FINĖJAS
GROUP

Sustainability Review
2025





Managed own fleet
>1900 trucks

About us

Group of 8 companies. Transport and freight forwarding company established in 1994.

Offices in Lithuania and Poland.
Truck maintenance hubs in Lithuania and Belgium.
Drivers center in Lithuania.
Poland Drivers center & Maintenance HUB - coming soon.

TOP 5 in the transport sector in Lithuania.

Managed own fleet
Over 1900 trucks (Euro VI)

FINĖJAS GROUP 30 years

1994 — UAB “Finėjas” was founded

1995 — FINĖJAS became a member of the Lithuanian Carriers Association LINAVA

1997 — First trucks with trailers were purchased

2008 — New Transport and Logistics Centre (11 500 m²) in Vievis

2017 — FINĖJAS has grown into a group of 4 companies

2019 — We become international when the fifth company in the group, Finejas POLAND, was established

2019 — New FINĖJAS office was built. 170 new workplaces, catering, training and chill-out zones

2019 — FINĖJAS become a member of the International Transport and Logistics Alliance

2021 — 23 000 m² of warehouse space has been built in Vievis next to FINĖJAS office

2024 — FINĖJAS grows into a group of eight companies

2025 — The Finėjas Group truck fleet has been expanded with its first electric trucks

2025 — Construction of the FINEJAS POLAND HUB Transport Center has begun in Poland, in the LSSE region

We are valued for professionalism, high quality and long-term partnership

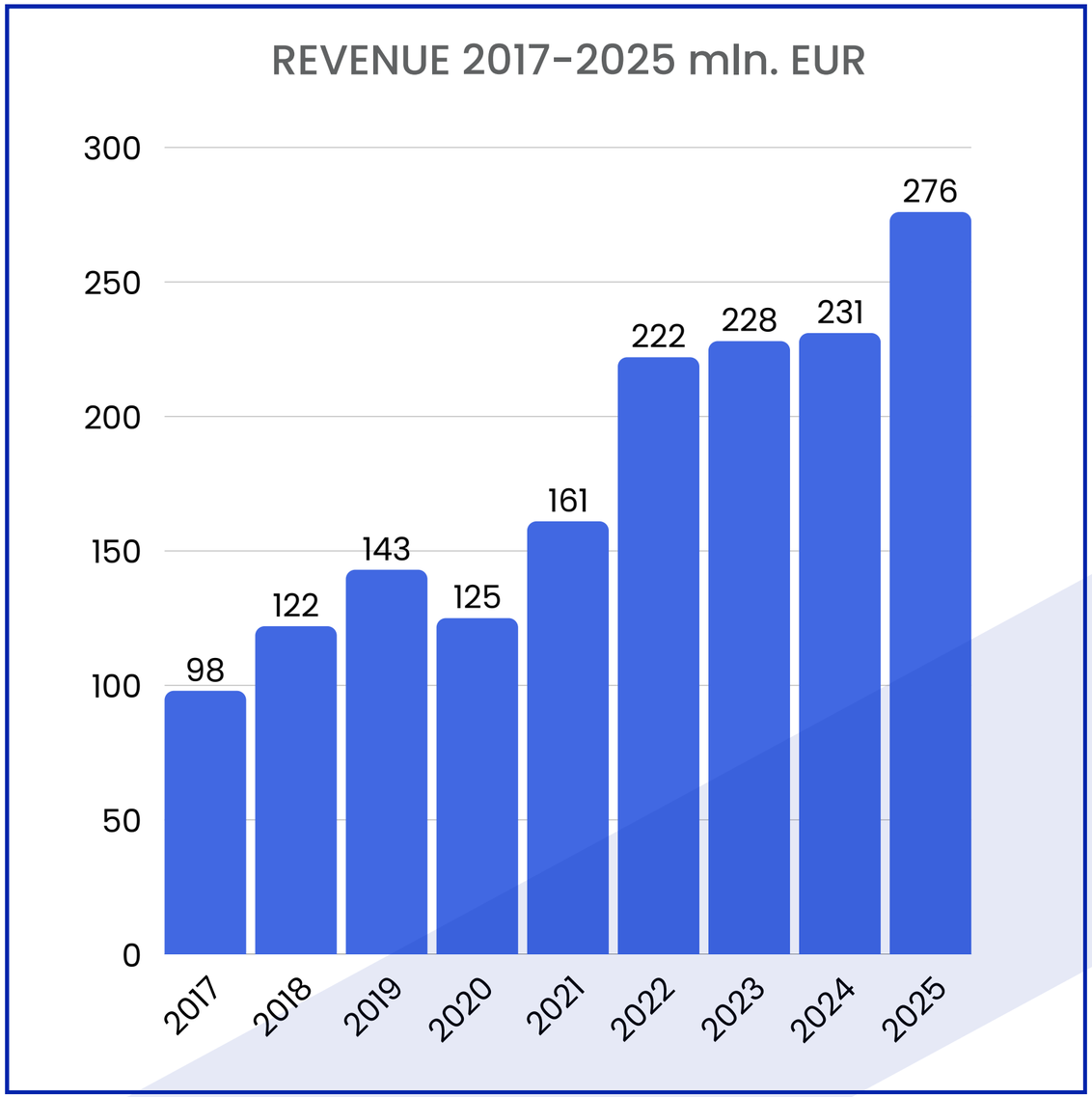
FINĖJAS GROUP

Our numbers

>3100
employees

197.130
FTL'S in 2025

276,7 mln
276,7 mln. revenue in 2025





E-Trucks - future to sustainable logistics

The “Business Initiative of the Year’2025”

FINĖJAS GROUP is recognized as the “Business Initiative of the Year 2025” for being the first in Lithuania to introduce long-haul electric trucks.

This step is not only an investment in innovation but also a strong commitment to a more sustainable future.

Green Transformation

Electric Trucks

2 × Mercedes-Benz eActros
Strategic investment in low-emission, future-ready transport

Employee E-Mobility

5 electric vehicles
14 EV charging stations installed in the employee parking area
10,228 kWh charged for electric vehicles since June 2025











Green energy


ignitis | žalia energija

SERTIFIKATAS

Nr. ZE 693-2026

Šiuo sertifikatu patvirtiname, kad

Uždaroji akcinė bendrovė "Finėjas"

savo veikloje naudoja iš atsinaujinančių energijos išteklių (AEI) pagamintą elektros energiją.

