

The logo consists of the letters 'BBG' in a bold, sans-serif font. The first 'B' and the 'G' are dark blue, while the middle 'B' is a vibrant lime green.

BALTIJOS BALDŲ GRUPĖ



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Lead-in of the leadership

UAB "Baltijos baldų grupė" was founded in 2 March, 2001. When creating this company, the real values and specific objectives were taken into its basis: to become the most professional and reliable group of furniture manufacturers not only in Lithuania, but also in the whole Europe. It can be stated that the team of UAB "Baltijos baldų grupė" implements these objectives quite successfully. The quality of furniture, produced by our group of companies, has become of a very high level. Therefore, more and more customers from Europe, America and Asia choose our products, if they seek for original, comfortable and good pieces of furniture.

Co-owners

Kęstutis Linkus



Rimas Varanauskas

We shouldn't have achieved such results without the most valuable company's asset – our employees, their creative potential and persistence when achieving the common goals. We are also grateful to our partners, service providers and suppliers of raw material for successful cooperation, based on confidence and respect. Without your contribution, we should not have become one of the leading companies of Lithuania which competes successfully in the global market of furniture production.

Activity of UAB "Baltijos baldų grupė"

The main objective of UAB "Baltijos baldų grupė" is to acquire and manage furniture manufacturing companies in Lithuania, modernize them jointly, specialize and retain as the reliable and regular suppliers of furniture in the global market.

Currently, UAB "Baltijos baldų grupė" manages four furniture manufacturing companies:

AB "Freda" in Kaunas



AB "Dilikas" in Klaipėda



UAB "Wood team production" in Vievis



UAB "Baltic Furniture Components" in Kaunas



In order to achieve the successful operation of these companies, the highly-qualified specialists of UAB "Baltijos baldų grupė" advise and provide these companies with methodical help in marketing, finance, investment, human resources management, supply of raw material, quality and other areas.

Employees of all companies, considering their influence to an effective operation of a company and guided by corporate goals, have proved that the strong team may reach impressive results because of good atmosphere at work, positive relations with their clients and common objectives.

AB "Freda"

AB "Freda" is one of the oldest furniture manufacturers in Lithuania operating since 1880. Right from the beginning, the company has fostered respect and exclusive attention to its clients, honesty in business, high quality of products, fair prices and qualified personnel. No wonder, because of its attitude AB "Freda" today is among the leading Lithuanian enterprises, producing and exporting furniture items.

AB "Freda" manufactures furniture of laminated and film-coated particleboard, as well as furniture, painted with ecological UV-resistant finishing material. The company may suggest wide range of living-room furniture: wardrobe, chests of drawers, various shelves and bookcases.

Range of products is formed with regard to customers' expectations, and evaluating production capacity and available resources. Manufactured items are of simple construction, practical, functional, of high quality and follows the latest trends of furniture. The company's guiding quality policy is to produce the highest-quality furniture that would fulfil all expectations of customers. Production strategy of the company: balanced effectiveness of technological operations; strict control of material expenditure and quality; optimal lines of products what allows rational using of available capacity. As a result, orders are fulfilled in time and of high quality, production material is used effectively, high working culture is achieved, and security of employees is ensured.

In 2001, AB "Freda" became the first member of JAB "Baltijos baldų grupė".

In 2002, the company was awarded with the diploma of Kaunas Chamber of Commerce and Crafts for export development achievements in the region.

In 2002–2005, AB "Freda" was recognized to be the winner in the nomination "Lithuania's Best Exporter of the Year".

In 2004 Lithuanian daily "Verslo žinios" in its organized contest "Gazelė 2004" recognized the company to be one of the most successfully working and one of the most booming companies in Lithuania.

Since 2004, AB "Freda" is one of the biggest furniture manufacturers in Lithuania.

