



Corporate Responsibility Report 2018

Logistics - pure & simple.

Contents

CEO statement	3
About Transimeksa	4
Human Rights	5
Health & Safety	5
Environmental	8
Code of Ethics	10



*Darius Vyšniauskas
CEO, Transimeksa*

CEO's Statement

It falls within the responsibility of shareholders and management team of Transimeksa to infuse UN Global Compact's principles into day to day business activities in the way that it would be used as main leadership vector when building corporate sustainability and creating value for our clients, co-workers and community. I'm very happy to say that it is something that we do gladly and without any reservation.

There were more changes in transport industry in the last years than it has been in previous three or four decades: regulations, new technologies, IT impact. It created challenges that we managed to cope with and overcome since company was created in 1994. Ethics being new competitive environment for business, environment that we welcome and endorse as it is inexplicably intertwined with longevity of business, value creation for our stakeholders.

The focus on scalable performance in area of environmental awareness while investing into the new truck fleet, increasing efficiency while integrating advanced telemetric systems and, most importantly, creating an attractive working ambiance will continue to be the key factor in Transimeksa business model.

2018 were the year of many changes and improvements that we feel is already making a big impact in our overall performance. Even though we are pleased with what we have achieved, there is still more we can improve. In 2019 we set the target to decrease our CO2 emission further by 20%. It will be done through investments into the newest EURO VI trucks.

Through vigorous and motivating driver training program Transimeksa achieved encouraging statistics in both, transport safety and driver satisfaction fields, later resulting in lesser driver annual turnover. We still enjoy the privilege of having the drivers who drive our green truck for more than 20 years.

This year Transimeksa will be having its 25th anniversary of successful organic growth and business development. Through all those years we matured as corporate citizen and aim to be one of leaders in our home country and beyond when building our business model according the UN Global Compact's principles.



Respectfully,
Darius Vyšniauskas

About Transimeksa

Warehouse space 5725 sq.m.
Administrative premises 490 sq.m.

A ir B warehouse has
9 „Hormann“ ramps
(with possibility for 11 ramps)

Warehouse space 6340 kv.m.
Administrative premises 490 kv.m.

More storage space

At the end of 2018 Transimeksa has reached a much desired goal – we have built and opened two new warehouses with railway access in Vilnius, this way increasing our storage capacity by 13,000 m² and open green lights for trains!

Security 24/7

A warehouse with 2 rail access sections:
a) side loading
b) loading from the platform

Transimeksa is one of the major Lithuanian transport companies this year celebrating its 25th anniversary.

Transimeksa is one of the major Lithuanian transport companies together with the other group of companies offers a full range of logistics services: Full truckload (FTL) and Less-Than-Truckload (LTL) shipments within Europe and CIS countries; Project cargo and ADR (dangerous cargo) transportation, freight forwarding 3PL services, Customs, excise & commercial warehousing, Customs brokerage services, Multimodal solutions. Transimeksa was founded in 1994. It was the first company of Transimeksa group, located in Šiauliai, Lithuania. The first step of new company was freight forwarding services.

In 1995 Transimeksa started to invest in its own truck fleet; in 1998 sea freight forwarding services was also included in our list of services.

As the highest aim of Transimeksa was service expansion for our clients needs in Europe and CIS countries, so in 2000 company started to expand geographically:

founded subsidiaries in Lithuania, Latvia, Russia and Belarus.

2017 Transimeksa has opened its branch office in Italy, Turin and 2018 new branch office was opened in Reutlingen, Germany. Transimeksa became a group of the companies with 10 branch offices in Europe and CIS countries.

In 2002 import-export Terminal in Vilnius started to provide its services. New “A” class warehouses were opened in January, 2015 and December, 2018 and are located in Vilnius also. Now Transimeksa has 46.250 m² spaces for administration, customs, excise and commercial storage in Lithuania.

All these companies were founded to provide every customers needs with the best available logistical solutions from very beginning to the end, including quality, security and innovativeness.

New branch office in Germany

In 2018, we have opened a new European branch for us - TRANSIMEKSA DEUTSCHLAND GMBH in Germany. We are warranted that this way we will be able to provide an even better service to our customers.

