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We can confidently state that sustainability is becoming an integral part of the operations of UAB PakMarkas.

A number of new sustainability initiatives were launched in 2022, and dissemination of the sustainability idea helped to ensure that all employees in their activities adhere to sustainability principles and pursue common goals while evaluating the positive effects in social, environmental, and management matters.

It is important to understand that sustainability is not just a passing fashion, that sustainability practices must underlie the strategy and thinking of the company, and that the future of our children and grandchildren depends on us. This is why in our company we are creating a non-discriminatory, involving, motivating culture that takes into consideration people's unique

needs and take care of the working conditions.

We are planning to update our 3-year strategic plan soon, and the plan will certainly reflect our common seeking to put a lot of effort into the increase of the positive social and environmental impact.

We undertake to share all information relating to sustainability with all the parties concerned and use all our main communication channels for this purpose.

I am sincerely grateful to our employees, customers, raw material suppliers, service providers, and all business partners for their dedication and support in the field of sustainability.

Linas Čereška
CEO



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This report covers the 2022 financial year (from 1 January 2022 to 31 December 2022). It describes the main achievements of the reporting period—the achievements aimed to create a positive environmental, social, and economic impact.

We have been preparing annual sustainability reports since 2006. The report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and can be accessed by all the parties concerned at <https://www.pakmarkas.com/about-us/sustainability/>.

The publication is only available electronically in the Lithuanian and English languages. Further information about PakMarkas' sustainability projects and achievements can be obtained by e-mailing to jurgita.bagdonaviciene@pakmarkas.lt

Main works and achievements in 2022

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1

In 2022, PakMarkas' **CO₂ footprint** was nearly **100 t smaller** compared to 2021.

2

A solar power plant (149kW) was provided on the roof of the company's facilities.

3

65% of the energy consumed in 2022 **accounted for electricity from renewable sources.**

4

A partnership agreement was concluded with a company processing non-recyclable plastic waste. In 2022, **8.119 t of non-recyclable production waste was provided for disposal.**

5

In 2022, **no accidents at work** were recorded in the company.

6

BRCGS A+, FSC, and DPG certificates were extended.

7

Additional employee health insurance coverages were extended for all employees, **and new insurance coverages were also provided.**

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Key facts

UAB PakMarkas is a packaging and labelling solutions company that was established on 14 February 1994. The company's main office is in Minsko pl. 95, village of Daržininkai, Vilnius District, Lithuania. PakMarkas has two subsidiaries—in Latvia (PakMarkas SIA) and in Germany (PakMarkas GmbH).

Main field of activity of the company:

- printing of labels and flexible packaging;
- automation and robotisation of packaging and bottling lines;
- sale of mechanical drives and automation elements.

Turnover in 2022

UAB PakMarkas:
EUR 24.5 million.

Consolidated:
EUR 27.8 million.



PakMarkas' labelling, packaging, and engineering system production is implemented in a factory in Lithuania. From here, the company's products are shipped directly to customers in Lithuania, Europe and beyond.

Exports in 2022 amounted to 32%. The main export markets included Poland, Germany, Scandinavia, Ukraine, Latvia, and Estonia. In 2021, we exported 35% of our products. The 3% decrease in exports was due to the war in Ukraine because we decided to no longer supply any goods to Russia or Belarus.

The company is certified in accordance with the quality management (ISO 9001), environmental management (ISO 14001), FSC chain-of-custody management, and BRCGS packaging and packaging materials management standards <https://www.pakmarkas.com/about-us/standards/>.



We use the LEAN management system in our daily operations.

In 2022, Creditinfo credit rating provider evaluated PakMarkas as one of the strongest companies in Lithuania. The awarded certificate confirms that the economic position and financial performance of the company are good and that the company timely pays taxes and timely pays to business partners and employees. We have been receiving this recognition for several years now.

Management

UAB PakMarkas is a Lithuanian capital company. According to the Articles of Association of the company, the management bodies include the general meeting of shareholders, the board, and the CEO. The CEO is the head of administration of the company who organises the company's economic operations within the scope of the powers granted to him/her.

Strategic decisions relating to sustainable operations are made by the board in collaboration with the CEO.

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Sustainability principles and obligations

We view sustainability as reduction of the undesired impact of our operations, risk management, and ethical treatment of employees, market, and society. Our corporate values reflect the principles of the **UN Global Compact** on human rights, employee rights, environmental protection, and corruption prevention. We assume responsibility for our actions and seek to fulfil our sustainability obligations in full.

