

„VIČIŪNAI GROUP“ SUSTAINABILITY REPORT 2025



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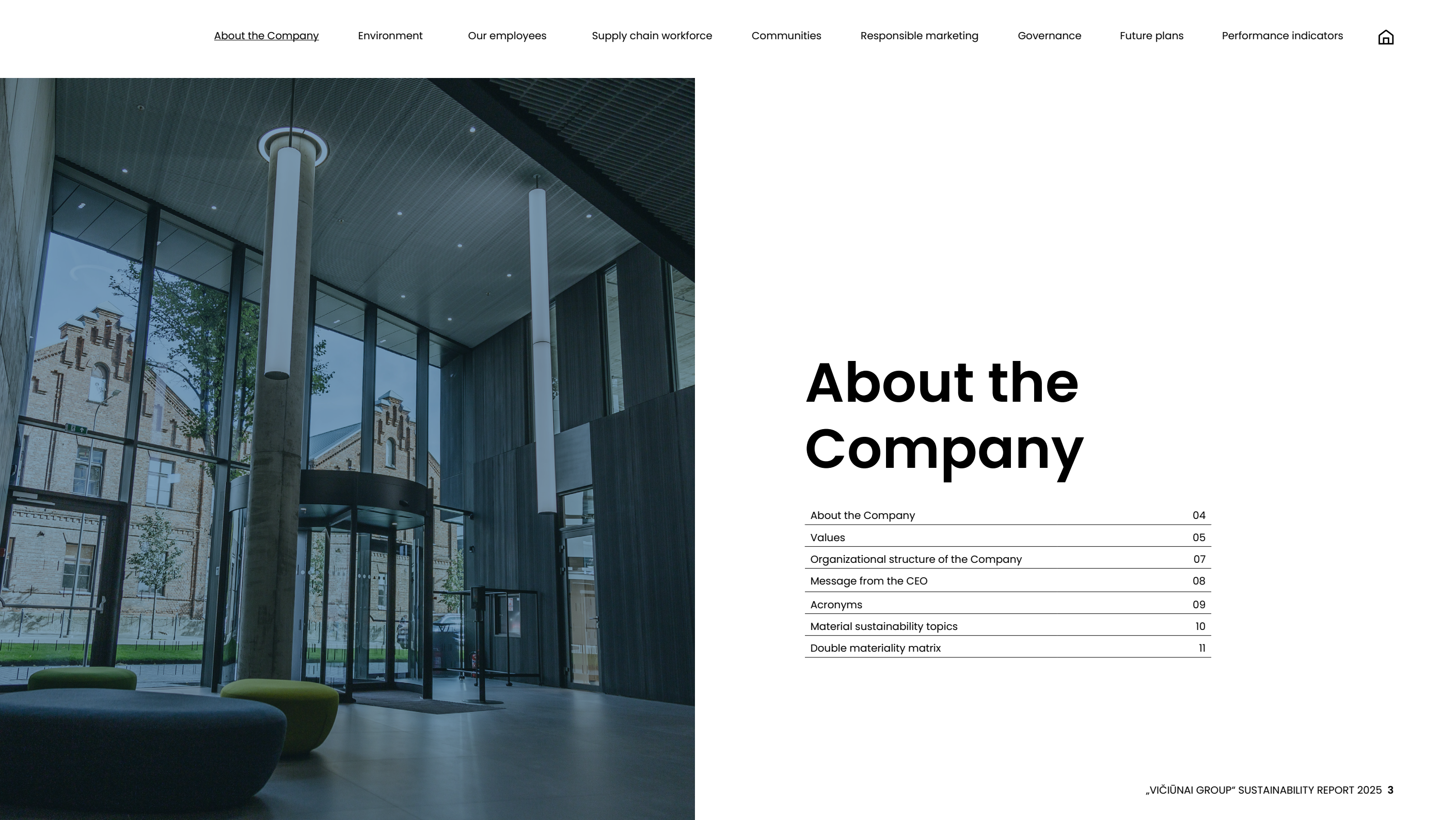
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About the Company

Founded in 1991 in Lithuania, at the heart of Europe, Vičiūnai Group has grown into one of Europe's leading producers of surimi and fish products. Since its establishment, the Group has developed an integrated business model covering the entire value chain – from raw material sourcing and manufacturing to logistics, distribution, and sales. This vertically integrated structure enables efficient process management, consistent product quality, and the flexibility to respond quickly to evolving market demands.

Each year, we continue to expand our global reach, successfully supplying our products to consumers in more than 57 countries worldwide.

Vičiūnai Group comprises 15 sales companies operating across 15 countries, supported by eight modern production facilities that manufacture high-quality food products. Our international team of approximately 4,000 employees plays a vital role in driving the Group's continued success and sustainable growth. Fresh and frozen food products are produced at our manufacturing facilities located in Lithuania, Estonia, and Spain.

Our success is built not only on decades of experience but also on a strong commitment to innovation, continuous operational improvement, and environmental responsibility. We consistently invest in state-of-the-art technologies, promote sustainability throughout our value chain, and ensure that every product we deliver meets the highest standards of quality and food safety.

AT A GLANCE



One of the largest surimi product manufacturers in the world



Seafood products across 57+ countries



15 sales companies across 15 countries, more than 500+ sales professionals



Employer of choice with 4000+ employees



Consistently growing turnover (568 million €) and EBITDA



Cutting-edge in-house R&D



Production sites in Lithuania, Estonia and Spain



Supply chain Management & Extensive Transport and logistics network



MISSION

Providing high-quality food for families around the world.

VISION

To become a globally recognized food industry brand.

Values



Entrepreneurship

We value an entrepreneurial mindset and the power of teamwork, fostering an open management culture and empowering employees to take initiative. We make decisions with a focus on business growth, strengthening our competitiveness, creating value, and enabling sustainable expansion.



Innovation

We are dynamic, adaptable, and open to change. We proactively seek new opportunities and develop innovative solutions. Continuous learning and improvement are at the core of our approach.



Quality

We are committed to excellence in everything we do. Through professionalism, customer focus, and the continuous improvement of our processes, we deliver reliable products and flexible solutions that meet the highest standards.



Professionalism

We work efficiently, responsibly, and with a strong commitment to quality. We continuously develop our expertise and professional capabilities to achieve the best possible results.



Responsibility

We make responsible decisions carefully considering their impact on our business, employees, partners, society, and the environment. We act with integrity and accountability, delivering on our commitments and maintaining the trust of our stakeholders.



Teamwork

We collaborate across teams and functions to achieve shared goals. We believe that strong teamwork is the foundation of a successful and sustainable business, enabling us to create greater value together.

Over many years of operation, the Vičiūnai Group has built a strong and internationally recognized portfolio of brands that successfully compete across diverse global markets. The Group's products are valued for their quality, innovation, and ability to meet the evolving needs of consumers. Our achievements and business performance have been acknowledged through numerous international awards and recognition from the global business community.

More than 90% of the products manufactured by the Vičiūnai Group are exported to international markets, ranging from the Baltic States to Western and Central Europe, Scandinavia, Australia, the Americas, and Asia. This broad geographic reach demonstrates that our products consistently meet the diverse taste preferences and quality standards of consumers worldwide.

We are also deeply committed to responsible business practices and the principles of sustainable development. The Group continuously strives to reduce its environmental impact, use resources efficiently, promote employee well-being, and contribute to social initiatives and the strengthening of local communities. Responsible business conduct and a long-term perspective remain integral elements of the organization's strategic vision and sustainable growth.





Organizational structure of the Company

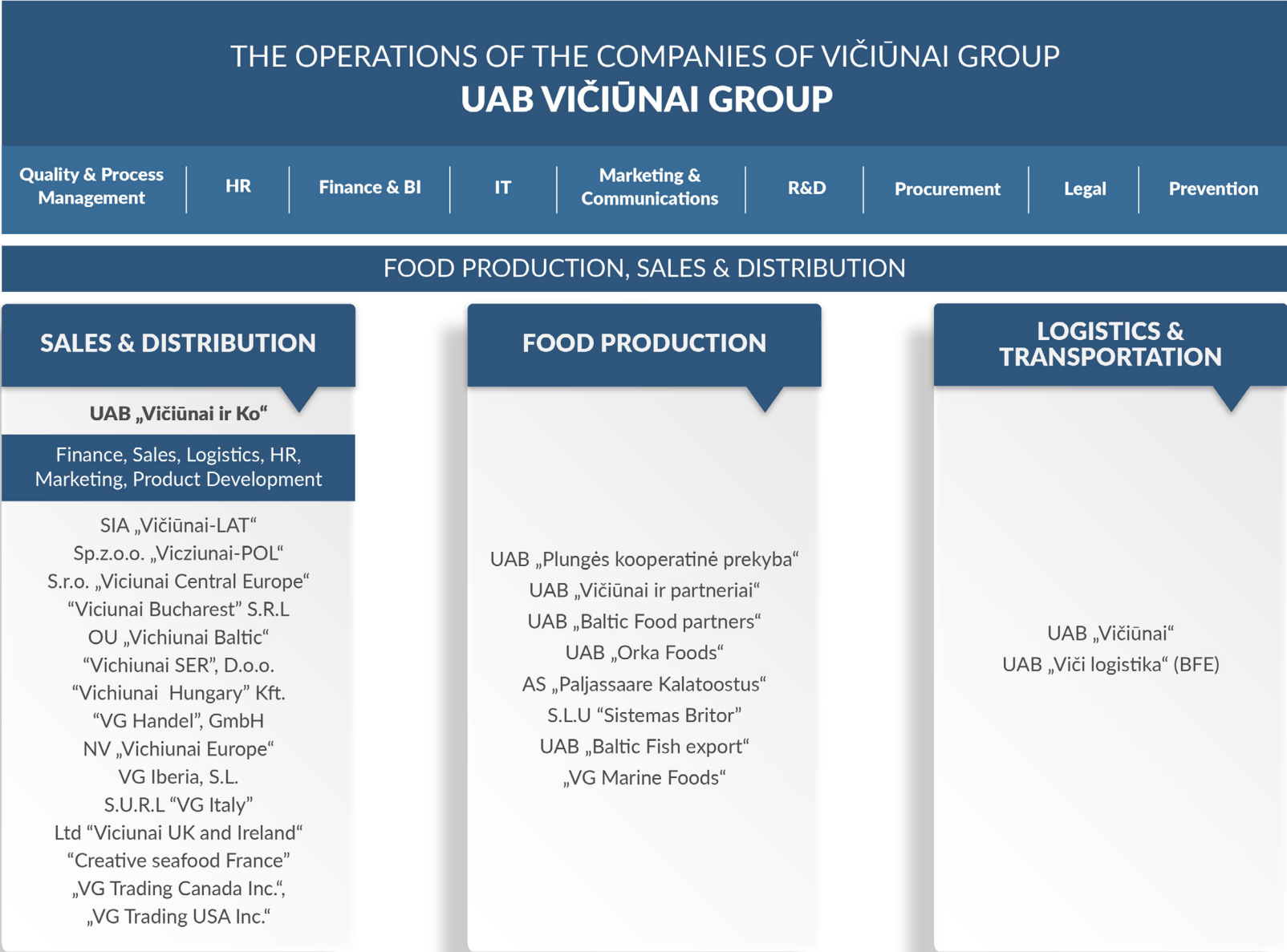
The origins of the Vičiūnai Group date back to 1991, when the first companies within the Group were established alongside the newly restored independent State of Lithuania. Over the course of 35 years, the Group has grown into one of Europe’s largest producers of fish and seafood products and has become one of the global leaders in the surimi products market.

