

APPROVED

INGKA Investments Lithuania, UAB.



Forest Management Plan
for 2017-2026

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Introduction

The Forest Management Plan (hereinafter – FMP) of Ingka Investments Lithuania UAB. (hereinafter - ingka) contains the results of the forest management planning process, including Forest Management Objectives, resource assessment, planned and implemented activities, as well as references to Ingka internal regulations. The mission of the Ingka Investments Lithuania is to support INGKA Group in its desire to use resources in a sustainable manner.

The FMP summary is publicly available on the Ingka webpage <http://ingka-investments.lt>

It is communicated with public interest groups at least once every 5 years or whenever significant changes in forest management practices have occurred. The management plan is updated at least once a year. The FMP summary ensures that the requirements of the legislation of the Republic of Lithuania as well as forest management standards are met. During the development of the FMP, the compliance of the FSC® (FSC-C141128) National Forest Stewardship Standard of Lithuania and with the national legislation was evaluated, and no conflict situations were found. Re-evaluation will be carried out with each update of the FMP.

By endorsing this document, the Ingka undertakes to comply with FSC principles and criteria, as well as all binding legislative requirements of the Republic of Lithuania; the company also requires this commitment from all external service providers. The Forest Operation Manager is responsible for the contents of this FMP, and it is endorsed by the Ingka Board. Should you have any questions or comments regarding this FMP, please send them to the e-mail: ingka.investments.lt@ingka.com .

1. Property description

This chapter provides information on managed forest resources, environmental restrictions, land use and property status, social and economic conditions, as well as a description of the land adjacent to the forest.

All forest land belonging to INGKA are covered by the scope of the certificate. In the case of a forest land areas not being included in the scope of the certificate, no action intentionally violating FSC principles and criteria will be performed. On 03.02.2026 INGKA is owning 27197.4 ha of land in Lithuania.

All disputes that have arisen regarding ownership or use rights are documented.

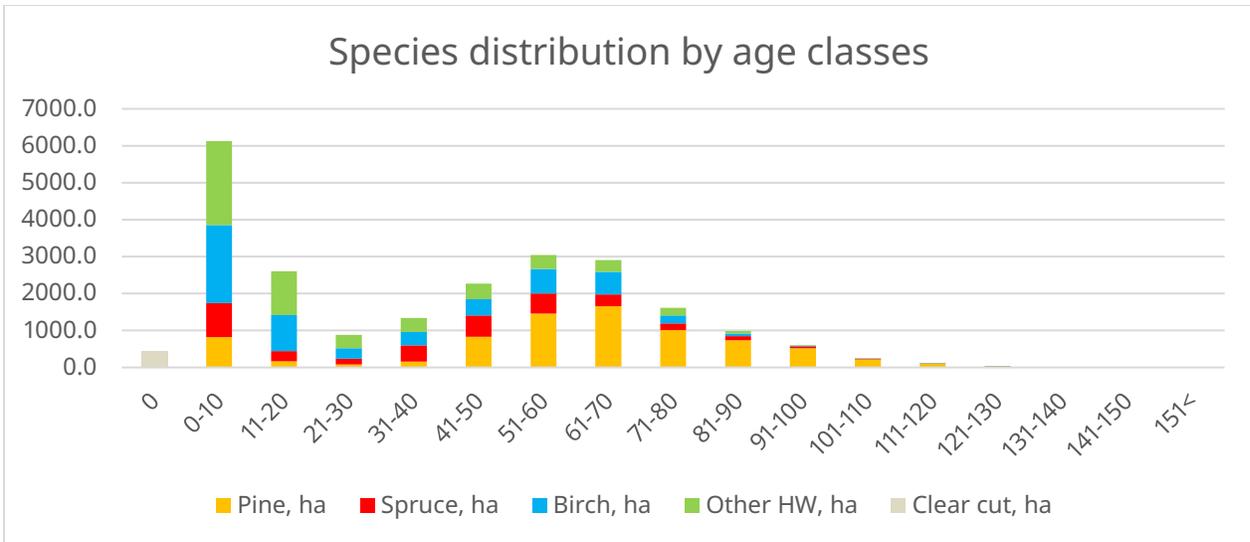


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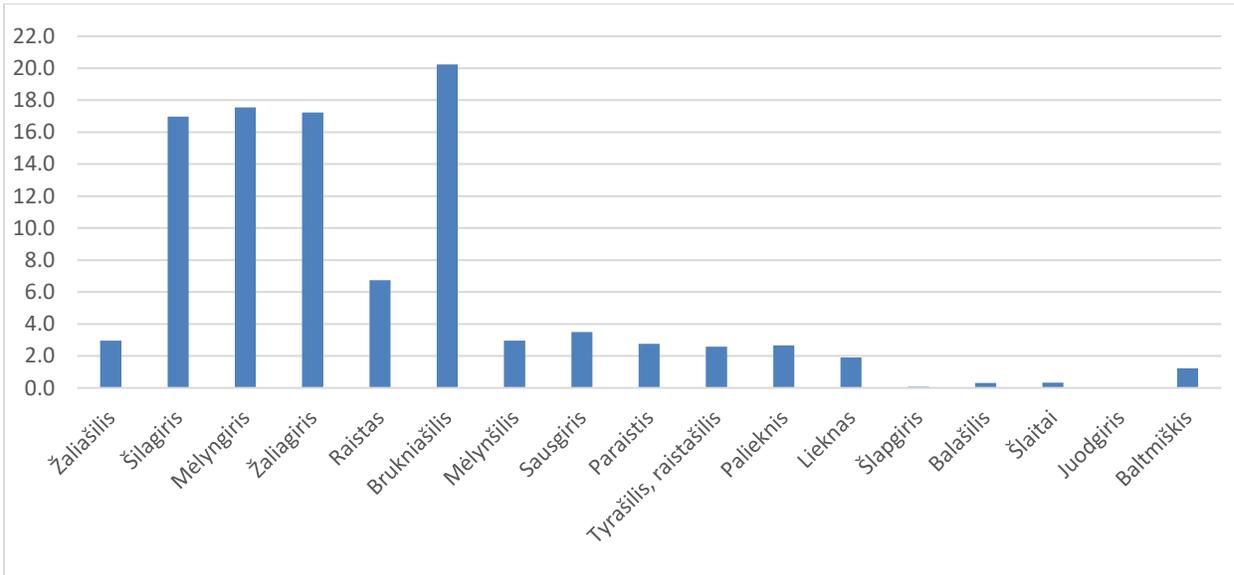
1.1. Image. Placement of the land in Lithuania owned by INGKA Investments Lithuania UAB.

a) Forest stand description

Distribution of INGKA forest territory (ha) by age decades as seen in the 1.2. image.



1.2. Image. INGKA forest land distribution by tree species and age classes, ha.



1.3. Image. INGKA soil type distribution, %.

Distribution of territory by forest land category as seen in the table below:

Forest land category	Area, ha
Forest stand	25883,7
Clearing	345,4
Total	25981.1

Distribution of territory by bonitet as seen in the table below (February 2026):

Bonitet	Area, ha
1A	5976
1	11482.2

2	5709.6
3	1891.6
4	341.8
5	194.8
5A	39.7
Clearcuts	345,4
Total	25981,1

If the forest manager has planned to plant introduced species, then this will be done only after careful investigation has been made and they are deemed not invasive.

Approved Ministry of Environment of the Republic of Lithuania list of invasive species in Lithuania is used as reference to define possible invasive species in forest ([Invazinių Lietuvoje rūšių sąrašas | Lietuvos Respublikos aplinkos ministerija \(lrv.lt\)](#)).

The list of invasive species:

<https://am.lrv.lt/uploads/am/documents/files/Gamtos%20apsauga%20ir%20mi%C5%A1kai/Gamtos%20apsauga/Invazin%C4%97s%20r%C5%AB%C5%A1ys/invazini%C5%B3%20lietuvoje%20r%C5%AB%C5%A1i%C5%B3%20s%C4%85ra%C5%A1o%20patvirtinimo.pdf>

If any invasive species is identified it will be registered, and appropriate treatment measure (fighting measures) will be agreed and applied based on situation. Effectiveness of applied measures will be monitored and adopted. Treatment measures may consist of, but not only:

- cutting;
- digging;
- soil scarification;
- planting;
- use of biological agents (if no mechanical treatment suitable);
- use of chemicals (if no other treatment is suitable).
- Most common invasive species:
 - Uosialapis klevas (*Acer negundo*)
 - Baltažiedė robinija (*Robinia pseudoacacia*)
 - Raukšlėtalapis erškėtis (*Rosa rugosa*)
 - Varpinė medlieva (*Amelanchier spicata*)
 - Šluotinis sausakrūmis (*Cytisus scoparius*)
 - Vėlyvoji ieva (*Prunus serotina*)
 - Gausialapis lubinas (*Lupinus polyphyllus*)
 - Sosnovskio barštis (*Heracleum sosnowskyi*)
 - Muilinė gubojė (*Gypsophila paniculata*)
 - Dygliavaisis virkštenis (*Echinocystis lobata*)
 - Bitinė sprigė (*Impatiens glandulifera*)

Appropriate and proportional staff training sessions will be organized for invasive species management. We acknowledge the harmful potential and effect of invasive species on biodiversity ([IUCN listed threat on biodiversity](#)).

The manager is not responsible for planning transformation of forest land for plantations or non-forest lands, but if he plans to do this, then:

- a) will affect a very limited part of the managed forest;
- b) will not take place in high value forests;
- c) will provide clear, substantial, safe, and additional environmental benefits in the long term for the entire managed area as a whole.

b) **Nature conservation areas**

In the managed area, it is continuously ensured that no less than 10% of the total forest area is allocated to the primary objective – nature protection.

The statutory nature conservation areas where economic activity is restricted or forbidden are listed in the table below (February 2021).

Restriction	Area, ha
Group I, forestry activity prohibited	0
Group II. Clearcutting is prohibited, thinning allowed.	701,3
Group III. Max. area of clearcutting is reduced to 5Ha, one age class is added to the limit of final felling.	2423,9
Group IV. Commercial forest.	22855,9

In addition to the protected areas designated by the law, INGKA voluntary classifies forest land for nature conservation. Thus in 2611 ha or 10% of INGKA forest land management's main purpose is nature protection.

High value protected forest/areas

INGKA classifies and protects the following areas:

	Identified value	Short description	Area, ha
<input checked="" type="checkbox"/>	HCV1	Forests or areas where global, regional or national biodiversity value (e.g. endemes, endangered species, refugia) sites are located.	66.19
<input checked="" type="checkbox"/>	HCV2	Forests or areas with forest landscapes of global, regional or national significance that are included in or in which forest management units are located, where nearly all the viable naturally occurring species are found in their natural distribution and numerical composition.	2022.26
<input checked="" type="checkbox"/>	HCV3	Forests or areas that are located in rare, threatened or endangered ecosystems or in which such ecosystems are located.	1059.79
<input checked="" type="checkbox"/>	HCV4	Forests or areas that provide nature conservation functions (such as water supply pool protection, erosion control) in critical situations.	133.42
<input checked="" type="checkbox"/>	HCV5	Forests or territories that are crucial for meeting the basic needs of the community (such as the need for means of subsistence, health protection).	28.38
<input checked="" type="checkbox"/>	HCV6	Forests or areas that are of particular importance in preserving the traditional cultural identity of the local community (areas of cultural, ecological or religious significance for the local community, identified in cooperation with the local community).	359.09
Total area of the forest classified as high conservation value (HCV)			3388.13
Total area of the forest classified as HCV together with Conservation Zones and Protection Areas (CZ&PA) and Representative sample area (RSA)			6034.62

Total amount of land in certified area protected from commercial harvesting of timber and managed primarily for conservation objectives.	3429.58
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In high value forest areas, only activities permitted by national and/or forest management standards are carried out. In areas that do not correspond to the classification of high value forests, but are included among the 10% of the protected areas, (a complete list of protected areas, by cadastral, is available in taxation data).

c) Principles of high value forest management

High value forests	Legislation of the Republic of Lithuania or internal company policy governing management
HCV1	1. Saugomų teritorijų įstatymas 2. Teritorijų planavimo 3. Lietuvos Respublikos saugomų gyvūnų, augalų ir grybų įstatymas.
HCV2	NA
HCV3	NA
HCV4	1. Saugomų teritorijų įstatymas. 2. PAVIRŠINIO VANDENS TELKINIŲ APSAUGOS ZONŲ IR PAKRANČIŲ APSAUGOS JUOSTŲ NUSTATYMO TAISYKLĖS 3. Miškų įstatymas
HCV5; HCV6	1. Lietuvos respublikos nekilnojamojo kultūros paveldo įstatymas. 2. Žemės įstatymas 3. Nekilnojamojo kultūros paveldo įstatymas

In order to ensure the preservation of high value forest properties, each of the high value forest categories in nature is subject to their effectiveness evaluation indicators, which are corresponding to the identified high-quality attribute or purpose. As a result of annual monitoring, data on the development of a high-grade feature (species composition, distribution, phytosanitary status, etc.) and deviations from the target are obtained.

d) Natural forest habitats

In order to identify the potential presence of Woodland Key Habitats (WKHs) in the managed area, evaluation of potential rare habitat is carried out during the fieldwork at least before every logging operation. If during the planning of forestry work, when studying databases and maps of regional or national protected parameters or receiving comments from interested parties (forestry workers, environmental organizations, etc.), reasonable information has been obtained that the forest property meets the WKH, the forest manager notifies the State forest service about potential WKH and takes responsibility to save area from any operations, before expert evaluation. WKH in new purchased properties will be evaluated by experts and if no indicators appear, the forest manager will make a proposal to State forest service to erase object from WKH register. Training for co-workers will be carried out regularly to identify WKH indicators.