Naudodamas tokią elektros energiją, klientas skatina energijos gamybos iš AEI plėtrą, mažina savo poveikį aplinkai ir prisideda prie klimato kaitos švelninimo.

Sertifikatas galioja iki 2026-12-31

„Ignitis" vadovas
Artūras Bortkevičius



Certified Green Electricity

100% of electricity used is generated from renewable energy sources
“Ignitis Green Energy” certificate, valid until 31 December 2026

Renewable Energy

403 211 kWh

of solar energy generated in 2025, covering the entire electricity demand of the administrative office

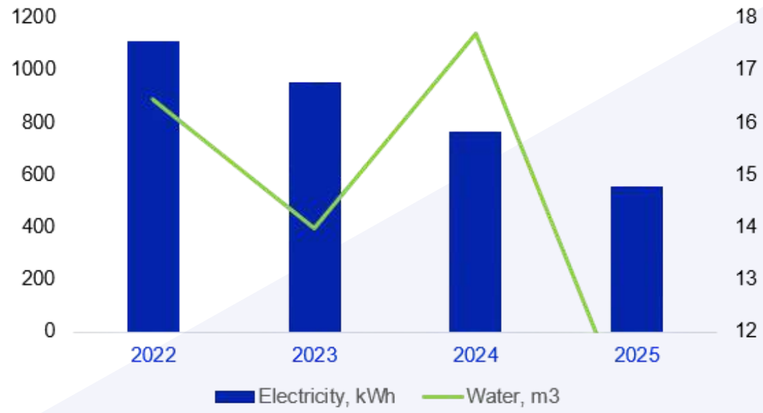


Electricity and Water Consumption

In 2025, 375 administrative employees worked in Finėjas Group premises. Office equipment used by employees represents the primary source of electricity consumption. Newly hired employees are introduced to internal procedures that promote the efficient and responsible use of electrical equipment.

Finėjas Group primarily uses electricity generated from solar panels installed on company buildings. Sustainable resource use has a direct positive impact on environmental protection and conservation.

In 2025, electricity consumption per employee decreased by 27.4%, reflecting improved energy efficiency and responsible usage practices.





Recycled Waste

We apply responsible resource-use principles across our operations. Employees are encouraged to sort paper, plastic, and glass, which are then sent for recycling. Waste - sorting practices and requirements are regularly communicated through internal channels. We also prioritize waste prevention, actively seeking solutions that help avoid waste generation or reduce waste volumes. As the group of companies and vehicle fleet continue to expand, we continuously improve our waste management practices to ensure they remain effective and sustainable.

Year	Tones	Year	Tones
2022	100	2024	68
2023	70	2025	99

Social Responsibility & Charity

Our employees actively engage in volunteering initiatives that support local communities, contribute to social well-being, and reflect our shared values. Through these efforts, we foster a culture of responsibility, collaboration, and genuine care - encouraging everyone to take part, make a difference, and grow together.










Social Responsibility & Charity

FINĖJAS GROUP

We actively support humanitarian aid to Ukraine: a donation was made to the public organization Blue / Yellow

56 000 EUR

ELEKTRĖNŲ SAVIVALDYBĖ

We support organizations in the Elektrėnai Municipality

22 597 EUR

- Public Institution D. Kasparaitis Ice Hockey School
- Sovereign Order of Malta
- Public Institution Elektrėnai Municipal Football Academy
- Sports Club “Odisėjas” – Vievis CUP event
- Association “Red Noses Clown Doctors”
- Public Institution IMPRO VIZIJA
- Elektrėnai Social Services Centre
- Elektrėnai Municipal Administration
- Youth Line (Jaunimo linija)
- Lithuanian School Students’ Union – Elektrėnai Branch
- Elektrėnai Vocational Training Centre
- Judo Club “Draugystė”
- Lithuanian Red Cross
- Public Organization “Save the Children” Lithuania
- Elektrėnai Cultural Centre
- Elektrėnai Education Services Centre
- Kaukėnas Support Foundation

Human Rights & Equality

Zero tolerance for discrimination and misconduct

The organization does not tolerate:

- harassment or insulting behaviour,
- bullying and mobbing,
- physical, psychological, verbal, or sexual violence,
- psychological or economic pressure, intimidation, or retaliation.



Our commitment

Finėjas Group recognizes, respects, and protects internationally recognized human rights and freedoms. The organization applies a zero-tolerance approach to any form of human rights violations and operates in compliance with applicable national and international legislation.

Equality and non-discrimination

We ensure equal rights and opportunities for all employees, regardless of:

- gender or age,
- nationality, cultural background, or religion,
- disability,
- sexual orientation or other personal characteristics.

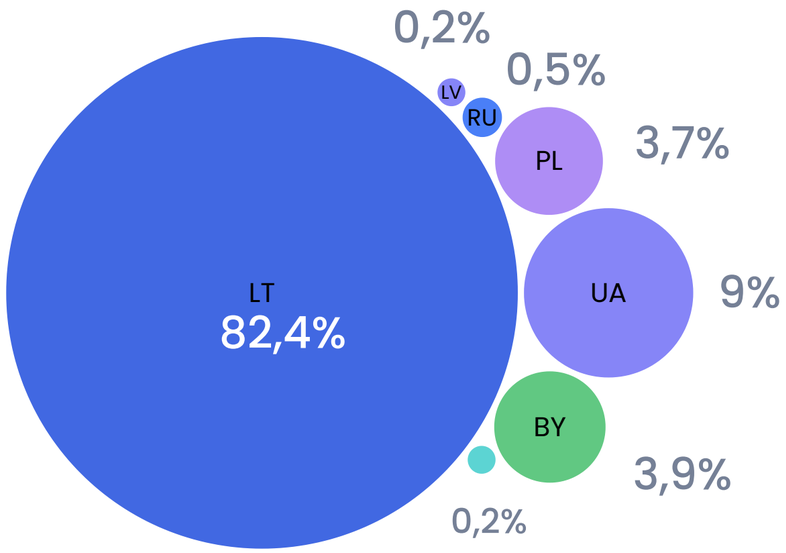
Principles of equality and respect are embedded in our internal policies, people management practices, procurement procedures, and leadership approach.