In 1994, a surimi products manufacturing facility, Plungės Kooperatinė Prekyba, commenced operations in Plungė and became an important part of the Group’s production infrastructure. In the years that followed, the Group consistently expanded its operations by establishing new production lines and companies specializing in surimi, fish, and other food products. To ensure efficient product distribution and supply chain management, the Group also established transportation, logistics, and trading companies.

From 2000 onwards, the Group increasingly focused on Western markets. Vichiunai Europe was established in Belgium to support expansion across Western Europe. During the same period, the Group acquired the Estonian company Paljassaare Kalatoostus, a manufacturer specializing in breaded fish products, and established the sales company Vichiunai Baltic in Tallinn.

In 2025, the Group continued its expansion by establishing new companies aimed at broadening both its geographic presence and business activities. VG Marine Foods was founded to focus on the seafood segment. In addition, VG Trading Canada Inc. was established in Canada and VG Trading USA Inc. in the United States to strengthen the Group’s position in international markets and further expand its operations across North America.

The Chief Executive Officer and Chairman of the Board of the Vičiūnai Group is Šarūnas Matijošaitis.





Message from the CEO

Sustainability is an integral part of Vičiūnai Group's long-term business strategy. As an international company and one of the largest food production groups in the region, we recognize our responsibility not only for delivering strong business performance, but also for creating a positive impact on the environment, our people, and the communities in which we operate.

For Vičiūnai Group, 2025 was a year marked by steady growth, strategic investments, and long-term value creation. Despite continued uncertainty in international markets, energy price volatility, geopolitical challenges, and an evolving regulatory landscape, we maintained stable operations, continued to implement our expansion projects, and further strengthened our competitive position in the global marketplace.

Throughout the year, we continued to expand our international footprint by strengthening our sales network across North America and Canada, deepening cooperation with retail partners, and increasing the availability of our products in key strategic markets. Participation in leading international food industry and trade exhibitions further enhanced the visibility of our brands and supported the development of long-term relationships with customers and business partners.

A notable achievement during the year was the recognition of three VIČI products at the international "Seafood Expo Global awards". One of the awards was granted for product packaging designed entirely from recyclable materials, with components that can be easily separated for recycling. These achievements reflect our ongoing commitment to product quality, innovation, and the integration of sustainable solutions throughout our value chain.

The year 2025 also represented an important milestone in advancing our environmental commitments. One of the most significant projects initiated during the year was the construction of a new salmon processing facility. The facility is being designed with a high degree of automation and advanced technological solutions. It will operate using renewable energy sources, while waste heat generated by refrigeration systems will be recovered

and reused within production processes. Furthermore, the refrigerants selected for the facility have zero global warming potential, enabling direct greenhouse gas emissions (Scope 1 and Scope 2) to remain close to zero.

Energy independence continues to play a key role in our transformation journey. During the year, we launched a major investment project in wind energy generation, which will reduce our exposure to energy market volatility, improve energy resource management, and serve as a significant contributor to the reduction of greenhouse gas emissions across our operations.

We also continued to modernize our transportation fleet. The new vehicles deliver improved fuel efficiency, lower energy consumption, and enhanced operational reliability, while creating future opportunities to utilize renewable fuels and lower-carbon fuel alternatives.

At the same time, we strengthened our readiness to meet long-term climate commitments. We are committed to submitting science-based climate targets for validation under the Science Based Targets initiative (SBTi) by March 2026. This represents an important step in ensuring that our climate ambitions are supported by clear, measurable, and scientifically aligned commitments to reduce greenhouse gas emissions.

People remain at the heart of our sustainability strategy. We continue to invest in employee health and safety, professional development, and skills enhancement, while actively supporting community initiatives, educational programs, and social projects. We firmly believe that sustainable long-term value is created when businesses grow alongside the communities in which they operate.

We recognize that sustainability is not achieved through individual actions or short-term initiatives. It is a continuous journey that requires responsibility, consistency, transparency, and collective commitment. Through this report, we present our progress, key achievements, and future priorities. Together, we remain committed to building a more resilient, responsible, and sustainable business that creates long-term value for all stakeholders.

Šarūnas Matijošaitis

CEO of UAB "Vičiūnų grupės"





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



Material sustainability topics

Vičiūnai Group conducted a double materiality assessment in accordance with ESRS requirements and established best practices, encompassing a systematic identification, assessment, and prioritization of sustainability topics in 2025.

In the initial stage, a list of sustainability topics was identified based on:

- ***ESRS standards***
- ***industry best practices***

Each topic was assessed in terms of impact materiality and financial materiality, using a quantitative scale from 1 to 5.

The results of the stakeholder survey enabled them to determine the significance of topics from the perspective of their impact on the environment and society.

Material topics were classified into high, medium, and low priority categories and are presented in the double materiality matrix (enclosed).

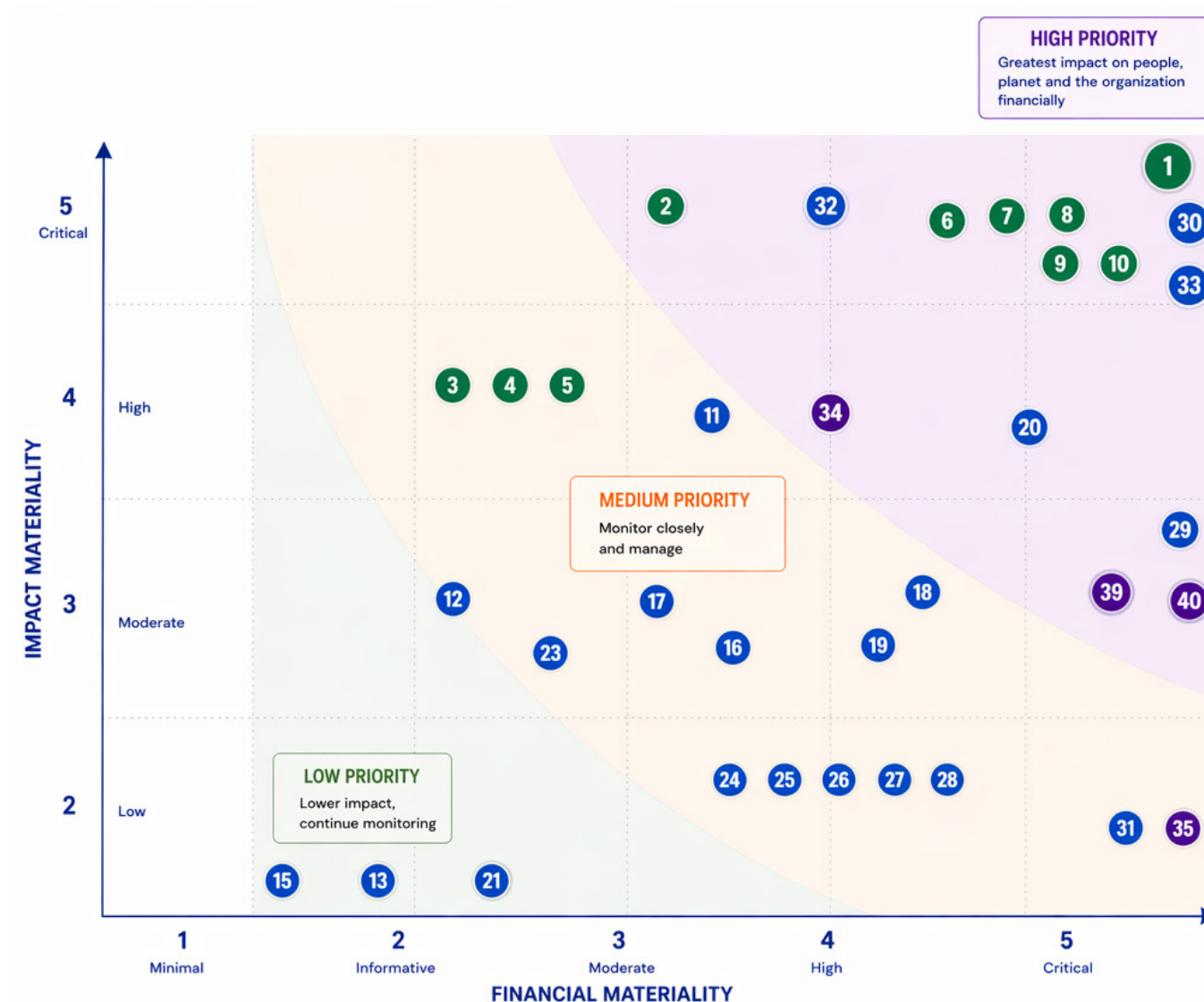
Material topics are integrated into the Group's strategy, operational objectives, and performance indicators. The sustainability report is prepared based on the identified material topics.

Based on the double materiality assessment, the highest priority topics are those that demonstrate both high impact materiality and high financial materiality.

According to the results of the 2025 assessment, the following topics are identified as having the highest priority:

- Climate change mitigation
- Adequate wages
- Access to (quality) information for consumers and/or end-users
- Responsible marketing
- Supplier relationship management, including payment practices
- Energy
- Marine resources
- Biodiversity
- Resource use and efficiency
- Waste management
- Health and safety
- Training and skills development
- Diversity

Double materiality matrix



The matrix visualizes the 40 topics assessed for impact materiality (impact on people and planet) and financial materiality (impact on the organization financially). These topics are integrated into the organization's strategy and priority action plans.

Topics in the upper-right zone require immediate attention and management.