Over 1000
qualified staff



25 years of
transportation
experience



10 branch
offices in CIS
and EU



550 trucks



36.500 sq.m
warehouse



Eco truck fleet

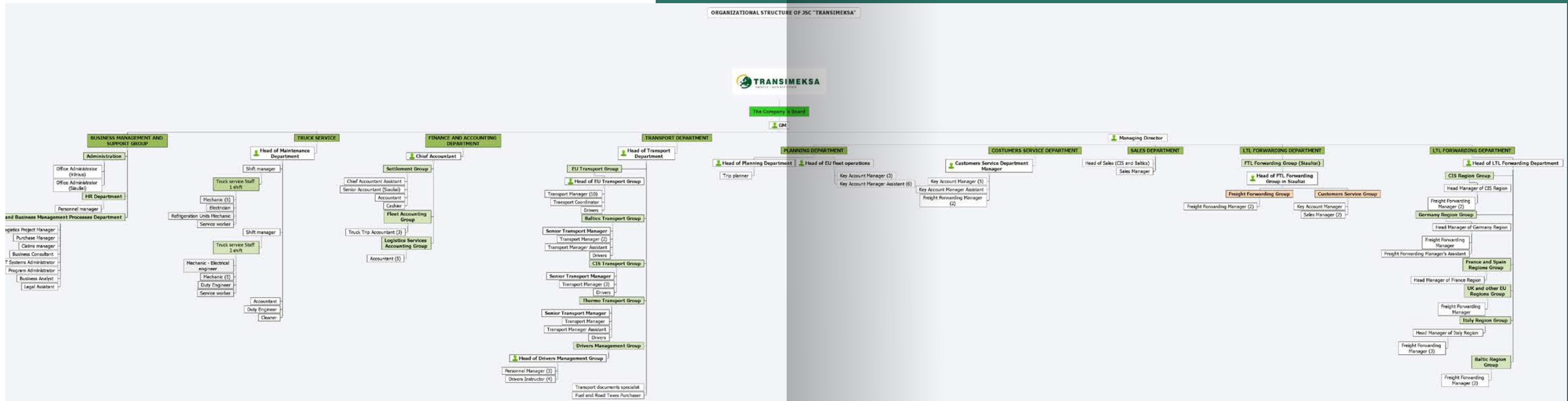


Management structure

The responsibility for CR matters in Transimeksa falls to the hierarchy of line managers, although the issues relating to Health and Safety, Quality and the Environment ultimately is the responsibility of the GM.



According to our Business Continuity Plan, the Management structure is:



Health and safety performance

The Company strictly abides by occupational safety requirements and is modernizing the work stations and rest areas. A lot of funds are being allocated to personal safety devices and work apparel. Much attention is devoted to training on occupational safety, accident prevention and control over work in progress.

In Transimeksa we believe that by improving work conditions to all of our employees, we will achieve much higher results. This is the reason we invest a lot of our funds and time to improving ergonomics in all work places, to training our employees on the road safety topics, to ingraining the fire safety, so that our employees not only would be safe at work, but also they and their families would know what to do when the disastrous events occur.



Physical health

In Transimeksa, we believe that physical health and activity at work is as influential to our good results as anything else. So for this reason we have established a "Sports zone" in one of our green areas, where everyone is invited to have a match of volleyball or badminton or to enjoy a relaxing break under the umbrella's shade on the cushioned benches.

Our team members have represented Transimeksa in several sports tournaments, such as running and golf.



- Volleyball court
- Badminton
- Pétanque
- Rest zone



winter time indoor trainings

Summer seems to be the most intense period of the year with possibilities of the outdoors activities and in Transimeksa it is no different. This summer we had our annual canoe trip, where we not only exercised our canoeing skills, but also got to know our team members better, relaxed in saunas and danced the night away.

Since Lithuania is not known for the tropical weather, we have provided the indoor training sessions that started in the autumn. Everyone is invited to come and have a stretching session with the personal trainer.

Ergonomics

In 2018 we have implemented several new activities for our employees to improve ergonomics in their workplace and their overall physical health.

Since the beginning of spring, we have added gymnastic balls for our employees to have an opportunity to change their sitting pose and position.

We have tried out the ergonomic computer mice to try to prevent any pain for the wrists to those, who are working with the computer. In addition, we have added the wrist cushion, so that the position would be as natural and uncompromised as possible.



Road safety

Transimeksa is a transport company and we all understand that driving safely is the most important part of our success. All our drivers are trained in our Drivers' School by the instructors, but we thought that the administration would also benefit to get to know our drivers' work place and how the trucks actually perform. So this summer all administration departments were invited to come



Our aims in health and safety

- Implement strict control over the use of alcohol, drugs or other intoxicating preparation at work, ensuring the highest quality of work and safety.
- Seek for continuous quality, environment care, occupational safety and health management system effectiveness, and improvement by applying it to company's development and market changes.
- Analyze user's needs and expectations, and meet them by ensuring the expected quality of service, accomplishment time and clients' financial recourses.

