

Sustainability Report 2023



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CEO Letter

Dear Partners,

I am pleased to present our first Sustainability Report, which has been prepared following the GRI standard.

In recent years, our significant growth has highlighted the need to focus on sustainability. Consequently, we are revising our strategic sustainability goals, actions, and measures to track our progress. This year, we performed a thorough materiality assessment and plan to continually renew it, incorporating stakeholder feedback. Additionally, we have defined our strategic directions based on these assessments and are committed to setting specific goals and actions, and tracking our progress. These efforts have enabled us to sharpen our focus on the most critical topics in our industry.

We recognise that one of our main environmental concerns is our daily fuel consumption and GHG emissions from transport operations. To address this, we are constantly renewing our fleet to ensure efficiency and exploring innovations for future GHG reduction. Also, waste management is a critical focus area that we address through strict adherence to legal requirements and by promoting waste reduction and reuse initiatives.

By prioritising health and safety, we aim to create a secure and supportive environment for all. We also emphasize wellbeing, road safety, and related topics through employee training and other initiatives.



Additionally, we are committed to identifying new programs that enhance productivity and efficiency of our business. As our company expands, we are increasingly focusing on modernization and adopting new IT technologies to manage the growing volume of information and reduce fuel consumption, contributing to reduction of our impact.

We look forward to continuing our journey towards sustainability, ensuring that our growth is both responsible and beneficial for all our stakeholders.

Chief Executive Officer
Paulius Gedminas

Sustainability Report Overview

This sustainability report of the privately owned company United Transline, UAB (hereinafter referred to as United Transline, the Company), based in Lithuania at Gedimino g. 54, Tauragė, LT-72336, is submitted for the period from 1 January, 2023 to 31 December, 2023. The Company operates mainly from Lithuania, and also has a department in Poland. The Company carries out orders all over Europe.

The sustainability report is an annual review that assesses our performance and achievements in environmental, social, and governance (ESG) areas. The report covers all operations of United Transline, and covers the same scope and reporting period as the Company's financial reporting.

This is our first report prepared in accordance with the standards of the **Global Reporting Initiative (GRI)**, its latest version, 2023. GRI is a globally recognised and applicable, comparable framework that facilitates transparency and accuracy. The information presented in the report follows the European Commission's Guidelines for Non-Financial Reporting. The sustainability report presents our contribution to the United Nations' Sustainable Development Goals (SDGs). This report was developed in cooperation with external experts and provides the most accurate data available at the time of publication. The report has not undergone an audit. It has been reviewed and approved by the company's director.

Point of contact for inquiries regarding the disclosed information and sustainability initiatives:
claims@unitedtransline.lt



Our Company

We are a logistics company based in Lithuania. Our main specialisation is vehicles transportation across Europe, we also have a vast experience in global freight transportation by roads and sea. No matter what we do, we strive to find the most efficient ways to deliver to our clients' needs. It is a daily task for everyone on our 307 people team with 776 carriers on our fleet.



Our mission

To become one of the most sustainably growing transport companies in Europe.



Our vision

To be modern and accessible to everyone looking for modern and quality transportation services.

Our principles of operation

Values: Compliance with company values (professionalism, cooperation, leadership, responsibility).

Professionalism: Continuous improvement and expansion of knowledge. Sharing knowledge with team members. Execution of duties meeting customer expectations. Equitable workload distribution. Commitment to continuous improvement. Adaptability to change and acceptance of new responsibilities. Identifying strengths and weaknesses. Application of knowledge and skills daily. Analysis and resolution of issues. Professional representation of the company.

Cooperation: Sharing knowledge and experience effectively. Collaborative problem-solving through optimized workflows and teamwork. Team involvement in issue resolution. Interdepartmental collaboration. Maintaining objectivity and listening to others' viewpoints. Responsiveness in addressing internal and external requests. Task allocation and teamwork. Effective communication and problem-solving within teams. Optimised workload distribution.

