

# VIČIŪNAI GROUP CORPORATE SUSTAINABILITY REPORT 2024

**VIČIŪNAI**  
GROUP







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# MISSION

*Quality food for the whole family,  
anywhere in the world*

# VISION

*To become a global food industry brand*

Vičiūnai Group was established in 1991 in the heart of Europe – Lithuania, and since then has become one of the largest manufacturers of surimi and fish products in Europe. Viči brand is well known for its high quality and excellent taste – a favorite among consumers worldwide.

Every year, we successfully expand our products' sales, supplying consumers in over 57 countries worldwide. Vičiūnai Group consists of 15 trading companies operating in 15 countries, and high-quality products are produced in the group's 8 modern factories. Our group employs more than 4,400 people who contribute daily to our success and continuous growth.

We produce fresh and frozen food products in our factories across Lithuania, Estonia, and Spain.





# Message from the CEO

We understand sustainability as a balance between economic growth, social well-being, and environmental responsibility. As we develop our business, our goal is to achieve economic growth without negatively impacting on the environment, our employees, or society.

By being efficient and innovative, we can offer our customers competitive products. In 2024, we laid the groundwork for new investments. In Plungė, we are planning to build a modern factory that will operate entirely on renewable energy sources and comply with international BREEAM (Building Research Establishment Environmental Assessment Method) standard.

In 2024, we started using electricity from remote solar and wind power plants and installed solar power systems at our production sites in Plungė and Kaunas.

All of this would not be possible without a dynamic team of professionals. I am glad that we have been able to bring together and keep a large, diverse team with diverse experience and knowledge.

Our progress in sustainability is assessed through the EcoVadis platform – one of the world's largest sustainability ratings providers.

**Šarūnas Matijošaitis**  
CEO of Vičiūnai Group

***We are pleased that this year EcoVadis assessment reflects clear progress for Vičiūnai Group – we have been awarded by EcoVadis Bronze Medal. This achievement inspires us to strive for even greater success.***







# Acronyms

**VG** – UAB “Vičiūnų Grupė”

**BFE** – UAB „Baltic fish export”

**PKP** – UAB „Plungės kooperatinė prekyba”

**VIP** – UAB „Vičiūnai ir partneriai”

**BFP** – UAB „Baltic food partners”

**OKF** – UAB „Orka foods”

**PD** – UAB „Plungės duona”

**PKT** – AS „Paljassaare Kalatoostus”

**SB** – S.L.U. „Sistemas Britor”

**VIK** – UAB „Vičiūnai” ir Ko

**VIC** – UAB „Vičiūnai”

**EU** – European Union

**UK** – United Kingdom





# Our Products

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# Product Assortment and Development

Products' portfolio of our group includes over 3,000 items under well-known brands such as "Viči," "Esva," "Columbus," "Moonstery," "Food Luck," "Real is Good," and others. Each year, we launch around 100 new products on the market. Our assortment includes various forms of surimi products, salted and marinated fish, seafood, battered fish products, pizzas, crepes, ready-made meals, dumplings (such as Gyoza, Khinkali, Xiao Bao, and others), salmon, salads, and spreads.

Our goal is to create a diverse range of products that are not only high-quality, tasty, and easy to prepare, but also promote consumer awareness about food composition, nutritional value, and its connection to human health. As we expand our product range, we aim to include more foods made from natural, certified, and organic ingredients, with low fat, sugar, and salt, free from preservatives and artificial enhancers, and enriched with protein, omega-3, fiber, and vitamins.

All our products are made without genetically modified organisms (GMOs) and do not contain palm or coconut oil as a direct ingredient.

Each year, we launch around

**100** *new products*







# High Protein – One of the Largest Product Categories

*This line stands out for its **high protein content**, making it an excellent choice for consumers with an active lifestyle, athletes, or those seeking a healthier diet. With a balanced composition, strong nutritional value, and innovative recipes, these products fit perfectly into a daily diet as nutritious, convenient, and healthy options.*

One standout product launched in 2024 is mini surimi sticks with a dipping sauce, which received positive feedback across multiple countries. It's convenient, portioned packaging (12 sticks in sets of 2) makes it easy to share, consume gradually, or store without compromising freshness even after opening the main pack. This design also helps reduce food waste.

In 2024, sales of this product increased by over 300% compared to the same period in 2023.





Another innovation was the “Big Stick” – a product developed specifically for the UK market based on local demand and the popularity of the “Food to Go” concept.

***It's a convenient, ready-to-eat snack tailored to busy, active consumers.***

Shortly after launch, “Big Stick” appeared on the shelves of ALDI and ASDA supermarkets and was supported by a promotional campaign. In autumn 2024, “Big Stick” was advertised on LED screens in football stadiums across England, significantly boosting brand awareness. This product greatly contributed to the company's visibility in the UK market and showed our ability to adapt to diverse consumer habits.


In 2024, the high-protein product line accounted for over 13% of Vičiūnai Group's total profit an impressive figure considering our broad product assortment and overall operations. This shows a growing consumer interest in protein-rich foods tied to healthy lifestyles, active living, and balanced nutrition.





# Organic Product Lines

Our approach to organic products considers not only the final product but also sustainability of the entire supply chain from sourcing raw materials to packaging and transportation. The idea of developing organic products came from a desire to meet consumer and societal expectations for more sustainable offerings. Environmental and social requirements are key drivers for improving compliance and expanding sustainable business practices.

 Our assortment includes **53** organic products, SKUs. We began producing organic items in 2018, initially offering 7 different recipes of dumplings, pancakes, and pizzas.