Topics in the middle zone require monitoring and action planning.

Topics in the lower-left zone are of lower priority, continue monitoring.

Note: topics are numbered from 1 to 40. For legend, see the list on the right.

ENVIRONMENTAL

- | | |
|-----------------------------|--|
| 1 Climate change mitigation | 6 Waste |
| 2 Energy | 7 Biodiversity |
| 3 Air quality | 8 Use of resources, including circular economy |
| 4 Water quality | 9 Pollutant emissions |
| 5 Water withdrawal | 10 Soil health |

SOCIAL (S)

- | | |
|--|--|
| 11 Customer satisfaction | 23 Customer satisfaction (Upstream) |
| 12 Working time | 24 Working time (Upstream) |
| 13 Employee wellbeing | 25 Employee wellbeing (Upstream) |
| 14 Social dialogue | 26 Health and safety (Upstream) |
| 15 Freedom of association, collective bargaining and worker representation | 27 Child labour (Upstream) |
| 16 Diversity, equity and inclusion | 28 Forced labour (Upstream) |
| 17 Health and safety | 29 Community engagement |
| 18 Training and education | 30 Responsible marketing and labelling |
| 19 Work-life balance | 31 End-user health and safety |
| 20 Skills development | 32 End-user privacy |
| 21 Equality | 33 Access to information |
| 22 Privacy | |

GOVERNANCE (G)

- | | |
|--|---|
| 34 Company culture | 37 Corruption and bribery prevention |
| 35 Political engagement and lobbying | 38 Corruption and bribery incidents |
| 36 Supply chain management, including human rights | 39 Geopolitical situation and regulatory change |



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Climate change

Vičiūnai Group recognizes climate change as one of the significant environmental and strategic factors affecting its operations. Therefore, climate-related considerations are integrated into the Group's sustainability, risk management, and operational planning processes. Oversight of climate-related matters is carried out at the management level, while a dedicated sustainability team is responsible for data collection, monitoring, and the coordination of climate-related initiatives across the organization.

Climate change management includes:

- Monitoring energy consumption;
- Assessing greenhouse gas (GHG) emissions;
- Analyzing climate-related risks and opportunities;
- Implementing more sustainable operational solutions.

! The Group follows the principles of responsible resource use, pollution prevention, and continuous improvement of operational efficiency.

In accordance with the principle of double materiality, the Group has assessed:

- The impact of climate change on its operations, financial position, and business continuity;
- The impact of its operations on the climate and the environment.

Climate-related considerations are integrated into operational planning, infrastructure decisions, energy consumption practices, and day-to-day operations.





Based on its materiality assessment, the Group has identified the following key climate-related impacts, risks, and opportunities:

Impacts

- Energy consumption in operations;
- Indirect emissions associated with electricity consumption;
- Emissions generated by transportation and operational processes;
- Environmental impacts arising from resource consumption.

Risks

- Rising and volatile energy prices;
- Increasing climate-related regulatory requirements;
- Supply chain disruptions resulting from climate change impacts;
- Potential additional costs associated with emission reduction requirements.

Opportunities

- Improving energy efficiency;
- Optimizing operational costs;
- Implementing more sustainable operational solutions.



Key climate change mitigation projects in 2025

Solar panels

During the reporting period, solar photovoltaic installations reached full operational capacity at the manufacturing facilities following the completion of technical assessments and installation works. The generated renewable electricity is consumed directly within the companies' operations and is expected to contribute to more than 3% of total annual electricity demand.

The deployment of on-site solar generation represents an important step in the Group's energy transition and supports the gradual increase of renewable energy consumption across operations. Further development of renewable energy projects remains planned to strengthen energy resilience and increase the share of low-carbon energy sources in the overall energy mix.



Wind farm project

As part of the Group's long-term energy transition strategy and its ambition to increase the use of renewable electricity across operations by 2030, development of a wind energy project was initiated in 2025.

Once operational, the project is expected to progressively supply electricity to the Group's manufacturing facilities in Plungė, increasing the share of renewable energy in the overall energy mix and supporting the reduction of operational greenhouse gas emissions. The initiative is intended to strengthen energy resilience and contribute to the achievement of the Group's climate and sustainability objectives.





Construction of a new salmon processing facility in Plungė

During the reporting period, construction of the new production facility continued. From the design stage, the project has incorporated principles of energy efficiency and climate change mitigation. The facility has been designed to minimise the future climate impact of its operations while ensuring more sustainable use of energy resources over the long term.

In addition, the selected refrigeration technologies utilise refrigerants with zero global warming potential (GWP).

This is anticipated to result from the complete phase-out of fossil fuels, the use of renewable energy sources, and the implementation of modern, energy-efficient technologies.

The new factory is not designed to use natural gas, either in its production processes or for building operations. Instead, the facility will operate entirely on electricity, with priority given to energy generated from renewable energy sources.

Once the facility becomes operational, direct and energy-related indirect CO2 emissions are expected to be close to zero





Fleet modernization

Transportation-related emissions remain a material contributor to the Group's operational greenhouse gas emissions (Scope 1 and Scope 2). To support climate change mitigation efforts and improve energy efficiency, the Group continued investments in fleet modernization during the reporting period.

Vehicle replacement activities focused on introducing newer and more fuel-efficient vehicles with improved environmental performance and lower emissions intensity. In addition to reducing fuel consumption, the upgraded fleet provides greater flexibility for the future integration of renewable and lower-carbon fuel alternatives, supporting the Group's transition towards lower-emission operations.

Alongside technological improvements, the Group continued to strengthen employee capabilities in responsible transport practices. Drivers participated in training programs focused on eco-driving techniques, responsible driving behavior, fuel efficiency, and road safety. These initiatives are intended to support more efficient vehicle operation, optimize energy use, and contribute to the gradual reduction of transport-related environmental impacts.

CO₂ reduction targets and SBTi commitment

Vičiūnai Group has committed to establishing and validating science-based climate targets in alignment with the methodology of the Science Based Targets initiative (SBTi), with target registration planned by March 2026.

In preparation for this process, the Group continues to strengthen its greenhouse gas (GHG) accounting framework and enhance internal processes related to emissions data collection, monitoring, and analysis across the value chain. These activities are focused on improving data completeness, consistency, and reliability to support informed decision-making and effective climate action planning.

The development of science-based targets is intended to provide a structured pathway for managing climate-related impacts and supporting the Group's long-term transition towards lower-carbon operations in line with internationally recognized methodologies.



Energy resources

Energy plays a critical role in the Group's manufacturing operations, with electricity and thermal energy representing the primary energy input required for production processes, space heating, cooling, and steam generation. To strengthen energy performance and support long-term decarbonization efforts, the Group has established dedicated energy management structures and implemented energy management plans across production facilities.

During the reporting period, energy consumption patterns varied across individual manufacturing sites and were primarily influenced by changes in production volumes, product mix, and the implementation of energy efficiency measures. Total energy consumption, including electricity and thermal energy used for steam generation, amounted to 138 GWh. Of the total energy consumed in manufacturing operations, 78% was generated from renewable energy sources. In addition, 85% of the electricity consumed was supplied either through company-owned and remotely contracted wind and solar generation assets or supported by renewable electricity certificates (Guarantees of Origin).

The Group continuously improves energy performance through enhanced energy monitoring and accounting practices, implementation of operational efficiency measures, and investment in targeted energy efficiency projects aimed at reducing energy intensity and optimizing resource use.

During 2025, one of the Group's manufacturing facilities initiated a waste heat recovery project integrated with refrigeration systems. The project is designed to recover and reuse excess heat generated during refrigeration processes for production operations and building heating applications, contributing to a more efficient utilization of energy resources.

Once fully implemented, the project is expected to recover up to 5,000 MWh of energy annually. The initiative is anticipated to support lower overall energy demand, improve energy efficiency, and contribute to the Group's climate change mitigation objectives through the reduction of operational greenhouse gas emissions.





Air emissions

Emissions from manufacturing operations

Air emissions generated by manufacturing activities primarily originate from heat and steam generation equipment. In 2025, emissions per tonne of production decreased, reflecting improved operational efficiency and more effective energy use.

Transport emissions

The company operates its own transport fleet to ensure reliable delivery of products from manufacturing facilities to distribution centres and retail customers. In 2025, fuel consumption per kilometre travelled decreased, resulting in a corresponding reduction in transport-related emissions.

During 2025, Vičiūnai continued to enhance its eco-driving programme and provided ongoing driver training aimed at improving fuel efficiency and reducing environmental impact.

In 2026, the Company will continue renewing its vehicle fleet while evaluating opportunities to introduce vehicles powered by alternative fuels.



