



VICIUNAI GROUP SUSTAINABILITY REPORT 2022



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ABBREVIATIONS

VG – Viciunu Grupe UAB
BFE – Baltic Fish Export UAB
PKP – Plunges Kooperatine Prekyba UAB
VIP – Viciunai ir Partneriai UAB
BFP – Baltic Food Partners UAB
OKF – Orka Foods UAB
PD – Plunges Duona UAB
PKT – Paljassaare Kalatoostus AS
SB – Sistemas Britor S.L.U.
VIK – Viciunai ir Ko UAB
VIC – Viciunai UAB
ES – European Union
UK – United Kingdom

The background is a solid dark blue. On the left, there is a faint, semi-transparent illustration of a hand holding a pen, with several small arrows pointing upwards and to the right. On the right side, there is a large, white, stylized line graphic that resembles a large, open book or a pair of wings, with two curved lines meeting at a point in the center.

1. MANAGEMENT COMMITMENT

MANAGEMENT COMMITMENT

Viciunai Group is a part of international business and responsible community. We are clearly aware of our role in the international environment therefore we are committed to following the direction of Sustainable Business and the Green Course.

We understand that the actions of our business and each of us affect the environment and climate change in one way or another. We realize that the irreversible use of natural resources will leave a different world for our children and grandchildren. We respect our employees and business partners, so we work not only for business benefits, but also by understanding human needs and respecting their natural rights.

Therefore, Viciunai Group follows their path of sustainability, promoting investments in sustainable factory infrastructure and technological equipment, as well as creation of new sustainable products, food safety and quality, investing in environmental solutions for natural resources and pollution reduction. Dozens of sustainability-promoting initiatives are implemented in our factories every year. Our aspiration is a sustainable supply chain, therefore we contribute to marine life conservation initiatives and encourage our suppliers and partners to achieve Sustainability commitments.

I am glad that the activities of occupational safety and health, social responsibility and partnership are increasingly significant in Viciunai Group. I believe in my team. I am happy that we are on the right track and we are not going to stop.

Šarūnas Matijošaitis
CEO
Viciunai Group

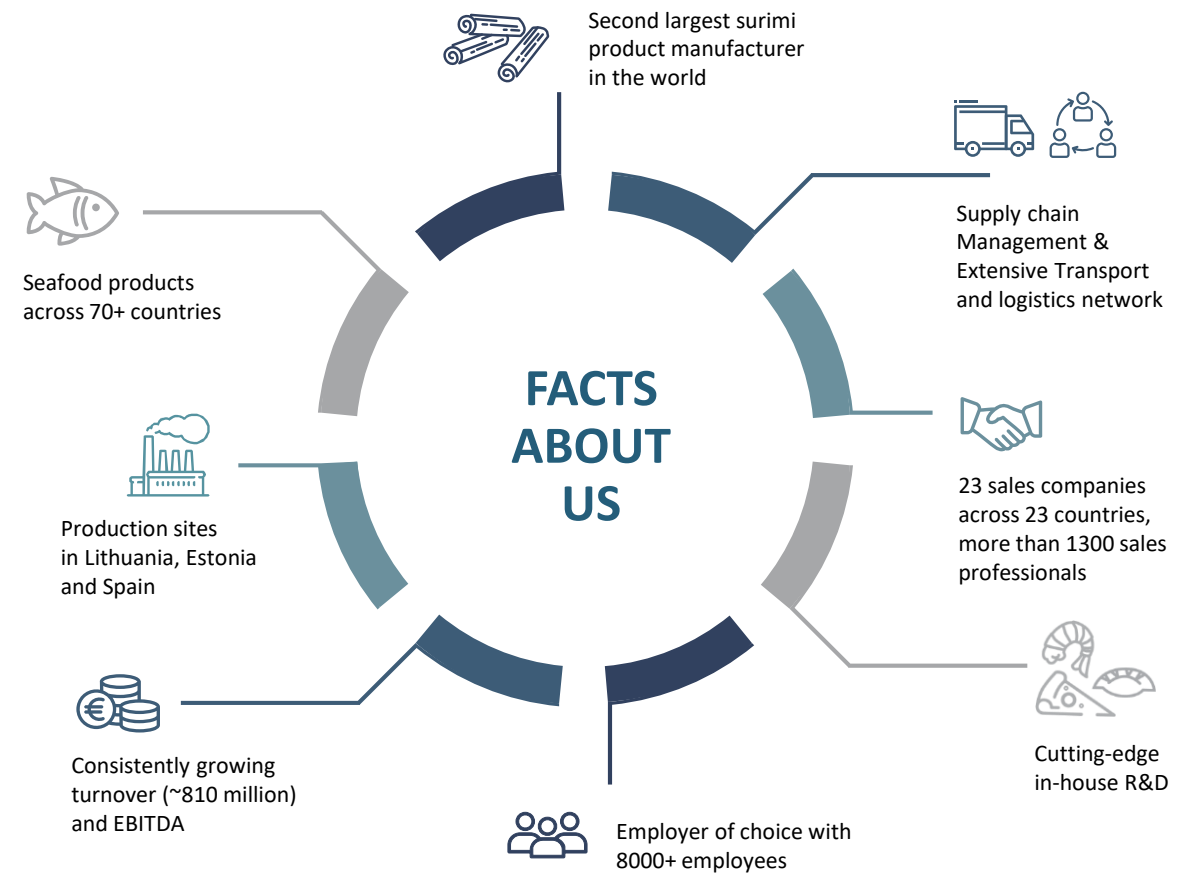


2. About the Company

MISSION | Quality Food For The Whole Family Anywhere In The World

VISION | Become A Global Food Industry Brand

Viciunai Group was founded in 1991 in the heart of Europe - Lithuania, and since then we have achieved not only excellent results, but also occupied a special place in the European surimi and other fish products industry. The VIČI brand reigns supreme in large shopping centres and pleases families all over the world with its quality and great taste. Every year, we successfully expand the sales of our products, supplying them to consumers in more than 70 countries around the world. Viciunai Group consists of 80 companies located in 23 countries of the world, and 9 factories of the group produce high-quality products. Our corporate business family employs more than 8,000 professional employees. We produce fresh and frozen food products in our factories in Lithuania, Estonia, and Spain.





3. OUR PRODUCTS



**New products
every year**



**Different
products in total**

Our product portfolio consists of more than 3 thousand names labeled "Viči", "Esva", "Columbus", "Moonstery", "Food Luck", "Real is good", "Trejos girnos" and other brands. We launch average 100 new products on the market every year. We create a diverse assortment - we want high-quality and easy-to-prepare food products to help people save time spent in the kitchen and allow them to live a delicious life. Our assortment includes various forms of surimi products, salted and marinated fish, seafood, fish products in crispy breadcrumbs, pizzas, pancakes and cooking, dumplings, salmon, various salads.

Organic product line

When creating organic products, we consider not only the final product, but also the sustainability of the entire supply chain - the conditions for growing raw materials, their extraction, purchase, packaging and transportation. The idea of creating organic products came from the desire to meet the expectations of consumers and society regarding more sustainable products. Meeting environmental and social requirements was our major incentive.

This year, we present 10 different positions of organic products in our assortment. The preparation of organic products launched in 2018. We started with 7 different recipes of organic dumplings, pancakes and pizzas. VIČI BIO products are certified with an eco-certificate, indicating that the products are made only from high-quality organically grown raw materials.

Vegan product line

The VIČI VEGAN line was launched in 2015 in order to expand the selection of products in response to the growing needs of consumers, related to dietary peculiarities due to health, allergies to sea products or human beliefs. The soy as a raw material used in VEGAN line products is GMO-free. VEGAN products also have a lower impact on the environment compared to products from the meat industry. By producing VEGAN products, we contribute to the reduction of CO2 emissions.

This year we expand and introduce 17 different recipes in our range, while starting with only 3 positions in 2015.



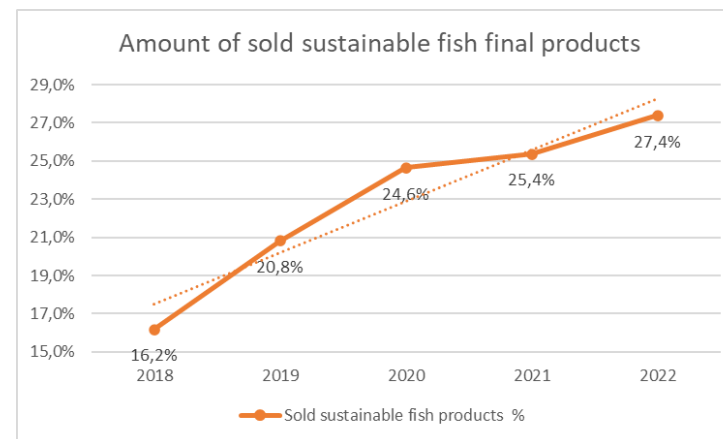
Honest certificates - honest products



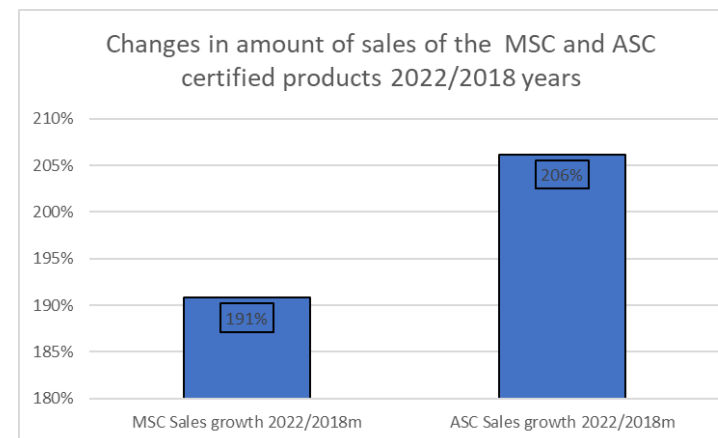
Rainforest Certification - **Rainforest Alliance Certified™** (RAC) Companies that sell RAC products contribute to consumer education and awareness of the environmental, social and economic benefits of rainforest certification. This certification represents fair farming, with more sustainable farm practices that protect forests, soils and wildlife. It also ensures that farm workers receive adequate wages and are given opportunities to have dignified living conditions. More information about this certificate: www.rainforest-alliance.org. In 2022, the first "Viči" pancakes were produced, the chocolate filling of which is certified by the "Rainforest Alliance" certificate.



In order to contribute to the long-term preservation of living marine resources, responsible fishing and responsibly grown fish and seafood resources, and their sustainable use, we use **MSC** (Marine Stewardship Council), **ASC** (The Aquaculture Stewardship Council) and **Global GAP** certified raw materials in our production.

















The ratio of sales of certified sustainable fishery products (MSC, ASC and Global G.A.P.) compared to the sales of all fish products is constantly increasing, which shows our commitment to increase the sales of sustainable products every year. In 2018 this amount in percentage was 16.2%, and in 2022 it jumped up to 27.4%.



The sales of MSC and ASC products in tons grew the most in 2022 versus 2018. MSC growth was 191%, ASC - 206%.

CERTIFICATES

LOGO	Level ((If applicable) /valid until								Title/ Area
	PKP	VIP	BFP	OKF	PD	BFE	PKT	SB	
	Higher (Unannounced) 2024-06-16	Higher (Unannounced) 2024-06-18	Higher (Unannounced) 2024-06-10	Higher (Unannounced) 2024-11-24	Higher (Unannounced) 2024-03-26	Higher (Unannounced) 2024-06-15	Higher (Unannounced) 2024-04-04	Higher (Unannounced) 2024-12-23	IFS Food safety
	AA+ 2024-04-02	AA+ 2024-04-23	AA+ 2024-03-23	AA+ 2024-07-24	AA+ 2024-04-09	A+ 2024-05-08	A+ 2024-02-14	A+ 2024-12-08	BRCGS Food safety
	2025-08-22	2025-06-02	2024-06-03	Not applicable	Not applicable	2026-01-16	2025-08-27	2026-01-17	MSC Sustainable supply chain
	2025-08-22	2025-06-02	Not applicable	Not applicable	Not applicable	2026-01-16	Not applicable	Not applicable	ASC Sustainable supply chain
	2025-07-23	2025-07-23	2025-07-23	2025-07-23	2025-07-23	In process	In process	In process	ISO 14001 Environmental
	2025-07-23	2025-07-23	2025-07-23	2025-07-23	2025-07-23	In process	In process	In process	ISO45001 Occupational safety
	SAQ 2024-03-04	SAQ 2024-03-04	SAQ 2024-03-04	SAQ 2024-03-04	In process	SAQ 2024-03-04	SAQ 2024-03-04	In process	SEDEX Social
	Approved	Approved	In process	In process	In process	In process	In process	In process	SMETA Social

	Approved	Approved	In process	In process	In process	In process	In process	In process	SMETA Social
	In process	2024-03-30	In process	2024-09-30	In process	In process	In process	In process	EKO Sustainable production and purchase
	2025-04-21	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	RSPO Sustainable supply chain
	Not applicable	2024-06-09	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Global G.A.P. Sustainable supply chain
Sustainable supply chain 	In process	Not applicable	In process	Certified	In process	In process	In process	In process	V Label Sustainability/ Vegan products
	Not applicable	Not applicable	Not applicable	Cacao products 2026-03-17	Not applicable	Not applicable	Not applicable	Not applicable	Rainforest alliance Sustainable products



4. OUR SUSTAINABLE BUSINESS DIRECTIONS

4.1. Environmental protection

For us, environmental sustainability is a value, that empowers our business goals and unites us all in close cooperation. We believe that this is the only way to achieve significant results in creating an environment in which it is good to work, which inspires us to strive for more, never stop improving.

