



TRANSIMEKSA



SUSTAINABILITY REPORT 2025

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Introduction

Transimeksa celebrated its 31st anniversary throughout 2025. Founded as a local carrier in Šiauliai, the company is now based in Vilnius and serves Western Europe, supported by an international team of more than 15 nationalities and a growing intermodal network across the continent. This international character is reflected in our ongoing participation in the UN Global Compact and our commitment to international sustainable development targets.

Guided by the philosophy of "logistics pure and simple," the company continues to provide road, air and sea transport, as well as warehouse and customs brokerage services, with a specialized focus on the chemical and automotive sectors, including the transport of hazardous materials. Moving forward, the company is prioritizing innovation in intermodal transport as a cleaner and safer method for moving goods. This year marks the fifth time the company has compiled a UN Global Compact report, reflecting five consecutive years of commitment to being a robust and reliable partner.



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

Message from CEO

2025 marks a milestone for Transimeksa: our 31st year in operation, and fittingly, the year the United Nations designated for sustainable logistics. It is also the fifth consecutive year in which we report our progress as a participant of the UN Global Compact.

The operating environment for European road logistics remained demanding throughout the year. A persistent shortage of professional drivers continues to constrain capacity across our sector, sharpened by intensifying competition for talent and by the complexity of sustaining a highly international driver workforce. This is compounded by a continuing shortage of safe, secure parking along key European corridors – an infrastructure gap affecting both driver wellbeing and cargo security that the industry cannot resolve alone, and one our direct engagement with drivers consistently reaffirms as a priority alongside predictable scheduling and open communication. The regulatory framework we operate under, most notably the EU Mobility Package, was designed with driver welfare in mind, yet certain of its provisions add operational complexity that can work against the efficiency and sustainability gains our industry is otherwise pursuing. We continue to engage constructively with regulators and industry bodies to help shape a framework that serves both goals.

We are also navigating a broader economic shift, as European industry faces intensifying competitive pressure from lower-cost economies, China foremost among them, with direct implications for trade flows and freight demand across our markets. Combined with a more volatile geopolitical landscape, this calls for continued discipline in how we manage cost, risk, and capacity. Our expansion of intermodal transport as a lower-carbon alternative to road haulage remains a strategic priority, though disruptions to rail infrastructure beyond our control were a reminder that this transition must be pursued with resilience, not dependency, in mind. Against this backdrop, we advanced the fundamentals of our business: transitioning toward renewable electricity and cleaner fuel technologies, and maintaining a disciplined cadence of audits, risk review, and governance that underpins how we work with our customers, suppliers, and each other. We enter 2026 with clearly defined emissions-reduction targets through 2030 and 2050, and the intention to extend the rigour of our reporting to our subcontracted partners as well as our own fleet.

The road ahead will continue to test our industry's resilience, and we do not underestimate the challenges of driver availability, cost pressure, and geopolitical uncertainty in the years to come. Our response is to keep investing where it matters most: in our people, in cleaner and smarter transport solutions, and in the systems that let us operate safely, responsibly, and reliably at scale. I want to thank our employees, customers, and partners for their continued trust, and I look forward to reporting further progress next year.

Nikolajus Roganovas
Chief Executive Officer



Our materiality map: prioritizing sustainable impact

Materiality Finder: Road Transportation

Relevant Issues (4 of 26)

Why are some issues greyed out?

Environment	Social Capital	Human Capital	Business Model and Innovation	Leadership and Governance
GHG Emissions	Human Rights & Community Relations	Labour Practices	Product Design & Lifecycle Management	Business Ethics
Air Quality	Customer Privacy	Employee Health & Safety	Business Model Resilience	Competitive Behaviour
Energy Management	Data Security	Employee Engagement, Diversity & Inclusion	Supply Chain Management	Management of the Legal & Regulatory Environment
Water & Wastewater Management	Access & Affordability		Materials Sourcing & Efficiency	Critical Incident Risk Management
Waste & Hazardous Materials Management	Product Quality & Safety		Physical Impacts of Climate Change	Systemic Risk Management
Ecological Impacts	Customer Welfare			
	Selling Practices & Product Labeling			

This is the third consecutive year that we have adopted the SASB framework to fill in our materiality map. By maintaining our current method, we are achieving consistent reporting that clearly indicates year-on-year progress while positioning us in three critical areas.

Focus to the topics that are most critical to a logistics company

Using the industry-specific Road Transportation standard helps ensure we address the issues that are most relevant to our operations and our planet. Image above illustrates that our reporting and analysis are centered around topics such as the reduction of GHG emissions and critical incident risk which are the bedrock of our operations.

Guide for what's next

This framework helps validate that our "Resilience and Transition" program is concrete and actions-oriented. By transitioning several topics from the standard's list that typically don't apply or show up as "greyed-out," into a focused program of action, we are making a conscious move from the current reliance on conventional fuels to energy-efficient transport solutions. This serves as concrete evidence for our commitment to a zero-carbon future that is aligned to the needs of our customers and for generations to come.

Drives effective leadership focus on the biggest risks

Whilst the initial SASB standard does serve us well in providing a robust and industry-applicable report, we've expanded this to cover what's truly critical to our company. We are integrating topics such as cybersecurity and business ethics within leadership goals – elements that may not be immediately covered in the core SASB framework, but which we recognize have become critical to how we do business. As the world navigate an increasingly fragmented geopolitical landscape and a heightened level of cyber threats, we consider these non-negotiable leadership considerations.

Environmental policy



Since Transimeksa is in an industry that emits large quantities of GHG, our stakeholders need our assurances and our proof that we are working on making responsible sustainable and legal business conduct at every level within all the sites we operate.

Scope of application – This policy covers all Transimeksa subsidiaries and employees.

Environmental Manager is the owner of this policy, reviewed annually.

Qualitative Targets:

- Reducing GHG emissions;
- Complying with all applicable environmental laws and regulations;
- Improving our environmental management system yearly;
- Monitoring water, waste, and electricity consumption;
- Providing training to employees on sustainability and the environment;
- Offering eco-driving courses to drivers with a performance-based bonus system;
- Renewing the fleet on a three-five year cycle;
- Offering biofuel usage possibilities to customers, such as HVO100.

Quantitative Targets:

- Reduce Scope 1 emissions by 15% by 2030;
- Reduce Scope 2 emissions by 100% by 2030;
- Achieve Zero emissions by 2050;
- Continue monitoring and reducing emission intensity according to the ISO 14083 standard from 2026;
- Ensure 95% of drivers are trained in eco-driving courses;
- Ensure 95% of administration staff are trained in sustainability and environmental issues;
- Maintain zero penalties for environmental pollution or for disobeying environmental laws.



