


In relation to customers we strive to ensure a professional, responsible and qualified attitude to satisfy the market requirements. The primary value of the Company is our customers' appreciation and full satisfaction, as far as our services are concerned.

Extract from the statement of Litana Group

2017

WORK RESULTS

NOVEMBER

 – A symbol of the winner of the month	Construction				Production		Shipbuilding		
	Russia	Belarus	Industrial projects	Europe	Lithuania	Russia	Finland	France	Holland
Performed plan in volumes		112 %	104 %	110 %	106%	77 %	92 %	103 %	104 %
Output		98 %	95 %	93 %	84 %	70 %	98 %	95 %	99 %
Primary works execution	100 %	76 %	53 %	68 %	100 %	80 %	90 %	100 %	100 %
Results of the competition	7	5 6	3	4 9	10		1 8	2	11

Winners of the month are shipbuilders from Holland. CONGRATULATIONS!

2017

PROJECT ASSESSMENT RESULTS

OCTOBER

NOVEMBER

Site name	Shopping center No: 170307 (Lithuania)	Shopping center No: 170608 (Lithuania)	Industrial project No: 160825 (Lithuania)	Residential building No: 161026 (Latvia)	Factory development No: 170730 (Latvia)	University building No: 170201 (Sweden)
Site evaluation average score	3.79	4.06	4.15	3.85	0.57	4.81
Site manager	K. Valma	P. Kamaitis	E. Nekoz	S. Alekseev	V. Liepiņš	J. Beniušis
Site name	Industrial project No: 170325 (Sweden)	Industrial project No: 170204 (Sweden)	Shopping center No: 170505 (Belarus)	Restaurant No: 170412 (Belarus)	Factory development No: 170623 (Belarus)	
Site evaluation average score	3.52	3.91	4.10	4.09	4.63	
Site manager	N. Morozov	D. Jakštas	A. Kacora	A. Pozdniakov	A. Prokopenko	

MAIN ACTIVITY

DECEMBER

The scope of works planned for December for the whole "Litana" group amounts to 93 940 hours. During this month it is planned to produce 450 tons of metal structures for those facilities being under construction in Russia, Belarus, Lithuania, France, Latvia, Finland, Sweden, and 2 380 tons of metal structures for shipbuilding industry.

Russia. In Kaliningrad, the design works of new shopping and leisure center have been started.

Belarus. In Minsk, the McDonald's fast-food restaurant facility is being handed over to the customer, the reconstruction works of manufacturing buildings in Borisov

city have been finished. The construction of new shopping center in Gomel is continued.

Lithuania. „Litana“ continues the construction of Lidl shopping centers in Plungė and in Klaipėda, as well as the manufacturing of metal structures for the electrostatic filter and gas flues at the oil refinery in Mažeikiai.

Latvia. In Riga, the construction works of new trade center have been started, the works on design and construction of new apartment complexes are going on. In Rezekne, the construction of manufacturing buildings is continued.

Ukraine. The installation of the specific doors in Chernobyl NPP is going on.

Sweden. The manufacturing and installation of metal structures for the customer in Stenungsund is going on; the works on steel and reinforced concrete frame installation are carried out at the heating power plant in Boden. "Litana" works at the next construction stage – steel and reinforced concrete frame installation in Lund.

Finland. "Litana" continues the ship hull assembling works in Turku, door and hatchway installation works at the nuclear power plant in Olkiluoto, as well as pipefitting and equipment installation works in Helsinki.

France. At the shipbuilding yards, the ship hull assembling works, piping and painting works are carried out.

Holland. "Litana" continues the assembly of equipment and piping works at Damen dock yard.

- Project owner – CJSC OUTLETICO
- General contract – project – retail and leisure complex Via Jurmala Designer Outlet Village, total area 25 000 sq. m.
- Construction time – 9 months.
- Project manager – Virgilijus Vinikas, construction projects director.