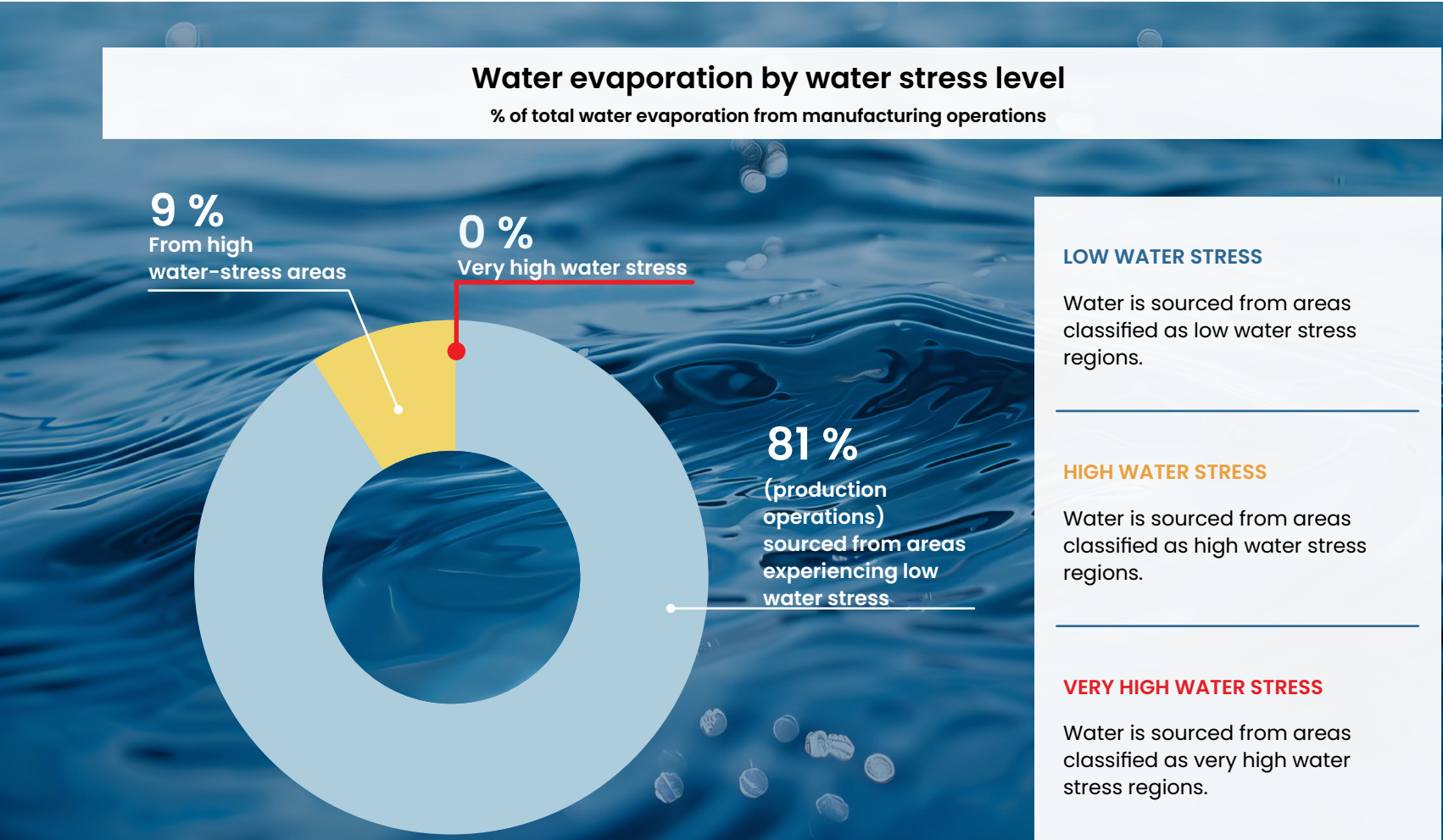


Water resource

Water is an essential component of our products. We also use water for cleaning production equipment and in administrative facilities. In total, we consumed more than 897 thousand m³ of water in our production operations in 2025.

To reduce water consumption across our production facilities, we are implementing water monitoring systems that will enable us to accurately identify potential areas for improvement and optimize water use.

Wastewater generated in our production facilities is treated at on-site wastewater treatment plants before being discharged to municipal wastewater treatment facilities.





Biodiversity and marine resources

Our business is directly dependent on the availability of marine biological resources. Therefore, biodiversity conservation and the responsible use of fisheries resources are integral parts of our sustainability management approach. We assess the potential impacts of climate change, ecosystem changes, and biodiversity loss on the availability of fish stocks and the stability of our supply chain.

Biodiversity and marine resource management considerations are integrated into our supply chain management and risk assessment processes to identify, monitor, and manage potential environmental impacts and the associated business risks.

Vičiūnai Group requires that all purchased fish raw materials comply with applicable legal, traceability, and sustainability requirements. One of the mandatory conditions for supplier cooperation is the provision of documentation confirming the legal origin of fish, helping to prevent Illegal, Unreported and Unregulated (IUU) fishing.

In addition, the Company applies supplier self-assessment and compliance evaluation processes to manage biodiversity, marine resource sustainability, and reputational risks throughout the supply chain.

To further strengthen the implementation of responsible sourcing principles, the Company applies sustainability criteria for certified raw materials throughout its supply chain, considering biodiversity conservation, marine ecosystem protection, and long-term economic sustainability.

In 2025, 66% of all wild-caught fish raw materials used by the Company were certified in accordance with the Marine Stewardship Council (MSC) standard. The Company is committed to promoting responsible consumption and encourages consumers to choose products bearing the MSC label, thereby supporting sustainably sourced seafood and contributing to the conservation of marine ecosystems and biological resources.



Packaging

To reduce the environmental impact of our products, we place a strong emphasis on packaging sustainability and continuously work to minimize the environmental footprint of our packaging. In 2025, 76% of our packaging was made from recyclable materials. Wherever technically and functionally feasible, we give preference to paper-based packaging made from recycled paper.

Throughout 2025, we also continued our long-term packaging optimization initiatives aimed at reducing packaging weight and increasing the share of recyclable materials used in our products. These efforts help ensure compliance with packaging weight reduction and recyclability requirements while supporting the principles of the circular economy.

! To promote sustainable forestry, we prioritize certified raw materials and products throughout our supply chain. In 2025, 98% of the paper and wooden packaging we used (excluding reusable packaging) was certified in accordance with the Forest Stewardship Council (FSC) standard.

76%
*of our packaging from
recyclable materials*





Waste management

We are committed to using resources efficiently, reducing the amount of waste generated by our operations, and ensuring its responsible management. The principles of waste prevention, segregation, reuse, and recycling are integrated into our daily operations across all major production sites.

Our primary focus is on minimizing waste generated during production processes, improving the efficient use of raw materials, and ensuring the proper separation of waste streams. Waste is sorted according to its type and managed by licensed waste management companies. Priority is given to recycling and other forms of material recovery to reduce disposal and support the principles of the circular economy.

In 2025, the total amount of waste generated during production decreased to 0.07 tons per ton of finished product. During the same period, the share of waste sent for recycling continued to increase, while the amount of waste disposed of in landfills declined significantly, accounting for less than 1% of total waste generated.

Attention is also given to the utilization of food waste and production by-products. In 2025, 70% of food residues, including by-products generated during production, were reused as raw materials for animal feed production or reclassified for further use. The remaining portion was directed to composting or energy recovery. During the reporting period, no food waste was disposed of in landfills.





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Social responsibility

 In our operations, we are guided by the “**Occupational Health and Safety and Social Responsibility Policy**”, which is an integral part of the vision and values of all companies within the Vičiūnai Group.

This policy is communicated to all employees and individuals associated with the Company. It is also publicly available to our customers, suppliers, business partners, the wider public, and other stakeholders. To ensure its effective implementation, the Company has established and maintains the necessary procedures and processes.

The main employee-related risks include attracting and retaining talent, increasing competition in the labor market, and the risk of employee burnout. These risks are managed through competitive remuneration, professional development and training opportunities, and initiatives that support employees’ psychological well-being.

Across all our operations, we are also guided by the principles of **the Universal Declaration of Human Rights**. These principles form the foundation of our policies, operational practices, and everyday conduct.

“The occupational health and safety and social responsibility policy” covers the following areas:



Occupational health and safety



Child labour, forced labour and migrant workers



Working conditions and fair remuneration



Diversity, equal opportunities, non-discrimination and prevention of harassment



Social dialogue



Business partners’ commitment to respecting the principles of the Universal declaration of Human rights



Learning, training and career development



Working conditions

The Company provides working conditions that comply with all applicable labor laws and regulations for every employee.

Employees performing permanent roles are employed under open-ended (permanent) employment contracts. Fixed-term employment contracts are used only where the nature of the work is temporary and related to seasonal increases in workload.

During the reporting period, **6%** of employees were employed under fixed-term contracts. These contracts were used to ensure business continuity and respond to temporary fluctuations in operational needs.

Wherever possible, the Company seeks to convert fixed-term employment into permanent employment, thereby strengthening long-term workforce stability and employee commitment.

Working time is organized in accordance with applicable labor legislation and employee well-being principles. The standard full-time working schedule is 40 hours per week, typically distributed over five working days.

Overtime is permitted only in exceptional circumstances when required by business needs. All overtime is properly recorded and compensated in accordance with applicable legislation, either through additional time off or overtime pay.

Employees are entitled to annual leave, rest days, and work breaks in full compliance with national labor legislation. The Company also ensures that workloads are managed to prevent a systematic need for overtime and to minimize the risk of employee fatigue and burnout.

The remuneration system is based on job grades, employee competencies, and market salary benchmarks. The remuneration policy is reviewed periodically to ensure competitiveness in the labor market and internal pay equity.

The Company also conducts regular living wage assessments to evaluate whether employee remuneration provides an adequate

standard of living in line with local economic and social conditions.

The Company's businesses systematically implement the key principle of the European Union Pay Transparency Directive (EU) 2023/970 by ensuring equal pay for work of equal value.

Beyond base salary, employees may be eligible for variable remuneration, including performance bonuses and other incentive payments linked to individual, team, or Company performance.

To strengthen our employee community, we organize a variety of traditional events and celebrations each year for both employees and their families, including children. These initiatives help foster a stronger sense of belonging, enhance the workplace atmosphere, and promote an inclusive organizational culture.

In 2025, we placed particular emphasis on strengthening teamwork.

Each team was allocated a dedicated budget for team-building activities, enabling employees to independently initiate and organize social events and activities tailored to their interests. As part of this program, our teams enjoyed memorable excursions across Lithuania and neighboring Latvia, participated in tasting dinners, pottery and wreath-making workshops, team-building activities, and visits to museums, galleries, and other cultural attractions.

Various Group companies also organized darts and bowling tournaments, encouraging collaboration and informal interaction among colleagues.



The end of spring was marked by the annual Vičiūnai Group family Days, during which our production facilities welcomed employees and their families.

The 2025 family Day celebrations in Kaunas and Plungė brought together employees and their loved ones for vibrant events filled with entertainment, learning, and community spirit. Children enjoyed a wide range of activities, including inflatable attractions, entertainers, creative workshops, educational sessions, guided tours of production facilities and modern warehouses, and equipment exhibitions. These celebrations not only created memorable experiences for families but also strengthened the sense of community, encouraged creativity, and provided colleagues with the opportunity to connect in an informal setting.





We concluded the summer with the now traditional Vičiūnai Group Summer Festival.

Under the theme “VIČI Passport to Fun!”, colleagues from different countries came together for a memorable celebration of teamwork and friendship. Participants embarked on a symbolic journey across Europe, taking part in creative and engaging team challenges, experiencing Lithuanian traditions such as šakotis (traditional tree cake) baking, and celebrating the evening with awards and a lively party. Once again, the event demonstrated the strength of our corporate culture and our ability to enjoy meaningful experiences together beyond the workplace.

In September, we celebrated the children of our employees who were starting school for the first time.

Each year, Vičiūnai Group marks this important milestone by sending warm wishes and practical gifts to first-grade students. Every child received a fish-themed reusable water bottle to encourage healthy hydration throughout the school day, a compact lunch box for nutritious snacks, a VIČI sports bag suitable for both school and extracurricular activities, and a colorful set of stickers to personalize their school supplies.