GHG emissions and air quality

SCOPE 1	TRUCKS (TRUCK MODEL)	TRUCK NUMBER (AMOUNT)	MILAGE DRIVEN (KM)	FUEL (LITERS (B7))	CO ₂ EMISSIONS WTW PRIMARY DATA ISO 14083 (3,31 KG CO ₂ E / L B7 DIESEL) (CO ₂ E)	AVERAGE EMISSIONS PER KM (KG/1KM WTW)
	MERCEDES BENZ	94	10 319 181	2 526 256	8 362 T	0.81
	DAF	211	26 647 139	6 626 881	21 935 T	0.82
	VOLVO	194	29 149 749	8 733 316	28 907 T	0.99
	MAN	85	7 854 596	1 851 021	6 127 T	0.78
	TOTAL	584	73 970 665	19 737 474	65 331 T	0.88
				40 000 (HVO 100)	40 T	
SCOPE 2		62 T CO ₂ E		https://www.aib-net.org/facts/european-residual-mix/2025		
SCOPE 3		6528 T		Non-integrated subcontractor emissions using GLEC Framework 3.2 Modelled data (MODULE 3)		
ENERGY FED INTO THE GRID		24.05 MWH		Solar panels on administration roof		
WATER USED		2299 M3		Administrational needs		

AIR QUALITY DATA TABLE			
POLLUTANT	TYPE AND TABLE EMEP/EEA AIR POLLUTANT EMISSION INVENTORY GUIDEBOOK 2023	VALUE DIESEL ARTICULATED 40 – 50 T –EURO VI D/E	EMISSIONS
NO _x	Tier 2 Emission Factor/ Table_3-21_105	0,281 g/km	18,06 T
SO _x	Table 3-8 (Tier 1 Fuel-based)	10 mg sulfur/1kg of fuel	0,268 T
PM _{2.5}	Tier 2 Emission Factor / Table_3-22_105	0,00455 g/km	0,29 T



From 2025, we have updated our emissions reporting to a well-to-wheel approach, using ISO 14083 and the GLEC framework. This baseline change means no Year-on-Year comparisons will be made for this reporting cycle.

We will focus on total emissions, emission intensity, and volume. This data will be collected from subcontractor carriers next year, the first time collecting this primary data point beyond company-owned operations.

Since 2025, you can charge electric vehicles directly next to the office! This project has been realized with EU co-financing under "NextGenerationEU" through UAB Sausupio projektai (our sister company) via economic recovery and resilience plan "NextGenerationLithuania".

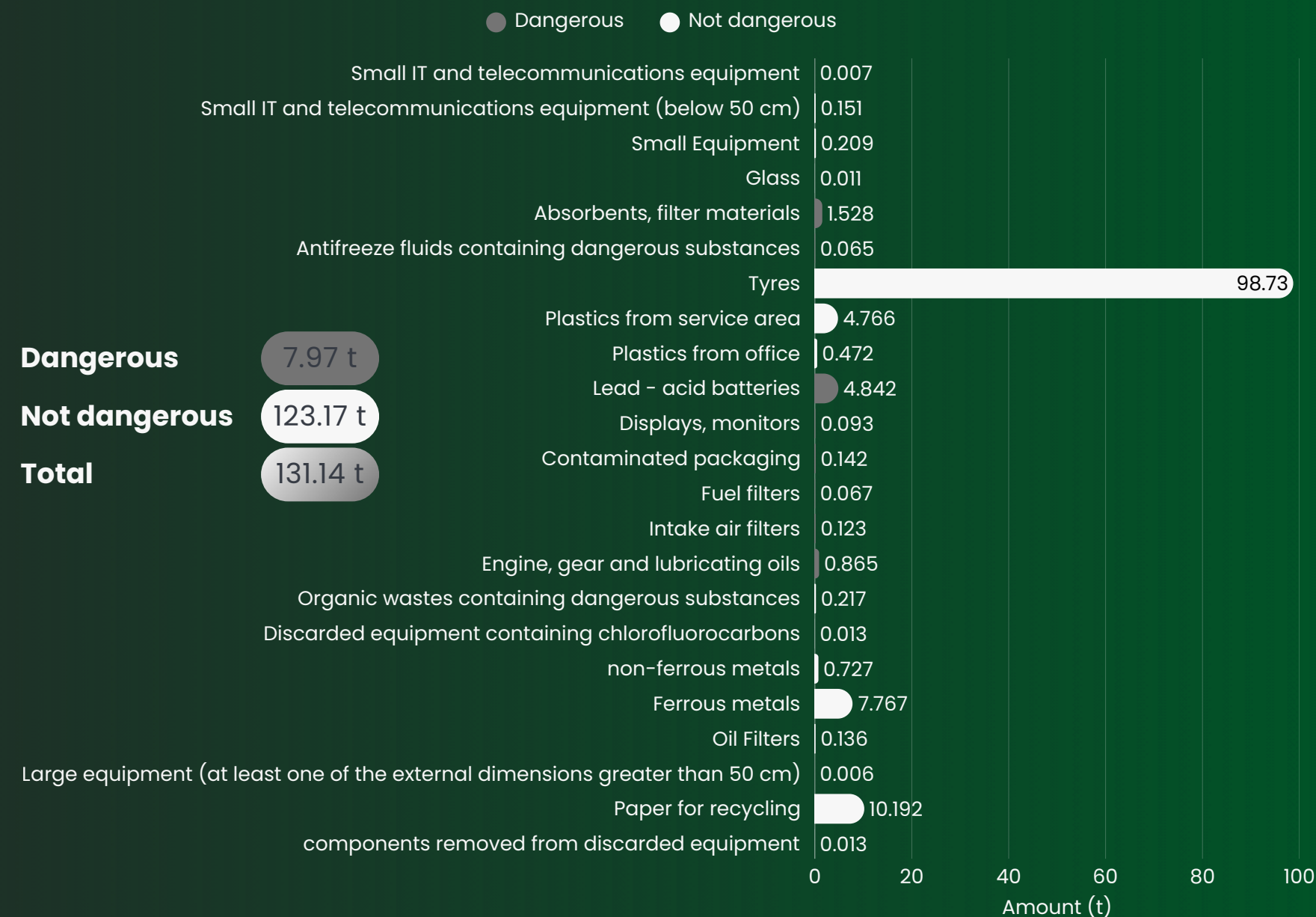
To facilitate efficient fleet management and Emissions control we have begun consolidating on fewer Truck manufacturers. As a result, our recently updated modern fleet was able to successfully trial a HVO100 bio-fuel with one of our largest customers on certain routes – a solution that continues to be presented to all partners. Air quality monitoring is new, and remains low in our vicinity thanks to our EURO VI trucks.

In the realm of Scope 2, current limitations on the electricity grid mean we cannot utilize the entire output of our energy generation capacity, however we are purchasing 100% electricity from renewables, verified with supplier certificates.

For Scope 3, GLEC intensity indicators are applied on top of the primary direct kilometre data from our supply chain.