Calculations represents "Vičiūnu Group" all production companies and are carried out in accordance with methods recognized in Lithuania, which comply with European Commission Regulation 2018/266 on monitoring and reporting of greenhouse gas emissions in accordance with European Parliament and Council Directive 2003/87/EC and Methodology for calculation of GHG emission avoidance [20200605 annex a en.pdf \(europa.eu\)](#) methods. Since there is no unified methodology adopted at the EU (European Union) level, the UK (United Kingdom) methodology was used to calculate emissions.

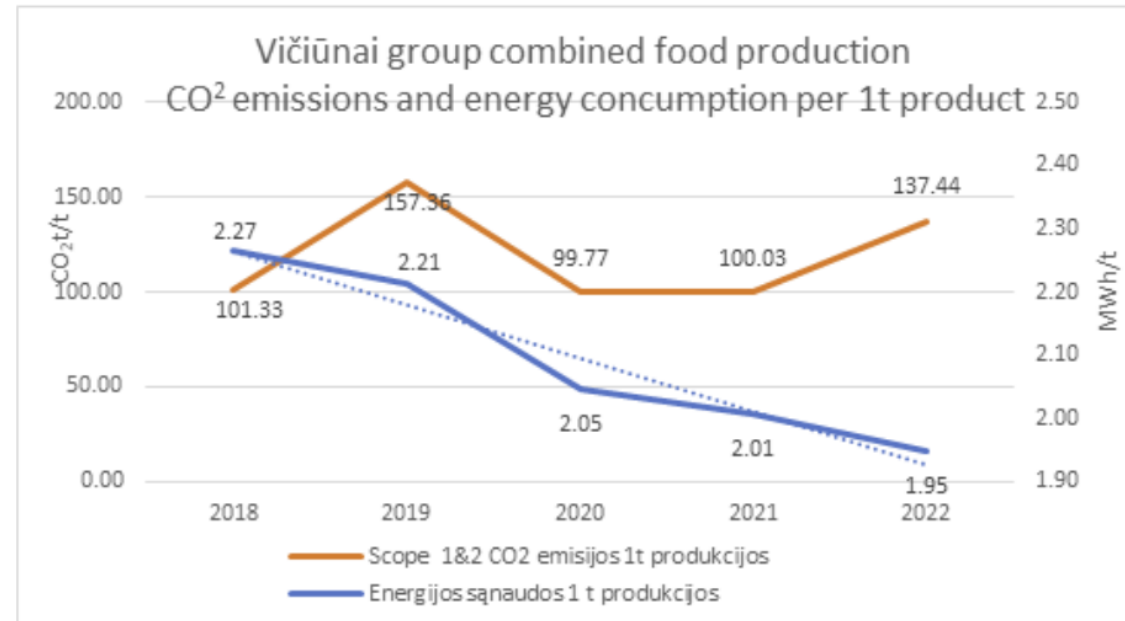
Calculation tool, which are were used to calculate the data:

UK "Department for Energy Security & Net Zero" published document with calculation factors and calculation instructions: "2023 Government Greenhouse Gas Conversion Factors for Company Reporting Methodology Paper for Conversion Factors" [2023 Government greenhouse gas conversion factors for company reporting: Methodology paper \(publishing.service.gov.uk\)](#) conversion factors [ghg-conversion-factors-2022-condensed-set.xls \(live.com\)](#)

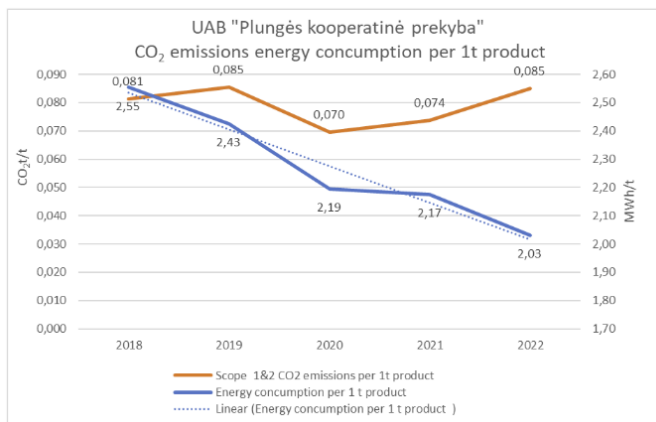


4.1.1. CO2 emissions and energy consumption

In the graph (below) we present the CO2 emissions and energy consumption per ton of production. The graph reflects the aggregated data of 8 factories: UAB "Plungės kooperatinė prekyba", UAB "Vičiūnai ir partnerniai", UAB "Baltic food partners", UAB "Plungės duona", UAB "Orka foods", UAB "Baltic fish export", AS "Paljassaare Kalatoostus", S.L.U. Britor Systems.



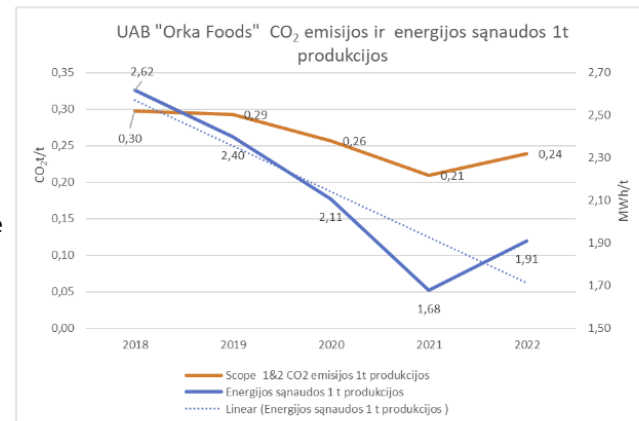
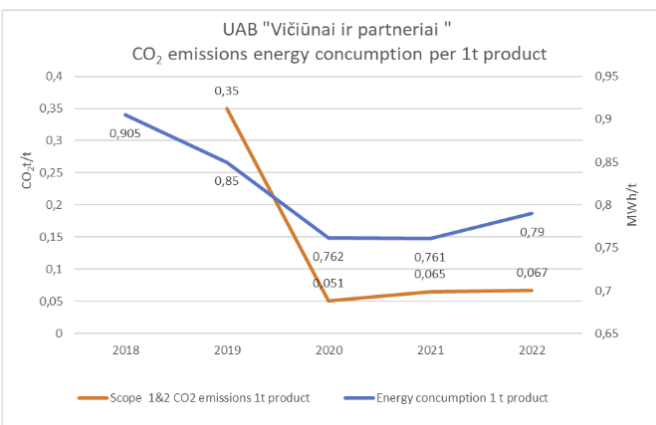
- From 2018 consistent energy-saving measures were taken in all factories of Viciunai Group , and energy consumption for production process per 1t of the product decreased consistently from 2.27 MWh/t in 2018. up to 1.95MWh/t in 2022
- A consistent decrease in CO2 emissions is observed from 157.36 CO2 t/1t production in 2019. up to 100.03 CO2 t/1t of production in 2021. However, in 2022 The amount of CO2 emissions has increased to 137.44t/1t of production, as some factories switched from 100% "green" electricity to mixed electricity. in 2022 at the end and in 2023 return to "green" energy in factories: UAB "Plungės kooperatinė prekyba", UAB "Vičiūnai ir partnerniai", UAB "Baltic food partners", UAB "Plungės duona", UAB "Orka foods".



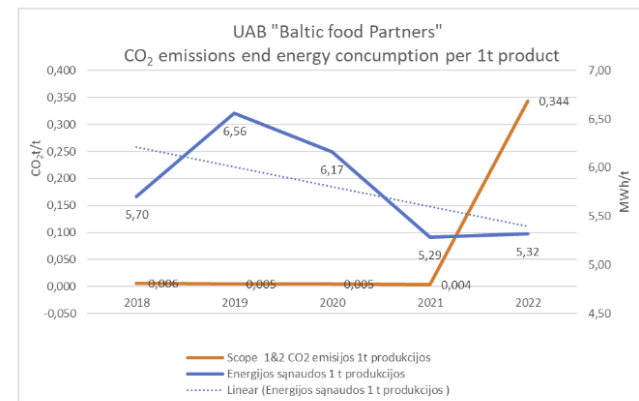
Significant and consistent trends in reducing energy consumption are observed in PKP. From 2018 energy consumption decreased from 2.55 MWh per ton of production to 2.03 MWh per ton of production in 2022. Projects implemented at the PKP factory include: modernization of the biofuel boiler ; consistent monitoring of boiler performance indicators; economizer of the steam boiler , "Energy twin" system in the biofuel boiler room; cooling of the biofuel boiler with air, which is then thrown into the combustion chamber; online control of the lighting costs "metrics" of the production-administrative premises and the change of workshop lighting to LED lighting made it possible to achieve outstanding results.

Reduction of CO₂ emissions in PKP is evident in 2019-2021. However, in 2022 after the start of the war in Ukraine and the resulting situation in the energy market, to ensure a energy supply, a decision was made to diversify sources of the electricity supply. Electricity was purchased from diverse sources, including produced from fossil fuels. This led to an increase in CO₂ emissions in 2022. After the situation in the energy market normalized, energy supply was returned from the renewable sources and from 2023 100% of electric energy used is from renewable sources.

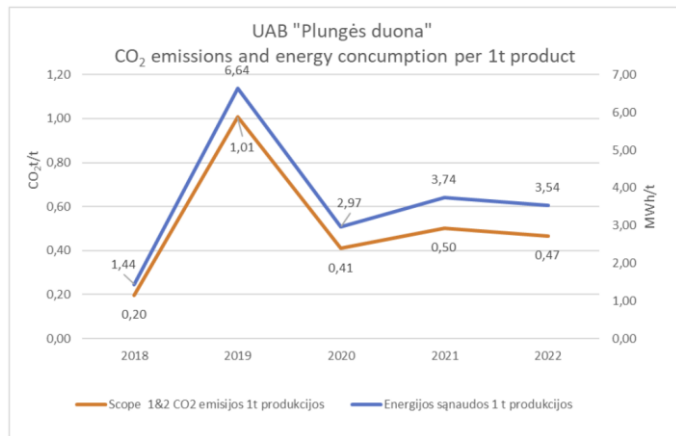
In VIP factory, intensive energy reduction initiatives carried out in 2019 allowed energy consumption to be reduced from 0.905 MWh per ton of production to 0.79 MWh per ton of production in 2022. Reduction of CO₂ emissions in the factory a investments on energy save was made, these results, that energy consumption and CO₂ emissions intensity is evident is evident in 2019-2021. In the VIP plant, it has observed a significant reduction in CO₂ emissions due to investment in refrigeration systems and avoidance of freon leaks.



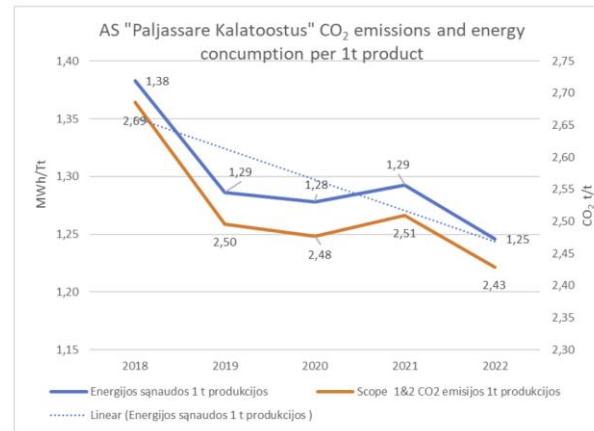
OKF factory has noticeably clear trends in reducing energy consumption since 2018. Here, energy consumption (intensity parameter) has decreased from 2.62 MWh per ton of produced product to 1.68 MWh per ton of produced product in 2021, this indicates that appropriate actions have been taken. It is important to note that in 2022 the factory was expanded, and a new pizza and pancake production line was installed, energy costs for the start-up and adjustment of the new production unit and the fact that pizza and pancakes are more energy-intensive products, resulted in the increase of energy consumption. Changes in CO₂ emissions were driven by changes in energy.