ISO OSHAS 18001 Certificate

Health and safety in the Company has been seen as one of the integral parts of the daily business. Since 2013 the Company has achieved a certification under ISO 18001 (Occupational Health and Safety Management Systems). The main objectives are: reduction of the accidents at work to a zero and reduction of the incidents and near misses.

Our KPI'S

In 2018 we have worked 1,72 million hours and our TRIR rate is 0.43, as DARTR ratio is 0.22, which is lower than in 2017. This shows us that we still can find ways to improve our situation.

Transimeksa Driving School

Transimeksa has identified road safety as one of the risk factors in our day to day life. For this reason we have established Transimeksa driving school, which organizes weekly trainings for the drivers. During the training, instructors also inputs latest news from international trainings they have participated in. Transimeksa drivers' instructors are constantly raising their competencies, by participating in various international training courses. All of our drivers' performance on the

road is monitored by the special programs and applications in our fleet and then discussed with the drivers' instructor each week with suggestions where they could do better. Constant attention to drivers' has led us to reducing the accidents on the road by 60%, if compared to 2017.



In 2018 our Drivers' School has received the new office, where we can train more than double the amount of drivers at one time, if compared to 2017.

MAN TeleMatics®

TRANS...

VAIRUOT...

VIN

PROF...

EFEKTYVUMO PRO... RT

JHD789

WMA13XZ22H4741957

Sunkioji serija / tarptautinės vežimas, MAN EL3

JVERTINIMO LAIKOT...

NUO

IKI

UŽLAUKUS LAIKO...

NUO IKI

18.1.4 10.30

18.2.26 15.41

18.1.3 00.00 IKI 18.2.26 23.59

A

B

C

D

E

F

G

A

CO2 <small>(g/km)</small>	Ekono- MIŠKUMAS <small>(%)</small>	SAŃAUDOS <small>(g/km)</small>	VAŽIAVIMO KELIAS <small>(km)</small>	VAŽIAVIMO GREIČIO B <small>(km/h)</small>	VISAS BASTATO SVORIS <small>(t)</small>	VIDUTINIS REIKŠMIS <small>(t)</small>	Ekono- MIŠKUMAS <small>(%)</small>	Eksploatavimo POKYČAS
27,5	1,04	27,3	21 439	76	26	0,4	83,1	80,0

DEGALŲ SAŃAUDOS

A

VAŽIAVIMO SAŃAUDOS <small>(l/100km)</small>	PRISTATOS SAŃAUDOS <small>(%)</small>	PRISTATOS S... SU SAULYTIK... <small>(%)</small>	KM VĖJAM LITRAI <small>(km/l)</small>	SAŃAUDOS REISO NETU <small>(l/100 km)</small>	STOVĖJIMO REŽIMO LAIKAS UŽLAUKIA REGA <small>(%)</small>	STOVĖJIMO REŽIMO LAIKO DALIS SU SAULYTIKŲ GALIOS TIKRUMU <small>(%)</small>
27,0	1,1	0,0	3,7	27,3	13,0	0,0

GREIČIO PROFILIS

A

0-60 KM/VAL. <small>(s)</small>	61-75 KM/VAL. <small>(s)</small>	76-90 KM/VAL. <small>(s)</small>	91-95 KM/VAL. <small>(s)</small>	GREIČIO VIRŠ... <small>(s)</small>
7,5	7,4	5,1	74,2	5,8

PRIVERSTINIS TUŠČ...

A

PRIVERSTINIS TUŠČ... <small>(s)</small>	PRIVERSTINIS... <small>(s)</small>
3 191	14,9

VISAS STABDYMO KELIAS

A

VISAS STABDYMO KELIAS <small>(s)</small>	VISAS STABDYMO KELIAS <small>(s)</small>
1 164	5,4

TEMPOMATAS

B

TEMPOMATAS <small>(%)</small>	SAŃAUDOS RE <small>(l/100 km)</small>	SAŃAUDOS SU <small>(l/100 km)</small>	VAŽIOTA SU <small>(km/h)</small>	VAŽIOTA RE <small>(s)</small>
70,3	23,8	28,4	15 073	6 366