We joined the UN Global Compact initiative back in 2012. Since then, we must also publish our sustainability reports annually at www.unglobalcompact.org.

We are also members of the Lithuanian Responsible Business Association (LAVA) and, as members, we must respect and abide by the responsible practice principles.



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Memberships and cooperation

PakMarkas is successfully cooperating with several Lithuanian associations and organisations. We are members of the Association of Lithuanian Printing Industries, the Association of Lithuanian Engineering and Technology Industries, the Lithuanian Responsible Business Association, and the German and Baltic chambers of commerce. We have also joined the Future Packaging Club initiative.

We cooperate with the following organisations and entities: the Public Institution Blue Yellow, the Lithuanian Red Cross Society, Lithuanian Caritas, Food Bank, the Blood Centre of Vilnius University Hospital Santaros Klinikos, Nemėžis Tatar community, and Nemėžis St. Rapolas Kalinauskas Gymnasium.

Support

In 2022, after Russia invaded Ukraine, we started collaborating with the Blue/Yellow NGO. We provided financial support of EUR 10,000 to this organisation.

We donated sticky labels to be affixed to humanitarian aid to the Lithuanian Red Cross Society.

We also provided support of EUR 1,000 to the Lithuanian Free Market Institute to sponsor translation and adaptation of study materials for schools attended by Ukrainian refugees.

We contribute annually to the Lithuanian Treasuries summer camp organised at St. Rapolas Kalinauskas Gymnasium for pupils in need of social assistance.



Parties concerned

PakMarkas pays a lot of attention to ongoing information exchange. We view the groups on which PakMarkas has a significant impact as parties concerned. These groups include:

- Customers
- Employees
- Suppliers and partners
- Shareholders
- State institutions
- Associations
- Local community

We share our information with them using a variety of channels, including our sustainability reports, our website, and an internal social media group intended for employees. We receive feedback from customers and employees by conducting surveys. We exchange information with associations and other organisations during events and individual meetings.

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According to data from the [World Meteorological Organisation](#) published in early 2023, the global air temperature over the next five years is likely to rise to record levels—this will result from the unprecedented concentration of greenhouse gases and the accrued warmth. This will have considerable implications for human health, food safety, water management, and the environment.

PakMarkas understands the possible consequences and implements measures to reduce its negative impact on the environment.



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			2020	2021	2022
Electricity	Electricity expenses	KW/h	2 776 042	2 870 000 ↑	2 522 884 ↓
		KWh/m ²	0,16	0,16	0,14 ↓
Sources of pollution	Quantity of wastewater produced	kg	30,3	27	22 ↓
		kg (per employee)	0,15	0,12	0,11 ↓
	Pollution with VOC (volatile organic compounds)	t	8,2	10,0	8,3
	Sanctions for environmental pollution	Eur	50	0	0
Raw materials and waste	Quantity of packaging materials used	m ²	17 712 163	18 200 000 ↑	18 600 000 ↑
	Label waste	t	1065,53	1300 ↑	686,29 ↓
	Other waste provided for recycling	cardboard, t	27,5	31,7 ↑	21,56 ↓
		BOPP, t	3,3	4,76 ↑	4,06 ↓
Water	Quantity of water consumed	m ³	3 058	2 549	2 761
		m ³ (per employee)	15	12	13 ↑

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Electricity from renewable sources

The largest share of production resources of PakMarkas accounts for electricity, and this is why when we consider our longterm prospects, we consistently increase the share of electricity from renewable sources.

Green energy

We have been purchasing certified green energy from UAB Enefit since 2021. In 2022, 65% of the total energy consumed by PakMarkas accounted for electricity from renewable sources.

Solar power plant

Solar batteries were put into operation on the roof of the company's facilities in the summer of 2022. In 2022, they generated 38.77 MWh.

Repeat use of heat

Sustainability and effectiveness are a must in any industry, and repeat use of heat is therefore a purposeful, resource-saving solution. We provided a heat exchanger at the end of 2022; the heat exchanger collects thermal energy from the air compressor and uses it once again for preparing hot water.

Electric vehicles

In 2022, the PakMarkas vehicle fleet consisted of 7 hybrid vehicles. The company purchased 3 new electric vehicles during the reporting period.