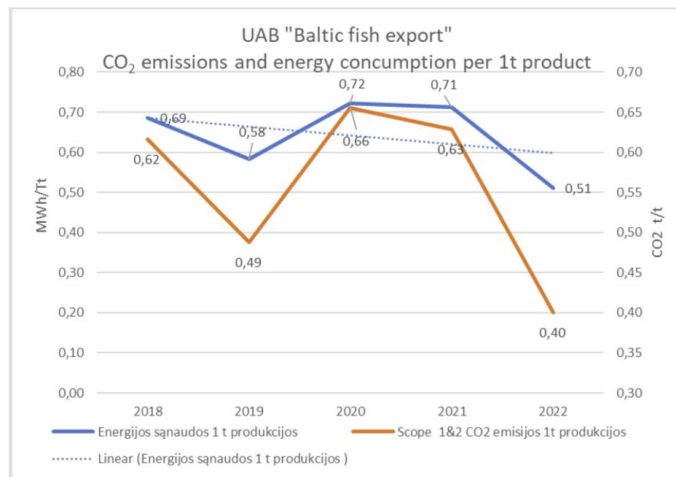
The BFP plant also shows clear trends in reducing energy costs. From 2019 energy consumption decreased from 6.56 MWh per ton of production to 5.29 MWh per ton of production in 2021. And in 2022 a slight increase in energy consumption of 0.03MWh per ton of production was observed - the reasons are being explained and corrective actions will be taken.



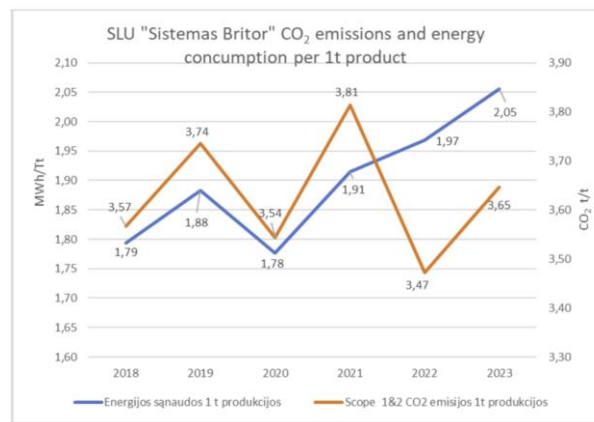
In 2019, the reorganization of the production process was carried out in UAB "Plungės duona" factory. The investments were done to produce higher value-added products, which explains why such an increase in the energy consumption and energy consumption CO₂ emissions is observed in 2019.



PKT factory has been consistently implementing 44 energy saving actions since 2018. Consistent work ensured the reduction of energy consumption. From 2018 energy consumption decreased from 1.38 MWh per ton of output to 1.25 MWh per ton of output in 2021, which shows that appropriate actions have been taken. Not all planned actions have been completed, so a consistent improvement of these indicators is expected in the future.



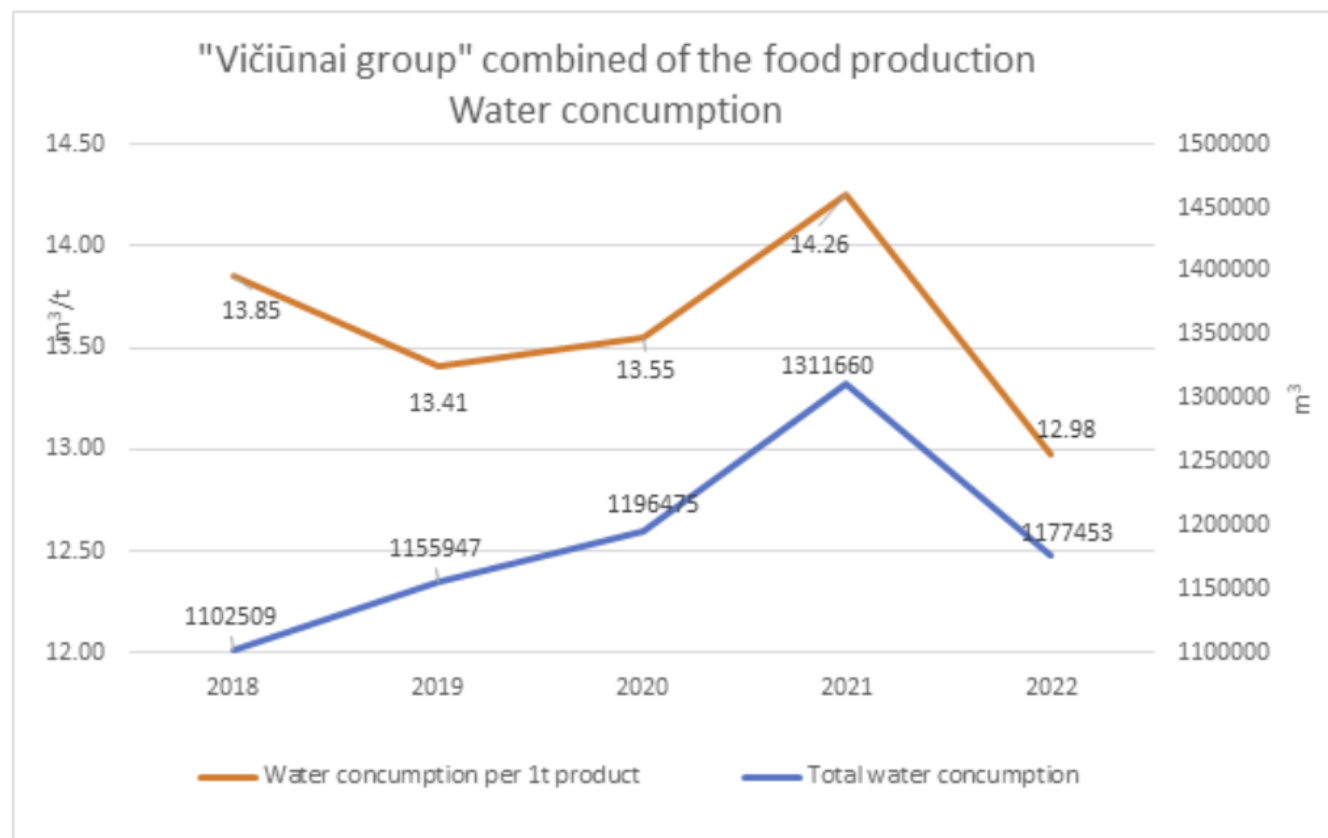
UAB "Baltic Fish export" factory produces frozen fish products, so energy consumption is constant and correlated with production volumes. An incredibly significant decrease in energy costs from 2021 until 2022, when energy consumption has decreased from 0.71 MWh per ton of output to 0.51 MWh per ton of output. The main reason is the significant increase in the product production volume. Reduction of CO₂ emissions in 2022 is linked with reducing energy and water consumption per ton of production.

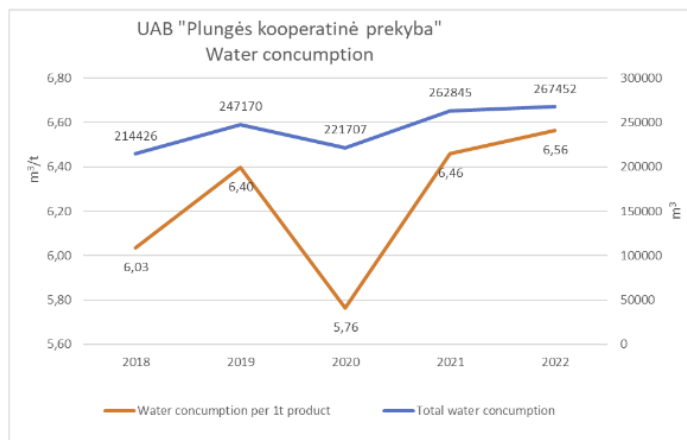


At the SB factory, there is a sharp increase in energy consumption - the reasons for this are currently being investigated, as well as actions to reduce energy consumption and CO₂ emissions in the future.

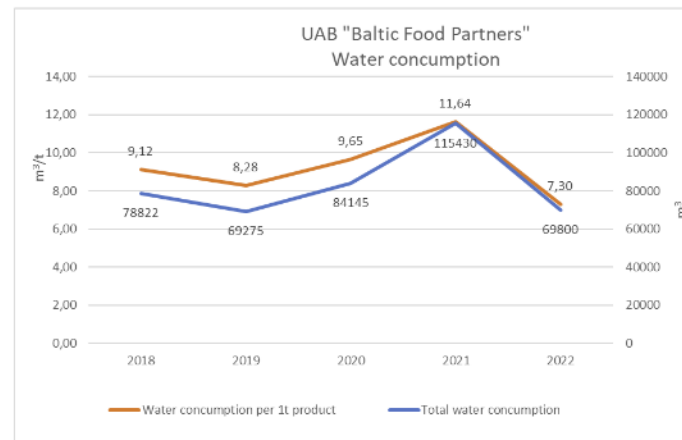
4.1.2. Water consumption and wastewater

The graph shows total data of 8 factories (UAB "Plungės kooperatinė prekyba", UAB "Vičiūnai ir partnerniai", UAB "Baltic food partners", UAB "Plungės duona", UAB "Orka foods", UAB "Baltic fish export", AS "Paljassaare Kalatoostus", S.L.U. "Sistemas Britor"): Noticeable positive trends in 2021-2022. During this period, water consumption decreased from 7.4 m³/t to 6.84 m³/t. in 2021 there was an increase in water consumption caused by an increase in water consumption in UAB "Baltic food partners", UAB "Baltic fish export", UAB "Plungės duona" and the continuing increase in costs in AS "Paljassaare Kalatoostus" (the reasons will be explained and corrective actions will be taken).

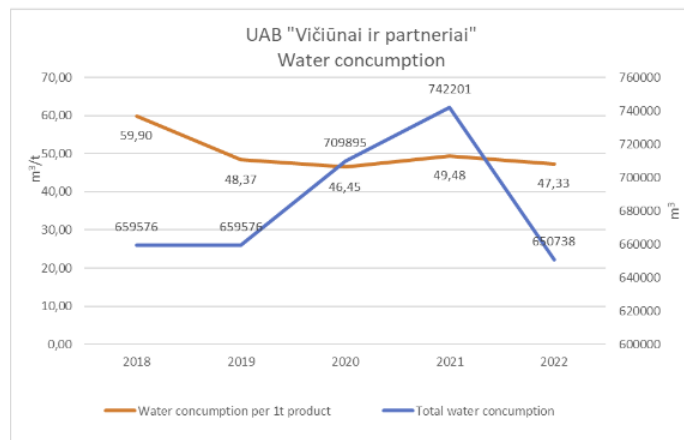




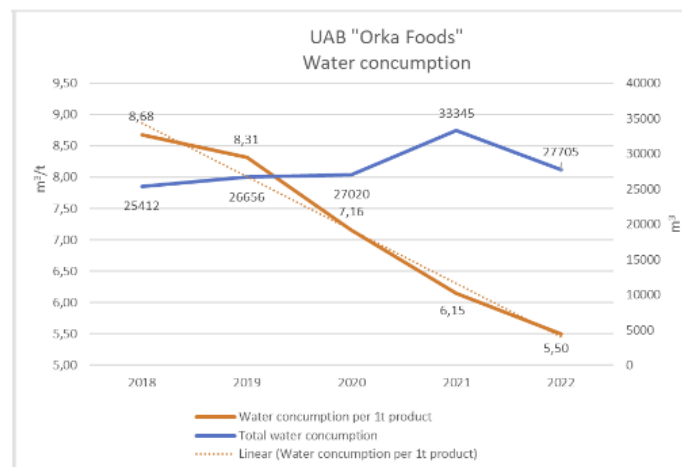
There is a noticeable increase in water consumption and associated wastewater at PKP plant. Although the increase is not significant, within the limits of error, the following measures were taken to improve the situation: drinking water accounting in workshops, consumption metrics; preparation of water for steam generation with the help of RO; use of autoclave cooling water for washing of the premises; use of primary wastewater treatment facilities. It is planned that the implemented measures will reduce water consumption in 2023.



