

# FINĒJAS

## GROUP

---

Sustainability Report 2024

# Introduction by the CEO

2024 was a year of progress, sustainability and deliberate growth for the Finėjas Group. The organisation became a group of eight companies, demonstrating its ability to grow consistently and strategically. Sustainability remained one of the guiding principles, with the Finėjas organisation concluding its first deals for electric tractors and as many as 500 new Actros tractors being purchased from Mercedes-Benz partners. These solutions ensure better fuel efficiency and lower levels of environmental pollution. Despite the increasing number of kilometres driven and the growth of our fleet, our CO<sub>2</sub> emissions ratio shows a steady decline.

We have also made significant progress in energy sustainability, with the main office of Finėjas in Vievis being powered for more than a year by solar panels installed on the roof of the building.

Improving the working environment and the well-being of our employees remains one of our priorities. In 2024, we opened a new, modern workspace in the centre of Vilnius city, which is often accessed by our employees by public transport or bicycle. We also place great emphasis on a safe, comfortable and dignified working environment, taking into account the diverse cultural contexts of our employees. One of the proofs of this is the active organisation of training. In 2024, 18 training courses and seminars were organised by external suppliers, for a total of 4074 academic hours.

We encourage not only professional growth but also social engagement - from this year onwards, all administrative staff have the opportunity to take a paid working day once every six months to volunteer. We believe that unpaid help to society develops a mature personality.

Finally, Finėjas Group continues its commitment to social responsibility. In response to the remaining difficult situation in Ukraine, we have been providing financial support to organisations helping the country for several years in a row. In 2024, we made a donation of 56,000 EUR to Blue and Yellow foundation. In addition, the amount of 22,000 EUR was allocated to other educational, social and cultural projects.

Sustainability is an integral part of our vision for the future - a commitment not only to our customers, but also to society and the environment around us. To achieve long-term success, we consistently invest in sustainable solutions, modern technology and a responsible attitude towards every employee. Together, we are creating a logistics that not only meets today's expectations, but also shapes a more responsible tomorrow.

- CEO Vaidotas Lenktys



# Finėjas Group history and growth



# We are a group of eight companies providing international freight transport and integrated logistics services

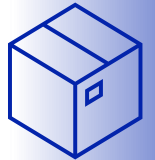


**31 years of experience**

## QUALITY

- We have extensive and long-standing experience in this business.
- We monitor business changes and technological advances and apply them to our business.
- We communicate proactively and openly and stick to our agreements.

**169 400 FTL freight in 2024**



**1600 trucks**

## EFFECTIVENESS

- We have clear operational and service processes and are continuously improving them.
- We look for solutions that create the best value for money for our partners.
- We do not compromise on quality or safety.

**231.5 million EUR turnover in 2024**



**2600 employees**

## RESPONSIBILITY

- We invest in developing and empowering our staff.
- We aim to be a role model for responsible and cultured business in the transport and logistics sector.
- We care about the environment and people's health.

**100% EURO 6 own trucks**



**FINÉJAS**  
GROUP



**Sedex**  
**SMETA**

# Human rights

Finéjas organisation upholds and recognises human rights and freedoms, and opposes all possible violations of human rights. We are committed to international law: we recognise, respect and protect human rights. We are transparent and comply with all relevant legislation that guarantees equal rights for all people, regardless of sexual orientation, disability, religion or belief, race or nationality, gender or age.

## Female/male ratio among administrative staff

2022

Women - 43%  
Men - 57%

2023

Women - 44%  
Men - 56%

2024

Women - 44%  
Men - 56%

## Average age

2022

30.4 years old

2023

34.5 years old

2024

36.5 years old

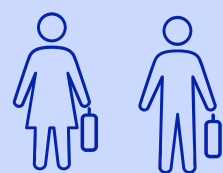
## We do not support or tolerate all forms of insults such as:

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

# Internal career opportunities

**Our organisation offers horizontal and vertical career opportunities. When a new or vacant position arises, the company runs internal competitions open to all employees. There is also an active Recommend a Friend project.**

Recommend a Friend Project – the following number of people have joined our team:



26  
New employees  
In 2023

32  
New employees  
In 2024

Proportion of employees who have advanced internally.