WKH identified within the certification:

WKH type	Total area identified in the territory, ha
<i>All</i>	38

e) **Endangered species, their habitats and protective areas**

Full list of identified endangered species is not available in INGKA stand register, because of limited access to the information on SRIS.

In order to raise the awareness of co-workers regarding the possibilities of identifying large bird nests (black stork, black kite, serpent eagle, etc.), training will be carried out.

The link and list of endangered species in Lithuania by the Ministry of Environment of the Republic of Lithuania.

[D1-340 Dėl Lietuvos Respublikos aplinkos ministro 2003 m. spalio 13 d. įsakymo Nr. 504 „Dėl Lietuvos Res... \(lrs.lt\)](#)

f) **Forest ecological functions**

Regulatory functions	Habitat ensuring functions	Productive functions
CO2 capture and O2 production within the process of photosynthesis	Living and breeding location for animal species	Ensuring and improving the growth and quality of timber and non-timber resources
Ensuring air quality	Preservation of biodiversity	Expansion of ecosystem productivity (natural stabilization)
Ensuring water quality	Balanced species numbers ratio	Ensuring the sustainability (non-diffusion) of ecosystem (forest stand) productivity
Ensuring water volume	Recovery of optimal food chains and ecological niches	Maintaining the quality of soil by ensuring the prerequisite for increased forest productivity
Protection against erosion	Ensuring suitable natural conditions for the development of coastal and inland water ecosystems	Ensuring suitable conditions for the conservation of fish resources

g) **Objects with heritage and/or archaeological value**

The forest manager shall ensure that objects with heritage and/or archaeological value are protected by coordinating activities with the State Commission for Heritage Protection (<https://vkpk.lt>). The following objects are considered:

- Places of burial
- Former homes
- Ornamental tree plantations and alleys
- Individual old trees
- Individual tapped trees, etc.

Identified units*:

Name of unit	Location	Description
Juodasis kalnas	Antaniškių k	Piliakalnis

Zabarijos pilkapynas	Kryžkelio k.	Pilkapynas
Napoleono kapai	Žagarinė	Pilkapynas
Kubiliškių pilkapynas	Radišiai	Pilkapynas
Bėčionių piliakalnis	Bėčionys	Piliakalnis
Kalvinų kalnas	Vencavai	Piliakalnis
Poškonių pilkapynas	Poškonys	Poškonių pilkapynas

* A complete list of identified objects is available in the Forest Taxation Data, the table above lists the objects along which economic activities have been carried out in recent years in coordination with the State Inspection for Heritage Protection.

h) **Non-timber forest resources**

The forest manager is aware of the value of non-timber forest resources (products and services).

The forest manager has identified such non-timber resources in his forest properties:

Resource	Location	Production volumes
Forest berries and mushrooms	All forest properties	Not produced commercially
Game animals	It is allowed to hunt in all our properties.	

i) **Description of fauna**

Taking into account the size of the forest property (average size of the property is 5.1 ha) and location, as well as the distribution area of forest animal populations, it is not possible to determine the exact number of species and their density in a given property, therefore the data provided by the State Forest Service on changes in the population of fauna at national level is used.

Beaver flooding

At present, the forest manager has identified long-term beaver flooding in forest properties on natural watercourses with the total area of 14.0 ha, where the manager is aware that leastways a partial protection must be ensured.

j) **Phytosanitary condition**

Phytosanitary condition of INGKA forest is good. No major forest pests or insects attack have been recorded. Several sanitary cuts were made.

Forest managers are monitoring forests on regular bases and keep gathering information about possible pests from State Forest Service. In case of forests is affected by insects or pests or diseases we are taking immediate actions in order to keep affected areas under control, following methods (but not limited to those) can be performed to minimize risk of further spread:

- collecting of logging residues;

- harvesting of damaged trees;
- harvesting in appropriate season;
- qualitative seedlings in regeneration;
- appropriate species composition in forest stands.

Additionally to these measures we are following

k) **Description of adjoining land**

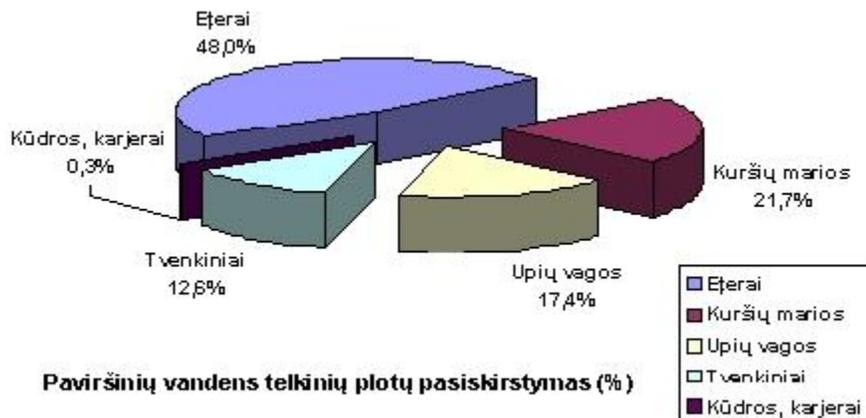
INGKA forest properties are located throughout Lithuania, thus this chapter provides a general description of the territory of Lithuania.

\Territorial placement

Lithuania is located in Northern Europe, on the Southeast Coast of the Baltic Sea. The total area is 65 300 km². The total length of the Lithuanian border is 1732 km. It has land borders with Russia, Belarus, Poland and Latvia.

Hydrology

All area of Lithuania belongs to the basin of Baltic sea. Hydro net consists of rivers, creeks, streams, ditches, lakes and dams.



2.1 Image. Share of water pools.

In Lithuania there are 22,2 thousands of rivers and creeks with total length about 76,8 thousands of kilometres. The density of hydro net is 1,18 km/km². Vandentakių klasifikatoriaus duomenimis. There are 2850 lakes, with average area of 0,5 ha and bigger. The area of all lakes reaches over 914 km², that is 1,5 % from the area of all Lithuania. Based on 2001 year data there are 1159 dams, with average area 0,5 ha and bigger. Surface area reaches 240 km².



2.2 Image. Area of water pools, km²

Surface area, km ²	Number of lakes
< 0,5	420
0,5 - 1	145
1 - 10	141
10 - 100	16

Climatic conditions

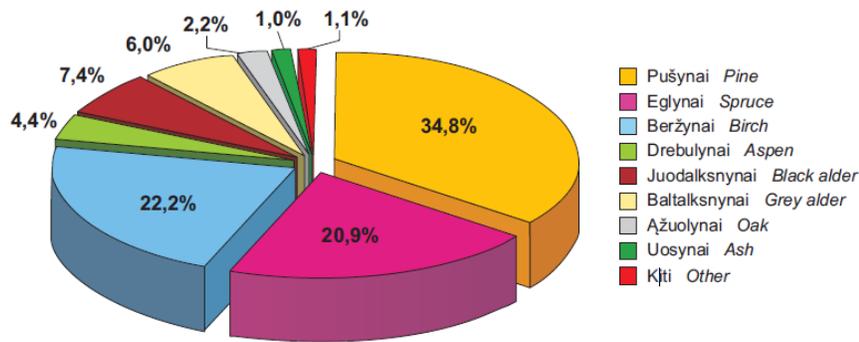
Lithuania has marine climate with cool summers and mild winters. Big storms, tornadoes and floodings are rare..

Average temperature in July is 17 °C, January -5 °C. Lithuania belongs to 5-6 climatic zones. Like in western Europe positive impact occurs from the Golf stream in Atlantic ocean.

Forests

Based on State forest service statistics 2025 forestland area is 2212,9 thousands of ha and takes a 33,9 % share of all lithuanian area. Since January 1, 2024 area has increased in 2,5 thousand ha.

Coniferous species are dominant and grows in 1148,4 thousand ha.



Šaltinis: Valstybinė miškų tarnyba (SMI) Source: State Forest Service (SFI)

2.3 Image. Share of main species in Lithuania on 03.02.2025.

The most common are pine stands – 710300 ha. Spruce grows in 434800 ha. Birches are most common between hardwoods- 452400.

Biggest mass of forests are situated in southeastern part of Lithuania. Varėnos raj. 66,3 %, Švenčionių raj. 53,7 %, Šalčininkų raj. 43,5 %, Trakų raj. – 41,7 %, Vilniaus raj. apie 36,2 %. Low in forests are: Vilkaviškio raj. – 9,1 %, Skuodo raj. – 14,9 %, Pasvalio raj. – 16,4 %, Pakruojo raj. apie 17,8, Joniškio raj. – 18,1 %.

There are four main groups of forests:

I National reserve sudaro 1,2 %

II Protected 11,6 %

III Commercial with protection elements 12,8 %)

IV commercial 74,3 %

Animal kingdom

Currently about 13 000 species of animals have been found in Lithuania. The abundance of fauna is explained mainly by the geographical position of Lithuania. Country is located in a mixed forest zone, which includes elements of both taiga and broad-leaved forest zone fauna. In addition, the migration routes of birds pass through Lithuania along the Baltic Sea.

About 60 species of mammals are more or less common in Lithuania. Rodents are more abundant in terms of species (19 species). 11 species of predators have been detected.

388 bird species found in Lithuania. Birds are also quantitatively the most represented group of vertebrate in terrestrial biocenosis. They are an important part of the landscape as they regulate the number of insects, rodents and many other animals and thus indirectly affect their productivity and natural growth. Strigiformes, of which 13 species are found in Lithuania, play an important role in catching rodents. Approximately 30 bird species in Lithuania are considered as hunting objects. Galliformes should be mentioned – hazelhen, partridge, black-cock, wood grouse; Anseriformes – wild duck or mallard, teal, garganey, shoveler; Charadriiformes – woodcock, snipe; and Rallidae – coot.

The reptile fauna in Lithuania is scanty, because the humid and relatively cool climate is not suitable for most reptile species. Of the 7 species found in the country, only the common adder is poisonous.

Source of information:

[Sarašas:Lietuvos ropLIAI – Vikipedija \(wikipedia.org\)](https://lt.wikipedia.org/wiki/Sarašas:Lietuvos_ropLIAI)

2. Forest management objectives

This chapter defines long-term management objectives and the methods of achieving them in the economic, environmental and social management area. The company's goals are set by the Board.

a) **Company's long-term goals**

Economic
<ol style="list-style-type: none"> 1. Optimizing the value of long-term assets in accordance with all applicable laws, regulations and ToE standard (Terms of Engagement in Forest Operations). 2. Carrying out forest management activities in accordance with the annual budget and in line with priority investments in forestry, ditching and road maintenance, thus improving the productivity of commercial forests in the long run. 3. Directing the wood products derived from the INGKA Forest Management in the IKEA supply chain, if it adds value to the INGKA Group.
Environmental
<ol style="list-style-type: none"> 1. Forests must be managed in an environmentally responsible manner and certified in accordance with the Forest Stewardship Council (FSC) principles and criteria.
Social
<ol style="list-style-type: none"> 1. Forests must be managed in a socially responsible manner and certified in accordance with the Forest Stewardship Council (FSC) principles and criteria.

b) **Techniques for reaching long-term goals**

Techniques for reaching economic goals
<ol style="list-style-type: none"> 1. To purchase additional forest land (by the law), assessing their ability to achieve the above economic goals. 2. To carry out reasonable forest care, including tending of young forest stands and growing stocks. 3. Other actions contributing to the achievement of the above goals. 4. Balanced woodflows plan for increasing mature stands share in portfolio (to reach 20% goals).
Techniques for reaching environmental goals
<ol style="list-style-type: none"> 1. To purchase additional forest land, assessing their ability to achieve the above environmental goals. 2. To balance the volume of wood harvesting with actual wood growth in the forest. 3. Other actions contributing to the achievement of the above goals. 4. To try to increase HCV above 10% of portfolio.
Techniques for reaching social goals
<ol style="list-style-type: none"> 1. To purchase additional forest land, assessing their ability to achieve the above social goals. 2. To balance the volume of wood harvesting with actual wood growth in the forest, thus ensuring a socially important factor such as regular employment. 3. Other actions contributing to the achievement of the above goals.

c) **FSC audit results**

FSC audit year	No of Non-conformities	No of Observations
2023 Re-Evaluation	2 Minor	1
2024 1 st Annual Surveillance	0	0
2025 2 nd Annual Surveillance	0	0
2026 3 rd Annual Surveillance		

d) **Wood sales**

Wood for delivery will be sold as stumpage or as assortments. The forest manager shall provide full insight into gross log incomes, transportation costs, harvesting costs, and other costs, so that INGKA can follow the whole harvest/wood sales chain. INGKA accounting stipulates revenues are recognized at the moment of issuing the invoice.

