

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

December work results

 – A symbol of the winner of the month	Construction					Production		Shipbuilding		
	Lithuania	Russia (Moscow)	Russia (Kaliningrad)	Belarus	Scandinavia	Lithuania	Russia	Finland	France	Norway
Performed plan in volumes	120%	46%	-	46%	86%	71%	66%	106%	99%	88%
Output	96%	57%	96%	89%	95%	61%	99%	97%	95%	97%
Results of the competitions										

The builders from Lithuania are the winners of December and 2015. CONGRATULATIONS!

MAIN ACTIVITIES

JANUARY

- In January it is planned to produce 200 tons of metal structures in Russia, Belarus, Lithuania, Latvia, Norway, France, Finland, Poland and Sweden for the objects being under construction in these countries, and 2550 tons of metal structures for shipbuilding industry.
- The scope of work planned for Januar for the whole Litana Group amounts to 93 000 hours.

 In Russia it is planned to handover the building materials store in Rostov region to the customer.

 In Byelorussia the construction of a building materials trade center in Gomel will be started.

 In Lithuania it is planned to handover the trade center in Klaipeda to the Customer.

 In Poland they will continue works on reconstruction of the cement plant in Ozarow.

 In Finland, the pipeline and hull construction works at shipbuilding yards are to be continued, as well as the construction of the nuclear power plant in Olkiluoto.

 In Norway they will go on manufacturing of oil platform super structures in Stavanger.

 At the shipbuilding yards of France the pipeline and hull construction works are to be carried out.

The trade center LIDL in Klaipėda. The General Contractor of the object – JSC „Litana ir Ko“, the object was commissioned in December 2015.



Andrius Kiaulakis, Assistant to Projects Manager; Marius Račkaitis, Projects Manager; Vaidas Stankus, Projects Director; Nerijus Uselis, Site Manager.

Site name	Cellulose Factory Site No: 150219 (Sweden)	Trade center Site No: 150201 (Lithuania)	Peat Recycling Plant Site No: 140905 (Lithuania)	Bio Boiler House Site No: 141101 (Lithuania)	Bituminuous roofing plant Site No: 150122 (Russia)	Trade center Site No: 154110 (Russia)	Plant reconstruction Site No: 150416 (Poland)	Production facilities Site No: 150515 (Sweden)
Site manager	A. Šakel	M. Račkaitis	P. Kamaitis	E. Lungys	D. Antonyuk	A. Mančiuk	K. Jankauskas	J. Beniušis
Site evaluation average score	3,70	3,52	4,58	3,24	2,89	4,06	2,94	4,64



IGOR FRIZEN, a President of "Litana" group of companies

A year 2015 was successful in general for "Litana" group of companies: employees carrying our logos on their shoulders, were working on the territory of whole Europe: from Spitsbergen on the North down to Italy on the South, from the Atlantic seashore of France on the West till the Russian Ekaterinburg on the East. Many famous companies from Europe, Russia, Byelorussia were our customers, and our projects were getting more complex and huge. A headcount of "Litana" exceeded 1,300 employees, and the amounts of completed works turned

CONTINUOUS DYNAMICS AND READINESS FOR CHANGES!

us to one of the biggest construction companies, comparing to many countries.

The majority of markets, where our company operates today, are passing through not the best time, which is resulted in the strengthened competition. At the same time, we notice new possibilities as well. The continuous presence in various countries, huge experience, financial resources allow us to rapidly change business models of various activities and start with the new ones. So, the reconstructed plant of metal structures in Kaliningrad will start the production of welded beams for Scandinavian market already in February 2016, and the new division, offering the scaffolding services, is ready to start operating in the European countries. The geography of industrial equipment assembly department and shipbuilding department

will be broadened by new countries, in Byelorussia we will start a new activity, related to the design and construction of residential objects, and in Russia we are going to the Far East first time together with our customers and will learn how to offer the complete service of investment project, starting with the purchasing of land parcels.

Therefore, the next year, 2016, is going to be a year of further development, we'll have many and plenty of things to do, avoiding the calm and stagnation, what is in accordance to the main principle of "Litana" existence: continuous dynamics and "Litana" readiness for changes!

I. Frizen

THE WINNERS OF 2015

"Litana" builders in Lithuania became the winners of 2015 according to accomplishment of plans and work results.

"Litana" as General Contractor completed 4 objects in Lithuania: a production facility in Gargždai, a peat recycling plant "Klasmann – Deilmann" in Šilutė, a bio boiler house in Vilnius and a trade center LIDL in Klaipėda. Besides that, a lot of works have been accomplished on the NordBalt electrical substation in Kiškėnai. A company itself completed the majority of works on these projects.



Vaidas Stankus, Projects Director, Salvijus Stankus, Construction Director, Vytautas Razmus, Deputy to Construction Director.

Salvijus Stankus, a Construction Director, emphasized the department's work in 2015 became more effective, a success was achieved through the harmonious and quick accomplishment of works.

AUDIT IN SHIPBUILDING DIVISIONS

In December this year, an audit of supply chain function in shipbuilding divisions of "Litana" group of companies was carried out: December 7-18 in France, 16-18 in Finland.

Donatas Kupšys, supply group manager: "My evaluation of audit carried out in all divisions is positive, an average purchasing price of tools and personal protection equipment reduced (with no negative impact on their quality), and the duration of their exploitation was increased".

THE CONSTRUCTION IN BYELORUSSIA

In December, 2015, "Litana-BelStroy" signed the General Contract with OMA company. This is already a 4th object with this Customer. A hypermarket of building materials will be built in a city of Gomel. The area of object is 7,690 sq. meters. The beginning of works is planned as of January 4, 2016, ended by November 4, 2016. Andrey Pozdniakov will be a head of construction works.