The primary driver of emissions reduction continues to be: a move to faster renewal of the fleet; improved routing; driver training; and a gradual increase via Multimodal & Intermodal solutions thus bringing the intensity down.

Waste management



The volume of our wastes slightly increased during this period because of clearing of our transport document paper archive, and an additional amount of used tires issued to our suppliers. All waste management is executed with approved suppliers listed on the national database. We use the harmonize system for product and package wastes.

Our employees sort paper, plastic, glass and metals at our facilities. We also benefit from the national deposit system for packaging of beverages in Lithuania. The refund money from the deposit bottles is given straight to an animal shelter.



Intermodal solutions

We are increasing our network of intermodal service in order to optimize the ease of flow.

Nevertheless, we experienced our operational difficulties. Ongoing infrastructure updates along with locomotive engineers' shortages caused scheduling to be burdensome. Hence, we started exploring possibility of AI tool for additional rescheduling support and our planning team in time of added pressure.

Our current intermodal routes include:

Kaunas ↔ Duisburg
 Gottingen ↔ Sona
 Wuppertal ↔ Sona
 Kaldenkirchen ↔ Domodossola
 Dusseldorf ↔ Sona
 Leipzig ↔ Verona



We reached the figure of 3 200 semi-trailers transported in 2025. We continue to be committed to intermodal transport because it reduces the emissions intensity and is a sustainable logistics solution.

Human rights and labour policy



As a large company comprising more than 15 nationalities, our respect for different nations' traditions must be respected at all times.

The scope of this policy applies to all entities and employees of Transimeksa.

The Chief People Officer is responsible for this policy, which is reviewed on a yearly basis.

Whistleblowing Channel: mumsrupi@transimeksa.com

To ensure continuous operational improvement, we track our progress using both qualitative and quantitative targets.

Qualitative Targets:

Transimeksa maintains a zero-tolerance policy for labor exploitation. These standards are non-negotiable across all operations.

- **Forced Labor & Modern Slavery.** All employment is strictly voluntary. We prohibit any form of forced, bonded, or compulsory labor, human trafficking, or the withholding of original identity documents or wages.
- **Child Labor.** We strictly prohibit the employment of individuals under the legal working age. Under no circumstances will Transimeksa employ anyone under the age of 16, or under 18 for hazardous, night, or heavy-duty logistics work.
- **Fair Wages & Benefits.** We guarantee that all workers receive fair compensation that complies with national minimum wage laws, including legally mandated overtime premiums, paid leave, and social benefits.
- **Working Hours.** Operations strictly respect national laws and sector regulations regarding maximum daily and weekly working hours. Adequate rest breaks, weekly rest days, and driving/rest times for mobile workers are strictly enforced.
- **Freedom of Association & Collective Bargaining.** We respect the right of all employees to form, join, or not join trade unions and labor organizations of their choice, and to bargain collectively without fear of retaliation, discrimination, or harassment.
- **Non-Discrimination.** Transimeksa offers equal opportunities during recruitment, hiring, training, promotion, and compensation. No individual will be discriminated against based on race, gender, nationality, age, religion, disability, sexual orientation, or political affiliation.
- **Harassment & Abuse.** We maintain a workplace completely free from psychological, physical, verbal, or sexual harassment, intimidation, and abuse.
- **Health & Safety.** We are committed to providing a secure, safe, and hygienic working environment. This includes providing appropriate Personal Protective Equipment, maintaining emergency preparedness plans, ensuring secure machinery operation, and providing access to clean sanitation and drinking water across all facilities.

Quantitative Targets:

- Zero official complaints or legal fines related to human rights violations, child labor, forced labor, or workplace discrimination.
- 95% of employees trained on human rights, non-discrimination, and anti-psychological violence.
- 95% of employees trained on health and safety, fire safety.
- TRIR (Total Recordable Incident Rate) below 0.6.
- VEHICLE ACCIDENT RATE below 2.5
- 100% adherence to legal driving limits and rest times for mobile workers.

Human rights and community relations

This year we received no human rights complaints or issues with discrimination. Our staff were all taught to look for problems like exploitation of our team members, poor working standards and what to do to raise any issues they encounter. Europe is quite low-risk in human rights and we work as a close partner with large global customers and therefore always deliver very high standards of regard and respect as an organization. We support the diverse group of over 15 nationalities within the team and have developed a strong bond based on our shared respect for over 20 years. Being part of UN Global Compact for 5 years, our approach to sustainability was implemented for 5 years. We regularly take surveys of staff, reflect on progress made and constantly continue to improve all that we do on a day-to-day basis.

Human capital

We assess both prospective candidates and existing personnel purely in terms of their skills, abilities, working history, and workplace performance. Gender, ethnicity or personal characteristics are irrelevant for our recruitment, selection, employment, promotions, or training and professional growth.

Because our process exclusively targets objective performance and job capability, the ratio of genders within our organization occurs naturally through the appropriate matching of professional experience to individual roles. We are committed to a just, fair, non-discriminatory workplace that offers equal opportunities for all.

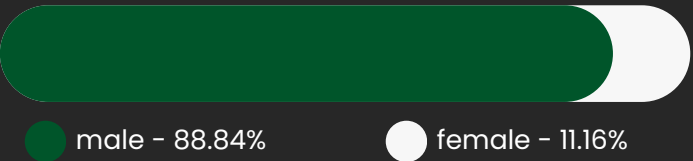
Our administrative staff is remarkably youthful, as 98.11% of our employees are aged less than fifty years. Slightly more than one half (56.60%) fall into the 31 – 50 age bracket, and another 41.51% are younger than 30 years old.

Internal progression, career moves and the development of professional expertise can be seen in a consistent career progression rate of 12.97%. Within our administrative team there are currently 42.86% women and 57.14% men; women fill 33.33% of jobs in our governing bodies, which gives a solid floor for gender diversity in the logistics leadership domain. At this moment ten women, along with two men, on the administrative side are on parental leave; this also bears witness of a work-life supportive company culture for mothers as well as for fathers. A majority for both genders falls within the 31 – 50 age segment that marks career progression of employees. Overall compensation average is 3,423.04 for men and 2,761.88 euros for women, and in accordance with the anti-discrimination policy, this difference can be structural rather than subjective; this has been driven by the prevalence of the presence of men in specialized and skilled senior positions. Due to the fact that young women, who form a large segment of our employees at younger age bracket and with average salary of 2,363.96 € less than 30 years of age will progress through their careers toward middle and senior level positions this average is naturally going to be balanced over time.

