

# ANNUAL REPORT 2016



**20** YEARS  
1996-2016

**GROWING TOGETHER!**

**WE  
CARE.**

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## STATEMENT OF THE CEO

Girteka Logistics has just finished celebrating our 20<sup>th</sup> anniversary, a journey that started from just one truck in 1996. Girteka Logistics grew significantly during the early years and by 2010 the company had a fleet of 600 trucks. From 2010 to 2017 the growth continued and we now have 3.300 trucks and 3.500 trailers in our fleet, and our company is driven by more than 8.300 great employees. The positive spirit and high energy needed in a fast growing company continues in Girteka Logistics, our strong organic growth is the basis for our past and future. This is reached by good customer service where we follow our clients' expansion throughout Europe and Scandinavia.

**“Organic growth from 600 to 3.300 trucks in seven years”**

We continue to see European road transport markets consolidate, clients are increasingly using fewer and bigger transport partners. Legislative and regulatory demands are increasing and have never been more important, this again favors large companies such as Girteka Logistics. We also see it as highly positive that our current and potential clients require high levels of IT, Key Account Management and ability to meet increasing demand in capacity and quality.

During 2016 we fulfilled a strategic goal when we opened a new modern transport facility in Šiauliai, Lithuania. This facility comprises transport management, a state of art Drivers Academy, modern truck and trailer maintenance facilities and much more. Having such a facility enables us to keep our operational cost below market level and at the same time provide a strong base for further growth.

**“From drivers to management, we continue to invest in education”**

Another significant milestone in 2016 was our record breaking purchase of 1.000+ Mercedes Actros trucks in one order. This investment manifest our commitment to providing the best in class working environment for our drivers, and as well to ensure that we have a new fleet with the latest safety equipment and optimal fuel consumption for low environmental impact.

Going forward we will continue our dedication to excellence in customer service, this commitment starts in our Lean practices throughout our company. We constantly work hand in hand with our employees to ensure our customer service is outstanding, and will make further investments in this area.

**“Strong focus on cost-control and organic growth”**

During 2017 we will focus on organic growth, cost control and creating the foundation for our company to continue our LEAN implementation. We will also strengthen our educational efforts in all areas, this is the foundation for our development in Girteka Logistics.

With this annual report we continue our efforts to be open and transparent, and we welcome dialogue from our stakeholders.



Edvardas Liachovičius

“Organic growth from 600 to 3.300 trucks in seven years.”