17 %  
In 2022

22 %  
In 2023

21 %  
In 2024



# Cooperation with educational institutions

As part of our commitment to the future of the organisation and education, we actively participate in career days and work with educational institutions.

We provide pupils, teachers, students and lecturers with an insight into the logistics sector from our perspective.

In 2024, we participated in the following events:

- IT Professional Excellence Competition at EPMC
- STADI'2024 Career Day at Vilnius College of Technology and Design (VTDK);
- Accountants' Excellence Competition at EPMC
- Career Day at Vilnius Tech University



# A safe and healthy working environment

Together with our employees, we create a healthy and safe working environment and ensure that work processes are carried out safely. We have specific safety instructions and regular training to prevent incidents. We provide each employee with conditions that are consistent with occupational safety.

We communicate, interact and assess the existing microclimate in each team to ensure that our employees are stress-free and feel safe. In a virtual learning environment, employees have the opportunity to listen to lectures on stress management. In addition, employees of Finėjas Group are covered by supplementary health insurance, one of the benefits of which is sessions with a psychologist.

## Handling complaints and opinions

Employees' views are very important to us. Anyone wishing to anonymously express their preferences, opinions or complaints can do so by dropping a letter in the physical "Comments Box" or by sending an email to: [confidential@finejas.lt](mailto:confidential@finejas.lt)

We also encourage our business partners and customers to express their views on our activities, as feedback helps us improve our processes faster and more efficiently.





# Additional benefits package

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



## Catering services

Breakfast and lunch, based on healthy eating principles, are partially subsidised, with a vegetarian option. Fruit, muffins or ice-cream are also provided periodically and coffee, tea and milk are offered on a regular basis.



## Wellness services

Supplementary health insurance, accident insurance, partnership with a healthcare network. Vaccinations and medical check-ups at the workplace. Basketball, running, step challenges, hiking events.



## Organisation of commuting to work

For staff with a one-way distance to the office of 25 km or more, we organise carpooling or fully-funded train travel to/from work.

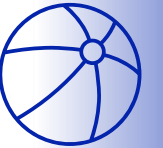
## Work organisation and conditions

Ergonomic workstations, laptop, mobile phone and unlimited chat and internet access, possibility to perform 30% of working time remotely or from the Vilnius office, spacious free parking for employees.



## Entertainment

Company celebrations, table football championships, team and joint team-building events, various competitions, sports challenges, hikes.



## Giving thanks

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



# Social responsibility

**We support Elektrėnai municipality organisations. We have allocated 22 000 EUR to them.**

- Association for the Development of Architectural Quality
- Arduta, public institution
- Association "Ištiesk gerumo ranką"
- Elektrėnai Ažuolynas progymnasium
- Elektrenai Cultural Centre
- Elektrėnai Family Home
- Elektrėnai Education Service Centre
- Public institution "Jaunimo linija"
- Lithuanian Red Cross Society
- M. Čiuželis Charity and Support Foundation
- Public institution "Moderni karta"
- Public institution "Skirtingos spalvos"
- Šuklinas Olympic Sports Centre
- Vievis Jurgis Milančiaus Primary School
- Vievis Cultural Centre
- Public Institution "IMPRO VIZIJA"

We continue to play an active role in helping Ukraine: we have donated **56 000 Eur** to the public institution Blue and Yellow

**We have given 76 hours of volunteering in organisations**

- Lithuanian Red Cross Society
- "Keturkojo draugas"
- Cake Day – donation campaign
- Periodic blood donation



# Staff development and improvement

Collaboration, development and sharing of best practices are important elements of a growing, engaging and motivating organisation. By taking care of the internal culture, the microclimate and responding to employees' needs and ideas, we consistently update our business processes and socialisation projects.

- As 30% of the company's administrative staff are transport managers, a training team has been set up to train them. It trains new managers through a continuously improving internal training programme.
- Each new colleague is assigned a mentor or coordinator to help them settle in smoothly, familiarising them with both the role and the culture.
- Periodically, a "Newcomers' Day" is organised to give new employees a thorough introduction to the history, values, internal rules and office environment of Finéjas.
- We encourage you to take part in the project "Shadow", which gives you the opportunity to get up close and personal with your colleagues: to observe their daily tasks, processes and working methods.