The Forest manager shall optimize wood sales revenues through finding the best buyer, maximize the number of valuable assortments, and choose the right timing for sales. The Forest manager is flexible in time with 30% of the planned sales volume to sell it under best possible market situation. Thus, the sales volume for a year could maximally vary between 70-130% of the budgeted volume, but maybe further constrained by legal frameworks or FSC.

- The forest manager shall sell the respective assortments trying to get best possible price per assortment and maximizing the volume of the most valuable assortments, veneer logs and saw logs, i.e. maximize total value.
- The forest manager shall sell wood when the market is beneficial. Determination of when the market is beneficial shall be done on reliable market information, demonstrated to INGKA. In absence of reliable official market information, other sources of information should be searched, also non-domestic sources could be used.

All the taxes are paid in accordance with the relevant laws.

3. Description of the forest management system

Forest manager has implemented procedures for workflow according to intercompany Forest management guideline for maintenance and logging operation together with fieldwork forms and work specifications for co-workers and service providers.

Outsourcing is used for forestry activities such as forest plantation, maintenance, main use and transportation. To ensure that outsourcing providers are informed about certification and other requirements, annual training is organized, and outsourcing providers are also provided with the training materials and electronic copies of the binding certification standards.

In the production of timber, the method of clear cutting is mostly used for main cutting. In compliance with the requirements of Nature Conservation, the forest manager does not

perform clear cutting (maintaining the growing tree density on the ground floor of the forest stand not less than 0.4) in green belts (in the contact (transition) zone) around swamps.

- 10 to 100 hectares of swamp areas — 20 meter belt;
- swamp areas larger than 100 hectares — 50 meter belt with types of forest growing conditions on dry, drained, damp mineral soils and drained peat soils, and leastways 100 meter belt with types of forest growing conditions on wet peat soils.

In stands where oaks, lindens, maples, elms and hornbeams are dominant, the restoration of forest stands of these species is ensured at least to the extent that the proportion of species in question was before the start of the regeneration cutting.

If this does not create a real threat of diseases and pests in surrounding stands and/or threats to occupational safety, such locations and trees are not subject to forestry activities in the area under management:

- specific areas of deadfalls and wind-broken trees where large trees have grown.
- burnt stands older than 30 years, in groups or separately — surviving trees, as well as trees lost in groups.
- crabapples and junipers.

a) Management of damp forests

The management of damp forests meets the following requirements:

- The preservation of advance growth is promoted in damp spruce forests (swamp forest, mixed forest on wet peat soil, damp rich deciduous forest, damp spruce forest and reeds) and at least partial regeneration under the mother stand crown carpet;
- The number of retainable trees in damp deciduous forests (swamp forest, mixed forest on wet peat soil, damp rich deciduous forest, damp spruce forest, as well as mixed swamp forest with reeds where black alder is dominant) – at least 10 per 1 ha and groups of retainable trees must be formed;
- In damp deciduous tree and spruce forests (swamp forest, mixed forest on wet peat soil, damp rich deciduous forest, damp spruce forest, as well as mixed swamp forest with reeds where spruce or black alder is dominant), regeneration of growing tree species is to be promoted.

b) Forest maintenance

The main task of forest regeneration is growing a productive and qualitative forest that meets the forestry requirements, restoring the forest by sowing or planting, or promoting natural regeneration, if it occurs with tree species corresponding to the given growth conditions. Only certified forest reproductive material is used for artificial reforestation within the INGKA.

The pre-commercial thinning of young forest stands is carried out with the aim of promoting the development of tree species best suited for particular forest-growing conditions. It should also be mentioned that tending increases the future forest productivity and the value of retainable trees, depending on the genetic characteristics of the plants or seeds. Proper selection of plants greatly influences the growth of stock and the quality of trunks. Properly cultivating young forest stands for retainable trees will significantly increase the growth space and reduce the duration of the forest cultivation cycle.

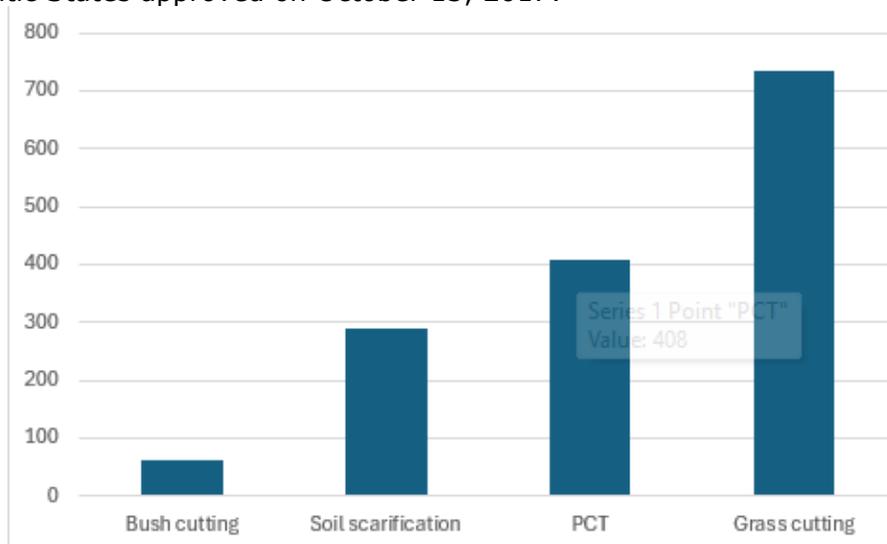
Thinning of growing stock should be started when forest stand trees from the moment of young forest stands merging begin to run out of resources for growth – water, nutrients and light. During the thinning process, part of the stand is periodically cut out.

In monoculture stand, thinning of growing stock regulates density and improves stand quality, but in mixed stands – forms a forest stand with the desirable species composition and quality.

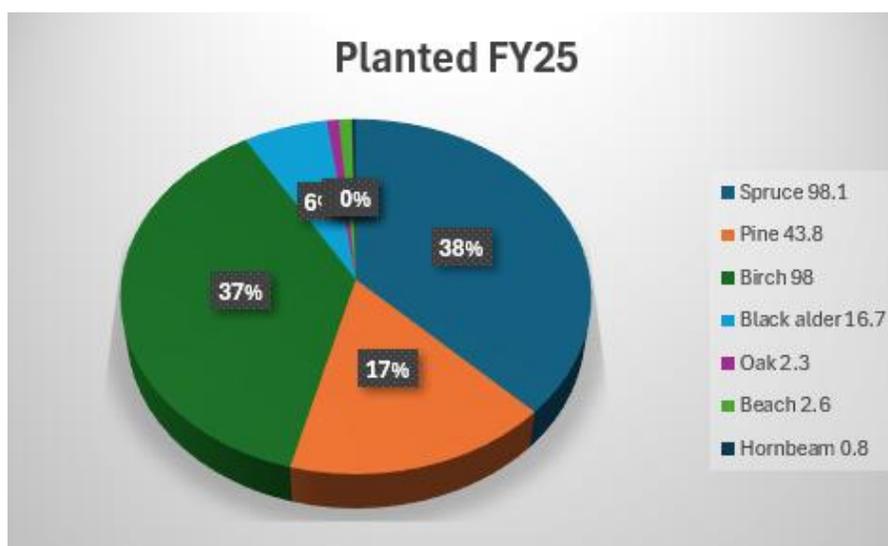
The intensity of thinning depends on the forest stand's composition, age, growing stock, biological characteristics of the main species, forest stand, type of growth conditions

and forest stand management forestry objective, as well as on the ability of the forest stand to continue producing wood in such volume that at the moment of main cutting, the growing stock would be close to the possible maximum amount.

INGKA forest management in Lithuania follows the Forest Management Guidelines in the Baltic States approved on October 13, 2017.



3.1 Image. Forest maintenance activities, ha



3.2 Image. Reforestation by tree species 2024-2025, ha

c) Logging equipment and technology

In order to reduce the impact of logging on the soil and growing trees, as well as to increase the majority of the assortment to be obtained and their quality, INGKA uses hand-held tools as much as possible. The technical requirements for timber delivery technology are determined individually, evaluating the conditions and distance of timber delivery in order to minimize the negative impact of logging equipment on the soil.

Construction, reconstruction or renovation of drainage systems. In areas where the construction, reconstruction or renovation of drainage systems is planned:

- Identifies possible risks for protected natural values and the preservation of the quality of the environment, as well as natural regulated watercourses.
- Taking into account the results of the environmental impact assessment in places where it is necessary, steps are taken to reduce or compensate for negative environmental impacts.
- Comes with the precautionary principle and takes steps to mitigate the negative environmental effects, including the need for restorative and compensatory measures.

d) Labor protection

Each company engaged in INGKA forest work must have a labor protection system set up that is in compliance with the Labor Protection Law and must observe the bound safe work requirements, which are regulated by the Work safety rules DT 1 – 96, 1996.

The inspection of these requirements is performed by forest manager during the day-to-day logging operations, as well as the INGKA internal audit. The forest manager provides annual training for co-workers and service providers on current issues in labor protection.

4. Grounds for the choice of annual forest harvesting and species selection

The permissible logging volume is balanced with wood growth, thereby ensuring a solid timber flow and sustainable forest management.

An annual increase is used as the basis for calculating the annual permissible cutting volume. The calculation of permissible cutting volume does not include areas, whose primary purpose is nature conservation (no less than 10% of the total territory).

The annual growing stock increment has been calculated by applying State Forest Service developed National Forest Inventory (NFI) models on mean growth rates by every tree species and age class. As a data source been used INGKA current growing stock structure: covered stand area by every dominated tree species and age class. The annual growing stock increment on every segment calculated separately first and after it, the sum of all segments gave total annual growing stock increment of INGKA.

Estimated growing stock increase for the 10 year period from 2022 to 2032 as seen in the table below.

Area, ha	Growing stock in 2025, m³	Growing stock increment till 2032, m³	Annual growing stock increase, m³/year	Annual growing stock, m³/ha
26229	3427938	1501140	150114	6,0

Permissible cutting volume on average per year set by the company is 110 000 m³.

The planning of cutting is carried out in a way that during operations included in the regular forest management process (main use cutting and growing stock thinning) does not exceed the average permissible cutting volume for a 5 year period. The annual cutting volume can be increased to the extent of the growing stock accumulation during the previous period.

The planned cutting volumes do not include damages caused by natural disasters (deadfalls, snow showers, etc.) and the increase in cutting volumes related to liquidation of consequences.

The planned cutting volumes of INGKA (m³) for the period from 2023 – 2032 by species as seen in the table below.

Species	m ³
Pine	187758
Spruce	230139
Birch	328082
Other	396829
Total	1501140

5. Forest growth dynamics and monitoring

To assess the activities carried out, forest growth dynamics, flora and fauna changes, an annual monitoring is provided. Monitoring is performed by the Forest Operation Manager. The monitoring data is collected and summarized within a calendar year.