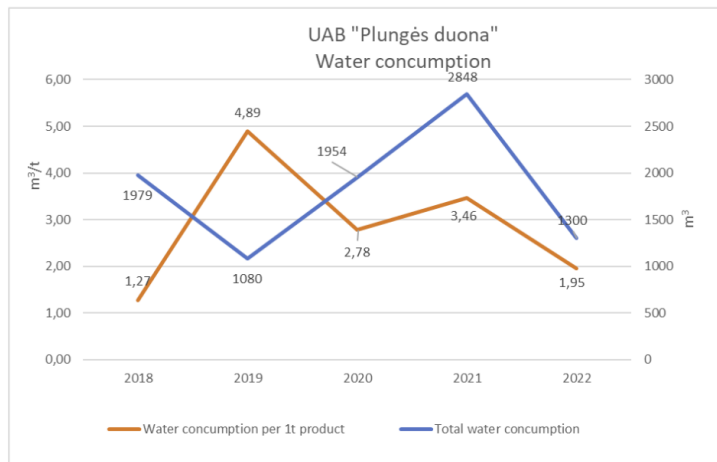
In BFP factory, a decreasing trend of water consumption has been observed since 2018, with a particularly pronounced decrease in water consumption from 11.64m³/t in 2021. up to 7.3m³/t in 2022



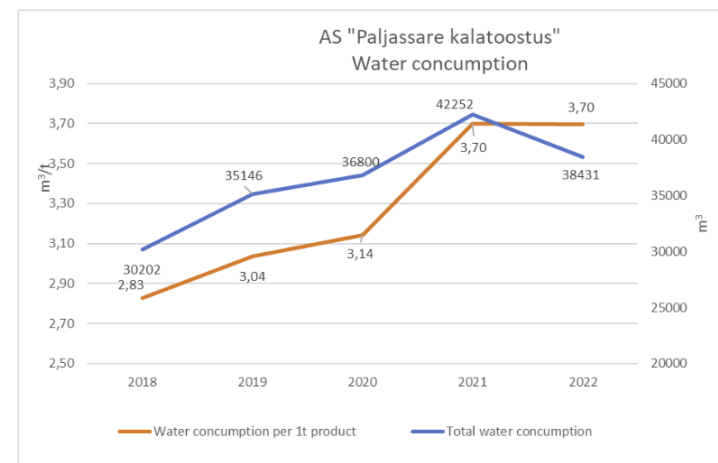
In the VIP factory, a consistent decreasing trend of water consumption can be observed from 2018 when it was 59.9 m³/ton of production to 47.7 m³/t of production in 2022.



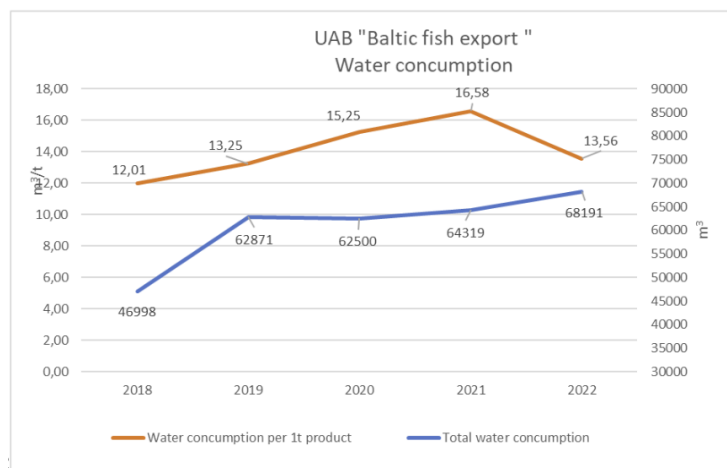
The OKF factory has observed a consistent decrease in water consumption since 2018. 8.68 m³/t to 5.5 m³/t in 2022, which indicates that water saving measures are applied purposefully and allow to achieve good results.



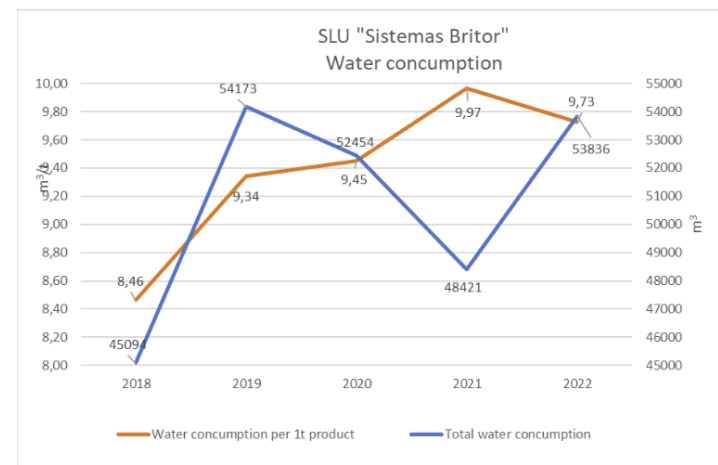
In the UAB "Plungės duona" factory, a significant decrease in water consumption has been observed since 2019. from 4.89m³/t in 2019 up to 1.95m³/t in 2022.



An increase in water consumption has been observed at the PKT factory, for which saving actions are planned - modernization of the nozzles of the washing system (Inspect cleaning hose nozzles and install trigger guns where necessary), modernization of water collection channels to reduce water consumption (Install Tap / Faucet / Hose Aerators to reduce water use), tightened water accounting and visualized water losses. (Visually represent water and wastewater flows).



At UAB "Baltic fish export" factory, significant water saving trends are observed in 2021-2022 from 16.58m³/t to 13.56m³/t. This was influenced by the change of technical means and washing nozzles. Upgraded premises washing procedure and installed water rinsing nozzles that allow you to maintain the quality of washing and consume 10 l/per 1 min. less water.



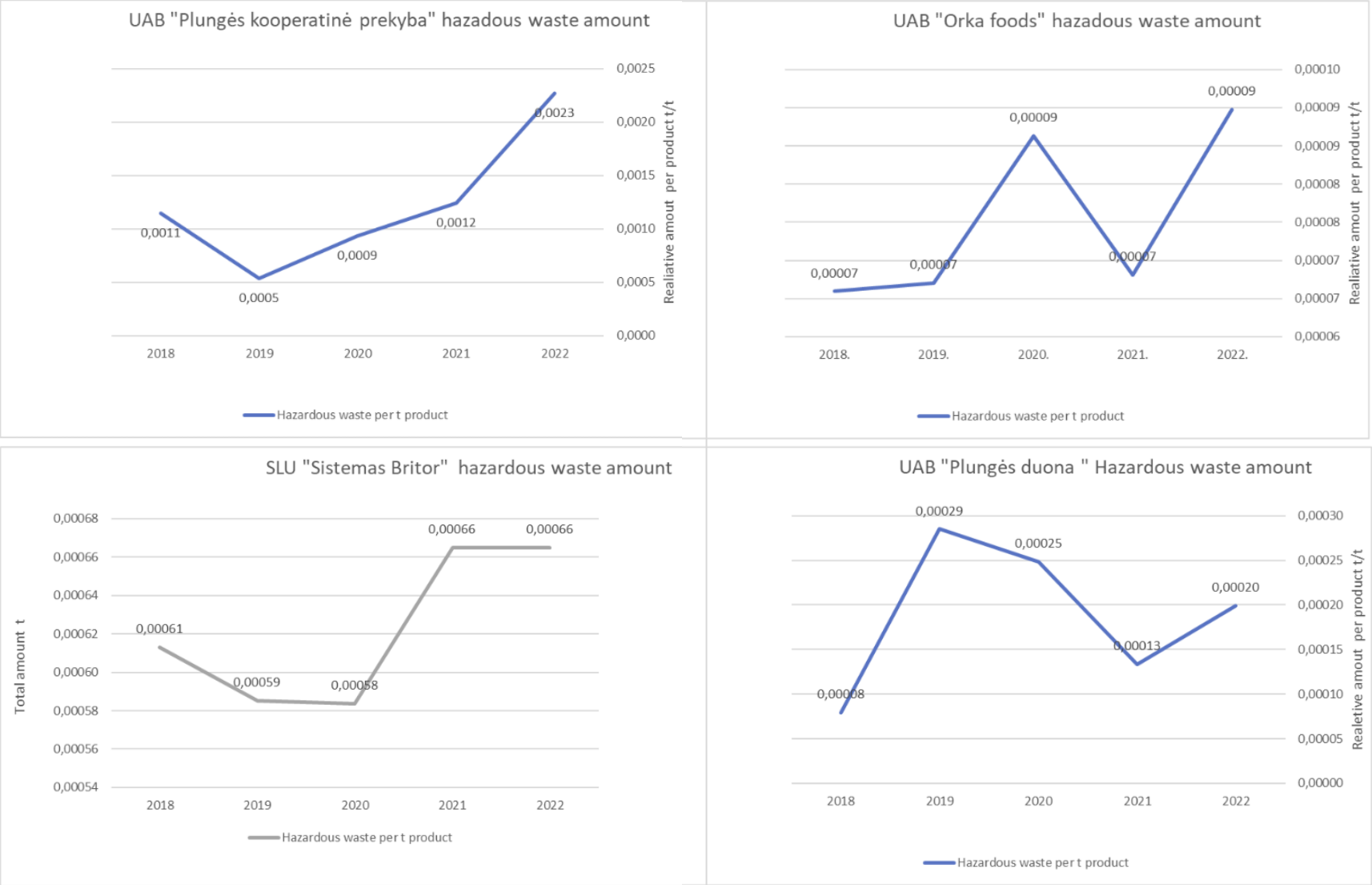
In SB factory, a decrease in water consumption can be seen in 2021 - 2022 from 9.97 m³/t of product to 9.73 m³/t of product. The situation will be analyzed, and an action plan will be drawn up to reduce water consumption to at least meet the group average.

4.1.3. Amount of hazardous waste

Hazardous waste accounting is constantly being improved in the factories of Viciunai Group. In 2018, accounting was tightened, and new materials were included treated as hazardous waste.



An increase in hazardous waste has been seen in PKP, OKF, SB and PD factories. Therefore, the current situation will be analyzed, the causes will be determined, and corrective actions will be taken.





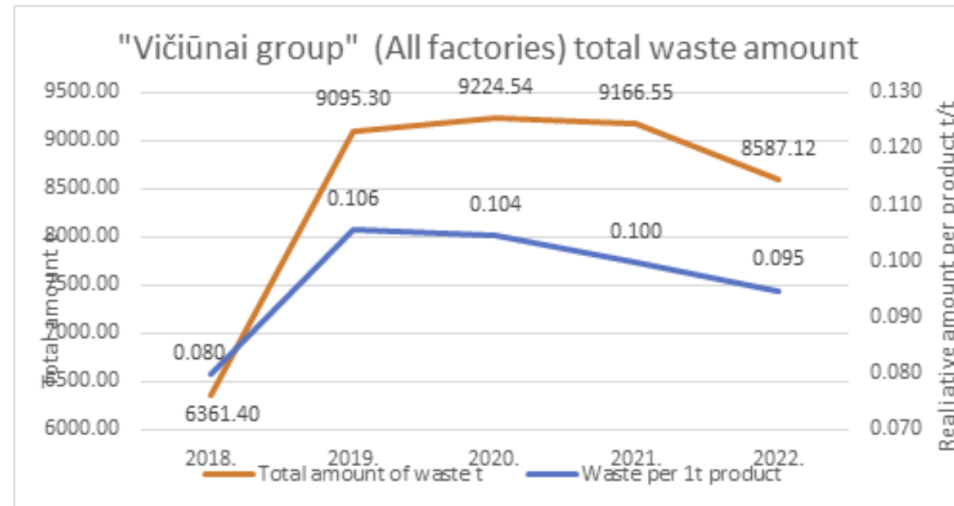
BFP and BFE factories have a noticeable reduction in the amount of hazardous waste. BFE The amount of hazardous waste has decreased, from 2022 January because daily and monthly general production washes were transferred to a service provider.

In PKT plant, the amount of hazardous waste is exceptionally low since the washing is performed by a service provider and is no longer a direct waste from the production unit. Detergent waste and detergent packaging are related to most of the hazardous waste.