The unchanging strategy of this company is to fully satisfy the constantly growing needs of its clients placing the items of high quality for favourable price into the market; to implement the market requirements for quality and innovations in all the areas of activity; to create an image of reliable and stable manufacturer of highly-rated production. Thus, AB "Freda" will successfully implement its mission - to raise the well-being of people when producing the furniture of very high quality.



AB "Dilikas"

The history of the company began in 1974, when the Baltija shipyard established the wood processing workshop. The company has gone a long way since then, and now AB "Dilikas" is operating in the world market as the furniture manufacturer, the strongest side of which is an efficient manufacturing of quality furniture at low expenditure. The company specializes in large-scale series production of furniture from solid pinewood. Technology of AB "Dilikas" is oriented towards the manufacturing of the carcass furniture, produced from pine glue boards. Transparent clear lacquering, staining, as well as colour pigment lacquering technologies are applied to the finish of the manufactured items. Company also produces furniture from melamine-faced chipboard. The range of AB "Dilikas" produced items includes furniture for children room, junior room, dining room, as well as a lot of shelves, etc.

Various technological projects have been implemented (and still are under implementation) in the factory when different pieces of equipment are connected into one line according to the manufacturing processes. This allows ensuring the production effectiveness, quality, and reduction of expenditures. Investments are made into more effective equipment constantly, and at this time a production managements system is being installed.

The prevailing AB "Dilikas" internal policy is based on forming the loyal and competent working team and on developing the long-term labour relations with the employees. Therefore, the scope of production and sales increase every year. People working in the company and its partners are the most valuable asset of "Dilikas" company which allows to reach for perfection and operate productively and to make constructive decisions on business management.

In 2002, the Association of the Lithuanian Enterprises of Wood Industry "Lietuvos mediena" recognized AB "Dilikas" to be the best growth furniture manufacturing enterprise.

For the merit in modernizing the production, improving the working conditions, as well as expanding the range of products and markets, in 2003 the Lithuanian Confederation of Industrialists declared AB "Dilikas" to be the successfully operating enterprise.

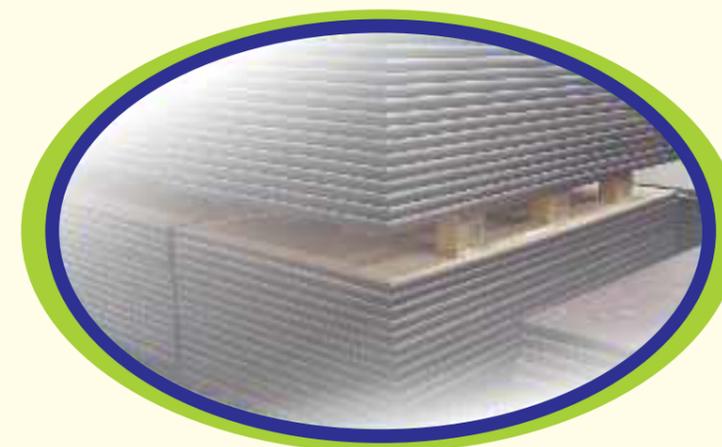
In 2005, AB "Dilikas" in the project of daily "Verslo žinios" - "Gazelė 2005" - was recognized to be one of the most speedily growing, flexible, as well as profitable Lithuanian companies.



UAB "Wood team production"

UAB "Wood team production" is one of the biggest enterprises manufacturing tables from pine solid wood both in Lithuania and the Baltic States on the whole. It is a continually growing and result-oriented company with thrusting personnel: energetic go-ahead specialists and workers. Major attention in the company is devoted to the improvement of working conditions, incentive of the employees and ongoing development of qualification as well as training of the staff. The main feature of UAB "Wood team production" products is an optimum price and quality level. Seeking to remain competitive on the world market UAB "Wood team production" continually improves the activity processes and technologies, endeavors to minimize the product manufacturing costs, reduce the material input, increase the production capacity and flexibility.