The sum of areas of nearly mature and mature stands, divided by the total stand area is 22,37%. The goal is to reach or exceed 20% of areas of nearly mature and mature stands.

a) Timber growing stock and production

	2018	2019	2020	2021	2022	2023	2024	2025
Total wood growing stock (m³)	2 879 568	3 306 388	3 352 709	3 430 851	3396839	3527245	3453339	3427938
Timber production volumes (m³)	23 071	64 179	85 754	71972	61743	86087	90583	95875

b) Forest dynamics, flora and fauna composition changes

The potential number of limited and unlimited game animals (pieces) in the managed area is allocated in proportion to the territory of the country, i.e. 1:258.5 or 11824:3056578

Main species of game animals (2022 data)

Specie	Amount	Difference from 2021	Amount in INGKA
Moose	20676	887	74.5
Red deer	77300	8484	226.5

Roe deer	172599	3287	699.6
Fallow deer	13418	3291	29.4
Boar	23659	6837	47.7
Badger	15675	1308	51.3
Wolf			0.0
Beaver	47325	3970	176.9

Main species of hunted game animals (2022 data)

Specie	Amount	Difference from 2020	Amount in INGKA
Mose	2719	283	10.7
Red deer	12472	3424	36.8
Roe deer	26206	2556	129.4
Fallow deer	767	261	2.1
Boar	16885	5621	44.8
Badger	630	-154	1.6
Beaver	14949	-702	81.6
Wolf	192	17	0.5
Fox	8632	614	39.3
Raccoon dog	1520	118	7.6
Rabbit	2758	1620	12.5
Forest marten	134	-13	1.0
Stone marten	14	-12	1.0
Polecat	6	42	0.1
Canadian mink	32	21	0.2
Muskrat	6	-17	0.2
Nutria	25	18	0.8

Species	Plantig, ha					2023	2024	2025	2026
	2018	2019	2020	2021	2022				
Pine	84,7	123,7	134,3	132	79	40	38	43,8	
Spruce	214,3	300,9	315,4	218	156	94,6	163	98,1	
Birch	11,3	120,9	58,3	34	41	43,2	33	98	
Aspen									
Hornbeam							4.2	0,8	
Beech							4	2,6	
Black alder	7,2	9,9	2,6	3	8	21	22	16,7	
Oak								2,3	
Bio diversity							(pear) 11.3	Gd, Kr 5	
Total	317,5	555,4	510,6	387	284	198,8	264.2	262,3	

c) **Forest health status**

Damaged forest stand	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Removed area	15 ha, wind	5 ha	7 ha, bark beetle	9 ha, bark beetle	16,4 ha, bark beetle	5,7 ha, bark beetle	10,7 ha, bark beetle	134,6 ha, bark beetle	65 ha, bark beetle	46,8 ha, bark beetle	
Replenishment of young forest stands	P	P	S	S,P	S,P	S,P	S,P	S,P	S,P	B, S, P	

Repellents used (ha)	2017	2018	2019	2020	2021	2022	2023	2024	2025
	70,2	492	582	588	663	899	711	725	823

d) **Environmental impact**

High conservation value forest monitoring

The management of high value forests is done in accordance with the guidelines of The FSC National Forest Stewardship Standard of Lithuania Annex F.

Annual monitoring is carried out to assess changes in the status of High Conservation Values.

The identification/monitoring of HCVF have included:

- the verification of all the available biodiversity maps, consultation of relevant stakeholders etc.;
- a thorough evaluation of the stand registers to identify the values as defined in the HCV categories defined by FSC National Forest Stewardship Standard of Lithuania;
- the consultation of all relevant stakeholders on the identified values and the management measures proposed, based on precautionary approach;
- identification of main threats that could be caused during management activities of each HCVF site.

During the monitoring of the identified high conservation values , a special attention is being paid to:

- **Specially protected nature areas of national significance:** Management objective: protecting and preserving the diversity of nature (rare and typical ecosystems, habitats for protected species, EU habitats, peculiar, beautiful and characteristic landscapes of Lithuania, geological and geomorphologic formations, etc..
- **Green belts:** Management objective: protecting various types (both natural and artificial) of objects from unwanted external influences, ensuring their operation and safety or protecting the environment and people from the harmful effects of an object.
- **Microreserves:** Management objective: providing protection of a specially protected species or habitat outside specially protected nature territories, as well as in specially protected nature territories if one of the functional zones does not provide it.
- **Cultural monuments:** Management objective: cultural and historical landscapes and separate territories (ancient burial grounds, cemeteries, parks, places of historical events and activities of significant persons), as well as separate graveyards, groups of buildings and separate buildings, works of art, equipment and objects with historical, scientific,

artistic or other cultural value and whose preservation for future generations is in line with the state and national interests of Lithuania, as well as international interests.

- **Special places for local communities:** Bee trees.

We update our data base whenever new information regarding HCVF territories is received.

e) **Biodiversity monitoring**

In 2026 Ingka started Biodiversity monitoring program in our forest. In Baltics there are established 35 monitoring plots from which 10 are located in Ingka Investments Lithuania forests. Main purpose is to monitor how the Biodiversity changes after Forest management activities and in a long term understand how we can adapt our practices to have less negative impact if it appears. Monitoring itself will be conducted by group of independent experts. Monitoring will be done for such taxonomic groups as: vascular plants, lichens, bryophytes, fungi, birds, bats, coleoptera, araneae and opiliones. More specific information available after request.

f) **Illegal forestry**

Having detected illegal activities (such as illegal tree cutting, construction and other unauthorized activities), forest manager immediately informs the competent state and/or local authorities and document the relevant event.

Violations detected:

Location	Volume m³ or ha	Date of detection
Rokiškis	6 m ³	30.03.2017.
Vilnius	8 m ³	19.10.2018
Trakai	12 m ³	25.10.2018
Vilnius	22 m ³	10.01.2019
Panevėžys	3 m ³	26.11.2019
Švenčionys	31 m ³	27.11.2019
Klaipėdos r.	14 m ³	17.04.2020
In excel.		

In order to avoid violation of boundaries of the felling area, if, as a result of the cutting, the basal area of the forest stand or its part will be reduced below the minimum basal area, except in the case of forming 0.2 hectare and smaller openings during the selective cutting, the felling area is marked so that the boundaries of the felling area are clearly visible, clear boundaries are considered to be:

- a forest stand up to 20 years of age;
- a clearing;
- non forest land;
- a boundary track;
- forest infrastructure objects;
- a colored, ribbed or visor-stamped border of felling area.

In order to ensure uniform identification of boundaries of land units and installation of border markers, INGKA has developed the *Guidelines for forest land mapping and land border marking procedure*.

g) Social influence

Social Impact Assessment will be regularly done by analyzing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions and any social change processes invoked by those interventions. Before or during forest logging and thinning operations forest managers are performing Social Impact Assessment by filling questionnaire “Forestry Work Assessment Act”.

Main risks and their control measures:

Related issues	What can happen	Existing control measures
Health and safety	Injuries to workers and locals	High standard for service providers
Infrastructure	Damage	Avoid using soft roads during rain period
Neighbors	Conflict	Notification and negotiations, agreement for land use
Local labor	Give work and income to locals	Prefer local labor
Local economy	Sell timber to local sawmills and firewood producers	Prefer local buyer
Promotion of local social and environmental values		Fix up local sightseeing or recreation objects, trash collecting
Children education		Allow local school children and other people to participate in planting days where it is safe
Change landscape	Large clear cut areas in populated areas	Notification and negotiations

All forest properties owned by managers provide free access to berry and mushroom picking, as well as other types of recreation that is not contrary to existing legislation or certification requirements. Restrictions on access to forests can only be made if required by safety requirements (forestry works are underway) or in other situations, where there is a threat to society or the environment.

The forest manager hears out the local community (including the owners of neighboring land) and other interested parties regarding the forest management and plan that has taken place. The forest manager establishes and updates the list of interested parties frequently, see Annex 3.

Any interested party is invited to submit their suggestions, questions and comments by sending them to the e-mail.: ingka.investments.lt@ingka.com, thus continuously improving the manager's performance in forest management and ensuring social responsibility. Employees shall immediately inform the Forest Operations Manager of all cases where comments or complaints have been received regarding the forestry properties or activities by the INGKA. Forest Operations Manger is responsible to register all received comments or complains. Operations should be stopped where conflicts exist of:

- Substantial magnitude; or
- Substantial duration; or
- Involving at least three parties of interest.

Comments received (both external and internal) are evaluated, and with a timely manner, the respondent is provided an answer (action) to the comments made, FMP is included in the response if necessary. The process is governed by the internal procedure "Conflict Resolution Procedure". Full content of procedure is available upon request.

Comments received:

Comment	Date of receipt	Action taken	Notes
Notification about trash from RAAD	2021.09.08	garbage collected	Šalčininkų r. 850400080010
Notification about trash from AAD	2021.06.31	garbage collected	Raseinių r. 720800010314
Notification about trash from AAD	2021.08.23	garbage collected	Vilniaus r. 410103000001
Notification about trash from AAD	2021.08.24	garbage collected	Vilniaus r. 411210000040
Notification about trash from Vilnius dist. municipality	2023.02.01		Vilniaus r. 418204000378 418204000379
FDC noticed trash in property.		garbage collected	320800060423
FDC noticed trash in property.		garbage collected	418204000037
FDC noticed trash in property.		garbage collected	418204000378
FDC noticed trash in property.		garbage collected	417403000529
IN EXCEL			

Fair compensation or reasonable mitigation shall be provided to local people, communities or adjacent landowners for substantiated damage or loss of income caused by the forest manager.

People employed (number):

Year	Staff employees		Outsourcing	
	Men	Women	Men	Women
2016	4	1	19	3
2017	7	2	31	11
2018	7	3	83	19
2019	7	3	56	15
2020	7	3	64	15
2021	7	3	73	18
2022	7	3	73	18
2023	9	3	73	18
2024	9	3	73	18
2025	9	3	73	18

Accidents occurred (number):

Year	Staff employees		Outsourcing	
	Serious	Fatal	Serious	Fatal

2016	0	0	0	0
2017	0	0	0	0
2018	0	0	0	0
2019	0	0	0	0
2020	0	0	0	0
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
2024	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0

h) Trainings organized by INGKA

To ensure the awareness of workers regarding requirements of certification, etc. INGKA holds annual trainings. Each year, by 1st of February, INGKA will establish a training plan for the current year.

Past trainings:

Subject	Date
Seminar on FSC Forest Management System, Labor and Environmental Protection Requirements in FSC Certified Felling Areas (employees)	09.03.2017.
Seminar on FSC Forest Management System, Labor and Environmental Protection Requirements in FSC Certified Felling Areas (service providers)	06.-07.04.2017.
Workshop on labor and environmental protection requirements (service providers and employees)	26.08.2017.
Training for improving skills on forest inventory and application of suitable activities	12.09.2017.
Theoretical and practical training on labor and environmental protection requirements (service providers and employees)	22.01.2018.
Training for employees: <ul style="list-style-type: none"> • FSC requirements on Forest Management and Chain of Custody • Forest Management Plan for 2017-2021 	23.01.2018.
Training for employees: <ul style="list-style-type: none"> • New employees introduction to FSC principles • Principles usage in daily tasks • FSC marking • Theoretical and practical training on work safety requirements 	2018.11.16
Theoretical and practical training on biodiversity and environmental protection requirements (service providers and employees)	2019.03.01
Theoretical and practical training on labor and environmental protection requirements (service providers and employees)	2019.03.04
Training for employees: <ul style="list-style-type: none"> • New employees introduction to FSC principles • Principles usage in daily tasks • FSC marking Theoretical and practical training on work safety requirements	2019.03.07
Training for employees: <ul style="list-style-type: none"> • Work safety 	2020.02.20

<ul style="list-style-type: none"> • Nature preservation in forestry • Safe work techniques in forestry 	
Training for employees: <ul style="list-style-type: none"> • FSC requirements on Chain of Custody 	2020.02.20
Training for employees: <ul style="list-style-type: none"> • First aid courses 	2020.03.05
Training for employees: <ul style="list-style-type: none"> • New employees introduction to FSC principles • Principles usage in daily tasks • FSC marking 	2020.08.08
Training for employees: <ul style="list-style-type: none"> • Work safety • Nature preservation in forestry • Safe work techniques in forestry 	2021.02.24
Training for employees: <ul style="list-style-type: none"> • Forestry in FSC certified forests • Harvesting preparation projects in FSC certified forests 	2022.02.15, 17
Training for employees: <ul style="list-style-type: none"> • Work safety • Nature preservation in forestry • Safe work techniques in forestry 	2022.03.03
Training for employees: <ul style="list-style-type: none"> • Fire safety • FSC and ToE trainings 	2023.02.02
Training for employees and contractors: <ul style="list-style-type: none"> • Occupational safety courses with chain saw and trimmer 	2023.03.03
Training for employees (Darnūs miškai): <ul style="list-style-type: none"> • FSC principles, Q&A. 	2023.09.07
Training for employees: <ul style="list-style-type: none"> • New employees introduction to FSC principles • Principles usage in daily tasks. • FSC marking 	2024.02.06
FSC CoC/FM requirements, ToE, nature protection aspects, H&S	2025.01.29
FSC CoC/FM requirements, ToE, nature protection aspects, H&S	2026.01.28

Planned trainings:

Subject	Date
Training for employees: <ul style="list-style-type: none">• New employees introduction to FSC principles• Principles usage in daily tasks• FSC marking Theoretical and practical training on work safety requirements	2026
Health and safety/ FSC/ ToE/CoC	2027

i) Costs, labor productivity and efficiency

INGKA keeps data on:

- forest regeneration;
- forest tending;
- property purchase;
- sales of felling area and property;
- timber sales;
- administration costs.