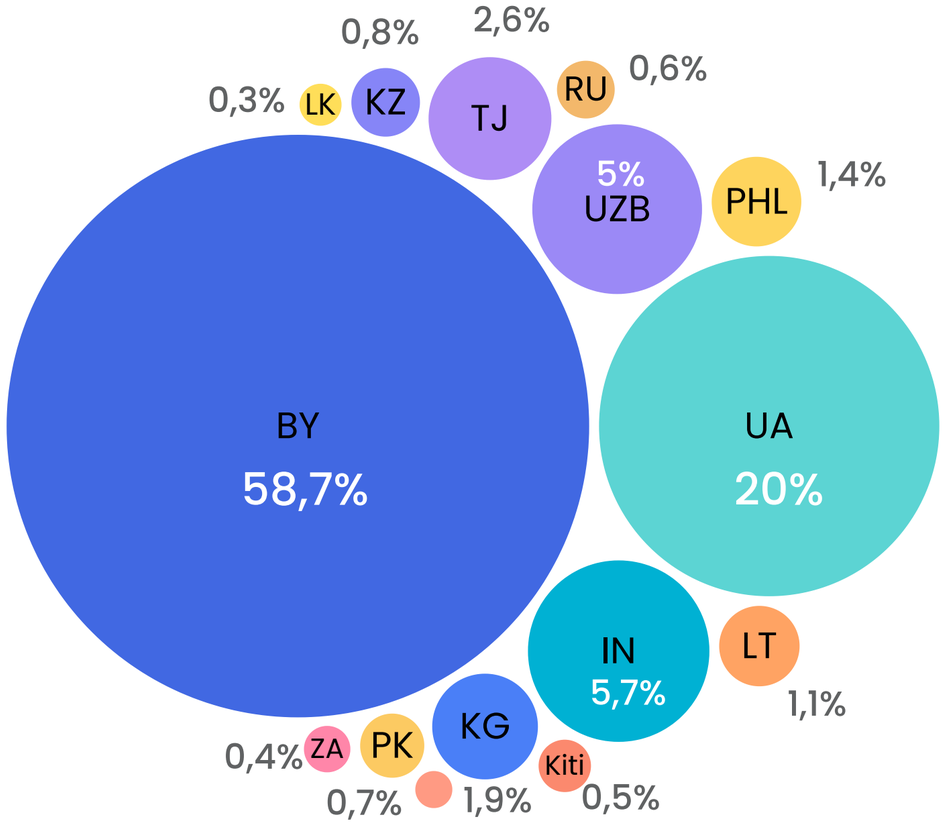
Diversity

Nationalities

Administration



Drivers



Employee Remuneration & Equal Pay



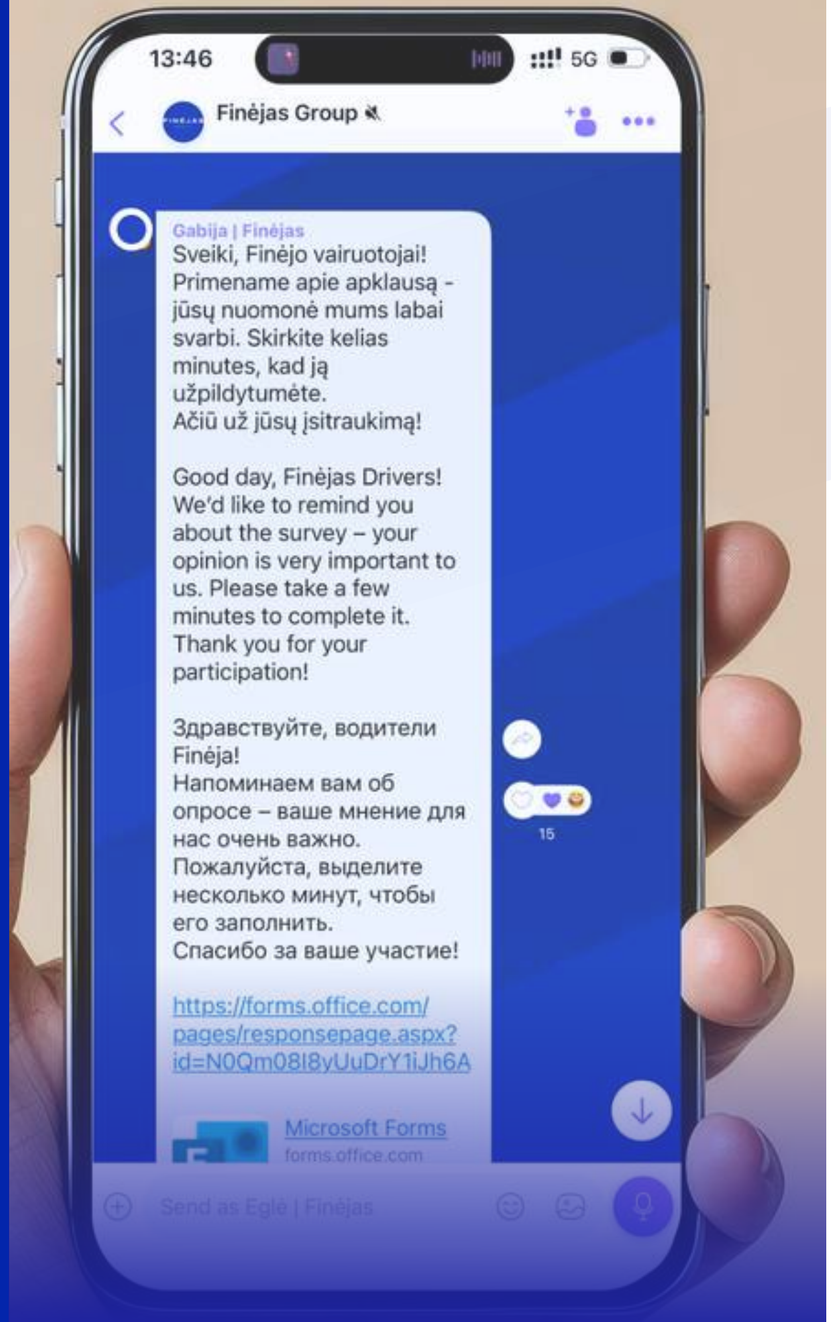
A structured and transparent approach to employee remuneration.

Finėjas Group applies a structured and transparent approach to employee remuneration. Employee pay is determined based on job responsibilities, required qualifications, professional experience, performance, and market benchmarks, ensuring internal consistency and external competitiveness. Remuneration practices are aligned with internal rules and regularly reviewed to ensure fairness, clarity, and compliance with applicable labor and equal opportunity legislation.