*Products in the VIČI BIO line are branded under the registered name „Real is good“ and certified with the EU Organic label, confirming they are made from high-quality, organically grown ingredients.*







## Responsibly Sourced

*To support the long-term conservation of marine life and promote responsible fishing and aquaculture, we use MSC, ASC, and GLOBALG.A.P. certified raw materials.*

In 2024, over 30% of our product assortment carried certifications confirming sustainable sourcing (MSC, ASC, GLOBALG.A.P.). Compared to 2023, sales of MSC-labeled products grew by more than 30%, and ASC-labeled products grew by 40%.





## Cooperation with ASMI

**ASMI logo (Alaska Seafood Marketing Institute) on our products certifies compliance with Alaska's sustainable fishery system:**

- **Sustainable fishing:** Products come from fisheries that operate without harming fish stocks or ecosystems.
- **Origin:** Fish caught in Alaska, known for its rigorous fishery management.
- **High quality:** Products meet strict freshness and processing standards.

Since 2018, we've worked closely with ASMI to offer premium-quality products made from responsibly sourced ingredients and support sustainable fishing in European markets. In 2024, sales grew by 17% compared to 2023, reflecting steady, sustainable business growth.



## Rainforest Alliance Certified™ (RAC)

Products marked with Rainforest Alliance Certified™ (RAC) label raise awareness of sustainable farming benefits—environmental, social, and economic. The label ensures:

- **Forest and biodiversity protection;**
- **Soil and water conservation;**
- **Fair wages and decent working conditions.**


In 2022, we launched the first Viči crepes with chocolate filling certified by Rainforest Alliance.





# Nutri-Score – What Is It and Why Do We Use It?

*Nutri-Score is a voluntary front-of-pack labeling system used in several European countries like France, Germany, Belgium, and Spain. It rates food from A (green) to E (red) to help consumers understand its health at a glance.*

 We use Nutri-Score labeling to promote transparency and informed choices. This system supports our mission to offer tastier, healthier products by:

- Helping customers make better dietary decisions;
- Encouraging recipe improvements;
- Supporting public health through reduced sugar, salt, and saturated fat.

In 2024, sales of Nutri-Score labeled products increased by 69% compared to 2023. This strong growth reflects rising consumer awareness and interest in clear nutritional information.

# 99,6%

*reliable suppliers*







# Food Safety


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# Ensuring Food Safety

We place particular emphasis on ensuring food safety throughout the entire supply chain. 80% of raw materials (by value) were purchased from GFSI-certified suppliers in 2024.

***In our production units, food safety management is ensured in accordance with the IFS and BRCGS standards.***

(Certificates held by production companies are provided on the next pages [17-18](#) .









In 2024, all group companies successfully completed 24 GFSI certification cycles, covering IFS Food, BRCGS Food, GLOBALG.A.P., IFS Logistics, and IFS Broker standards.

There were no major food safety violations recorded in 2024.











# Certificates

Level (if applicable) / Expiration date									
Title / Area		PKP	VIP	BFP	OKF	PD	BFE	PKT	SB
IFS Food safety		Higher rating (without prior warning) 2026-02-12	Higher rating (without prior warning) 2026-02-08	Higher rating (without prior warning) 2026-06-10	Higher rating (without prior warning) 2025-07-25	Higher rating (without prior warning) 2025-03-23	Higher rating (without prior warning) 2025-06-15	Higher rating (without prior warning) 2026-02-05	Higher rating (without prior warning) 2025-12-23
BRCGS Food safety		AA+ 2026-04-02	AA+ 2026-04-23	AA+ 2025-03-23	AA+ 2025-07-29	AA+ 2025-04-09	A 2025-05-08	A 2026-02 14	A 2025-12-08
MSC Sustainable fishery		2025-08-22	2025-06-02	2027-06 03	N/A	N/A	2026-01-16	2025-08-27	2026-01-17
ASC Sustainable aquaculture		2025-08-22	2025-06-02	2027-06-03	N/A	N/A	2026-01-16	2025-08-27	2026-01-17
ISO 14001 Environment		2025-07-23	2025-07-23	2025-07-23	2025-07-23	2025-07-23	Under preparation	Under preparation	Under preparation
ISO45001 Work safety		2025-07-23	2025-07-23	2025-07-23	2025-07-23	2025-07 23	Under preparation	Under preparation	Under preparation
SEDEX Social		2026-11-08	2026-11-08	2026-11-08	2026-11-08	Under preparation	2026-11-08	2026-11-08	Under preparation
SMETA Social upper		Approved	Approved	Under preparation	Under preparation	Under preparation	Under preparation	Under preparation	Under preparation



Level (if applicable) / Expiration date									
Title / Area		PKP	VIP	BFP	OKF	PD	BFE	PKT	SB
EKO sustainability			2024-03-30		2025-09-30				
RSPO Sustainable supply chain		2025-04-21							
GLOBALG.A.P. Sustainable supply chain			2025-09-06						
V Label vegan products				Certified	Certified				
Rainforest alliance sustainability					Products containing cocoa 2026-03-17				
KAT egg products					Products containing eggs				





# Supply Chain

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# Suppliers

Through collaboration with our suppliers, we are building a sustainable supply chain that meets our environmental, product safety and quality, occupational health and safety, social responsibility, and business ethics requirements. Supplier engagement and participation are crucial in ensuring our commitment to the Sustainable Development Goals.