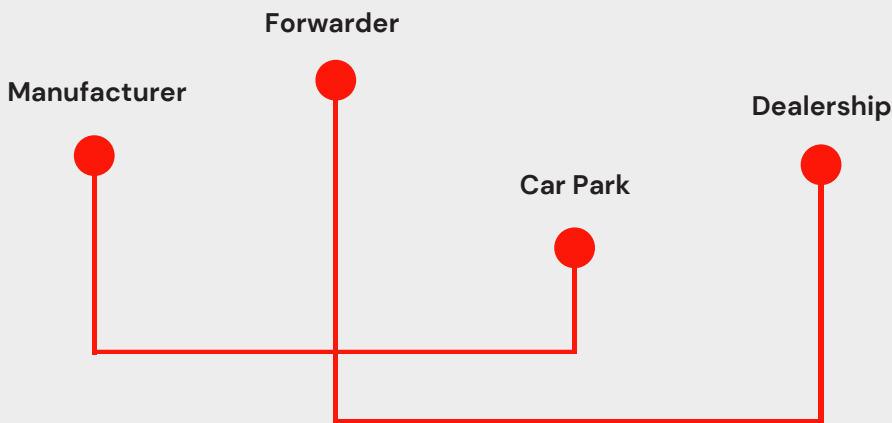
Leadership: Assuming responsibility, generating innovative ideas, motivating and supporting team members. Providing guidance in problem-solving and decision-making. Strategic foresight and clear communication of objectives. Leading teams toward achieving goals. Identifying and refining processes.

Responsibility: Resolving issues thoroughly. Recognizing errors and implementing preventive measures. Embracing accountability without fear of mistakes. Aligning actions with the company's mission and vision. Achieving set objectives. Taking proactive steps to eliminate recurring errors. Clarity in job roles and responsibilities.

Our Services

Vehicle transportation solutions

We provide vehicles transportation services all across Europe as well as expedition services for our carrier partners.



Logistics services

At United Transline, we can offer a full spectrum of transportation and logistics services for our clients and partners all around the world by land, sea and air.

- **Sea freight transportation by road:** we are able to haul any kind of sea freight with our own auto transporters across the Baltic states. It is a secure and convenient way to deliver client's cargo because we operate the most modern auto transporters driven by experienced professional expeditors.
- **Sea freight transportation by sea:** we offer a wide range of services relating to cargo transportation in containers by sea. We work with the world's largest shipping lines, which results in unlimited possibilities in respect of geographic barriers. We operate globally starting from cargo pick-up at any location or port worldwide to delivery of the cargo to its final destination. Our strength is the global network of agents and partners, that's why we can offer our clients both the highest quality transportation and competitive price.
- **Overhead and heavy cargo transportation:** the transportation of overhead and heavy cargo sometimes may be a serious and difficult task including legal and practical issues. Our experience enables us to take care of the whole transportation process consisting of proper transport, permissions, escort, cargo insurance and all the additional procedures that are necessary to assure safe and on time delivery from door to door.
- **Cargo transportation by road across Europe:** We provide cargo transportation services all across Europe both cross country delivery or transportation inside a country.

We operate globally starting from cargo pick-up at any location or port worldwide to delivery of the cargo to its final destination.

Secure parking area

Our 24/7 secure vehicle parking area meets the needs of those who seek a place to leave their transport as well as those who are planning to sell vehicles. Secured vehicle parking area is in the strategically convenient part of Tauragė city – well known car selling centre of Lithuania – next to the main road and industrial park. We can offer everything from one hand – all the services related with vehicle selling and buying are available in the area.

We are also operating in Gliwice, Poland where we also have a secure parking area with 24/7 access. Our services at this location include short and long-term storage, visual inspections, loading and unloading from trucks and rail wagons, marketing coating, domestic and international distribution, simple repairs, etc. This site is ideally situated for distribution in Poland, Czechia, and Slovakia, and features an existing railway siding on-site.

With strategically located compounds, we streamline our clients' supply chains for maximum efficiency.



Analysis

After the inspection, we analyze the problem and look for the best solution: reliable, efficient and cost friendly.