Pay review and monitoring

To support fair remuneration practices, the organization:

- conducts regular salary analyses, including market-based comparisons,
- monitors internal pay structures and roles,
- assesses remuneration trends to identify and mitigate potential inequalities,
- uses insights to inform responsible decision-making and future improvements.



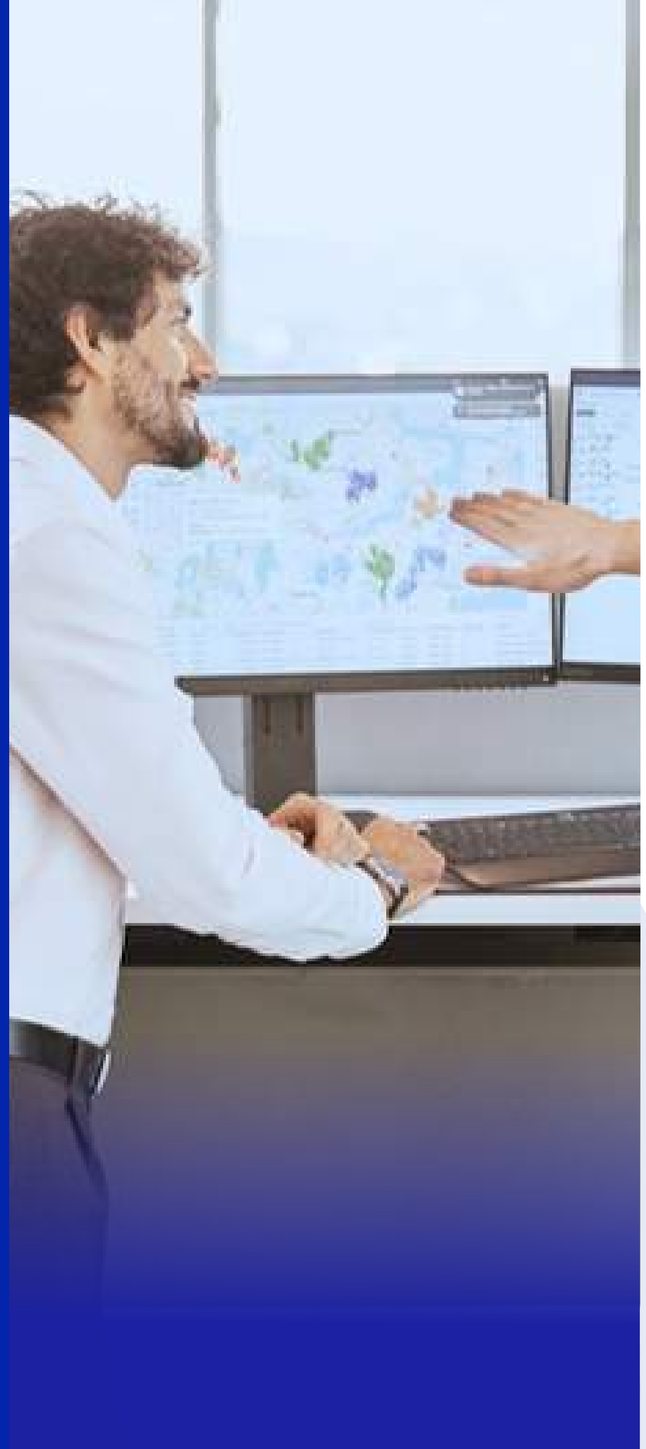
Employee Voice

FINĖJAS GROUP

Employees are encouraged to speak up and share their views through safe, confidential, and accessible channels:

- **anonymous surveys** and feedback questionnaires,
- **physical suggestion boxes**,
- **a dedicated confidential reporting email**: confidential@finejas.lt.

These channels allow employees to raise concerns, provide suggestions, or report potential misconduct without fear of retaliation. All feedback and reports are handled responsibly, with respect for confidentiality and follow-up where appropriate.

