

SUSTAINABILITY REPORT

2024



Content

About us	3	Our employees	40
About the Report	4	Employee diversity	41
Sustainability remains NARBUTAS’ strategic direction	5	Fair salary	43
NARBUTAS in brief	8	Additional benefits for employees	44
Overview of 2024	10	Occupational health and safety	46
New furniture collections	11	Social dialogue	48
Awards	13	Labour Council	49
Double materiality assessment	14	Employee development	51
NARBUTAS’ material sustainability areas	15		
Implementation of the sustainability goals for 2024	16	Workers in the value chain	54
		Our supply chain	55
Climate change and energy	17		
CO ₂ and other greenhouse gas (GHG) emissions	18	End-user awareness and information accessibility	56
Overview of Scope 1 and Scope 2 CO ₂ emissions in 2024	19	Sustainability certifications	57
Impact of the CO ₂ reduction measures implemented	20		
CO ₂ emission reduction targets	21	Business ethics	61
Indirect (Scope 3) CO ₂ emissions from the value chain	22	Performance measurement system	62
Overview of Scope 3 CO ₂ emissions in 2024	23	Whistleblower Protection and Reporting Line	63
Energy consumed	24	We are part of the community	64
More efficient energy consumption	25	Support to organisations	65
		Continuing our support to Ukraine	66
Biodiversity and ecosystems	27	Sustainability goals for 2025	67
FSC-certified wood raw materials	28		
Tree planting initiative	29	GRI indicators	69
Resource use and circular economy	31		
Sustainable design principles	32		
Our main raw materials	33		
Packaging	35		
Manufacturing waste	36		
Waste sorting training	37		
Waste reduction initiatives	38		

About us

NARBUTAS is an international company specialising in the manufacture of office furniture, with its products sold in over 60 countries. Our brand showrooms are located in Paris, London, New York, Chicago, Washington, Düsseldorf, Munich, Warsaw, Vilnius, and several other cities around the world. What sets NARBUTAS apart from its competitors are the high quality of its products, an exceptionally wide product range, and custom-made furniture production that meets even the most ambitious expectations of architects and designers. NARBUTAS' motto is DELIVERING WHAT MATTERS, guiding the company to concentrate on the areas that provide the greatest value to its clients: design, sustainability, individuality, ergonomics, recreation, and acoustics.

About the Report

This is the fifth voluntary Annual Sustainability Report of Narbutas International UAB, covering the period from 1 January 2024 to 31 December 2024.

It presents the key events of the year, key performance indicators and key sustainability information. The Report has been prepared with reference to the latest version (2021) of the Global Reporting Initiative (GRI) standards.

It contains the most relevant information available to the company at the time of

preparation and has not been externally audited. The names Narbutas International UAB and NARBUTAS are used synonymously.

The Report is available in Lithuanian, English, German and French in electronic form only, and is publicly accessible on the website www.narbutas.com.

Our stakeholders' opinions are important to us and we welcome your feedback or questions on sustainability by email: sustainability@narbutas.lt.



Sustainability remains NARBUTAS’ strategic direction

“

Sustainability is one of NARBUTAS’ core values. For years, we have stayed true to the commitments that matter – to us, our clients, and end consumers. With the 2024 Sustainability Report, we share our key challenges, achievements, and plans for the future.

Because of the war in Ukraine, the geopolitical situation remains challenging. Recognising that the ability of EU economies to adapt and compete in an unstable environment is crucial for safeguarding themselves and preserving their values, the European Commission has postponed the newly introduced sustainability obligation for large companies, including Narbutas International UAB. The submission of mandatory sustainability reports, considered resource-intensive, under the Corporate Sustainability Reporting Directive (CSRD)* has been moved from 2026 to 2028. Despite the extended deadline, we dedicated signif-

icant attention and resources in 2024 to prepare for it, ensuring that our voluntary report is at least partially aligned with the forthcoming mandatory requirements.

In our 2022 voluntary report, we announced our sustainability goal of becoming a climate-neutral company in terms of Scope 1 and Scope 2 emissions by 2028. Last year, we intended to develop an action plan to achieve this goal. However, through our consistent sustainability efforts, growing experience, and considerations of market trends and customer expectations, we realised that we can be more ambitious. We have therefore decided not only to pursue climate neutrality, which allows us to offset some of our emissions by investing in external CO₂ reduction projects, but also to work toward achieving net zero in the longer term – that is, to minimise our carbon footprint.

In 2024, we began collaborating with the Science Based Targets initiative (SBTi) which helps companies to set science-based greenhouse gas reduction targets in line with the Paris Agreement’s goal of limiting global warming to 1.5°C. We are one of the first 15 companies in Lithuania to take on this responsibility, showcasing leadership both nationally and internationally.

Our next steps toward achieving net zero are to set near-term targets by the end of 2026 which we will work to reach by 2030. Once these interim targets are met, we can establish a timeline for achieving the final goal. The European Union has announced that it will achieve net zero by 2050.



* In 2023, the EU introduced mandatory sustainability reporting under the EU CSRD.

Following the mandatory reporting standards, we conducted a double materiality assessment in 2024. This was carried out in accordance with the double materiality principle established by the CSRD. Previously, we focused on three sustainability areas – sustainable design, energy and emissions, and employees and community. With the double materiality assessment, our sustainability areas have been refined and expanded. For the first time, this report presents our newly defined seven sustainability areas that are significant to the company. These are: **(1) climate change and energy, (2) biodiversity and ecosystems, (3) resource use and circular economy, (4) our employees, (5) workers in the value chain, (6) end-user awareness and information accessibility, and (7) business ethics.** We will continue pursuing our sustainability goals by focusing on these refined strategic directions.

2024 was another year of growth for us, with sales increasing by 6%. To support consistent, stable, and sustainable growth, NARBUTAS has dedicated 2024–2025 to improving operational efficiency: standardising processes, strengthening governance, and continuing our sustainability indicator system. We are steadily working in this direction, tackling challenges as they arise, and resolving them to ensure seamless operations and build complete trust with our clients.

At the end of 2024, we announced plans to build a second factory and revealed its future location. The 95,000 m² facility is expected to be completed in 2027, adjacent to our current factory in Lithuania. We take pride in manufacturing all of our products in one location. This ensures full compliance with the EU's highest standards for manufacturing, employee well-being, and environmental

protection. 52% of our raw material suppliers are based right here in Lithuania, with the majority of the remainder located within the EU, enabling us to maintain more sustainable logistics. Last year, only 1% of raw materials came from the US and Asian countries.

We use only electricity from renewable sources in both our offices and manufacturing facility, with around 40% generated by our own solar power plant installed on the factory rooftop. The new factory is also planned to be equipped with a solar power plant. Significant changes have also taken place in our vehicle fleet, with 90% of the company's vehicles switched over to electric by the end of 2024.



Other NARBUTAS' important work and achievements in 2024 include obtaining ISO 45001 and FISP certifications, as well as beginning our collaboration with EcoVadis. We will continue these efforts into 2025.

Sustainability as a value drives us to continuously question our social responsibility. The company has refined and has been supporting two main causes for some time: investing in children – their education, physical activity, and health – and supporting Ukraine. In 2024, we provided support totalling €900,000 in the form of furniture and financial donations to various organisations, with Ukraine receiving the majority – €750,000.

Nevertheless, we believe that caring for the world and the environment begins with ourselves. The company continuously invests in employee education and well-being, both by improving their working conditions and providing additional benefits beyond the workplace. Around 180 company managers participated in a training programme in 2024; all employees receive supplementary health insurance; our factory workers are provided with meals; and

those living in remote areas are transported to and from work using the company bus. Good working conditions have also been created for our employees in Vilnius. At the end of 2024 and the beginning of 2025, we moved into a brand-new, modern office with a BREEAM sustainability certification and 27 electric vehicle charging stations. Thanks to the innovations and modern workspace solutions implemented there, the Vilnius office has become a showcase space for clients, designers, and architects visiting from Lithuania and abroad.

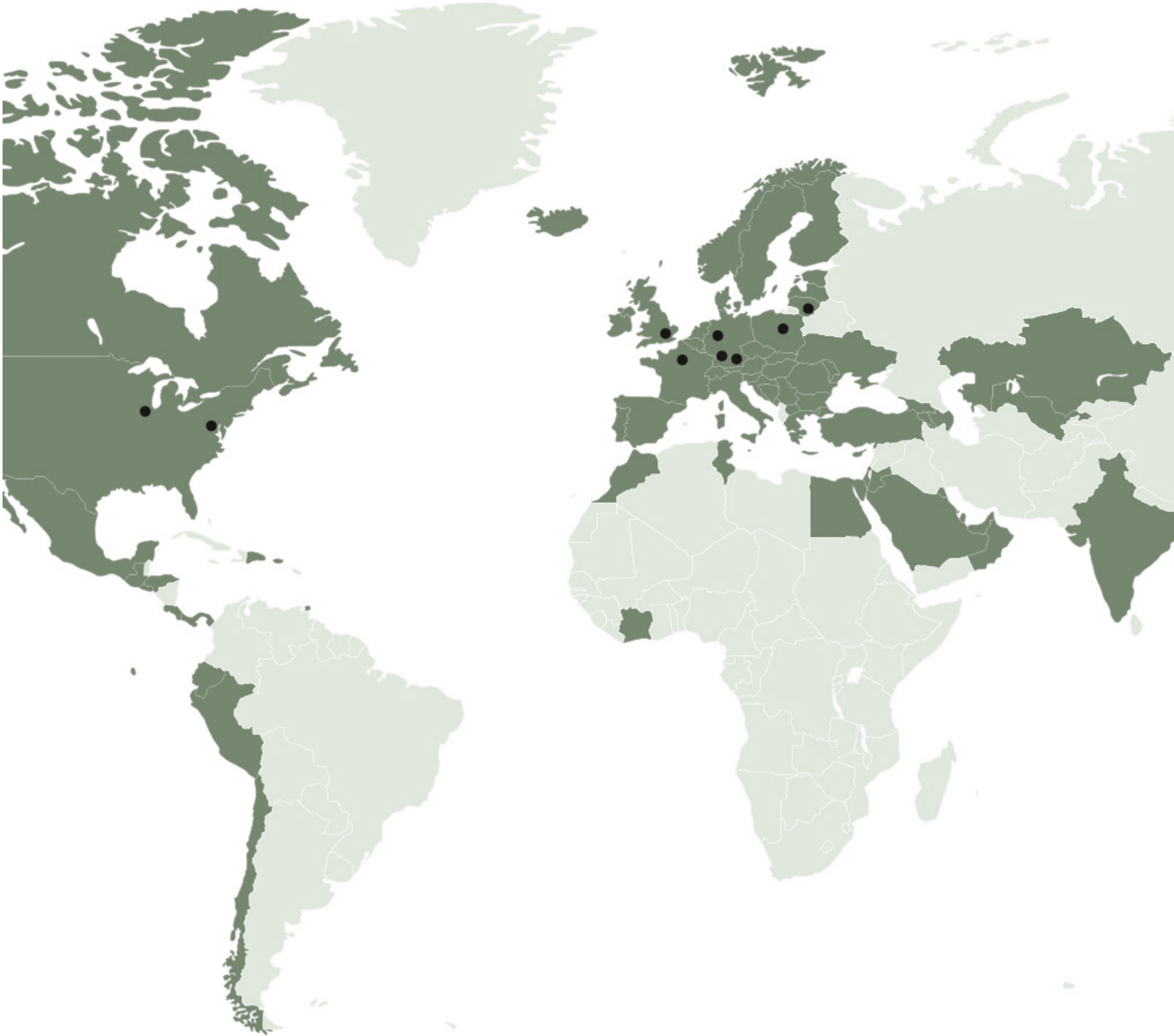
We believe that leading through personal example is the most effective way to promote sustainability, community, and environmental care. That is why we strive to engage our employees in the company's activities and values, encouraging them to become true ambassadors of NARBUTAS.

Sustainability is one of our company's core values, and we uphold it consistently while communicating our efforts transparently.

NARBUTAS Executive Team



NARBUTAS in brief



Established in

1991

66,902 m²

factory in Lithuania,
Ukmergė

34

years of experience

72

export markets

1,300+

customers

Around

1,700

employees

Our vision

A sustainable, dynamic workspace solutions company, leading and desirable in the modern world.

Our mission

We are passionate about creating inspiring workspaces and strive to make them available to more people.

Our values

Responsibility
Honesty
Respect
Love

Values of the organisation:

Dynamism
Modernity



The manager's values:

Leadership
Competence



The employee's values:

Teamwork
Engagement



Overview of 2024

168M

Sales revenue, €

+6%

Sales growth

20M

Investments, €


TOP

Markets

United Kingdom, France, Germany, USA, Belgium.

7

New furniture collections




4


New showrooms


in London, Warsaw, Düsseldorf, Munich.


6


Exhibitions


 Salone del Mobile Milano

 WORKSPACE expo

 Stockholm Furniture Fair

 DESIGN DISTRICT

 NeoCon


 ORGATEC


10


Year warranty

2

Awards

 reddyot winner 2024

 iF DESIGN AWARD 2024



New furniture collections



ZOO ZOO

The ZOO ZOO collection of coffee tables and matching poufs invites you to have a conversation and share ideas. These slightly taller-than-usual tables (69 cm) are perfect for working on a laptop or writing down notes by hand. The poufs themselves offer convenient storage for items like handbags, books, and more. When not in use, they easily tuck away under the table, allowing for more efficient use of space.



D-CHAIR

The D-CHAIR collection of executive and task chairs stands out for exceptional sitting comfort and aesthetics. The integrated mechanism is virtually imperceptible, while the seamless transparent mesh that forms the backrest and seat adds a sense of lightness and emphasises the graceful structure of the entire chair. This creates a feeling of reliable support combined with unrestricted freedom of movement.



ROUND MULTIPURPOSE

The ROUND Multipurpose tables are designed to meet the diverse and ever-changing needs of modern offices and are suitable for all work scenarios – from individual or team work to remote conferences and breaks. They are available in two tabletop depths and three heights. The versatile ROUND Multipurpose collection satisfies not only the functional but also the aesthetic expectations of any office.



OFY

The OFY collection unites executive, task, and visitor chairs through a shared design language and a distinctive backrest frame, allowing all functional areas of the office to be furnished with chairs that serve different purposes yet maintain a consistent aesthetic. These soft upholstered chairs were designed with hybrid work and the home environment in mind, catering to employees’ desire for cosiness and a chance to relax at the office.