Inspection

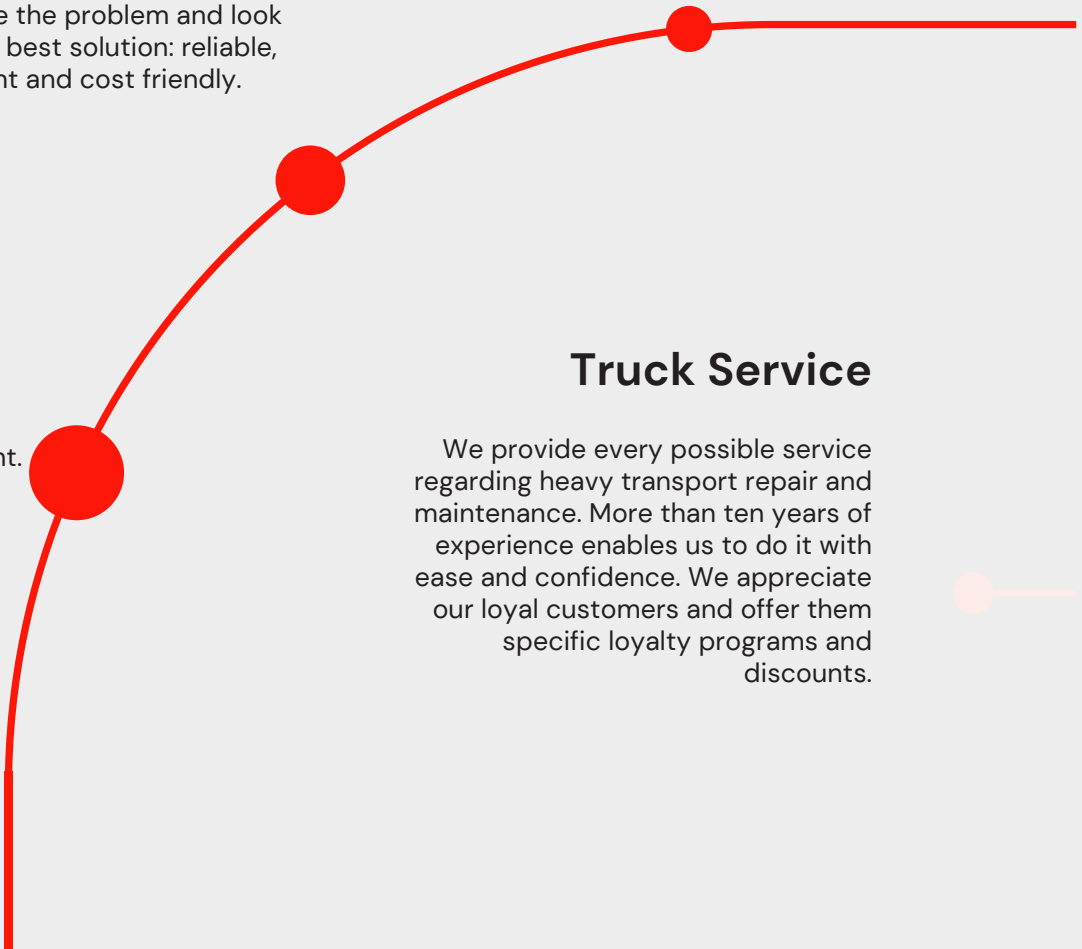
The first step of our process is the deep inspection of your vehicle to find out what causes the failure.

Repair

In the final stage our experienced team repairs your heavy transport using the most modern equipment.

Truck Service

We provide every possible service regarding heavy transport repair and maintenance. More than ten years of experience enables us to do it with ease and confidence. We appreciate our loyal customers and offer them specific loyalty programs and discounts.



Our Suppliers and Business Partners

The company's operations rely on numerous essential connections, including fuel suppliers, road equipment providers, repair facilities, and institutions that issue critical documents, all of which are indispensable for conducting our activities. Also our suppliers include shipping companies/lines, agents who facilitate the transportation process.

Our Customers

Our main Clients are vehicle dealerships and manufacturers, and carrier partners. Most of our business relationships are contractual and long-term. The clients are geographically located in Lithuania and other European Union (EU) countries.

Value for our clients



On-time deliveries

Consistent cargo planning, focus on the most optimal routes and responsibility first approach ensures the quality delivery directly on time.



Smooth communication

We assure instant reaction as well as real-time problem solving. Be sure to get stable customer support during your cargo transportation time.



