



FINĒJAS

G R O U P

Sustainability Report 2022

LETTER FROM THE CEO

THE LAST FEW YEARS HAVE PRESENTED MANY GLOBAL CHALLENGES, FROM A PERSISTENT PANDEMIC TO THE WAR IN UKRAINE. EACH OF US HAS REFLECTED ON A LOT IN OUR PERSONAL, PROFESSIONAL AND BUSINESS LIVES. THE TRANSPORT AND LOGISTICS SECTOR HAS ALSO HAD TO TAKE STOCK OF THE CURRENT SITUATION AND MAKE CLEAR, COST-EFFECTIVE, ENVIRONMENTALLY FRIENDLY AND VALUE-BASED DECISIONS.

TODAY, WE EMPLOY OVER 3 000 PEOPLE IN OUR GROUP OF COMPANIES. AS A MULTICULTURAL ORGANISATION, WE BRING TOGETHER 13 DIFFERENT NATIONALITIES: LITHUANIANS, POLISH, UKRAINIANS, GEORGIANS, UZBEKS, KAZAKHS, INDIANS AND MANY MORE. WE ARE GRATEFUL FOR AND APPRECIATE THE FACT THAT WE EACH CARRY OUR OWN CULTURAL IDENTITY AND HAVE THE OPPORTUNITY TO SHARE IT AND TEACH OUR COLLEAGUES ABOUT DIVERSE CUSTOMS AND TRADITIONS. THIS HAS A DIRECT POSITIVE EFFECT ON THE MICROCLIMATE OF THE ORGANISATION, WHICH IS ONE OF RESPECT AND TOLERANCE.

WE STAND AS A LARGE COMMUNITY, BUILDING AND NURTURING OUR VALUES OF INITIATIVE, OPENNESS, RESPONSIBILITY AND COOPERATION. WE PARTICULARLY TREASURE THE OPPORTUNITY TO WORK WITH CLIENTS AND PARTNERS WHO SHARE OUR COMMITMENT TO QUALITY, EFFICIENCY, SUSTAINABILITY AND LONG-TERM RELATIONSHIPS.

FINÉJAS GROUP IS A RESPONSIBLE ORGANISATION THAT PROVIDES ONGOING SUPPORT TO LOCAL COMMUNITIES. IN THE PAST YEAR, WE ALSO DONATED MORE THAN EUR 1 MILLION TO ORGANISATIONS ASSISTING UKRAINIANS AND TO OUR EMPLOYEES WHO REMAIN IN UKRAINE. WE BELIEVE THAT BY STAYING UNITED WE CAN ACHIEVE A FASTER VICTORY.

FINÉJAS IS CELEBRATING ITS 29TH YEAR OF OPERATIONS. IT IS REMARKABLE TO RECALL THE BEGINNINGS AND THE FIRST, NOT-SO-NEW TRACTOR UNIT – MAN 18.372. COMPARED TO OUR EXCLUSIVELY EURO 6 MERCEDES-BENZ ACTROS 1845LS OR VOLVO FH460 TC I-SAFE TRUCKS, WHICH ARE CURRENTLY ON THE ROAD THROUGHOUT EUROPE, WE CAN SAFELY SAY – THE TECHNOLOGICAL AND ECOLOGICAL LEAP IS STRIKING. THIS PROGRESS IS A MAJOR SOURCE OF ENCOURAGEMENT TO SEEK AND DISCOVER EVEN MORE INNOVATIVE, SUSTAINABLE AND ENVIRONMENTALLY FRIENDLY SOLUTIONS. WE DO NOT CREATE TECHNOLOGY, BUT WE CAN OPERATE IT MORE SUSTAINABLY. FOR EXAMPLE, FUEL-EFFICIENT DRIVING HAS BECOME PART OF OUR DAILY ROUTINE, FROM TRAINING OUR DRIVERS TO ENGAGING GAMES THAT DELIVER QUANTIFIABLE ECONOMIC AND ECOLOGICAL BENEFITS.