4.1.4. Total amount of waste

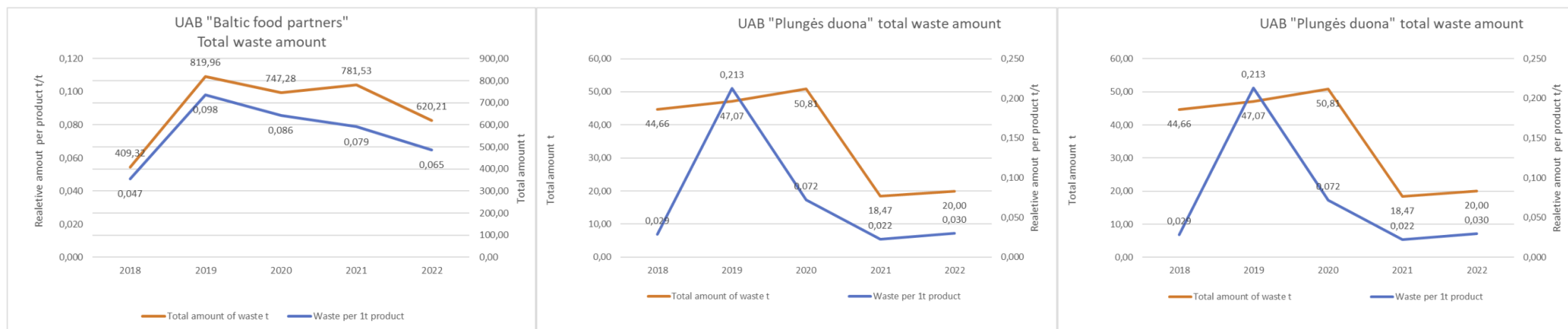
From 2019 the total amount of waste was constantly decreasing due to systematic efforts. Since 2019, the amount of waste has decreased by 10%.

The goal is to reduce the amount of waste per 1 ton of production by at least 25 percent. This goal was set to implement the "Economic Transformation and Competitiveness Development Program" approved in Lithuania's strategic environmental plan "Greener Lithuania" ([Ekonomikos transformacijos ir konkurencingumo plėtros programa](#))

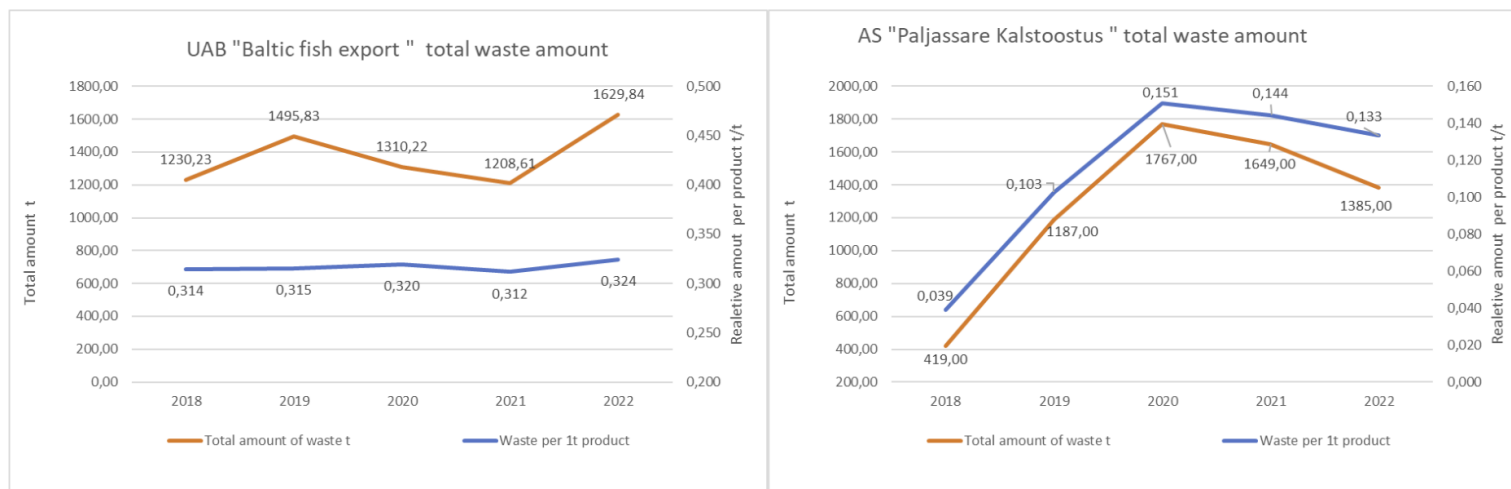


To achieve this goal, waste reduction initiatives are planned in all VG companies:

- **"Sustainable Procurement"**. The procurement procedure has been changed, starting from 2022, when filling out the specifications, the supplier is asked to declare the parameters of the amount of packaging and its suitability for recycling. With this data, preparations are made for proper packaging sorting and recycling.
- in 2018 the **"Waste Sorting Initiative"** was launched in the entire group, during which changes were made to the waste sorting system, training was carried out for all employees, and data analysis and control were strengthened.
- in 2019 a waste sorting unit was installed, where waste is accounted for, sorted and prepared for processing (PKP; VIP; BFP; OKF and PD). in 2020 Investments were made in PKT factory with the purpose to reduce the amount of waste.
- in 2020 investments were made in PKT factory, the purpose of which is to reduce the amount of waste.

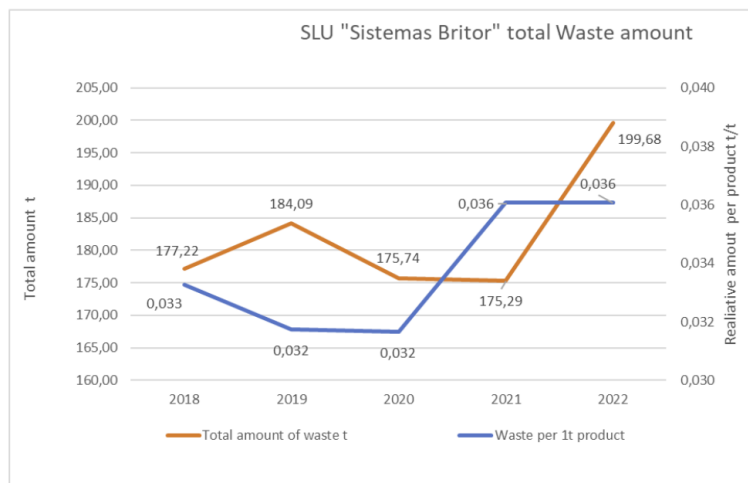


The 5 graphs above which demonstrate the data of PKP, VIP, BFP, OKF and PD factories, prove that the investment made in 2019 were appropriate to reduce the amount of waste.



There is no overall waste reduction at the BFE plant. This is due to the change in the market when there was no need for fish byproducts, food waste increased significantly.

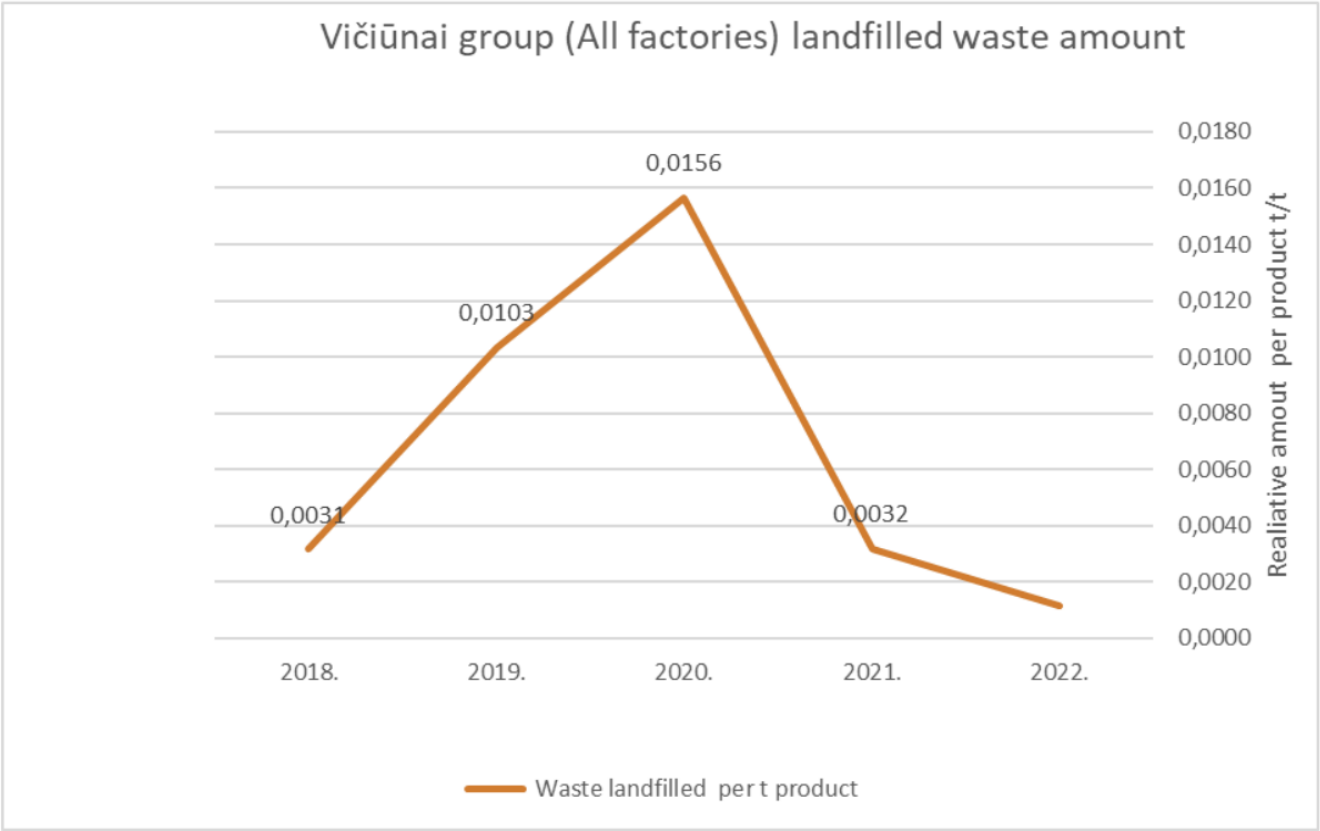
PKT factory has waste reduction by more than 10 percent since 2020. Modernization of the waste management system (a total investment of EUR 126,595.81) has significantly reduced the amount of waste sent to landfill, although due to the market situation, the amount of food waste has increased significantly.

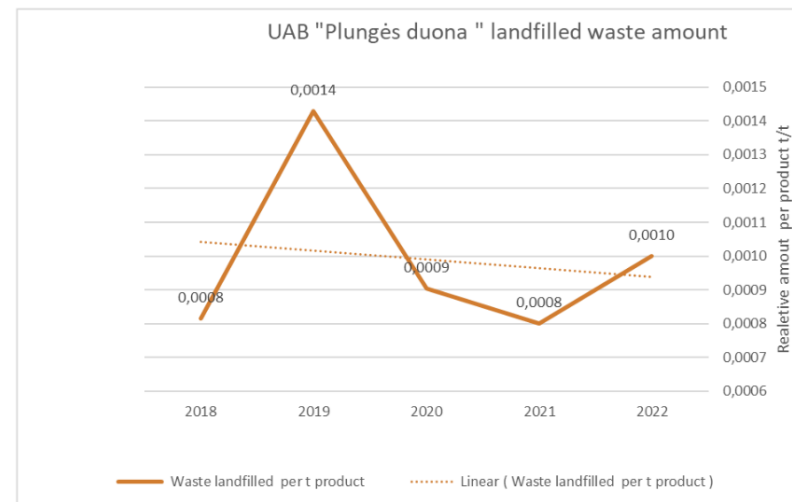
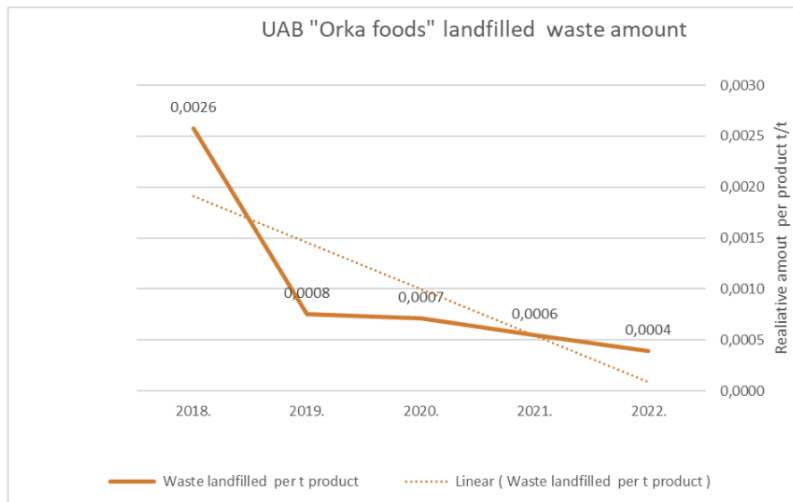
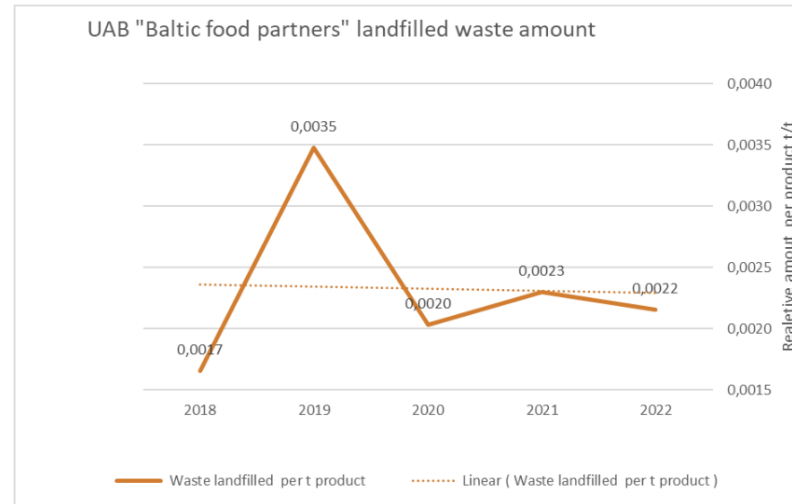
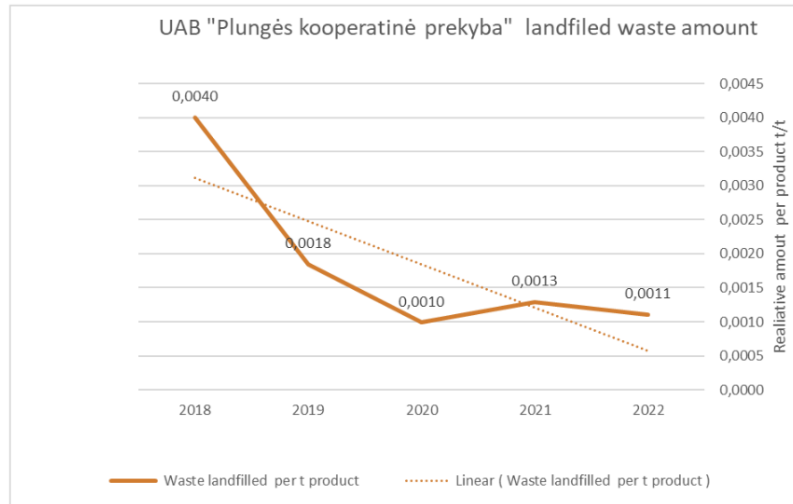