A continuous learning organisation is a strong and responsible organisation. That's why this year, administrative staff have been given access to a virtual learning platform that allows them to learn at their own pace and at a time convenient to them.



## In 2022

18 training courses and seminars were organised.  
Total: 4316 academic hours



## In 2023

20 training courses and seminars were organised.  
Total: 4271 academic hours



## In 2024

20 training courses and seminars were organised.  
Total: 4074 academic hours

# Our organisational environment

As one of Lithuania's largest transport groups, we are actively working to reduce the environmental impact of our operations. We strive to ensure that all employees are properly informed and trained on environmental requirements. We encourage all employees to consume other natural resources (water, electricity) responsibly and to contribute to reducing the amount of waste generated.

One of the biggest environmental challenges for Finėjas Group is air pollution caused by the operation of trucks. For this reason, reducing CO<sub>2</sub> is one of the organization's key objectives. We contribute to a cleaner environment by continuously renewing our fleet of trucks, training our drivers in economical driving and so on.

**The company's growth is based on the principle of sustainable development: as the fleet, orders and transport volumes grow, we take all measures to reduce the relative CO<sub>2</sub> emissions and continuously monitor the results of the process and, if necessary, take immediate measures to improve the situation.**

# Economic driving training for drivers

In order to reduce CO<sub>2</sub> emissions, Finėjas Group provides periodic economic driving training for drivers. The training includes theory and practice. The courses are delivered by certified in-house trainers. The company also has "Driver Academy", where experienced drivers are trained to improve their economic driving.

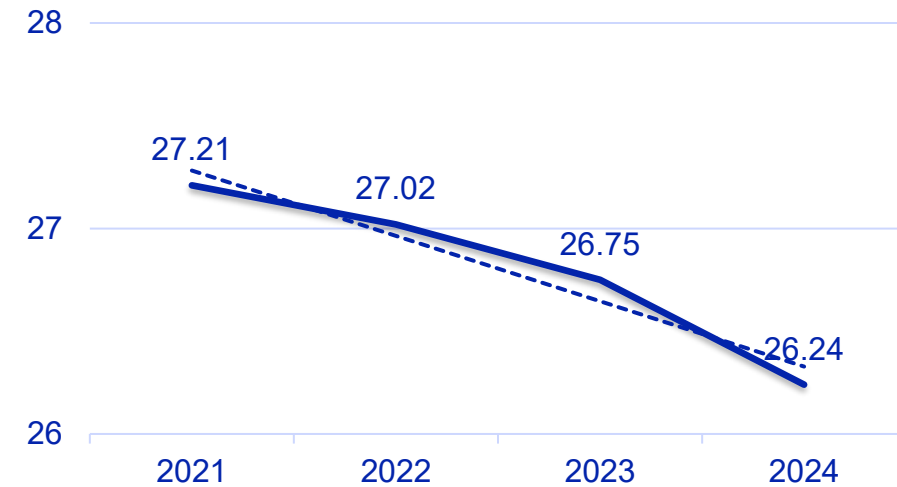


# "SummerDrive"

In 2024, the company hosted **SummerDrive**, an economic driving game, for the third year in a row. It encourages drivers to contribute to the company's sustainability goals.

The game is open to all drivers in the organisation, and the winners are those with an Eco-Drive (ED) score above 90. During the game, the average ED score of the drivers was 95.67.

