

1. Why did Girteka Group choose to separate Girteka Logistics into three business units and Girteka Competence Center?

The Separation of Girteka Logistics into three independent business units and the Girteka Competence Center was a natural way to enable us to continue our growth. Having three business leaders managing the three entities while still operating under the same brand – Girteka – will allow us to continue providing the capacity that you need and great customer experience.

2. Will it in any way affect Client's and Girteka's relationships?

Yes, the relationships will be much more clear and simple. Each of our business units will focus on their geographical area – Girteka Europe West will be focusing on Western Europe; Girteka Europe East will be focusing on CIS/Asia countries and Girteka Nordics – will focus on our Scandinavian markets. We will continue serving our Clients just as we are doing so today, however, each business unit will deal with Clients separately.

3. Will services to Clients be interrupted?

No, no services will be interrupted.

4. Will new business units take over Girteka Logistics' rights and responsibilities?

Yes, each new legal entity will take over all corresponding rights and responsibilities.

5. Which legal entity will issue the invoice for the services?

Each separate business unit will be issuing separate invoices for Clients.

6. Will it affect the agreements concluded with Clients? Will there be any changes in the agreements?

No, no changes are expected in the agreements. If there will be any changes to the agreements, such clients will receive a separate message.

7. When will the change be effective?

Girteka Logistics is planned to be split into four companies on November 1, 2022.

8. Where and how the Clients will be able to find more information about the ongoing change?

We will notify all of our Clients about the ongoing change in due course. Please reach out to your direct communication manager if you have any questions or please share your questions or concerns in written correspondence (email).

9. How will we cooperate until this change takes effect?

JSC GIRTEKA LOGISTICS

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Nothing is expected to change in our cooperation until the change takes effect. We may reach out to you to solve any potential technical difficulties.

10. What will be the **key** changes for Clients after November 1, 2022?

Our business units will be more autonomous in solving our Clients' queries or problems, however, no changes in service provision are expected.

11. To whom may the Clients refer if they have any questions?

Please refer to your direct communication manager if you have any questions.

12. Will the new companies be able to provide services of the same quality?

Yes, we plan to provide the same quality of services.

13. Will new companies be of good standing?

Yes, the new companies will fall under Girteka Group's financial guarantees.

14. What will be the legal process of separation?

Girteka Logistics will follow the reorganization by way of split-off. Girteka Nordic, Girteka Europe West, and Girteka Competence Center will be spun off from Girteka Logistics, and activities from Girteka Logistics will move there on November 1, 2022. Current legal entity UAB Girteka Logistics will be renamed Girteka Europe East, with RU/CIS business activities staying at this company. It will maintain the same legal entity code and VAT code. We will provide You with legal entity codes and VAT code of new companies Girteka Europe West and Girteka Nordic immediately after 1 November, 2022.

15. What if the new entity will not supply the same quality, will Girteka Logistics will still be responsible for this?

All companies affected by this change will remain jointly responsible legally. We do not expect any changes in service quality with the split of the companies.

16. What will change for clients who already have issued guarantees?

For those clients who have issued guarantees, the process of arrangement of the new customer guarantees will be started by KAM / ACM in the beginning of October 2022. New guarantees will be signed on November 3, 2022, after operations of new companies will technically begin. If the customer will be assigned to Girteka Europe East, the guarantee will not need to be rewritten as it will still be valid after UAB Girteka Logistics changes its name to UAB Girteka Europe East.

17. Will new companies hold the same certificates?

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Yes, new companies will hold the same certificates as required per any of our agreements. However the certification procedures for new companies may take some more time. We confirm that during this interim period we will operate and follow all requirements which any of relevant standards or certificates may require.

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