Efficiency

Detailed route planning ensures the effectiveness of your supply chain. Our team will definitely take care of that.

Our Story

Our company started as a family business, where the father and two sons believed in one business idea and developed it into a logistics company. During the last ten plus years we grew into a company that currently transports more than 216 000 vehicles each year and operates across all Europe. To illustrate the speed of our growth, our revenue has increased from 5 million EUR in 2018 to 107 million EUR in 2023.

Main milestones of our growth:

Revenue
1.5M €

Revenue
> 8M €

Revenue
> 10M €

Revenue
> 115M €

2010

Company was established

2013

Company already operates in Germany, Italy, France, Spain, Austria, Belgium, Slovakia, etc.

2018

Company is in the process of modernization, it is implementing ecology standards and opens the biggest compound in the western Lithuania

2020

New branch in Klaipėda and fast digitalization

2021

New branch in Vilnius


2023

New branch in Poland, Katowice

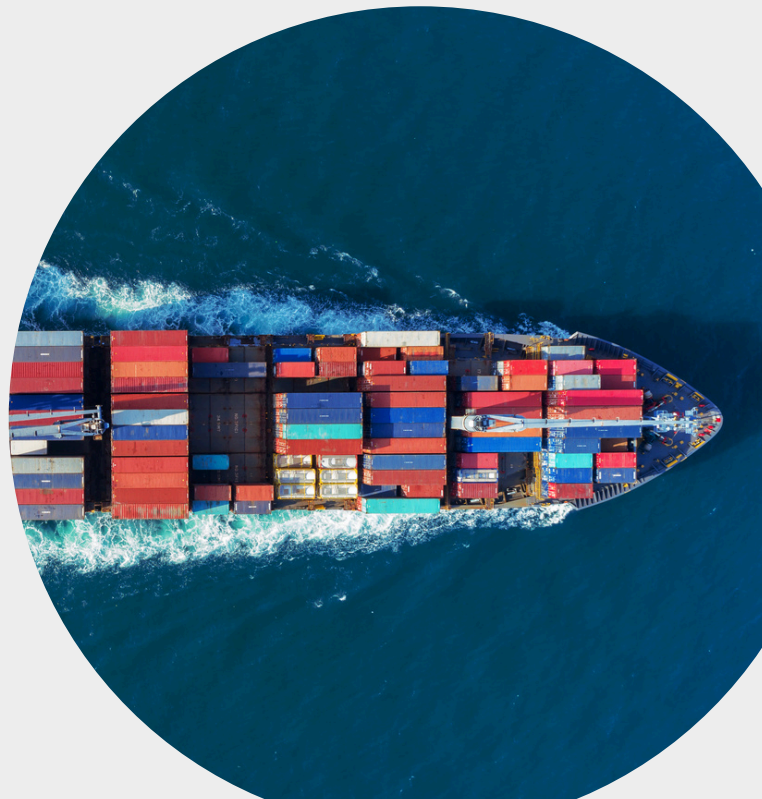
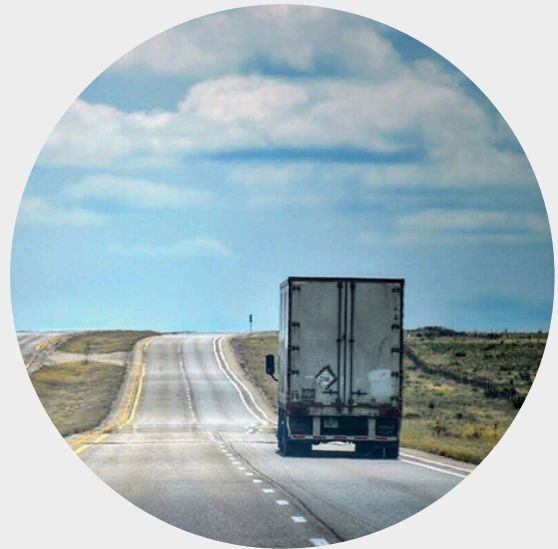
Our Future Story

We understand that such fast growth has to be supported by a clear vision for our future. We have to establish our position in the European market, build a strong supporting system for processes that were sometimes created sporadically, reacting to new opportunities or challenges and ensure that expansion only improves the quality of our client service.