MURO

MURO is a modular system of powered beams that can be configured with or without integrated power sources and supports the attachment of acoustic screens. MURO helps create workplaces that meet both individual and constantly changing company needs, providing everything necessary for a productive workday. In addition, it complies with the US market standards.



SANDIE

The SANDIE collection of elegant chairs and lounge furniture is designed for those seeking a balance between productive work and relaxation. With a wide variety of pieces, the collection is easy to mix and match. In addition, it fits seamlessly into different office spaces. SANDIE's visual uniqueness is defined by its backrest, slightly set apart from the seat by a subtle gap, giving the collection a bold and modern look.



SONUS S

Acoustic pods enhance the functionality of open-plan offices and contribute to employee well-being by creating a more comfortable, productive, and secure work environment. With enough acoustic pods in the office, employees can feel comfortable with voice communication while still enjoying the privacy they need. According to ISO 23351-1:2020, the new SONUS S acoustic pod is classified as sound insulation class B.

Designed for focused work, short remote meetings, or confidential conversations, the SONUS S pod collection offers a minimalist design, effective Class B sound insulation, and seamless integration into various office spaces. Its motion sensor, automatic ventilation system and lighting ensure comfort and functionality.

Awards

The D-CHAIR office chair collection, designed by the Baldanzi & Novelli design studio, won two awards in 2024: the Red Dot Award and the iF DESIGN AWARD. The ZOO ZOO three-person desk, created in collaboration with designer Annie Lee, became a finalist at the Archello and Mixology awards. The PARTHOS tables received a Honoree distinction at the HiP Awards.



Double materiality assessment

In 2024, NARBUTAS conducted a materiality assessment to reassess its key sustainability areas, following the double materiality principle outlined in the EU Corporate Sustainability Reporting Directive (CSRD). This principle means that a sustainability issue is considered material if it meets the criteria for impact materiality, financial materiality, or both. Impact materiality refers to the effects of a company’s activities on the environment and society, while financial materiality deals with how sustainability affects the company’s financial position, performance, and future prospects. By applying this approach, the assessment reflects both stakeholder expectations and business risks and opportunities.

With the help of external experts, we conducted a materiality assessment of NARBUTAS’ key sustainability areas in accordance with the European Sustainability Reporting Standards (ESRS) and the implementation guidance documents provided by EFRAG (December 2023 version, updated May 2024). The assessment involved managers from various company departments and their delegated persons. In addition, other stakeholders were included: employee representatives, local communities, suppliers, business clients, official authorities, and the media. Various methods were applied to understand their perspectives, such as interviews, surveys, and the analysis of documents and other publicly available information.

The materiality of impact, risks, and opportunities was scored using the methodology outlined in the ESRS and EFRAG materiality assessment implementation guidance documents (May 2024 version).

The refined key sustainability areas of NARBUTAS are listed in the next section of the report.



NARBUTAS' material sustainability areas

Climate change and energy

Reducing our carbon footprint by transitioning to green energy and aiming for climate-neutral operations.

Resource use and circular economy

Striving to use raw materials more efficiently and develop more sustainable products by implementing the principles of circular economy.

Workers in the value chain

Prioritising shorter, responsible supply chains and applying social and ethical standards to our partners.

Business ethics

Following responsible business principles, fostering integrity, transparency, and respect in our daily operations.

Biodiversity and ecosystems

Promoting responsible forestry and contributing to nature conservation by reducing negative impacts on ecosystems.

Our employees

Caring for employee well-being, safety, and engagement by strengthening our organisational culture.

End-user awareness and information accessibility

Building consumer trust by providing clear, reliable, and easily accessible information about our products and their sustainability.

Implementation of the sustainability goals for 2024

We set 16 annual sustainability goals for 2024. Eleven of them (69%) were successfully achieved, two (25%) were partially achieved and one (6%) was not achieved. More information on the implementation of the goals can be found in the relevant sections of the report.

Climate change and energy

- Expand our solar power plant with the aim of generating around 40% of the electricity we consume in manufacturing on our own by 2025.
- Implement an energy resource monitoring system.
- ◐ Develop an action plan to achieve our long-term goal of becoming a climate-neutral company in terms of Scopes 1 and 2 emissions by 2028.

Biodiversity and ecosystems

- Start using only FSC-certified (Forest Stewardship Council®) chipboard in standard production.

Resource use and circular economy

- Integrate a system for assessing products against sustainable design principles into the new product development process.
- ◐ Reduce the amount of packaging cardboard off-cuts by 96 tonnes per year.
- ◐ Reduce the use of polystyrene foam for packaging by 5.5 tonnes per year.
- Reduce the use of plastic film for packaging by 5.9 tonnes per year.

Our employees

- Implement a development programme for all managers.
- Train all of our employees to sort waste.
- Continue conducting our employee engagement surveys, develop and implement action plans to improve engagement.

End-user awareness and information accessibility

- Obtain the FISP (Furniture Industry Sustainability Programme) and EcoVadis business sustainability certifications.
- ◐ Prepare Environmental Product Declarations (EPDs) for a selected group of products.

Business ethics

- Perform a double materiality assessment of the company.
- Implement a performance measurement system.
- Continue to support Ukraine, Junior Achievement Lithuania and the development of children's football in Lithuania.

Climate change and energy

As a manufacturing company, we inevitably use various sources of energy in our processes. We are constantly looking for solutions on how to consume energy sustainably. We measure our impact on climate change by the amount of CO₂ emitted across all our operations and ensure that the amount of emissions decreases as production rates increase.

CO₂ and other greenhouse gas (GHG) emissions

NARBUTAS’ long-term goal is to become a climate-neutral company by 2028.*

NARBUTAS has been calculating its carbon footprint for five years, starting from 2020, using the Greenhouse Gas Protocol (GHG Protocol) methodology. For the first few years, we assessed only direct (Scope 1) and indirect (Scope 2) emissions resulting from our operations. Since 2022, we have also been calculating Scope 3 emissions across our entire value chain. Therefore, we selected 2022 as the baseline year from which we measure emission changes and set reduction targets. Additionally, in 2022, the company restored its previous production volumes which had declined during the COVID-19 pandemic. As a result, this year’s data provide a more accurate reflection than last year’s.

The calculation methodology is described in the section “List of GRI Indicators” (GRI 305-1) →

* In terms of Scopes 1 and 2 (for more information on the emission scopes, see the section “GRI List of Indicators (GRI 305)” →



Overview of Scope 1 and Scope 2 CO₂ emissions in 2024

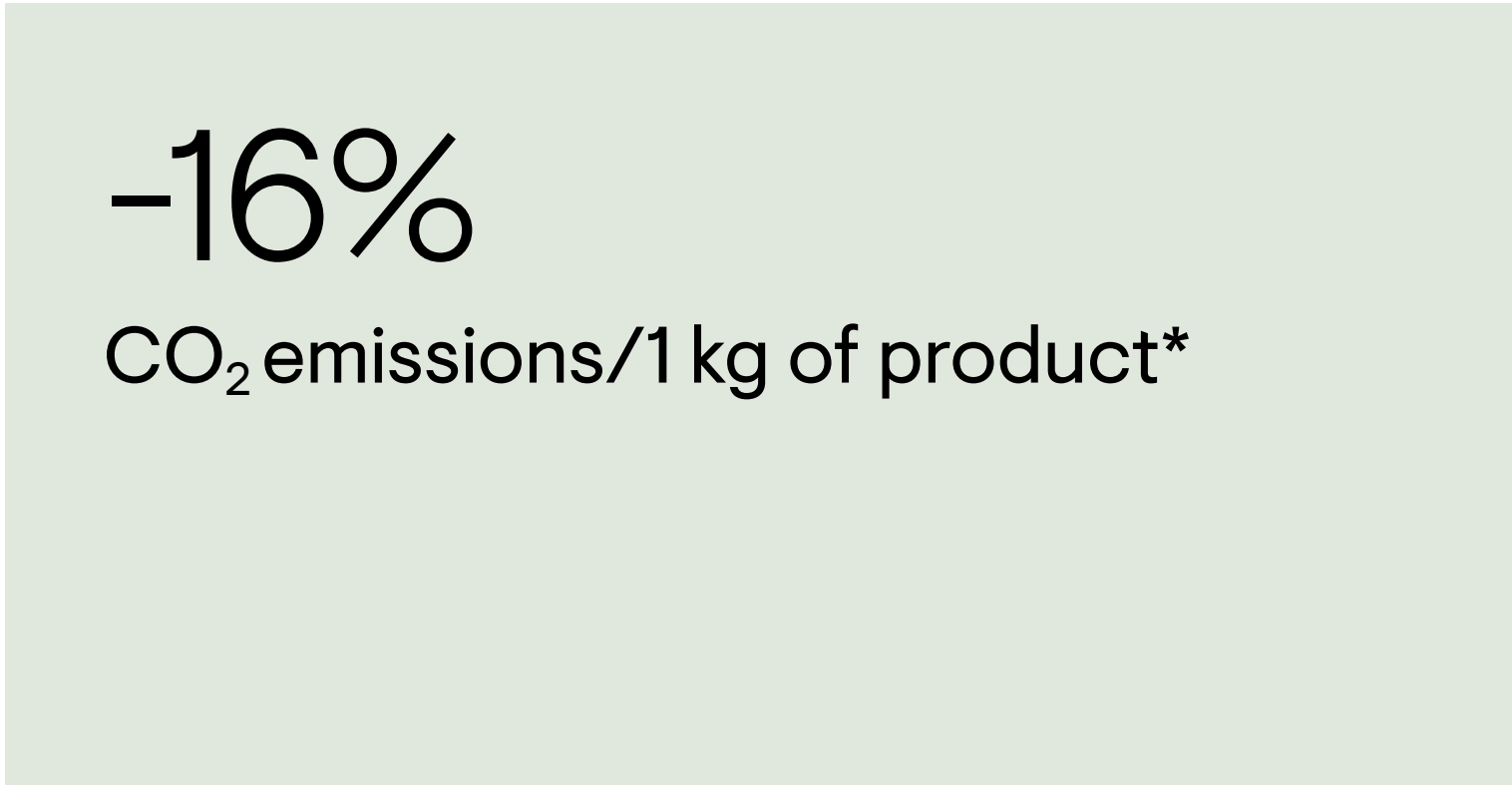
-14%

Absolute CO₂ emissions*



-16%

CO₂ emissions/1 kg of product*



-27%

CO₂ emissions/€1 million revenue*



* Compared to the 2022 baseline year.

Impact of the CO₂ reduction measures implemented

Over several years, the company successfully reduced its carbon footprint in operations by 14%, from 1,223 tons of CO₂ equivalents in the 2022 baseline year to 1,050 tons of CO₂ equivalents in 2024. When measured in relative terms, the reduction is even greater: emissions per €1 million of revenue decreased by 27%, and emissions per kilogram of product decreased by 16%. This was due to a number of long-term projects that are carried out within the company:

Electrification of the company vehicle fleet: in 2024, we continued to expand our fleet of electric vehicles. 90% of the company’s vehicles were electric by the end of the year.

Transition to 100% green electricity: currently, all electricity used in our offices and factory comes from renewable energy sources. Approximately 40% of this electricity is generated by the solar power plant installed on the factory roof.

The majority of the remaining emissions result from the combustion of natural gas and incineration of wood board waste. In 2025, we will continue exploring options for replacing these energy sources with more sustainable alternatives.

Scope 1 and 2 GHG emissions in tonnes of CO₂ equivalents

	2022	2023	2024	Change in 2024 compared to the 2022 baseline year
Direct GHG emissions (Scope 1) from our operations	1,195	977	1,010	-16%
Indirect GHG emissions (Scope 2) from our operations	27	10	40	47%
Total Scope 1 and 2 GHG emissions	1,223	987	1,050	-14%
Scope 1 and 2 GHG emissions per €1 million of revenue	8.54	6.26	6.26	-27%
Scope 1 and 2 GHG emissions per kilogram of product, kg CO ₂ e	0.041	0.033	0.034	-16%

CO₂ emission reduction targets

Sustainability goals for 2024

- **Develop an action plan to achieve our long-term goal of becoming a climate-neutral company in terms of Scopes 1 and 2 emissions by 2028.**

We have partially met this goal and will continue work in 2025.

In 2022, we set the goal of becoming a climate-neutral company by 2028 (in terms of Scopes 1 and 2). Last year, we planned to develop an action plan to help us achieve this goal. However, we have since raised our ambitions – not only aiming for climate neutrality, which allows us to offset some of our emissions by investing in external CO₂ reduction projects, but also for achieving net zero in the longer term. This means minimising our carbon footprint and validating our goals with the SBTi (Science Based Targets initiative), a global initiative that helps companies set science-based targets for reducing their carbon footprint in line with the Paris Agreement’s goal of limiting global warming to 1.5°C. SBTi is one of the most important international organisations ensuring that companies tackle climate change with real, measurable actions, not just declarations. We are one of the first 15 Lithuanian companies to take on this responsibility, showcasing our leadership both nationally and internationally. In line with the SBTi guide, we will aim to reduce our carbon footprint in Scopes 1 and 2 by around 50% by 2030.

In 2024, we assessed more sustainable energy sources that could replace natural gas and solid fuels, and calculated possible investments. However, design work for the new factory, already well underway, and our commitment to the SBTi require a much more in-depth analysis and detailed feasibility study, both of which we intend to carry out in 2025. Then it will become clear what we will need to implement to achieve climate neutrality in 2028 and reduce our carbon footprint in the longer term, in line with the requirements of SBTi.



Indirect (Scope 3) CO₂ emissions from the value chain

Scope 3 GHG emissions in tonnes of CO₂ equivalents

Since 2022, we have also measured indirect (Scope 3) CO₂ emissions generated outside the company, i.e. in our value chain. They account for as much as 99% of NARBUTAS’ total carbon footprint. Our calculations follow the GHG Protocol methodology that identifies 15 categories of activities in which companies have an environmental impact. 7 of these are relevant to NARBUTAS (shown in the table on the right).