***At Vičiūnai Group, all purchases of raw materials, packaging, and services are conducted in accordance with a supplier approval and monitoring system, which includes evaluation and management of potential risks related to product quality and safety, social responsibility, sustainability, anti-corruption, and legal compliance.***

Suppliers risk and compliance with our sustainability requirements is assessed periodically. Risk assessment updated at 851 supplier in 2024. **99,6%** of these suppliers were categorized as low or very low risk.





# Certified Supply Chain

**!** All wild-caught fish raw materials are purchased only with EU IUU (Illegal, Unreported, and Unregulated) certificates. Each purchased batch certified, confirming that the fish was caught in compliance with national and international fishing laws as well as conservation and management requirements.

Our goal is certified fish raw material supply chain.

***More than 70 % of wild-caught fish used in production – MSC (Marine Stewardship Council) certified. We hope that the end consumer will also recognize the MSC label on product packaging and prioritize products made from responsibly caught fish, protecting the ocean's ecosystem and resources.***

**!** Raw Materials Compliant with Good Farming Practice. GLOBALG.A.P. certified raw materials indicate that farming practices comply with international standards for good agricultural practices, ensuring:

- Food safety;
- Environmental protection;
- Health, safety, and well-being of workers;
- Animal welfare (where applicable);
- Traceability and proper documentation.

## Non-GMO Raw Materials

Vičiūnai Group do not use genetically modified organisms (GMOs) due to potential negative effects on human health and the environment, including flora and fauna, soil fertility, decomposition of organic matter in soil, the food chain, biodiversity, animal health, and antibiotic resistance.

## Cocoa Products with Rainforest Alliance Certification

When producing cocoa-based products, Vičiūnai Group uses Rainforest Alliance certified cocoa, which guarantees:

- Positive environmental impact – certified farms use soil-friendly practices, conserve water, and improve productivity, reducing the need for additional land.
- Protection of tropical forest ecosystems – certified products ensure that forests are not cleared for agricultural expansion and that biodiversity is preserved through responsible farming methods.
- Better working conditions – certified farms are required to meet higher standards for worker health, safety, and labor conditions.



# Packaging

In our efforts to reduce the environmental impact of our products, we place great emphasis on packaging. The share of recyclable packaging increased to 65%. Where possible, we choose paper packaging made from recycled paper.



**In 2024, we had 49% recycled content in our packaging.**

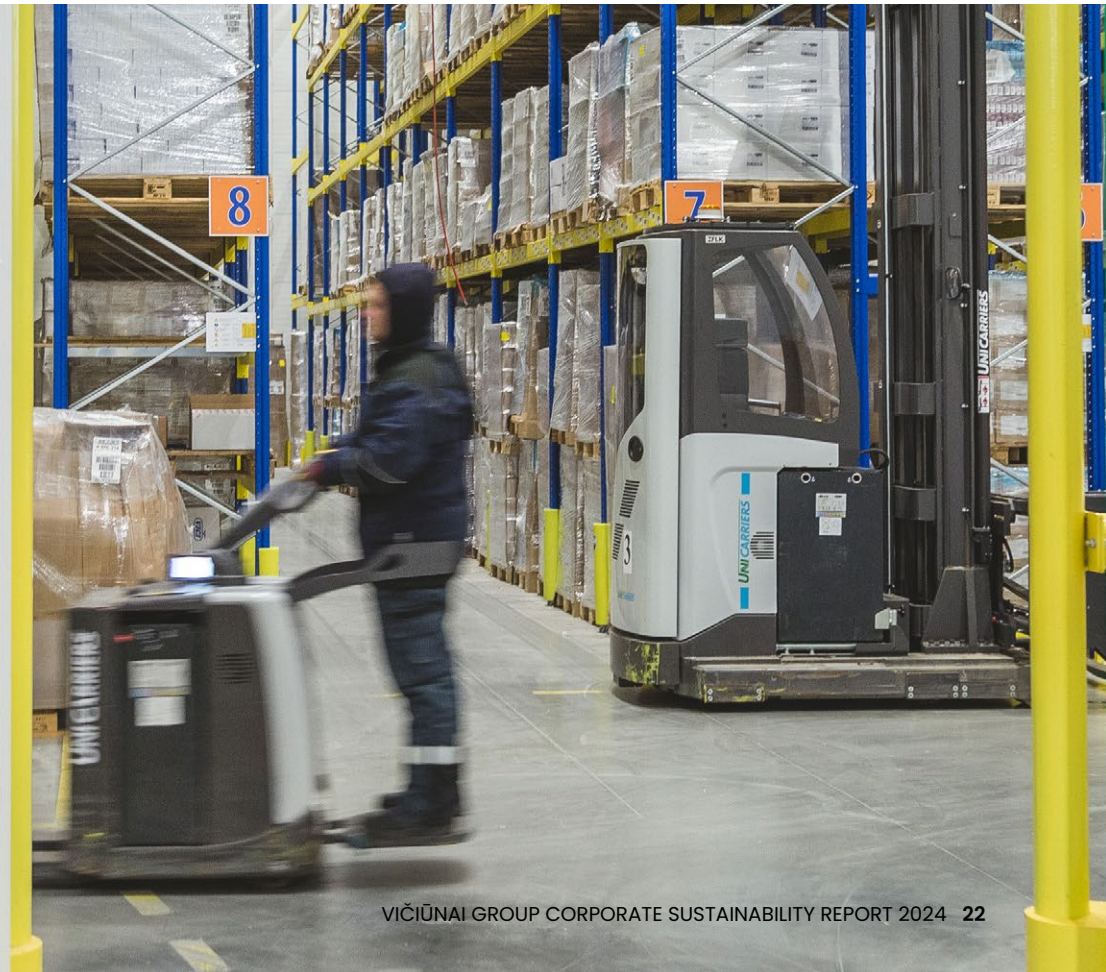
To support sustainable forestry, we prioritize FSC-certified products in our supply chain.