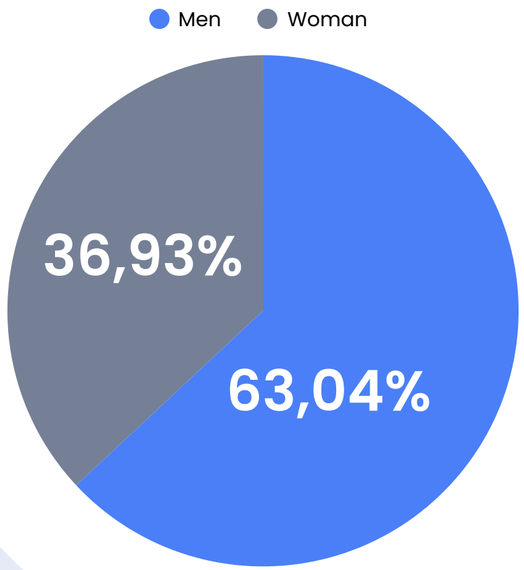


Employee Demographic Overview

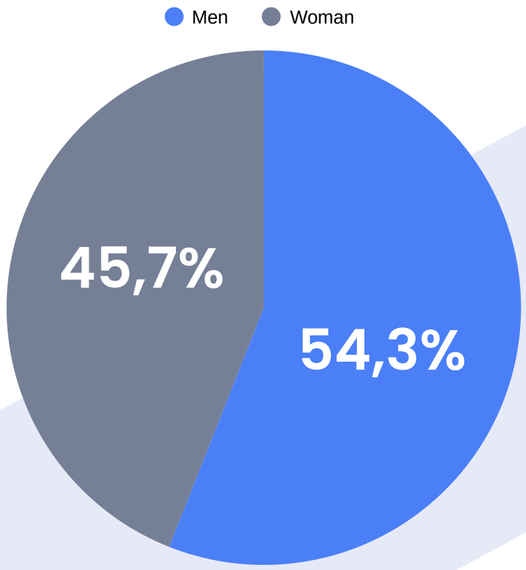
FINĖJAS GROUP

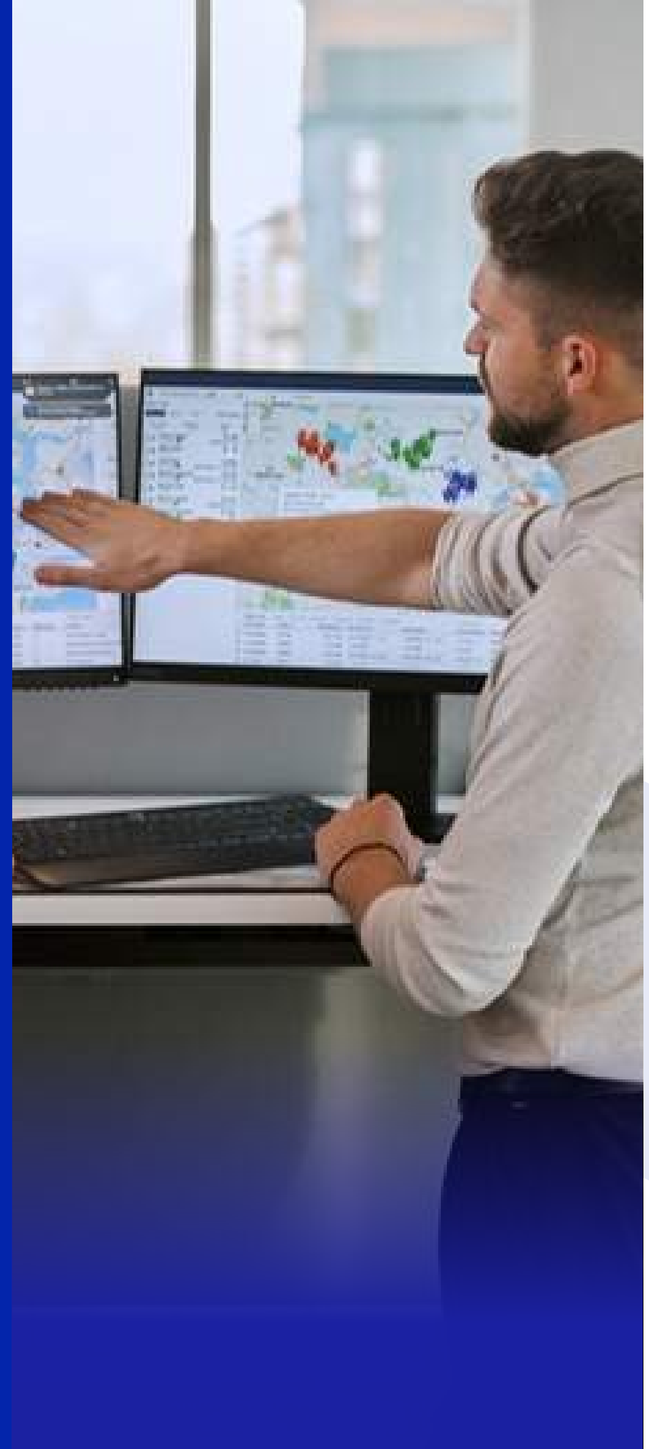
Administration

Gender distribution among managers



Gender distribution among administrative employees





Employee Demographic Overview

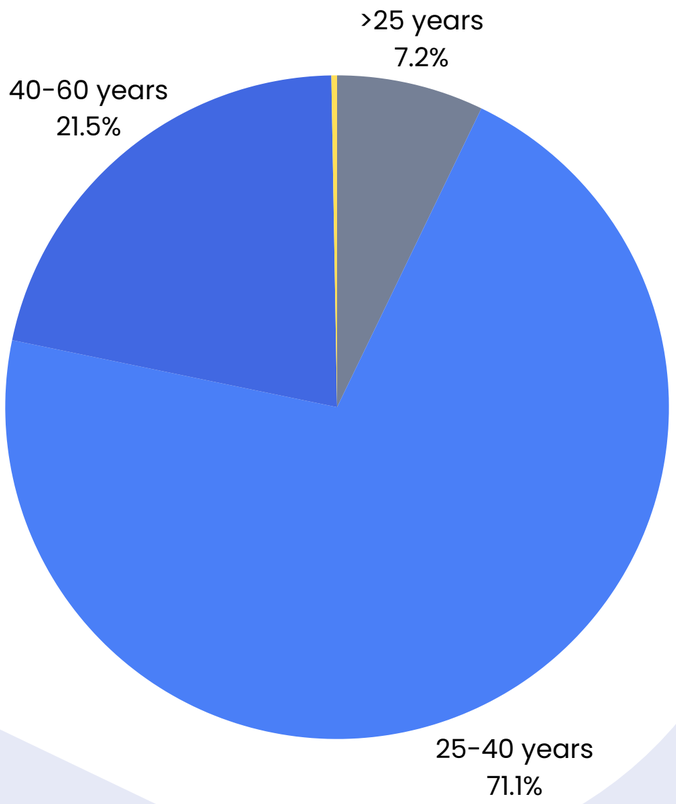
Administration

Average age of employees

35 Auto mechanics

33 Administrative employees

Employees by age group



Employee Engagement & Inclusion

Administration



Diversity, Equity & Inclusion (DE&I) Position and Policy

We are committed to diversity, equity, and inclusion, ensuring fair treatment, equal opportunities, and a respectful working environment for all employees. DE&I principles are embedded in leadership practices, internal policies, and everyday collaboration.

Processes and practices supporting inclusion

- Clear internal rules promoting equal treatment and non-discrimination
- Inclusive and transparent internal communication
- Active management involvement in engagement and inclusion initiatives
- Regular meetings, internal events, and continuous dialogue

Engagement, well-being, and community initiatives

- **Long-service awards** recognizing employee loyalty and contribution
- Participation in **sports, education, and development initiatives**
- **Team outings and company trips**
- **Finejas Group celebrations**, contests, and social events
- **Volunteer projects** and social initiatives
- **Health checks, blood donation initiatives**, and well-being programmes
- **Activity challenges** promoting an active lifestyle
- **Newcomers' Days** supporting smooth onboarding and integration



