

An aerial photograph of a dense, lush green forest. A narrow, dark path or stream winds through the trees, starting from the bottom left and curving towards the top right. The foliage is thick and vibrant green, with some areas showing lighter green, possibly due to sunlight filtering through. The overall scene is serene and natural.

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Sustainability progress update 2025

At Venipak, we see sustainability as a long-term commitment that shapes how we grow, operate, and create value. For us, sustainability goes beyond environmental action – it also includes responsibility towards our people, the communities we serve, and the way we ensure transparency, trust, resilience, and ethical business conduct across the organization.

We believe that long-term business success must go hand in hand with responsible decision-making. This means continuously seeking ways to reduce the environmental impact of logistics, strengthen our organizational culture, support our employees, and maintain high standards of governance, compliance, and data protection.

As our business continues to grow, we remain committed to embedding sustainability into both everyday operations and long-term planning. In 2025, we continued taking practical steps in this direction across environmental performance, people development, social responsibility, and cybersecurity.

We see this progress as part of an ongoing journey. Our commitment is to continue building a business that is efficient, resilient, and responsible, while creating long-term value for customers, partners, employees, and society.

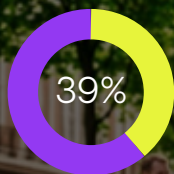
Andrius Ladauskas

Chief Executive Officer



Environmental progress in 2025

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+39% growth in parcel locker network

Expanded through partnership with uDrop, improving accessibility and supporting more efficient out-of-home delivery.



721 → 1001 parcel lockers across the Baltics

82 t

82 tons of CO2 emissions saved

Achieved through delivery consolidation to parcel lockers instead of multiple individual home addresses.



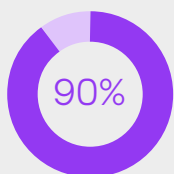
Continued label-free delivery service

Helping reduce paper use and support more sustainable daily operations.



Continued use of energy-saving and LED lighting systems in terminals

Supporting lower electricity consumption in daily operations.



90% of packaging from recycled materials

Transport stalls continued to help reduce excessive packaging and improve resource efficiency.



Packaging solutions aligned with EN 3430 standards



Continued geolocation project for parcel pick-up route planning

Helping improve route efficiency and reduce environmental impact across logistics operations.



Local supply and reuse practices

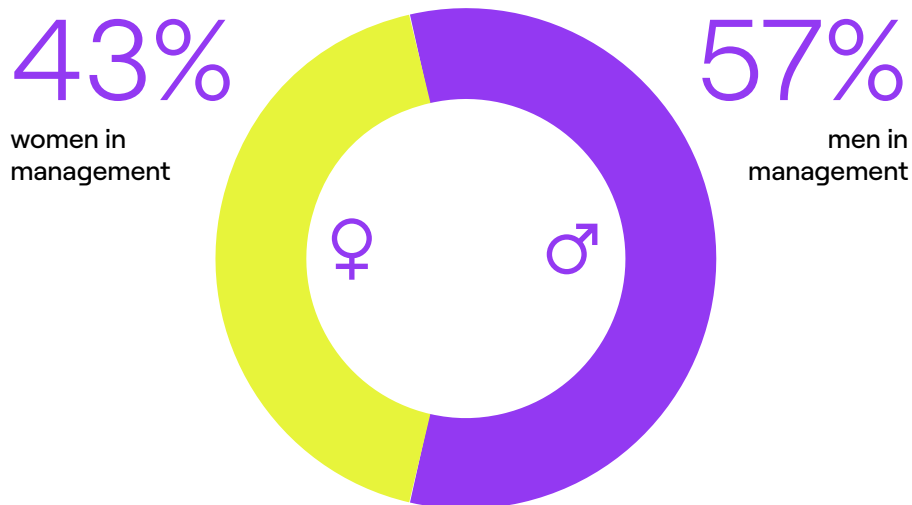
We continued supporting local industry through our sourcing and operational choices. Our parcel lockers are manufactured in Lithuania, we use locally produced cardboard boxes in our operations, and we repair and reuse transport pallets to help reduce waste and support more responsible logistics practices.