Edvardas Liachovičius

## MANAGEMENT



**MINDAUGAS RAILA**  
Chairman



**EDVARDAS LIACHOVIČIUS**  
Chief Executive Officer



**MANTAS RANONIS**  
Chief Finance Officer

**UGNĖ GRUODIENĖ**  
General Counsel



**KRISTIAN KAAS MORTENSEN**  
Chief Communications Officer

**VAIDOTAS MISEVIČIUS**  
Chief Human Resources Officer

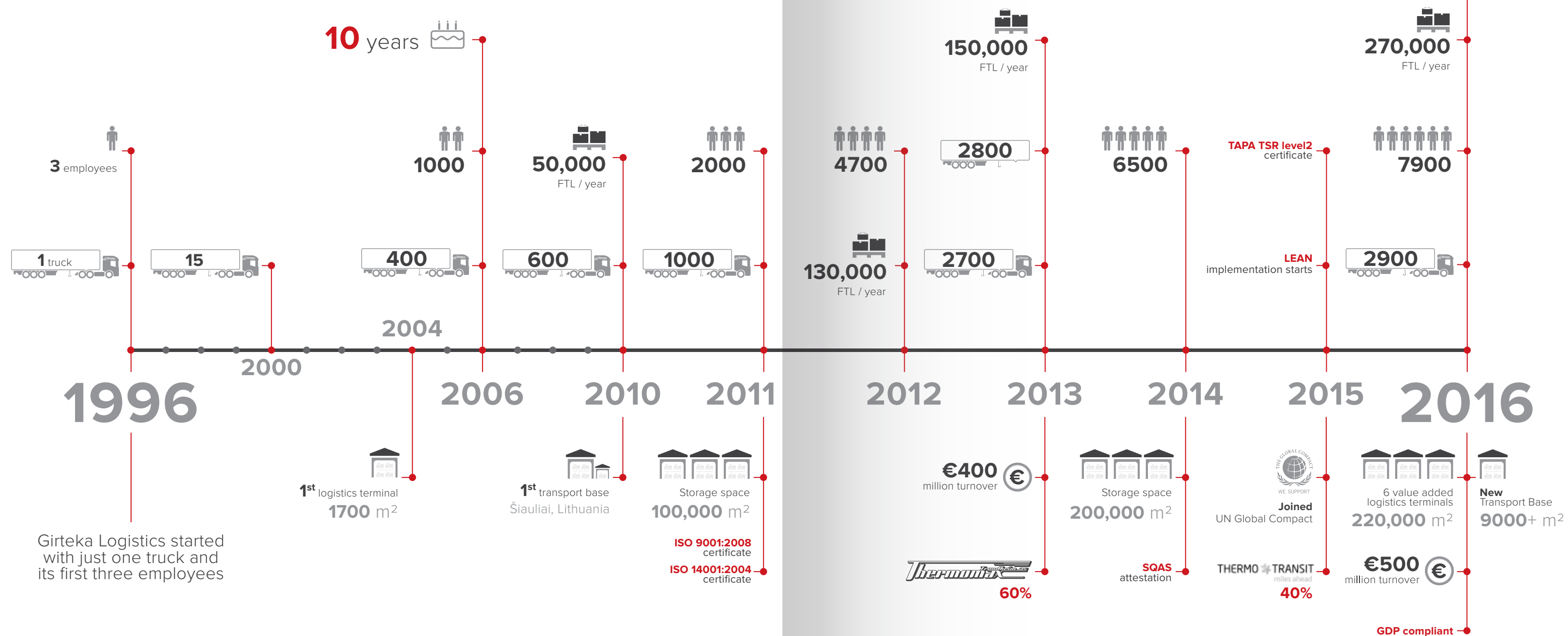


**DONATAS NAČAJUS**  
Chief Transport Officer



# 20 YEARS GROWING TOGETHER

Girteka Logistics growth and development over the last 20 years is something we are immensely proud of. We are even more proud of our past and current colleagues who made this possible with their hard work and dedication. This timeline development would as well not have been possible without long term partners, suppliers and most important clients all over Europe, Scandinavia and CIS.



# MEET **LAURA** IN LUXEMBOURG...



Laura is one of our dedicated Key Account Managers working with our biggest international clients. Meet Laura and her 8,300 colleagues everyday all over Europe, Scandinavia and CIS.

**LAURA GARBAUSKIENĖ,**  
Key Account Manager. Since 2013.

## GROUP OVERVIEW





## GIRTEKA LOGISTICS DEDICATED TESCO TEAM HAVE THEIR MORNING ASAICHI MEETING IN VILNIUS

“Girteka Logistics has a never say no attitude that has enabled us to develop robust supply chain solutions which deliver exceptional service to Tesco depots and customers.”

**Mark Bendall-Jones,**  
Primary Network Manager Europe at Tesco.

Justinas Žvirblis,  
Division Manager,  
Girteka Logistics

Mark Bendall-Jones,  
Primary Network Manager  
Europe at Tesco.

Vainius Valauskis,  
Group Manager  
Girteka Logistics

## GOING THE EXTRA MILE WITH TESCO

Girteka Logistics' success is based on its ability to deliver on client's demands for increasing capacity, high KPIs and attention to detail. What is equally important is how Girteka Logistics contribute as a valuable strategic partner for clients such as Tesco.

Tesco is a leading retailer, with 460,000 colleagues, serving millions of customers every week across the UK, Ireland, Central Europe and Asia. Understanding people – customers, colleagues, communities – and how Tesco can serve them better, is at the heart of Tesco's business.

Since Girteka Logistics was awarded Tesco Central Europe fresh haulier of the year in 2015 the partnership has grown significantly and Tesco is now one of Girteka Logistics' top five clients. Girteka Logistics is also the biggest fresh haulier for Tesco Primary in Central Europe.

“The sweet spot is when we can contribute positively to our client's business and in doing so grow our own business as well,” says Edvardas Liachovičius, CEO, Girteka Logistics.

In Tesco Primary it is critical to get the right product, on the right shelf, at the right time, in order to give customers the best shopping experience. Tesco wants to work with companies that can demonstrate they understand who the final customer is and work in partnership to deliver exceptional customer service.