The SB factory does not have such a pronounced reduction in the amount of waste compared to other factories, it is planned to set the measures and actions for solution.

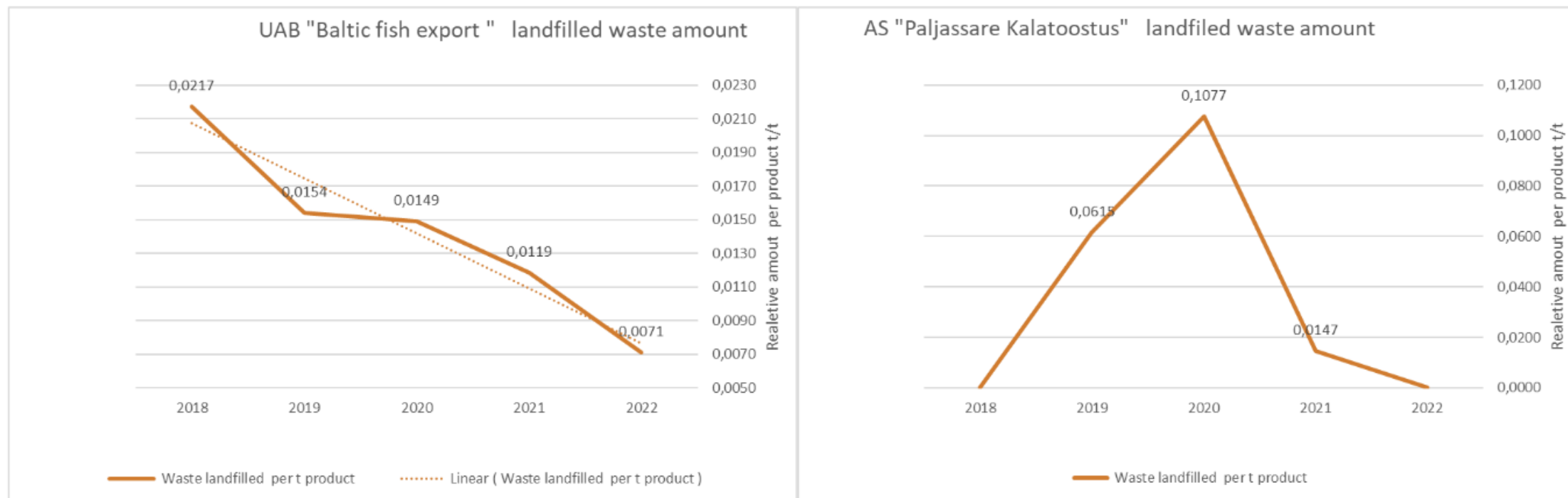
4.1.5. The landfilled waste

The amount of waste sent to the landfill in the entire Group has decreased significantly since 2020. The main actions that enabled the decrease in the amount of waste sent to the landfill throughout the group were better waste sorting. In 2019 a waste sorting unit was installed, where factory waste is accounted for, sorted, and prepared for processing. in 2019 and 2020 there was a noticeable increase in the amount of waste sent to the landfill. It was caused by the transportation of sewage sludge from the PKT plant to the landfill. The problem is solved in 2020 after making an investment of EUR 126,595.81 and modernizing the waste management system.





The installation of the waste sorting unit positively reduced the amount of waste sent to the landfill in all factories in Plunge (PKP, BFP, OKF, PD).



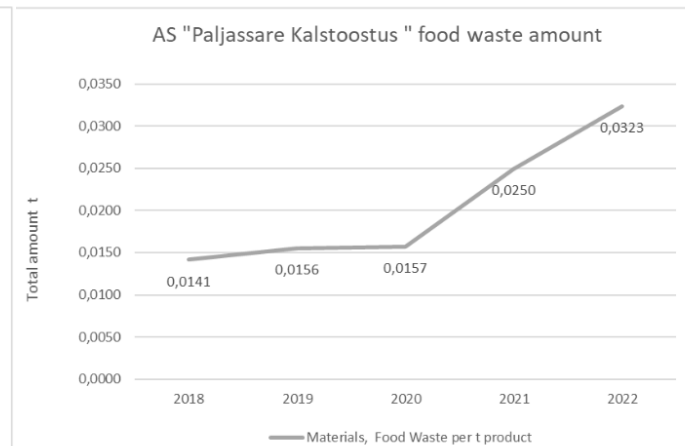
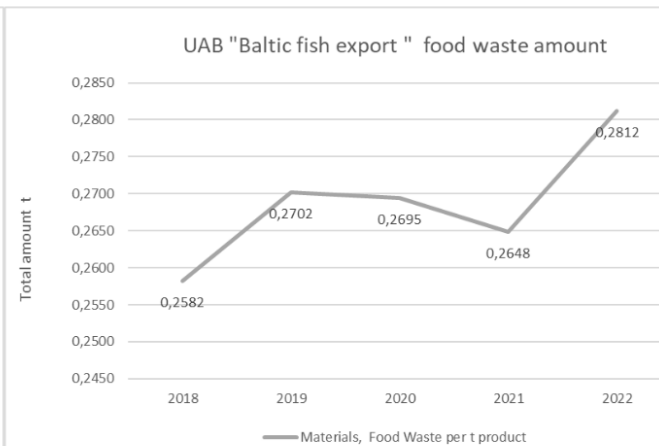
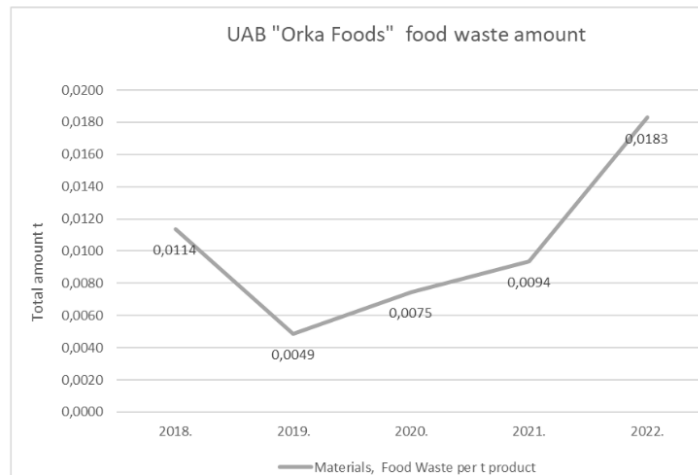
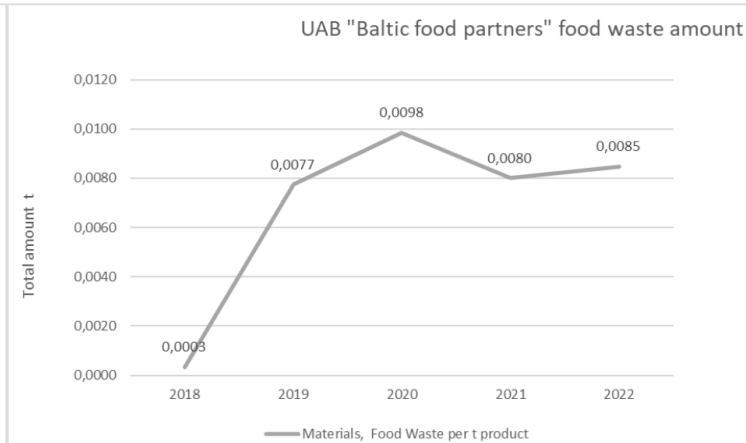
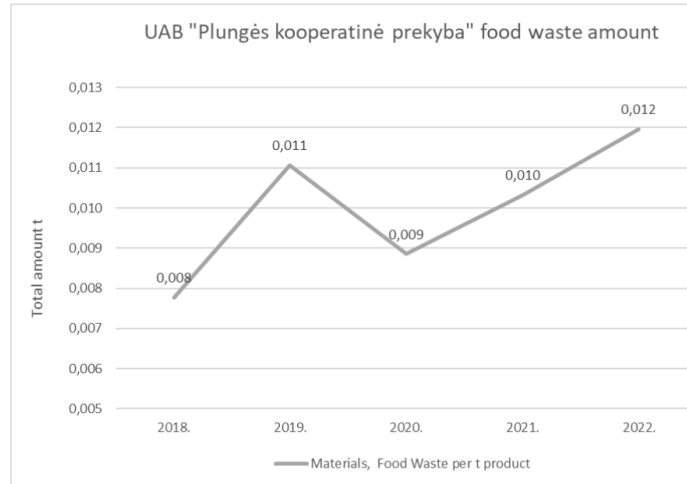
The BFE factory has one of the most effective waste sorting initiatives and the amount of waste submitted to the landfill has decreased 3 times. The issue of waste disposal at the PKT factory has been resolved. In 2020 the main amount of waste sent to the landfill was sewage sludge, and after making investments and eliminating this type of waste, the problem was solved. There is no landfill waste at the SB plant during the entire measured period, as this issue has been resolved at this plant.

