TRANSIMEKSA



2025 SUSTAINABILITY REPORT

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Introduction

In 2025, Transimeksa celebrated its 31st anniversary. Founded as a local carrier in Šiauliai, the company is now based in Vilnius and serves Western Europe.

Guided by the philosophy "logistics pure and simple," we provide road, air and sea transport, warehousing and customs brokerage, specializing in the chemical and automotive sectors, including hazardous goods. Going forward, our priority is intermodal transport, a cleaner and safer way to move goods.

This is our fifth report as a UN Global Compact participant.

UN GLOBAL COMPACT

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 was Transimeksa's 31st year in operation and the fifth year we report our progress as a participant of the UN Global Compact.

It was a demanding year for European road logistics. The shortage of professional drivers continues to limit capacity across the sector, and competition for talent keeps growing.

Safe, secure parking along key European corridors is still scarce, which affects both driver wellbeing and cargo security. Our drivers consistently name it as a priority, together with predictable schedules and open communication. The EU Mobility Package was designed to protect drivers, but some of its rules add complexity that can work against efficiency and lower emissions. We continue to work with regulators and industry bodies to find a better balance.

European industry is also under growing pressure from lower-cost economies, which affects trade flows and freight demand. Combined with geopolitical volatility, this requires discipline in how we manage cost, risk and capacity. Despite this, we made progress. We moved 3,200 semi-trailers by intermodal transport, although rail disruptions reminded us to build flexibility into this shift. We reduced vehicle accidents by 16.6%, continued our move to renewable electricity, and trialled HVO100 biofuel with one of our largest customers.

Driver availability, cost pressure and geopolitical uncertainty will remain challenges. Our answer is to keep investing in our people, in cleaner and smarter transport, and in systems that let us operate safely and reliably. Thank you to our employees, customers and partners for your trust. 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			

For the third year in a row, we use the SASB framework for our materiality map. Keeping the same method makes year-on-year progress easy to compare.

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

The SASB Road Transportation standard keeps our reporting focused on the issues most relevant to our operations. As shown above, these are GHG emissions, air quality, employee health and safety, and critical incident risk.

Guide for what's next

The framework also shapes our "Resilience and Transition" program, which turns these topics into concrete actions. The main one is moving from conventional fuels to more energy-efficient transport.

Leadership focus on the biggest risks

SASB gives us a solid, industry-specific base, but we go further. Cybersecurity and business ethics are not core SASB topics for road transport, yet they are now part of our leadership goals. With rising geopolitical tension and cyber threats, we treat both as non-negotiable.

Environmental policy

Road transport is a major source of GHG emissions. Our stakeholders expect proof that we run a responsible, sustainable and legal business at every site we operate.

Scope: all Transimeksa subsidiaries and employees.
Owner: Environmental Manager. Reviewed annually.

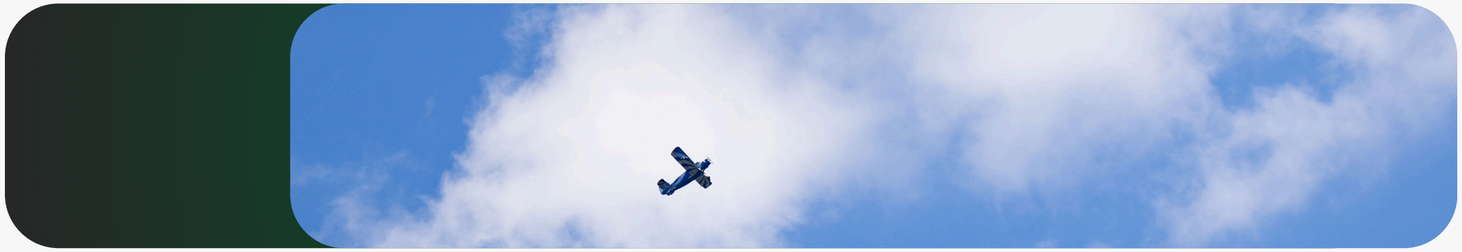
Qualitative Targets:

- Reduce GHG emissions
- Comply with all environmental laws and regulations
- Improve our environmental management system every year
- Monitor water, waste and electricity use
- Train employees on sustainability and the environment
- Offer drivers eco-driving courses with a performance bonus
- Renew the fleet every 3–5 years
- Offer customers biofuel options such as HVO100

Quantitative Targets:

- Cut Scope 1 emissions by 15% by 2030 (vs. 2025 baseline)
- Zero Scope 2 emissions by 2030
- Zero emissions by 2050
- Reduce emission intensity (ISO 14083) from 2026, using 2025 as the baseline
- 95% of drivers trained in eco-driving
- 95% of administrative staff trained in sustainability
- Zero environmental fines or penalties





GHG emissions and air quality

	TRUCK MODEL	AMOUNT OF TRUCKS	KM DRIVEN	FUEL (LITERS (B7))	CO_2 EMISSIONS WTW PRIMARY DATA ISO 14083 (3,31 KG CO2E / L B7 DIESEL) (CO_2E)	AVERAGE EMISSIONS PER KM (KG/1KM WTW)
SCOPE 1	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_2E	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



ignitis | žalia energija

SERTIFIKATAS

Nr. ZE 9575-2025

Šiuo sertifikatu patvirtiname, kad

UAB "Sausupio projektai"

savo veikloje naudoja iš atsinaujinančių energijos išteklių (AEI) pagamintą elektros energiją.

Naudodamas tokią elektros energiją, klientas skatina energijos gamybos iš AEI plėtrą, mažina savo poveikį aplinkai ir prisideda prie klimato kaitos švelninimo.

Sertifikatas galioja iki 2026-12-31

„Ignitis" vadovas
Artūras Bortkevičius

From 2025, we report emissions on a well-to-wheel basis under ISO 14083 and the GLEC Framework. Because the method has changed, 2025 is our new baseline, so this report has no year-on-year comparison.

We track total emissions, emission intensity and transport volume. For Scope 3, we apply GLEC intensity factors to kilometre data from our subcontractors. Next year, we will collect primary emissions data from subcontractor carriers for the first time.

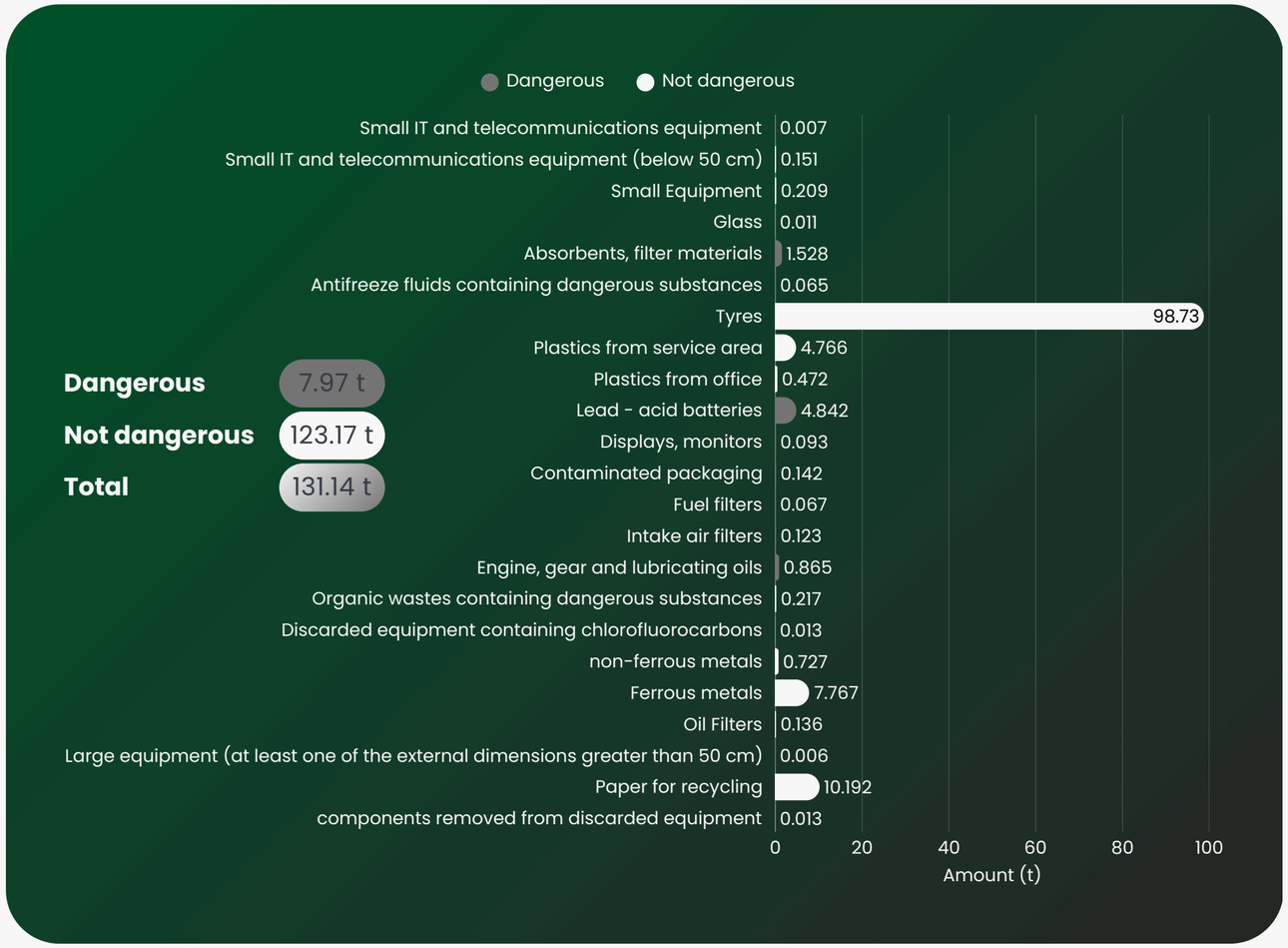
Scope 2: we buy 100% renewable electricity, backed by supplier certificates. Grid limits mean we cannot use all the power from our rooftop solar panels, so the surplus (24.05 MWh) goes into the grid.