This passion is backed up by processes and systems that have been developed and continually refined to match Tesco customers' needs. Tesco Primary is a leader in supply chain management with simpler logistics systems, reduced lead times and increased frequency of deliveries which ultimately enable faster and fresher deliveries to Tesco customers.

“Our strong long term partnership is a result of colleagues, from both sides, demonstrating dedication to details,” says Mark Bendall-Jones, Primary Network Manager Europe at Tesco.

Having grown from a supplier to a strategic partner in only a few years, Girteka Logistics has been a strategic enabler for Tesco Primary's growth.

“Fresh food, fruits and vegetables is one of the most important categories for our customers. It drives their choice of where it is they want to shop,” says John Steventon, Head of Primary Distribution UK at Tesco PLC.

Girteka Logistics' new fleet of environmentally friendly trucks and modern GPS equipped trailers with skilled and well educated drivers is a strong combination for Tesco.

“A key measure of success for Tesco is in developing partnerships where we all succeed,” says Mark Bendall-Jones, European Primary Network Manager at Tesco PLC.

One example of the partnership is the close relationship between daily operational teams, something that is backed by regular leadership meetings ensuring that both companies are aligned on the immediate day-to-day activities as well as the longer term.

“We are proud of our partnership with Tesco, this is how we want to work with all our major clients,” says Edvardas Liachovičius, CEO, Girteka Logistics.





## CSR BY HEART

Girteka Logistics has a high focus on our Corporate Social Responsibility. We report our CSR activities on an annual basis according to the United Nations Global Compact in the areas of **Human Rights, Labour, Environment** and **Anti-Corruption**.

At Girteka Logistics we were 8300 employees at the end of 2016, they work all over the European Union and beyond. With our employees in front we understand how much we can do to be a responsible employer and a good corporate citizen while uniting around our values **THINK. ACT. LEAD.**

We contribute not only by investing in environmentally thought out operations, or by ensuring that our new buildings are highly energy efficient but as well by engaging with our employees to create or engage in relevant CSR projects.

During 2017 we will further our CSR engagement both locally and internationally where we operate as a company. We have a number of innovative projects being planned, this includes a strong focus on the environment and traffic safety.

### ROAD SAFETY DAY WITH THE LITHUANIAN POLICE

Girteka Logistics Drivers Academy together with the Lithuanian Police created a Road safety day in Šiauliai, Lithuania. The day focused on road safety for local schoolchildren, and included our Drivers Academy educating their trainers in blind spot detection and accident prevention. Children from local schools learned about road safety and how to safely behave in the traffic. Local police participated with expertise, equipment and sharing of best practice.

### SHARING OF EXPERIENCE

This year Girteka Logistics participated in the career days of two universities in Lithuania, Vilnius University (VU) and Vilnius Gediminas Technical University (VTGU). As part of career Days in VU and VTGU we had interactive workshops, where students had a chance to manage our realistic everyday work-life situations.

Girteka Logistics strive to be transparent and have an open door policy, we therefore had a number of visitors including members of Salesclub.lt and marketing students from ISM University.

### HEALTHY LIFESTYLE THROUGH SPORTS

During the year we support a number of sports activities from basketball to football teams. We also have Girteka Logistics teams joining the Vilnius Marathon, and Vilnius Bicycle marathon. This healthy lifestyle is evident and visual in all our activities, as an example then our employee summer party is focused around sports activities.

### IMPROVING WORKING CONDITIONS FOR OUR DRIVERS

Drivers are our biggest employment group and account for approximately 80% of our workforce, we consider them our company's frontline Ambassadors. During the last year we made a number of significant investments in order to provide a better working climate for our drivers. We bought more than 1,000 new trucks with better safety equipment and comfort. We also build a modern new transport facility in Šiauliai, Lithuania that includes highly improved facilities for our drivers, such as a lounge, shower facilities and even a laundry area.

### EQUAL OPPORTUNITY EMPLOYER

Girteka Logistics is an equal opportunity employer that welcomes everyone, regardless of nationality, religion, gender or sexual orientation. With headquarters in a small country like Lithuania we are proud to employ 15+ different nationalities working together to provide excellent service to our clients. We only offer employment and promotion based on skills and experience.