***We increased the share of FSC certified packaging (non-reusable paper and woden packaging) to 80% in 2024.***

Throughout 2024, we continued our long-term efforts to optimize packaging weight and increase the amount of recyclable packaging used to pack our products.

# 49%

***recycled material  
in packaging***







# Environment

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# Water Resource Management

Water is an integral part of our products and is also used for equipment cleaning and in administrative facilities. In 2024, we used over 720,000 m<sup>3</sup> of water in production.

Implementation of water monitoring systems takes place in manufacturing companies (2023–2025) to enable more precise identification of improvement areas and reduce water usage.



**Wastewater from production units is treated in local treatment facilities and then discharged into municipal wastewater systems.**

*81% of water (used for production and distribution) came from low water-stress areas, 9,7% from high-stress areas, and 0% from very high-stress areas.*

# Waste

In 2024, the total amount of waste generated in production decreased to 0,08 tons per ton of finished product. The proportion of recyclable waste continued to increase. Waste sent to landfill sites significantly decreased and made up less than 1% of all waste.

**94%** of food waste, including production residues, was transferred for use as raw materials in animal feed or the cosmetics industry. The remaining portion was composted or used for biogas production.

***We are pleased to have found solutions that will continue to reduce food waste and help us purposefully move toward zero waste to landfill.***







# Air Quality

## Emissions from Production

Emissions from production facilities mainly result from heat and steam generation systems.

***In 2024, emissions per ton of product remained unchanged. A new electrostatic filtration system was installed at the boiler house supplying heat and steam to Plungė factories, enabling more efficient reduction of particulate matter emissions into the atmosphere.***

## Emissions from Transport

We operate our own fleet to deliver products from factories to distribution and retail centers. Fuel consumption per kilometer slightly decreased, and transport emissions remained stable in 2024.

Vičiūnai UAB continued to improve its eco-driving program and carried out ongoing driver training. In 2024, we began implementing a transport operations monitoring system, which will enable more detailed analysis and help improve delivery efficiency.

**In 2025, we plan to renew our vehicle fleet, exploring the use of alternative fuels.**







# Energy Management

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# Energy Resources

We use energy for heating/cooling premises, steam generation and electricity in our production units. To manage energy resources, we have established an energy team and implemented energy management plans in our production units.

Electricity consumption varied across different units depending on changes in the product range and the implementation of energy efficiency measures. Overall, electricity consumption per unit of production slightly decreased. 83% of the heat/steam required for production was generated from renewable fuel sources. 40% of the electricity was self-produced – from remote wind/solar power plants or covered by guarantees of origin.

*Electricity from remote solar and wind power plants began to be used in 2024. Solar power plants were installed at the production facilities in Plungė and Kaunas, enabling partial self-generation of electricity.*

In 2025, the renewable electricity project will continue, aiming for 100% green electricity – either self-generated on-site/remotely or sourced with guarantees of origin.





# Greenhouse Gas (GHG) Emissions

We revised GHG calculation methodology, calculated GHG (scope 1, 2, 3), improved data collection and reliability in 2024. Renewable electricity confirmation system upgraded. The third-party GHG emissions certification process was initiated.