Currently, we are in the process of revising our strategy and establishing both short-term and long-term goals and actions that align with our sustainability objectives and the findings from our materiality assessment.

 **These are our main strategic pillars and metrics:**

- Finance: revenue, expenses, profit, working capital, asset value, ROI, contribution;
- Customers : customer satisfaction (NPS, CSAT), customer retention, market share , brand position, delivery times, quality;
- Process efficiency: operations according to functions, process efficiency and automation, communication efficiency, inventory, order management;
- Employees: employee satisfaction (ENPS), employee turnover, employee competencies, employee learning, knowledge.



Our Location

We are located in a small city in the western Lithuania – Tauragė, which has a population of just above 20 thousand inhabitants (21 520). Even if we are currently opening new offices outside of Tauragė, we find it important to keep our base there and support the region and its people by creating new job places and showing that you don't need to be coming from a big city to achieve inspiring results. The more we grow, the more we feel it is our responsibility to be a company that strengthens the city and plays a role in its community life.

Associations and memberships:

- ECG – The Association of European Vehicle Logistics
- Lithuanian National Road Carriers' Association LINAVA
- The Lithuanian Transporters' Union (LVS)
- WCA – World Cargo Alliance membership
- Association of Lithuanian Chambers of Commerce, Industry and Crafts

Additionally, we actively participate in events organised by the municipality. United Transline is recognized as one of the top 500 businesses in Lithuania and is among 500 taxpayers in the country.

Sponsorships:

As we feel immense responsibility of our regions prosperity, United Transline supports local football club FK Tauras in our home town Tauragė, in hopes of the young athletes success and boosting the area's local economy.

Geographic advantages of our location:

- 
-  100km away from Klaipėda's Port
 -  30km from the main highway in Lithuania
 -  Perfect fit for distribution in Baltic countries and export to Asia, Africa, America, Australia, Europe, Middle East

Headquarters:

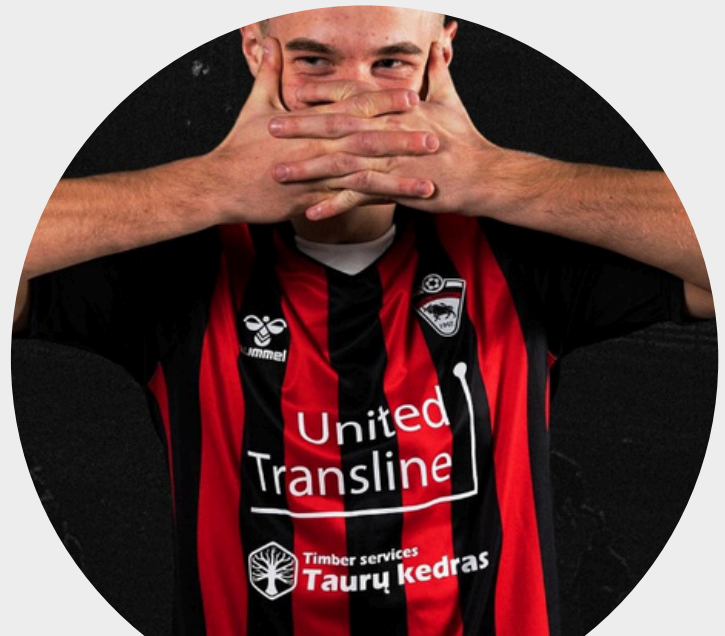
Gedimino g. 54 Tauragė, LT-72336

Departments:

Business Garden, Laisvės pr. 10, Building A, 5th store, Vilnius (Vilnius department)