### IMPROVED ROAD SAFETY TROUGH ONLINE TESTING

Girteka Logistics Drivers Academy who annually trains our nearly 7.000 professional drivers in various skills implemented online training modules for drivers. Using tablets for tests ensure fast and correct registration of their results and eliminates mistakes. Our Driver's academy is the heart and soul of Girteka Logistics, here they ensure that all drivers are trained to the high level expected by our clients around Europe and Scandinavia.



# UAB ME INVESTICIJA

SUMMARY CONSOLIDATED FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 DECEMBER 2016  
PRESENTED TOGETHER WITH  
INDEPENDENT AUDITOR'S REPORT



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VAT payer code LT108784411  
Register of Legal Entities

## Report to the shareholders of UAB ME Investicija on the summary consolidated financial statements

### *Opinion*

The summary consolidated financial statements, which comprise UAB ME Investicija and its subsidiaries (the Group) summary consolidated balance sheet as at 31 December 2016, summary consolidated income statement, summary consolidated statement of changes in equity and summary consolidated cash flow statement for the year then ended and explanatory notes summary, are derived from the complete audited consolidated financial statements of the Group for the year ended 31 December 2016.

In our opinion, the accompanying summary consolidated financial statements are consistent, in all material respects, with the complete audited consolidated financial statements, on the basis described in note 1.

### *Summary Financial Statements*

The summary consolidated financial statements do not contain all disclosures that are required by Business Accounting Standards of the Republic of Lithuania. Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the complete audited consolidated financial statements and the auditor's report thereon.

### *The Audited Financial Statements and Our Report Thereon*

We expressed an unmodified audit opinion on the audited consolidated financial statements in our report dated 28 April 2017.

### *Management's Responsibility for the Summary Financial Statements*

Management is responsible for the preparation of the summary consolidated financial statements on the basis described in note 1.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on whether the summary consolidated financial statements are consistent, in all material respects, with the complete audited consolidated financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (ISA) 810 (Revised), Engagements to Report on Summary Financial Statements.

### *Other Matters*

UAB ME Investicija has prepared another separate set of summary consolidated financial statements for the year ended 31 December 2016 in accordance with the basis of preparation disclosed in note 1, on which we issued a separate auditors' report to the shareholders of UAB ME Investicija dated 28 April 2017.

UAB ERNST & YOUNG BALTIC  
Audit company's license No. 001335

Jonas Akelis  
Auditor's license  
No. 000003

28 April 2017

CONSOLIDATED BALANCE SHEET

All amounts are in thousand euros, unless otherwise stated.

ASSETS	NOTE	2016
NON-CURRENT ASSETS		
INTANGIBLE ASSETS		
	2	
Software		
Concessions, patents, licenses, trademarks and similar rights		
Other intangible assets		
TANGIBLE ASSETS		
	3	
Land		
Buildings and structures		
Machinery and equipment		
Vehicles		
Other fixtures, fittings, tools and equipment		
INVESTMENT PROPERTY		
	3	
Land		
Buildings		
Prepayments made and construction (production) of tangible assets in progress		
	3	
TOTAL TANGIBLE ASSETS		
FINANCIAL ASSETS		
Shares in associates		
Loans granted to associates		
Non-current investments		
Amounts receivable after one year		
Other financial assets		
OTHER NON CURRENT ASSETS		
Deferred tax assets		
TOTAL NON-CURRENT ASSETS		
CURRENT ASSETS		
INVENTORIES		
Raw materials and mounting parts		
Finished goods		
Non-current assets held for sale		
Prepayments made		
AMOUNTS RECEIVABLE WITHIN ONE YEAR		
	4	
Trade receivables		
Receivables from associates		
Other amounts receivable	5	
CURRENT INVESTMENTS		
Other investments		
CASH AND CASH EQUIVALENTS		
	6	
DEFERRED EXPENSES AND ACCRUED INCOME		
TOTAL CURRENT ASSETS		
TOTAL ASSETS		


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CONSOLIDATED BALANCE SHEET (CONT.)

All amounts are in thousand euros, unless otherwise stated.