Equal opportunities and inclusion

Every employee of the VG Group adheres to the “Equal Opportunities Policy”, which establishes the principles and measures ensuring that no current or prospective employee is or will be discriminated against on the grounds of their beliefs, age, gender, marital or relationship status, pregnancy or parenthood, race, religion, or sexual orientation. All employees are provided with equal opportunities for personal development and career advancement.

We are committed to creating a working environment where everyone feels safe, respected, and valued, regardless of their personal characteristics or identity. Together, we foster a culture in which diversity and inclusion are regarded as strengths, while discrimination, harassment, hate, or any other violation of fundamental rights and freedoms is not tolerated.

Gender Equality	2025
Men	44 %
Women	56 %
Men in leadership positions	45 %
Women in leadership positions	55 %

Diversity	2025
Foreign employees employed during the year	319
Employees with disabilities	36

Employee engagement and loyalty surveys are conducted on a regular basis. In 2025, the employee engagement score across VG Group companies in Lithuania increased by 28%, reaching 64%, which is 3 percentage points above the national average.

This improvement was driven by enhancements to internal communication, regular and timely information-sharing meetings, and continuous improvements to working conditions.

During 2025, the Company hired 1,049 new employees, while the voluntary employee turnover rate was 15.9%. The main reasons for employees leaving the Company were career changes, personal decisions, and the pursuit of professional development opportunities.



Occupational health and safety

The primary goal of the Vičiūnai Group is to ensure that every employee returns home safely to their family at the end of each working day. In 2025, the Group's Lost Time Injury Frequency Rate (LTIFR) was 11.11, continuing the downward trend observed since 2023.

The frequency of occupational accidents varies across individual companies within the Group. To prevent workplace accidents, we conduct regular health and safety training, perform workplace risk assessments and continuous improvements, and implement initiatives that encourage active participation in health and safety matters at all organizational levels.

In 2025, the number of reported incidents increased by 20% compared with 2024. This increase reflects greater incident reporting and highlights the need for continued improvement in employee safety awareness, behavioral practices, and engagement.

To further strengthen employee involvement in occupational safety, introduced additional safety monitoring routines in 2025 for production area managers, hygiene coordinators, maintenance coordinators, internal logistics coordinators, and other responsible personnel. These routines include structured workplace observations and documented reporting to improve accountability and proactive risk management.

Throughout 2025, our production companies marked Occupational Health and Safety Day with a range of initiatives, including:

- recognizing employees who made outstanding contributions to creating a safer workplace by identifying, reporting, and helping resolve safety risks and incidents;
- testing industrial exoskeletons to evaluate their potential benefits and suitability for production processes;
- refreshing employees' first aid skills through practical training sessions; and
- providing additional employee health screenings and wellness assessments.

To promote a healthy lifestyle, the Group also launched a wellness challenge encouraging employees to stay physically active, involve colleagues and family members, and earn points through a variety of summer activities. Running from June through August, the initiative attracted strong employee participation. Participants earned points for sporting, educational, and creative activities tracked through mobile applications, while additional team challenges promoted collaboration, teamwork, and a stronger sense of community.



Training and career development

Our employees are the key to our success. We foster a positive organizational culture that motivates every employee, encourages engagement and teamwork, and promotes continuous learning and professional development.

In 2025, employees received an average of 4.5 training hours per employee (calculated across the entire workforce). The Company aims to double this figure in the coming years.

To support continuous learning, we established a dedicated Learning and Competency Development Team responsible for strengthening employees' professional skills. Each year, the team develops and implements comprehensive learning and development plans.

Our mandatory training programme covers the following areas:

1. Occupational Health and Safety;
2. Ethics, Social Responsibility and Human Rights;
3. Cybersecurity;
4. Integrity and Anti-Corruption;
5. Personal Data Protection;
6. Prevention of Violence and Harassment, and Psychological Safety;
7. Competition Law Compliance;
8. Hygiene and Food Safety; and
9. Other mandatory role-specific training.

The completion rate for the mandatory training programme reached in 2025

100%

Fridays are dedicated to learning through our "Learning Fridays – Reimagined" initiative—an internal tradition that promotes continuous learning, personal development, and collaboration. On designated Fridays, employees are encouraged to devote time not only to their day-to-day responsibilities but also to expanding their knowledge and developing new skills. These sessions include lectures, discussions, and interactive workshops that broaden perspectives, strengthen teamwork, and contribute to a strong organizational culture.

Throughout 2025, employees explored a wide range of engaging and practical topics. Sessions focused on giving and receiving constructive feedback, information security, crisis communication, economics, investing, and psychological resilience in today's fast-paced work environment. Employees also participated in Lithuania's National Dictation Competition, which provided an enjoyable opportunity to refresh language skills while fostering healthy competition among colleagues.

In 2025, Vičiūnų Group, in cooperation with Kaunas University of Technology (KTU), launched the Food Science and Technology Fundamentals programme, also known as the Technologists' Academy. This unique non-formal education programme was designed to support employees' professional growth and strengthen technological expertise across the Group. The 12-week programme combines theoretical knowledge with practical learning in food chemistry, microbiology, and food technology. It is the first initiative of its kind developed jointly with KTU, creating new opportunities for employees to expand their competencies and pursue careers in food technology.

Employee career development is managed through a structured and standardized process based on regular performance and development discussions between employees and their direct managers. In 2025, the Company's internal career index increased to 57. We are committed to continuously improving this indicator year after year, creating more opportunities for employees to build long-term careers within the organization.



Social dialogue and employee rights

The Company recognizes the importance of social dialogue and respects employees' rights to freedom of association and collective representation. Employees are guaranteed the right to freely join trade unions or other forms of employee representation, as well as to participate in collective bargaining, in accordance with applicable legislation. These commitments are set out in the Company's "Occupational Health and Safety, Human Rights and Social Responsibility Policy".

Trade unions operate within the Company's businesses, representing employees' interests and participating in information and consultation processes. The Company regularly provides employee representatives with information on business operations, planned organizational changes, and decisions that may affect employees. It also ensures that employee representatives can express their views and submit proposals.

Collective bargaining is actively conducted across the Company, and 87% of employees are covered by collective agreements. In 2025, the Company renewed the collective agreement for its Plungė operations, further strengthening employees' social guarantees, working conditions, and cooperation between employees and management.

The Company is committed to maintaining an open, constructive, and transparent dialogue with employees, encouraging their participation in decision-making processes, and fostering an organizational culture built on trust, mutual respect, and collaboration.





Confidential reporting system

The Vičiūnai Group operates a Transparency Line, which enables employees and other stakeholders to confidentially report any suspected violations of the Company's "Occupational health and safety, social responsibility and human rights policy".

Reports may be submitted by telephone at +370 521 03300, by email at skaidrumas@vici.eu or through dedicated reporting boxes located at the Group's production facilities. The reporting system ensures that all concerns are reviewed appropriately, investigated where necessary, and followed by the necessary guidance, corrective actions, and support related to the implementation of the Company's policies.

In 2025, the Company received 52 reports related to employees' working conditions. Every report was carefully assessed, and appropriate corrective actions were taken where required.





Supply chain workforce

Supply chain workforce

35



Vičiūnai Group operates a diverse and geographically extensive supply chain, working with suppliers of raw materials, ingredients, packaging, and services across multiple regions and markets. Given the nature of its operations and the international scope of its supply chain, the Company assesses potential social risks related to human rights, working conditions, occupational health and safety, ethical business conduct, and supply chain transparency.

The principles of social responsibility and responsible sourcing are integrated into the Company's "Procurement Policy", "Supplier Code of Conduct", procurement processes, and supplier risk assessment procedures. These documents establish the key requirements for suppliers in areas such as human rights protection, the prevention of forced and child labour, non-discrimination, occupational health and safety, compliance with applicable legislation, and ethical business practices.

During the supplier selection process, the Company evaluates not only commercial and operational criteria but also social responsibility factors, including working conditions, occupational health and safety performance, business integrity, and suppliers' ability to comply with responsible sourcing principles.

During the reporting period, Vičiūnai Group focused on reviewing and strengthening its responsible sourcing management system.

In 2025, the Company conducted a comprehensive review of its "Responsible Procurement Policy", "Supplier Code of Conduct", and supplier risk assessment framework to identify opportunities for further integrating social responsibility, human rights, sustainability, and supply chain transparency into supplier management processes.

The Company also reviewed its supplier self-assessment questionnaires and supplier risk assessment criteria, while carrying out preparatory work for updated versions of the Responsible Procurement "Policy and the Supplier Code of Conduct". These revised documents are scheduled for approval and implementation in 2026.



Communities

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Vičiūnai Group recognizes local communities as important stakeholders and seeks to build relationships based on transparency, responsibility, and respect for human rights. As part of its broader sustainability approach, the Group aims to contribute positively to the regions in which it operates while managing potential social impacts and maintaining open dialogue with affected stakeholders.

The Group's approach to community engagement is integrated into its social responsibility and sustainability practices. Through ongoing communication and cooperation, Vičiūnai Group seeks to strengthen trust, promote social inclusion, and better understand the expectations and needs of local communities. Oversight of community-related topics forms part of the Group's broader social responsibility governance framework.

During the reporting period, the Group continued to support a broad range of social, educational, cultural, and community development initiatives.

Contributions included financial support, organizational involvement, employee volunteering, and participation in collaborative projects and local events. Through these activities, the Group seeks to strengthen social dialogue and contribute to long-term community resilience.

In its engagement with communities, the Group follows principles of responsible business conduct and is guided by commitments to:

- respect human rights and fundamental freedoms;
- maintain open and transparent communication;
- encourage community participation and involvement;
- prevent and mitigate adverse social impacts; and
- build responsible and ethical partnerships with local organizations and initiatives.

Community engagement and local partnerships

The Group contributes to community development initiatives across the regions in which it operates and seeks to maintain constructive relationships with local stakeholders.

During the reporting period, the Group continued its support for long-established local events, including the Plungė City Festival and the “Viking Regatta”, which play an important role in strengthening community relationships and encouraging public participation.

At the same time, the Group expanded its contribution to new social initiatives. During 2025, support was provided for the first time to the Vilnius Pink Soup Festival initiative while jointly contributing to the activities of Caritas. Continued support was also provided to the long-running community initiative “Bikers’ Nights”. In addition, the Group supported the Kaunas-based community initiative “Flaming Dance” for the first time, contributing to the development of young talent and supporting community-based youth activities.

Employee participation remains an important element of the Group’s social contribution. For seven consecutive years, employees have participated in voluntary blood donation campaigns, contributing to access to life-saving assistance while strengthening a culture of volunteering, civic responsibility, and employee engagement.