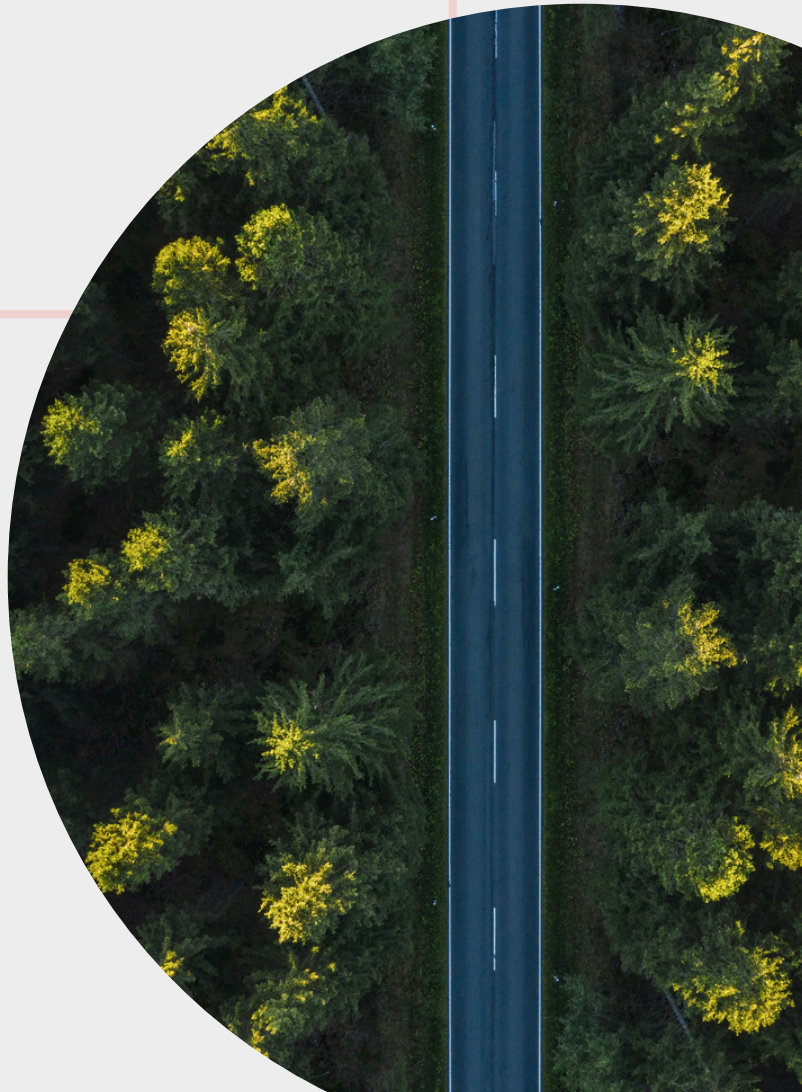
Danės g. 6-208, Klaipėda (Klaipėda department)

Ul. Żelazna 17D/27, 40-851 Katowice (Poland department)





Sustainability at United Transline



Sustainability principles



We at United Transline aim to integrate sustainability principles into the overall business strategy and key performance indicators. Also, we support the achievement of the United Nations Sustainable Development Goals (SDGs) and commit to keep the company's activities in line with the European Green Deal and The Paris Agreement's common objectives on climate change. We strive to uphold principles of human rights in line with the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights.

The principles of our responsible business conduct are described in Quality, Environmental Protection and Employee Health and Safety Policy, the Code of Conduct and Supplier Code of Conduct:

General:

- When making decisions regarding the company's sustainable development, consider stakeholders' expectations, uphold commitments to them, and engage with them transparently and honestly through cooperation
- Implement the precautionary principle in establishing sustainability targets: utilize the most up-to-date scientific advice for the protection of the environment and management of social issues
- Conduct due diligence on environmental, social and economic impact management
- Follow ISO 14001, ISO 45001, in order to ensure effective environmental and occupational health and safety management

Environmental Responsibility

- Prioritise environmental protection and pollution prevention
- Carry out activities in compliance with strict environmental requirements
- Reduce the company's impact on the environment
- Save water and electricity to reduce energy consumption

- Encourage and actively participate in environmental protection initiatives
- Apply minimum sustainability requirements and aspirations for all United Transline Suppliers, in the areas of environmental, social and governance performance