EQUITY AND LIABILITIES	NOTE	2016
EQUITY		
CAPITAL		
Authorized (subscribed) capital	7	
REVALUATION RESERVE		
RESERVES		
Legal reserve	7	
RETAINED EARNINGS (LOSS)		
Profit (Loss) of the current year		
Profit (Loss) of the previous years		
MINORITY		
TOTAL EQUITY		
GRANTS AND SUBSIDIES		
PROVISIONS		
Tax provisions		
AMOUNTS PAYABLE AND OTHER LIABILITIES		
AMOUNTS PAYABLE AFTER ONE YEAR AND OTHER NON-CURRENT LIABILITIES		
Debt obligations	8	
Borrowings from credit institutions		
Advances received		
Other payable amount and non-current liabilities	9	
ACCOUNTS PAYABLE WITHIN ONE YEAR AND CURRENT LIABILITIES		
Debt obligations	8	
Borrowings from credit institutions		
Advances received		
Trade payables		
Payables to associates		
Income tax payable		
Employment related liabilities		
Other amounts payable and current liabilities	9	
ACCRUED EXPENSES AND DEFERRED INCOME		
TOTAL LIABILITIES		
TOTAL EQUITY AND LIABILITIES		

The accompanying explanatory notes are an integral part of these summary consolidated financial statements.  
These consolidated financial statements were approved on 28 April 2017 and signed by:

  
Edvardas Liachovičius  
General Director

  
Milda Mikalauskienė  
Chief accountant

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CONSOLIDATED INCOME STATEMENT

All amounts are in thousand euros, unless otherwise stated.

	NOTE	2016
SALES		
COST OF SALES		
GROSS PROFIT (LOSS)		
SELLING EXPENSES		
GENERAL AND ADMINISTRATIVE EXPENSES	10	
RESULTS FROM OTHER ACTIVITY		
INCOME FROM OTHER LONG-TERM INVESTMENTS AND LOANS		
OTHER INTEREST AND SIMILAR INCOME		
IMPAIRMENT OF FINANCIAL ASSETS AND SHORT-TERM INVESTMENTS		
INTEREST AND OTHER SIMILAR EXPENSES		
PROFIT (LOSS) BEFORE TAXATION		
INCOME TAX	11	
PROFIT (LOSS) BEFORE MINORITY SEPARATION		
MINORITY		
NET PROFIT (LOSS)		

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Edvardas Liachovičius  
General Director

  
Milda Mikalauskienė  
Chief accountant

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

All amounts are in thousand euros, unless otherwise stated.

	Group	Authorized (subscribed) capital	Revaluation reserve	Legal or reserve capital	Retained earnings (loss)	Effect of exchange rates	Minority share	Total
As of 31 December 2015								
Increase (decrease) in value of effective hedging instrument								
Profit (loss) unrecognised in the income statement								
Net profit (loss) for a reporting period								
Reserves formed								
Effect of exchange rates								
As of 31 December 2016		135.945	(74)	3.776	144.471	-	1.126	285.244

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Edvardas Liachovičius  
General Director

  
Milda Mikalauskienė  
Chief accountant


# CONSOLIDATED CASH FLOW STATEMENT


All amounts are in thousand euros, unless otherwise stated.

	2016
<b>Cash flow from (to) main activities</b>	
Net profit (loss)	
Minority interest	
Depreciation and amortization expenses	
Elimination of tangible and intangible non-current asset sales results	
Elimination of financial and investing activities	
Elimination of results other non-cash activities	
Decrease (increase) in other accounts receivable after one year	
Decrease (increase) in deferred income tax asset	
Decrease (increase) in inventories, except for prepayments made	
Decrease (increase) in prepayments made	
Decrease (increase) in trade receivables	
Decrease (increase) in receivables from group companies and associates	
Decrease (increase) in other accounts receivable	
Decrease (increase) in current investments	
Decrease (increase) in deferred expenses and accrued income	
Increase (decrease) in provisions	
Increase (decrease) in non-current trade payables and advances received	
Increase (decrease) in current trade payables and advances received	
Increase (decrease) in current payables to group companies and associates	
Increase (decrease) in income tax payable	
Increase (decrease) in employment related liabilities	
Increase (decrease) in other accounts payable and current liabilities	
Increase (decrease) in accrued expenses and deferred income	
<b>Net cash flows from (to) main activities</b>	
<b>Cash flows from (to) investment activities</b>	
Acquisition of non-current assets (except investments)	
Disposal of non-current assets (except for investments)	
Acquisition of non-current investments (except investments in subsidiaries)	
Disposal of non-current investments (except investments in subsidiaries)	
Loans granted	
Recovery of loans granted	
Dividends, interest received	
Other cash flow increase from investment activities	
Other cash flow decrease from investment activities	
<b>Net cash flows from (to) investment activities</b>	
<b>Cash flows from (to) financial activities</b>	
Loans received	
Loans repaid	
Interest paid	
Financial lease payments	
Increase in other liabilities of the Company	
<b>Net cash flow from (to) financial activities</b>	
Impact of currency exchange on the balance of cash and cash equivalents	
<b>NET INCREASE (DECREASE) IN CASH FLOWS</b>	
<b>CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR</b>	
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	