The company also continues to place strong emphasis on supporting employees’ families. Long-standing traditions, such as providing gifts for employees’ children at the beginning of the school year and during the Christmas season, help strengthen employee engagement, foster a sense of community, and promote family values.



Social investment and community well-being

Supporting social well-being remains an integral part of the Group's social responsibility approach. The Group contributes to initiatives focused on improving children's well-being, healthcare access, and social support. Long-term partnerships continue with organizations such as "Vilties Liepsna" (Flame of Hope) and the Rimantas Kaukėnas Charity and Support Foundation, both of which focus on supporting children and improving quality of life.

One of the most significant social investment projects during the reporting period contributed to the acquisition of medical equipment for a healthcare institution. This initiative supports improved treatment capacity and contributes to higher-quality healthcare services for local communities.



Education and youth engagement

Vičiūnai Group actively supports educational initiatives, career orientation programs, and activities that help young people better understand employment opportunities and future career pathways. Through collaboration with educational institutions and local communities, the Group seeks to strengthen connections between education and industry.

During 2025, the Group participated in career events in Plungė and other cities across Lithuania. Throughout the year, students, schoolchildren, and representatives of various organizations visited the Group's manufacturing facilities in Plungė on 15 occasions, while Group representatives participated in seven career events nationwide.

These activities contribute to career awareness, improve understanding of opportunities within the manufacturing sector, and strengthen long-term cooperation between business and educational communities.

When assessing its impact on local communities, the Group seeks to ensure that its activities do not adversely affect community rights, social well-being, or the ability of individuals and groups to express their interests and concerns.



Grievance and feedback

Communities and other stakeholders can submit questions, suggestions, or complaints through the Group's communication channels and the Transparency Line. All feedback received is carefully reviewed and, where appropriate, used to improve the Group's operations and stakeholder engagement practices

The Group is committed to ensuring that all complaints and concerns are handled confidentially, impartially, and in a timely manner.



Responsible marketing

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Responsible marketing

Vičiūnai Group bases its marketing activities on its vision: to provide high-quality food for the whole family anywhere in the world. Together with the “Food Safety and Quality Policy”, this vision defines the commitment of the Group companies to provide consumers with clear, accurate, and reliable information about their products.

Recognising that marketing influences consumer choices and trust in brands, Vičiūnai Group follows the principles of transparency, honesty, and responsibility in its communication. The Group aims to enable consumers to make informed decisions based on reliable information about product composition, characteristics, and use.

In its communication, Vičiūnai Group is guided by the following principles:

- **Transparency and clarity** – the information provided to consumers must be understandable, accurate, and not misleading.
- **Product accuracy** – claims used in communication must reflect the actual characteristics, composition, origin, nutritional value, or other relevant information of the product.
- **Responsible communication** – exaggerated, unsubstantiated, or potentially misleading claims are avoided.
- **Consumer focus** – the Group aims to ensure that information is easily accessible and understandable to different consumer groups.
- **Factual substantiation** – claims regarding product characteristics, composition, certifications, or other distinguishing features are used only when supported by available information and objective facts.



Protection of vulnerable groups

Vičiūnai Group's products are intended for a broad range of consumers, including families. Although certain products or elements of their communication may be appealing to younger consumers, the Group's marketing activities are not targeted at minors.



At present, Vičiūnai Group has not identified any significant negative impact on children or young people through its marketing activities.

The Group follows general principles of responsible communication and seeks to ensure that its marketing content:

- is not misleading or inappropriate for minors;
- does not involve manipulative practices or exploit vulnerability;
- does not encourage excessive consumption or unbalanced dietary habits;
- complies with advertising ethics and consumer protection requirements.

Compliance and control

Marketing activities are carried out in accordance with applicable legislation, advertising ethics principles, and internal policies

Where necessary, marketing claims are coordinated with quality, product development, legal compliance, or other responsible functions. Consumer enquiries, complaints, or observations regarding product information, labelling, or marketing communication are assessed by the responsible departments, and any identified non-compliances are used to improve processes.

Products

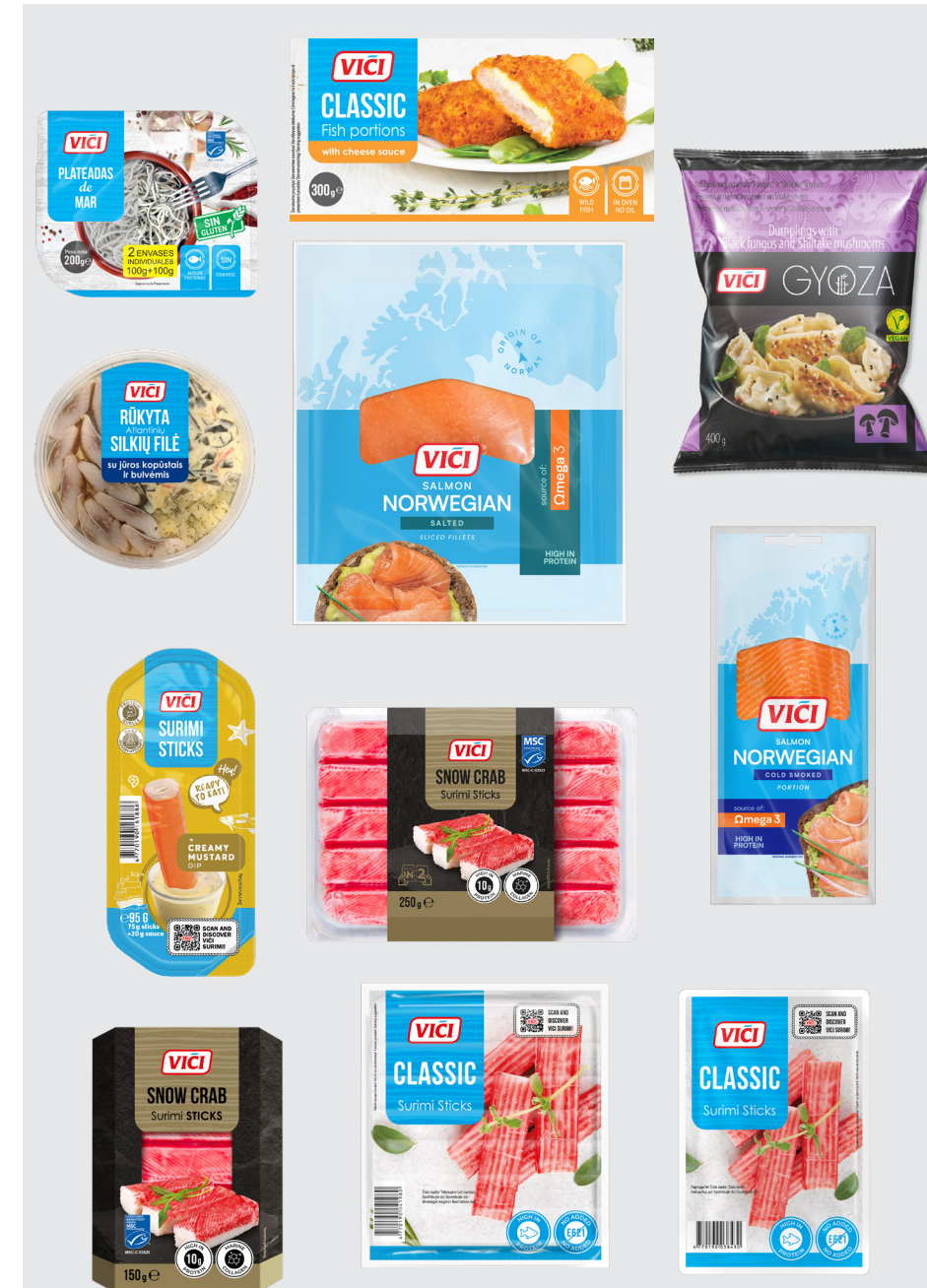
Vičiūnai Group develops and manufactures a wide range of food products focused on everyday consumer needs, convenient consumption, and the expectations of different markets. The product portfolio of Vičiūnai Group companies includes fish and seafood products as well as other food products adapted to diverse consumption habits and the specific requirements of international markets.

Product development is based on the consistent assurance of quality, food safety, and consumer satisfaction, while also considering changing dietary trends, healthier product solutions, and the principles of sustainable consumption. The company aims to develop competitive, innovative products that meet consumer expectations and strengthen long-term trust in the brand. In marketing communication concerning product characteristics, composition, certifications, origin, or nutritional value, the aim is to use only verified and substantiated information.

! In 2025, Vičiūnai Group introduced to the market or substantially renewed more than 40 products. The new product development strategy across all Vičiūnai Group companies is based on the “Clean Label” principle, which seeks to minimise the use of food additives and ensure full traceability of raw materials. Focus is placed on certified fishing: most new products use only raw materials compliant with MSC (Marine Stewardship Council) and ASC standards, which guarantee the preservation of ocean ecosystems.

One of the most significant achievements of the year was the complete renewal of the VİČI Snow Crab product line, which now uses only natural flavors and certified fish. In response to specific consumer needs and wellness trends, a significant transformation of breaded surimi products was carried out: they were reformulated into gluten-free products. In shaping its future product range, the company is focusing on products of high biological value: the development of protein-rich food lines and the innovative use of collagen have become priority areas, thereby combining sustainability objectives with the latest trends in nutritional science.

In shaping its future product range, the company focuses on solutions that meet consumer needs, including the development of protein-rich product lines, the use of innovative ingredients, and the principles of more responsible consumption.





Innovative product presentation solutions

2025 became a year of creative experiments and bold ideas. One after another, new concepts emerged, lighting up different European cities and reaching millions of consumers. Vičiūnai Group began the year with a striking double-decker VIČI bus in the United Kingdom; later, the VIČI brand decorated a tram in Germany; and the year culminated with a playful VIČI food cart travelling through sunny Andalusia and inviting people to taste the famous “Gyoza”.

These solutions not only became part of people’s everyday lives in places where they least expected them but also created a genuine emotional connection. When a brand becomes an experience rather than merely a product on a shelf, it gains the opportunity to speak to consumers in a completely different and much closer tone.

In the United Kingdom, the VIČI message travelled with the rhythm of the city on moving buses; in Germany, it appeared on an almost 30-metre-long tram, welcoming both residents and visitors to the Anuga trade fair. In Spain, the brand reached people even more directly: the food cart invited them not only to taste Gyoza dumplings, but also to take part in games, engage in conversation, and experience Asian flavors as if in an authentic marketplace.