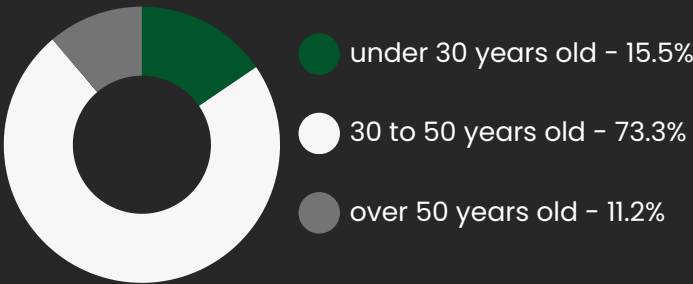


Newly hired employees in 2025: 251

By gender

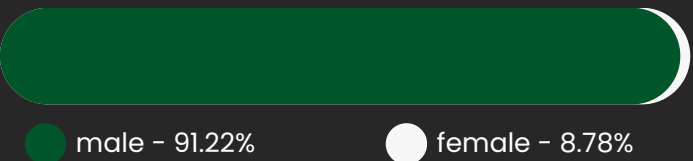


By age group

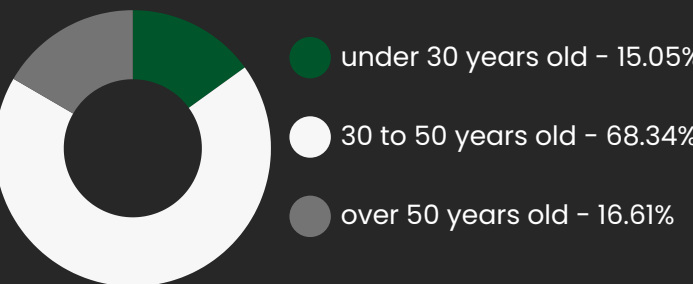


Total employee turnover rate: 27.62%

By gender



By age group



Average salary

By gender

Male	3,423.04€
Female	2,761.88€
Ratio of female to male remuneration	0.81

Male (by age)

under 30 years old	2,740.33€
30 to 50 years old	3,834.10€
over 50 years old	2,745.62€

Female (by age)

under 30 years old	2,363.96€
30 to 50 years old	3,108.75€
over 50 years old	2,216.22€



Employee health and safety

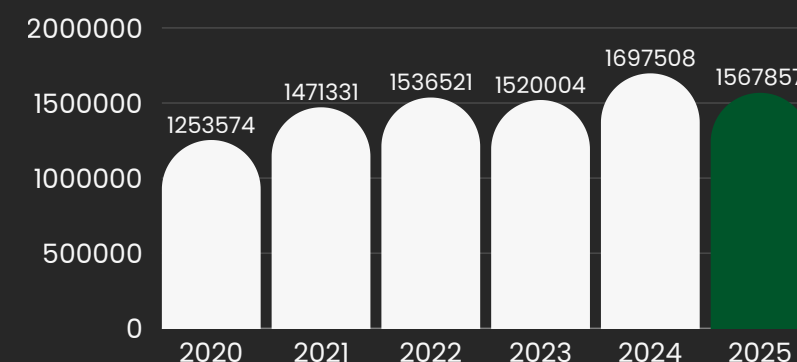
We consistently drove our Total Recordable Incident Rate (TRIR) below our target of 0.60 from 2020–2025 and the lowest value recorded within that period of 0.16 occurred in 2022 when our operations are at their peak.

While our 2025 data reflects to increases to Lost Time Injury Frequency Rate (LTIR) of 2.55, TRIR of 0.51, and Severity Rate of 28.19, these numbers do not reflect an operational failure. Rather, this resulted from isolated cases that required an extensive recovery time after a non-life-threatening incident, which has a significant impact when expressed in terms of severity as a rate. This is a minor event that we have analyzed to identify its causes, which has in turn allowed us to update our operational risk assessments, improve targeted safety awareness training to address those lessons learned and return our data to its downward trajectory.

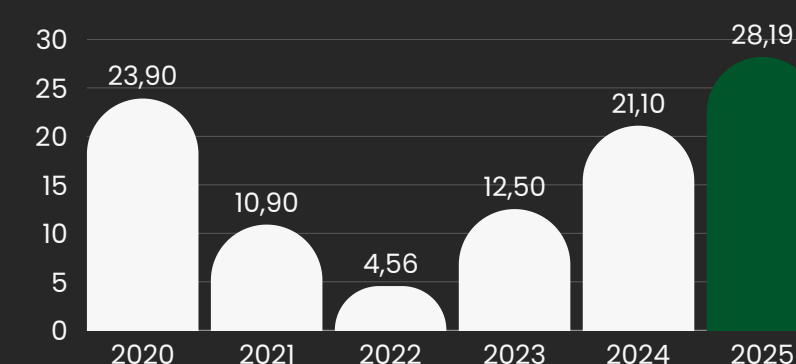
Our vehicle data demonstrates positive performance trend over the multiyear period, including the fact that we achieved improved vehicle safety, both with overall accident number and vehicle accident rate as reflected in 2025 results.

We reduced the overall number of vehicle incidents in 2025 by 16.6% (206 compared with 247 in 2024). Likewise, the vehicle accident rate in 2025 was reduced by approximately 14.2% to 2.47 per 1 million miles driven (as compared with 2.88 in 2024). While the lowest vehicle accident rate in the period remains 2.14 in 2022, we maintain a solid safety record as our ongoing focus on driver training, fleet replacement with the newest technology, and risk mitigation programs are offsetting any upward trend in our overall operations.

