engaged and honest way.

The lines of our actions:

- We make sure that our policies, codes, and procedures are efficient and effectively support the necessary input of work. This gives us certainty that our employees act effectively, both individually and as a team, and that the results of their work are motivating to them.
- We verify the degree to which the stipulations of our policies, codes, and procedures are adhered to. Moreover, we care a lot to see that the standards developed in the organisation are followed in our entire chain of supply.
- We rely on transparency of our operations; every year we publish data on the items we manage and the attainment of steps taken in the sphere of Sustainable Development on our www site and in other communication channels.
- We broaden the range of solutions and tools offered to our employees to develop professionally. The employees are encouraged to participate in relevant training sessions and conferences which enhance their professional qualifications or develop additional competencies. Our goal is to create and keep a good, engaged, and well cooperating team, pursued e.g. through cyclically organised integration meetings.
- We promote behaviours consistent with our Code of Ethics, i.e. tolerate no form of discrimination. We are open to diversity and comply with the regulations of the binding law.
- The actions we engage in are twofold in nature, i.e. on the one hand we initiate actions in support of the development of the local community, whilst on the other hand work on solutions which might pertain to minimising any unwelcome impact the motorway might have on it.

Strategic assumptions for A1:

- Pursuing minimum 2 programmes a year to contribute to the enhancement of life quality of the local communities,
- Development of the employee volunteering programme,
- Holding of regular customer satisfaction surveys, and satisfaction surveys among our stakeholders at least every 3 years.

This Strategy is approved by the signatories of the Management Board of Gdansk Transport Company S.A.