Data of costs, productivity and efficiency on the assessment results are available in the confidential part of the FMP.

6. Environmental protection measures

The forest manager is aware that inadequate logging can result in significant damage to the environment, therefore before the start of disturbing activities in forest plots, environmental impact assessments are carried out and their progress is documented in the Forestry Work Assessment Act and recorded in the electronic Google Drive environment. Both main cutting and growing stock thinning is considered to be disturbing activity. Planned forest management activities are modified taking into account the results of the environmental impact assessment (by applying the most appropriate development techniques, machinery, development time, adjusting the delivery and export paths, etc.). The Environmental Impact Assessment is performed and documented by a forest manager, a summary of the findings is included in the FMP Environmental Impact Monitoring section.

To ensure environmental protection requirements, the INGKA organizes trainings for workers and service providers annually. Written guidelines are also developed that are binding on different types of activities (preserving natural values in felling areas, soil and water protection, operation of infrastructure objects, etc.). The INGKA internal regulatory documents are listed in Annex 2.

a) Retainable trees and forest structures

The principles for choosing retainable trees and forest structure are regulated by the INGKA "Guidelines for leaving biomass and retainable trees in the felling area".

b) Fire safety

Fire safety in the forest in the Republic of Lithuania is regulated by Law of fire safety in forest, issued on April 7, 1995 No. 500, Vilnius

Likewise, during everyday logging operations, it is controlled that all technical units working in the woods are equipped with operational fire extinguishers. The forest manager undertakes control over the implementation of these rules.

7. Identification and protection of rare, threatened and endangered species

The existing taxation data is used as the basis for identifying rare, threatened and endangered species; in accordance with national legislation, taxation data is updated at least every 10 years, as well as with the acquisition of a new forest property, if necessary. Similarly, in order to ensure the protection of rare, threatened and endangered species, the Forest manager shall, before commencement of economic activity, take field visits and study the environmental protection schemes of regions that they are operating. These schemes are published there: <https://www.e-tar.lt>.

The protection of identified rare, threatened and endangered species and habitats is based on the principles of high value forest management that are developed in accordance with the legislation of the Republic of Lithuania and Certification Standards.

The INGKA provides workers with training materials and training on species identification and necessary protective measures.

8. Annexes

Annex 1 List of binding international agreements and laws and regulations

Annex 2 List of binding documents used for the management planning of INGKA internal and other forests

Annex 3 List of interested parties

Annex 4 List of endangered species

Annex 5 Guidelines, procedures and instructions

Annex 1. Regulations applicable to forest management in Lithuania

Laws of the Republic of Lithuania:

1. Lietuvos Respublikos Konstitucija
2. Misku istatymas
3. Zemes istatymas
4. Zemes reformos istatymas
5. Administraciniu teises pazeidimu kodeksas
6. Baudziamasis kodeksas
7. Piliociu nuosavybes teisiu i islikusj nekilnojamaji turta atkurimo istatymas
8. Teritoriju planavimo istatymas
9. Saugomu teritoriju istatymas
10. Laukines gyvunijos istatymas
11. Saugomu gyvunu. augalu. grybu rusiu ir bendriju istatymas
12. Laukines augalijos istatymas
13. Fitosanitarijos istatymas
14. Augalu nacionaliniu genetiniu istekliu istatymas
15. Medziokles istatymas
16. Mokesciu uz valstybinius gamtos isteklius istatymo 3. 4. 6. 7. 11 straipsniu papildymo ir pakeitimo istatymas
17. Del Lietuvos Respublikos Auksciausiosios Tarybos-Atkuriamojo Seimo nutarimo „Del Savivaldybes gamtos apsaugos fondo nuostatu" pakeitimo
Resolutions of the Government of the Republic of Lithuania:
1. Del misku ukio valdymo ir misko ruosos
2. Del Specialiuju zemes ir misko naudojimo salygu patvirtinimo
3. Del zemes ukio sistemos misku perdavimo misku uredijoms ir nacionaliniams parkams
4. Del nuosavybes teisiu atstatymo j misko plotus ekvivalentine natura
5. Del staciojo misko kainu
6. Del misko kirtimo apimties (pagrindiniu kirtimu normos) tvirtinimo
7. Del Misku priesgaisrines apsaugos taisykliu patvirtinimo
8. Del Valstybines misku tarnybos pareigunu nuostatu patvirtinimo
9. Del Lietuvos Respublikos Vyriausybes 1995 m. balandzio 13 d. nutarimo Nr. 527 "Del Valstybines misku tarnybos pareigunu nuostatu patvirtinimo" dalinio pakeitimo
10. Del isiterpusiu i zemes ukio paskirties zemenaudas misku priskyrimo misku ukio paskirties zemei
11. Del Lietuvos misku ukio ir medienos pramonės pletojimo programos
12. Del dalinio kompensavimo asmenims uz misku ukines veiklos apribojimus saugomose teritorijose
13. Del Privaciu misku tvarkymo ir naudojimo nuostatu patvirtinimo
14. Del Lietuvos Respublikos piliociu nuosavybes teisiu i islikusi nekilnojamaji turta atkurimo istatymo jgyvendinimo tvarkos ir salygu
15. Del valstybines reiksmes misku plotu patvirtinimo
16. Del misku zeldinimo zemdirbystei netinkamoje ir laisvos valstybines zemes fondo zemeje
17. Del Lietuvos Respublikos aplinkos ministerijos nuostatu patvirtinimo
18. Del medziokles Lietuvos Respublikoje
19. Del misku mokslinio tyrimo ir mokymo bei selekcines seklininkystes objektams priskirtu misku plotu patvirtinimo
20. Del uzmokescio uz medziokles plotu. esanciu valstybiniu misku. laisvos valstybines zemes bei valstybinio vidaus vandenu fondu zemeje. nuoma dydziu patvirtinimo

21. Del Pagrindines tikslines zemes naudojimo paskirties nustatymo ir prasymu leisti pakeisti pagrindine tiksline zemes naudojimo paskirtj padavimo. nagrinejimo ir sprendimu priemimo tvarkos patvirtinimo
22. Del Lietuvos Respublikos fitosanitarinio registro jsteigimo ir jo nuostatu patvirtinimo
23. Del Misku priskyrimo misku grupems tvarkos ir misku priskyrimo misku grupems normatyvu patvirtinimo
24. Del Lietuvos Respublikos Vyriausybes 2001-2004 metu programos jgyvendinimo priemoniu patvirtinimo
25. Del Nenukirto valstybinio misko skyrimo ir pardavimo taisykliu patvirtinimo
26. Del laisvos valstybines zemes fondo zemes valdymo teises suteikimo misku uredijoms
27. Del Lietuvos Respublikos 2003 metu pagrindiniu misko kirtimu normos valstybiniuose miskuose patvirtinimo
28. Del laisvos valstybines zemes fondo zemes valdymo teises suteikimo misku uredijoms
29. Del misku priskyrimo misku grupems
30. Del Panevezio apskrities misku priskyrimo misku grupems
31. Del Kauno apskrities misku priskyrimo misku grupems
32. Del Lietuvos Respublikos saugomu teritoriju valstybes kadastro steigimo ir jo nuostatu patvirtinimo
33. Del Zalos. padarytos laisveje gvvenanciai laukinei gvvunijai ar jos buveinems. apskaiciavimo metodikos patvirtinimo
34. Del privalomuju atskaitymu i Lietuvos Respublikos valstybes biudzeta is pajamu uz parduota zaliavine mediena ir nenukirta miska apskaiciavimo ir mokejimo tvarkos patvirtinimo
35. Del Alytaus. Klaipedos. Marijampoles. Siauliu. Taurages. Teisiu. Utenos ir Vilniaus apskriciu misku priskyrimo misku grupems
36. Del Fiziniu ir juridiniu asmenu neteiseta veika miskuose padarytos zalos aplinkai atlyginimo tvarkos bei fiziniu ir juridiniu asmenu neteiseta veika miskuose padarytos zalos misko valdytoju. savininku ir naudotoju miskui. turtui ar interesams atlyginimo dydziu patvirtinimo
37. Del Misko zemes pavertimo kitomis naudmenomis tvarkos patvirtinimo
38. Del Mokescio uz medziojamuju gyvunu istekliu naudojima skaiciavimo metodikos ir mokescio uz medziojamuiu gyvunu istekliu naudojimatariu patvirtinimo. Lietuvos Respublikos Vyriausybes 2000 m. gruodzio 15 d. nutarimo Nr. 1458 ..Del valstybes rinkliavos objektu saraso. sios rinkliavos dydziu ir mokejimo ir grazinimo tvarkos patvirtinimo" pakeitimo ir 1999 m. vasario 25 d. nutarimo Nr. 210 ..Del uzmokescio uz medziokles plotu. esanciu valstybinu misku. laisvos valstybines zemes bei valstybinio vidaus vandenu fondu zemeje. nuoma dydziu patvirtinimo" pripazinimo netekusiu galios
39. Del Specialiosios bendruju misku ukio reikmiu finansavimo programos 2003 metu islaidu samatos pagal priemones patvirtinimo
40. Del Specialiosios bendrgju misku ukio reikmiu finansavimo programos 2003 metu islaidu samatos pagal priemones patvirtinimo
41. Del augalu genu banko steigimo
42. Del Lietuvos Respublikos misku valstybes kadastro steigimo ir jo nuostatu patvirtinimo
43. Del valstybes jmoniu misku urediju istatinio kapitalo sumazinimo ir turto perdavimo valstybes jmonei Valstybes turto fondui
44. Del pritarimo suderintam su Europos komisija Lietuvos 2004 - 2006 metu bendrojo programavimo dokumento projektui
45. Del specialiosios Bendruiu misku ukio reikmiu finansavimo programos 2004 metu islaidu samatos pagal priemones patvirtinimo
46. Del Aukstaitijos. Dzukijos. Zemaitijos nacionaliniu parku ir Traku istorinio nacionalinio parko teritorijose esanciu valstybines reiksmes misku suteikimo valdyti patikejimo teise
47. Del Bendruju buveiniu ar pauksciu apsaugai svarbiu teritoriju nuostatu patvirtinimo

48. Del maksimalios lesu sumos. del kurios 2004 metais asignavimu valdvtojai turi teise prisiimti jsipareigojimus. sudarydami sutartis del projektu. remiamu is Europos Sajungos strukturuiniu fondu ir bendrojo finansavimo lesu. igyvendinimo pagal Lietuvos 2004-2006 metu bendrojo programavimo dokumento priemones. patvirtinimo.