Scope 3 category	2022	2023	2024	Change in 2024 compared to the 2022 baseline year
Purchased goods and services	76,466	77,845	67,911	-11%
Downstream transportation	6,344	5,543	5,852	-8%
Capital goods	2,935	2,544	6,608	125%
Upstream transportation	1,354	1,084	1,614	19%
Fuel- and energy-related activities	311	294	306	-1%
Waste generated in operations	139	160	45	-68%
Business travel	27	35	108	299%
Total GHG emissions (Scope 3)	87,577	87,504	82,445	-6%
Scope 3 GHG emissions per €1 million of revenue, t CO ₂ e	612	555	491	-20%
Scope 3 GHG emissions per kilogram of product, kg CO ₂ e	2.95	2.89	2.70	-8%

Overview of Scope 3 CO₂ emissions in 2024

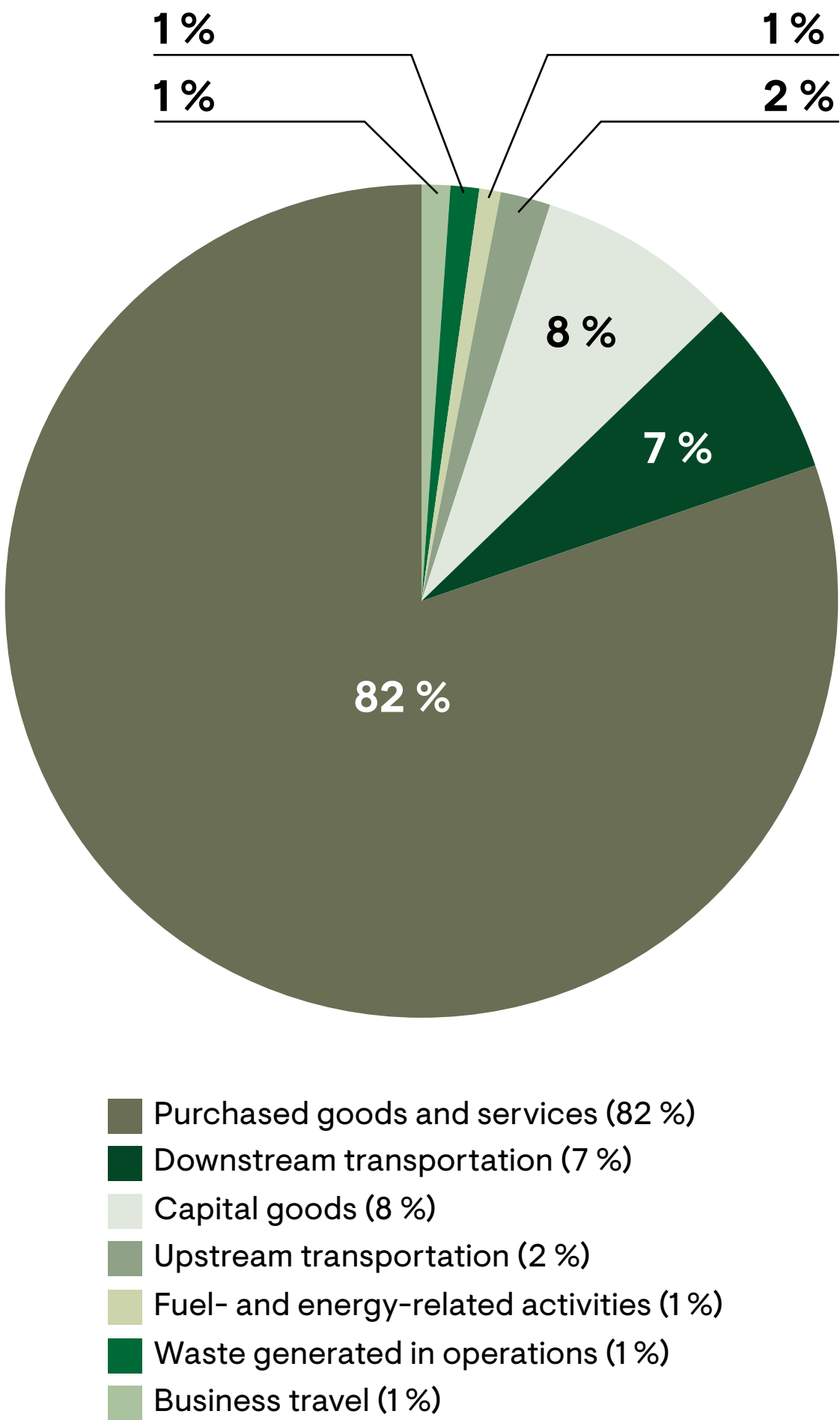
-6%

Absolute CO₂ emissions*

* Compared to the 2022 baseline year.

The main sources of Scope 3 emissions are the manufacturing of raw materials at our suppliers' facilities, the transportation of these materials to our facility, and the transportation of our products to customers. We have used market averages from various databases to measure our indirect emissions for 2022–2023. In 2024, we requested our main raw material suppliers to provide Environmental Product Declarations (EPDs) for their products to enable a more accurate and objective assessment, and used them where possible. Updating the data is also relevant in 2025. We will be able to start working with suppliers and partners on reducing emissions and achieve the SBTi guide's target of reducing Scope 3 emissions by around 25% by 2030 only if we have up-to-date, company-specific data.

Scope 3 GHG emissions by category (%)



Energy consumed

The company’s total energy consumption grew by 16.7% in 2024. Given the increase in production volumes, it is also appropriate to measure the energy consumption intensity per kg of product. This figure grew by 15.8% in 2024. The main reasons for this are a longer heating season, an increase in the number of employees and increased fuel reimbursement for those commuting from other cities.

The factory is heated using solid fuel derived from board waste generated during manufacturing. Our employees usually receive reimbursement for petrol or diesel. Consequently, the percentage of energy consumed from renewable sources decreased by 3.4% compared to 2023, while the percentage from fossil fuels increased accordingly.



Consumption of the key forms of energy

	2023	2024	Change, %
Total energy consumption, MWh	15,744	18,368	16.7%
Energy consumption/1 kg of product, kWh	0.52	0.6	15.8%
Consumption of energy from renewable sources, MWh	8,497	9,282	9.2%
Purchased renewable electricity for electric vehicles, MWh	-	133	-
Purchased renewable electricity for the factory and offices, MWh	7,852	7,294	-7.1%
Electricity generated by our solar power plant, MWh	645	1,855	187.6%
Percentage share of renewable resources in total energy consumption, %	54%	50.6%	-3.4%
Energy consumption from fossil sources, MWh	7,247	9,086	25.4%
Consumption of fuel from petroleum products, MWh	352	541	53.9%
Purchased electricity and heat energy from fossil sources, MWh	97	179	84.5%
Natural gas for manufacturing processes, MWh	3,574	3,378	-5.5%
Energy for the factory heating from the solid fuel boiler, MWh	3,224	4,988	54.7%
Percentage share of fossil resources in total energy consumption, %	46%	49.4%	3.4%

More efficient energy consumption

Sustainability goals for 2024

● **Implement an energy resource monitoring system.**

This goal was successfully accomplished. To use energy more efficiently, the company implemented software in 2024 to monitor energy resources, as well as collect and analyse related data. The smart electricity data loggers already installed in the factory were connected to the monitoring system one by one. All four of the factory’s electricity supply points and most of the electricity consumption and quality parameters of the switchgear are currently monitored.

In 2025, we intend to start monitoring the electricity consumption of the metal processing and dust extraction filters which are among the highest according to the energy consumption audit. The installation of gas meters in powder-coating ovens has made it possible to improve their efficiency and reduce gas consumption.

In the future, we intend to install metering in other production lines to increase their energy efficiency and reduce their energy consumption. Efforts will also be made to improve the efficiency of ancillary systems, such as ventilation, heating and cooling systems, in order to achieve a similar level of comfort while wasting fewer energy resources.

● **Expand our solar power plant with the aim of generating around 40% of the electricity we consume in manufacturing on our own by 2025.**

This goal was successfully accomplished. The expansion of the solar power plant on the factory roof started in late 2023 and was completed in 2024. The 3.2 MW plant currently meets up to 40% of the factory’s electricity demand. It is estimated that this investment will save around €200,000 per year, help the company achieve its sustainability goals more efficiently and reduce energy dependency.

Sustainable electricity

100%
renewable electricity at the factory and offices.

40%
of the electricity needed is self-generated,
following the expansion of our solar power
plant in 2024.



“

Although there have been many challenges in harnessing solar power, I deeply appreciate the opportunity to contribute to this strategically important project. Its benefits to the company are undoubtedly significant, both financially and environmentally.

Gintautas Masiulis,
Infrastructure Project Engineer



Biodiversity and ecosystems

Biodiversity and the protection of ecosystems are key factors for building a sustainable future. We have identified this area as important for our business and environmental impact through the double materiality assessment. Timber is NARBUTAS' main raw material for manufacturing, so ensuring its responsible use and sourcing is an integral part of our sustainability strategy. We aim to reduce our impact on forest ecosystems, promote responsible forest management, and contribute to the biodiversity conservation in order to preserve natural resources for future generations.

FSC-certified wood raw materials

Sustainability goals for 2024

- **Start using only FSC-certified (Forest Stewardship Council®) chipboard in standard production.**

This goal was successfully accomplished. All of our standard products have been made using exclusively FSC-certified boards since 2024. All the wood used to manufacture them is sourced from responsibly managed forests that adhere to strict environmental, social and economic standards.

We obtained the FSC Chain of Custody certification in 2023 and have since been gradually transitioning to using FSC-certified raw materials. Chipboard is the main raw material used in NARBUTAS' production, being the most used raw material in terms of both weight and monetary value.

In 2025, we plan to incorporate even more certified wood raw materials into our production processes and increase the percentage of FSC-certified wood raw materials (including for packaging). This commitment reflects our aim to contribute to responsible forest management and the sustainable use of resources.



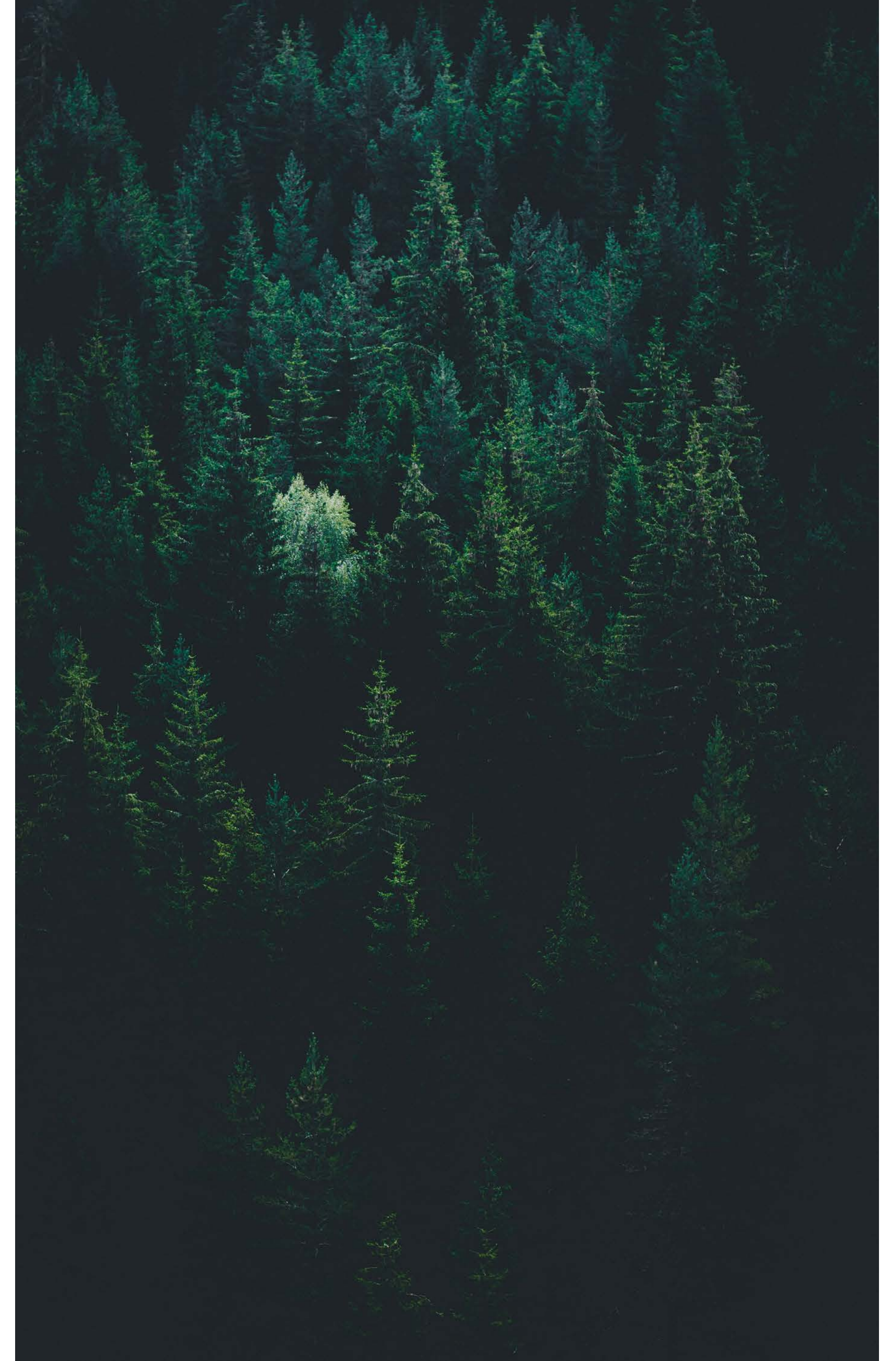
Tree planting initiative

~4,000
trees were planted in 2024.

Trees are at the heart of our natural system, acting as powerful tools for carbon capture, helping to stabilise our climate and mitigate the impacts of global warming. As a furniture manufacturing company, we pay particular attention to the responsible usage of natural resources. Thus, NARBUTAS is taking an extra step to give back to nature by planting trees.

Since 2023, the initiative has been successfully running in our London showroom inviting our clients to be a part of this project. For each showroom visitor we commit to plan a tree in their name. With great involvement from our clients, we have already planted around 4,000 trees around the world. To make this happen, we collaborate with the One Tree Planted – a non-profit organization which helps us to support the places in need.

NARBUTAS intends to continue its contribution to this positive impact. In 2025 we will involve other showrooms like Paris, Warsaw, Düsseldorf and Ukmergė to be part of this project too.



“

Each tree that we plant is an investment in the future. This initiative is about nurturing the planet, preserving life, and creating hope for future generations.

Živilė Ročiūtė,
Project Manager



Resource use and circular economy

In developing new products, we actively seek ways to apply as many principles of circular economy as possible. This ensures that our products meet the highest standards of quality and functionality while contributing to a more sustainable future. Although the raw materials we use have the greatest environmental impact throughout our products' life-cycle, other considerations are equally important. These include product's durability, production technology, separability and recyclability of materials, as well as product's lightness and compactness, which reduce environmental impact during transportation.