I WISH YOU ALL TO BE RECEPTIVE TO INNOVATION, TO EXPLORE AND TO GROW BOTH YOURSELVES AND THE ORGANISATIONS AND COMMUNITIES YOU ARE PART OF, BECAUSE TOGETHER WE CAN ACCOMPLISH SO MUCH MORE!

-VAIDOTAS LENKTYS, CEO



FINÉJAS

GROUP

WE OPERATE AS A GROUP OF FIVE COMPANIES PROVIDING INTERNATIONAL FREIGHT TRANSPORT AND INTEGRATED LOGISTICS SERVICES


29
YEARS OF EXPERIENCE


1 400
TRUCKS


3 000
EMPLOYEES


147 032
FTL FREIGHTS IN 2022


€208mIn
TURNOVER IN 2022

QUALITY

- We have extensive and long-standing experience in this business.
- We monitor business changes and technological advances and incorporate them into our business.
- We communicate in a pro-active and open way and honour our agreements.

EFFICIENCY

- We have clear operational and servicing processes that we continually improve.
- We look for solutions that create the best value for money for our partners.
- We do not compromise on quality or safety.

RESPONSIBILITY

- We invest in developing and empowering our people.
- We aim to be a model of good and responsible business in the transport and logistics sector.
- We protect the environment and people's health.



Human Rights

Finéjas Group respects and recognises human rights and freedoms, and is opposed to all conceivable violations of human rights.

The organisation is firmly anchored in international law: we recognise, respect and protect human rights. We do not tolerate lack of transparency, and we comply with all applicable laws that guarantee equal rights for all people, regardless of sexual orientation, disability, religion or belief, race or nationality, including:

- Gender

Gender distribution among employees, ratio

2021 → Women – 45.6%
Men – 54.4%

2022 → Women – 44.8%
Men – 55.2%

- Age

Overall age average

2021 → 30.4 years

2022 → 31.3 years

We do not endorse or tolerate any form of insult, such as:

- discrimination;
- harassment;
- mobbing;
- physical, emotional, verbal or sexual abuse;
- stress, psychological or economic violence.



Career Opportunities

Our organisation offers horizontal and vertical career opportunities.

Whenever a new position or vacancy is available, the company runs internal calls for applications open to all employees. Our aim is to ensure that our colleagues have the opportunity to change their roles and responsibilities and to advance their careers together with Finėjas Group.

In 2022, 17% of the administrative staff were promoted and as many as 8 employees became team leaders.



As part of our commitment to the future of the organisation and wider education, we actively participate in career days and collaborate with educational institutions. We introduce pupils, teachers, students and lecturers to the logistics sector through our organisational perspective. By taking part in an event organised by Vilnius College of Technology and Design, we gave students and teachers the opportunity to see and experience the new Mercedes-Benz Actros 1845LS truck. At the career days event at Vilnius Gediminas Technical University, we invited guests to test their driving skills using virtual reality technology.

➤ Safe and Healthy Working Environment

Together with our employees, we work to create a healthy and safe working environment and ensure that work processes are always safe. We have special safety instructions and regular training to prevent incidents. Every employee is given the right conditions for safe work practices.

We engage, communicate and assess the microclimate within each team to ensure that our employees are not under stress and that they feel safe. Our employees have access to lectures on stress management in a virtual learning environment. Furthermore, Finėjas Group employees are covered by supplementary health insurance, which includes 10 sessions with a psychologist as one of its services/benefits.



➤ Complaints and Feedback

We want to hear from our employees. Anyone wishing to voice their preferences, opinions or complaints anonymously can do so by dropping a letter in the physical Feedback Box (*Nuomonių dėžutė*) or by sending an email to: confidential@finejas.lt.

We also encourage our business partners and customers to comment on our performance, as feedback helps us to improve our processes faster and more efficiently.



▶ Additional Benefits Package

We offer supportive and attractive working conditions for our employees, with a benefits package that includes:

CATERING SERVICES



Healthy breakfasts and lunches in the company cafeteria are partly subsidised and always include a vegetarian option. Twice a week, employees are treated to fruit, once a month to pastries or ice-cream, while coffee, tea and milk are offered at all times.