Laws of the Ministries of the Republic of Lithuania:

1. Del Leistinu kanopiniu zveriu tankumo normu Lietuvos Respublikos miskuose patvirtinimo
2. Del Misko darbu saugos taisykliu DT 1-96
3. Del Lankymosi miske taisykliu patvirtinimo
4. Del Misko seklininkystes nuostatu
5. Del medienos vaztarascio formos pavyzdzio patvirtinimo
6. Del Grybavimo Lietuvos miskuose taisykliu patvirtinimo
7. Del staciojo misko kainu
8. Del Augalu bendriju raudonosios knygos saraso patvirtinimo
9. Del Pagrindiniu misko kirtimu taisykliu patvirtinimo
10. Del Leidimu naudoti grybu. laukiniu uogu ir vaisiu. vaistiniu augalu (ar ju daliu). medziu ir krumu sakeliu isteklius isdavimo tvarkos
11. Del Privaciu misku individualiu projektu rengimo, derinimo ir tvirtinimo tvarkos, Laikiniuju Lietuvos misku tvarkymo taisykliu ir miskotvarkos projekto programos patvirtinimo
12. Del vidutines nenukirto misko kainos patvirtinimo
13. Del Lietuvos misingumo didinimo pagrindiniu nuostatu ir ju igyvendinimo priemoniu 1999-2003 metais
14. Del Privaciu valdu individualiu miskotvarkos projektu ir miskotvarkos projektu autoriu darbo kontroles metodikos patvirtinimo
15. Del medziokles plotu. skirtu komercines medziokles ukiui valstybiniuose miskuose pletoti. patikslinto saraso patvirtinimo
16. Del laikinuju rekomendaciju kovai su saknine pintimi spygliuociu medynuose ir misko zeldiniu iveisimui zemes ukiui netinkamose zemese patvirtinimo
17. Del eigulio tipines pareigines instrukcijos
18. Del privaciu miskij savininkams teikiamij paslaugn ir jii |kainiij
19. Del medziokles ataskami formij tvirtinimo
20. Del Misko genetiniu draustiniu nuostatu patvirtinimo
21. Del pranesimij apie misko gaisrus registravimo
22. Del Lietuvos Respublikos Vyriausybes 1999 m. gruodzio 20 d. nutarimo Nr.1446 "Del Laukines augalijos jstatymo jgyvendinimo" 2 punkto vykdymo
23. Del komercines medziokles ukiui pletoti skirtu medziokles plotu tvarkymo nuostatu ir medziokliu uzsenieciams bei komerciniu medziokliu organizavimo tvarkos patvirtinimo
24. Del pazymos isdavimo apie misko sklypus jkainio
25. Del Medziokles Lietuvos Respublikos teritorijoje taisykliu patvirtinimo
26. Del misko sodmenij nurasymo tvarkos patvirtinimo
27. Del birziu atrezimo ir jvertinimo taisykliu patvirtinimo
28. Del misko kirtimo technologinems ir gamybinems misku ukio reikmems tvarkos patvirtinimo
29. Del Privaciu misku individualiu miskotvarkos projektu bei misko kirtimo ir atkurimo planu rengimo. derinimo ir tvirtinimo tvarkos patvirtinimo
30. Del privaciu miskij individualiis miskotvarkos projektq tvirtinimo
31. Del elniniu zveriu daromo neigiamo poveikio misko zeldiniams. zeliniamis vertinimo metodikos patvirtinimo ir Medziokles Lietuvos Respublikos teritorijoje taisykliu dalinio pakeitimo
32. Del staciojo misko kainu indeksavimo
33. Del privaciu misku kontroles ir leidimu miskui kirsti isdavimo

34. Del Valstybines misku inventorizacijos, valstybines misku apskaitos, miskotvarkos projektu rengimo. derinimo ir tvirtinimo. miskotvarkos duomenu centralizuoto kaupimo. tvarkymo ir pateikimo misku savininkams bei valdytojams tvarkos patvirtinimo
35. Del Metines pagrindiniu misko kirtimu normos tikslinimo tvarkos patvirtinimo
36. Del Apvaliosios medienos klasifikavimo ir zenklinimo taisykliu patvirtinimo
37. Del privaciuj miskuj miskotvarkos projektq tvirtinimo
38. Del Apvaliosios medienos apskaitos tvarkos
39. Del Apvaliosios medienos. pagamintos privaciuose miskuose. gabenimo tvarkos patvirtinimo
40. Del misko savininku statistines ataskaitos apie privataus misko tvarkyma ir naudojima teikimo
41. Del valstybiniu misko daigynu ir valstybiniu misko medelynu saraso bei misko sekliniu plantaciju saraso patvirtinimo
42. Del Lietuvos Respublikos fitosanitarinio registro nuostatu igyvendinimo tvarkos
43. Del pavirsinio vandens telkiniu apsaugos zonu ir pakranciu apsaugos juostu nustatymo taisykliu patvirtinimo
44. Del Leidimu kirsti miska isdavimo tvarkos patvirtinimo
45. Del Nenukirto valstybinio misko pardavimo asmenims. kuriu pastatai yra nukenteje nuo stichiniu nelaimiu. tvarkos patvirtinimo
46. Del Apvaliosios medienos pardavimo taisykliu patvirtinimo
47. Del Asmeniniu zymekliu kirstiniems medziams zenklinti isdavimo. registravimo. gamybos ir naudojimo tvarkos patvirtinimo
48. Del miskotvarkos projektu autoriu atestavimo
49. Del Valstybines misku sanitarines apsaugos programos patvirtinimo
50. Del Valstybines misku priesgaisrines apsaugos programos patvirtinimo
51. Del valstybiniu misku pareigunu uniformos pavyzdziu ir iu aprasymo bei Valstybiniu misku pareigunu uniformos devejimo nuostatu patvirtinimo
52. Del Misko kirtimo privaciose valdose. kai nera bendrojo ar privacios valdos miskotvarkos projekto. tvarkos patvirtinimo
53. Del Privaciuose miskuose pribrestanciu medynu ir brandziu bei perbrendusiu medziu nebrandziuose medynuose pagrindiniu kirtimu tvarkos patvirtinimo
54. Del medziokles trofeju apziuros ir medziokles trofeju ekspertu tarybos
55. Del Misku iskirtimo technologinems ir gamybinems misku ukio reikmems tvarkos patvirtinimo
56. Del nenukirto misko kainu indeksavimo
57. Del valstybinio aplinkos monitoringo nuostatu patvirtinimo
58. Del savavaliskai iskirstu medziu ir krumu. augusiu misko zemeje. ir pagamintos apvaliosios medienos istraukimo arba isvezimo tvarkos patvirtinimo
59. Del privatizuojamu misku kirtimo tvarkos patvirtinimo
60. Del Valstybiniu misku pareigunu pazymejimu registracijos ir isdavimo tvarkos
61. Del misko bei urbanistiniu sodmenu apskaitos tvarkos
62. Del karpotojo berzo. paprastojo azuolo. paprastosios egles. paprastosios pusies ir paprastojo uosio provenenciju (kilmiu) rajonu patvirtinimo
63. Del Apvaliosios medienos apskaitos medienos ir medienos gaminius gaminanciose jmonese tvarkos
64. Del Lietuvos misko seklines bazes savado ir jo tvarkymo nuostatu patvirtinimo
65. Del Lietuvos misku ukio politikos ir jos igyvendinimo strategijos patvirtinimo
66. Del medziojamuju gyvunu padarytos zalos zemes ukio paseliams ir miskui apskaiciavimo metodikos patvirtinimo
67. Del medziokles plotu vieneto vientisumo kriteriju ir reikalavimu medziokles plotu vienetu riboms nustatyti patvirtinimo
68. Del misku aerofotografavimo darbu nuostatu patvirtinimo

69. Del Dubravos eksperimentines-mokomosios. Jonavos. Kaisiadoriu. Kedainiu. Radviliskio misku urediju misku tvarkymo schemu patvirtinimo
70. Del Siauliu miesto misku ir parku zeldynu miskotvarkos projekto ir Telsiu miesto misku miskotvarkos projekto tvirtinimo
71. Del Ignalinos AE ir Visagino miesto misku. numatomu perduoti Ignalinos misku uredijai. miskotvarkos projekto tvirtinimo
72. Del Lietuvos miskingumo didinimo programos patvirtinimo
73. Del medziokles protokolo pavyzdines formos patvirtinimo
74. Del profesionalios medziokles plotu tvarkymo
75. Del miskotvarkos duomenu suteikimo tvarkos patvirtinimo
76. Del Druskininku. Salcininku. Valkininku. Varenos misku urediju ir Dzukijos nacionalinio parko miskotvarkos projektu tvirtinimo
77. Del pagrindiniu misko kirtimu normos nustatymo metodikos patvirtinimo
78. Del Lietuvos miskij ukio politikos ir jos igyvendinimo strategijos veiksmij ir priemoniuj piano 2003 - 2006 m. patvirtinimo
79. Del drebulės. juodalksnio. mazalapes liepos ir paprastojo klevo provenenciju (kilmiu) rajonu patvirtinimo
80. Del Apvaliosios medienos bei nenukirsto misko matavimo ir turio nustatymo taisykliu patvirtinimo
81. Del Lietuvos miskotvarkos taisykliu tvirtinimo
82. Del Valstybiniu misku pareigunu spaudu gamybos. registravimo ir naudojimo tvarkos patvirtinimo
83. Del Misko genetiniu istekliu issaugojimo ir selekcijos pletros programos
84. Del Privaciu misku savininku svietimo. mokymo ir konsultavimo perspektyvines programos patvirtinimo
85. Del Misko genetiniu istekliu atrankos metodikos patvirtinimo
86. Del aplinkos ministerijos ir Lietuvos misko savininku asociacijos bendru veiksmu ir priemoniuj 2003 metais piano patvirtinimo
87. Del mokescio uz medziojamuju gyvunu istekliu naudojima deklaracijos patvirtinimo
88. Del valstybiniu misko medelynu modernizavimo programos patvirtinimo
89. Del savivaldybiu teritoriju misku isdestymo zemetvarkos schemu rengimo eiles tvarkos patvirtinimo
90. Del Misko sekliniu medynu nuostatu
91. Del misko dauginamosios medziagos nuostatu patvirtinimo
92. Del valstybines misku inventorizacijos sklypiniu metodu perspektyvinio piano 2004-2007 metams patvirtinimo
93. Del Aгалu nacionaliniu genetiniu istekliu centrinės duomenu bazes nuostatu patvirtinimo
94. Del Misku valstybes kadastro jgyvendinimo koncepcijos patvirtinimo
95. Del Misku tvarkymo schemu rengimo perspektyvinio piano 2004-2007 metams patvirtinimo
96. Del Misko atkurimo ir iveisimo nuostatu bei misko zeldinimo darbu. zeldiniu ir zeliniu apskaitos bei vertinimo metodikos patvirtinimo
97. Del Misko ugdymo kirtimu taisykliu patvirtinimo
98. Del Valstybines aplinkos apsaugos inspekcijos ir regionu aplinkos apsaugos departamentu nuostatu patvirtinimo
99. Del Abiotiniu veiksniu. misko ligu. vabzdziu ir zveriu padarytu pazeidimu miskui apskaitos
100. Del Individualiu miskotvarkos projektu registravimo tvarkos
101. Del Privalomuju misko atkurimo. apsaugos ir tvarkymo darbu normu nustatymo ir apskaitos tvarkos patvirtinimo
102. Del Misko sanitarines apsaugos taisykliu patvirtinimo
103. Del misko iveisimo ne misko zemeje

104. Del Valstybiniu misku pareigunu pareigvbiu saraso patvirtinimo bei Valstybiniu misku pareigunu jgalinimu suteikimo
105. Del Apvaliosios medienos. pagamintos privaciuose miskuose. gabenimo tvarkos apraso patvirtinimo
106. Del Kaimo pletros plano priemones ..Zemes ukio paskirties zemes apzeldinimas misku" jgyvendinimo
107. Del Misko bei dekoratyviniu sodmenu apskaitos ir inventorizacijos tvarkos
108. Del Lietuvos misku valstybes kadastro funkcionavimo koncepcijos patvirtinimo
109. Del gairiu pareiskejams. teikiantiems projektus paramai gauti pagal Lietuvos 2004 - 2006 metu bendrojo programavimo dokumento (BPD) Kaimo pletros ir zuvininkystes prioriteto priemone ..misku ukis" patvirtinimo

List of Multilateral Environmental Agreements and ILO Conventions

1. *JT Bendroji klimato kaitos konvencija; Niujorkas 1992.*
2. Kioto protokolas; 1997.
3. JT Biologinės įvairovės konvencija; Rio de Žaneiras 1992.
4. JT Vienos konvencija dėl ozono sluoksnio apsaugos, 1985
5. Biologinės įvairovės konvencijos Kartachenos biosaugos protokolas; Monrealis 2000.
6. JT Konvencija dėl pelkių, turinčių tarptautinę reikšmę ypač vandens ir pelkių paukščių apsaugai (Ramsaro konvencija); 1971.
7. ET Europos laukinės gamtos ir natūraliųjų biotopų apsaugos konvencija (Berno konvencija); 1979.
8. JT Tarpvalstybinių vandentakių ir tarptautinių ežerų apsaugos ir panaudojimo konvencija; Helsinkis 1992.
9. JT Poveikio aplinkai įvertinimo tarpvalstybiniame kontekste konvencija (Espoo konvencija); 1991.
10. Konvencija dėl prieinamumo prie informacijos, visuomenės dalyvavimo priimant sprendimus ir teises kreiptis į teisėsaugos institucijas aplinkos apsaugos klausimais (Orhuso konvencija); 1998.
11. JT Nykstančių laukinės faunos ir floros rūšių tarptautinės prekybos konvencija (Vasingtono konvencija); 1973.
12. JT Migruojančių laukinių gyvūnų apsaugos konvencija (Bonos konvencija); 1979.
13. Sutartis dėl šikšnosparnių apsaugos Europoje (Londono); 1991.
14. Susitarimas dėl Afrikos ir Eurazijos migruojančių vandens paukščių išsaugojimo
15. ET Europos kraštovaizdžio konvencija; Florecija 2000.
16. JT Konvencija dėl kovos su dykumėjimu; Paryžius 1994.
17. ES Paukščių Direktyva
18. ES Buveinių Direktyva