Electric vehicle charging stations

We provided 5 electric vehicle charging stations, i.e. 10 charging spaces, in the territory of PakMarkas. The company's employees and guests can charge their vehicles free of charge.



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Waste management

Waste produced

The waste produced in the course of the company's operations includes household and production waste. To ensure the rational use of raw materials and resources, we provide for the appropriate disposal of all waste.

Some non-recyclable waste is produced during production of labels and flexible packaging; this waste includes labels produced from several types of film, dye, and glue. This waste accounts for the largest share of the company's waste, and we therefore pay major attention to the search of the most appropriate and innovative solutions to manage it.

PakMarkas adheres to the waste storage and management requirements enforced in the Republic of Lithuania: it is ensured that waste is only provided to lawfully operating waste managers, and waste accounting is carried out in accordance with the GPAIS (products, packaging, and waste record keeping information system) requirements.

Non-recyclable waste

In order to ensure a circular economy, we started cooperation with Vitopas at the end of 2022; Vitopas is a company that collects and processes non-recyclable packaging waste such as combined films, films containing paper and glue. We provided 12 tons of non-recyclable packaging waste for subsequent treatment in the course of 4 months.

Waste sorting at the office

To encourage our employees to sort waste, we are spreading the message that sustainability starts from small steps. An important change was introduced in the office in 2022: we removed all wastebins that were previously available under desks, and we placed special sorting boxes in certain locations to encourage waste sorting.

Impact on biodiversity and ecosystem

Direct and indirect emissions that affect the environment are inevitably produced in the course of activity. To date, it has not been established that the activity of PakMarkas has any significant impact on biodiversity. All the pollution components (emissions, wastewater) produced are monitored on an ongoing basis, checks are conducted, and the results are provided to competent authorities.

The Let's Be Greener campaign

A campaign targeted at reduction of CO2 emissions of PakMarkas was implemented in the company for six months. Employees were encouraged to propose and implement ideas to contribute to reduction of energy resource consumption and waste production. A total of 9 ideas were implemented: presence and motion sensors were provided, the standby time of computer monitors was shortened, additional memos next to waste containers were provided, etc.



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CO₂ footprint of the company

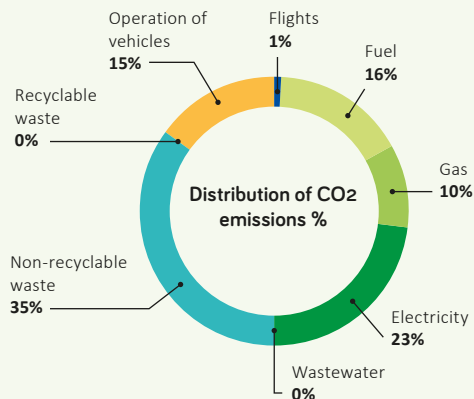
PakMarkas adheres to the goals of the 2015 **Paris climate change treaty** and seeks to contribute to reduction of the greenhouse gas (GHG) footprint, and we therefore, began to measure our GHG footprint in 2021. This provides us with an opportunity to see the impact we make on the environment, identify the required measures, and measure effectiveness of our measures.

The greatest share of the GHG footprint of PakMarkas, i.e. 59 %, accounts for non-recyclable production and household waste. Gas consumption accounts for 17%, and this figure is 12% for fuel and 11% for vehicle operation.

We have performed measurement of the CO₂ footprint ourselves in accordance with the GHG Protocol and ISO standard (LST EN ISO 14064-1:2012). The calculations of the company's emissions (scope 1, 2, 3) cover not only CO₂ but also CH₄, N₂O and HFCs expressed as CO₂ equivalents based on standard coefficients, and the obtained emissions are marked as CO₂e.

		GHG emissions, t (expressed as CO ₂ equivalent)	
DIRECT EMISSIONS		2021	2022
1 AREA	Gas (fuel)	132,8	158
	Gas	188,5	99,9
PURCHASED ENERGY			
2 AREA	Electricity (green)	0	228,7
CONSUMERS, SUPPLIERS			
3 AREA	Non-recyclable waste	639,5	347,3
	Recyclable waste	1,82	1,6
	Wastewater	2,6	2,9
	Operation of vehicles	123,08	147,2
	Flights	3,42	7,6
TOTAL EMISSIONS		1089,9	991,5

In 2022, the total CO₂ footprint of PakMarkas amounted to 991.5 t CO₂e. The greatest share (35%) accounted for non-recyclable waste. Electricity accounted for 23%, fuel accounted for 16%, and operation of vehicles accounted for 15%.