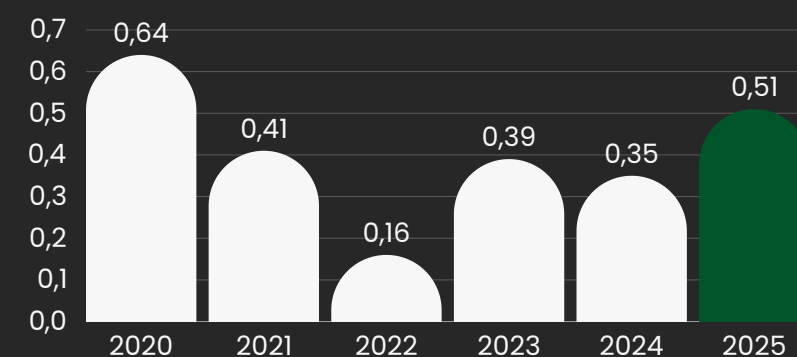
Hours worked



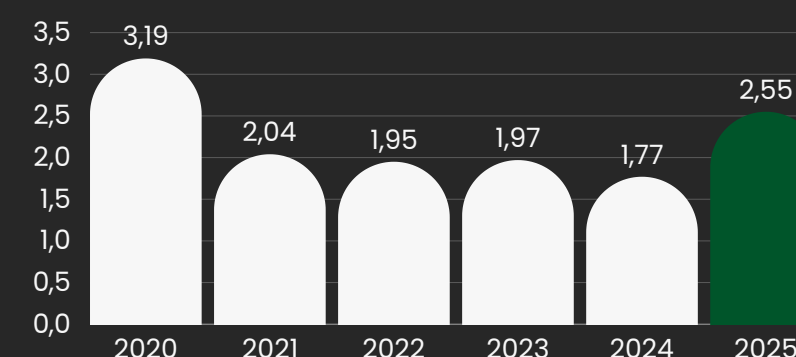
Severity rate



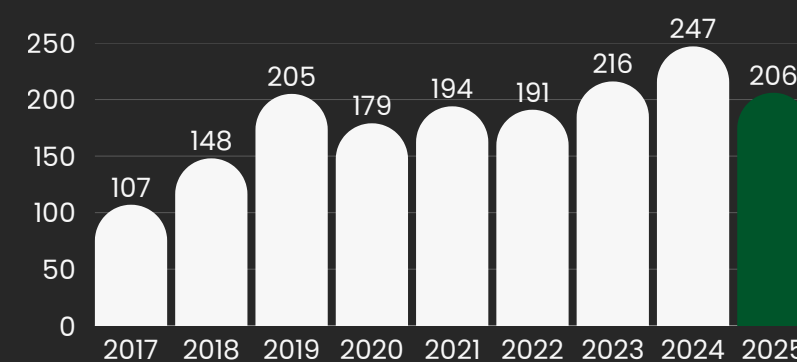
TRIR



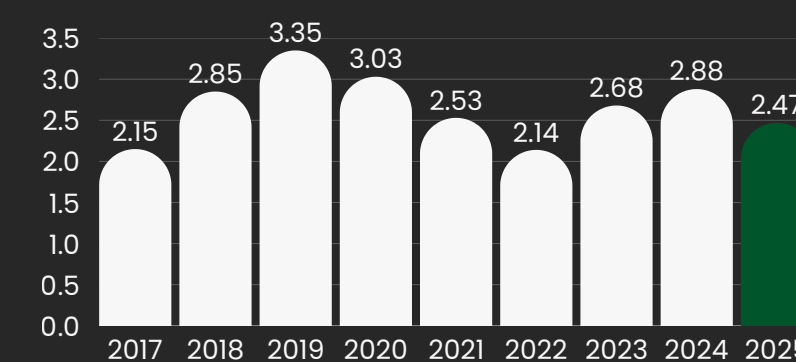
LTIR Frequency



Accidents



Vehicle accident rate



Engagement – diversity and inclusion

The nature of recruiting in our administrative and logistics teams reflects the very different labor markets available. For the administrative roles, we're quite split between men and women, with female hires at 47.17% and male hires at 52.83%.

Most administration are still home based as 92.45% are locals.

Our driver recruits mirror the reality of commercial transport in Europe; of the 198 drivers hired, 98.48% were male and only 1.52% were female. Most drivers we hire come from international origins with all the associated variety that entails. This year's driver profile is 975 employees showing an extremely large and varied group from over 15 nationalities across our fleet. The biggest groups are 481 Belarusians, 157 Ukrainians, 121 Tajiks, 77 Indians and 69 Pakistanis. We are also finding larger groups from Uzbekistan, Moldova, Kyrgyzstan, Kazakhstan, and Zimbabwe, with the successful management of such diversity testament to our policy on respect and dignity of all cultures.

The overall statistics reflect a solid and sustainable level of turnover for a business this size.

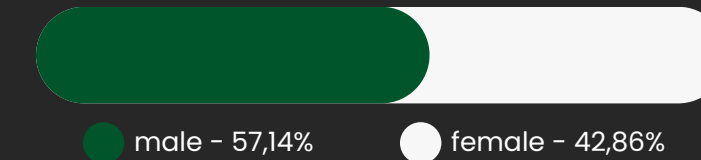
The overall driver turnover in 2025 was 25.84%; with 198 hires and 252 departures this reflects natural ebb and flow, with the majority of departures (71.42%) in the age range of 31-50, naturally following the main age demographic profile of our team. Turnover in the administrative department was 36.22%. Primarily made up of males (65.67%) this has a tendency to occur in the age range of 31-50 (57%) and under 30 (37%). When considering that 98% of all our office employees are aged 50 and under, then a degree of movement is expected in the organisation.

Our benefit plan is geared towards improving the health, happiness and well-being of our team. Life and Health Insurance plan full life and health insurance. Work-Life Balance Remote working opportunities and one-off birthday leave. Celebrating life's most special events, we offer financial contributions on weddings, child births, bereavement support when need arises. On the workplace front, all staff can enjoy free parking facilities within the premises during work hours.