PERSONNEL IS OUR CORE VALUE

This year "Litana" Group of Companies has reached a record-breaking level of 1427 employees; over the next few years, "Litana" should grow up to 2000 employees.



What are nowadays the main tasks for an employee of an international company, a real professional master of his craft, who makes an effective contribution to the enterprise's activities? They can be divided into 3 main groups:

- Knowledge of labor law, legal acts and compliance to them in daily work.
- Search, attraction and development of the most talented specialists with the help of advanced techniques.
- Increased focus on the psychological aspects of the employee's activity in the company: the proper psychological microclimate (or lack of it), assessment of employees' performance, development of their emotional intelligence and motivation.

All this is the essence of the main HR department goal: to give rise to one's desire to come to us and become a part of our company!

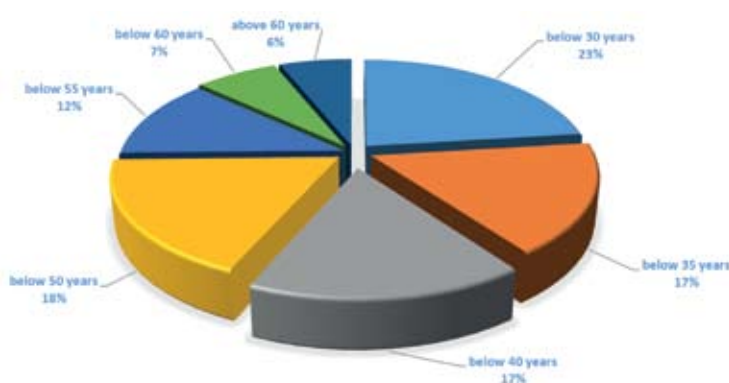
Through understanding that the organization's current and former employees shape the most objective opinion about the company, we are committed to approach the process of monitoring "the employee life cycle" in the organization (the set of rules is applied in all branches of the group of companies without exception), and we continuously improve it, from the search and selection of candidates, their onboarding, the first days of adaptation, to the daily improvement of social competencies, the improvement of working

conditions and, if occasionally, till the employee's termination process.

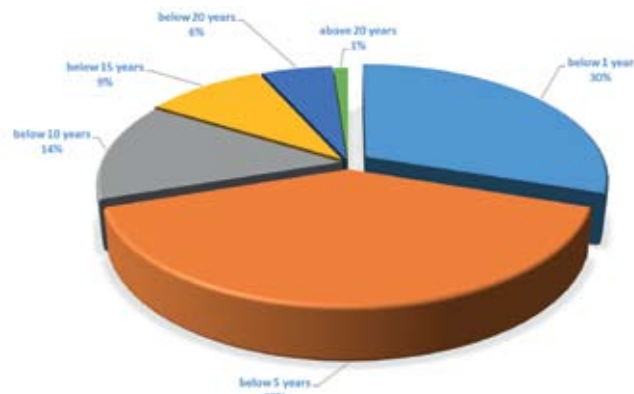
"One of the success factors, determining the high percentage of longstanding employees and the low rate of personnel turnover in the scope of the whole group of companies, is the successful match between the individual culture and values of candidates and the culture and values of employer, which is explored already on candidates' selection phase. If a person is aware of his values, he knows what he wants, what is his individuality and what is he looking for in his life", – argues **Diana Zarumskienė**, deputy managing director on HR matters. A company, striving to implement its ambitious plans, to be in line with the standards prescribed by the market, as well as to the fulfilment of its main task – to satisfy the customer's needs – correspondingly sets high requirements to its employees. **The core values of "Litana" Group of Companies are flexibility, commitment, professional approach towards problem solving, innovativeness.** Therefore, at the early phase of candidates' selection, despite of geographical location, affiliate recruitment manager is searching as precisely as possible for the match between the basic values of candidate and the corporate values. Only in this case an employee, driven by his values, which are aligned with the company's values, is able to take the personal responsibility to achieve the highest results in his daily performance.