Sustainable design principles

“Nothing unnecessary” is our design motto.

The key sustainable design principles that we apply in our product development are:

- increasing the percentage of recycled and recyclable raw materials,
- increasing the percentage of renewable raw materials,
- eliminating the use of harmful chemicals,
- designing products with a modular structure,
- reducing the volume and weight of products.

Sustainability goals for 2024

- **Integrate a system for assessing products against sustainable design principles into the new product development process.**

This goal was successfully accomplished. The key sustainable design principles for developing new products have been incorporated into creative tasks. The percentage of recycled and recyclable materials is specified in the product documentation. The chemicals in the products are also carefully evaluated in line with the strict EU legislative and certification requirements.



Our main raw materials



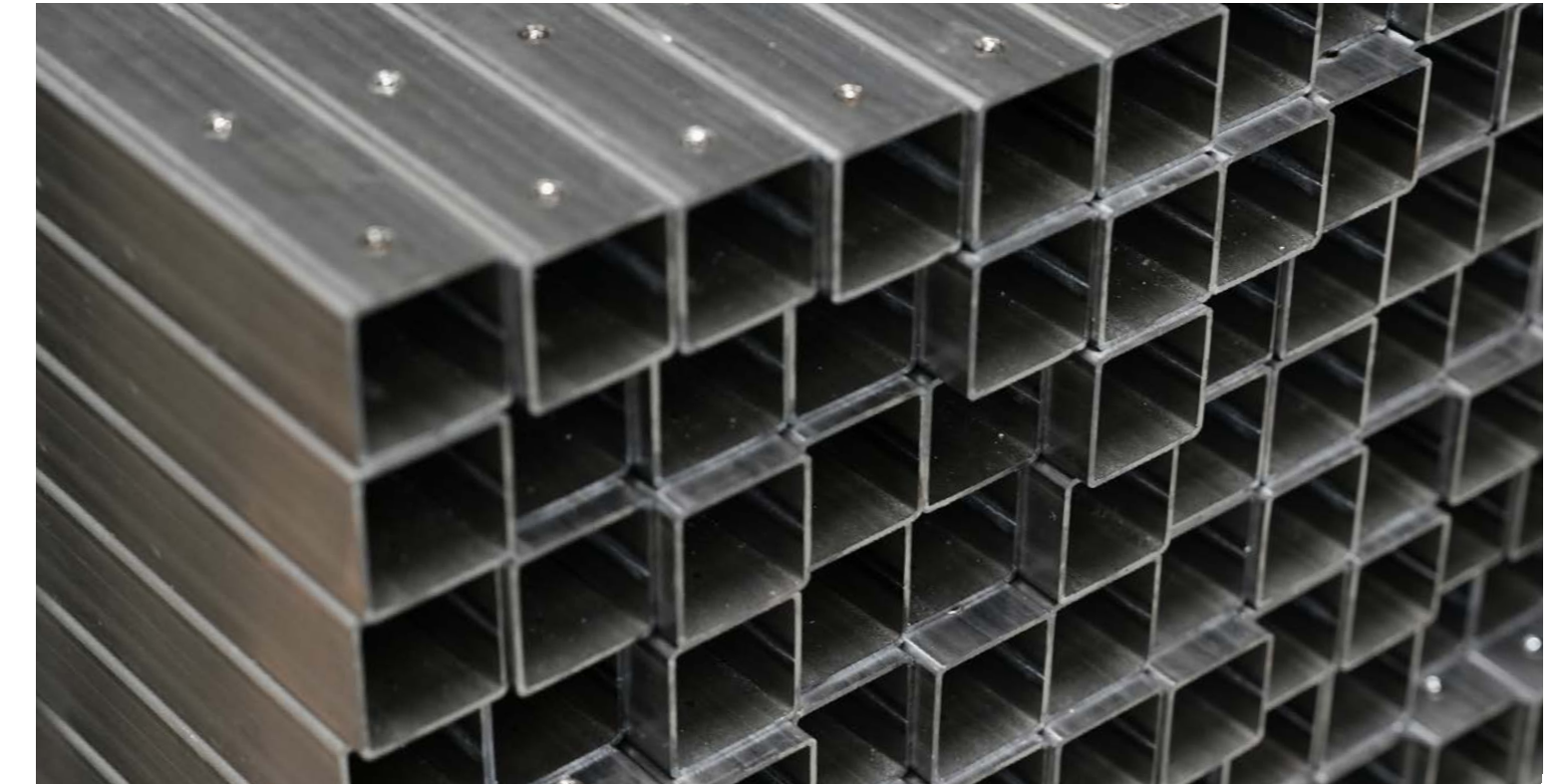
Wooden chipboard

- It is the main raw material in terms of consumption.
- The recycled content is around 20%.
- It has extremely low formaldehyde emissions according to the American CARB II and German E05 standards.
- FSC (*Forest Stewardship Council*®) certified.



Solid wood

- Renewable and recyclable material.
- Complies with the European Union Timber Regulation (EUTR).
- We are preparing to implement the EU Deforestation Regulation (EUDR) from 30 December 2025.



Metal

- It is an extremely durable, long-lasting, easily recyclable raw material.
- The recycled content ranges between 20% and 100%, depending on the type of metal.
- Powder coated. Powder paints have zero emissions of volatile organic compounds, making them more environmentally friendly and healthier for the end user and contributing to a healthier work environment. In addition, powder paints are extremely durable and long-lasting.

Our main raw materials



Plastic

- The plastic is phthalate-free.
- Since 2022, we have been producing the POLYTONE-O plastic chair, a product made from 100% recycled raw materials.
- The content of recycled plastic in other products varies between 0% and 100%, depending on the type of plastic.



PET felt

- Made of more than 50% recycled post-consumer plastic.
- Oeko-Tex Standard 100 certified.



Textile

- All upholstery fabrics carry the EU Ecolabel/Oeko-Tex Standard 100 certification. These certifications ensure that products do not contain harmful substances and are safe for both the environment and humans.
- For standard production, we can offer our customers four collections of 100% recycled fabrics: AUSTEA, CYBER, XTREME PLUS and LUCIA.
- The textiles are free from persistent organic pollutants.

Packaging

We aim to ensure that our packaging not only protects the product from damage but is also more sustainable. Therefore, we are constantly looking for sustainable packaging solutions.

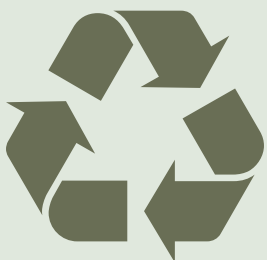
Sustainability goals for 2024

- **Reduce the amount of packaging cardboard off-cuts by 96 tonnes per year.**
- **Reduce the use of polystyrene foam for packaging by 5.5 tonnes per year.**

These goals were partially achieved. In 2024, we switched from purchasing full cardboard sheets to pre-cut blanks. This reduced the amount of cardboard waste by 82.5 tonnes, which is 86% of the goal. We have reduced our use of polystyrene foam by 2.7 tonnes per year by replacing some of its components with honeycomb cardboard. This goal was only met by 49% because the solution caused scratching when used for packaging glass components.

- **Reduce the use of plastic film for packaging by 5.9 tonnes per year.**

The plan was to change the packaging of metal parts by removing plastic film in cardboard boxes. After putting the solution into practice, it was found that the cardboard packaging did not protect metal parts from scratching. Therefore, it was decided to abandon the changeover, meaning that the goal remained unfulfilled.



100%
recycled and recyclable cardboard is used as
our main packaging material.

Manufacturing waste

Recognising the environmental impact of waste, we ensure it is reduced and managed responsibly. Our waste records are kept using PPWIS (Product, Packaging and Waste Record Keeping Information System). This system stores data on the quantities of waste generated by the type of waste. We recycle most of our manufacturing waste (79.5%) and use some of our wood waste in the company’s boiler room to generate heat during the cold season (14.4%). The remaining waste is either incinerated for energy recovery (5.8%) or sent to landfill (0.2%).

Despite an increase in production volumes in 2024, the total amount of waste remained almost unchanged compared to the previous year. Meanwhile, there was a slight reduction in waste intensity, from 0.29 kg to 0.28 kg of waste per kg of product. The total amount of paper, cardboard, metal and plastic waste also decreased. However, the amount of hazardous, mixed and other non-recyclable waste increased. The main reasons for this are the rapid increase in the number of employees, the increased use of PET felt – for which solutions are currently being explored to recycle its waste material produced during manufacturing – and the increased amount of unused materials.

For more data on the quantities of waste generated and its management, see “List of GRI Indicators” (GRI 306-3, 306-4) →

Waste generated in 2024

	2023	2024	Change, %
Total waste, t	8,662	8,672	0.1%
Waste intensity (kg of waste/1 kg of product)	0.29	0.28	-0.6%
Total waste recycled, prepared for reuse, or not disposed of through other recovery operations, t	8,006	8,146	1.7%
Percentage of waste recycled, prepared for reuse, or otherwise recovered	92.4%	93.9%	1.5%
Waste prepared for reuse, t	0	0	0%
Recycled waste, t (wood, paper, cardboard, metal plastics)	7,199	6,897	-4.2%
Waste otherwise recovered, t (wood waste incinerated in the boiler)	807	1,249	54.8%
Total disposed waste, t	656	526	-19.8%
Percentage of disposed waste	7.6%	6.1%	-1.5%
Incinerated waste, t (hazardous waste, mixed municipal waste, and waste not otherwise specified – PET felt, foam, upholstery fabrics, etc.)	650	505	-22.3%
Landfilled waste, t (ash from the boiler)	6	21	250%
Waste otherwise disposed, t	0	0	0%

Waste sorting training

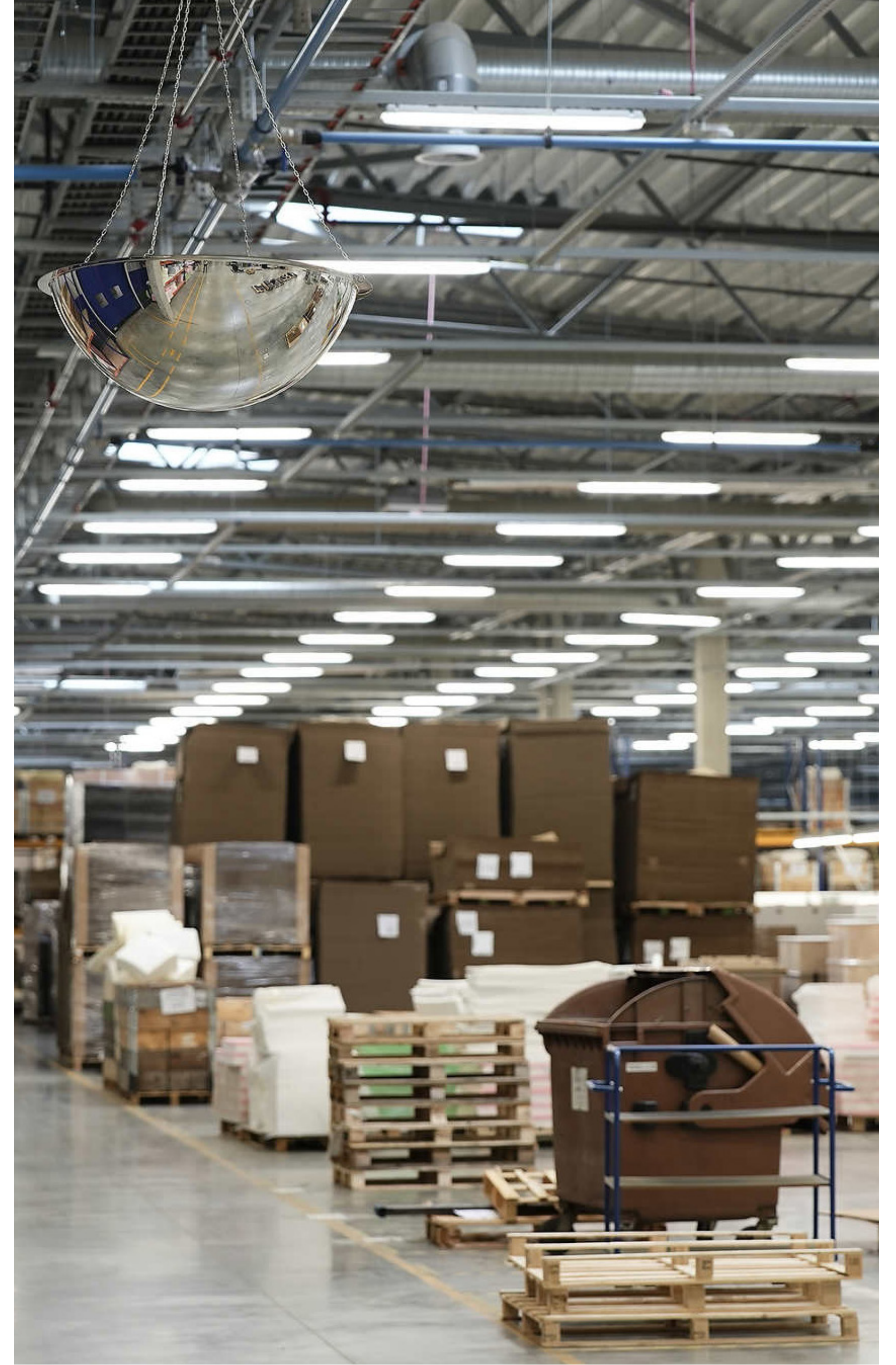
Sustainability goals for 2024

● **Train all of our employees to sort waste.**

This goal was successfully accomplished. All employees from both production and administration units attended the training. The production workers participated in in-person group training sessions, while the administrative employees received training remotely via the occupational health and safety management platform. A total of 553 administrative employees successfully completed the training and passed the knowledge test.

The training covered the basic rules of waste sorting and the most common mistakes, as well as the company's waste collection system. During the in-person training session, the employees actively participated in discussions and analysed practical examples. After the training, a positive change was observed in terms of a reduction in improperly sorted waste and an improvement in sorting quality.

To further improve the waste management process, it is planned to regularly update sorting information, organise short refresher sessions and supplement the labelling on containers in the future.



Waste reduction initiatives

21 tonnes

of used and unsellable furniture and its parts were donated to 25 research, education, and social welfare institutions.