HEALTH SERVICES



Supplementary health insurance, accident insurance, partnership with a healthcare network. We organise basketball, jogging, step challenges and hiking events.

COMMUTING ARRANGEMENTS



We organise carpooling or an all-expenses-paid train journey to/from work for employees whose commute to the office is greater than or equal to 25 km each way.

WORK ORGANISATION AND CONDITIONS



Ergonomic workstations, laptop, mobile phone and unlimited calls and data, remote work for 30% of the working time, large and free employee car park.

ENTERTAINMENT



Company parties, foosball championships, team and corporate team-building events, various competitions, sports challenges, hikes.

RECOGNITION



Loyalty badges and gifts are awarded for loyalty to all employees of the Group. The most proactive and idea-driven employees are rewarded with company merchandise.

SOCIAL RESPONSIBILITY



We dedicate one paid half-day per semester to volunteering, we organise donation campaigns, collaborate with educational institutions, and regularly take part in blood donations.


In 2022, the company donated more than EUR 1 000 000 to Ukraine!

► Employee Training and Development

Collaboration, development and exchange of best practices play a vital role in a growing organisation that inspires its employees. To promote the company's internal culture by maintaining a good microclimate and responding to the needs and ideas of our employees, we regularly update our business processes and socialisation projects:

- 30% of the company's administrative staff are transport managers, which is why we have a training team in place to train transport managers according to an approved and continuously updated internal programme.
- For a fixed period, a mentor/coordinator is assigned to a new recruit to help them learn about their role and work tasks, as well as the company culture.
- The company regularly hosts a Rookie Day, where new members of the organisation are given a thorough introduction to the history, values, procedures and offices of Finējas Group.
- We encourage colleagues to take part in our Shadow (Šešēlis) project, where another member of the organisation shares their experience, presents their day-to-day functions and tasks, and explains the best ways to achieve their objectives.

Learning is a key priority for a responsible and efficient organisation, which is why our company administrators now have access to a virtual learning platform that allows them to pursue training at their own convenience. We have also dedicated as many as 4 316 academic hours to seminars and training in 2022!



10 training sessions
and 3 workshops in
2021. 4916 academic
hours in total.



9 training sessions and
9 workshops in 2022.
4316 academic hours
in total.

► Our Organisational Environment

As one of Lithuania's largest transport organisations, we are actively working to minimise the negative environmental impact of our operations. We aim to ensure that all employees are properly educated and trained on environmental requirements. We encourage all employees to be responsible consumers of other natural resources (water, electricity) and to contribute to the reduction of waste. One of the biggest environmental challenges faced by Finėjas Group is air pollution caused by the truck operations. For this reason, CO₂ reduction is one of the key targets within the organisation. We contribute to a cleaner environment by continuously updating our truck fleet, training our drivers in fuel-efficient driving and implementing other measures.

The company's growth is based on the principle of sustainable development: as the size of the fleet, the volume of orders and the number of transports increase, we take all possible measures to reduce the relative CO₂ emissions.

► Fuel-efficient Driving Training for Drivers

With a view to reducing CO₂ emissions, Finėjas Group runs regular fuel-efficient driving training for our drivers. The training involves both theory and practice. Courses are delivered by certified in-house instructors. The company also runs a Driving Academy, where experienced drivers are also trained to improve their fuel efficiency.



▶ Step Challenge

For the second year in a row, we partnered with Walk15 to organise the company's Employee Step Challenge. We exceeded our target by more than 3 times! During the challenge, employees walked 16 306 718 steps, which is equivalent to 11 648 km. The 10 most active participants were awarded company prizes and the Step Challenge campaign resulted in potential CO₂ savings of 2 095 kg.



▶ Tree Planting

Forests around the world absorb around a third of the CO₂ released into the atmosphere each year, with the ocean absorbing the same amount and the balance remaining in the atmosphere. The company's tree-planting initiative has been running for several years. This time, we have set ourselves a shared goal for the Step Challenge: 1 000 000 steps = 1 tree planted! At the end of the campaign, we planted 16 cherry blossom trees in Vievis, each one contributing to lower CO₂ emissions.