GREIČIO PEDALO PADĖTIS

A

VAŽIAVIMO DALIS DIPAZITONAS 1-25 % <small>(%)</small>	VAŽIAVIMO DALIS DIPAZITONAS 21-40 % <small>(%)</small>	VAŽIAVIMO DALIS DIPAZITONAS 41-60 % <small>(%)</small>	VAŽIAVIMO DALIS DIPAZITONAS 61-94 % <small>(%)</small>	KICKDOWN <small>(s)</small>
84,5	5,8	4,8	4,9	0,0

STABDYMAS

A

VAŽIOTA STABDYMO DIPAZITONAS <small>(s)</small>	STABDYMO DALIS LETIVYVALI PIRMIŲ ... <small>(s)</small>	STABDYMO STABDYMO DIPAZITONAS <small>(s)</small>
82,1 956	0,0 0	17,9 209

Drivers eco driving inspection, telematics

Environment

ISO 14001 CERTIFICATION
Since 2013 the Company has achieved a certification under ISO 14001 (Environmental Management Systems). Since 2016 we have been certified according the new ISO 14001:2015 standard's requirements.

Environmental performance and sustainability

We care in what environment we live and what we will leave to future generations. We seek to prevent the negative company's impact on the environment. Our trucks are continually updated and have only high quality standards in order to reduce emittance of CO₂. In 2018 we have emitted 0.673 kg/km of CO₂ and that is 21% less than in 2017. The main factor in lowering the CO₂ emittance was the renewal of our fleet with the new Euro 6 trucks by 32%.

At the moment our fleet consists of 81,8% of a Euro 6 trucks.
Our target is to reduce emittance of CO₂ in 2019, by renewing our fleet furthermore.

Our aims in environmental sustainability

- Apply new technological solutions that reduce material consumption and save other resources
- Waste treat in accordance with applicable laws and other normative requirements
- Regularly evaluate company's impact to environment, and plan mitigation measures

DISTANCE

During 2018 our logistics network transported our client's goods over 58,470 million kilometres – the equivalent of travelling to the moon and back 76 times or every five days or 4 times every day around the globe.



WATER

During 2018 our water consumption was 4418 m3 that is 43 % lower than during 2017. The main factors to influence this increase of consumption were the increased number of employees and increased number of truck washing in our Company's car wash.

ELECTRICITY

In 2018 our electricity consumption was 322139 kWh. 90% of that was used in our Service. Even though the consumption level is high, we still have managed to reduce it by 80% compared to 2017. This was achieved by changing the existing warehouse lighting to a LED one.

GAS

Our heating source is the natural gas and in 2018 our consumption was 39328 m3. That is an increase by 1%, if compared to 2017 consumption levels.

WASTE

To further our involvement in the reduction of the Environmental impact, our Company has set a goal that least 10% of all the office printing paper that we use should be purchased with the FSC or PEFC certification.

We are happy to report that in 2018 we have reached our goal and of all the office printing paper that we have used, 12% was with the FSC or PEFC certification.

PAPER

During 2018 we have sent 305,772 tones of waste to the various waste management centres. 70% of that was recycled. We are proud that we have recycling of waste increased by 20% if compared to 2017.





Sustainable resources

The future of our planet is extremely important for Transimeksa, so in order to leave a better footprint in it, this year we have installed Solar Power plant on one of our roof tops. This power plant spans 1,100 m² and is able to produce up to 100kW of electrical power for one of our buildings. This way every year we will save up to 7,700 trees and up to 46 tones of CO₂.