- ✓ Various educational, health, social welfare, and sports organisations received surplus and unused production raw materials and furniture parts, as well as used display furniture. In 2024, as much as 21 tonnes of furniture and its parts that would otherwise have become waste were given to 25 institutions.
- ✓ NARBUTAS company headquarters in Vilnius relocated to new premises at the end of 2024. As our clients and partners visit this office every day, it serves an important representative purpose. We therefore wanted it to reflect the latest trends in office furniture and showcase our best products. We had to part with the old office furniture, but it has all found new homes where it will continue to be used for its intended purpose. Of the 1,110 pieces of furniture in the old office, 540 were purchased at auction by company employees; 173 were sold to a company located near the new office; 130 were taken to the NARBUTAS office in Ukmergė; 68 were donated to research and educational institutions and the remainder will be used in future accommodation projects.
- ✓ The tubes for fabric rolls are returned to the supplier for reuse.
- ✓ As we did last year, we donate leather off-cuts to a local footwear manufacturer.
- ✓ Plexiglass waste is donated to a souvenir manufacturer.



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Donating furniture is a sustainable solution and a commitment to building stronger communities. We consider sustainable development and the opportunity to have a positive impact on the environment to be important.

Aušra Bendikaitė,
Director of People and Culture

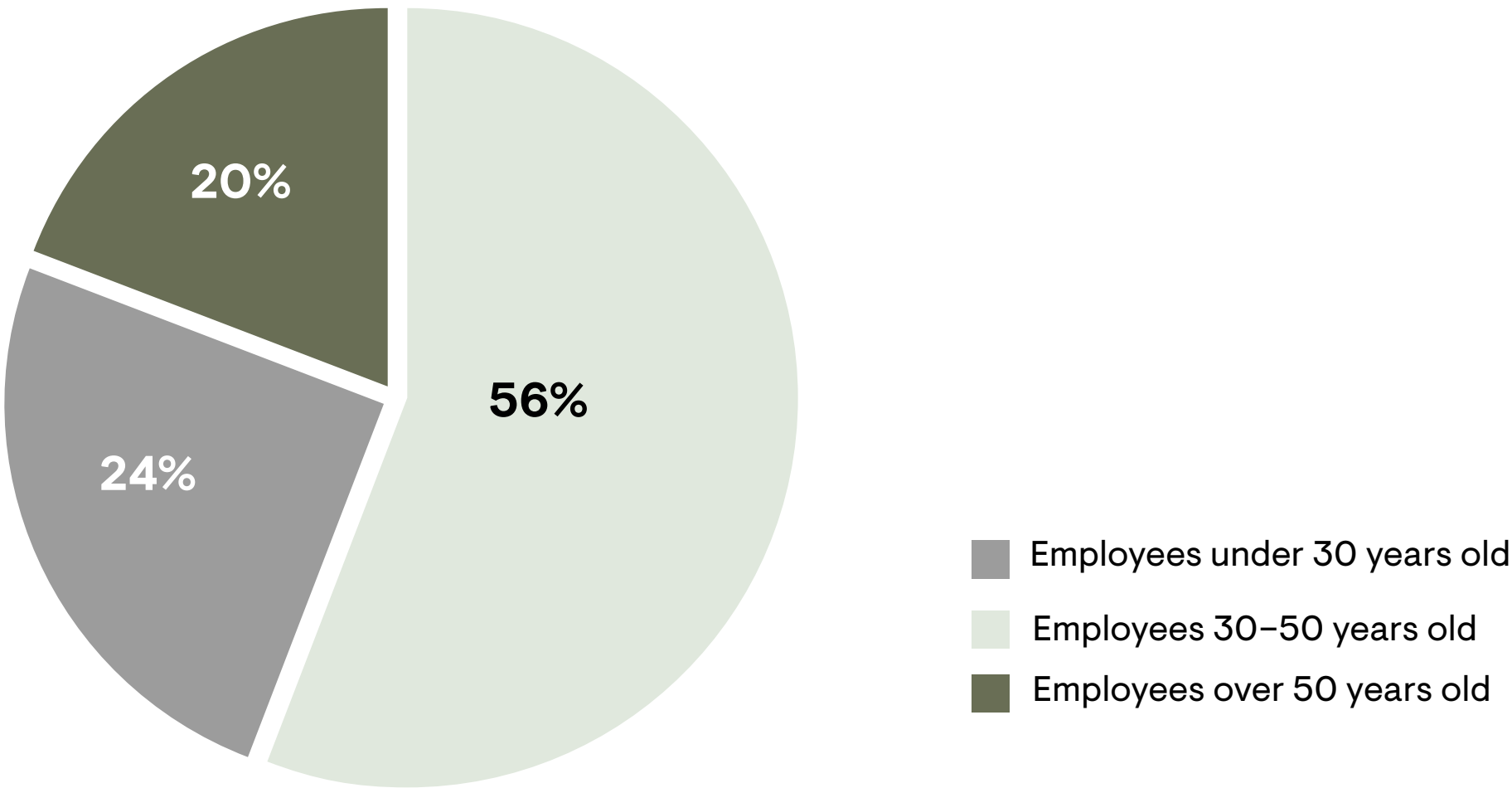


Our employees

NARBUTAS employees are the strength and backbone of our organisation. We strive to create a work environment where everyone feels safe, valued, and engaged. One of our key commitments is to ensure high standards of occupational health and safety, reduce occupational risks, and actively support employee well-being. We also pay great attention to social dialogue by encouraging open communication between employees and management, and by ensuring that everyone has the opportunity to contribute to decision-making.

Employee diversity

Distribution of employees by age



The company employs 1,672 people (excluding those on long-term leave) Equality on the basis of age, gender, and other grounds is one of our values reflected in both our daily decisions and company’s statistics. 53% of the company’s employees are men and 47% are women. As in the previous two years, the largest age group remains those aged 30 to 50, who represent 56% of all employees.

1,672
employees working for
the company



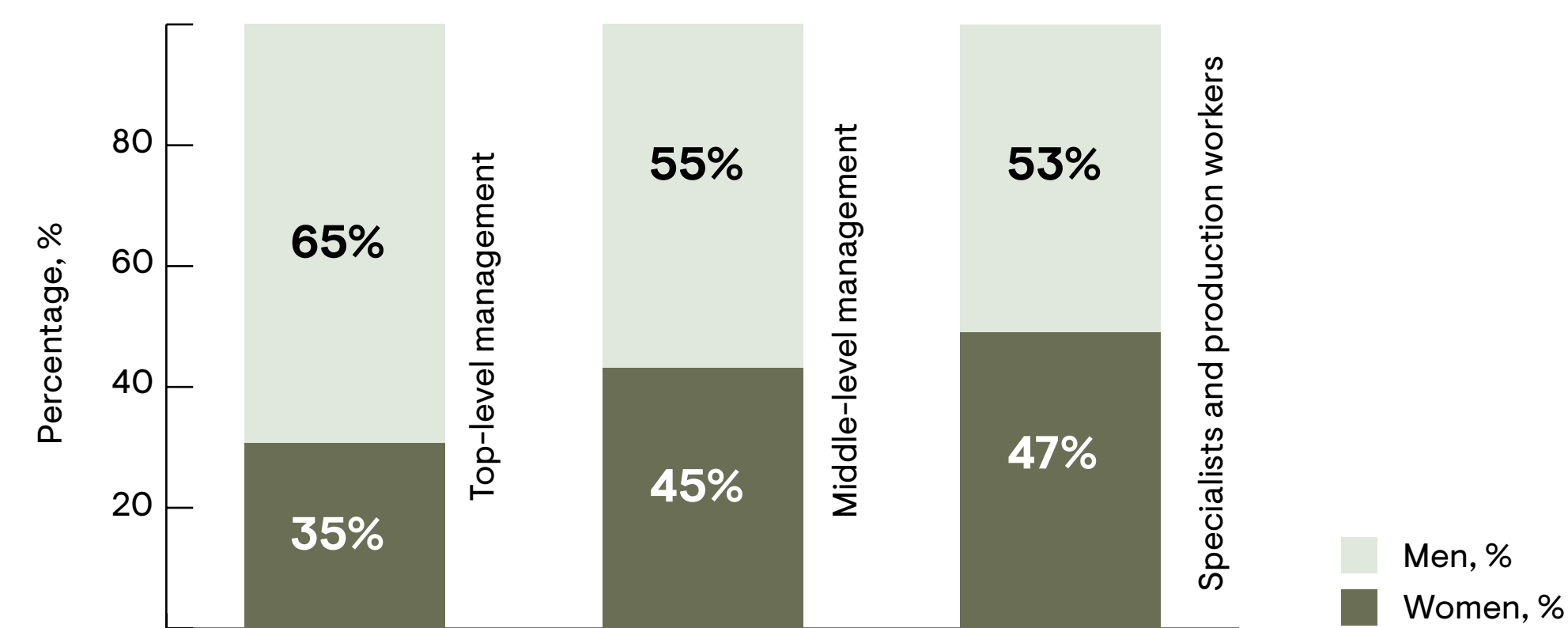
53%
are men

47%
are women

20%
of our employees have been with the company
for more than 7 years

Employee diversity

Gender distribution by job position



We encourage internal career growth, and as a result, 60% of our managers have been with the company for over five years. The gender distribution by job position is presented in the graph titled “Gender distribution by job position”. The share of women in top management positions has remained unchanged since 2023 and currently stands at 35%. Women make up 45% of middle management, which is an increase of one percentage point compared to 2023. 47% of the women work as specialists or production workers, which is a one-percentage-point decrease in comparison to 2023.

For other detailed statistics on employee dynamics, see the section “List of GRI Indicators” (GRI 2-7) →



Fair salary

10.8 %
rise in the average salary in 2024.

NARBUTAS is a trustworthy employer with a transparent, fair and motivating reward system. The procedure for paying salaries is set out in clear rules that are accessible to our employees and apply equally to all. The essential criteria on which the reward and motivational system is based are the employee’s competence, the level of responsibility and complexity of the position, the employee’s personal achievements and the contribution to the overall performance of the company.

In 2024, the company’s average salary rose by 10.8%, while the highest salary by 13.2%. Salaries increased by 3 percentage points more in last year compared to 2023. The highest salary is five times greater than the average salary, and this indicator remained nearly unchanged compared to 2023.

In 2024, we assessed the gender pay gap within the company. Calculated based on the methodology outlined in the new European Sustainability Reporting Standards (ESRS), it shows difference between women’s and men’s average pay. At NARBUTAS, the gender pay gap in 2024 was 5.54%. This is significantly lower than the average gender pay gap in Lithuania’s manufacturing sector, which stood at 23.6%* in 2023.

* Data from the official statistics portal.



Additional benefits for employees



Promoting physical activity

Physical activity plays an important role in maintaining good health and emotional well-being. That is why we encourage and partially fund a healthy and active lifestyle among our employees, as well as among the residents and visitors of Ukmergė.

For several consecutive years, we have been inviting our employees to join sports clubs and have supported their activities financially. In 2024, NARBUTAS allocated €7,232 to support a basketball club in Vilnius, cycling clubs in Ukmergė and Vilnius, the Hiking Club, and swimming and football clubs in Ukmergė. These funds

help cover expenses such as sports facility rentals, coaching fees, sports equipment, and other costs related to sporting activities.

Additionally, we have been participating in the Cross-Country Cup of Ukmergė Factories for the past ten seasons. This competition takes place over five rounds from May to October. In 2024, over 100 NARBUTAS employees participated by cycling, running, or walking. We won third place as a team and earned podium finishes in each round of the competition.

Financial benefits for major life events

In addition to working together, we also support our employees in happy and difficult moments by providing financial support for the birth of children, marriage, illness, and death of immediate family members, etc. In 2024, these financial benefits for our employees amounted to €55,553, which was 35% higher than in 2023.

Additional benefits for employees



Supplemental health insurance

NARBUTAS provides supplemental health insurance to all employees who have been with the company for more than 3 months. The insurance covers both physical and mental health. In recent years, employees have increasingly taken the opportunity to check and improve their health. In 2024, €675,472 was paid out for health insurance, which was 32% more than in 2023 and double the amount paid in 2020.



Complimentary meals and transport to work

Employees working at the Ukmergė factory have access to free bus transport from home to and from work. There are 11 bus routes serving the areas of Anykščiai, Molėtai, Jonava, Panevėžys, Vilnius, and Ukmergė districts. Around 250 employees use these routes daily. In 2024, the company spent €479,902 on transporting employees to and from work.

Additionally, all employees at the Ukmergė factory receive complimentary hot meals. In 2024, the company dedicated €815,304 to this benefit.



Referral bonuses

NARBUTAS operates an employee referral bonus programme. This is part of the additional benefits for current employees as an incentive for recommending candidates who are not already employed by the company for ongoing recruitment processes. Significantly more employees took advantage of this opportunity in 2024 than in the previous year. The amount allocated for referral bonuses increased threefold, reaching €279,771.

Occupational health and safety

- **We have implemented ISO 45001 – the occupational health and safety management system standard.**

Providing safe working conditions and caring for employee health are among NARBUTAS' top priorities. This area is overseen by the company's Occupational Health, Safety and Environment Unit.

At the beginning of 2024, the company approved a new Occupational Health and Safety Policy, committing to creating a safe and healthy work environment. In line with this policy, we not only comply with legal requirements but also actively ensure the provision of safety equipment, employee training and periodic briefings, continuous analysis and prevention of workplace accidents, as well as improvement of the working conditions and processes. The policy applies to all company employees.

We fulfil these commitments in accordance with the international ISO 45001 standard, which we implemented at the end of the year. Compliance with this standard demonstrates that the company systematically manages occupational health and safety, reduces risks, adheres to legal regulations, and continuously improves its working conditions.



Occupational health and safety

The following occupational health and safety initiatives were implemented in 2024:

- ✔ Occupational risk factors were assessed (following the introduction of new equipment, changes in work organisation, etc.). Where non-compliances were found, action plans were developed, and corrective and preventive measures were defined.
- ✔ The compliance of the factory’s work equipment with safety requirements was evaluated. Based on the evaluation results, action plans were developed and tasks were planned to address identified non-compliances.
- ✔ Regular meetings are held between the Occupational Health, Safety, and Environment Department and the work centre teams. During these meetings, employees are informed about recent accidents, significant incidents, and other events related to occupational health and safety.
- ✔ A functioning incident reporting system is in place, and employees are trained to recognise and report safety-related incidents. Reported cases are analysed, and appropriate corrective and preventive actions are taken.
- ✔ Periodic internal health and safety inspections have been introduced. Audits are carried out at each work centre using the approved checklist, followed by the analysis and implementation of corrective actions.
- ✔ The newly launched health and safety management software (Sauga.It) enables more efficient, engaging, and higher-quality employee training and instruction.
- ✔ Employee flu vaccinations were organised.
- ✔ Employee sobriety checks are carried out regularly.