Fleet: we are moving to fewer truck brands to simplify fleet management and emissions control. With our modern fleet, we trialled HVO100 biofuel with one of our largest customers on selected routes, and we now offer it to all partners. This year, we also report air pollutant emissions (NO_x, SO_x, $PM_{2.5}$) for the first time; our EURO VI trucks keep them low.

Since 2025, EV charging is available next to our office. The project was co-financed by "NextGenerationEU" through our sister company UAB Sausupio projektai, under the "NextGenerationLithuania" recovery plan.

Our main levers for cutting emissions remain faster fleet renewal, better routing, driver training and more intermodal transport.

Waste management



Our total waste rose slightly in 2025, mainly because we cleared our paper archive of transport documents and handed over more used tyres. All waste goes to licensed waste managers listed in the national register. We account for product and packaging waste in GPAIS, the national reporting system.

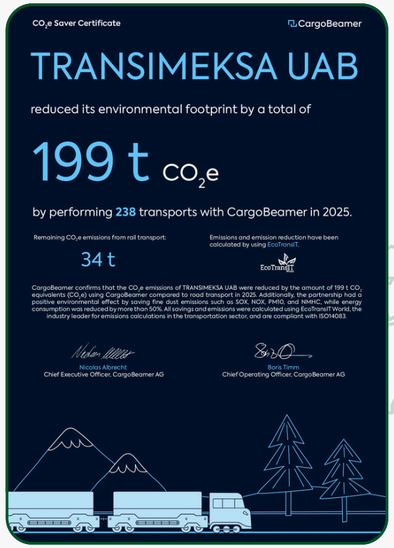
Employees sort paper, plastic, glass and metal at our facilities. Refunds from Lithuania's beverage deposit system go straight to an animal shelter.



Intermodal solutions



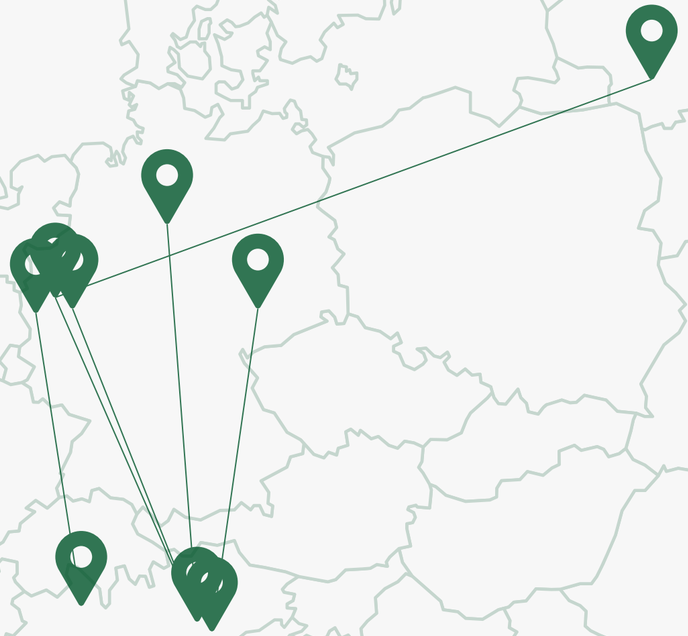






Our current intermodal routes include:

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



In 2025, we moved 3,200 semi-trailers intermodally. Our rail partners' certificates confirm about 3,960 t CO2e saved compared with road-only transport.