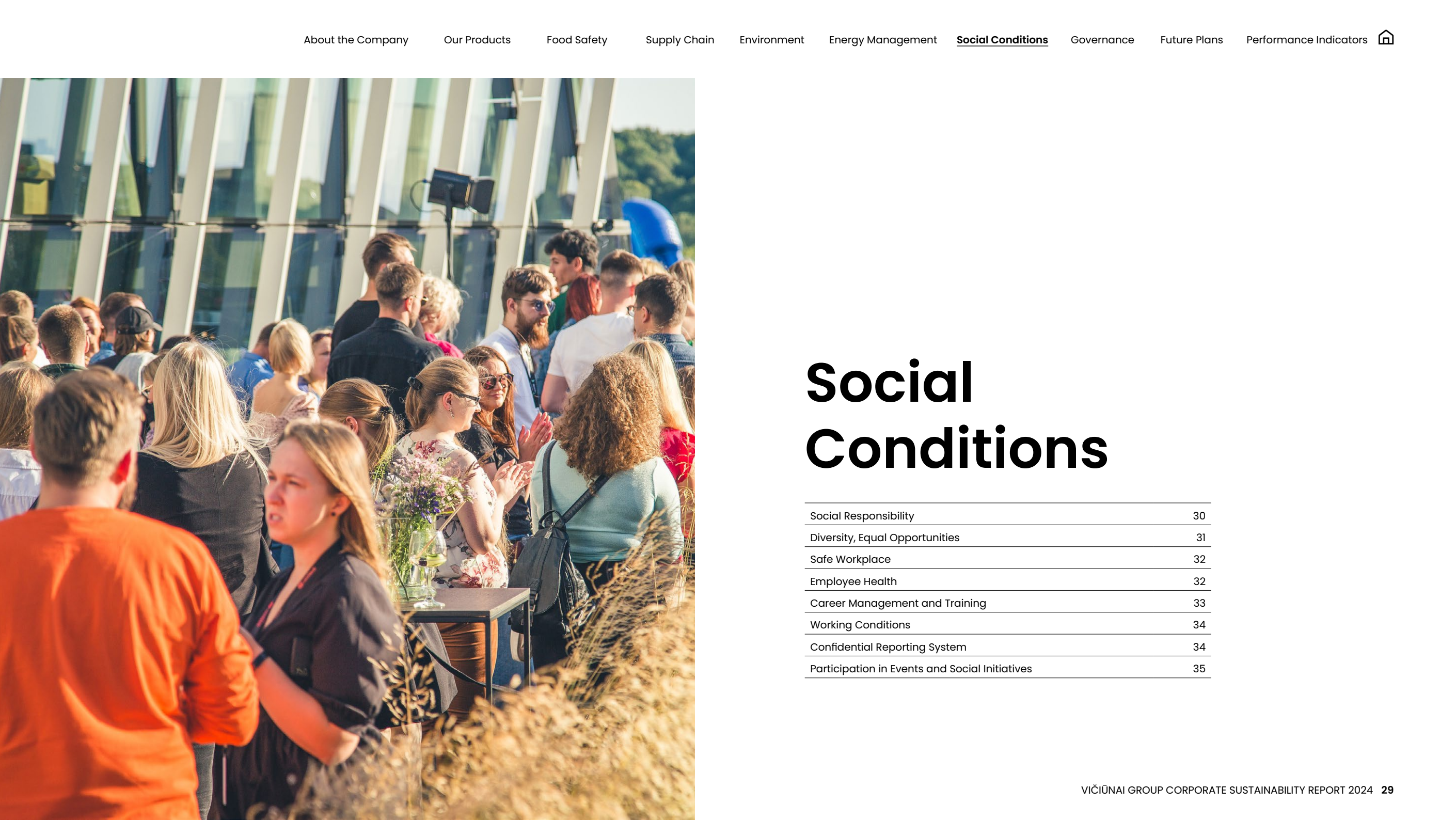
GHG sources	2023 (t CO <sub>2</sub> e)	2024 (t CO <sub>2</sub> e)
Fossil fuel (gas)	2 508	4 348
Transport (internal and product delivery to distribution centers/retail stores)	20 943	20 883
Refrigerants (production, logistics center)	3 249	1 983
Electricity (market-based)	29 939	19 269

Values are not third party verified.

 In 2024, the GHG assessment and reduction opportunities identification project were completed in all production facilities.







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# Social Responsibility



We follow the **Employee Health and Safety, Social Responsibility Policy**, which is an integral part of Vičiūnai Group's vision and values across all its companies.

***This Employee Health, Safety, Human Rights and Social Responsibility Policy is communicated to all company employees and relevant external stakeholders. It is publicly available to our clients, suppliers, business partners, the public, and other interested parties.***

## The policy covers the following areas:



Safe workplace



Child labor, forced labor and migrant workers



Working conditions and compensation



Diversity, discrimination, and harassment



Social dialogue



Business partners' commitment to the principles of the Human Rights Declaration



Career development and training



# Diversity, Equal Opportunities

Every Vičiūnai Group employee adheres to an Equal Opportunities Policy, which ensures that no current or future employee is or will be discriminated against based on beliefs, age, gender, marital status, parenthood, race, religion, or sexual orientation. All employees are provided equal opportunities for personal and professional development.

*We aim to create a working environment where everyone feels safe, valued, and respected, regardless of personal traits or identity.*

We promote a culture where tolerance and diversity are strengths, and discrimination, hate, or violations of lawful freedoms are unacceptable.

Gender equality	2024
Men	31%
Women	57%
Men in leadership role	47%
Women in leadership role	53%
Diversity	2024
Number of foreign nationals	352
Number of nationalities	8
Employees with disabilities	38

In 2024, we conducted training sessions on non-discrimination and harassment, which we plan to continue in the following years.





# Safe Workplace

Our goal is that every employee returns home healthy after each workday. In 2024, the group's accident frequency rate was 14,4.

The rate varies between companies. To prevent accidents, we conduct regular training, risk assessments, and actively engage employees at all levels.

***In 2024, a pilot incident reporting system was implemented in several Vičiūnai Group factories. It helped significantly increase the number of registered incidents. The next step will focus on root cause analysis and the effectiveness of corrective actions.***

**Between April 22–26, 2024, we held Occupational Health and Safety (OHS) Week** at Plungė factories. Each day, employees received information on different safety topics manual lifting, noise hazards, evacuation, cargo storage, and working at heights. A record 81 safety incidents (near-misses) were reported that week four times the weekly average showing greater awareness and engagement.

# Employee Health

We invest consistently in prevention, safety, and well-being to ensure all employees feel secure, valued, and motivated to take care of their health.

All employees are covered by accident insurance valid 24/7, including during work, commutes, and free time.

Every autumn, during flu season, we offer free flu vaccinations at work, protecting both individuals and the team by reducing illness and ensuring operational continuity.

**We also encourage a healthy, active lifestyle. For example, we organized a “Car-Free Day”** encouraging employees to commute by bike or on foot. It was accompanied by the “Let's Walk to Tallinn” challenge, where teams tracked steps together to meet a shared goal promoting wellness and team spirit.



# Career Management and Training

Our employees are the key to our success. We cultivate a positive culture that encourages engagement, teamwork, and continuous learning.

We've established a training and competency development team responsible for employee growth. Annually, we implement structured development plans.

## The mandatory training plan includes:

1. Occupational health and safety
2. Ethics, social responsibility, and human rights
3. Cybersecurity
4. Transparency and anti-corruption
5. Personal data protection
6. Violence and harassment prevention, psychological safety
7. Competition compliance
8. Hygiene and food safety, and other areas

## **Mandatory training completion rate**

# 100%

Career management follows a standardized process involving regular one-on-one reviews with direct supervisors to discuss goals, competencies, well-being, and career planning.