Striving to become the leader in its activity area, to develop the operation of the company as of one unit, to strengthen its position in international market, to learn and improve adjusting the best practice and to reduce pollution of environment, UAB "Wood team production" developed the system of values which is the basis of manufacturing and management. The core values are: respect for a person, partnership, admitted mistakes are the guarantee of future improvement, leadership, implementation of innovations, learning and aiming for knowledge.



The employees of UAB "Wood team production" are a united team reaching for set objectives. Success and quality of work depend on the attention to a client and manufactured production, as well as to every single worker; therefore, employees' evaluation, motivation and incentive systems are constantly improved in the company. They help achieving the strategic corporate goals, better results and allow maximum using of employees' potential. Concern about the colleagues, capability to see and enjoy the achievements of them, healthy psychological microclimate, wide range of common interests contribute to the creation of efficient and creative environment. The employees and the company's clients and partners are satisfied if a job is done with enjoyment.

In 2004 the Association of the Lithuanian Enterprises of Wood Industry "Lietuvos mediena" recognized the company to be the most speedily growing enterprise in the category of big-sized enterprises.



UAB "Baltic Furniture Components"

UAB "Baltic Furniture Components" is a joint foreign capital venture, founded on the 12th of January, 2006. With the help of the new-generation technological equipment, enterprise manufactures as well as sells front components for kitchen, bathroom, living-room and hall furniture made from PVC film coated medium-density fibreboard (MDF). This coating is resistant to mechanical, chemical and thermal conditioning. The company can also offer the customers a wide selection of form, design, and colour.

Following the international standards on labour and quality, the company began its activity speedily and successfully and it has specific vision on its activity, as well as good perspectives.

The main objective of the company is to become the leading 3D doors' manufacturer in the Eastern Europe producing high-quality items and providing the best services to its clients in Germany and United Kingdom. The company increases manufacturing capacities and strives to place its products on other markets when

developing production and marketing, implementing the latest and the most advanced technologies.

The company implements its objectives with great success and the scope of manufacturing and sales grow constantly. Since the beginning of the activity, not a single client has been lost; moreover, new business contacts have been established.

UAB "Baltic Furniture Components" in an innovative enterprise and follows market demand actively; therefore, the new production materials, such as PET - a new-generation ecologic film, have been introduced into manufacturing and the door of new construction and design have been created.

The furniture front components produced by the company are of attractive price, high quality, different colours and patterns, wide capabilities of design. Production is practical, does not require exclusive maintenance, the proportion of quality and price is optimal.

Principles of work:

- There are no unimportant clients: the size of production line and variety of assortment may change because of flexible production system of the company.
- Ensure the trust of a client: a special attention is directed to an ongoing improvement of processes and quality system.
- Standing in one place is a step backwards: the company teamed up professional specialists that follow furniture manufacturing news, participate in seminars and trainings and is open to innovations.

Strategic goals:

- Qualified services to clients (observance of general business rules, high quality of production, appropriate and operative management of client needs).
- Constant search for new niches and customers. The company plans to establish its business in Scandinavian market and to analyse thoroughly the possibilities to expand into the markets of Russia and Middle Asia.
- Timely and appropriate solution of production tasks.
- Creating such an atmosphere in the company where a united team constantly reaching for ambitious goals and for perfection would form.
- Good name of the company and its reputation shall be wide-known both in Western Europe and Lithuania.