The year also brought difficulties: rail infrastructure works and a shortage of locomotive drivers made scheduling hard. To support our planners, we are exploring an AI tool for rescheduling.

Intermodal remains a priority because it lowers emission intensity.

Human rights and labour policy



We are a company of more than 15 nationalities, and we respect every culture and tradition.

Scope: all Transimeksa entities and employees.

Owner: Chief People Officer. Reviewed annually.

Whistleblowing: mumsrupi@transimeksa.com

Qualitative Targets:

We have zero tolerance for labour exploitation, across all operations.

- Forced labour: all work is voluntary. We allow no forced, bonded or compulsory labour and no human trafficking, and we never withhold ID documents or wages.
- Child labour: no employees under 16, and no one under 18 in hazardous, night or heavy logistics work.
- Fair pay: at least the national minimum wage, plus legal overtime pay, paid leave and social benefits.
- Working hours: we follow legal limits on working hours, breaks and rest days, and driving and rest time rules for drivers.
- Freedom of association: employees may form, join or not join trade unions and bargain collectively, without retaliation.
- Non-discrimination: equal opportunities in hiring, training, promotion and pay, regardless of race, gender, nationality, age, religion, disability, sexual orientation or political views.
- Harassment: no psychological, physical, verbal or sexual harassment, intimidation or abuse.
- Health and safety: a safe, clean workplace with proper PPE, emergency plans, safe machinery, and clean sanitation and drinking water at all sites.

Quantitative Targets:

- Zero official complaints or fines related to human rights, child or forced labour, or discrimination
- 95% of employees trained on human rights, non-discrimination and preventing psychological violence
- 95% of employees trained on health, safety and fire safety
- TRIR below 0.6
- Vehicle accident rate below 2.5 per 1 million km
- 100% compliance with driving and rest time rules

Human rights and community relations

We received no human rights or discrimination complaints in 2025. Our staff are trained to spot exploitation and poor working conditions, and they know how to report them.

Our team of more than 15 nationalities is built on mutual respect. We have been a UN Global Compact participant for five years. We survey our staff regularly and use the results to improve our daily work.

Human capital

We hire and promote people based only on skills, experience and performance. Gender, ethnicity and other personal characteristics play no role in recruitment, pay, promotion or training.

Administrative staff

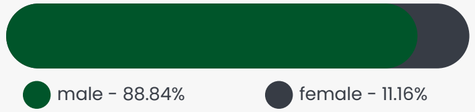
- 42.86% women, 57.14% men
- 41.51% under 30, 56.60% aged 30–50, 1.89% over 50
- Women hold 33.33% of seats in our governing bodies
- Internal career progression rate in 2025: 12.97%
- 10 women and 2 men are currently on parental leave

On average, men earn €3,423 a month and women €2,762, so women earn about 19% less. The main reason is that more men work in senior and specialist roles, while many women are just starting their careers. Women under 30 earn €2,364 on average. As they move into senior roles, we expect the gap to shrink.