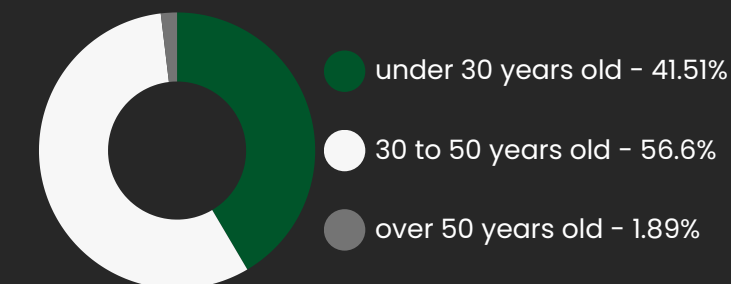
Diversity by employee group

Administration

By gender

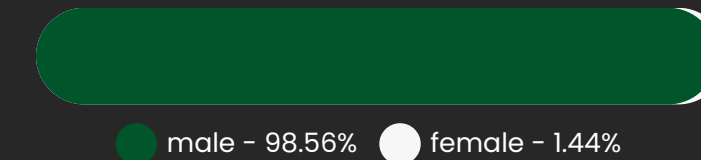


By age group

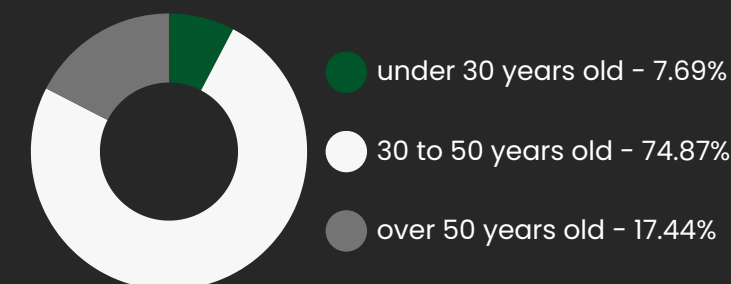


Driver demographic composition

By gender

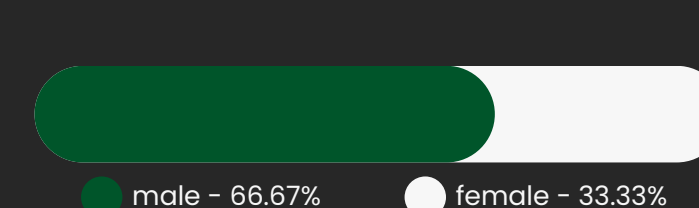


By age group

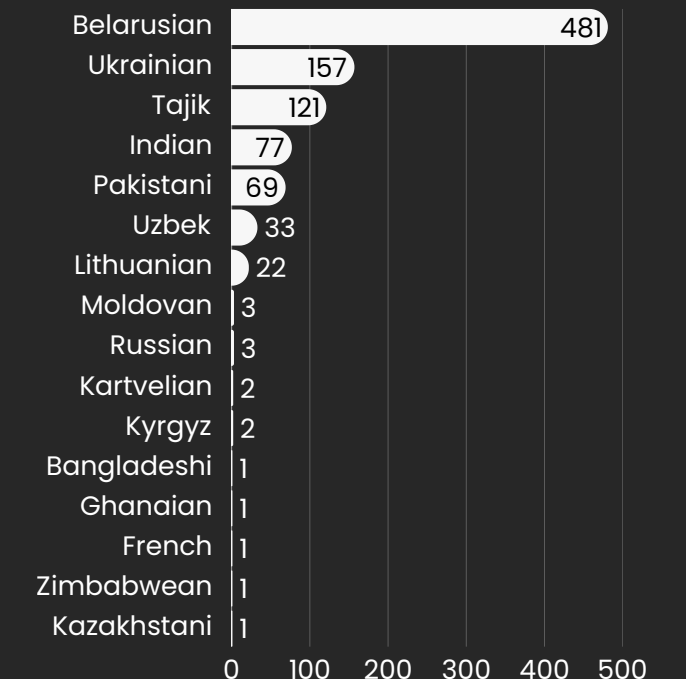


Diversity in governance bodies

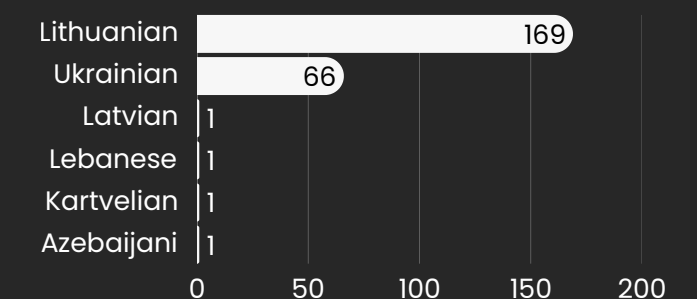
By gender



Diversity in nationality



Drivers



Administration

Training

Driver group

Our driver training program covers all drivers through two stages: initial training and periodic training. These steps ensure that all drivers meet safety, legal, and customer standards.

Initial training provides a foundation for new drivers, including company information, internal procedures, fuel policy, route specifics, and job descriptions. The technical knowledge portion covers the components of trucks and semi-trailers, standard operating procedures for shifts, and shift duration requirements. Regarding safety and hazard prevention, drivers learn defensive driving principles and how to avoid traffic accidents and incidents. Safety instructions provide guidance on winter safety, such as clearing snow from roofs, and enforce strict prohibition on alcohol and drugs. Operational procedures include training on using company tablets, route planning, toll management, and eco-driving techniques. Cargo handling covers loading and unloading procedures, the use of trailer latches and locks, and the specific requirements for operating MEGA trailers. Documentation training ensures drivers understand protocols for scanning documents and photographing cargo. Finally, legal and customer compliance training covers procedures for transporting specialized goods like medicine or ADR-class items, meeting customer-specific regulations, finalizing delivery settlements, and adhering to Behavior-Based Safety demands.

In 2025, our team of 7 instructors contributed to 14,560 total hours of driver instruction and support. Of these 14,560 hours, nearly 6,300 were directly applied toward direct training and in-person sessions for our team of 975 drivers. Eco-friendly training and real-time support was prioritized with 1,820 hours dedicated to eco-driving courses and another 1,820 hours of phone-based coaching. We spent 1,092 hours to train our 198 new hires; about 5,5 hours of onboarding per driver. An additional 832 hours were dedicated to practical vehicle testing at our location, with a further 728 hours spent on refreshing the training of existing drivers. The remaining hours of instructor time were spent on behind-the-scenes activities such as instruction design, management tasks, and everyday operational support.

Driver training category	2025	
	h/week	h/year
Newcomer training	21	1092
Periodic training (individual & group)	14	728
Eco-driving courses	35	1820
Phone training sessions	35	1820
Practical tests in the parking lot	16	832
Total hours	121	6292

Administration

In 2025, our administrative employees received training and instructions on compliance, security, and workplace culture to ensure our operations align with legal requirements and internal policies.

Instructions included topics such as international sanctions policy, cyber security fundamentals, the information security manual, and GDPR data privacy regulations. Operational training addressed requirements of the Mobility Package, fire emergency procedures, occupational health and safety, and the IKEA IWAY Standard.

Additionally, workplace culture training focused on our code of conduct, equal opportunity, and anti-harassment policies, ensuring all employees can navigate daily operational risks within an ethical and respectful environment.

Supply chain management



Our procurement policy centers on three main areas: the environment, human rights, and governance. All suppliers must review our Supplier Sustainability Policy and Supplier Code of Conduct, and carriers sign contracts that commit them to these standards.

Our supplier base consists of more than 3000 suppliers.

To maintain a spot on our reliable supplier list, we look at four key factors: price-to-quality ratio, delivery terms, track record (no complaints), and overall capacity.

When onboarding new suppliers, we evaluate a few core pillars:

- **Commercial Value & Quality:** We look at pricing, terms, logistics, and inventory management, ensuring all materials meet strict compliance standards and come with proper documentation.
- **Sustainability:** We prioritize partners with a clear commitment to sustainable operations that support their teams and communities.
- **Service & Innovation:** We value proactive communication, accurate billing, and fresh ideas that bring added value.
- **Compliance:** Suppliers must meet all legal regulations and follow our ethical guidelines regarding pricing, health, safety, and environmental laws. Our purchasing covers everything from fuel, roads, and transport services to IT, marketing, finance, and insurance. The majority of our spending goes to long-standing, trusted partners who form the core of our transport network. To keep things efficient, our entire procurement process is automated, competitive, and focused on selecting reliable, sustainable partners. When automated paths are not used, we follow a simple approval structure based on the purchase amount:
 - Up to €1,000: Handled by the procurement coordinator and manager.
 - Between €1,000 and €10,000: Approved by the procurement manager and CEO.
 - Over €10,000: Requires board approval.

Business ethics policy



The scope of this policy applies to all entities and employees of Transimeksa.

The Chief Executive officer is responsible for this policy, which is reviewed on a yearly basis.

Whistleblowing channel – mumsrupi@transimeksa.com

With a workforce of more than 1,000 employees spanning both office roles and fleet operations, in our daily decisions we must keep our operations safe, legal, and reliable.