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**Edvardas Liachovičius**  
General Director

  
**Milda Mikalauskienė**  
Chief accountant

# EXPLANATORY NOTES

## 1. Basis of preparation

The summary consolidated financial statements of the Group are prepared solely based on the decision of the Management of the Group. Summary of consolidated financial statements of the Group comprises the summary consolidated balance sheet as of 31 December 2016, the summary consolidated statement of income, summary consolidated changes in equity, summary consolidated cash flows and summary of explanatory notes for the year ended 31 December 2016, extracted from the audited consolidated financial statements for the year then ended.

The complete audited consolidated financial statements of the Group have been prepared in accordance with the Law on Accounting of the Republic of Lithuania, the Law on Consolidated Financial Statements of Entities of the Republic of Lithuania and Lithuanian Business Accounting Standards (BAS), which include standards and interpretations prepared and approved by the Authority of Audit, Accounting, Valuation and Insolvency management, effective as at 31 December 2016. The complete set of audited financial statements of the Group for the year ended 31 December 2016 are being made available at the Company's premises, located Račių str. 1, Vilnius, Lithuania.

## 2. Goodwill

ACQUISITION COST	GOODWILL
AS OF 31 DECEMBER 2015	
- additions	
- disposals / retirements	
AS OF 31 DECEMBER 2016	
<b>AMORTIZATION</b>	Full version of the annual report is available to clients and relevant stakeholders please contact <a href="mailto:management@girteka.eu">management@girteka.eu</a> for a full copy
AS OF 31 DECEMBER 2015	
- amortization	
- disposals / retirements	
AS OF 31 DECEMBER 2016	
<b>CARRYING AMOUNT</b>	
AS OF 31 DECEMBER 2015	
AS OF 31 DECEMBER 2016	



3. Tangible assets

All amounts are in thousand euros, unless otherwise stated. As of 31 December tangible assets consisted of the following:

Acquisition cost	Land	Buildings and structures	Machinery and equipment	Vehicles	Other equipment and tools	Prepayments made and construction (production) of tangible assets in progress	Investment property	Total
As of 31 December 2015								
- separation of revaluated part								
- additions								
- disposals / retirements								
- reclassification to other balance sheet accounts								
As of 31 December 2016								
REVALUATION								
As of 31 December 2015								
- separation of revaluated part								
- net profit due to revaluation of assets								
- Loss due to impairment of the assets								
As of 31 December 2016								
DEPRECIATION								
As of 31 December 2015								
- depreciation								
- disposals / retirements								
- reclassification to other balance sheet accounts								
As of 31 December 2016								
CARRYING AMOUNT								
AS OF 31 DECEMBER 2015								
AS OF 31 DECEMBER 2016								

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4. Trade receivables

As of 31 December trade receivables consisted of the following:

	2016
Trade receivables	80 000
Less: impairment of trade receivables	(10 000)
TOTAL	70 000

5. Other amounts receivables

As of 31 December trade receivables consisted of the following:

	2016
VAT receivable	1 000
VAT receivable from foreign countries	10 000
Short term loans	10
Advance income tax paid	1 000
Other amounts receivables	100
TOTAL	12 100

6. Cash and cash equivalents

As of 31 December of 2016 Group cash and cash equivalents consisted of cash at bank and cash on hand.

7. Authorized (subscribed) capital and legal reserves

As of 31 December 2016 the authorized capital of the Group consisted of 100,000,000 ordinary shares, with a par value of 1,000 each.

Legal reserve

The legal reserve is a compulsory reserve under Lithuanian legislation. Annual contributions of at least 5% of the net profit are required until the legal reserve reaches 10% of the statutory capital.