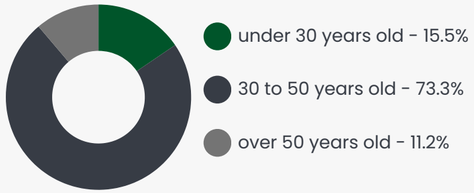


Newly hired employees in 2025: 251

By gender



By age group

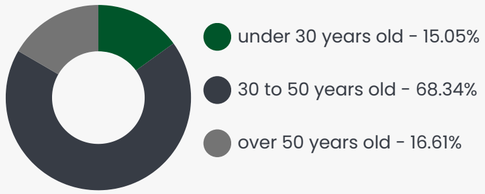


Total employee turnover rate: 27.62%

By gender

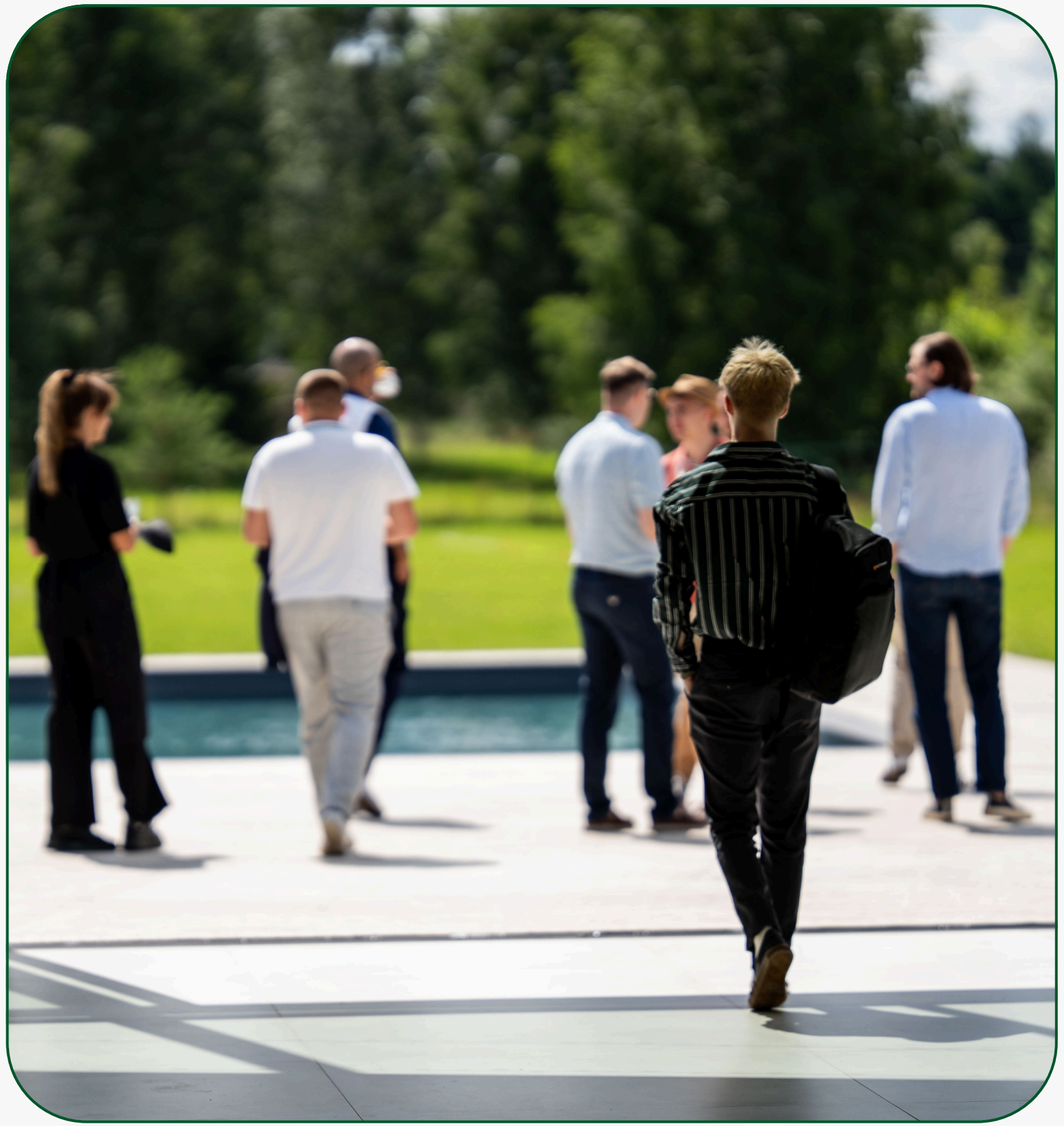


By age group



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€



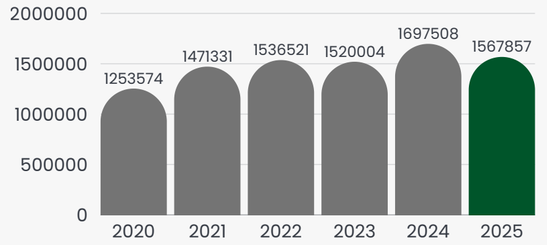
Employee health and safety

Workplace safety
TRIR has stayed below our 0.60 target every year since 2021. The lowest value was 0.16 in 2022.

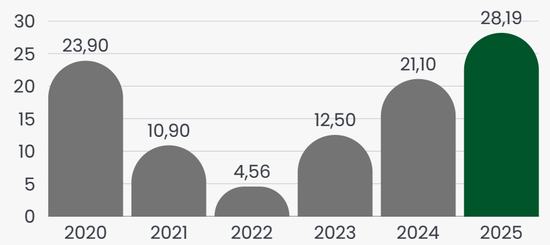
In 2025, our injury rates rose: TRIR to 0.51, LTIFR to 2.55 and the severity rate to 28.19. Some injuries needed long recovery times, which pushed the severity rate up. We investigated each case, updated our risk assessments and added targeted safety training based on the lessons learned.