People, Equality and Development

Equality

We continued fostering an inclusive and equitable working environment through transparent remuneration practices, a strict non-discrimination approach,

and balanced representation in management. At year-end, our management structure consisted of **43% women** and **57% men**.

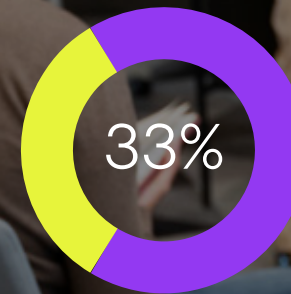


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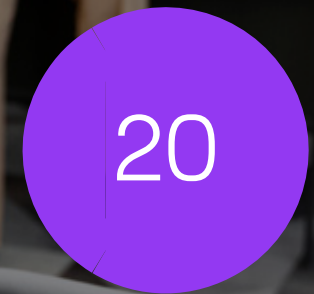
Employee development



Employee completion of internal training



Employees participated in external training



External training sessions conducted

Training remained an important part of our people agenda in 2025. We continued both internal and external learning initiatives to strengthen operational, leadership, customer service, technology, and

sustainability-related competencies. Internal training reached **100% of employees**, while external learning programs supported the development of specialized capabilities across the organization.

Feedback culture



We continued building a culture based on openness, feedback, and personal development. Through the **FACET5 methodology**, we supported a deeper understanding of individual

strengths, work styles, and sources of motivation, helping strengthen collaboration, dialogue, and employee growth across teams.



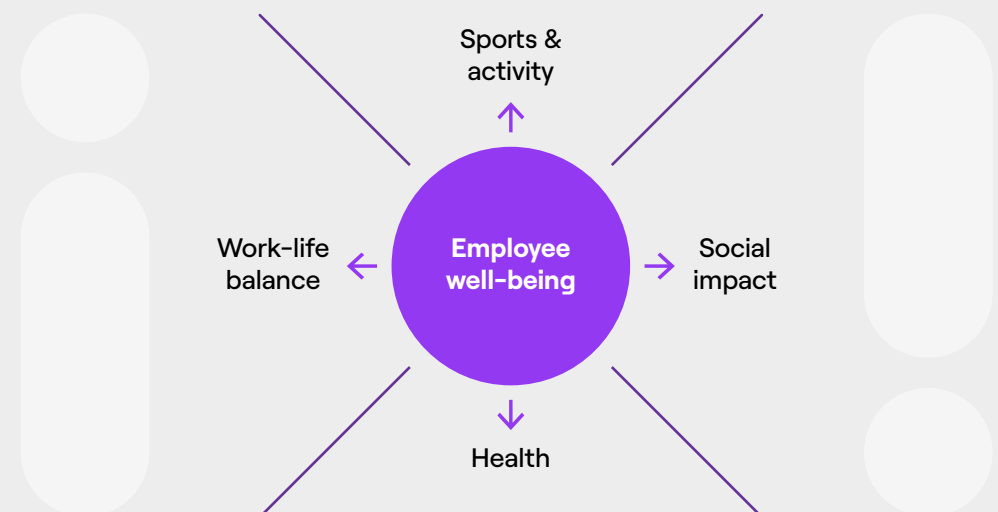
Well-being and Employee Support

We supported employee well-being through participation in sports events, as well as team activities such as hikes, outdoor pilates sessions, and other shared initiatives that encourage an active lifestyle.

Our everyday well-being initiatives included fresh fruit in the office, vitamins, and support for vaccination programs, reflecting our continued focus on employee health.

We continued promoting a work culture that does not encourage excessive overtime and supports a healthier work-life balance.

We also encouraged employees to participate in meaningful social initiatives, including visits to elderly care homes, support for food banks, blood donation campaigns, and participation in the **Biobank initiative at Vilnius University**.