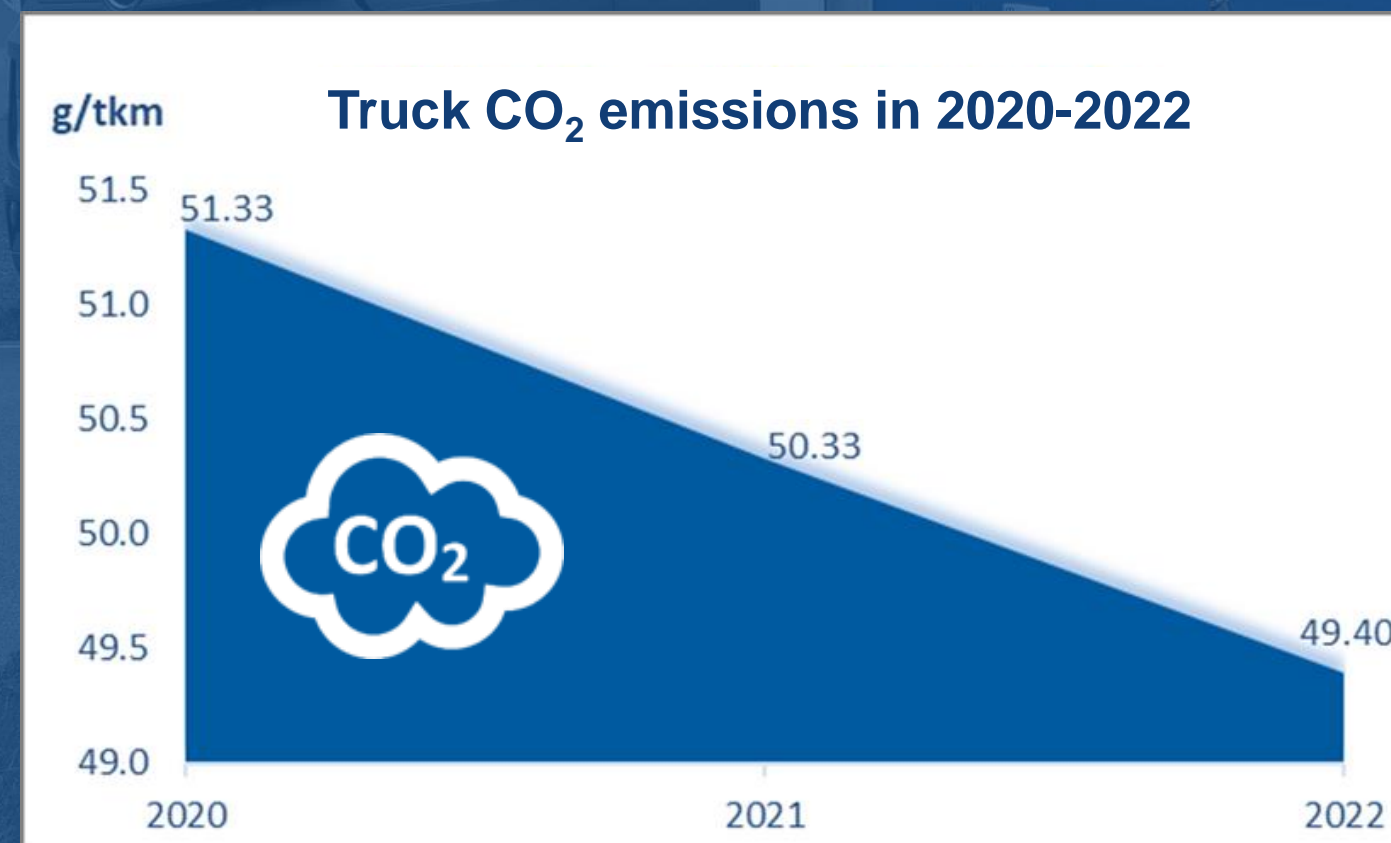


▶ CO₂ Emissions Monitoring

The company monitors its consumption to reduce CO₂ emissions. Fuel consumption figures are obtained remotely via real-time telematic monitoring systems.