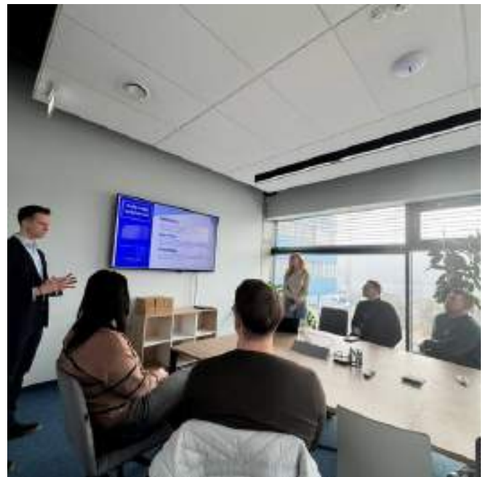






















Employee voice and feedback

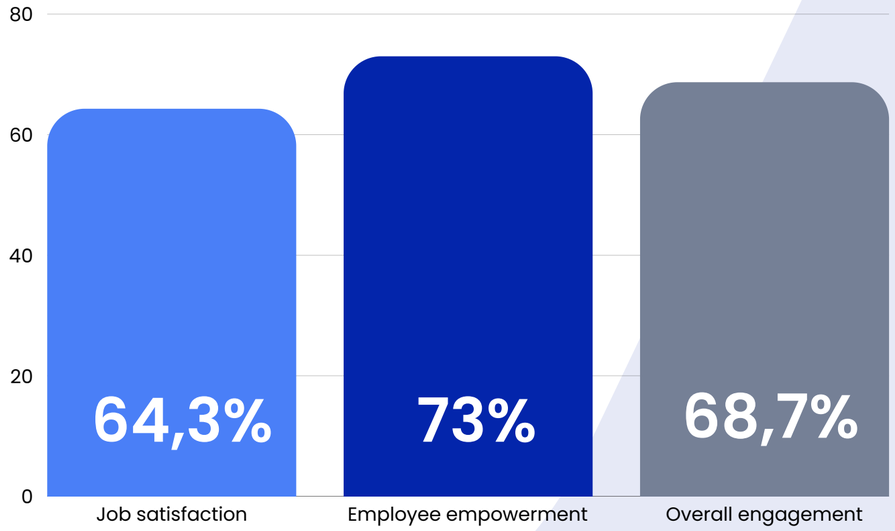
Employee Engagement & Inclusion

Administration

Employees are encouraged to actively influence decisions through:

- Employee engagement surveys;
- Feedback and thematic questionnaires (ex.: Finėjas DNA questionnaire, Electric truck colour selection survey, Hiking trip location survey etc.)
- Internal reporting and feedback channels (ex.: Every Employee Matters survey etc.)

Employee Engagement survey 2025



(All indicators are in line with or above Lithuanian averages)



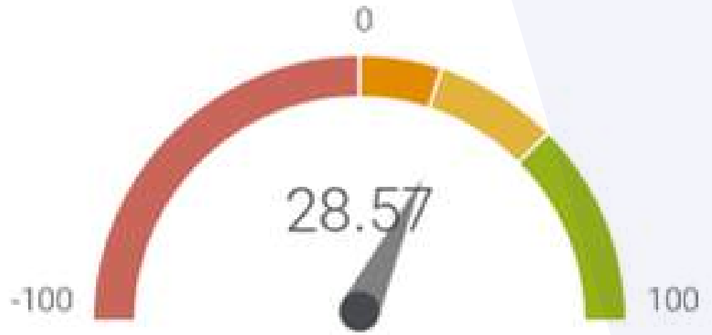
Employee voice and feedback

Employee Net Promoter Score (eNPS)

Administration

A positive eNPS indicates strong employee loyalty and a high likelihood of recommending the company as an employer.

Through open dialogue and inclusive practices, administrative employees are actively involved in shaping the organization’s culture and everyday decisions.



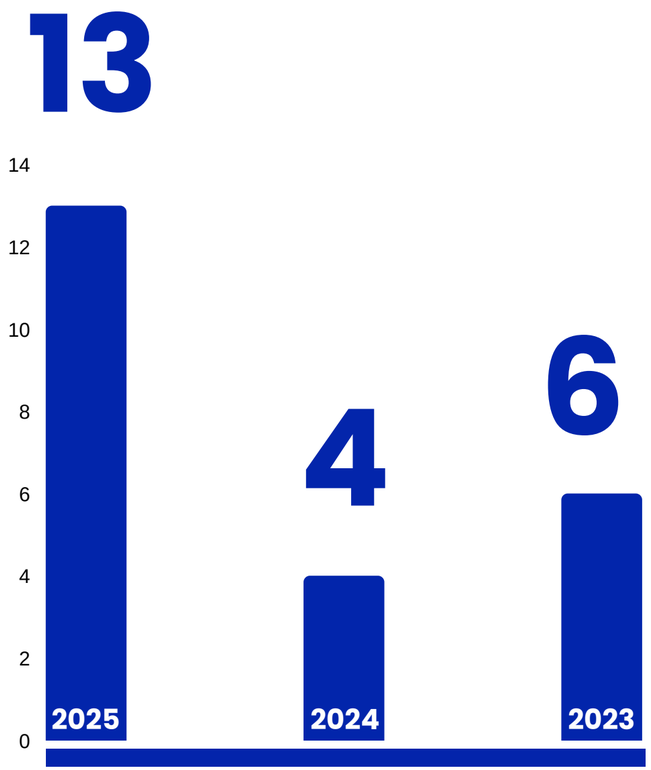
eNPS score: 28.6
Lithuanian average: 17.3



Talent aquisition

FINĖJAS GROUP

Returning employees



19

Joined through this program

Project “Recommend a friend”



Employee Training Overview









4574

Total number of training hours completed in 2025

- Power BI (PBI) training
- Supply chain and procurement topics
- Sales training for Sales and Forwarding Teams
- Internal auditor training
- Situational leadership
- Truck technical training for Service & Support (SS) management
- CMR Convention training
- Employment of foreign nationals in Lithuania
- First aid training
- Crane operation training for automotive mechanics
- Forklift driving training for automotive mechanics
- Lecture on sleep and recovery
- Feedback before performance appraisal
- “Coffee Talks” (informal employee discussions)
- Preparation for “Day X” (emergency / contingency readiness)
- Other training activities