Community Impact

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Community partnerships

In 2025, we continued supporting communities across the Baltics through partnerships and initiatives that help children, families, and vulnerable groups. Our activities included cooperation with **Save the**

Children, the Rimantas Kaukėnas Charitable Foundation, Maisto bankas, the Lukrecija Foundation, “Kristīgā Alianse bāreņiem”, and “Lielas Rūpes par Mazajiem”, providing free parcel locker deliveries

for donations during the pre-Christmas period and collecting essential items for around 50 children, as well as campaigns such as **“Pack Christmas Gifts for Ukrainian Children”**.

In addition, we encouraged collective giving through initiatives such as Pie Day and by donating usable damaged pet food and similar goods to animal shelters instead of discarding them.

Maistobankas 

 **RIMANTAS
KAUKĖNAS**
CHARITABLE FOUNDATION

 **Gelbėkit vaikus**
Save the Children Lithuania

 **LATVIJAS KRISTĪGĀ
LIANSE BĀREŅIEM**

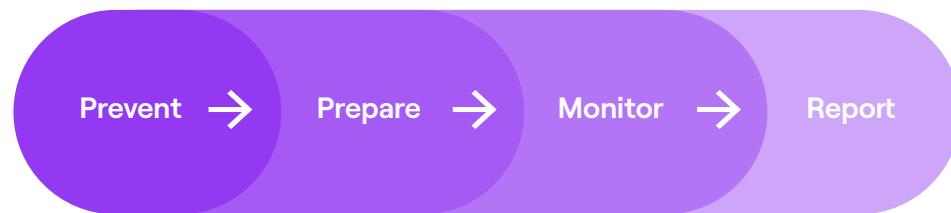
 **Lukrecijos fondas**

 **LIELAS RŪPES PAR
MAZAJIEM**

Cybersecurity, Data Protection and Governance

Focus in 2025

- Policies and procedures
- Reporting and oversight
- Training and awareness
- Ethics and compliance



Policies and procedures

During 2025, we continued strengthening our cybersecurity and data protection framework. Work advanced on a **cybersecurity policy**, an **incident management procedure** and **incident registry**, and **personal data protection documentation**, including a **personal data policy** and a **personal data breach procedure**.

Training and awareness

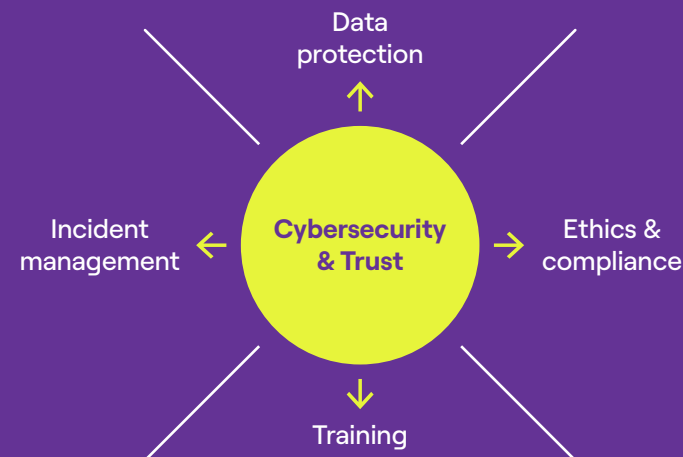
We continued employee training on cybersecurity and personal data protection and maintained audit and testing activities under **CISO supervision**, helping strengthen awareness and organizational resilience.

Reporting and oversight

We also advanced regular reporting practices to the **CEO and/or Board**, supporting better visibility, accountability, and informed decision-making in cybersecurity and compliance matters.

Ethics, fraud prevention and compliance

In parallel, we strengthened our wider governance framework through published **customer fraud prevention information**, a prepared **Code of Ethics**, a developed **anti-corruption policy**, and established **whistleblower reporting channels**, supported by ongoing training initiatives.





The progress made in 2025 reflects our continued commitment to integrating sustainability into the way we operate, grow, and create value. Across environmental, social, and governance areas, we focused on practical steps that strengthen operational responsibility, support our people and communities, and reinforce long-term business resilience. We view this progress as part of a continuous journey and will continue advancing our sustainability efforts in line with the needs of our business, stakeholders, and the wider environment.

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