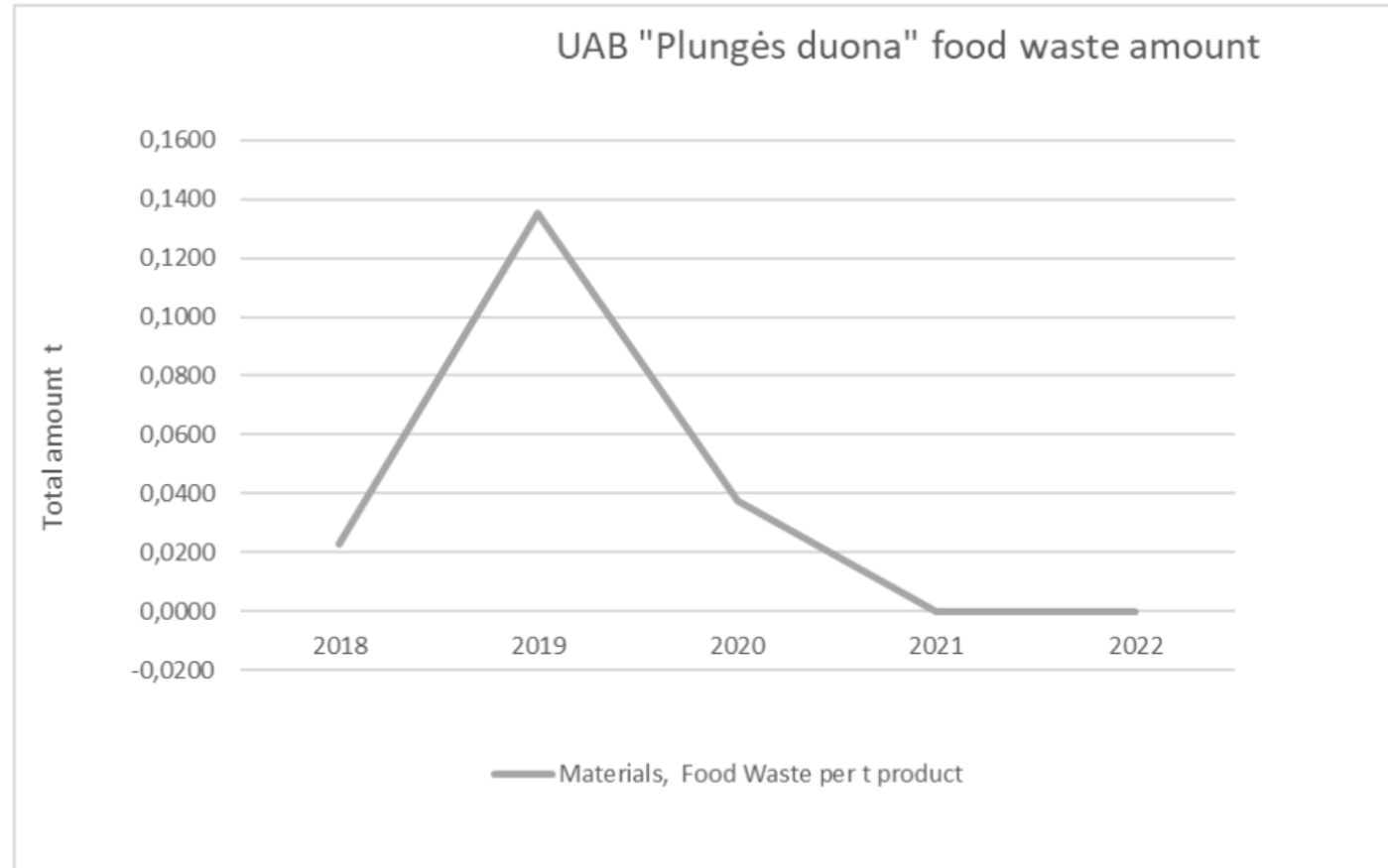
4.1.6. Analysis of the amount of food waste

An increase in the amount of food waste was observed in the entire group in the period of 2021/2022. The reason for this is the changed situation in the market, where part of the by-products could not be sold as raw material and became animal by-products (ABP), which are sent for processing according to ABP regulations.



Amount of food waste in PKP, BFP, OKF, BFE and PKT factories. In all factories, there is a noticeable trend of increasing the amount of food waste in 2021/2022.





After the changes in the production process in PD factory and switching to the production of other types of products, there was no more food waste. The SB factory also does not generate waste during the entire process.



4.2. SOCIAL RESPONSIBILITY

For several years Viciunai Group **POLICY OF OCCUPATIONAL SAFETY AND HEALTH, SOCIAL RESPONSIBILITY AND HUMAN RIGHTS** has been approved and operating in our group of companies. This policy, together with the "Universal Declaration of Human Rights", is an integral part of the vision and values of Viciunai Group, Food Safety and Quality Policy, Environmental Policy, Transparency and Business Ethics Policy and is applied to all the Viciunai Group companies. The "Occupational Safety and Health, Human Rights and Social Responsibility Policy" is communicated to all employees and is publicly available to our customers, suppliers, business partners, the community and counterparts.

The Occupational Safety and Health, Human Rights and Social Responsibility Policy covers the following areas:

- Health and safety of employees
- Working conditions and remuneration
- Commitment of business partners in implementing the principles of the Declaration of Human Rights
- Social dialogue
- Career management and training
- Child labor, forced labor and migrants
- Diversity, discrimination, harassment



PEOPLE

Our employees are our key to success. We foster a positive culture that motivates our people, fosters engagement and teamwork, and continuous learning and improvement.

Our professional training and competence development team takes care of strengthening the professional skills of employees, preparation and implementation of yearly training plans. The training plan includes:

Occupational safety and health;

Ethics, social responsibility and human rights;

Cyber security;

Transparency, business ethics and fraud prevention;

Protection of personal data;

Prevention of violence and harassment and psychological safety;

Competitional law;

Hygiene and food safety and other training.

Implementation of the training plan - 100 percent.

The average number of training hours per employee is 2.5 hours. per year.

Employee career management is managed by a standardized process KVSPR1002. Employees have their regular performance and career development interviews with the direct manager to assess their performance, discuss competence expectations and psychological well-being and to make growth and career plans.

Every year we organize traditional events and celebrations for our employees and their children. Such activities contribute to the fostering of the employees' community, improve the working atmosphere, and create an inclusive culture and employee involvement. VIČI Sport Olympic Games, summer hikes and winter festivals are great ways to promote healthy lifestyles, employee interaction and communication. We appreciate not only our employees, but also their families - we organize events and gifts for the children.

In 2022, the average employee gift basket amounted to 250 euros/person, which is twice as much as in 2021.

In companies, an employee engagement survey is conducted every year, the results of which make it possible to draw up plans for measures to improve the physical and psychological well-being of employees.



OCCUPATIONAL SAFETY

We ensure safe and health- friendly working conditions, we systematically assess risks and potential dangers in order to prevent work-related injuries and illnesses. We search for the most efficient measures to eliminate or reduce the risks of illness and injury.

In 2022, 45 accidents were recorded, 0 serious and 0 fatal. The average rate of accidents in 2022 was 12.13.

We periodically train employees on occupational safety and health rules, safe work methods, and develop awareness and the employee's personal responsibility for their own safety, health, and the surrounding work environment. All employees are trained in hygiene, fire prevention, occupational safety and health rules during the time of employment and at regular intervals to prevent accidents or incidents.

All our employees are insured against accidents, which is valid 24/7, i.e. not only at work, but also during travel to/from work and in leisure time.

With more than 8,000 employees worldwide, we are committed to respecting human rights and providing decent and safe working conditions for all. We ensure not only the safety and well-being of our employees, but also their continuous growth by creating an attractive, efficient and supportive work environment and conducting our activities honestly and responsibly.

DIVERSITY, EQUAL OPPORTUNITIES

- Employees are our greatest asset, so we are committed to respecting every person, regardless of their background, gender, skin color or age. All our Group companies adhere to an Equal Opportunities Policy which protects candidates from discrimination based on their beliefs, age, gender, relationship status, maternity/paternity, race, religion or sexual orientation.
- We provide equal conditions for personal development and career opportunities for all employees.
- We aim to create a work environment where everyone can feel safe, recognized and valued, regardless of their personal characteristics. So, together we strive to foster a culture where tolerance and diversity are our strengths, and where discrimination and hatred are unacceptable.



GENDER EQUALITY	BFE	PKP	VIP	BFP	OKF	PD	VG	VIK	VIC
Number of employees in management positions	6	64	57	20	19	6	22	15	7
Number of male in management positions	4	37	17	7	4	3	16	12	4
Number of female in management positions	2	27	40	13	15	3	8	3	3
Percentage of male in management positions	67%	58%	30%	35%	19%	50%	73%	80%	57%
Percentage of female in management positions	33%	42%	70%	65%	81%	50%	36%	20%	43%

DIVERSITY	BFE	PKP	VIP	BFP	OKF	PD	VG	VIK	VIC
Average number of foreigners per year	34	103	47	18	23	0	1	0	127
Average number of nationalities per year	3	8	5	2	6	1	2	0	9
Number of employees with disabilities	3	10	4	3	0	1	2	0	3

The average number of foreigners is 353.

In our companies mentioned in the table above, in 2022, 25 employees with disabilities worked.

Confidential messaging system

The Viciunai group companies has a Transparency line, phone +37052103300 and e-mail skridrumas@vici.eu, intended to confidentially report any violations of the "POLICY OF OCCUPATIONAL SAFETY AND HEALTH, SOCIAL RESPONSIBILITY AND HUMAN RIGHTS " and to receive the necessary information related to its implementation.

4.2.2. Social responsibility in relations with society

We develop our partnership with local communities, scientific institutions and interested organizations, participating in public social partnership projects, thereby contributing to the social development and well-being of the society.

For several years we have been donating to the charity fund "Vilties Liepsna", whose initiative is the project "Glasses for Children". The goal of the project is to provide the children of low-income families throughout Lithuania with the necessary glasses for their children. The need for 2022 was 73 units of glasses. 47 children from poor families from Kėdainiai, Mažeikiai, Rietava, Molėtai, Kaunas, Vilnius SOS Children's Village, as well as the cities and districts of Klaipėda, Šilutė and Telšiai were provided with new, much-needed and stylish glasses.

Most of our factories are located in Lithuania, in the city of Plunge. We are committed to being a responsible and communal organization. Every year, we participate in the "Plunge City Days" celebration and support various city initiatives.

We have a beautiful tradition of congratulating the first- year students of Plunge schools on the occasion of September 1st. We give away sets of school supplies. In 2022, a total of 350 children were welcomed. Such actions have a positive impact on the city, employees and the community as a whole.

Every year we cooperate with the organization "Maisto bankas".



The background is a solid dark blue color. Faintly visible in the background are a silhouette of a person standing on the left and a pair of glasses in the center. On the right side, there are two white curved lines that start from the top and curve downwards and to the right, resembling a stylized arrow or a decorative element.

4.3. BUSINESS TRANSPARENCY

Our activities in the field of transparency and business ethics are based and documented by:

1. The Company's Transparency Policy
 2. KVSPR1509 Management of corruption and violations prevention
 3. KVSPR1509-01 Corruption risk assessment and preventive management measures
- The Company's management and heads of structural units shall, by their conduct, shape the standards of conduct set out in the Policy and ensure that activities in the areas of their responsibility are carried out in a manner that properly implements the provisions of this Policy.

In business activity, we are committed to the following principles of transparent and ethical business conduct:

1. Compliance with legal provisions and standards of conduct
2. Transparency and disclosure of business accounts
3. Prohibition of influence peddling and bribery
4. Avoiding conflict of interest
5. Intolerance of nepotism
6. Transparent gift policy
7. Provision of support
8. No tolerance of fraud and forgery
9. Free competition for suppliers

We strive that our suppliers, contractors, subcontractors, service providers, clients, consultants, intermediaries, recipients of support, persons acting on behalf of the Company and other business partners comply with the requirements of this Policy. The Prevention department is responsible for the management of corruption and corruption risks in Viciunai Group.



Monitoring and measures of prevention. Transparency line.

We continuously monitor compliance with the principles of the Policy and implement monitoring and control systems. We strive that any irregularities detected are brought to the attention of the immediate supervisor or the Company's designated person in charge. Also, in order to ensure proper implementation of the provisions of the Policy, prevention of violations, transparency and trust, the Company has established a Transparency Line by tel. No. +37052103300 and by e-mail transparency@vici.eu for confidential reporting of violations of the Policy and for obtaining the necessary information related to its implementation.

The Company guarantees the confidentiality of whistleblowers and takes all measures to protect whistleblowers from any possible negative consequences.

Fixed cases in the transparency line. Violation investigation

Key performance indicator	Objective	Value	Comments
Total number of messages received per year	i	13	
From them: Verbally transparency@vici.eu phone line +37052103300	i	1 0 12	
Analyzed cases	100%	10 0 %	1 case transefered fo personell department; 1 - for quality department
Unfounded (not approved) cases	i	10	

Avoiding conflicts of interest

We avoid and do not tolerate situations where there may be a conflict between an employee's responsibilities towards the Company and his/her personal interests. The Employee must avoid any circumstances which could damage the Company's reputation or other material or immaterial interests. Business transactions are concluded in the best interests of the Company.

In our relations with the public sector, we act transparently, under conditions of free competition, avoiding potential conflicts between private and public interests and any appearance of influence peddling.

Key performance indicator	Objective	Value	Comments
Submitted declaration of private interests	165	240	Additionally 75 employees expressed their voluntary submit the declaration of interests
Number of employee checks for conflict of interest	i	3	
Number of cases of withdrawal/removal from decisions due to conflict of interest	i	0	

Transparent gift policy

To avoid any misunderstandings or ambiguous situations, we make it clear that we do not provide or accept gifts that could be construed as an incentive or reward for a decision, or as a favor or as a request for exclusive treatment.