An episode from „Career Fair“ at Kaunas Technological University (KTU).

AVERAGE AGE OF SPECIALISTS 40,5 YEARS



AVERAGE LENGTH OF SERVICE WITHIN GROUP 4,97 YEARS



INDUSTRIAL OBJECT IN SWEDEN

On the BODENS ENERGI heating plant construction site in the city of Boden, until February 2018 it is planned to commission all works, started early in July 2017. During this period, "Litana" Group of Companies manufactured 250 tons and assembled 350 tons of metal structures, filters and tanks for the customer GE Power Sweden, installed the exhaust gas cleaning system. A project is managed by **Nikita Morozov**.

The assembly of metal structures is going on the BODENS ENERGI heating plant.



UNEXPECTED FINALS OF THE IX INTERNATIONAL OLYMPICS OF "LITANA" GROUP OF COMPANIES

So the IX international Olympics of „Litana“ Group of Companies has finished, making a number of pleasant surprises at the last moment. First of all, we'd like to welcome a new team from Latvia, wishing her every success in finding the most active players ready to prove their advantage against the Olympics veterans.

The biggest surprise was the winning team, who friendly handed their 4th place to a leader of previous season – a team from Belarus, thus hitting the honorary 1st place. Congratulations to the team from Russia!

The question "How did you manage to win the Olympics this year?" was answered by V. Serebryakov, managing director of LLC „Litana“: „This is simple: the precise analysis while selecting the players, the unified team spirit, the ability to cheer on each other during the competitions, a passion to win, which especially appeared during the volleyball competition, when we were „buried“ as potential winners. And the most important – „A victory lightens up to THOSE who drive THEMSELVES hardly!“

Sincere thanks to the participants of Olympics-2017, a special thanks to all captains. We hope that the milestone X Olympics is going to be no less exuberant with surprises! Let us disclose a small surprise: the first stage of the Olympics will be held in Kaliningrad, the owner of the second one will be the Latvian office, and the finals traditionally will be arranged in Lithuania.



Production manager
Alexander Skorobogatov



Deputy director finance
Anastasya Tsvetkova



Head of EHS department
Raimondas Jocius



Directorate administrator
Olga Prokhorova



Projects manager
Mantas Šalčius



Assistant to projects manager
Vaida Adomavičiūtė



Engineer-estimator
Ramūnas Zaniauskis



Chief engineer
Mikhail Prokhorenko



Office manager
Anastasya Bohuk



Interpreter
Galina Le Breton



Shipbuilding department foreman
Volodymyr Abaturov



Real estate selling manager
Polina Lozovska



10th OF NOVEMBER MATCH RESULTS



BOWLING		
PLACE	TEAM	BEST PLAYER
I	Lithuania	V. Boiko
II	European Union	A. Januška
III	Russia	N. Gubin
IV	Belarus	N. Mikhadyuk

DARTS		
PLACE	TEAM	BEST PLAYER
I	Belarus	O. Sahon
II	Russia	E. Baturina
III	Lithuania	O. Prokhorova
IV	European Union	K. Undžytė

BRAIN BATTLE		
PLACE	TEAM	BEST PLAYER
I	Russia	K. Balabanov
II	Belarus	A. Boguk
III	Lithuania	O. Prokhorova
IV	European Union	R. Vasiuninas

TOURNAMENT SCORE BOARD

	VOLEYBALL	CHESS	FOOTBALL	SHOOTING	DARTS	BOWLING	BRAIN BATTLE	POINTS	PLACE
Russia	3	2	3	1	2	1	3	15	I
Lithuania	2	0	0	3	1	3	1	10	II
European Union	1	3	2	0	0	2	1	9	III
Belarus	0	1	1	2	3	0	2	8	IV

THE ADVANCED EXPERIENCE

From the 5th till the 20th of October, the design engineers from LLC "Litana" passed the work experience internship in order to deepen their knowledge in the area of metal structures manufacturing technology. During the internship the trainees had a chance not only to deep into the technological details, but to propose the ways of how to improve the production process.