Despite the many measures taken, there were 37 workplace accidents in 2024, which is 54% more than last year. All cases were classified as minor. We have not managed to fully contain the risks arising from the company’s rapid growth and the resulting increase in the number of employees, as well as the installation of new equipment and technology.

In 2025, the company aims to reduce the number of workplace accidents by 10%, strengthen the health and safety competencies of team leaders, and provide training on conducting health and safety audits.

For detailed information on employee safety, see the section “List of GRI Indicators” (GRI 403-6) →

Social dialogue

Sustainability goals for 2024

- **Continue conducting our employee engagement surveys, develop and implement action plans to improve engagement.**

This goal was successfully accomplished. The annual engagement survey has become an important tool for our organisation. It helps us hear our employees' opinions about the work environment, better understand what motivates and engages them, and how we can collectively create a better work experience for all NARBUTAS employees. A record 85% of employees participated in the 2024 survey.

Its overall results showed an improvement compared to the previous year. Out of 49 statements, 41 were rated above 3.5 on a 5-point scale. According to the survey methodology, these are considered the company's strong areas. The number of statements rated below 3.5 (areas requiring attention according to the survey methodology) decreased by 4 percentage points compared to the previous year. Following the presentation of the results, management at all levels across administration and production invited their teams to analyse the causes, engage in discussions, and develop action plans targeting the areas identified as needing improvement. More than 160 Employee Engagement discussions took place throughout NARBUTAS. Afterwards, each department agreed on specific measures to address the improvable areas identified in the engagement survey that were relevant to their teams.

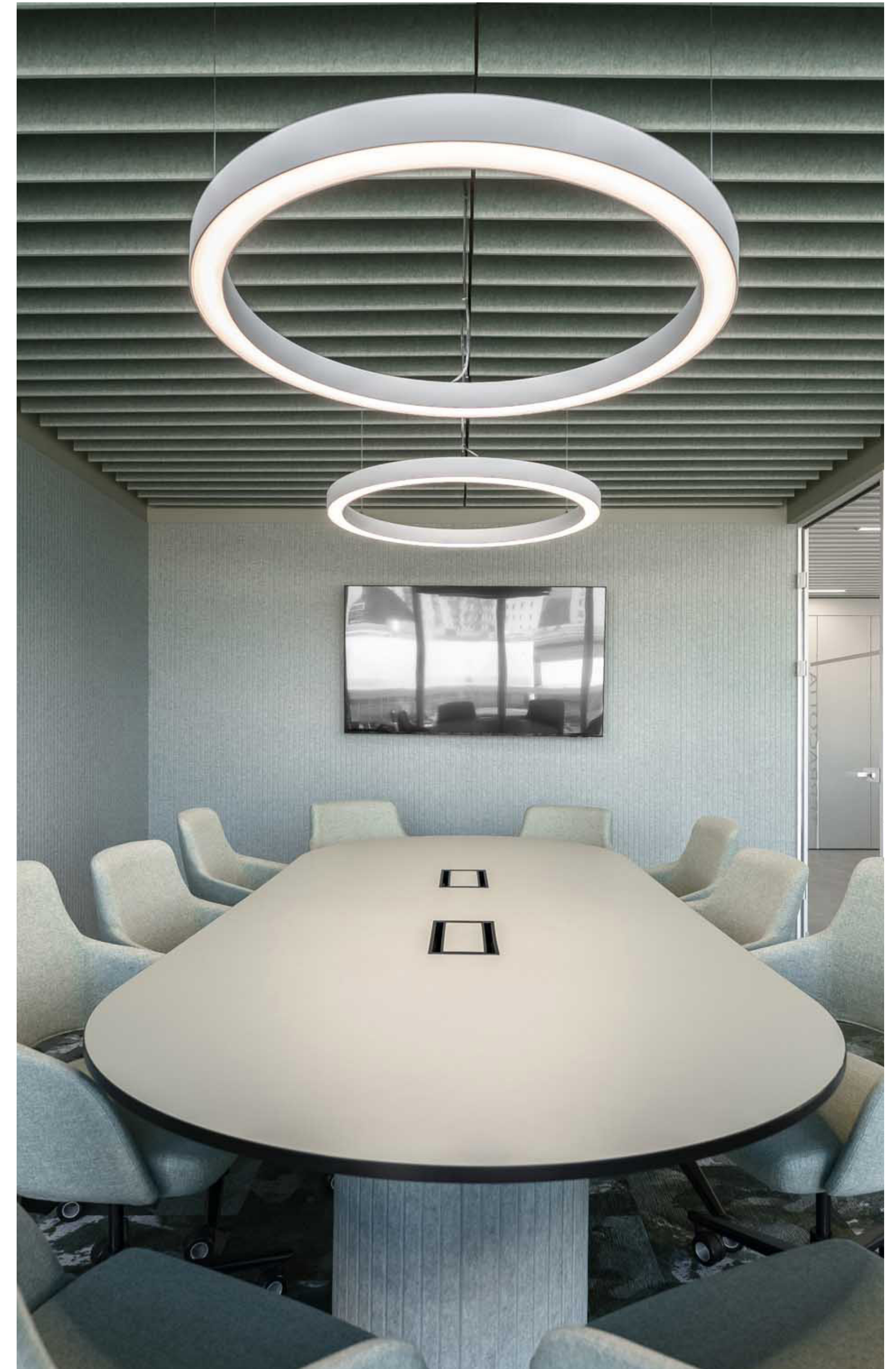


Labour Council

The Labour Council at NARBUTAS has been representing the interests of all employees and facilitating dialogue with the employer since 2018. Its main functions are to inform and consult employees on important work-related matters, including working conditions, occupational safety, and organisational changes. The Council also contributes to the quality of employer decisions and their effective implementation. Operating independently, the Council has the right to access important employee-related information and to propose improvements to the work environment. The Council members are granted protections, including time off for Council activities and training.

Eleven members were elected to the Labour Council for a new three-year term in 2024. The Council held 10 meetings last year. The key achievements of the Labour Council in 2024 are as follows:

- ✓ An agreement that all structural changes and employee dismissals initiated by the company will be coordinated in advance with the Labour Council.
- ✓ An arrangement to allow testing of workwear and footwear before purchasing in larger quantities and distributing to all employees.
- ✓ An agreement to provide parking spaces for all employees in Vilnius headquarters and to offer discounts on meals at the office building restaurant.



“

I would like to thank all NARBUTAS employees who are engaged in our life, who participate in electing the Labour Council, and who believe in its role in helping to address workplace issues. We care about all the concerns raised by employees and take the time to consider them. I believe that, if we talk and listen to one another, we can achieve a lot.

Deividas Čiuta,
Chairman of the Labour Council



Employee development

Sustainability goals for 2024

● Implement a development programme for all managers.

Employee development – particularly among managers – is one of the main reasons for NARBUTAS' long-term success. To strengthen the leadership roles and competencies of NARBUTAS' managers, and to address the improvable areas identified in the employee engagement survey, we invited them to participate in a training programme. This way we have successfully achieved our goal for 2024.

The training programme, conducted in collaboration with an external training partner, included managers at all levels: vice presidents, department directors, heads of administrative departments and teams, as well as heads of production departments, shift supervisors, and team leaders. Over the course of 83 intensive training days, the participants deepened their knowledge in five areas: DiSC (self- and interpersonal awareness), everyday leadership practices, developmental performance and personal growth conversations, change navigation, and department-level operational planning. Throughout the training sessions, the managers enhanced their communication and leadership skills, analysed situations through practical exercises, and reflected on what can help deliver the best outcomes for both their teams and the organisation.



“

I started my journey at NARBUTAS as a sales project manager, and today I am responsible for the company's overall operations. Over the past 15 years, I have had many opportunities to grow – both as a professional and as a leader. I believe that in order to grow alongside the company, the most important things are doing your job well, believing in what we are building together, and taking pride in products that help our clients achieve their goals. These values and the opportunity to be part of changes are what motivate me to move forward every day. I encourage all my colleagues to grow together with the company and to become its ambassadors

Vidmantas Bolys,
Vice President Operations at Narbutas International



Employees' development

We launched regular quarterly sustainability training sessions for all new administrative employees in 2024. These sessions are designed to refresh their understanding of the concept of sustainability, explain the environmental impact of our company, and explore how global sustainability challenges affect us. New employees are also introduced to the company's key sustainability matters – our achievements, goals and emerging challenges. Through this training, we aim to convey that sustainability is the foundation of everything we do.

The training covers topics such as climate change and carbon footprint reduction, circular economy principles, responsible raw material use, wood sustainability, employee well-being, and business ethics. By using real-life examples and actual company decisions, we help our new colleagues understand how sustainability influences various aspects of our activities and how every employee contributes to the implementation of our shared goals.



Workers in the value chain

Our company seeks to ensure fair working conditions not only for our employees but throughout the entire value chain. We pay particular attention to supplier responsibility, working conditions, and social impact, striving to operate responsibly and reduce business risks associated with the supply chain.

Our supply chain

98.9%

of the purchases were made from European companies in 2024.

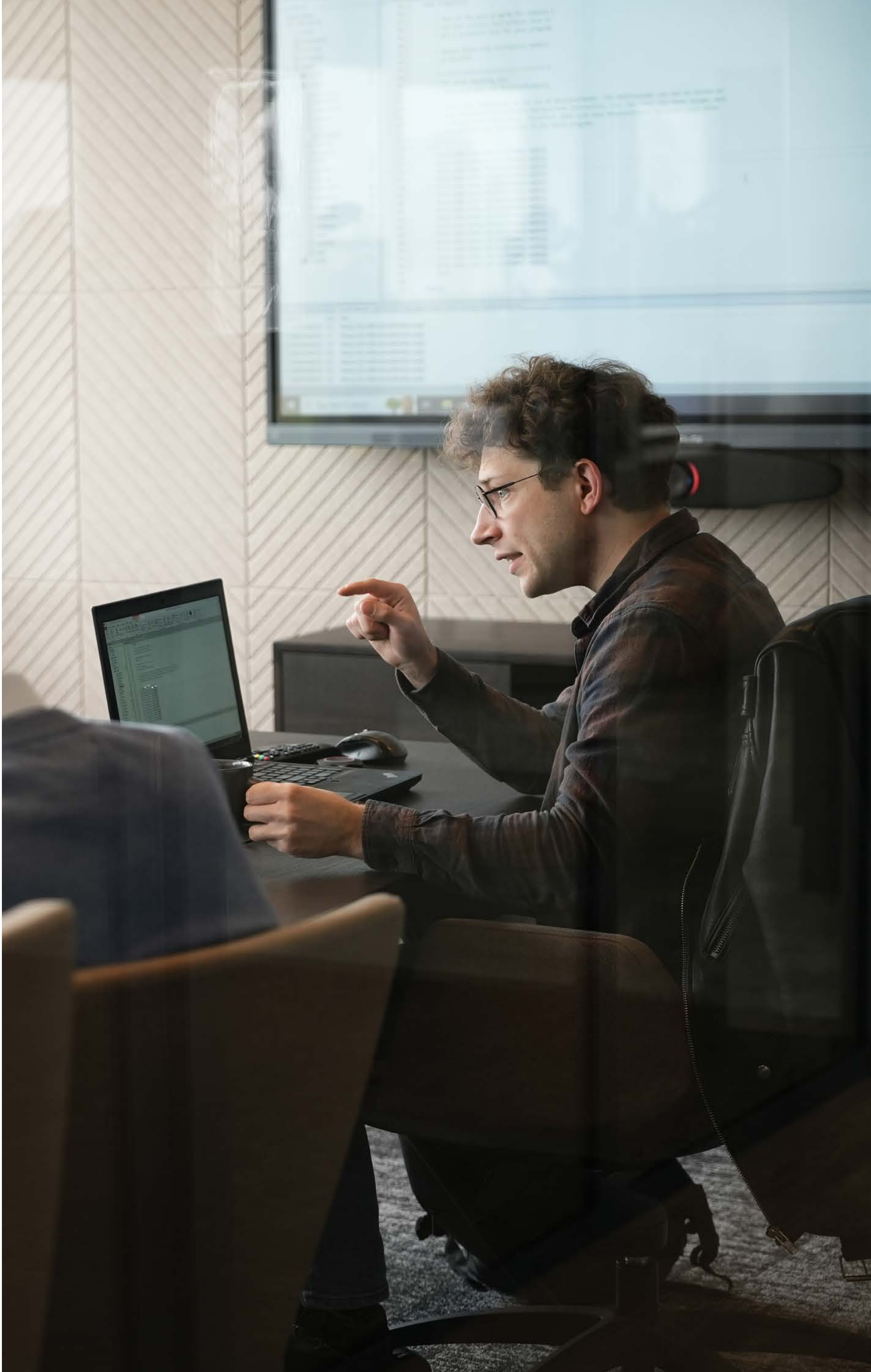
52.3%

of the purchases were made from Lithuanian companies in 2024.

Employee well-being throughout the value chain is one of the most important sustainability topics for our company. Given that a significant portion of our operations relies on raw material supply, we place special focus on our suppliers’ social responsibility and the working conditions of our suppliers’ employees.

So far, our main efforts in this area have been dedicated to expanding our network of local suppliers. It is easier to monitor, assess, and, if necessary, initiate changes with local companies operating in Lithuania. Data from 2024 show that 52.3% of our purchases come from Lithuania, 46.6% from other European countries, and 1.1% from the US and Asia. European suppliers uphold high standards of employee safety and well-being, which helps ensure our supply chain remains socially responsible and sustainable. The remaining 1.1% of raw materials were sourced from companies in the US and Asia.

Looking ahead, we plan to further strengthen our supplier risk assessment processes, ensure transparency, and encourage the adoption of best practices for working conditions across the entire value chain.



End-user awareness and information accessibility

We strive to ensure that our clients and partners have clear and accessible information about our sustainability actions, certifications, and commitments. That is why we regularly update the data on our progress in this area.

Sustainability certifications

Top 6%

We are ranked among the most environmentally sustainable furniture manufacturing companies in the world, as assessed by EcoVadis.