Vehicle safety
Vehicle accidents fell by 16.6%, from 247 in 2024 to 206 in 2025. The vehicle accident rate fell by 14.2%, from 2.88 to 2.47 per 1 million km. Our lowest rate remains 2.14 in 2022. Driver training, fleet renewal and risk mitigation programmes keep bringing it down.

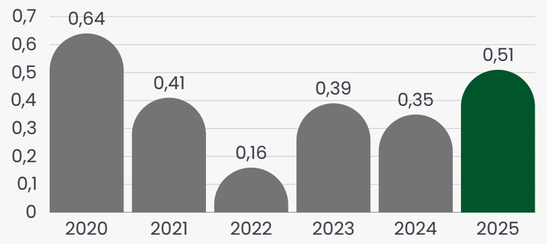
Hours worked



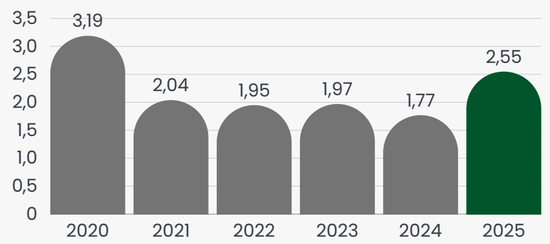
Severity rate



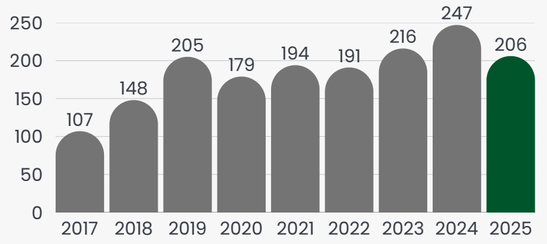
TRIR



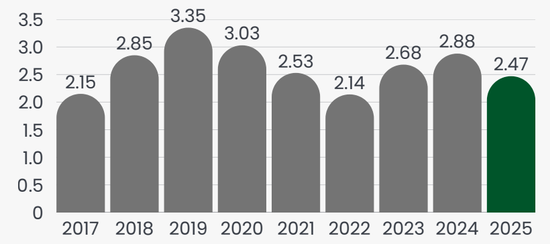
LTIR Frequency



Accidents



Vehicle accident rate



Engagement - diversity and inclusion

Our two teams recruit from very different labour markets.
Administration: 53 new hires in 2025, 47.17% women and 52.83% men. 92.45% of them are locals.
Drivers: 198 new hires, 98.48% men and 1.52% women, in line with the European road transport market. Our 975 drivers come from 16 countries. The largest groups are Belarusian (481), Ukrainian (157), Tajik (121), Indian (77) and Pakistani (69).

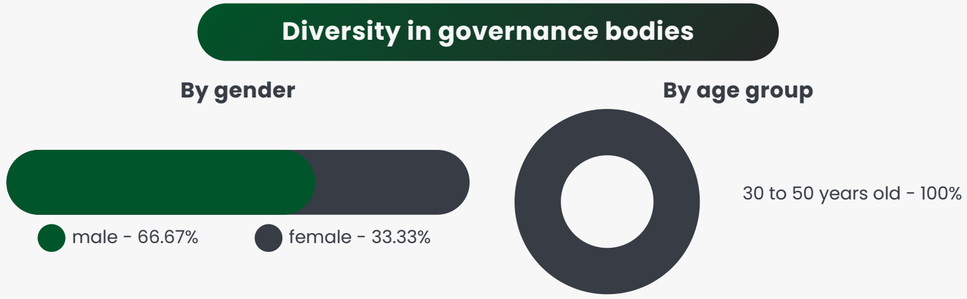
Turnover:

- Drivers: 25.84% (198 hires, 252 departures). 71.43% of those who left were aged 30–50, matching our age profile.
- Administration: 36.22%. 65.67% of leavers were men, mostly aged 30–50 (57%) or under 30 (37%).

Benefits:

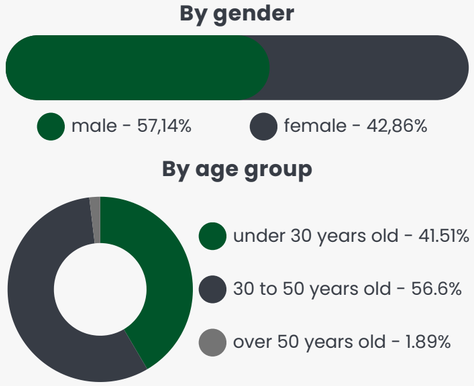
- Life and health insurance
- Remote work options and a birthday day off
- Financial support for weddings, births and bereavement
- Free on-site parking