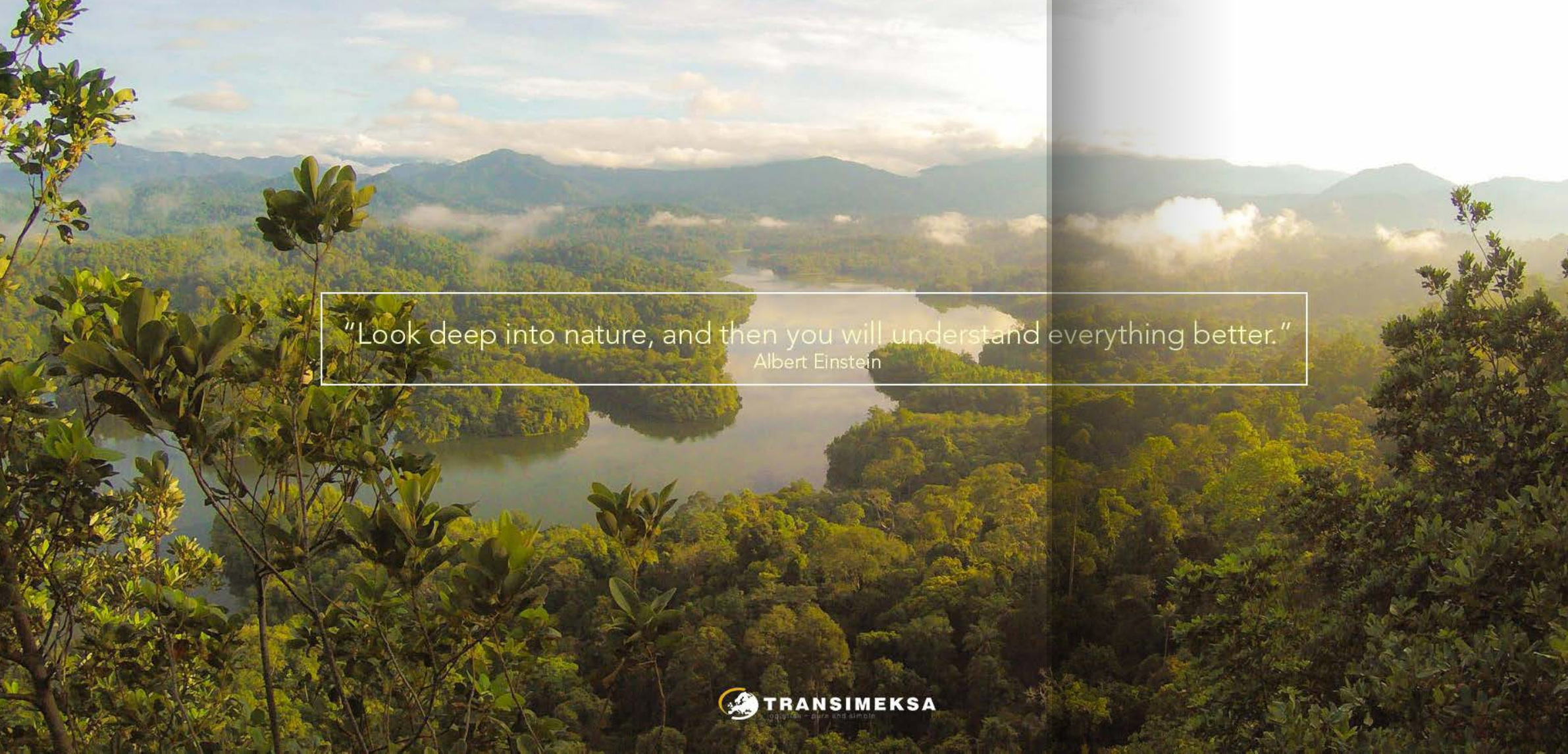
Permission to produce renewable solar energy, Ministry of Energy of the Republic of Lithuania

Even though a lot of our KPI's have reached their targets, we are continuing to increase the awareness of importance of recycling and reduction of consumerism with our employees. We hope that the continuous work in this area will lower our carbon footprint, not only Company wise, but also on a personal level.

Since 2013 the Company has achieved a certification under ISO 14001 (Environmental Management Systems). Since 2016 we have been certified according to the new ISO 14001:2015 standard's requirements.

Recycling electronics

In Transimeksa we are very aware of the environmental impact electronic waste have on our planet. For this reason we've been collecting all old or broken electronic devices from our daily work usage and have given almost 500 kilograms to the recycling company.



"Look deep into nature, and then you will understand everything better."
Albert Einstein



Transimeksa Team saves Trees

Every year at the office we are collecting all the used printing paper and giving it for the recycling. 2018 was not an exception. We have collected and brought for recycling 1,3 tones of paper waste that will be used again in making new printing paper.

People / Human Resources

Our workers are of the utmost importance; therefore we pay great attention to those working here. The goal of our human resources policy is to create an environment that would help attract and retain competent workers. We are convinced that suitable people in suitable positions not only fulfil themselves in all respects, but they also create the biggest added value to the company. Various motivation programs are used in the Company to encourage employee creativeness and initiative.

Equal rights and discrimination policy

Within the area of Transimeksa and outside of Transimeksa, every employee must act without discrimination in respect of other employee (sex, race, religion, marital status, age, political opinion, nationality, disability, health, sexual orientation and other cases). All of our Suppliers and Partners must also follow the principles of equal rights.