ILO Conventions

1. Konvencija dėl žemės ūkio darbuotojų teisių jungtis į asociacijas ir vienytis; 1921 m. 11 konvencija;
2. Konvencija dėl priverstinio ar privalomojo darbo; 1930 m. 29 konvencija;
3. Konvencija dėl darbo laiko sutrumpinimo iki 40 valandų per savaitę 1935 m. 47 konvencija;
4. Konvencija dėl vaikų ir jaunuolių naktinio darbo apribojimo nepramoniniuose darbuose; 1946 m. 79 konvencija; 5.
5. Konvencija dėl baigiamųjų straipsnių pakeitimo; 1946 m. 80 konvencija;
6. Konvencija dėl darbo inspekcijos pramonėje ir prekyboje; 1947 m. 81 konvencija;
7. Konvencija dėl asociacijų laisvės ir teisės jungtis į organizacijas gynimo; 1948 m. 87 konvencija;
8. Konvencija dėl įdarbinimo tarnybų organizavimo; 1948 m. 88 konvencija;
9. Konvencija dėl jaunuolių naktinio darbo pramonėje (pakeista); 1948 m. 90 konvencija;
10. Konvencija dėl teisės jungtis į organizacijas ir vesti kolektyvines derybas principų taikymo; 1949 m. 98 konvencija;
11. Konvencija dėl vienodo atlyginimo vyrams ir moterims už lygiavertį darbą 1951m. 100 konvencija;
12. Konvencija dėl priverstinio darbo panaikinimo; 1957 m. 105 konvencija;
13. Konvencija dėl diskriminacijos darbo ir profesinės veiklos srityje; 1958 m. III konvencija;
14. Konvencija dėl baigiamųjų straipsnių pakeitimo; 1961m. 116 konvencija;
15. Konvencija dėl vienam darbuotojui leistino maksimalaus krūvio pernešimo; 1967 m. 127 konvencija;
16. Konvencija dėl minimalaus darbo užmokesčio nustatymo, ypač atsižvelgiant į besivystančias šalis; 1970m. 131 konvencija;

17. Konvencija dėl darbuotojų atstovų gynimo ir jiems teikiamų galimybių įmonėje; 1971m. 135 konvencija;
18. Konvencija dėl profesinio orientavimo ir profesinio rengimo ugdant žmogaus išgales; 1975 m. 142 konvencija;

Annex 2. List of intercompany documents

D o c u m e n t n u m b e r	Name of document
1	Forest management plan
2	INGKA Investments forest management guidelines and environmental pollution reduction requirements
3	INGKA Baltic Conflict Resolution Procedure
4	Work Specifications
5	<p>Invasive species/ list: https://am.lrv.lt/lt/veiklos-sritys-1/gamtos-apsauga/invazines-rusys/invaziniu-lietuvoje-rusiu-sarasas</p> <p>https://am.lrv.lt/uploads/am/documents/files/Gamtos%20apsauga%20ir%20mi%C5%A1kai/Gamtos%20apsauga/Invazin%C4%97s%20r%C5%AB%C5%A1ys/invazini%C5%B3%20lietuvoje%20r%C5%AB%C5%A1i%C5%B3%20s%C4%85ra%C5%A1o%20patvirtinimo.pdf</p>

Annex 3. List of interested parties

Organisation	Department	Name	Phone Nr.	Email
State Forest Service				
	Headquarters	Mindaugas Tarnauskas	+37060169122	info@amvmt.lt
Environmental protection				
	Headquarters	Eglė Paužuolienė	+37052163385	info@aad.am.lt
Protected areas				
	Valstybinė saugomų teritorijų tarnyba prie AM	Agnė Jasinavičiūtė-Trakimienė	+37065929483	vsst@vsst.lt
	VSTT Biologinės įvairovės skyrius	Saulis Skuja	+37065929478	Saulis.skuja@vsst.lt
Forest owners				
	Lietuvos miško ir žemės savininkų asociacija	Algis Gaižutis	+370 5 276 7590	info@forest.lt
	Privatų miško savininkų asociacija	Giedrė Šlevinskė	+370 65527096	info@pmsa.lt
	Valstybinė miškų urėdija	Vladas Kaubrė	+370 5 273 4021	info@vmu.lt
	UAB "Dzūkijos miškas"	Raimundas Lavrenovas	+370 687 72814	info@dzukijosmiskas.lt
	UAB "Dzūkijos mediena"	Marius Valukynas	+370 698 55325	info@dzukijosmediena.lt
	UAB "Forestvila"	Dalius Lapkauskas	+370 663 53335	info@forestvila.lt
	MSK "Jonavos miškai"	Rimantas Narauškas	+370 687 58701	jonavosmiskai@gmail.com
	K. Šiaulio IĮ	Kazimieras Šiaulyš	+370 52 832 507	siaulysk@forest.lt
	UAB "Log Forest"	Mantas Lesniauskas	+370 677 88459	uablogforest@gmail.com
	UAB Eurovesta	Vaidotas Stanevičius	+370 687 71663	Vaidotas.stanevicius@vmg.eu
	UAB INVL Assets management	Audrius Pagojus	+370 673 47611	Audrius.pagojus@invl.com
	UAB PATA Lietuva	Mindaugas Mačiulaitis	+370 642 22255	Mindaugas.maciulaitis@pata.lv
	UAB "Mantau"	Audrius Stanis	+370 687 36385	audrius.sta@gmail.com
	UAB "Senas miškas"	Vitas Sakalauskas	+370 682 61641	info@senasmiskas.lt
NGO's				
	Baltijos aplinkos forumas	Žymantas Morkvėnas	+370 614 12911	info@bef.lt
	Baltijos Vilkas	Vaidas Balys	+370 612 11746	mindaugas@vilkai.lt
	VšĮ Gamtos paveldo fondas	Gediminas Raščius	+370 5 272 1918	info@gpf.lt
	Lietuvos entomologų draugija			info@entomologai.lt
	Lietuvos Gamtos Fondas	Edmundas Greimas	869 839 665	edmundas.g@glis.lt
	Lietuvos ornitologų draugija	Liutauras Raudonikis	+370 5 2130498	lod@birdlife.lt
	Sengirės fondas			info@sengiresfondas.lt

Annex 4. List of endangered species

The database of endangered species in Lithuania will be developed in cooperation with state authorities. The database is not accessible now, but we are moving towards to get an access to the rear and endangered species information system SRIS.

SRIS is located in Ministry Of Environment webpage (temporary unavailable):

During field visits forest district coordinators are going to be trained to identify and monitor rear and endangered species.

Regulations:

- LIETUVOS RESPUBLIKOS
SAUGOMŲ GYVŪNŲ, AUGALŲ IR GRYBŲ RŪŠIŲ
ĮSTATYMAS 1997 m. lapkričio 6 d. Nr. VIII-499
Vilnius. Nauja redakcija nuo 2010-01-01:Nr. XI-578, 2009-12-17, Žin. 2009, Nr. 159-7200 (2009-12-31), i. k. 1091010ISTA00XI-578
- NUTARIMAS DĖL BENDRŲJŲ BUVEINIŲ AR PAUKŠČIŲ APSAUGAI SVARBIŲ
TERITORIJŲ NUOSTATŲ PATVIRTINIMO 2004 m. kovo 15 d. Nr. 276
Vilnius. Žin., 1993, Nr. 63-1188; 2001, Nr. 108-3902

Annex 5. Set of forest managements guidelines, procedures and instructions

Guidelines for leaving biomass and retainable trees in the felling area

Leaving retainable trees in the felling area

The natural structure of the forest must be preserved in the cutting:

- At least 10 live trees per 1 ha to be retained in the main cutting;
- retainable trees should be kept irrespective of their condition during subsequent life cycles;
- if possible, such trees should be retained in groups;

Trees are considered retainable if they are

- growing trees of the previous generation – or if there are no such trees – growing trees, whose diameter is greater than the average diameter of the dominant tree species in the plot

It is advisable that the above retainable trees meet at least one of the following criteria:

- trees from the previous life cycle;
- oaks, lindens, pines, ash-trees, elms, fluttering elms, maples, hornbeams;
- oldest and largest trees with a wide, well-developed crown;
- trees with cavities;
- trees with burnt scars;
- trees with large ($D > 50$ cm) bird nests and a colonnade (15-20 m) around them.
- Large-diameter trees are usually not cut and such trees are included in the number of live trees retained for biodiversity:

1) *Quercus robur* - > 140 cm;

2) *Populus tremula* - > 120 cm;

3) *Fraxinus excelsior*, *Larix decidua* - > 90 cm;

4) *Pinus sylvestris*, *Salix alba* - > 80 cm;

5) *Picea abies*, *Betula pendula*, *Alnus glutinosa*, *Fagus sylvatica*, *Acer platanoides*, *Ulmus laevis*, *Ulmus glabra* - > 70 cm;

6) *Ulmus minor*, *Carpinus betulus* - > 60 cm;

7) *Prunus padus* - > 40 cm;

8) *Malus sylvestris*, *Pyrus communis*, *Sorbus aucuparia* - > 30 cm.

Leaving wind fallen and standing dry trees in the felling area

In felling areas with fallen, broken or standing dry trees, they must be retained under such conditions:

- Large-diameter trees (diameter > 50 cm)
- The amount of dead wood and snags to retain should be more than 5 m^3 per ha.
- If the total amount of dry trees retained in the felling area exceeds 5 m^3 per ha, the rest of the dry wood can be economically used.
- Standing dry trees are not retained in operational safety zones.
- If standing dry trees are closer than the height of the retainable tree to roads, railways, power lines, other air transport lines, public places of interest, and if it is technologically possible, they are retained as high strains (3-5 m). If it is not technologically possible – they are cut and placed parallel to the arrival route.
- To limit the potential spread of *Heterobasidion annosum* s.l. causing root decay, it is recommended to use dry spruce wood for commercial purposes (below 50 cm in diameter).
- The amount of retainable dry wood can be increased in areas of importance for nature conservation.
- In wood grouse mating-places, fallen, broken or standing dry trees with the diameter above 25 cm – at least 20 trunks or their parts per ha.

- The amount of retainable dry wood can be reduced in publicly visited places (along roads, pedestrian, cycling trails, recreational areas, etc.).

In burnt stands that have been at least 30 years old at the time of burning, surviving trees are to be retained in groups or separately, as well as in mosaics of groups with dead trees.

Placement of ecological values

In humid microfolds (landslide areas with pronounced high humidity) undergrowth, windfallen trees, bare dry trees, advance growth must be persevered, and retainable trees must be concentrated around it as much as possible.

Guidelines for water protection in forest work

1. During the planning of forestry operations, forest manager should take into consideration special protection zones which are described in "Special forest land use conditions" (part of ownership document). In INGKA Stand register most of such areas are identified as Representative Sample Areas with limited management.
2. When clearcutting the areas by the natural watercourses, a protected riparian zone (IV forest group 5 m., III forest group 10 m.) should be identified and protected.
3. After completion of work, it is not permitted to leave watercourses or ditches clogged with cutting residues or ridges created by the machinery;
4. It is not permissible for artificial water to flow from ridges into natural watercourses, water bodies, ditches, or create flooded areas;
5. Inflow of the muddy water shoved along the forwarding trails into ditches, rivers or other water bodies must be prevented;
6. If muddy water containing humus is being shoved along the ridges of the forwarding trails by machinery, the following must be done:
 - if the quantity of water shoved by machinery is large, in some places, to reduce the flow of water on the forwarding trails, layers of thick branches are to be formed over several meters. Such branch layers form barriers that reduce the flow of the water being shoved;
 - before crossing watercourses, ditches or other bodies of water, a layer of branches is to be formed on the forwarding trails. The layer is formed so long that it completely prevents the flow of muddy water into watercourses, ditches or other bodies of water.
7. When forwarding roads are crossing ditches or watercourses, if the watercourse is not large, timber can be laid out with cutting residues stacked on the top.
8. In order not to deform the edges of the ditch or watercourse, timber and cutting residues should be laid 3-4 m behind both sides of the ditch or watercourse.
9. If there is a large water flow in the ditch or watercourse, temporary crossings (bridges) are to be established:
 - by laying the thicker timber over a ditch or a watercourse, basic beams are created, which are then covered with the thinner timber and cutting residues on the top;
 - by using special plastic pipes, which are placed in a ditch or a watercourse with cutting residues on top.
10. After the work is finished, ditches and watercourses have to be cleared from timber, cutting residues, and normal water flow should be restored.
11. If soil preparation proceeds logging works and soil preparation machinery will require a bridge for crossing ditches or watercourses, the following must be done:
 - temporary bridges made of timber are to be retained;

- if a crossing was made by laying timber in the ditch and the subsequent workers will have the technical capabilities to create a crossing, timber must be removed and placed on the side of the ditch;
- these crossings are to be retained only with the permission of the company's employee who has issued the work task.