Sustainability goals for 2024

- **Obtain the FISP (Furniture Industry Sustainability Programme) and EcoVadis business sustainability certifications.**
- This goal was successfully accomplished. To ensure a reliable assessment of our sustainability performance, we began working with EcoVadis, a leading global platform for evaluating corporate sustainability. Since its inception, EcoVadis has screened over 3 million companies across 250 industries, providing comprehensive ratings to more than 150,000 of them. Its reach spans over 180 countries.
- We are proud to share the initial results of our collaboration with EcoVadis: In 2024, we ranked among the top 35% of companies with the highest sustainability scores and were awarded a Bronze Medal. Among furniture manufacturers, our company ranks in the top 19% overall and in the top 6% for environmental performance. These results show that the company’s policies and actions regarding transitioning to renewable energy, waste reduction and recycling are well established and effective.



Sustainability certifications

We became a member of the Furniture Industry Sustainability Programme (FISP) in 2024. Having operated since 2006, the FISP is regarded as the benchmark for sustainable practices in the UK furniture industry.

Achieving a FISP certificate involves a rigorous company assessment process. A comprehensive initial audit is conducted to evaluate the company’s strategic approach to sustainable development. Sustainability is assessed in all its three aspects: environmental protection, social responsibility and governance. Therefore, the auditors who visited the NARBUTAS factory in Ukmergė assessed waste management, greenhouse gas emissions, human and labour rights, occupational health and safety, qualification improvement opportunities, competitiveness and other relevant factors.

The benefits of the FISP certificate:

- Promotes the wider use of our products for non-domestic fit-outs in the UK. The country uses the SKA environmental standard for non-domestic fit-outs and the FISP standard to assess furniture in the overall context of the SKA requirements.
- Enables us to participate in public and private sector tenders in the UK, where the FISP certificate is increasingly required.
- Improves our image – on tenders where the FISP certificate is not compulsory, it is considered good business practice to have it.
- Provides valuable practical knowledge – the experts in their respective fields on the FISP Assessment Committee share their experiences of implementing sustainability strategies.

Companies already holding a FISP certificate are reassessed annually through independent audits. NARBUTAS will be assessed every two years, as we are ISO 14001 certified for our environmental management system.

You can find the FISP and our other corporate sustainability certificates on our website.

Sustainability certifications

Sustainability goals for 2024

● **Prepare Environmental Product Declarations (EPDs) for a selected group of products.**

This goal was partially achieved. Our product range includes as many as 113 furniture collections, each containing dozens of individual products and even more variations. Given the abundance and variety of our products, we have decided to invest in software that enables us to conduct life cycle assessments of our products across their entire lifespan independently. This will enable us to evaluate the environmental impact of most of our products, rather than individual products. Because of the high complexity of the required data and the challenging nature of their modelling, the preparation of product EPDs is continuing into 2025. We plan to complete our first EPD – for the NOVA desking system – by mid-2025.



“

By securing sustainability ratings like EcoVadis and certifications like FISP, we provide clear, verifiable sustainability proof to our stakeholders. Across diverse markets we see that both companies and individuals value partners who align with their ethical and environmental goals. Making this information accessible empowers dealers, end clients and users to make informed choices, underlining our commitment to responsible business and a more sustainable future.

Christian Troger,
Head of Business Development



Business ethics

High standards of business ethics are the foundation of our activities, guiding us to strive for transparency, integrity, and accountability in everything we do. We continuously strengthen our business process management and actively contribute to social well-being by supporting communities, educational and social initiatives. We believe that a responsible business creates value not only for its employees and clients but also for society.

Performance measurement system

Sustainability goals for 2024

● **Implement a performance measurement system.**

We successfully achieved this goal and are continuing to expand the system further.

One of the company’s strategic goals is to improve business process management and implement a performance measurement system. As our business expand and our product portfolio grows, the number of business and support processes is also increasing – now exceeding 200. Each process is included in our business process map and as-signed to responsible departments for management. Our business process management model compromises stan-dardised process descriptions and performance indicators (PPIs and KPIs) that reflect process outcomes.

We are actively standardising our business processes and integrating their indicators into a unified and automated performance measurement model. Particular attention is paid to raw material and product quality management, as well as to the core operational processes that create value for customers. Business process indicators enable com-pany management and process owners to monitor which processes meet or fail to meet their objectives, allowing them to make the most appropriate management decisions.

In 2024, more than 30% of our business processes were standardised. In February 2025, the company successfully passed an audit in accordance with the ISO 9001 Quality Management Standard. Improving business process man-agement and ensuring the continuity of our performance measurement system remain important tasks for the com-pany in 2025.



Whistleblower Protection and Reporting Line

At NARBUTAS, we are committed to creating a work environment that is open, respectful, and safe for everyone. We want every employee to feel comfortable sharing their observations or concerns. To make this process even more accessible, we have integrated three previously separate initiatives for collecting feedback on the work environment into a single platform – “Man rūpi” (I Care).

The “Man rūpi” platform combines the following reporting forms:

- The Trust Line – for reporting suspected unfair situations, non-transparent or irrational use of company resources;
- Employee Well-being Form – for reporting issues such as workplace stress, violence (both psychological and physical), harassment, or disrespectful behaviour in the work environment;
- Occupational Health and Safety Incident Form – for reporting any safety, health, fire protection, or environmental incidents that could directly or indirectly lead to accidents or pose serious risks to employees.

Employees can conveniently access all reporting forms in one place via the company intranet. Reports submitted through the Trust Line and Employee Well-being Form can be made anonymously and are handled with confidentiality. Submissions are reviewed by employees from the Internal Control, Employee Relations, or Occupational Health, Safety and Environment departments. Additional experts are also consulted when necessary.

In 2024, we received: 19 reports via the Trust Line, 23 reports related to employee well-being and 2,925 reports concerning occupational health and safety. All reports were addressed in accordance with internal procedures: the necessary information was gathered, relevant parties were interviewed, and the examination of each case concluded with findings and recommendations. Appropriate corrective measures were taken where needed, and ongoing situations are being monitored and reviewed periodically.

We are part of the community

Sustainability goals for 2024

- **Continue to support Ukraine, Junior Achievement Lithuania and the development of children’s football in Lithuania.**

Children’s football and youth entrepreneurship in Lithuania are two areas we have consistently supported for over a decade. In recent years, a third area has emerged – support for Ukraine.

€907,043

was the total amount allocated for support donations in 2024.

- The NARBUTAS Support Foundation is the founder of the football club “Vilnius”, where approximately 450 children currently train.
- Junior Achievement Lithuania is an international organisation that helps children to try their hand at creating their own businesses while still at school, set up student companies and, eventually, start real businesses.

In addition to financial support, we also donate furniture to many other organisations and initiatives that provide physical and psychological support to vulnerable social groups, foster creativity and learning of the younger generation and encourage them to be physically active.

On the next page, you will find a list of Lithuanian organisations to which NARBUTAS provided financial or in-kind support in 2024.



Support to organisations

Education, science and sports organisations

- Engineering Lyceum of Vilnius Gediminas Technical University
- Ukmergė School of Technology and Business
- Alanta Gymnasium of Molėtai District
- Biržai Vladas Jakubėnas School of Arts
- NGO “Noriu augti laimingas”
- Preschool of Vilnius “Gandriukas”
- Preschool of Vilnius “Pasakaitė”
- Dukstyna Primary School of Ukmergė
- Vilnius Maironis Progymnasium
- St. Joseph School in Vilnius
- Baltic Institute of Advanced Technology
- Ukmergė Old Town Progymnasium
- Preschool of Ukmergė “Nykštukas”
- “Tėkmės” School
- Panevėžys Progymnasium “Šaltinis”
- Ukmergė Sports Centre
- Vidiškiai School of Ukmergė District
- Preschool of Ukmergė “Saulutė”

Health and social care organisations

- Jasiuliškiai Social Care Home
- Tulpiakiemis Children Day Care Centre
- Ukmergė Primary Health Care Centre
- Ukmergė Social Services Centre
- Ukmergė Animal Shelter “Klajūnas”
- Children and Youth Diabetes Club “Diabitė”

Community organisations

- Ukmergė Culture Centre
- Club “Miško broliai”
- Association “Perkūno III būrys”



Continuing our support to Ukraine

€750,000
was allocated to the 2024 RADAROM!
campaign supporting Ukraine.

NARBUTAS ceased its activities in Russia and Belarus as soon as the war started. We do not accept product orders coming from these countries. No raw materials or components used in our production come from Russia or Belarus, as we have secured reliable, stable sourcing alternatives for raw materials and furniture components from other countries and are continuing with our growth plans. Since the beginning of the war, NARBUTAS has provided a wide range of support to the Ukrainian civilians and fighters.

In 2024, NARBUTAS participated in the fund-raising campaign RADAROM!, organised by the Lithuanian National Radio and Television, for the second time. The campaign raised a total of €8.56 million which was used to purchase 1,141 soldier safety kits. Each kit includes portable co-drone devices, thermal imaging cameras, and laser sights – all manufactured by Lithuanian companies.



Sustainability goals for 2025

Sustainability goals for 2025

Long-term goal

Reduce CO₂ emissions and become a climate-neutral company by 2028.*

* In terms of Scopes 1 and 2 (for more information on the emission scopes, see the section “GRI List of Indicators (GRI 305)” →

Climate change and energy

- Continue developing our action plan to achieve climate neutrality and set science-based targets.
- Conduct a climate risk assessment.
- Reduce electricity consumption in manufacturing by 5%.

Biodiversity and ecosystems

- Increase the percentage of FSC-certified wood raw materials, including packaging materials.
- Assess sustainability risks among wood raw material suppliers and define actions to contain them.

Resource use and circular economy

- Evaluate new products’ durability, repairability, and percentage of recycled and recyclable materials used in them.

Our employees

- Reduce employee turnover compared to 2024.
- Conduct safety audits to reduce workplace accidents.
- Enhance the competence of team leaders in occupational health and safety and train them to conduct health and safety audits.
- Prepare and deliver training on anti-corruption and anti-bribery practices.

Workers in the value chain

- Incorporate social and environmental criteria into our procurement contracts.
- Audit selected new and existing suppliers through on-site visits to assess working conditions in the supply chain.

End-user awareness and information accessibility

- Implement sustainability improvements recommended by EcoVadis and apply for an updated rating.
- Conduct life cycle assessments (LCAs) for selected products and prepare environmental product declarations (EPDs).
- Obtain product sustainability certificates according to relevant market needs.

Business ethics

- Develop a Code of Business Ethics.

List of GRI Indicators



GRI indicator number	GRI indicator name	Notes and references in the report
1	GRI content index with reference	NARBUTAS has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards. p. 4
1	Sector-specific GRI Standards	No sector-specific standards were applied. p. 4
2	General Disclosures	
2-1	Organisational details	The company’s name is Narbutas International, UAB (a private limited liability company). The short form NARBUTAS is used synonymously in the report. Factory address: Žiedo g. 14, Ukmergė, Lithuania. Headquarters address: Eitminių g. 3, Vilnius, Lithuania. p. 8
2-2	Entities included in the organization’s sustainability reporting	p. 4
2-3	Reporting period, frequency and contact point	p. 4
2-4	Restatements of information	2022 data for GRI 305-2 (Energy indirect (Scope 2) GHG emissions) have been updated. In 2022, these emissions amounted to 27 t CO ₂ e. As a result, the total Scope 1 and 2 emissions were also revised to 1,223 t CO ₂ e, and the total Scope 1, 2, and 3 emissions to 88,800 t CO ₂ e. 2022 data for GRI 305-3 (Other indirect (Scope 3) GHG emissions) have been updated. In 2022, these emissions amounted to 87,577 t CO ₂ e. 2023 data for GRI 305-3 (Other indirect (Scope 3) GHG emissions) have been updated. In 2023, these emissions amounted to 87,504 t CO ₂ e. Consequently, the total Scope 1, 2, and 3 emissions were also revised to 88,491 t CO ₂ e.

GRI indicator number	GRI indicator name	Notes and references in the report																																																												
2-5	External assurance	The report was not externally audited.																																																												
2-6	Activities, value chain and other business relationships	p. 8, p. 55																																																												
2-7	Employees	<p>pp. 41-42</p> <table><tr><td>FTE</td><td>1</td><td>0.75</td><td>0.5</td><td>0.25</td></tr><tr><td>Permanent employees</td><td>1,654</td><td>4</td><td>1</td><td>4</td></tr><tr><td>Temporary employees</td><td>9</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Total number of employees</td><td>1,672</td><td></td><td></td><td></td></tr><tr><td>Total number of female employees</td><td>779</td><td></td><td></td><td></td></tr><tr><td>Female employees under 30 years old</td><td>136</td><td></td><td></td><td></td></tr><tr><td>Female employees 30-50 years old</td><td>468</td><td></td><td></td><td></td></tr><tr><td>Female employees over 50 years old</td><td>175</td><td></td><td></td><td></td></tr><tr><td>Total number of male employees</td><td>893</td><td></td><td></td><td></td></tr><tr><td>Male employees under 30 years old</td><td>259</td><td></td><td></td><td></td></tr><tr><td>Male employees 30-50 years old</td><td>465</td><td></td><td></td><td></td></tr><tr><td>Male employees over 50 years old</td><td>169</td><td></td><td></td><td></td></tr></table>	FTE	1	0.75	0.5	0.25	Permanent employees	1,654	4	1	4	Temporary employees	9	0	0	0	Total number of employees	1,672				Total number of female employees	779				Female employees under 30 years old	136				Female employees 30-50 years old	468				Female employees over 50 years old	175				Total number of male employees	893				Male employees under 30 years old	259				Male employees 30-50 years old	465				Male employees over 50 years old	169			
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2-21	Annual total compensation ratio	p. 43																																																												
2-22	Statement on sustainable development strategy	pp. 5-7																																																												
2-26	Mechanisms for seeking advice and raising concerns	p. 63																																																												
2-28	Membership associations	<p>Main memberships of NARBUTAS:</p> <p>Lithuanian Marketing Association</p> <p>Association of Lithuanian Wood Industry Companies “Lietuvos mediena”</p> <p>Vilnius Chamber of Commerce, Industry and Crafts</p> <p>Association of Manufacturers and Importers "Gamtos ateitis"</p>																																																												
2-29	Approach to stakeholder engagement	p. 14																																																												

GRI indicator number	GRI indicator name	Notes and references in the report
3	Material Topics	
3-1	Process to determine material topics	p. 14
3-2	List of material topics	p. 15
3-3	Management of material topics	p. 14
201	Economic Performance	
201-1	Direct economic value generated and distributed	p. 10
203	Indirect Economic Impacts	
203-1	Infrastructure investments and services supported	p. 10
204	Procurement Practices	
204-1	Proportion of spending on local suppliers	p. 55
205	Anti-corruption	
205-3	Confirmed incidents of corruption and actions taken	No cases of corruption have been reported in 2024.
206	Anti-competitive Behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal infringements were recorded in 2024.