In 2022, our CO₂ footprint was nearly 100 t smaller compared to 2021.

In 2022, we managed to reduce the quantity of consumed gas nearly by half, meaning that our emissions have also decreased. Furthermore, in 2022, we managed to considerably reduce the quantity of produced waste and, as a result, non-recyclable waste left a nearly 300 t smaller CO₂ footprint compared to 2021. Unfortunately, we did not manage to only purchase green electricity in 2022, which means that the footprint of consumed electricity in 2022 was greater compared to 2021. The other sources of emissions did not differ significantly from the figures of 2021.

Future prospects

We have also managed to reduce our CO₂ footprint thanks to the nearly 50% reduction of gas consumption and reduction of non-recyclable production waste.

Unfortunately, non-recyclable production waste continues to produce a significant share of our CO₂ footprint. It is followed by electricity, fuel, and operation of vehicles. PakMarkas has evaluated these results and retains the search and implementation of solutions of recycling of non-recyclable waste as its priority.

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Employees and social responsibility

We continue to create a safe and motivating working environment for our employees. We do this by investing in technology, taking care of our employee improvement, and ensuring a fair and competitive pay.



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Employees and employee diversity

Diversity by age groups, %

	2020	2021	2022	
			Number of women	Number of men
up to 30 years	15	18	14	15
30-50 years	58	57	21	35
50 and more	27	25	10	15

By type of employment contract

	2020	2021	2022	
			Number of women	Number of men
Managers	26	25	8	22
Workers and specialists	186	181	73	126

	2020	2021	2022
Number of employees	212	206	201
Proportion of working women, %	34	34	33
Proportion of working men, %	66	66	67
Proportion of female managers, %	27	27	27
Proportion of leading men	73	73	73

Total employee turnover, %

2020	2021	2022
14,8	17,8	16

Employees by job positions held

	2020	2021	2022	
			Number of women	Number of men
Open-ended employment contracts	208	201	72	124
Fixed-term employment contracts	4	5	1	2
Working full-time	199	192	68	120
Working part-time	13	14	5	6

	2020	2021	2022
On maternity/childcare leave take advantage of	5	5	5
On paternity leave take advantage of	2	0	5
Employees with disabilities	1,89	1,9	1,7

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Human rights

PakMarkas adheres to universally recognised human rights principles and respects the Universal Declaration of Human Rights.

Policies and principles

The principles of protection of human rights are described in the company's **Equal Opportunities Policy** and the **FSC Policy Declaration**. These documents provide for the following principles which we abide by:

- freedom to join associations and the right to collective negotiations;
- provisions regarding child labour and forced labour;
- assurance of non-discrimination, equal opportunities, and diversity;
- provisions regarding forced and compulsory labour;
- provisions regarding employee selection and employment;
- provisions regarding employee training;
- provision regarding remuneration.

All employees of PakMarkas who suspect that their rights have been infringed are encouraged to raise the issue and notify his or her superior and/or the HR Department.

Collective agreement

PakMarkas has not concluded a collective agreement with employees. Employees have all the opportunities to freely avail of their rights, represent employees, and the right to collective negotiations. We respect the employees' right to freely and democratically establish trade unions.

Occupational health and safety

No major or minor accidents at work have been recorded in the company in 2022.

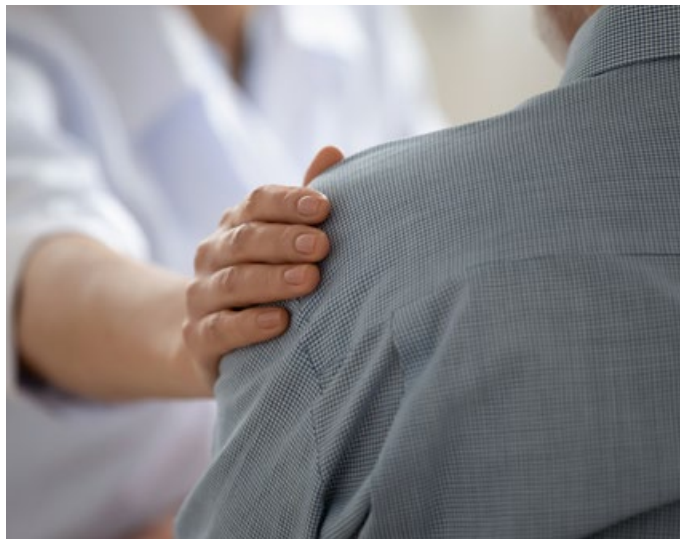
To ensure a safe working environment, we conduct regular occupational health and safety audits, hold civil and fire safety trainings for employees, and review and elaborate on our accident prevention actions at least once per year. This is done by certified external consultants.