THE CONFERENCE OF "LITANA" MANAGEMENT STAFF



On the 11th of December, 2015, the annual conference of "Litana" management staff was held. A company is growing, therefore the management staff is getting bigger, this year 62 management employees participated in the conference. The event participants listened a lecture of Artašes Gazarian about the effective management, followed by managers' reports and annual reviews.

NEW YEAR CELEBRATION IN "LITANA" GROUP OF COMPANIES



LLC "Litana", Russia (Kaliningrad)



JSC "Litana-France", France (Paris)



JSC "Litana-BelStroy", Byelorussia (Minsk)



LLC "Litana-Russia", Russia (Moscow)



JSC "Litana ir Ko", Lithuania (Gargždai)

"Litana" group of companies wishes to colleagues, partners and clients a good health, working achievements, a lot of joy in 2016!

GOOD PRACTICE

CHRISTMAS IS A TIME FOR WELFARE

The Christmas time in many of us evokes a wish to share a welfare. Therefore especially in December there are plenty of announcements regarding the welfare expositions, auctions and events, dedicated to the favor and welfare offers.

Every year "Litana" participates in the welfare events, which are becoming traditional already.



For instance, this year "Litana" became a main sponsor of the social project "Christmas gaming – 2015". A record-breaking number of children from 40 orphan asylums participated in these 5th milestone games.

Every year on the occasion of Christmas, our company sponsors the community of people with the impaired mental capacity "Gargždų viltis" and the community of participants of the Second World War from Antihitleric Alliance Countries.

It is a second year already when employees of JSC "Litana ir Ko" on their own initiative conduct the welfare event to help the homeless animals.

It is difficult to name all social projects, sponsored through the year. Without any doubts, the warm word and sincere embracements are much more valuable than any physical gift. As nothing can replace the human warm.

Let's celebrate Christmas with open hearts, sincere smiles and full of welfare! Wishing everybody to feel a real Christmas spirit!

"Litana" is a constant sponsor of various communities: this is a club of recreation and sport of disabled people of Klaipėda "Kentauros", a football club "Banga", a welfare fund "Gargždų rėmėjas", a yachting sport school "Žiemys" of Klaipėda region, a cultural center of Gargždai.

INVESTMENT 1

A DESIGN ENGINEER FROM "LITANA IR KO" R. KRIŠČIŪNAS SHARES EXPERIENCE WITH COLLEAGUES



In December, the design engineers from Kaliningrad learned working with TEKLA design software in "Litana" Headquarters. Operating this software significantly shortens the designing time, the quality of

designing decisions is getting better, the probability of mistakes is reduced. After the completion of training, our Russian designers will be able to join European projects as well.

This time the training in accordance to design requirements, was conducted by Ramūnas Kriščiūnas, JSC "Litana ir Ko" design engineer.



R. Kriščiūnas

R. Kriščiūnas learned TEKLA, while working in our company, and nowadays he's an experienced user of this software, therefore his practical experience and advices to the colleagues were very useful. Ramūnas obtained Master's Degree in the area of modern light structures, he has been working for the company for almost 3 years, and **joined "Litana" because of the broader career opportunities and higher salary.**

INVESTMENT 2



On the 10th of December, 2015

• **On the 10th of December, 2015,** the heads of construction divisions and construction project managers gathered in "Litana" Headquarters to discuss the problems, risen in 2015 on construction sites, the ways of how these problems should be solved, discussed the ways of increasing the quality of work and its' effectivity.

• **On the 21-22 of December, 2015,** employees of JSC "Litana ir Ko" construction department participated in the training session on effective communication.

CAREER

Litana – Lithuania



From November 5, **Olga Prochorova** started to work as a Directorate Administrator.



From December 1, **Adomas Kikilas** started to work as Foreman.



From December 1, **Rasa Samaitienė** works as an Administrator.

Litana – Lithuania



From December 14, **Tomas Vainorius** started to work as Head of Commercial Shipbuilding.



From January 2016, a Project Manager **Virgilius Vinikas** was appointed as Project Director.



From January 2016, Assistant to Project Manager **Jokūbas Beniušis** was appointed as Project Manager.

Litana – France



From November 23, **Tamara Gautreau** started to work as Interpreter.



From November 25, **Anastasia Pashilova** started to work as Design Engineer.

Litana – Russia



From November 25, **Ekaterina Shabalina** started to work as Design Engineer.

Congratulations to those celebrating a jubilee! Anniversaries celebrated in January:

60 years... **Josef Bondar**, Welder.

55 years... **Oleg Tschërba**, Storekeeper-Technician.

50 years... **Edmundas Srebalius**, Senior Electromechanician; **Igor Ivanov**, Metal Structures Assembler; **Vincas Cancingeris**, Pipefitter; **Gennadij Razmuk**, Assembler; **Igor Kirilenko**, Storekeeper.

45 years... **Olga Mitriene**, Deputy Chief Accountant-Cash Keeper.

35 years... **Egidijus Gailius**, Foreman; **Sergij Yablonskyy**, Welder; **Volodimir Tatarov**, Ship Metal Hull Assembler; **Ivan Mavrodiev**, Pipefitter.

30 years... **Eimutis Stankevičius**, Assembler; **Oleksyi Buryi**, Ship Metal Hull Assembler; **Yuriy Oshurkevich**, Welder.

25 years... **Ionut Tsukhutuntsu**, Ship Metal Hull Assembler; **Klaudiu Beyan**, Ship Metal Hull Assembler.