Currently, practically the entire fleet of Finéjas Group consists of Mercedes-Benz trucks equipped with the FleetBorad monitoring system. It analyses the driver's driving style in real time and offers immediate suggestions on how to optimise driving. We also measure the CO₂ emissions of company vans and cars commuting to/from the workplace.

Despite the growing fleet and the company's expansion, relative CO₂ emissions are decreasing as a result of a reduction in average fuel consumption. This trend reflects the effectiveness of the measures taken within the Group.



▶ SmartDrive

In 2022, SmartDrive, a fuel-efficient driving game, was launched and run at the company for 9 months. Its objective was to encourage drivers to contribute to the company's sustainability goals.

The prize pool included smartphones, watches, wireless headphones, jackets, vests, backpacks and other Finéjas Group merchandise. The game's prize pool exceeded EUR 200 000!

2021

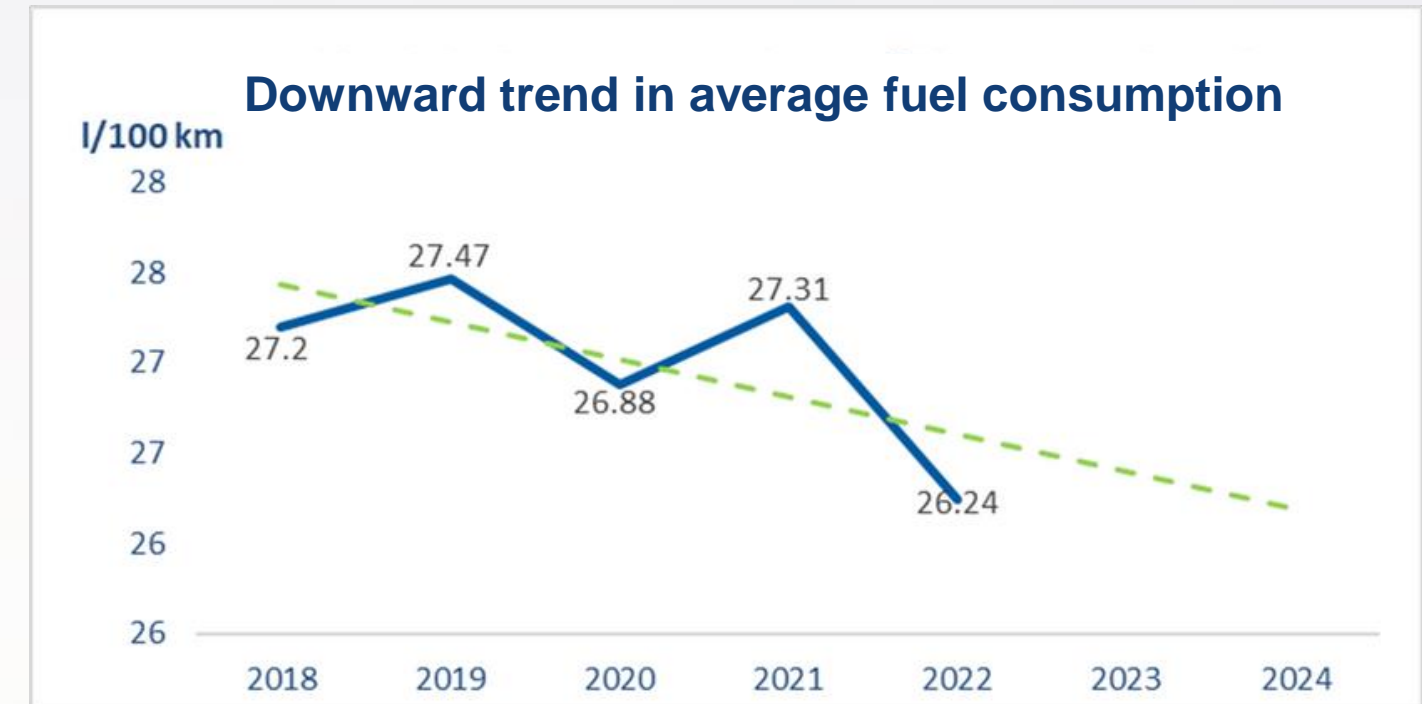
KM
TRAVELLED

131 945 944

2022

KM
TRAVELLED

160 979 360



The SmartDrive game was very well received and has contributed significantly to the Sustainable Development Goals, which is why it was decided to continue this tradition in 2023. The game is open to all the drivers in the organisation, with the winners achieving a FleetBoard score of 9.6 or higher. The game also assesses drivers' use of the TrackApp app on their tablets, safe driving practice, accident-free driving, and the quality of their work, which includes adherence to working hours and rest periods, and respectful communication with colleagues and partners. In this way, we motivate drivers to contribute to responsible and sustainable business development. Our belief is that sharing good practice can inspire even more people!

► Waste Sorting

Within the company, we strongly encourage all employees to sort recyclables (paper, plastic, glass), which are then recycled for further processing. On the organisation's intranet, we regularly remind people of the correct procedure and importance of sorting. We apply the principle of waste reduction, so our first priority is to identify solutions that prevent or minimise waste. As the Group continues to expand and our fleet grows, we are constantly looking for the most innovative and efficient means of sorting waste.