We also run “Empowering Fridays” – an internal tradition focused on learning and self-development. On designated Fridays, employees engage in workshops, discussions, or creative sessions, fostering professional growth and strengthening organizational culture.

***In 2024, “Empowering Fridays” covered topics like artificial intelligence, sports psychology, business ethics, workplace safety, sustainability and career discussions with leaders.***

One memorable session was our participation in the National Dictation Contest, a fun and educational activity promoting literacy and friendly competition.

# Working Conditions

To strengthen our employees' community, we organize traditional events and celebrations not only for employees but also for their children. These activities foster a stronger culture, improve workplace atmosphere, and support team bonding. Events include sports Olympiads, summer hikes, and winter festivals.



**We also value employees' families. For example:**

- We host annual Children's Day celebrations;
- Welcome future first-graders on September 1;
- Give all employees' children holiday gifts and themed books each winter.

In 2024, the average employee benefits package exceeded €400 per person.

Annual employees' engagement surveys help us develop action plans to improve physical and psychological well-being.

# Anonymous Reporting System

**Vičiūnai Group operates the "Transparency Line",** allowing confidential reporting of any violations related to the Employee Health & Safety, Social Responsibility, and Human Rights Policy. Reports can be submitted via phone at +370 521 03300 or by email at [skaidrumas@vici.eu](mailto:skaidrumas@vici.eu). This system ensures all reports are addressed appropriately and that support is provided.







# Community Involvement and Social Responsibility

Vičiūnai Group actively participates in various events, social initiatives, and supports community-driven projects, aiming to create a positive impact not only in its field of activity but also within society.

*We are long-time participants in numerous social campaigns and charitable initiatives – we contribute to charity funds, support local community events, and back educational and cultural projects.*

We encourage employee volunteering and engagement, and we support meaningful activities that strengthen social responsibility and promote long-term cooperation. In doing so, we strive to be a responsible and conscious partner that not only creates value for business but also contributes to the sustainable development of society.





#### **In 2024, we supported and participated in:**

- “Flame of Hope” – providing glasses to children from low-income families across Lithuania.
- “Back-to-School Kits 2024” – donating educational supplies to children at Kaunas Old Town Day Centre.
- Visits to elderly residents in Kaunas district – over 20 seniors received food and gifts.
- Christmas wish fulfilment for children at Kaunas Old Town Day Centre.
- “Bikers’ Nights” – supported for the first time with VICI product package.
- Plungė Animal Shelter – over 130 kg of pet food donated for abandoned or abused animals.







#### We also participated in:

- Plungė City Festival – employee parade.
- “Viking Regatta” water sports event – Plungė teams competed.
- “VDU Connections” Career Fair – at Vytautas Magnus University, meeting young talents and presenting career opportunities.



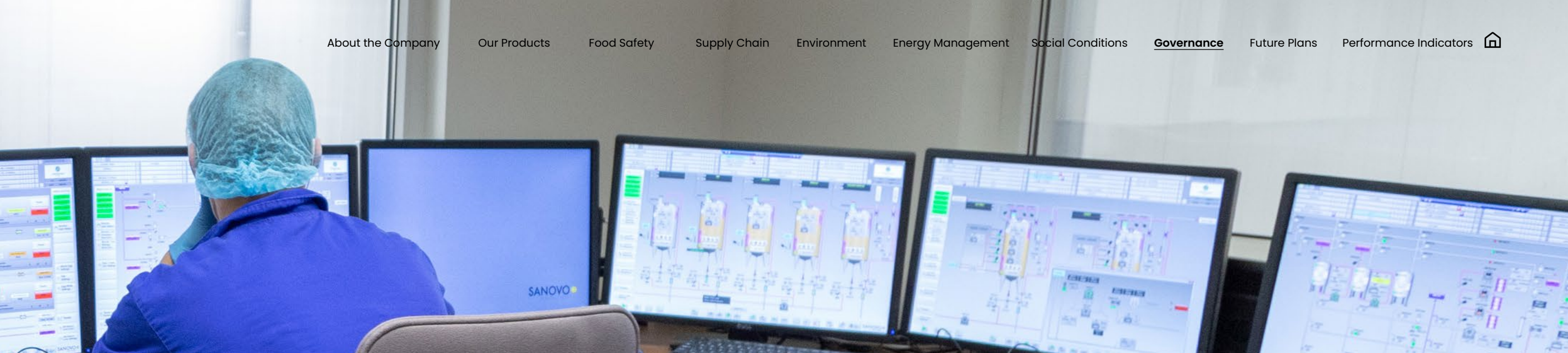




# Governance

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# Data Security

*Vičiūnai Group places great emphasis on the security of its information systems and on raising employees’ awareness, aiming to ensure business continuity and protect sensitive information.*

Investment is directed toward both digital system improvements and employee training – the goal is for staff to recognize and respond to cyber threats in a timely manner. In 2024, 173 incidents were recorded within the group (compared to 157 in 2023). Additionally, 25 attempts were identified where attackers tried to exploit user credentials to unlawfully access internal systems or obtain sensitive personal data (9 such attempts in 2023).

Despite the increase in threats, the company’s digital infrastructure performed effectively – all attempts were blocked in time, no data leaks occurred, and no harm was done to the company or its employees.