Diversity in governance bodies

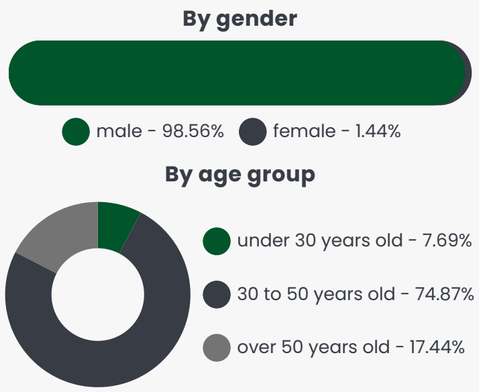


Diversity by employee group

Administration

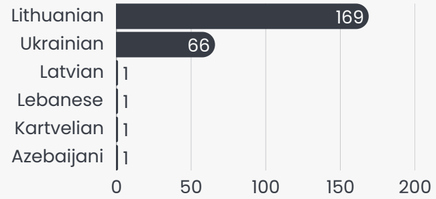


Drivers

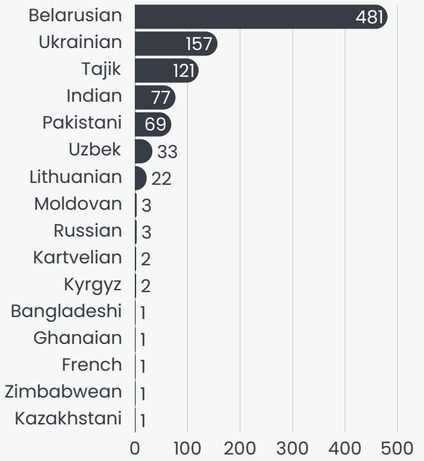


Diversity in nationality

Administration



Drivers



Training

Driver group

Every driver goes through initial training and periodic refresher training.

Initial training covers:

- company procedures, fuel policy and routes
- truck and trailer basics, shift rules
- defensive driving, winter safety, and a strict ban on alcohol and drugs
- tablets, route planning, tolls and eco-driving
- loading, trailer locks and MEGA trailers
- document scanning and cargo photos
- ADR goods, medicines, customer requirements and Behavior-Based Safety

In 2025, our 7 instructors delivered 6,292 hours of direct training (see table), about 6.5 hours per driver. Onboarding for 198 new drivers took 1,092 hours, about 5.5 hours each. The rest of the instructors' time went to course design, management and daily operational support.

Administration

Office staff were trained on international sanctions, cybersecurity, the information security manual, GDPR, the Mobility Package, fire safety, occupational health and safety, and the IKEA IWAY Standard. Workplace culture training covered our code of conduct, equal opportunity and anti-harassment.

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**



Supply chain management



Our procurement policy covers three areas: environment, human rights and governance. All suppliers must review and follow our Supplier Sustainability Policy and Supplier Code of Conduct, and carriers commit to them in their contracts.

We work with more than 3,000 suppliers, from fuel, tolls and transport services to IT, marketing, finance and insurance. Most of our spending goes to long-standing partners in our transport network.

Supplier selection

New suppliers are assessed on:

- price, terms and quality, with proper documentation
- commitment to sustainability
- service: communication, accurate billing and new ideas
- compliance with laws and our ethical, health, safety and environmental rules

To stay on our approved list, suppliers need a good price-to-quality ratio, must meet delivery terms, must have no complaints, and must have enough capacity.

Approvals

Most purchases go through our automated, competitive process.

Business ethics policy



Scope: all Transimeksa entities and employees.
Owner: Chief Executive Officer. Reviewed annually.
Whistleblowing: mumsrupi@transimeksa.com

With more than 1,000 employees in offices and on the road, every daily decision must keep our operations safe, legal and reliable.

Qualitative Targets:

- Labour standards: we follow transport regulations, including the Mobility Package, to ensure fair working conditions and proper rest for our drivers.
- Suppliers: we hold partners to our own standards. All subcontractors, vendors and carriers must follow our Supplier Code of Conduct and Supplier Sustainability Policy, and carrier contracts require environmental and human rights compliance.
- Anti-corruption: we never offer, give, accept or request bribes or improper incentives. All transactions must be transparent, competitive and properly documented.
- Sanctions: we comply with all international sanctions and trade restrictions.
- Data privacy: we process the personal data of employees, drivers and clients in line with GDPR.
- Cybersecurity: every employee follows our cybersecurity principles and information security manual, and protects company devices, software and communication tools.