Year

2021

2022

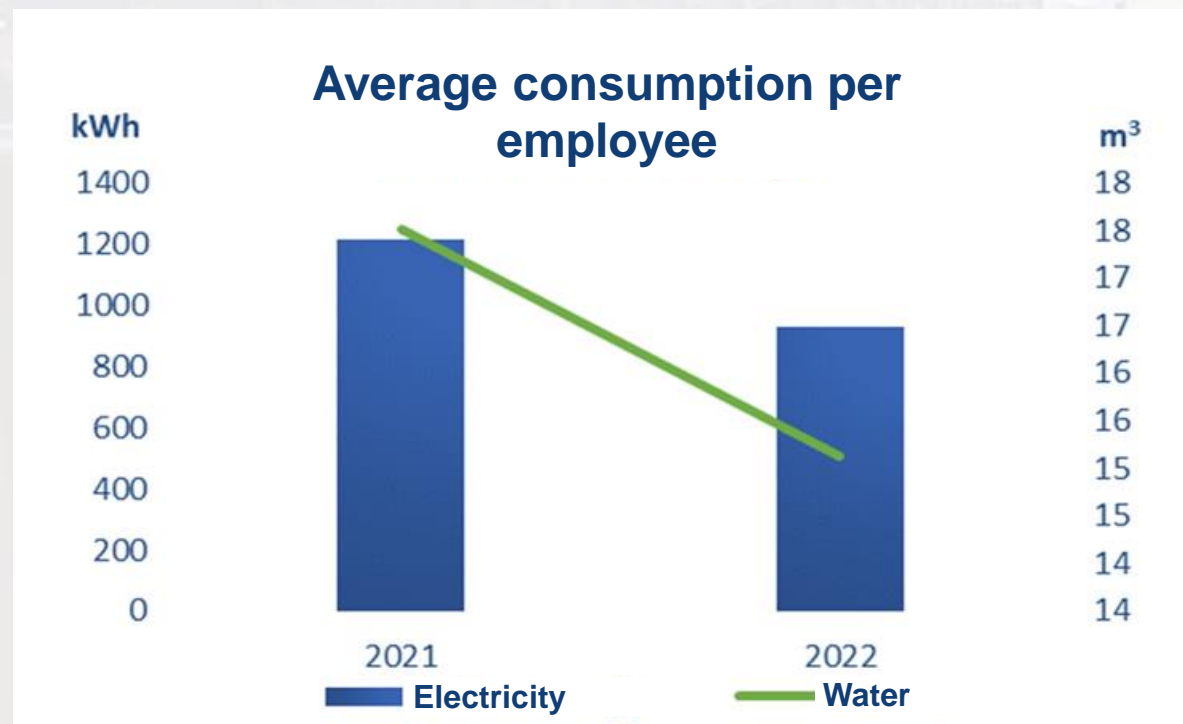
Tonnes

71.64

101.56

► Electricity and Water Consumption

In 2022, Finėjas Group employed 311 administrative staff in Lithuania. The facilities used by the organisation's members represent the main sources of electricity consumption. New recruits are briefed on the procedures for the economic use of electrical equipment. 100% of the electricity used by Finėjas Group comes from renewable energy sources.



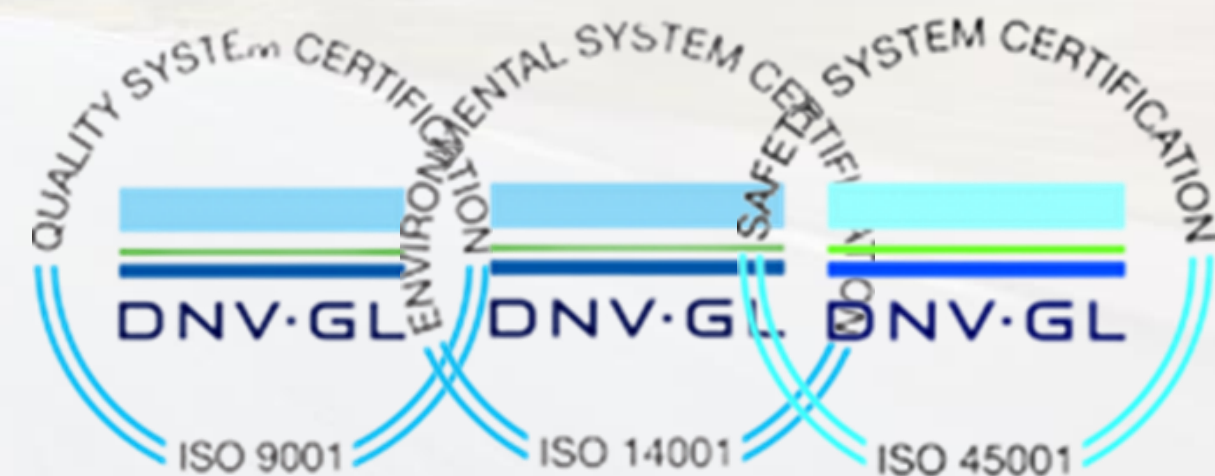
Ongoing projects that help save electricity:

- Regular upgrades to more energy-efficient computer equipment;
- Solar power plant installations on the roofs of office and warehouse buildings. The total capacity of the plants will be 450 kWh. The planned installation and start of testing is scheduled for 1 July 2023.

► Certificates and Recognition

In 2022, Finéjas Group was recognised and awarded by the following international certification organisations:

- In August, the company was subject to SMETA (Sedex Members Ethical Trade Audit). The audit assessed the company's key areas of social responsibility, including the treatment of employees, occupational health and safety, environmental performance and business ethics.
- In autumn 2022, the company was re-certified to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.
- The company was assessed for compliance with the Sustainable Business Principles. This assessment was conducted using one of the best known and recognised business sustainability assessment systems – ECOVADIS. With a score of 53 out of 100 and above the average score, we were awarded a bronze medal, which further demonstrates our sustainability credentials.



► Anti-corruption

The organisation is against all forms of bribery and corruption. We are dedicated to transparency and integrity in all business transactions.

Business lunches and business gifts must be in line with the general corporate spending policy, while low-value gifts (corporate merchandise) are designed to build and strengthen customer relationships.

The selection of suppliers must not be based on donations. The supplier selection is based solely on their offer in terms of the best value for money criteria. Before concluding a contract with a service provider, we request that they sign a declaration of integrity, which constitutes an endorsement of our stated corporate values.

We regularly update our employees via the intranet on the company's anti-corruption policy.

FINĒJAS

GROUP