As of 31 December 2016 the legal reserve amounted to 5,000,000 EUR.

8. Debt obligations

As of 31 December trade receivables consisted of the following:

	2016	
	Minimum lease payments	Present value of minimum lease payments
Within one year	100 000	100 000
In the second to fifth years inclusive	100 000	100 000
MINIMUM LEASE PAYMENTS	200 000	200 000
Less: interest	(10 000)	(10 000)
PRESENT VALUE OF OBLIGATIONS UNDER FINANCE LEASE	190 000	190 000

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## 9. Other amounts payable, current and non-current other liabilities

As of 31 December trade receivables consisted of the following:

	2016
Liabilities related to employment relations	15,802
Short term loans from shareholders	9,000
VAT payable	6,000
Excise taxes payable	2,400
Other amounts payable	700
<b>TOTAL</b>	<b>35,902</b>

## 10. General and administrative expenses

For the year ended 31 December operating expenses consisted of the following:

	2016
Depreciation and amortization expenses	2,100
Salaries and social security taxes	16,700
Rent of assets and maintenance expenses	1,000
Allowance of trade receivables	800
Audit expenses of financial statements	50
Other	2,400
<b>TOTAL</b>	<b>23,050</b>

## 11. Income tax

	2016
<b>PROFIT BEFORE TAX</b>	<b>47,400</b>
Current income tax calculated according to the current tax rate	2,100
Tax effect of non-taxable income and non-deductible expense	100
Correction of income tax of prior periods	100
<b>INCOME TAX EXPENSES</b>	<b>2,300</b>
Current income tax expenses	2,300
Correction of income tax of prior periods	100
Change in deferred tax	(100)
<b>INCOME TAX EXPENSES</b>	<b>2,300</b>

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WE  
CARE.



## MEET **JEVGENIJUS** IN AMSTERDAM...



Jevgenijus is an expert in transporting meat and fish products for our European clients. Meet Jevgenijus and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

JEVGENIJUS TOLSTOKOROVAS,  
Senior Manager. Since 2014.

## MEET **BEATA** IN MÜNICH...



Beata and her business development team colleagues open the doors to new opportunities every day. Meet Beata and her 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

BEATA UŽIENĖ,  
Project Manager. Since 2014.

## MEET **DARIUS** IN OSLO...



Darius was one of our best truck drivers for years. Now he has been promoted to driving instructor. Meet Darius and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

DARIUS VIŠAKAVIČIUS,  
Driving Instructor. Since 2012.

## MEET **MYKOLA** IN SCANDINAVIA...



Mykola is good example of the kind, experienced and professional truck drivers we are proud to have in our company. Meet Mykola and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

MYKOLA KUSHMAR,  
Truck Driver. Since 2016.

## MEET **PAVEL** IN SAINT PETERSBURG...



Pavel leads a team of more than 40 highly skilled people dedicated to frigo transport. Meet Pavel and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

PAVEL KVETEN,  
Head of Department. Since 2011.

## MEET **SAULIUS** IN VILNIUS...



Saulius works in our new 9.000 sqm transport base, this creates a strong foundation for our fleet. Meet Saulius and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

SAULIUS ŠIDLAUSKAS,  
Warehouse Specialist. Since 2015.

## MEET **OUR DRIVERS** IN EUROPE...



Our 6500 professional drivers all attend Girteka Logistics Drivers Academy on a regular basis. Meet our drivers and their 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

## MEET **MINDAUGAS** IN VILNIUS...



Mindaugas was one of our best truck drivers for years. Now he has been promoted to driving instructor. Meet Mindaugas and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

MINDAUGAS MACKEVČIUS  
Driving Instructor. Since 2012.



# MEET **VAINIUS** IN BARCELONA...



Vainius and his team are experts in transporting fresh fruits and vegetables for multi-national clients. Meet Vainius and his 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

VAINIUS VALAUSKIS,  
Group Manager. Since 2013.

# MEET **DIANA** IN BRUSSELS...



Diana and her business development team colleagues open the doors to new opportunities everyday. Meet Diana and her 8.300 colleagues everyday all over Europe, Scandinavia and CIS.

DIANA KONČIENĖ,  
Project Manager. Since 2006.



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