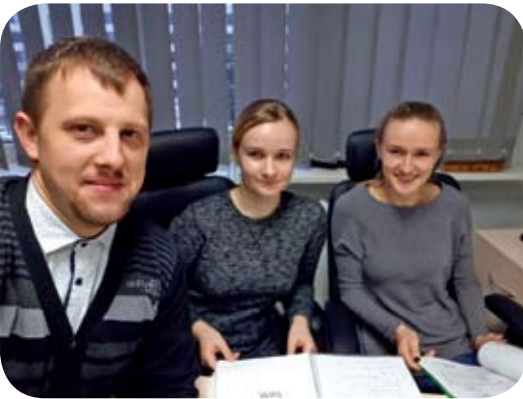
From left to right: design engineer Kirill Balabanov, design engineer Darya Putintseva, head of design department Anatoly Borovikov.



WELL BEGUN IS HALF DONE

In November last year, the decision has been made to open the design department's office in the city of Kaunas.

One year ago, a design engineer **Stasys Idzelis** was one and only employee of subdivision in Kaunas. Stasys, who relocated to Kaunas on permanent residency, became „the first of the Mohicans“ and thus speeded up the subdivision opening process. Nowadays the affiliate in Kaunas employs 4 design engineers, soon the number of colleagues will increase almost twice. Stasys shared his impressions that „even the first few days weren't bored at all, the modern technologies „reduced to zero“ the 200 km distance, there was no feeling I'm working not in the office of Gargždai. Eager to work longer and more effectively with the priceless team“.



Design engineers: Stasys Idzelis, Aistė Petkevičiūtė and Jovita Mockevičiūtė.

ATTENTION!!!

Offer your friends and pals to become a part of "Litana" Group of Companies and your active efforts will be rewarded!

If a person offered by you succeeds during staff selection and works in "Litana" Company at least 6 months, you will get a

CASH BONUS up to 100 EUR!!!

All terms and conditions are described in detail in the procedure "Regulations for employee incentives awarded for a suitable candidate offered by him to a vacant position", the approved copy of which is stored in the database of "Archivist" programme.

Currently the following specialists are required:

- DESIGN ENGINEERS**
(Gargždai, Kaunas, Kaliningrad)
- ADVERTISEMENT AND CORPORATE AFFAIRS EXECUTIVE**
(Gargždai)
- INDUSTRIAL PROJECTS MANAGERS**
(Nordics)

"Litana" in Lithuania



From the 21th of November, **Davidas Majus** started to work as an engineer technologist in industrial project management department.



From the 14th of November, **Dainius Skomskis** started to work as construction site supervisor in industrial department.



From the 15th of November, **Anatolijs Nahalovs** started to work as a project manager in the construction sector.



From the 23th of October, **Dmitrij Lenev** started to work as production director.

Anniversaries celebrated in December:

Congratulation to those celebrating a jubilee!

- 50 years... **Vytautas Taškūnas**, driver, **Darius Videikis**, ship metal hull assembler, **Pavel Shilenko**, metal structures assembler.
 40 years... **Gintautas Jurgaitis**, ship metal hull assembler, **Vadym Ismaylov**, welder.
 35 years... **Sergiy Bashynskyy**, painter, **Volodymyr Trukhachov**, welder.
 30 years... **Natalia Tatarko**, accountant, **Taras Khmel**, assembler, **Yurii Kit**, pipefitter, **Jevgenijs Pipirs**, estimator, **Anatolii Chusov**, pipefitter.
 25 years... **Mykola Yasynskiy**, metal structures assembler, **Tomas Giniotis**, assembler, **Pavlo Tytarenko**, welder.