2025 was marked by creativity, courage, and the ambition to go beyond the usual boundaries of advertising. VIČI campaigns demonstrated that it is important for a brand to be where people are – on the road, in the city, while travelling – and that precisely these live experiences create a genuine emotional connection.



International recognition

In 2025, at the international “Seafood Expo Global” exhibition in Barcelona, Vičiūnai Group received three prestigious “Seafood Excellence Global Awards” for innovation, taste, and consumer experience.

The awarded products were smoked Atlantic salmon with truffles (“Best Retail Product 2025”), cold-smoked salmon with ants (“Innovation 2025”), and smoked mussels in spicy chilli oil (“Retail Packaging 2025”).

These awards strengthened Vičiūnai Group’s international visibility, confirmed the high quality of its products and its innovation-driven direction, reflected its ability to develop products that meet consumer expectations, and reinforced trust in the brand in international markets. At the same time, they contributed to sustainable growth, broader consumer choice, greater convenience, and competitiveness in the global market.



Customer awareness initiatives

Vičiūnai Group places emphasis on informing about responsible fishing, sustainable aquaculture, and conscious seafood consumption. Through educational communication, consumers are informed about what surimi products are, what raw materials they are made from, what their key characteristics are, and how the responsible selection of raw materials contributes to the protection of marine ecosystems.

Consumers are also provided with information about international sustainability certifications, such as MSC and ASC. It is explained that the MSC label is associated with responsibly managed wild fish capture, while the ASC label is linked to responsible aquaculture. To increase consumer awareness, press releases, social media posts, informational articles, and marketing campaigns are prepared in cooperation with ASMI.

In addition, the labelling of certified products helps consumers more easily identify responsibly produced products based on sustainability principles. The clear use of MSC and ASC labels on product packaging, as well as in communication and marketing materials, contributes to supply chain transparency and provides consumers with more information when making purchasing decisions.



Product safety and quality

We consider safety and quality to be among our key operational priorities, directly linked to consumer health and trust. This area is managed in accordance with the “Food Safety and Quality Policy”, which defines requirements across the entire value chain - from the procurement of raw materials to the delivery of the final product to the consumer.

Attention is paid to ensuring food safety throughout the entire supply chain.

In 2025, 86% of raw materials, by value, were purchased from GFSI-certified suppliers, thereby reducing risks related to the quality and safety of raw materials.

Corrective actions were implemented.

In production processes, food safety management is carried out in accordance with international standards, including IFS and BRCGS. In 2025, all Vičiūnai Group companies were successfully assessed under GFSI-recognised certification schemes — IFS Food, BRCGS Food, GlobalG.A.P., IFS Logistics, and IFS Broker - completing a total of 24 certification cycles.

The Group applies structured processes aimed at ensuring product compliance with legal and internal requirements in all markets in which it operates.

In 2025, one significant high-risk food safety non-compliance was identified. Corrective and preventive actions were implemented.

In 2025, a total of 694 claims were received, of which 375 were accepted, including 193 related to product quality. Corrective and preventive actions were defined for substantiated claims, with particular attention paid to recurring issues.





Governance

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Corporate culture

Corporate culture is embedded within our governance framework and supports ethical, transparent, and responsible decision-making. It is based on the values and principles of conduct set out in the Transparency Policy and the Occupational Health and Safety, Social Responsibility and Human Rights Policy, which are aligned with international standards, including the UN Guiding Principles on Business and Human Rights.

Management is responsible for overseeing the organizational culture and integrating it into the Company's strategy, risk management, and compliance systems. Organizational culture is considered an integral part of the internal control and governance framework, contributing to the identification and management of risks, including ethics and compliance risks

Managers ensure the consistent application of the Company's values in day-to-day operations and promote a culture of accountability throughout the organization.

The implementation of the corporate culture is supported through compliance systems, including employee training, reporting channels, and internal control mechanisms. Significant breaches and culture-related indicators are regularly reviewed at both management and supervisory levels.

The effectiveness of the organizational culture is periodically assessed, and the results are used to enhance governance, compliance, and risk management practices.





Prevention of corruption and bribery

The Vičiūnai Group is committed to creating and maintaining a transparent, open, and fair business environment in which all activities are conducted in accordance with the highest standards of business ethics. These principles are established in the Corruption Prevention and Violations Management Procedure, which applies across the entire group of companies and sets out the Group’s zero-tolerance approach to corruption and the measures implemented to mitigate related risks.

The Company does not tolerate any form of corruption. It actively seeks to prevent corrupt practices by systematically raising employee awareness, encouraging engagement, and fostering individual responsibility in building a transparent and ethical workplace culture.

Employee education and training on anti-corruption, fair competition, and transparency-related matters:

Indicator	Actual 2022	Actual 2023	Actual 2024	Actual 2025
Employees familiarised with the Transparency and Business Ethics Policy, as a percentage of total employees	100 %	100 %	100 %	100 %

During 2025, the Group actively strengthened the foundations of its anti-corruption culture. Anti-corruption training sessions were conducted in February and again during October–November, with the objective of increasing employee awareness of potential corruption risks and the importance of conducting business in a transparent and ethical manner. The October–November 2025 training program was delivered through the platform of the Special Investigation Service of the Republic of Lithuania (STT).

In accordance with the methodology developed by the Special Investigation Service of the Republic of Lithuania, the Group carried out an assessment of its Anti-Corruption Environment Resilience Level (AKL). The result of 8.2 out of 10 points is considered a very high level of resilience to corruption, confirming the effectiveness of the corruption prevention measures implemented within the organisation.



Avoidance of conflicts of interest

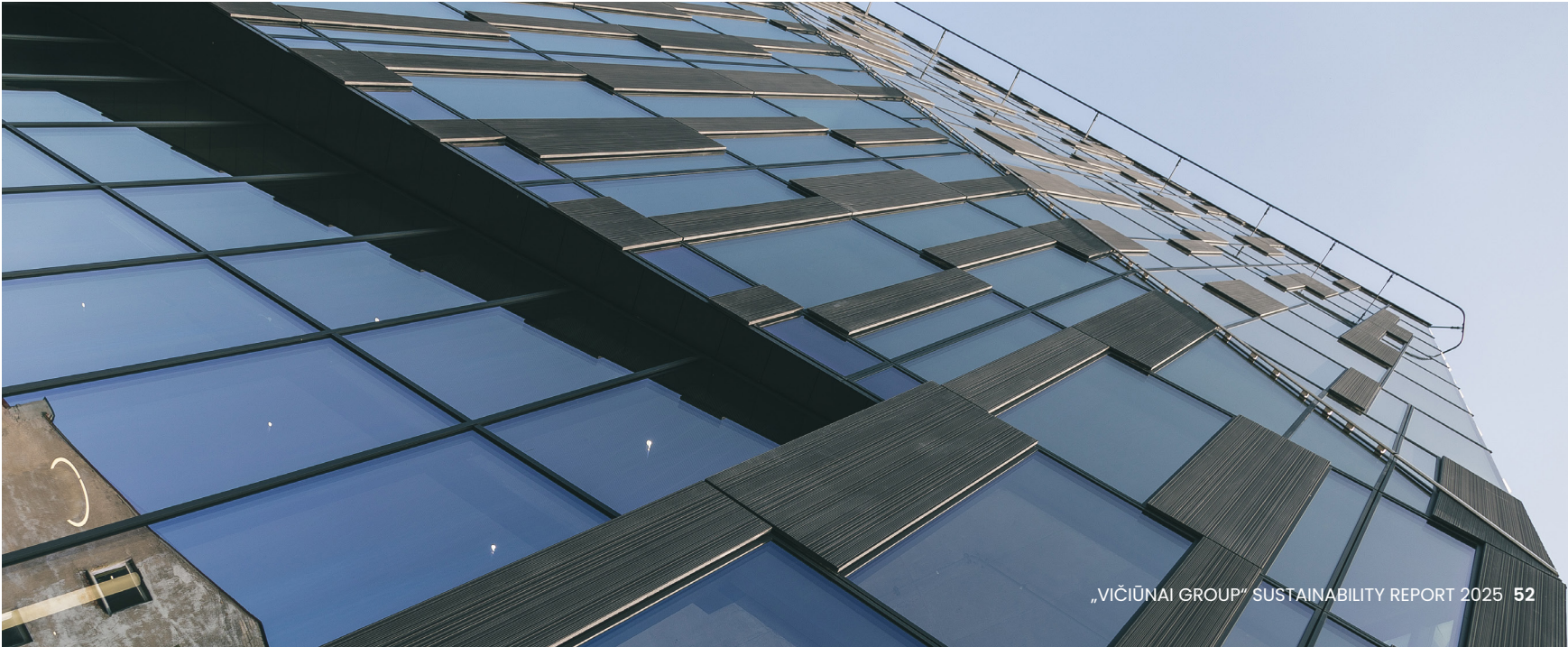
To ensure objectivity in decision-making and maintain transparency in business operations, the Group encourages employees to voluntarily declare their private interests.

In situations where a conflict arises between official duties and personal interests, employees are expected to inform their direct manager and recuse themselves from the consideration of the matter and the related decision-making process.

To manage potential risks and conflicts of interest, the Group has established a dedicated declaration form for the voluntary disclosure of private interests. In 2025, a total of 58 employees voluntarily submitted declarations of interest, while a further 54 employees updated previously submitted declarations, demonstrating a responsible commitment to ethical conduct and the principles of integrity.

Indicator	Actual 2022	Actual 2023	Actual 2024	Actual 2025
Number of private interest declarations submitted	240	130	8	58
Number of recusals or withdrawals from decision-making due to conflicts of interest	0	0	0	0

No cases of employees reporting recusal due to a potential conflict of interest were recorded in 2025.





Business gifts

The companies of Vičiūnai Group apply a “Gifts Giving and Acceptance Policy”, which is designed to ensure transparency in business operations, prevent conflicts of interest, and mitigate the risk of improper influence through unethical gifts that could affect decision-making or damage the Company’s reputation.

The Policy clearly stipulates that employees may only give gifts of a representational nature that contribute to enhancing brand awareness and strengthening the Company’s image. The offering or acceptance of gifts for the purpose of obtaining any undue advantage, preferential treatment, or favorable decisions is strictly prohibited.

! According to the gifts register, three cases were recorded in which received gifts exceeded the 30 EUR threshold. No violations of the Gifts Policy were identified during the reporting period, demonstrating employees’ awareness of and commitment to complying with the Group’s ethical standards and integrity principles.