GRI indicator number	GRI indicator name	Notes and references in the report																																																																														
301	Materials																																																																															
301-1	Materials used by weight or volume	<table><tr><th>Purchased materials, kg</th><th>2023</th><th>2024</th></tr><tr><td>Board</td><td>22,517,759</td><td>23,420,065</td></tr><tr><td>Solid wood</td><td>299,523</td><td>294,907</td></tr><tr><td>Edging</td><td>1,474,095</td><td>1,394,755</td></tr><tr><td>Plywood</td><td>126,583</td><td>163,564</td></tr><tr><td>Veneer</td><td>20,422</td><td>24,901</td></tr><tr><td>HPL / CPL</td><td>83,152</td><td>75,439</td></tr><tr><td>Metal tubes</td><td>3,877,400</td><td>3,939,728</td></tr><tr><td>Sheet metal</td><td>875,782</td><td>989,593</td></tr><tr><td>Other semi-finished metal products</td><td>527,134</td><td>639,022</td></tr><tr><td>Furniture hardware</td><td>771,659</td><td>734,917</td></tr><tr><td>Furniture fixings</td><td>188,157</td><td>362,518</td></tr><tr><td>Other metal products</td><td>88,537</td><td>101,408</td></tr><tr><td>Locks</td><td>42,787</td><td>40,480</td></tr><tr><td>Chair components</td><td>1,284,701</td><td>1,221,240</td></tr><tr><td>Components of Sit-stand desks</td><td>687,919</td><td>900,724</td></tr><tr><td>Upholstery fabrics and leather</td><td>511,665</td><td>530,162</td></tr><tr><td>PET felt</td><td>41,652</td><td>90,980</td></tr><tr><td>Foam</td><td>149,235</td><td>153,213</td></tr><tr><td>Polyurethane products</td><td>286,855</td><td>267,419</td></tr><tr><td>Chemical products</td><td>252,703</td><td>259,458</td></tr><tr><td>Glass</td><td>211,616</td><td>271,018</td></tr><tr><td>Electric parts</td><td>19,511</td><td>26,850</td></tr><tr><td>Packaging materials</td><td>5,549,291</td><td>4,154,545</td></tr><tr><td>Printing paper</td><td>-</td><td>1,409</td></tr><tr><td>Other, uncategorized materials</td><td>-</td><td>714,403</td></tr></table>	Purchased materials, kg	2023	2024	Board	22,517,759	23,420,065	Solid wood	299,523	294,907	Edging	1,474,095	1,394,755	Plywood	126,583	163,564	Veneer	20,422	24,901	HPL / CPL	83,152	75,439	Metal tubes	3,877,400	3,939,728	Sheet metal	875,782	989,593	Other semi-finished metal products	527,134	639,022	Furniture hardware	771,659	734,917	Furniture fixings	188,157	362,518	Other metal products	88,537	101,408	Locks	42,787	40,480	Chair components	1,284,701	1,221,240	Components of Sit-stand desks	687,919	900,724	Upholstery fabrics and leather	511,665	530,162	PET felt	41,652	90,980	Foam	149,235	153,213	Polyurethane products	286,855	267,419	Chemical products	252,703	259,458	Glass	211,616	271,018	Electric parts	19,511	26,850	Packaging materials	5,549,291	4,154,545	Printing paper	-	1,409	Other, uncategorized materials	-	714,403
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301-2	Recycled input materials used	pp. 33-35																																																																														

GRI indicator number	GRI indicator name	Notes and references in the report
302	Energy	
302-1	Energy consumption within the organisation	p. 24
305	Emissions	
305-1	Direct (Scope 1) GHG emissions	<p>pp. 18-21</p> <p>The methodology for calculating GHG emissions is based on the Greenhouse Gas Protocol.</p> <p>CO₂ is the most important of the greenhouse gases; other gases such as methane (CH₄) and nitrous oxide (N₂O) are also included in the calculations. The final figure is given in CO₂ equivalents when summarising the data. CO₂ equivalents – a unit of measurement for greenhouse gases (CO₂, CH₄, N₂O) based on global warming potential.</p> <p>Scope 1 refers to direct emissions. It covers GHG emissions directly attributable to the company’s activities that are within its control, e.g. company-owned transport and equipment used in the production of products.</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>pp. 18-21</p> <p>Scope 2 covers indirect GHG emissions from off-site production of electricity or heat used by the company. The figure in the company’s GHG emissions table is based on the market-based method, i.e. based on actual energy purchases. The location-based method would result in GHG emissions of 3,049 tonnes of CO₂ equivalents.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>pp. 22-23</p> <p>Scope 3 covers GHG emissions from the value chain, i.e. from the manufacturing of raw materials for products, their transport, use, etc.</p>
305-4	GHG emissions intensity	pp. 19-20, p. 22
305-5	Reduction of GHG emissions	pp. 19-23

GRI indicator number	GRI indicator name	Notes and references in the report																																											
306	Effluents and Waste																																												
306-1	Waste generation and significant waste-related impacts	pp. 36–38																																											
306-2	Management of significant waste-related impacts	pp. 36–38																																											
306-3	Waste generated	<table><tr><th>Type of waste / amount in tonnes</th><th>2023</th><th>2024</th></tr><tr><td>Wood waste</td><td>6,833</td><td>6,857</td></tr><tr><td>Paper and cardboard waste</td><td>662</td><td>634</td></tr><tr><td>Metal waste</td><td>719</td><td>649</td></tr><tr><td>Plastic waste</td><td>33</td><td>6</td></tr><tr><td>Hazardous waste</td><td>91</td><td>102</td></tr><tr><td>Mixed municipal waste</td><td>66</td><td>78</td></tr><tr><td>Waste not otherwise specified (foam, PET felt, upholstery fabrics, etc.)</td><td>252</td><td>325</td></tr><tr><td>Ash</td><td>6</td><td>21</td></tr><tr><td>Total waste</td><td>8,662</td><td>8,672</td></tr></table>				Type of waste / amount in tonnes	2023	2024	Wood waste	6,833	6,857	Paper and cardboard waste	662	634	Metal waste	719	649	Plastic waste	33	6	Hazardous waste	91	102	Mixed municipal waste	66	78	Waste not otherwise specified (foam, PET felt, upholstery fabrics, etc.)	252	325	Ash	6	21	Total waste	8,662	8,672										
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306-4	Waste diverted from disposal	<table><tr><th>Type of waste</th><th>Total waste, tonnes</th><th>Waste recycled, prepared for reuse, or otherwise recovered, tonnes</th><th>Disposed waste, tonnes*</th></tr><tr><td>Wood waste</td><td>6,857</td><td>6,857</td><td>0</td></tr><tr><td>Paper and cardboard waste</td><td>634</td><td>634</td><td>0</td></tr><tr><td>Metal waste</td><td>649</td><td>649</td><td>0</td></tr><tr><td>Plastic waste</td><td>6</td><td>6</td><td>0</td></tr><tr><td>Hazardous waste</td><td>102</td><td>0</td><td>102</td></tr><tr><td>Mixed municipal waste</td><td>78</td><td>0</td><td>78</td></tr><tr><td>Waste not otherwise specified (foam, PET felt, upholstery fabrics, etc.)</td><td>325</td><td>0</td><td>325</td></tr><tr><td>Ash</td><td>21</td><td>0</td><td>21</td></tr><tr><td>Total waste</td><td>8,672</td><td>8,146</td><td>526</td></tr></table> <p>* Sent to landfills or incinerated for energy recovery.</p>				Type of waste	Total waste, tonnes	Waste recycled, prepared for reuse, or otherwise recovered, tonnes	Disposed waste, tonnes*	Wood waste	6,857	6,857	0	Paper and cardboard waste	634	634	0	Metal waste	649	649	0	Plastic waste	6	6	0	Hazardous waste	102	0	102	Mixed municipal waste	78	0	78	Waste not otherwise specified (foam, PET felt, upholstery fabrics, etc.)	325	0	325	Ash	21	0	21	Total waste	8,672	8,146	526
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GRI indicator number	GRI indicator name	Notes and references in the report																																								
306-5	Waste directed to disposal	See table under GRI 306-4 (Waste diverted from disposal).																																								
401	Employment																																									
401-1	New employee hires and employee turnover	<p>pp. 41-42</p> <table><tr><td>Total number of newly hired employees</td><td>756</td><td>Total number of resigned/dismissed employees</td><td>550</td></tr><tr><td>Total number of newly hired women</td><td>217</td><td>Total number of resigned/dismissed women</td><td>125</td></tr><tr><td>Newly hired women under 30 years old</td><td>76</td><td>Resigned/dismissed women under 30 years old</td><td>43</td></tr><tr><td>Newly hired women 30-50 years old</td><td>122</td><td>Resigned/dismissed women 30-50 years old</td><td>65</td></tr><tr><td>Newly hired women over 50 years old</td><td>19</td><td>Resigned/dismissed women over 50 years old</td><td>17</td></tr><tr><td>Total number of newly hired men</td><td>539</td><td>Total number of resigned/dismissed men</td><td>425</td></tr><tr><td>Newly hired men under 30 years old</td><td>275</td><td>Resigned/dismissed men under 30 years old</td><td>217</td></tr><tr><td>Newly hired men 30-50 years old</td><td>200</td><td>Resigned/dismissed men 30-50 years old</td><td>158</td></tr><tr><td>Newly hired men over 50 years old</td><td>54</td><td>Resigned/dismissed men over 50 years old</td><td>50</td></tr><tr><td>Total number of employees at the end of the year</td><td>1,672</td><td></td><td></td></tr></table>	Total number of newly hired employees	756	Total number of resigned/dismissed employees	550	Total number of newly hired women	217	Total number of resigned/dismissed women	125	Newly hired women under 30 years old	76	Resigned/dismissed women under 30 years old	43	Newly hired women 30-50 years old	122	Resigned/dismissed women 30-50 years old	65	Newly hired women over 50 years old	19	Resigned/dismissed women over 50 years old	17	Total number of newly hired men	539	Total number of resigned/dismissed men	425	Newly hired men under 30 years old	275	Resigned/dismissed men under 30 years old	217	Newly hired men 30-50 years old	200	Resigned/dismissed men 30-50 years old	158	Newly hired men over 50 years old	54	Resigned/dismissed men over 50 years old	50	Total number of employees at the end of the year	1,672		
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401-3	Parental leave	<table><tr><td>Male employees who took parental leave</td><td>9</td></tr><tr><td>Female employees who took parental leave</td><td>25</td></tr><tr><td>Male employees returned after parental leave</td><td>9</td></tr><tr><td>Female employees returned after parental leave</td><td>10</td></tr></table>	Male employees who took parental leave	9	Female employees who took parental leave	25	Male employees returned after parental leave	9	Female employees returned after parental leave	10																																
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403	Occupational Health and Safety																																									
403-1	Occupational health and safety management system	<p>pp. 46-47</p> <p>At the national level, the occupational health and safety management system is regulated by the Labour Code of the Republic of Lithuania, the Law of the Republic of Lithuania on Safety and Health at Work, the Law on Fire Safety and the general fire safety regulations. At the company level, we have implemented the ISO 45001 standard. The occupational health and safety management system operating under this standard enables the company to ensure safe and healthy working conditions, prevent work-related injuries and illnesses, and continuously improve its effectiveness. Additionally, the occupational health and safety management system in the company is governed by: occupational health and safety instructions (general and at the workplace); training on hazardous work; documentation of occupational risk assessment; pre-employment occupational health check-up and periodic health check-up every 2 years; internal procedures: internal traffic procedures, safety signs, the procedure for investigating and recording of incidents, issue of personal protective equipment, etc.</p>																																								

GRI indicator number	GRI indicator name	Notes and references in the report
403-2	Hazard identification, risk assessment, and incident investigation	<p>pp. 46-47</p> <p>An occupational risk assessment evaluates the following factors: physical, biological, chemical, ergonomic, physical, and psychosocial. Risk factors are managed through collective measures (such as ventilation, air conditioning, and dust and vapour extraction systems), personal protective equipment (including hearing and respiratory protection, as well as protective work clothing), job rotation and special breaks. All workplace accidents are recorded and investigated; causes are identified and preventive actions are taken. Accident investigations follow the “5 Whys” methodology and the PDCA (Plan-Do-Check-Act) cycle.</p>
403-3	Occupational health services	<p>p. 47</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>pp. 47-48, p. 49</p>
403-5	Worker training on occupational health and safety	<p>p. 47</p> <p>The company carries out the following occupational health and safety training: first aid training; manual handling, working in noise, working with chemicals, fire safety, working at height, working with electric forklift trucks, electric trolleys and platform trucks; occupational health and safety training for team managers. All of these trainings are free of charge and take place during working hours. A knowledge check (in the form of a written test or written questions) is carried out after all the training sessions.</p>
403-6	Promotion of worker health	<p>p. 45</p>
403-9	Work-related injuries	<p>In 2024, a total of 2,337,342 hours were worked in direct and indirect production and 37 workplace accidents occurred, none of which were serious or fatal. The international Total Recordable Incident Rate (TRIR) calculation method is used to measure the level of employee safety in the company. In 2024, it was 2.65, 29% higher than in 2023.</p>
405	Diversity and Equal Opportunity	
405-1	Diversity of governance bodies and employees	<p>pp. 41-42</p>
405-2	Ratio of basic salary and remuneration of women to men	<p>p. 43</p>
406	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	<p>None of the reports received in 2024 were related to discrimination.</p>
414	Supplier Social Assessment	
414-2	Negative social impacts in the supply chain and actions taken	<p>p. 55</p>

GRI indicator number	GRI indicator name	Notes and references in the report
416	Customer Health and Safety	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We did not receive any warnings or financial penalties for product quality defects or non-compliance in terms of product safety in 2024.
417	Marketing and Labelling	
417-2	Incidents of non-compliance concerning product and service information and labelling	The company received no warnings or financial penalties for mislabelling, misleading advertising or competition infringements in 2024.
417-3	Incidents of non-compliance concerning marketing communications	The company received no warnings or financial penalties for mislabelling, misleading advertising or competition infringements in 2024.
418	Customer Privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The company received no complaints of breaches of customer data privacy in 2024.