Employee Demographic Overview

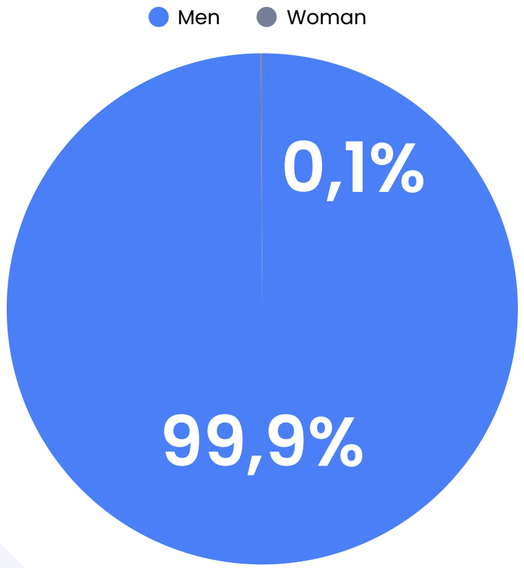
Drivers

Average age of drivers

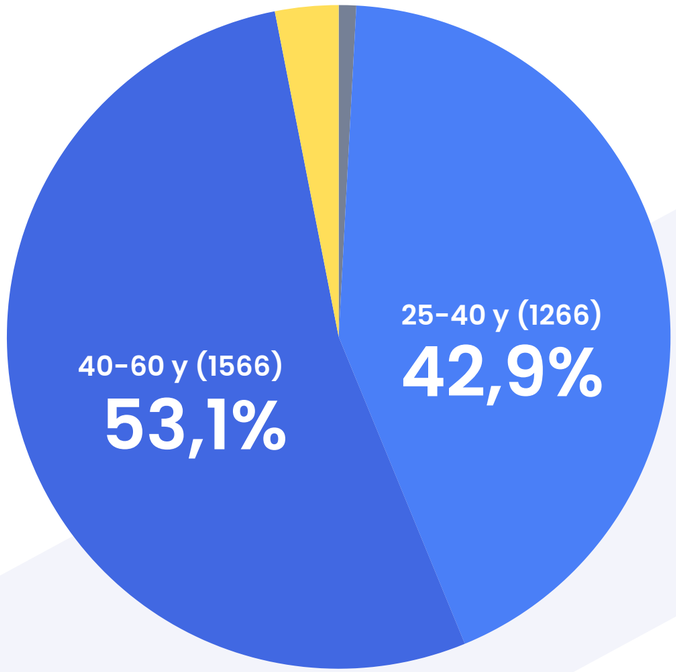
39,3 2025

41,5 2024

Gender distribution among drivers



Drivers by age group



Employee Engagement & Inclusion

Drivers



Building trust, motivation, and cooperation on the road

Driver engagement is focused on strengthening communication, mutual understanding, and motivation, ensuring drivers feel valued, supported, and connected to the organization.

Intercultural understanding and inclusion

- Continuous focus on strengthening intercultural awareness and respect
- Emphasis on teamwork, equality, and reducing social or cultural barriers
- Building a shared sense of belonging across a diverse driver community







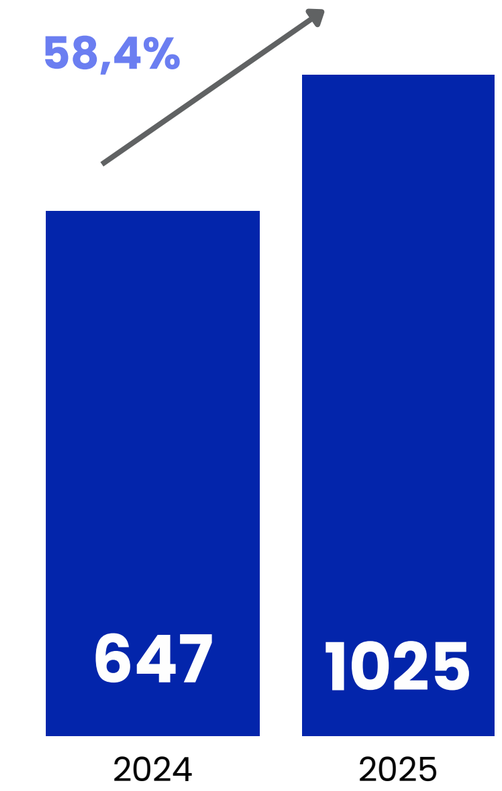

Investing in communication, mentorship, and inclusion creates a motivated and engaged driver community across the Finejas Group.

- Monthly thematic driver meetings - informal meetings fostering dialogue, trust, and cooperation with managers
- Weekly trainings and lectures – focus on “Respectful Communication in the Organization”
- Mentorship programme (driver onboarding) - knowledge transfer from experienced drivers to new colleagues
- Communication guidelines - unified standards for professional phone and SMS communication
- Nations Fair – promoting cultural diversity and mutual understanding
- International Cake Day – employee-driven initiative supporting children in need



Eco – Driving Academy

FINĖJAS GROUP



NEW DRIVERS TRAINED

Training activities completed:

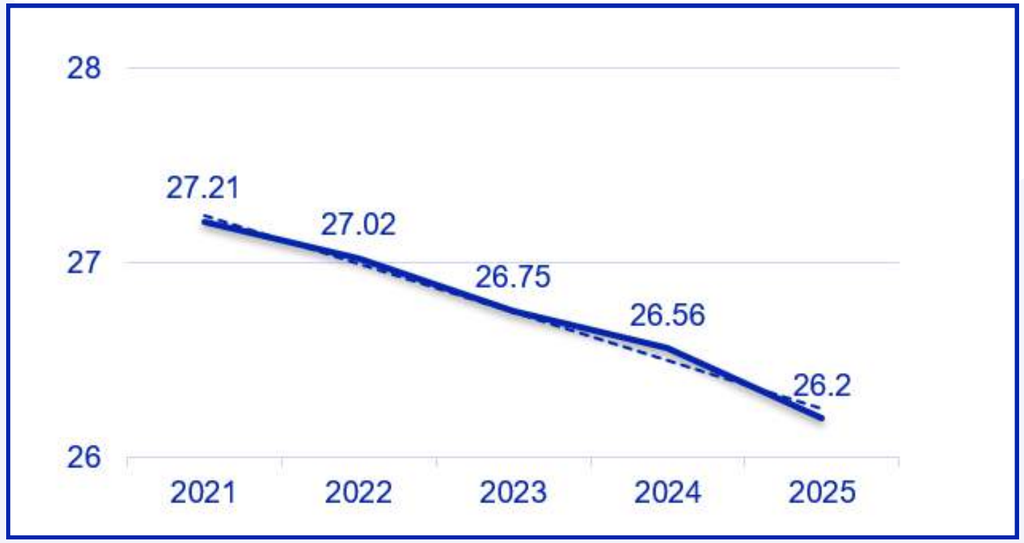
>730 ECO practical driving sessions
>1,000 ECO training sessions
>300 TACHO training sessions



Eco – Driving Academy

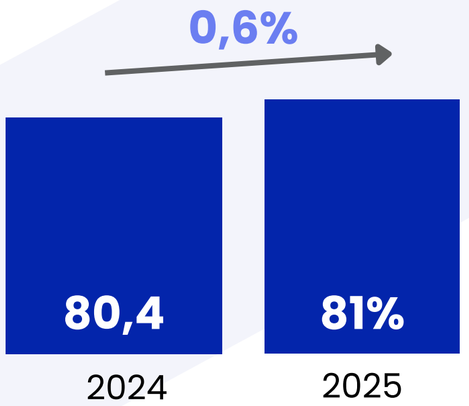
FINĖJAS GROUP

Improving driver skills contribute directly to lower fuel consumption, reduced accident rates, and lower CO_2 emissions.