Employees are permitted to accept symbolic business gifts with a value of up to 30 EUR. Gifts exceeding this threshold must be declared and recorded in the dedicated gifts register. Employees are prohibited from accepting cash gifts, gift cards, discount vouchers, cheques, or any other cash equivalent, regardless of their value.

Indicator	Target	Actual 2022	Actual 2023	Actual 2024	Actual 2025
Number of cases involving gifts received in the form of cash, cheques, travel benefits, or similar item	0	1	0	1	3
Number of confirmed corruption cases	0	0	0	0	0





Supplier relationships

Vičiūnai Group is committed to building transparent, ethical, and long-term relationships with its suppliers, based on the principles of integrity, responsibility, and mutual benefit.

Supplier relationships are governed by the “Responsible Procurement Policy” and the Supplier “Code of Conduct”, which establish requirements relating to business ethics, transparency, fair competition, and the prevention of conflicts of interest.

The Group applies established supplier selection and evaluation criteria to ensure a transparent and non-discriminatory procurement process. Suppliers are assessed based on the quality, reliability, and cost of the products or services they provide, as well as their compliance with sustainability and ethical standards.

The Group strives to comply with contractual payment terms and maintain stable, long-term cooperation with suppliers. Payment management is periodically monitored to minimize the risk of payment delays.

The Group identifies and manages risks associated with supplier relationships, including:

- ***corruption and bribery risks;***
- ***conflicts of interest;***
- ***non-transparent arrangements and business practices.***

To ensure compliance, the Group applies internal control measures and conducts periodic reviews of procurement and supplier management activities.

Geopolitical environment and international regulatory compliance

The Company systematically monitors developments in the geopolitical environment and assesses their potential impact on business continuity, supply chains, and market accessibility.

Geopolitical risks are integrated into the overall risk management framework and are regularly evaluated as part of strategic decision-making processes.

The Company ensures compliance with all applicable international sanctions, trade restrictions, and export control requirements. Counterparty due diligence processes are implemented, covering the screening of customers, suppliers, and other business partners, as well as the ongoing monitoring of compliance with sanctions-related and reputational risk requirements.

In 2025, a total of 334 counterparties were screened, of which 20 were identified as high-risk. Appropriate risk mitigation measures were implemented to address the identified risks.

To strengthen resilience to geopolitical developments, the Company applies supply chain diversification and business continuity measures, including the development of alternative supplier networks and market opportunities. In 2026, the Company plans to develop a comprehensive Business Continuity Plan (BCP), including scenario analysis and response measures for potential disruptions.

The Company’s governing bodies regularly review the geopolitical environment and related risks, ensuring that these are incorporated into strategic planning and the overall risk management framework.



Data security

The Company places significant emphasis on information systems security and employee awareness, with the objective of ensuring business continuity and safeguarding sensitive information.

Investments are made both in the enhancement of digital systems and in employee training initiatives, ensuring that employees can identify cyber threats in a timely manner and respond appropriately. In 2025, the Company updated its Information Security Policy and formalized minimum cybersecurity requirements applicable to third parties.

During 2025, a total of 127 security incidents were recorded across the Group. In addition, 14 attempts were identified involving the misuse of user login credentials with the aim of gaining unauthorized access to the Group’s internal systems or obtaining access to sensitive personal data. The Group’s digital infrastructure functioned effectively, and all attempts were detected and blocked in a timely manner. No user data was compromised, and no damage was incurred by either the Company or its employees.

Indicator	Target	Actual 2023	Actual 2024	Actual 2025
Employees informed of the Personal Data and IT Data Protection Policy and the Confidentiality Policy	100 %	100 %	100 %	100 %
Number of internal information security tests conducted per year	12	12	12	12
Number of external information security tests conducted per year	4	4	4	4
Number of recorded (identified) security incidents	n/a	157	173	127
Attempts to misuse user login credential	n/a	9	25	14



Employee awareness and training on data security

In 2025, to strengthen employee awareness of cybersecurity threats and data protection, the Company conducted two training sessions through its internal intranet and published three informational communications aimed at increasing awareness and enhancing employees’ ability to identify potential cyberattacks and respond appropriately.

Date	Information notice / Training title
2025-03-19	Fraudsters impersonating the CEO – stay vigilant!
2025-07-04	Warning: a new phishing method is spreading – fake banking and e-service websites
2025-07-31	Incident and emergency management procedure approved across the Vičiūnai Group companies
2025-10-03	Learning fridays: presentation of the information security policy
2025-12-11	Review of social engineering test results and employee training session



Transparency Line

To promote integrity, openness, and responsible conduct, the Group operates a whistleblowing channel known as the Transparency Line.

The channel is available to both employees and external stakeholders, enabling them to report, anonymously if desired, any observed or suspected violations, unethical conduct, or indications of corruption.

Reports may be submitted by telephone, by email at skaidrumas@vici.eu, through the Group’s intranet (available to employees only), or directly to the person responsible for corruption prevention.

In 2025, a total of 52 reports were received through the Transparency Line. None of the reports resulted in the identification of any indications of corrupt conduct.



Future plans

Future. Objectives. Commitments.

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Future. Objectives. Commitments.

Sustainability Priorities



Sustainability Reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD)

Environmental protection



Implement energy-efficiency measures to reduce overall energy consumption. Increase the share of renewable energy within total energy consumption.



Reduce emissions from transportation by optimizing route management and modernizing the vehicle fleet.

Climate change



Register greenhouse gas (GHG) emission reduction targets and CO₂ reduction targets with the Science Based Targets initiative (SBTi) platform.

Occupational health and safety, social responsibility, and human rights



Reduce the number of workplace accidents



Promote and strengthen a culture of safety throughout the organization.



Enhance employee training and development systems.



Improve the collection and analysis of human resources management indicators.

Sustainable procurement



Further develop and implement a sustainable procurement policy.



Review and refine sustainable procurement performance indicators.



Ensure that supplied raw materials comply with the requirements of the EU Deforestation Regulation (EUDR).

Ethics and business transparency



Increase employee awareness and knowledge related to anti-corruption and business risk management.



Implement a business partner due diligence and reliability assessment system.



Develop and establish a business continuity plan.



Performance indicators

The Group's sustainability performance is assessed on the "EcoVadis" platform

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This sustainability report presents consolidated information on the companies of Vičiūnai Group engaged in food production, trade, and distribution. The report summarizes the Group's consolidated achievements in the areas of environmental protection, social responsibility, and governance (ESG) in 2025.

The Group's sustainability report has been prepared in accordance with the SASB Standards.

The report presents the best available data at the time of its publication. For the next reporting period, actions have been planned to improve the collection and quality of relevant information, with the aim of ensuring comprehensive and accurate disclosure of all applicable performance indicators.

In preparing the report, selected disclosures from the following standards have been applied:

SASB
Sustainability
Accounting Standard

Processed Food
Food & Beverage Sector
FB-PF

Food Retailers & Distributors
Food & Beverage Sector
FB-FR

Road Transportation
TR RO

The Group's sustainability performance is assessed on the "EcoVadis" platform

We are pleased that this year's "EcoVadis" assessment reflects the progress made by Vičiūnai Group. The Group has been awarded a Gold "EcoVadis" medal. The progress achieved inspires us to continue striving for even greater results.



we have achieved
the Gold
"EcoVadis" medal



The values of the selected performance indicators for 2025, in accordance with the SASB Standards applicable to the Group's activities, are presented below:

Reference to Standard	Indicator	Unit of Measurement	2025
FB-PF-000.A	Products sold	tons	110 307
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 ²	17 000
FB-FR-000.A	Number of retail stores	number	0
FB-FR-000.B		m ²	0
FB-FR-000.C	Number of transport vehicles used for distribution (EU)	number	187
PRODUCTS & FOOD SAFETY			
FB-FR-250a.1	High-risk food safety incidents	number	1
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	Number of product withdrawals/recalls from the market / of which VICI products	% of private label in recalls	1/0
FB-PF-250a.4	Initiated recalls/ Recalled product volume	tons	1/0,002
FB-PF-250a.2	Raw materials from GFSI-certified suppliers	% by value	85.60%
FB-PF-250a.3	Food safety incidents / Corrective actions taken	units /%	1/100
FB-PF-250a.1	Number of GFSI audits	number	24
	Major/minor non-conformities identified		0/86
FB-PF-410a.1	Total packaging weight / from recycled materials	t/%	13398/29
FB-PF-430a.1	Share of wild-caught fish raw materials compliant with sustainable fisheries standards (MSC), based on purchased volume		66
FB-PF-430a.1	Share of farmed fish raw materials compliant with sustainable aquaculture standards (ASC), based on purchased volume	t/%	14
FB-PF-430a.2	Number of food safety and social responsibility audits conducted at suppliers	t/%	9



Reference to Standard	Indicator	Unit of Measurement	2025
ENVIRONMENTAL IMPACT			
FB-PF-140a.1	Total water withdrawal / % from high/very high water stress regions	m3/%	897746/9
FB-PF-140a.2	Water management non-compliance cases	number	0
FB-PF-140a.1	Food waste/not diverted to waste stream	tons/%	7839/70
FB-FR-130a.1 FB-PF-130a.1	Energy used for operations (heat and electricity)	TJ	498646
FB-FR-130a.1 TR-RO-110a.3	Electricity from renewable sources (with origin certificates)	%	88
FB-FR-110a.1	Heat energy from renewable fuels	%	75
FB-FR-110b.1	CO ₂ emissions from refrigerants (Scope 1)		2703
	CO ₂ emissions from transport (Scope 1)	(t) CO ₂ e	36795
	CO ₂ emissions from fuel use (Scope 1)		4889
TR-RO-110a.1	Total CO ₂ emissions (Scope 1)	(t) CO ₂ e	44388
	Total CO ₂ emissions (Scope 2)	(t) CO ₂ e	1689
LABOR & WORKING CONDITIONS			
TR-RO-000.C	Number of employees / drivers (transport divisions)	number	450/226
TR-RO-520a.1	Lost Time Accidents (LTA) rate (direct and agency workers)	number per million worked hours	11,1/0
TR-RO-520a.2	Voluntary turnover rate	%	15.5
TR-RO- 540a.1	Road incident cases (transport)	number	151
FB-FR-310a.1	Avg. hourly wage in logistics / % earning minimum wage	Eur/%	13.33
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
FB-FR-310a.4	Financial losses due to labor law or discrimination cases	Eur	0
DATA PROTECTION			
FB-FR-230a.1	Data breaches / % personal data breaches	number/%	0/0