Guidelines for the construction, maintenance and closure of forest roads

1. Forest infrastructure objects (hereinafter FIO) are to be used in accordance with their intended functions.
2. Forest roads (hereinafter FR) are to be operated taking into account the design load calculated on the maximum axle load of the vehicle – 10 t, as well as characteristics of the load of the vehicle, technical condition of the road and meteorological conditions.
3. The maximum authorized mass is 52 tons, unless otherwise specified on the road section.
4. For heavy goods vehicles, the maximum speed on forest roads is 30 km/h. When driving, road parameters, transparency, road condition, vehicle load specifics, truck layout and meteorological conditions must be taken into account.
5. When choosing the driving speed and driving on forest roads with passenger cars, road parameters, transparency, road condition, location of timber-yards and meteorological conditions must be taken into account.
6. Timber transport intensity should be selected according to the load bearing capacity of the road at the particular moment.
7. On forest roads, it is prohibited to:
 - 7.1. disregard road traffic regulations;
 - 7.2. perform actions that result in substantial damage to or destruction of the FR elements:
 - 7.2.1. surface of the road,
 - 7.2.2. constructive layers of the road,
 - 7.2.3. bridges and culverts,
 - 7.2.4. other equipment;
 - 7.3. perform actions that result in damage or destruction of FR equipment:
 - 7.3.1. road signs,
 - 7.3.2. shielding barriers,
 - 7.3.3. gates,
 - 7.3.4. other equipment;
 - 7.4. block the carriageway, shoulders and road engineering structures;
 - 7.5. use the shoulder of the road for driving and parking a vehicle;
8. If, as a result of economic activity, the forest infrastructure object has been littered, contaminated or damaged, it must be cleared from the litter or contamination, damage shall be remedied.
9. If a vehicle has started loading timber, thus blocking the carriageway, other vehicles must wait until the loading is completed.
10. If conditions that threaten road safety or FR functioning in forest infrastructure objects are detected, the manager of the forest infrastructure facility must be notified immediately, and the potential threat to forest infrastructure users should be indicated by possible ways and means (such as well-visible and contrasting fabric, paper or reflector).
11. If designation of the hazardous location does not ensure safe operation of the FR or traffic safety, the Forest manager, depending on the ownership of the FR, closes or proposes to close the FR until the hazard is eliminated.
12. An environmental impact assessment is always carried out prior to the FR construction or reconstruction operations.

Guidelines for forest land mapping and land border marking procedure

General questions

The procedure has been developed to ensure the uniform requirements for the identification of borders of land units and the establishment of border markers in properties owned by INGKA.

During inventory of forest properties and field visits uncertain borders will be identified and flagged for restoration.

Properties with possible litigation with neighbours or risk for losing our area will be flagged for cadastral measurements.

Guidelines for minimizing soil damage

In order to reduce soil damage and water pollution, the following requirements must be met:

- Primary and secondary roads, forwarding trails, timber-yards, large drainage systems, bridges in reservoir crossing points, buffer zones and protected areas are indicated on the technological map of the felling area.
- On forwarding trails in the felling areas and elsewhere, the performer of work takes measures to minimize the formation of ridges in the work process;
- Attention must be paid to the conditions of forwarding trails. When planning felling area development time, the soil bearing capacity of each forest type must be taken into account;
- No machinery that is not intended by the manufacturer to be used for thinning work is permitted for thinning.
- Before developing the felling area, the territory of the felling area must be inspected and local damp lowlands must be noted in the felling area outline. The layout of the roads and technological corridors must be planned in a way to avoid crossing damp lowlands, if possible.
- The forwarding trails from the felling area to the timber-yard must be as short as possible and planned in dry locations. This will reduce the cost of work and possible soil damage area.
- Construction of forwarding trails and machinery movement is prohibited in glens (ravines), places of sinkholes, slopes, rock outcrops and in a 10 meter wide band from their upper edge. This requirement applies to glens that are at least 15 meters deep, 10 meters wide and have a slope of at least 30 degrees;
- Machinery can only be operated on planned timber forwarding trails or technological corridors. It is only permitted to operate outside the forwarding trails in exceptional cases:
- Crossing watercourses must be avoided where possible. In case it is not possible, the watercourse is to be crossed in a single location or in as few locations as possible.
- If there are slopes in the felling area that cause machinery to skid and cause significant soil damage, the direction of machinery movement is chosen downwards from the slope. This direction of machinery movement is chosen if it is possible to bypass the slope in a gently sloping location.
- Planning forwarding trails in areas where ridges can create an artificial watercourse must be avoided.
- Planning timber-yards in areas with low soil bearing capacity when the soil is not frozen or thawed must be avoided.

Environmental pollution reduction requirements

Introduction

This document provides the description of the requirements and measures to be taken to prevent or limit environmental pollution during forest operations.

The objectives of these requirements are:

- to prevent or reduce pollution that may cause damage to human health, property and the environment;
- to identify the key precautions to be taken to ensure that pollution is reduced;
- to provide basic knowledge of environmental pollution to INGKA staff and contractual partners.

1. Requirements

1.1. Requirements for reducing or eliminating environmental pollution in forest operations are provided for:

- 1.1.1.** machinery and motor tools;
- 1.1.2.** storage and transportation of oil products;
- 1.1.3.** use of oil product absorbent materials;
- 1.1.4.** waste management.

1.2. The general requirements for reducing environmental pollution are established by the "Environmental Protection Law" and the Law "On Pollution" and are binding for all forestry performers.

2. Requirements for machinery and motor tools

2.1. When performing forest operations, it is prohibited to pollute soil and water. Machinery and motor tools involved in forest operations must be free of oil, fuel and technical fluid leaks. **If leaks are detected, work must be stopped** and repairs are made.

3. Requirements for storage and transportation of oil products

3.1. The supply of fuel used in forestry work must comply with the requirements of the "European Agreement concerning the International Carriage of Dangerous Goods by Road" (ADR).

3.2. Personnel involved in transporting dangerous goods shall be trained and documented in accordance with the sub-section 1.3 and 1.3.3. of the ADR Agreement.

3.3. All fuel tanks stored in forest works or used for the supply of fuel shall be labeled in accordance with the requirements of Volume II of the ADR Agreement.

3.4. Labels and indications of the transportable substance must be attached to the fuel tanks. The dimensions of the signs are 10 cm. For diesel fuel, the labels are red diamonds with a black or white flame and a digit "3" in the lower corner, and a sign with a fish and a symbol of a tree that warns of the environmentally hazardous substance. When transporting diesel fuel, its code must be indicated on the tank – UN1202. If the tank is larger than 450 liters, the label and fuel code must be attached to the two opposite sides of the tank.

3.5. Only metal intermediate bulk containers (**IBC**) complying with the requirements of the ADR Agreement are allowed on the land at the place of forest work.

3.6. All types of fuel tanks complying with the ADR agreement are permitted for fuel deliveries.

3.7. All fuel tanks must bear the ADR designation codes. The fuel tanks code contains the symbol and uppercase letters Y, Z or X indicating the following packaging groups:

3.7.1. Y – packaging group II and III (petrol, diesel);

3.7.2. Z – packaging group III only (diesel);

3.7.3. X – packaging group I, II and III.

- 3.8.** If a specialized road transport vehicle is used for the supply of fuel to a forest site, it must comply with the requirements of the ADR Agreement.
- 3.9.** When transporting more than 60 liters of fuel on the roads, accompanying documents of the cargo, the waybill in accordance with the ADR agreement and other documents in accordance with the applicable regulations must be provided.
- 3.10.** For reduced ADR regulations, i.e. without a special driver's license for the transport of dangerous goods, diesel can be transported no more than 1000 liters per transport unit.
- 3.11.** When transporting fuel tanks or cans, they must be secured in accordance with Regulations issued by the Cabinet No. 166 "Regulations on the placement and consolidation of bulk cargoes in road transport".
- 3.12.** When transporting cans or motor vehicles in the same room with passengers, they must be secured against free movement by using fastening joints, meshes, lining or other fastening devices.
- 3.13.** Fuel and oil cans used for refueling motor tools must be fitted with a fuel and oil transfer protection nozzle.
- 3.14.** Technical liquids and petroleum products are stored in appropriate and tightly closed packages.

4. Requirements for use of oil product absorbent materials

- 4.1.** The soil and water contamination with petroleum products or technical fluids must be prevented or minimized in the process of refueling and operation of machinery and motor tools used in forestry work.
- 4.2.** It is considered to be a significant soil contamination when the leakage of oil products or technical fluids in the soil exceeds 100 cm² on the soil surface.
- 4.3.** It is considered to be a significant water contamination when colored membranes characteristic of oil products can be observed on the surface of the water.
- 4.4.** All machinery units involved in forest operations must have an environmental protection kit (oil product absorbents) that includes:
 - 4.4.1.** mats absorbing oil products;
 - 4.4.2.** booms absorbing oil products;
 - 4.4.3.** a pair of gloves;
 - 4.4.4.** garbage bags.
- 4.5.** For preventing or reducing environmental pollution, the materials absorbing oil products included in the environmental protection kit are to be used.
- 4.6.** Requirements for using the mats absorbing oil products:
 - 4.6.1.** Absorbent mats are used in all places where leaks of oil products or technical fluids are observed:
 - 4.6.1.1.** when refueling the fuel tank, technical fuel or oil tank if there is a leak;
 - 4.6.1.2.** when performing technical or motor repair works in areas where oil products or technical fluids leak;
 - 4.6.1.3.** under the container of technical liquids and oil products in the event of leakage.
- 4.7.** Requirements for using the booms absorbing oil products:
 - 4.7.1.** When crossing watercourses or performing work in close proximity of water with machinery, leakage of oil products or technical fluids from the machinery nodes should be checked regularly.
 - 4.7.2.** The boom absorbing oil products is used in all cases when a colored membrane characteristic of oil products can be observed in the water.
 - 4.7.3.** In running water, the boom absorbing oil products is placed down-stream of the place of contamination and as close as possible. The boom(s) are set up in a way that further spread of contamination is prevented.

5. Requirements for waste management

- 5.1.** When performing forest operations, polluting soil and water with household or hazardous waste (waste containing oil products, hydraulic pipes, oil filters, packaging of technical fluids and lubricants, batteries, etc.) is prohibited.
- 5.2.** Household waste derived from the performance of forest operations is to be stored in garbage bags and delivered to its designated location after completion of work.
- 5.3.** Hazardous waste is to be stored in garbage bags and delivered to hazardous waste collection sites after completion of work.
- 5.4.** The used materials absorbing oil products must be stored in garbage bags and returned to the seller upon completion of work, based on the terms of the purchase agreement, or handed over to hazardous waste collection sites.
- 5.5.** Leaving, burying or incinerating waste in the forest or any other forest work site is strictly prohibited!

6. Procedure for reducing environmental pollution

- 6.1.** If soil, water pollution or waste is detected prior to the execution of work, this fact shall be immediately reported to the responsible INGKA employee who has assigned the work task.
- 6.2.** If the execution of work has caused soil or water pollution, immediate action shall be taken to prevent the spread of contamination or penetration into groundwater.
- 6.3.** In the event of leakage of oil products or technical fluids and damage to soil, remediation measures for contaminated soil are to be carried out. The damaged topsoil must be raked away, placed in garbage bags and delivered to hazardous waste collection points.
- 6.4.** If there has been a leakage of oil products or technical fluids into watercourses or water bodies, absorbent booms are to be used immediately.
- 6.5.** In case of a hazardous environmental contamination, the responsible INGKA employee who has assigned the work task must be notified immediately.
- 6.6.** Conduct of INGKA employees:
- 6.7.** If hazardous environmental contamination has been caused, the responsible INGKA employee who monitors the work proceeds as follows:
- 6.8.** immediately organizes and takes emergency measures;
- 6.9.** immediately informs the Regional Environmental Board of the State Environmental Service in writing about environmental damage and provides a complete description of the situation;
- 6.10.** organizes and carries out reorganization measures within the limits of his competence.
- 6.11.** The responsible INGKA employee and forest worker, when performing self-monitoring, registers the cases of environmental pollution and violations of the requirements arising from forest operations in the Act of Execution Control.

7. Compensation for environmental damage

- 7.1.** If damage to the environment is caused by forest operations, the responsible INGKA employee evaluates the liability in accordance with the regulatory enactments and terms of the contractor's contract.
- 7.2.** A forest worker whose professional activities have caused damage to the environment or a direct threat of damage shall bear the cost of preventive, emergency and remedial measures.