Quantitative Targets:

- 100% of drivers able to return home or to our operational centre every 4 weeks, as the Mobility Package requires
- Zero bribery or corruption cases
- Zero sanctions breaches
- 95% of active staff trained on GDPR and cybersecurity every year

Business ethics

Our code of ethics covers business conduct, relations with third parties, ethical recruitment and the personal conduct of every employee. We recruit on five principles: equality, honesty, transparency, merit and non-discrimination.

We prohibit bribery, corruption and political donations. Employees must refuse gifts or hospitality meant to influence business decisions. We protect client data, keep our business records accurate, and never use public or private security forces in ways that could harm anyone's rights.

We prohibit child labour and protect young workers. We respect land and water rights, care for animal welfare and save resources in our workplaces.

Management oversees the code and checks compliance through regular audits.

Data and cyber security

No data protection incidents or IT system breaches occurred in 2025.

We keep improving our protection through good cybersecurity hygiene, staff training and management systems. Regular information security audits, based on client requirements and TISAX, show us where to improve. GDPR, the NIS2 Directive and geopolitical risks make this area even more important.

The main threats we see are DDoS and brute-force attacks and regular phishing attempts; none of them succeeded. In 2026, we will run an internal audit and a GDPR review of our information systems. We also plan to appoint a data protection officer.



Financial performance

In 2025, the company's turnover increased by 1.4% to EUR 141.7 million (2024: EUR 139.8 million). Profit before tax rose by 53.5% to EUR 4.73 million, and net profit increased by 26.7% to EUR 4.04 million (2024: EUR 3.08 million and EUR 3.19 million, respectively). Profitability remained broadly stable at 2.4% (2024: 2.45%).

The company's financial position strengthened over the same period. Equity grew by 11.3% to EUR 39.7 million, while total liabilities decreased by 22.4% to EUR 40.2 million. Current assets declined by 3.2% to EUR 42.4 million.

EUR	2024	2025	Change
Turnover	139 791 191	141 685 292	1.40%
Profit before tax	3 079 702	4 727 647	53.50%
Net profit	3 188 712	4 038 862	26.70%
Equity	35 632 494	39 671 356	11.30%
Liabilities	51 820 202	40 225 421	-22.40%
Current assets	43 860 120	42 446 700	-3.20%

* Data in all tables is presented in €

Management of the legal and regulatory environment

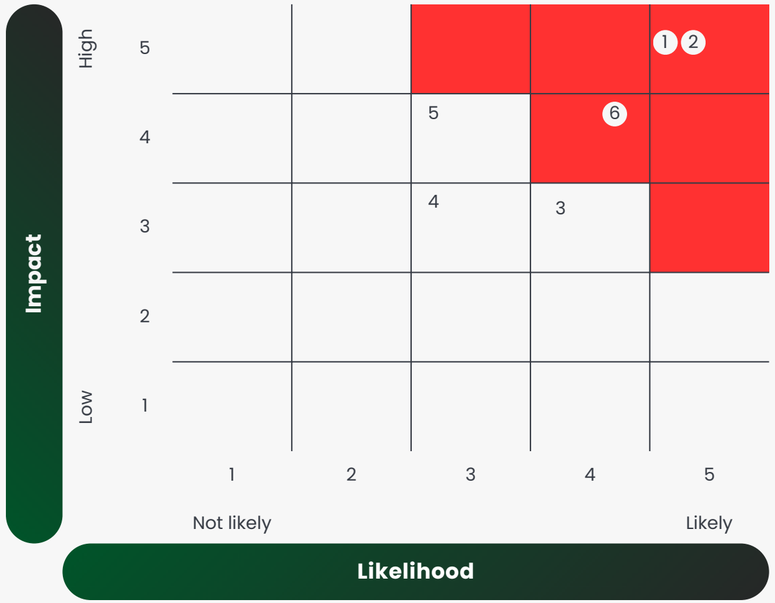
We go beyond just meeting the standard requirements like the CMR Convention, ADR, RID, and the Mobility Package. We are committed to following both local and international laws in every region where we operate, as we believe this is the foundation of a sustainable, long-term business. This is a team 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.

Incident and risk management

Our main risks are the same as in previous years: driver shortage, cargo security, geopolitical instability and regulatory compliance. We updated our risk assessments and corrective actions to reflect current conditions.



We have managed operations through risk assessment since 2013. Risks are now discussed in our daily operational meetings, not only in annual reviews. Contingency plans for all critical risks are reviewed by the board.

We test our emergency response plans through drills and learn from real incidents. Near-miss reports from employees give us early warnings and help us improve. Thank you to everyone who reports them.

	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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