Average fuel consumption (l/100 km)

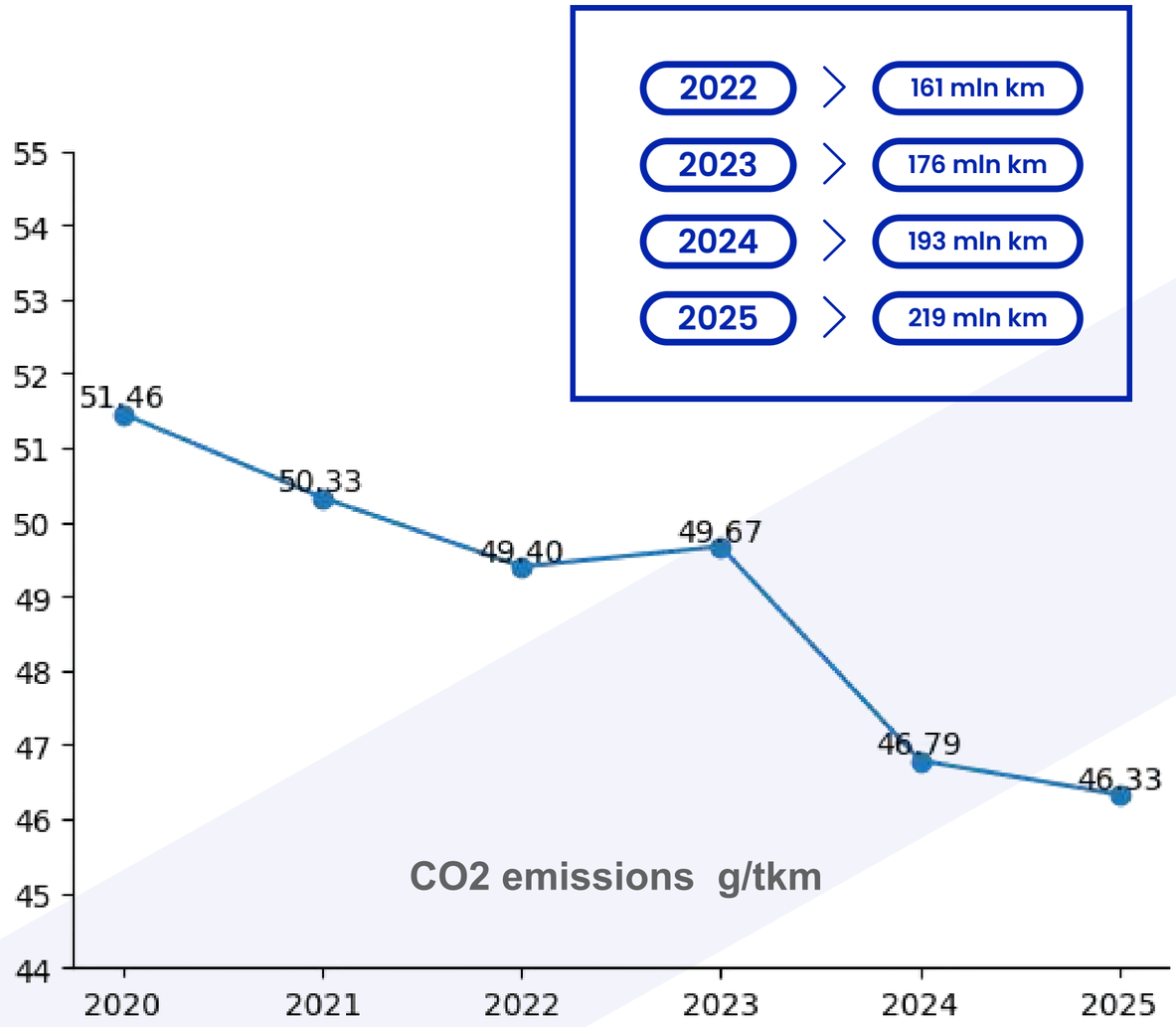
ECO SCORE



despite a +11.6% growth in the truck fleet

Monitoring CO2 emissions

The company conducts continuous CO_2 emissions monitoring based on real-time telematics data on fuel consumption collected from vehicles. Despite growing business volumes (total mileage increased from 176 million km in 2023 to 219 million km in 2025), the CO_2 emissions intensity of the truck fleet decreased **- from 49.67 g CO_2/tkm in 2023 to 46.33 g CO_2/tkm in 2025**. This demonstrates the effectiveness of implemented fuel-efficiency and fleet management measures, as well as the decoupling of business growth from proportional emissions increases.



FINĖJAS GROUP



Sertificates

Management System Certifications

ISO 9001:2015 - Quality Management
ISO 14001:2015 - Environmental Management
ISO 45001:2018 - Occupational Health and Safety Management

The certifications are renewed following successful periodic audits and confirm the consistent application of process control, risk management, and continuous improvement principles across the organization.

Sustainability Assessment

EcoVadis – Bronze (Top 35 %), 2025

The company has been assessed by the international sustainability platform EcoVadis. The achieved rating confirms the systematic integration of environmental, social, and governance (ESG) principles into everyday operations.

Anti-Corruption and Transparent Procurement

We apply a zero-tolerance policy toward corruption and conflicts of interest, ensuring transparent and controlled supplier selection and procurement processes.



Transparent procurement processes:

- Procurement activities are carried out in line with updated internal procurement policies
- Clear requirements are defined for roles, approvals, and documentation

Objective selection criteria:

- Suppliers are evaluated based on price, quality, and reliability
- Decisions are not influenced by personal benefit or external pressure

Ethics and integrity commitments:

- Suppliers are required to comply with ethical principles and transparent business standards
- Preventive measures are applied to reduce the risk of conflicts of interest

Internal control and communication:

- Anti-corruption principles are communicated to employees through internal channels
- Standards of conduct and accountability are regularly reinforced

FINĖJAS

GROUP