

Stakeholders having influence on the sustainable development of the activities of the EPSO-G Group include as follows:

STAKE-HOLDERS	WE UNDERTAKE	WHY THIS GROUP IS IMPORTANT	HOW WE COOPERATE
Customers	To create professional and reliable partnerships for mutual benefit.	The companies of the Group operate in B2B (business-to-business) field.	<ul style="list-style-type: none"> Given the complexity of the services provided and economic expectations, the companies of the Group initiate and organise timely information events for the customers. Develops services and / or solutions meeting customer needs.
Employees	<ul style="list-style-type: none"> To act purposefully in order a uniform business culture of the companies of the Group and the remuneration policy would encourage the employee engagement and motivation when implementing the objectives set in the strategy; To ensure that the employees of the Group have sufficient and timely information about the values, objectives, activity and changes of the Group. 	Experienced, competent and value-driven professional employees represent an essential prerequisite for implementing objectives and vision.	<ul style="list-style-type: none"> We conduct the employee engagement surveys and adjust our action plans accordingly; We follow the uniform provisions of remuneration and social responsibility in respect of the employees; We organise at least once a year the executives and staff meetings. We improve the content and forms of the internal communication.
Shareholders	<ul style="list-style-type: none"> To ensure a sustainable management of the Group, its growth and a long-term benefit; To provide relevant, accurate and timely information that allows the shareholders to assess the Group's activities, their perspectives and to take appropriate decisions; To ensure efficient feedback. 	The success of the strategic projects implemented directly depends on the trust of the shareholders and on fast and timely decisions.	<ul style="list-style-type: none"> We organize regular meetings to discuss relevant issues; We submit at least once in a quarter the reports of financial and non-financial activities regarding the implementation objectives stipulated in the Shareholder's Letter of Expectations. We ensure the communication of the most important news of the companies of the Group at the Group level in the Daily News section published every working day.
Companies of the Group	<ul style="list-style-type: none"> To create value through meaningful management solutions; By responding to a rapidly changing environment to consolidate the strengths of the companies of the Group in order to achieve the efficiency of the objectives implementation. 	The results of the Group's activities depend on the targeted and synchronized work of the companies of the Group in pursuit of strategic objectives.	<ul style="list-style-type: none"> We are the members of the management bodies of the companies of the Group; We apply a functional leadership business model; We organise and implement at the Group level the uniform operating policies enabling coordination of actions when introducing a good governance practice.
Foreign partners – the operators of energy transmission and biomass exchange	The ensure in the implementation of strategic objectives the harmonisation of the mutually beneficial agreements and actions.	Synchronisation of the electricity transmission systems of the Baltic states with the European energy system, the creation of a regional gas market and the development of biomass trading market directly depend on the involvement of foreign partners.	<ul style="list-style-type: none"> We strive to establish and maintain on a regular basis a constructive business relationship based on mutual trust; We initiate and participate in professional meetings and/ or conferences to achieve the objectives provided for in the strategy.
Government representatives	To provide in an understandable and accessible form a relevant information that would form a reliable basis for assessing in accordance with competence the activities of the companies of the Group, the results achieved and the benefits to the public.	Cooperation with the government representatives is necessary in order to ensure the formation of a coherent and long-term vision of the energy sector and smooth implementation of the projects of national and regional significance.	<ul style="list-style-type: none"> We initiate meetings according to the need to discuss relevant issues; We comment in the area of our competence the relevant issues in the committees of the Seimas of the Republic of Lithuania, in the meetings of the Government of the Republic of Lithuania; We participate in the activities of the inter-institutional working groups.

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National Regulatory Authority	<ul style="list-style-type: none"> To ensure consistent compliance with the requirements of the legal acts in the Group; To implement a culture of an open and transparent dialogue with the regulator. 	The main activities of the Group are regulated. Therefore, it is necessary to ensure effective business relationships based on transparency, openness and responsibility.	<ul style="list-style-type: none"> We provide in a timely manner the information necessary to ensure the functions of the regulatory authority; We cooperate during the process of introducing new market mechanisms; We initiate the meetings to discuss the relevant issues.
Contractors	To work with professional contractors who adhere to the standards of professional ethics.	The companies of the Group implement extremely complex and complicated projects. Therefore, it is important to raise a high standard of quality, transparency and occupational safety for the contractors.	<ul style="list-style-type: none"> We organize annual information events for potential contractors; We publicly announce in advance the procurement plans and consultations in order to ensure an increased competition among the market players.
Service and product suppliers	To acquire under competitive conditions high-quality services from reputable suppliers.	The suppliers supplying high-quality value-generating goods and rendering high-quality value-generating services in a timely manner contribute to the continuity and effectiveness of the Group's activities.	<ul style="list-style-type: none"> We consult with the market players and carry out market research; We publish plans of the planned procurements.
Non-governmental organisations (NGOs)	Communication and collaboration with environmental organisations and those promoting operational transparency help identify the needs of society and the ways of addressing them.	<ul style="list-style-type: none"> The companies of the Group carry out a continuous environmental impact monitoring. The companies of the Group introduce a good governance practice in the fields of accountability and prevention of corruption. 	<ul style="list-style-type: none"> Together with Lithuanian Ornithological Society we implement the measures to reduce the environmental impact. We cooperate with Lithuanian Fund for Nature in the construction of the GIPL gas pipeline seeking to minimize the impact on the environment in the construction zones. We actively cooperate with the archaeological community in the archaeological research in the GIPL gas pipeline route.
Trade unions	To ensure a constructive and positive social dialogue between the employer and the representatives of the employees.	The employees determine the success of the Group companies. It is important that the employment relationships and the solutions that govern them would ensure a fair and uniform treatment of all employees and would ensure their legitimate interests.	<ul style="list-style-type: none"> By creating conditions for the activities of trade unions and/or work councils. By entering into a collective contract with trade unions and/or work councils. By discussing the implementation of collective contract during periodic meetings with the employees and/or their representatives. By informing and consulting with the representatives of trade unions and/or work councils when making decisions on employment relationships.
General public and media	<ul style="list-style-type: none"> To create added value for the society, business and the competitiveness of the country's economy; To act in a socially responsible manner; To provide information that is relevant and provided in an understandable form in accordance with the principles of importance, reliability, comparability and accessibility of information. 	The mission of EPSO-G Group: to ensure the implementation of the strategic energy objectives of Lithuania assigned to the Group, safe operation of energy transmission systems, to enable benefiting from the possibilities of the effectively operating infrastructure and energy exchanges, and to contribute to the welfare of the society.	<ul style="list-style-type: none"> We operate in accordance with the Transparency and Communication Policy of the Group's activity; We observe the provisions of the Social Responsibility Policy; We maintain an impersonal relationship with the media representatives who work in the field of energy when providing sufficient information to evaluate the Group's financial and non-financial performance and the ongoing projects.
Local communities	<ul style="list-style-type: none"> To increase through coordination of interests the trust of the local communities in the ongoing projects and approval thereof; To contribute to the growth and the creation of the possibilities of a full-fledged life. 	Support from the local communities created by fostering mutual trust, understanding, cooperation, responsibility, is a very important element of the success of the projects.	<ul style="list-style-type: none"> The companies of the Group share experience on spatial planning; The information events for the local communities are organized. In response to the reasonable remarks received during the meetings, the project implementation works are adjusted.