To identify work environment factors that may lead to health problems or professional diseases, we have conducted a workplace risk assessment and developed a workplace improvement plan.

Additional incentives for employees

To retain our employees and attract new ones, we provide employees with a variety of additional incentives:

- We provide additional health insurance coverage. Additional private insurance coverage includes outpatient and inpatient treatment, dentistry and optics services.
- Employees are provided with accident insurance coverage regardless of the duration of their employment in the company.
- Partial compensation for lunch expenses is provided.
- We provide all employees with an opportunity to play basketball in their free time.
- We provide employees with an opportunity to attend a variety of qualification development trainings.
- We provide a one-off bonus for a recommended employed employee.
- We provide annual bonuses for the company's good performance.
- We organise summer and winter parties for employees.
- We give Christmas presents to employees and their children.
- We provide additional benefits when a child is born to an employee, when an employee resigns upon reaching the retirement age, and when a close family member of an employee dies.



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Economic responsibility

The packaging industry is rapidly changing, and we will certainly face even greater changes in the forthcoming couple of years in terms of packaging safety and waste recycling. To contribute to the creation of a circular economy, we are always looking for more sustainable packaging solutions.



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Business ethics and anticorruption

PakMarkas has zero tolerance for corruption. Our relationships with employees, customers, partners, and the state are fair and transparent. We adhere to laws, pay taxes, and transparently pay to our employees. We openly state the set requirements and evaluation criteria to our suppliers and business partners, and clearly define cooperation conditions in our contracts.

We started implementation of a risk assessment system in the company in 2022. The system is aimed to identify, assess, and manage a variety of risks encountered by the company. The implementation process of this system included description of processes and establishment of a risk management group.



Customers and product safety

Quality standards

Production of quality and safe packaging is the key operational principle of the company.

The Quality, Product Safety and Environmental Policy of PakMarkas lays down the general obligations relating to the ongoing improvement of product quality and safety and environmental protection management effectiveness.

In 2022, the validity of our certificates (ISO 9001, ISO 14001, BRCGS, and FSC) was extended. We conduct regular external and internal audits, which help us to retain high management and production standards.

In the process of the audits, we pay major attention to the appropriate storage of packaging raw materials, assurance of product traceability, and development of employee competencies in the fields of product quality and safety and environmental issues.

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- CO2 footprint of the company

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- Human rights
- Occupational health and safety
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	GRI standard	Disclosure	Page Number
Organization profile	GRI 2 General Disclosures	2-1 Information about PakMarkas	6
		2-3 Reporting period, reporting frequency, and contact information	4
		2-4 Adjustment of information	No changes
		2-6 Operations, value chain, and other business relations	6
		2-7 Employees	15
		2-9 Management structure and composition	6
		2-22 Declaration on the sustainable development strategy	3
		2-23 Policy obligations	7
		2-28 Membership in associations	8
		2-29 Involvement of parties concerned	8
		2-30 Collective employment agreements	PakMarkas has not concluded any collective employment agreements
Important topics	Environmental		
	GRI 301 Materials	301-1 Materials consumed by weight and volume	10
	GRI 302 Energy	302-1 Energy consumption	10
	GRI 303 Water and sewage	Sources of pollution	10
	GRI 305 Emissions	305-1 Direct GHG emissions 305-2 Energy-related indirect GHG emissions 305-3 Other indirect GHG emissions 305-5 Reduction of GHG emissions	13
	GRI 306 Waste	306-1 Waste production and waste impact 306-2 Major waste impact management 306-3 Waste produced	12
Important topics	Employees and social responsibility		
	GRI 403 Employees safety and Health	403-1 Occupational health and safety management 403-2 Workplace risk assessment 403-5 Occupational health and safety training	16
	GRI 405 Diversity and equal opportunities	405-1 Diversity and equal rights	15-16
Important topics	Customers		
	GRI 416 Consumer health and safety	Product health and safety impact assessment	18

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