Qualitative Targets:

- Labor standards and regulations. We strictly adhere to transport sector regulations, including Mobility Package rules, to ensure fair working conditions, proper rest times, and legal compliance for our driver fleet.
- We hold our business partners to the same ethical standards we set for ourselves.
- Supplier base. All subcontractors, vendors, and carriers must review and follow our Supplier Code of Conduct and supplier sustainability policy. Contracts with carriers explicitly require compliance with environmental and human rights standards.
- Anti-Corruption & Bribery. We do not offer, give, accept, or request bribes or improper incentives of any kind. All business transactions must be transparent, competitive, and documented accurately.
- International Sanctions. We strictly respect international sanction policies. We do not engage in business that violates global trade restrictions or compliance laws.
- GDPR & Data Privacy. We respect the privacy of our employees, drivers, and clients. Personal data is collected, stored, and processed strictly in accordance with GDPR regulations.
- Information and cybersecurity. Every employee is responsible for following our cybersecurity principles and information security manual. This includes protecting company devices, software, and communication tools from unauthorized access.

Quantitative Targets:

- Ensure 100% of drivers are informed and scheduled for and return to their home base or operational center within the mandatory 4-week window required by Mobility Package regulations.
- Zero bribery or corruption cases.
- Zero occurrences to sanction breaches.
- 95% of active personnel trained annually on GDPR and Cybersecurity.

Business ethics

Our company maintains strict standards for business conduct and social responsibility. This code of ethics is based on our commitment to the use of public forces, relations with third parties and persons, social responsibility, fair and ethical recruiting, and the professional and personal conduct of “Transimeksa”. We prohibit the use of public forces and require transparency in all interactions with third parties. In the hiring process we follow five core rules for ethical recruiting: equality, honesty, transparency, merit-based selection, and non-discrimination. Every staff member adheres to the established code for professional and personal conduct. We prohibit bribery, corruption, and any form of political support or lobbying. Employees must refuse gifts or hospitality meant to influence business decisions. Protecting data privacy and client information remains a priority for all staff.

We enforce human rights by prohibiting child labor and protecting young employees. Our company respects land, forest, and water rights, and we maintain a policy against forced eviction. We commit to animal welfare across our operations. In the workplace, we implement resource-saving practices to maintain an environmentally-friendly space, while actively monitoring our impact on biodiversity and deforestation. Finally, we ensure the reliability of all business documents. Management oversees the execution of this code and conducts regular audits to ensure full compliance.

Data and cyber security

We put great emphasis on the area of information security and data protection. With regard to data protection no data protection incident or intrusion of our IT system occurred in the year 2025 – which at least confirms the effectiveness of our measures in place.

Nevertheless, we continuously improve the protection of our networks based on cybersecurity hygiene, training our employees and implementation of management systems. Regular information security audits provide us with feedback based on our clients’ expectations or to the TISAX requirements, which we use to continuously optimize our systems. Geopolitical constraints, societal changes and the adaptation of national regulations such as the GDPR and the NIS2 directive will necessitate a particularly high importance of this subject matter. Among our prevailing security problems are current DDoS- and brute-force attacks as well as recurrent attempts via phishing campaigns. Our team remains at least partially aware and successful in classifying malicious actors; and for the coming year internal audit and GDPR review of our information systems is to be conducted. Due to the increased importance of information and data security we additionally recruit a data protection officer in due course to ensure the further improvement of our defense readiness.



Financial performance

As for our business operations and tax matters, our policy is one of open and compliant interaction with legislation of Lithuania. In this reporting year, we received no financial assistance from the government (subsidies, grants or other forms of government tax preferences) or did invest in community projects or public infrastructure. Our major costs comprise of fuel, road fees, road tolls and various operational transport costs.

Our vendors are local Lithuanian service providers and other suppliers. Tax risk oversight is managed internally with our personnel within management and finance, assisted by the tax consultants as and when needed. While we do not publish a separate tax policy we do comply with all our tax obligations in a timely and accurate manner as specified in legislation of the Republic of Lithuania.

We identify risks daily in course of our operations through the daily controls on our financial reporting, close monitoring of all legislative developments and the assistance of relevant experts and are taking preventive measures as deemed required.

We work on a regular and open basis with the authorities in Lithuania and encourage our staff to approach the management if any concerns are spotted.

We will prepare all financial and tax statements as by the legislation and will request external audit or other independent review if and when prescribed by the law or company's specific demands.

In 2025, the company achieved a total revenue of €141,685,292, representing a slight increase over the 2024 figure of €139,791,191. Transportation services remain the core revenue driver, contributing €141,124,408 to the 2025 total. Notably, service revenue grew significantly from €12,328 in 2024 to €560,523 in 2025, while revenue from the sale of goods decreased to €235.

Sales Revenue	2024	2025
Transportation income	139 775 631	141 124 408
Goods sales	3 231	235
Maintenance & repair	12 329	560 523
Other		126
Total	139 791 191	141 685 292

Cost of Goods	2024	2025
Spedition	34 170 598	36 176 077
Transportation with own transport	82 548 155	81 639 296
Rentals	882 496	1 634 691
Depreciation of fixed assets	11 066 166	11 093 005
Insurance costs	1 895 480	1 782 311
Salary	2 963 284	2 930 266
Goods sold	3 069	184
Repair	244 265	260 715
Other cost of sales	2 594 955	2 521 641
Total	136 366 715	138 038 186

* Data in all tables is presented in €

In 2025, the total Cost of Goods Sold rose to €138,038,186 from €136,366,715 in 2024. The primary driver of this cost remains the operation of own vehicle fleet, which, despite a slight year-over-year decrease to €81,639,296, continues to represent the largest single expenditure. Shipping costs saw a notable increase to €36,176,077, reflecting higher external logistics requirements. Meanwhile, other operational costs, such as depreciation, insurance, and wages, remained relatively stable, demonstrating consistent overhead management across the two-year period.

Administrative Expenses	2024	2025
Wages	1 489 487	1 755 509
Audit, consulting, and legal expenses	695 527	895 260
Fines	207 615	291 401
Depreciation, Amortization	174 239	151 505
Expenses for the rental and operation of premises	165 501	185 733
Communication expenses (mobile and landline)	76 715	77 936
Expenses for low-value inventory	44 959	153 723
Business Travel Expenses	52 187	69 265
IT expenses	79 453	106 020
Bank Fees	17 337	18 064
Expenses Related to Doubtful Debts	318 817	-13 498
Operating Expenses	69 722	70 357
Car Rental and Maintenance	173 211	123 899
Tax Expenses	5 591	2 924
Other	320 508	377 008
Total general and administrative expenses	3 890 869	4 265 106

General and administrative expenses increased from €3,890,869 in 2024 to €4,265,106 in 2025. This growth was primarily driven by higher personnel costs, with wages rising to €1,755,509, and increased investment in professional services, including audit, consulting, and legal expenses. Notably, the company saw a significant rise in low-value inventory expenses, while the reversal of doubtful debt provisions (indicated by the negative figure of -€13,498) provided a positive offset compared to the high bad debt expense recorded in 2024. Other categories, such as IT and business travel, also experienced moderate growth, reflecting expanded operational activity.