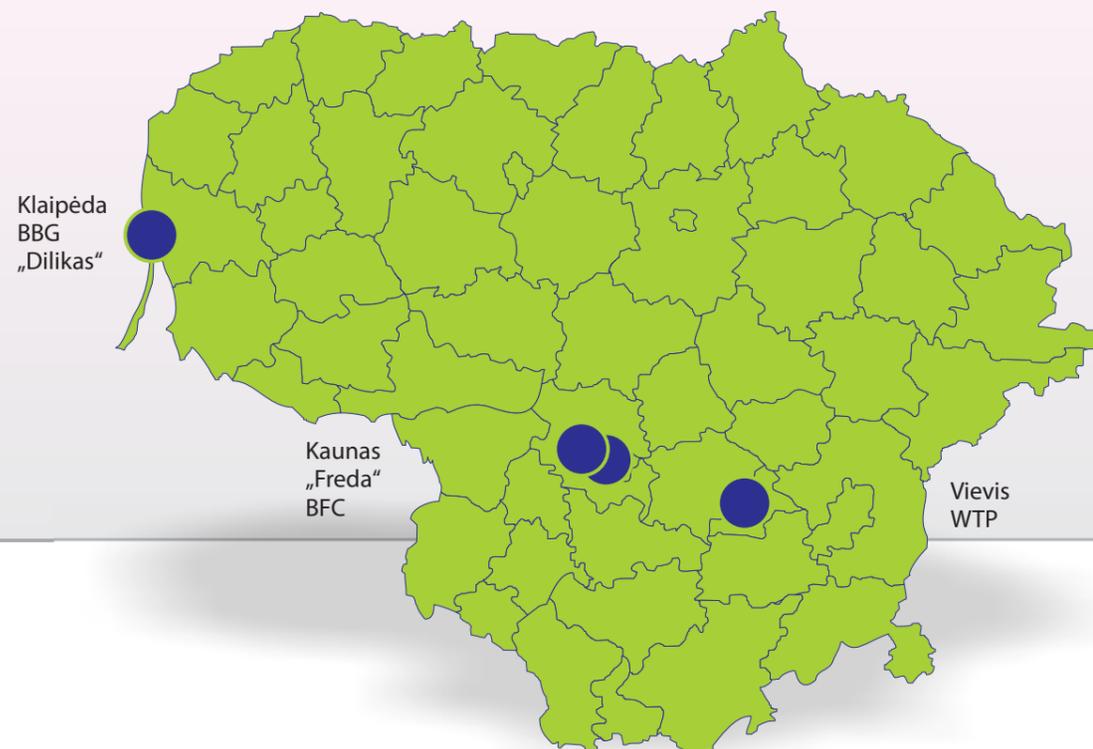


Let's create future together!

Competent employees help to move towards perfection

UAB "Baltijos baldų grupė" pays great attention for raising the qualification of its employees, as this is the only way to reach the best results. UAB "Baltijos baldų grupė" has accomplished implementation of "Developing the Competence of Managing Personnel" project. During the project, employees improved their English language skills; improved their knowledge on personnel management, negotiating, and creation of marketing strategy; developed their competence in promoting the innovations and competitiveness, and etc.

Because of implementation of the project, the results achieved will allow to sustain and develop project partners' positions in the sales markets, and will help the employees to adjust better to the changing conditions of manufacturing, will encourage wider application of modern management methods in all the areas of their activity, as well as allow making competent decisions in all levels of management.



Aids of support

UAB "Baltijos baldų grupė" is a socially-responsible enterprise concerned about the present and the future of Lithuania. It is not indifferent to social and ecological problems in our country. Therefore, in December 2005, UAB "Baltijos baldų grupė" incorporated the Charity and Aid Foundation giving a real possibility to provide help. The employees of the enterprise, their family members, friends and other citizens of Lithuania supported the Aid with 2 per cents of their income-tax. Just in several years many good deeds were done and help provided:

- To Žemaitija Furniture Workers Union for social need of workers and improvement of their professional knowledge at working-place;
- To Santariškės Clinical Centre of the public institution Vilnius University Hospital for buying

the equipment for blood-vessels testing and microsurgery instruments;

- To Lithianian Service Workers Trade Union for education and training of employees and for the activity of trade unions;
- To a natural person with full disability;
- To public institution "Apega grupė" for society awareness raising in environment protection, healthy way of life and ecology;
- To Design and Technologies Faculty of Kaunas University of Technology for promotion of students' initiative when presenting their creations of furniture manufacturing;

UAB "Baltijos baldų grupė" intends to give attention to the burning problems in Lithuania and co-operate in creating beautiful and safer future.