Each employee of Transimeksa is enabled to submit a complaint on discrimination, harassment, psychological and physical abuse. The complainant is received and considered by the Trust persons appointed by the Board of Transimeksa. Anonymous complaints can be submitted when meeting with Trust persons or by e-mail: netylek@transimeksa.com

**At the moment
our diversity is:
in administration
54% men and
46% women and
in truck drivers
and
Truck Service
personnel 99.8%
men and 0.2%
women.**

Our aims in human recourses management

Encourage every employee to participate in company's management system development,

create conditions for the realization of ideas and offers taking into evaluation their practical benefits. Recognize the merits of employees, their creativity and encourage them to strive for better results.

We are 24 years young!

In 3rd May our Company became 24 years young! We had a wonderful day with sweet treats, balloons and happy faces all around us. Happy birthday Transimeksa!



International recognition

IRU is the global industry association for road transport, driving the sustainable mobility of people and goods across the planet. The IRU Presidential Executive awards the prestigious IRU Diploma of Honour to many drivers from different countries worldwide for their excellent driving and safety records. This award honours long-serving, safe, loyal and upstanding professional drivers. This year we were very excited to know that 10 of our drivers have received the award!



Start your carrier with us

A lot of us were very lost after finishing our schooling and starting our carriers, so we decided to help the students out. Our representatives Justina and Vaiva have visited a Carrier Fair, where they've introduced Transimeksa and all the carrier possibilities to the students. We hope that they'll feel inspired and encouraged to come and join Transimeksa team!



VIDEO

Scan me



Many talents among us

We all know what a responsible and tiring job our drivers have, but we want to know how talented they are too! For this reason, every year we ask all our drivers to participate in a small competition, where they send us pictures taken by them, while they are away on the job. Believe us we have so many talented ones! This year was no exception – here is the winner photo of 2018 competition.



Photo by Игорь Прудников,
Transimeksa driver



Photo by Dzmitry Shkreben,
Transimeksa driver



We Run Vilnius 2018

Half marathon (21098 km) around the Old Town and city centre of Vilnius, over 8000 participants every year. Our colleagues did it!



Photo by Kostiantyn Verkasov,
Transimeksa driver

International childrens day

On 1st June we have invited out team members to bring their children to work. We had a big celebration with the lesson on how to be safe in the street while crossing or riding a bike, tour of the premises and office, checking out where the parents are working, snacks and treats and a star of the show – an opportunity to ride in the truck! Everyone had a wonderful time and we all are looking forward to welcoming everyone in 2019.



Code of ethics and community relations

Children are our future

Being a big company – we do not forget sensitive social groups. We began to support Šiauliai City Municipality Home for Infants with Development Delays since 2013. Transimeksa regularly donates for infants with development delays hoping to make their lives easier.

Community relations

We support various public benefit projects in the field of health, education, science and sports.

Blood donors

In the spring of 2018 we have heard troubling news that National Blood Bank was low on their blood reserves, so our team decided to help out and donate their blood. We are very happy to say that we made a substantial donation of 11 liters of blood that varies in types, which was very needed and appreciated. We hope that we were able to help at least 20 people that needed it.



Cake day in Transimeksa

All money from Cake Day Donation will be given to our driver's son (which can't walk) for an operation in Germany.



Pie to help a life

In November we celebrate an international pie day, where our team members bake pies, and we buy them, this way donating money to an agreed cause. This year we decided to donate everything to one of our driver's family as his little son has serious health problems and is in need of several operations. We hope that our donation will help the family at least a little bit at their time of need.

Animals also need love

We all like to feel loved and cherished, but unfortunately there are a lot of animals in the shelters that are still looking for their forever homes. It makes us happy that there are people that take care of them on the daily

basis. In order to make their work at least a little bit, we have chosen "Tautmiles globa" animal shelter that our team has donated not only money, but also food, dog and cat beds, treats and hygienic supplies.

No sponsorship for political parties

We do not sponsor any political parties, political organizations or politicians, and

strive to ensure that the support is not used to finance any political parties or political campaigns and political campaigns as well as to refund any debt liabilities resulting from political campaigns of participants or related to political campaigns.

Let's celebrate 2018!

Every year we are celebrating the festive season at the beginning of January. This year 120 of us have celebrated all our achievements in 2018 with a big party as always. Our theme was Oscars, where everyone was a celebrity for the night. We all are very thankful to our Marketing and Communications Manager who did an amazing job organising this event. It was a blast and we danced the night away!

TRANSIMEKSA
THE
OSCARS.
N I G H T

*Your business this year means so very much.
Our team wishes you a Happy New Year!*