Management of the legal and regulatory environment

We go beyond just meeting the standard requirements like the CMR Convention, ADR, RID, and the Mobility Package. We are committed to following both local and international laws in every region where we operate, as we believe this is the foundation of a sustainable, long-term business. This is a team effort that involves not only our legal and operations departments but also our trusted partners. We make it a priority to stay updated by constantly reviewing new regulations and learning from the experiences of others in our field.

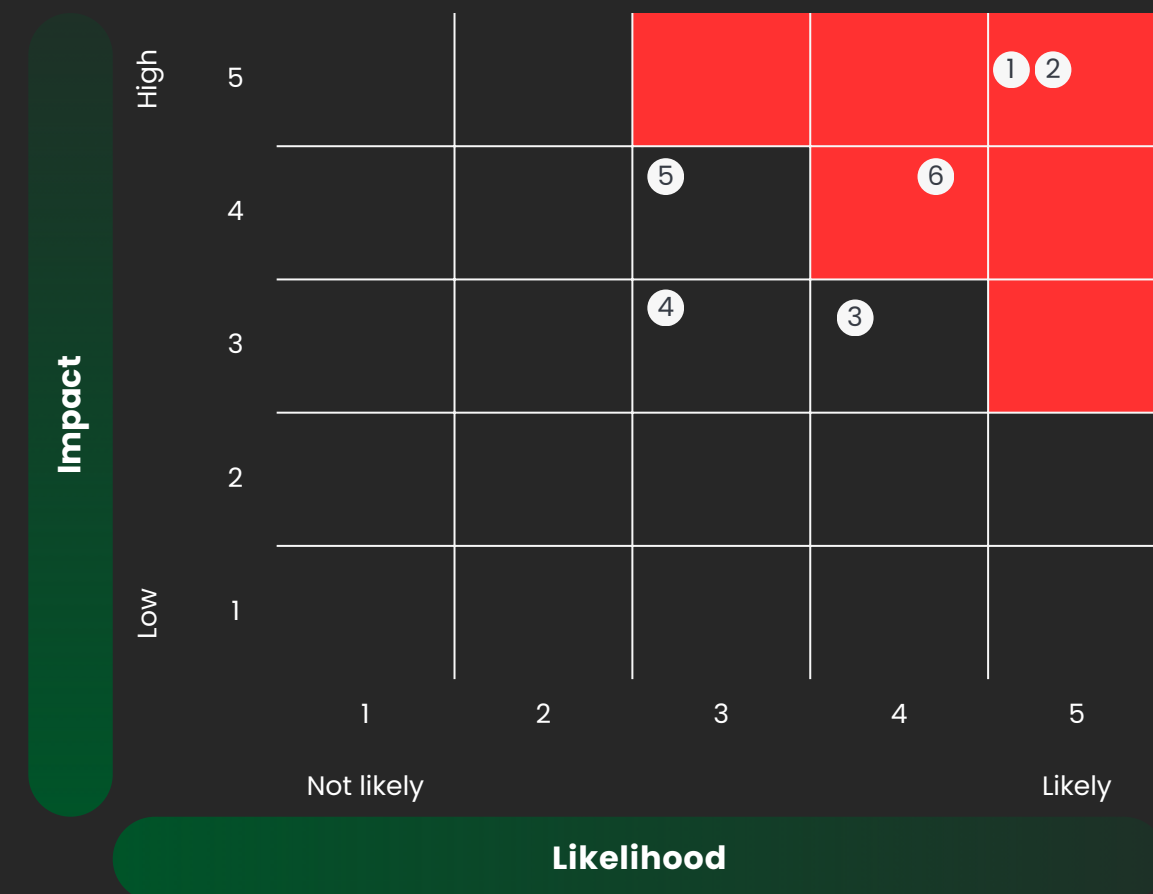
Our internal library of regulations and standards has grown to over 300 entries, all of which we review annually. On a day-to-day basis, we keep these topics on the agenda during our regular meetings, discussing legal updates and industry news to ensure we stay ahead of any changes and keep our operations running smoothly.

Looking back at our 2025 performance, we carried out 188,381 transport operations. Out of those, we recorded 4,030 incidents. This gives us an incident frequency of 21.4 per 1,000 operations, meaning we successfully completed 97.9% of our transports without a single recorded issue.

* Data in all tables is presented in €

Incident and risk management

While the nature of our primary risks remains consistent with previous years, their ongoing impact on our operations, profitability, and overall stability requires our continued vigilance. We have adjusted our corrective actions and risk assessments to reflect the evolving environment, ensuring that our monitoring remains both precise and proactive.



Our management approach has been anchored in risk assessment since 2013, providing us with over a decade of experience in identifying and mitigating potential challenges. Risk management is now embedded in our culture, moving beyond annual reviews to become a standard part of our daily operational meetings. We maintain active contingency plans for all critical issues, which are regularly audited by the board.

We also prioritize preparedness through emergency response plans that are tested both through formal simulations and real-world scenarios. Our near-miss reporting channels remain highly effective, providing us with valuable insights that drive continuous improvement. We are grateful to our employees for their proactive involvement; their increasing maturity in reporting incidents and prioritizing safety is the backbone of our resilient operations.

	Risk Description	Mitigation Measures
1	Driver Shortage The logistics industry across the EU faces a significant shortage of professional drivers.	To address this, we are actively diversifying our recruitment channels while focusing on high retention rates to foster a resilient and stable workforce.
2	Cargo security risks Transport routes present inherent risks, including theft, accidents, and unsafe parking.	We mitigate these through a proven, robust operational system, continuous driver training, and the use of verified, secure transit routes and rest areas. Furthermore, comprehensive insurance coverage ensures business continuity in the event of unforeseen incidents.
3	Geopolitical instability Geopolitical shifts directly impact our markets, fuel costs, and overall stability.	We respond by building business resilience, continuously refining our corporate strategy, diversifying our customer portfolio, and performing regular reviews of our contractual obligations.
4	Regulatory compliance Managing requirements such as driver return policies, the Mobility Package, and operational limits requires significant resources.	We mitigate these challenges through increased automation, workflow optimization, and meticulous planning to ensure all legal and ethical standards are met efficiently.
5	Operating costs Escalating costs pose a direct threat to our sustainability and growth.	To maintain a competitive edge, we prioritize the digitalization of our processes, the consolidation of resources, continuous operational optimization, and regular financial reviews.
6	Cyber security Given the current geopolitical climate, cybersecurity threats are a primary concern for our business continuity.	We protect our infrastructure by strictly enforcing security policies, conducting regular employee training, and performing frequent security audits.

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