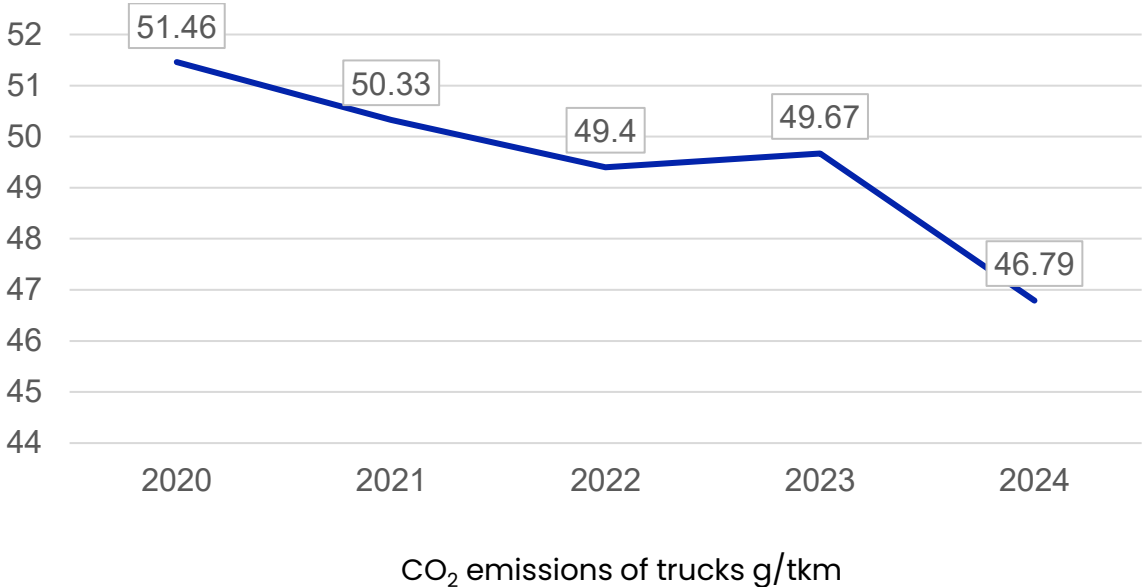
The game also assesses drivers' safe driving, absence of accidents, quality of work: observance of working hours and rest schedules, courteous communication with colleagues and partners. In this way, we encourage drivers to contribute to responsible and sustainable business development and we believe that sharing good practices will inspire even more people!



Downward trend in average fuel consumption in l/100km for all drivers

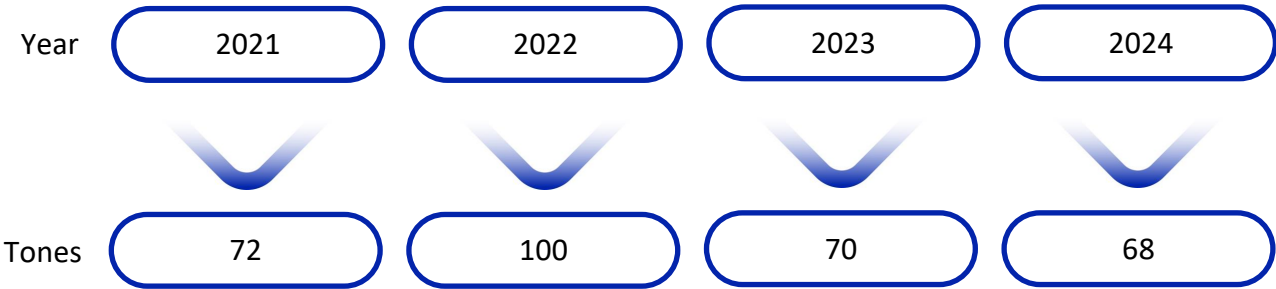
# Monitoring CO2 emissions

The company monitors its fuel consumption to reduce CO<sub>2</sub> emissions. Fuel consumption data is obtained remotely via real-time telematic monitoring systems. At present, almost the entire fleet of Finéjas Group consists of Mercedes Benz trucks equipped with the Linco monitoring system. Despite the growing fleet and the company's expansion, the relative CO<sub>2</sub> emissions are decreasing thanks to a reduction in average fuel consumption. This trend shows that the measures taken by the organisation are effective.



# Recycled waste

Within the company, we encourage all employees to sort recyclables (paper, plastic, glass), which are then recycled for further processing. On the organisation’s internal intranet, we periodically remind people of the procedure and importance of sorting. We are committed to the principle of waste minimisation, so our first priority is to find solutions that avoid or minimise waste. As the Group and the fleet grow, we are constantly looking for the most innovative and appropriate means of sorting waste.