Only symbolic representative gifts for corporate purposes are allowed to maintain business relations.

By informing customers and suppliers about our transparent gift policy, we help ourselves and our suppliers do the right thing.

The gift policy is described and implemented in accordance with the procedure and its appendix KVSPR1509-02 Control of the provision and acceptance of gifts.

Key performance indicator	Objective	Value	Comments
The number of cases when a gift was tried to give in the form of cash, checks, a trip, etc.	0	1	There was an attempt to transfer funds to the company's employee (after the employee reported the incident, the funds were returned to the provider)
Number of confirmed cases of corruption	0	0	

Employee education and training on anti-corruption, fair competition and transparency issues.

The employees are introduced to the Transparency Policy and principles of fair business ethics at the time of employment, i.e. on the first working day. The transparency policy is publicly communicated and available to all employees, shareholders and business partners (intranet, website, bulletin boards).

Key performance indicator	Objective	Value	Comments
Introduced employees with Transparency policy and principles	100 %	100 %	The employees are introduced on the first their working day

Information security

Raising employee awareness to prevent information security breaches. Training material, conducted training.

All employees are introduced to the Personal Data Protection Policy and the IT Data Protection Policy at the time of hiring, i.e. on the first working day. The personal data protection policy and the IT data protection policy are available to all employees on the intranet Data protection (vgportal.lt)

On March 1, 2023, online training (Teams) on Data Protection and Information Security was held, 313 employees were participating. Training materials are available to VG employees and All employees are required to take an information assimilation test online - on the VG compliance portal (vg.portal.lt)

Key performance indicator	Objective	Value	Comments
Introducing employees to the Personal and IT data protection policy, Confidentiality policy	100 %	100 %	The employees are introduced on the first their working day
Number of organized information security and cyber attack resistance trainings per year	1	1	Training dates: 09/23/2022; 30 September 2022, 7 October 2022, 14 October 2023; 10/21/2022; 10/28/2022 Phishing tests: 14 September 2022; 22 September 2022; 12.03.2022 Over 600 employees participated in the online training (Teams meet)
Number of internal information security tests performed per year	12	12	
Number of external information security tests per year	4	4	
The number of recorded (recognized) incidents	i	158	The incidents were identified, the situation was controlled, and there were no negative consequences for information security.

The background is a solid dark teal color. On the left side, there is a large, faint, light teal recycling symbol (three chasing arrows forming a triangle). Overlaid on the right side of the image are several white, abstract, curved lines that sweep across the frame from the top right towards the center.

4.4. SUSTAINABLE PROCUREMENT

Sustainable procurement

Suppliers

In cooperation with suppliers, we are creating a sustainable supply chain that meets our sustainability requirements in environmental protection, product safety and quality, worker safety and health, social responsibility, and business ethics. To ensure our commitment to the Sustainable Development Goals, the engagement and participation of our suppliers is extremely important to us.

In Viciunai Group, all purchases of raw materials, packaging, and services are carried out according to the supplier approval and monitoring system, which includes assessment and management of potential risks related to quality and product safety, social responsibility, sustainability, corruption prevention and a legal compliance to the requirements.

Assessment of suppliers' risk and compliance with our sustainability requirements at the Group level is carried out periodically, at least once a year.

Suppliers assigned to the low-risk category are evaluated according to the results of the Supplier questionnaire, medium or high-risk suppliers are also evaluated during scheduled audits.

In 2022, a risk assessment of 1901 suppliers was carried out:

- Of which **99.6 percent** are classified as low risk
- **0.4 percent** at medium or high risk
- Onsite audits were performed for 5 suppliers.

The processes of supplier selection, their approval and periodic evaluation is carried out in accordance with the requirements described in internal process descriptions:

KVSP0602 Procurement management

KVSPR0605 Suppliers risk evaluation and audit management

KVPSR0606 Authentication assesment procedure



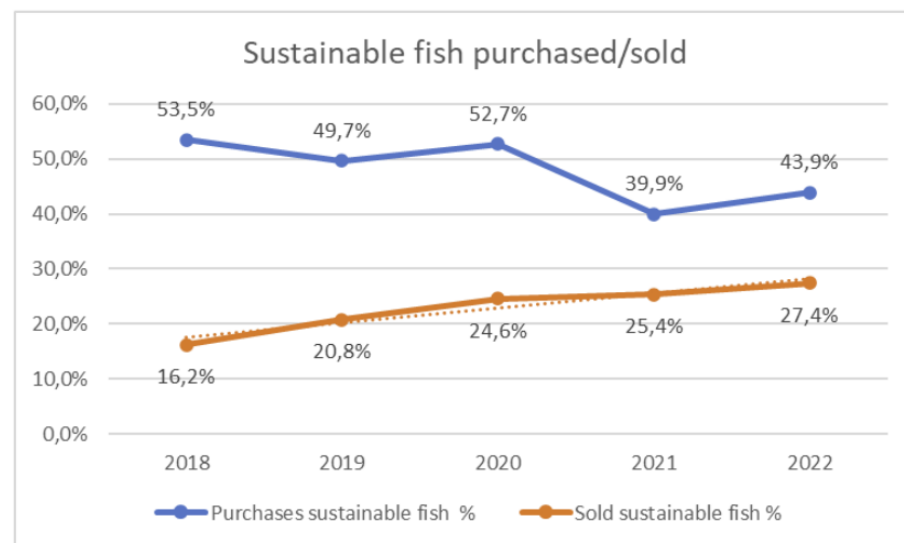
Sustainable raw materials



MSC, ASC, Global GAP certified raw materials

To contribute for the long-term preservation of living marine resources, responsible fishing and responsibly grown fish and seafood resources, and their sustainable use, we use MSC (the Marine Stewardship Council), ASC (the Aquaculture Stewardship Council) and Global GAP certified raw materials in our production, which in 2022 makes up 43.9 percent. from all purchases of raw fish, and this is a 4 percent growth in comparison to 2021.

Viciunai Group follows the principles of responsible procurement, therefore we are buying certified sustainable raw materials (MSC; ASC and Global G.A.P.) significantly more than is needed to produce the products, thus we additionally contribute to the ecosystem of fish sustainability. In 2021, a decrease in the ratio of certified to non-certified raw material was observed, related to the changes in the market caused by Covid 19. However, it is remaining the tendency to buy more certified sustainable raw materials than the real necessary to produce sustainable certified products.





Palm oil

We set the following targets and follow our provisions:

1. Do not use palm oil as an ingredient in your products.
2. When purchasing raw materials that contain palm oil as an ingredient, we ensure that they are certified by the RSPO (The Roundtable on Sustainable Palm Oil).

The RSPO certificate confirms that the olive oil in the company's products is produced by responsibly managed olive plantations and does not have a negative impact on the cultivation and impact on the local population, the environment, and the ecosystem. We made this decision with the understanding that the process of primary production of palm oil is harmful to the environment and ecosystem health because its extraction destroys forests, causes pollution, cuts down palm trees, destroys tropical biodiversity and effects on animal species population. Deforestation reduces the absorption of CO₂ and contributes to the increase of greenhouse gases in the atmosphere and the speed of the greenhouse gas vicious cycle.



Cocoa products

One of our factories has products with raw cocoa in its range. The cocoa products used in this factory are labeled with the "Rainforest Alliance" certificate. The Rainforest Alliance certificate guarantees:

1. A positive impact on the environment, as farms practice agriculture without depleting the soil, saving water, increasing productivity, thereby reducing the need for land use for cocoa production.
2. Positive impact on rainforest ecosystems – certified products ensure that forests are not cut down to increase production area, farming methods preserve rainforest biodiversity.
3. Better working, health, and safety conditions for the workers in certified farms.



We purchase raw material which do not include Genetically Modified Organisms (GMO)

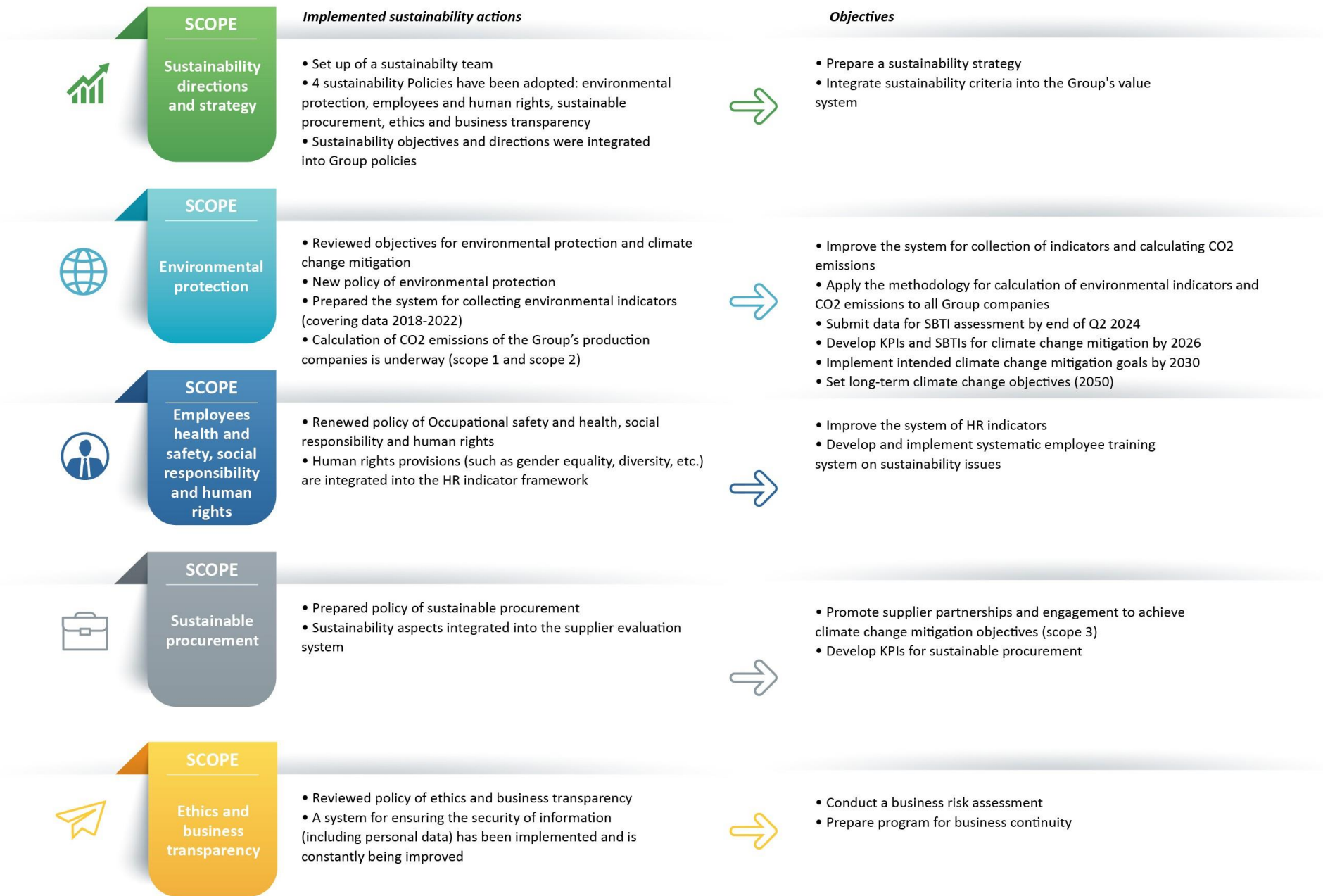
Viciunai Group has decided not to use GMOs due to possible negative effects on human health and the environment, including flora and fauna, soil fertility, decomposition of organic matter in the soil, food chain, biodiversity, animal health and antibiotic resistance problems.

The negative effects of GMOs include the following aspects:

- Food safety, including allergic or toxic effects of GMOs;
- Animal and plant diseases, including toxic and, where applicable, allergic effects;
- Impact on the dynamics of species populations and the genetic diversity of each of these populations in the host environment;
- Changed susceptibility to pathogens, which makes it easier for infectious diseases to spread and/or new disease appear;
- Damage to prophylactic or therapeutic treatment;
- Effects on biogeochemistry (biogeochemical cycles), especially carbon and nitrogen recycling, when the decomposition of organic matter in the soil changes.



5. FUTURE. OBJECTIVES. COMMITMENTS.



Our long-term commitments to climate change



The Management of Viciunai Group is committed to foster and support the principles of Sustainability and is ready to continuously allocate necessary resources to achieve the objectives. The Management will continuously monitor compliance with the commitments in the day-to-day operations and will encourage all the employees of Viciunai Group to common efforts for sustainable initiatives.