KPI	Target	2023 Actual	2024 Actual
Employee awareness of Personal and IT Data Protection Policy & Confidentiality Policy	100%	100%	100%
Internal information security tests conducted annually	12	12	12
External information security tests annually	4	4	4
Registered (identified) incidents	-	157	173
Attempts to use user credential	-	9	25

# Employee Education on Data Security

To strengthen employees’ awareness of cyber threats and data protection, two trainings and two informational messages were published on the internal intranet in 2024. These aimed to improve awareness and the ability to recognize potential attacks.

Date	Title	Views
2024-01-29	Increased Cyber Fraud Activity	548
2024-05-17	Cybercriminals Don’t Sleep. Do You?	466
2024-10-07	Social Engineering Test: “Payslip”	946
2024-10-11	Closing Friday: Discussion of Social Engineering Test Results and Training	487



# Business Ethics

*Vičiūnai Group is committed to building and maintaining a transparent, open, and fair environment, where all activities are based on the highest standards of business ethics.*

This commitment is reinforced through the Corruption and Misconduct Prevention Procedure, which defines the company’s zero-tolerance policy toward corruption and outlines risk mitigation measures.

All forms of corruption are strictly prohibited. The company works actively to prevent them by systematically raising employee awareness, encouraging engagement, and fostering a culture of responsibility and ethical behavior.

Employee Training on Anti-Corruption, Fair Competition, and Transparency:

Indicator	2022 Actual	2023 Actual	2024 Actual
Awareness of “Transparency and Business Ethics” Policy (as % of employees)	100%	100%	100%

In 2024, the group strengthened its efforts to promote an anti-corruption culture. In March, anti-corruption training was organized to raise awareness about corruption risks and the importance of transparency.

Additionally, between November and December, a Corruption Resistance Level (CRL) assessment was conducted based on a methodology developed by the Special Investigation Service of the Republic of Lithuania (STT). The result – 8.1 out of 10 – is considered a very high level of resistance, confirming the effectiveness of the organization’s anti-corruption measures.



# Avoidance of Conflict of Interest

***To ensure objective decision-making and transparency in operations, Vičiūnai Group encourages employees to voluntarily declare their private interests.***

When faced with situations where there is a conflict between official duties and personal interests, employees are encouraged to inform their direct supervisor and recuse themselves from discussing the issue and making decisions.

To manage potential risks and conflicts of interest, the corporate group has created a special declaration form for the voluntary declaration of private interests. In 2024, 8 employees of the voluntarily declared their interests, while 10 others updated their previously submitted interest declarations, thereby demonstrating a responsible approach to adhering to ethical conduct principles.

Indicator	2022 Actual	2023 Actual	2024 Actual
Filling out the private interest declaration	240	130	8
The number of cases of recusal/removal from decisions due to conflicts of interest	0	0	0

*There were no cases of employees reporting a possible conflict of interest in 2024.*



# Business Gifts

Vičiūnai group have a Gift Giving and Receiving Policy in place, aimed at ensuring operational transparency, avoiding conflicts of interest, and preventing potential abuse of unethical gifts that could influence decision-making or harm the company’s reputation. The policy clearly defines that employees can only offer gifts of a representational nature, which contribute to enhancing brand awareness and strengthening the company’s image. The giving or receiving of gifts to gain any unfair advantage or favorable decisions is strictly prohibited.

!

In 2024, the gift register implemented by the company recorded 1 case where a received gift exceeded 30 EUR. No instances of policy violations regarding gift-giving were recorded, which demonstrates employees’ awareness and responsible approach to adhering to ethical requirements.

Indicator	Target	2022 Actual	2023 Actual	2024 Actual
The number of cases where a gift was received in the form of money, vouchers, travel, or similar	0	1	0	1
The number of confirmed cases of corruption	0	0	0	0

*Employees’ are allowed to accept symbolic representative gifts with a value of up to 30 EUR. Gifts exceeding this amount must be registered in a designated register. Employees’ are prohibited from accepting monetary gifts, gift or discount vouchers, checks, or any other monetary equivalents – regardless of their value (including discount or gift vouchers, checks, etc.).*

# Transparency Line

*To promote fairness, transparency, and responsible behavior, Vičiūnai Group has a violation reporting channel – the Transparency Line.*

It can be used by both company employees and external stakeholders to anonymously report observed or suspected violations, unethical behavior, or signs of corruption. Reports can be submitted by phone, email at [skaidrumas@vici.eu](mailto:skaidrumas@vici.eu), through the intranet (accessible only to employees), or directly to the person responsible for corruption prevention.

5 reports were received through the Transparency Line in 2024. None of them indicated signs of corrupt behavior. In 2023, 1 report containing signs of corrupt behavior was received, which was analyzed and resolved in accordance with the applicable procedures.