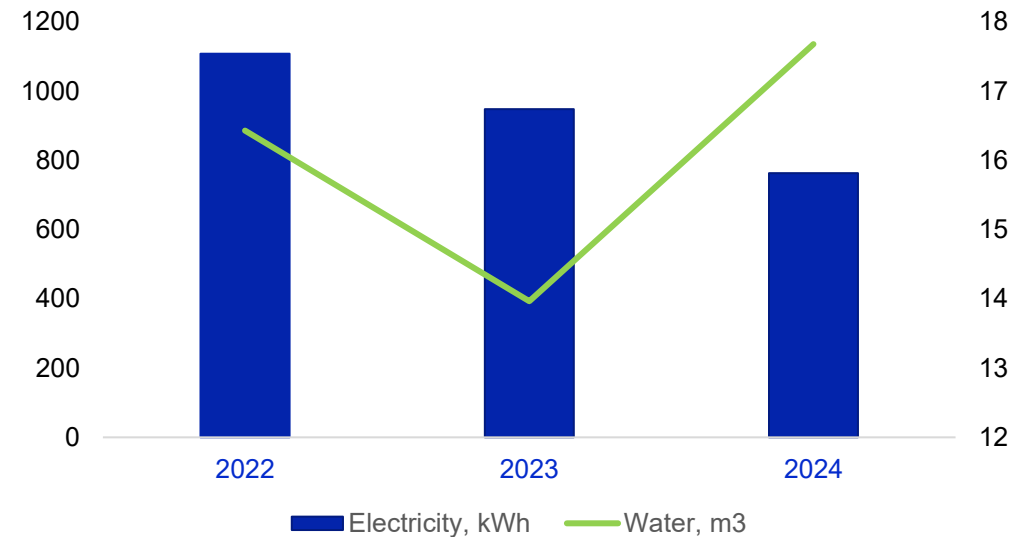




# Electricity and water consumption

In 2024, 332 administrative employees worked in the premises of Finèjas organisation. The equipment used by the employees are the main sources of electricity consumption. New employees are familiarised with the working procedures, which specify how to operate the electrical equipment economically. Finèjas organisation mainly uses electricity from solar panels installed on the building.

Sustainable use of resources has a direct positive impact on the environment and its sustainability. In 2024, electricity consumption per employee fell by 19.5%.



Average consumption per employee

# Green energy

In July 2023, nearly 820 solar PV modules were installed on the roofs of the main office and warehouse in Vievis. With a total capacity of 450 kWh, 409,571 kWh of electricity was generated in 2024 to power our corporate office. We can be proud that, thanks to the sun, we are generating the electricity we need for our operations, which means we are becoming greener and less dependent on polluting energy sources.



# Hardware

To save electricity, the company periodically upgrades the hardware it uses to more energy-efficient ones.

In 2024, the remaining 15% of the hardware has been replaced and is being continuously maintained.

Unwanted and unused electronic equipment is sold for reuse, contributing to the circular economy, or donated to educational institutions or other organisations.



# The Steps Challenge

For the third year in a row, we have organised the company's Employee Step Challenge in partnership with Walk15. During the challenge, employees walked 21,500,710 steps, equivalent to 15,910 km. The 30 most active participants were awarded company prizes and the Step Challenge saved 2,761 kg of potential CO<sub>2</sub>.



# Volunteering

In 2024, the "Volunteer" project was relaunched. 18 administrative staff members participated in this project and had the opportunity to volunteer with organisations offered by the company – "Keturkojis draugas" and Lithuanian Red Cross.



# Certificates and recognition

Finéjas Group has been recognised and assessed by the following international certification organisations in 2024:

- The SQAS safety and quality certificate was externally audited and renewed in July.
- In autumn, the company was externally audited in accordance with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.
- The assessment of the company's compliance with sustainable business principles was carried out according to one of the best known and recognised business sustainability assessment systems – EcoVadis. We were awarded a bronze medal with a score of 58 out of 100 and ranked in the 68th percentile. This puts the company in the top 35% of companies rated by EcoVadis in the last 12 months.





# Anti-corruption

The organisation is against all forms of bribery and corruption. We strive to ensure that all business transactions are transparent and fair.

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

The selection of suppliers cannot be based on gifts received. The supplier shall be selected solely on the basis of the criteria for the best offer (price/quality ratio). Before entering into a contract with a service provider, we ask them to sign a declaration of good faith, which constitutes an acceptance of our stated values.

We periodically remind employees on our intranet about the Group's anti-corruption policy.



**FINĒJAS**  
GROUP