# Future Plans

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Sustainability Directions and Strategy

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# Sustainability Directions and Strategy

## Sustainability Directions



Sustainability reporting  
in line with  
CSRD requirements

## Environmental Protection



Implement energy reduction  
measures. Increase the share  
of renewable energy in total  
energy consumption



Reduce emissions from  
vehicles by optimizing route  
management and renewing  
vehicle fleet

## Climate Change



Have third party verified CO<sub>2</sub>  
emissions (Scope 1, 2, and 3).  
Register CO<sub>2</sub> reduction  
targets for 2030–2050 on  
the SBTi platform





## Occupational Health & Safety, Social Responsibility, and Human Rights



Reduce the number  
of incidents



Implement and promote  
safety culture



Improve employees'  
training system



Enhance the collection and  
analysis of HR performance  
indicator

## Sustainable Procurement



Develop a sustainable  
procurement policy



Review sustainable  
procurement indicator



Ensure raw materials comply  
with EUDR (EU Deforestation  
Regulation) requirements

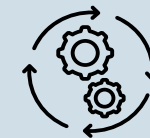
## Ethics and Business Transparency



Increase employees'  
awareness of corruption  
and business risk



Implement a business  
partner reliability  
assessment system



Develop a business  
continuity plan



# Performance Indicators

Sustainability Performance Evaluated on the EcoVadis Platform	47
Performance Indicators	48



This sustainability report presents a summary of the Vičiūnai Group engaged in the production, trade, and distribution of food products. The report consolidates the Group’s 2024 achievements in Environmental, Social, and Governance (ESG) areas. The Group’s sustainability report has been prepared in accordance with SASB standards.

The report includes the best available data at the time of publication. Improvement measures are planned for the upcoming reporting period to ensure full and accurate disclosure of all relevant performance indicators.

The following standards and data disclosures were selected for inclusion:

SASB

Sustainability Accounting Standard

Processed Food

Food & Beverage Sector

FB-PF

Food Retailers & Distributors

Food & Beverage Sector

FB-FR

Road Transportation

TR RO

# Sustainability Performance Evaluated on the EcoVadis Platform

We are pleased that this year’s EcoVadis assessment reflects Vičiūnai Group progress – we have achieved the Bronze EcoVadis Medal, and this accomplishment inspires us to strive harder. Our goals and achievements are reflected through clearly defined performance indicators.



*we have achieved*  
**the Bronze**  
*EcoVadis Medal*



The values of selected performance indicators for 2024 (according to applicable SASB standards) are presented below:

Reference to Standard	Indicator	Unit of Measurement	2024
FB-PF-000.A	Product sold	tons	83 594
FB-PF-000.B	Number of production facilities	number	8
FB-FR-000.A	Number of logistics centers	number	1
FB-FR-000.B		m <sup>2</sup>	17 000
FB-FR-000.A	Number of retail stores	number	0
FB-FR-000.B		m <sup>2</sup>	0
FB-FR-000.C	Number of transport vehicles used for distribution	number	249
<b>PRODUCTS &amp; FOOD SAFETY</b>			
FB-FR-250a.1	High-risk food safety violation rate	number	0
FB-FR-260a.1 FB-PF-260a.1	Revenue from health-promoting labeled products (High Protein only)	% of profit	13,3
FB-FR-430a.1	Profit from products certified by 3rd-party sustainable supply standards (MSC)	% of profit	31
FB-FR-270a.1 FB-PF-270a.3	Non-compliance cases with mandatory labeling/marketing codes	number	0
FB-FR-270a.2 FB-PF-270a.3	Financial losses due to non-compliance in product labeling/marketing	Eur	0
FB-FR-250a.2 FB-PF-250a.4	Product recalls / % of private label in recalls	% of private label in recalls	1 /100%
FB-PF-250a.4	Initiated recalls Recalled product volume	tons	0,619/0,482
FB-PF-250a.2	Raw materials from GFSI-certified suppliers	% by value	80
FB-PF-250a.3	Food safety incidents / Corrective actions taken	number /%	1
FB-PF-250a.1	Number of GFSI audits		25
	Major/minor non-conformities identified	number	92/92
FB-PF-410a.1	Total packaging weight / from recycled materials	tones/%	8957 / 49
FB-PF-430a.1	Sustainably sourced fish (ASC, MSC certified)	%	53





Reference to Standard	Indicator	Unit of Measurement	2024
<b>ENVIRONMENTAL IMPACT</b>			
FB-PF-140a.1	Total water withdrawal / % from high/very high water stress regions	m³/%	725790/9,7
FB-PF-140a.2	Water management non-compliance cases	number	0
FB-PF-140a.1	Food not diverted to waste stream	tons/%	9 283/94
FB-FR-130a.1 FB-PF-130a.1	Energy used for operations (heat and electricity)	TJ	537111
FB-FR-130a.1 TR-RO-110a.3	Electricity from renewable sources (with origin certificates)	%	40
FB-FR-110a.1	Heat energy from renewable fuels	%	83
FB-FR-110b.1	CO <sub>2</sub> emissions from refrigerants (Scope 1)		1 983
	CO <sub>2</sub> emissions from transport (Scope 1)	(t) CO <sub>2</sub> e	20 883
	CO <sub>2</sub> emissions from fuel use (Scope 1)		4 348
TR-RO-110a.1	Total CO <sub>2</sub> emissions (Scope 1)	(t) CO <sub>2</sub> e	27 213
<b>LABOR &amp; WORKING CONDITIONS</b>			
TR-RO-000.C	Number of employees / drivers (transport divisions)	number	449/246
TR-RO-520a.1	Lost Time Accident rate for direct and agency workers	number per million hours	14,4/0
TR-RO-520a.2	Voluntary turnover rate	%	10,35
TR-RO-540a.1	Road incident cases (transport)	number	173
FB-FR-310a.1	Avg. hourly wage in logistics / % earning minimum wage	Eur/%	11,27/0
FB-FR-310a.2	% of employees covered by collective agreements	%	78
FB-FR-310a.3	Work stoppages due to employee refusals / days not worked	number/days	0/0
FB-FR-310a.4	Financial losses due to labor law or discrimination cases	Eur	0
<b>DATA PROTECTION</b>			
FB-FR-230a.1	(1) Data breaches, (2) % personal data affected, (3) customers impacted	number/%	0/0