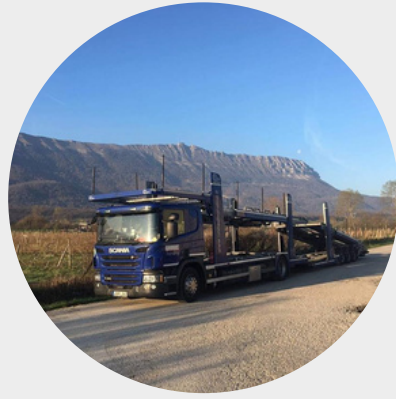
Social Responsibility and Human Rights

- Guarantee safe and healthy working conditions for all employees
- Promote the improvement of the qualifications of employees
- Ensure motivating and development-enhancing conditions for employees
- Avoid any conflict of interest
- Act without discrimination against another employee (gender, race, religion, marital status, age, political opinion, nationality, disability, health, sexual orientation, etc.), the requirement is also extended to Suppliers and Partners
- Ensure women's rights policies, incl. equal pay, non-discrimination, etc.
- Ensure that the recruitment process is fair, unbiased, and transparent, and that all candidates are treated with dignity and respect
- Oppose any child labour and support the legal employment of young employees

Governance and Ethical Practices

- Comply with all laws and other legal acts, including but not limited to anti-corruption, social responsibility, human rights and freedoms, protection of children's rights
- Apply the highest professional and ethical standards accepted in society, guarantee dignity and respect for everyone and respect the right to privacy
- We do not tolerate any form of Corruption and are committed to fighting it
- Strive to ensure that all our suppliers, contractors, subcontractors, power suppliers, consumers, consultants, intermediaries and other persons acting on behalf of United Transline, beneficiaries and other business partners comply with the requirements of the Code's anti-corruption policy

All of the policy commitments are approved by the company's director. The respective commitments are communicated to employees and business partners via email, during meetings. The Code of Conduct and other policies, procedures are available for access to every employee, so anyone who wants to can familiarise themselves with the document. All United Transline policies are applicable to all levels of employees and operations. Currently, Supplier's Code of Conduct is publicly available and can be found on the company's website.



Further sustainability management practices, including policy commitments, are embedded in procedures and rules, such as Waste Management Rules and the Management System Manual on Environmental Protection, and are implemented through adherence to Standards ISO 14001 and ISO 45001. The effectiveness of the actions is evaluated by conducting internal audits with the help of external consultants. The company conducts an ISO standards audit every year.

We carefully select subcontractors, ensuring their vehicles comply with EURO6 standards, their drivers are qualified, and they maintain high levels of efficiency and transparency. Also, when selecting suppliers, United Transline looks into environmental, social and governance aspects as outlined in the Supplier Code of Conduct.



Sustainability management

The highest management body responsible for decision-making on sustainability is our director. The director, who is one of the board members, contributes to the development of strategy, makes proposals on goals and policies, and approves the organisation's strategy while ensuring its implementation. Director oversees various company procedures, including resource management, performance management, and risk and hazard management, thereby supervising these processes. Additionally, he continually collaborates with stakeholders to support these processes. Following an analysis of the results, considerations are made on how to improve the processes aimed at identifying and managing the organisation's impacts on the economy, environment, and people, and achieve better outcomes. In our governance structure there are no committees.

The highest governance body has not yet appointed any senior executives or delegated responsibility to other employees for managing the organization's impacts on the economy, environment, and people; however, other functions are currently involved in the implementation of our commitments related to sustainability, e.g. the HR department, Quality department.

Reviews of effectiveness

The evaluation of the board's performance in overseeing the organization's impacts on the economy, environment, and people is conducted internally at the initiative of the board. This evaluation aims to enhance the board's effectiveness in ensuring organisational sustainability. Led by the board chairman, the evaluation process occurs annually. Following the latest assessment, no changes were made to the composition of the board members, but new goals and projects were defined within this context.

The strategy of United Transline is being reviewed once a year to ensure the proper management of impact in each area, with internal audits conducted to evaluate the effectiveness of the implemented actions and procedures. This approach ensures continuous improvement and adherence to high standards.

Knowledge and skills

Measures have been implemented to enhance the collective knowledge, skills, and experience of the management in sustainable development.

GRI 2-9 | GRI 2-12 | GRI 2-13 | GRI 2-15
GRI 2-16 | GRI 2-17 | GRI 2-18 | GRI 2-25 | GRI 2-26

This includes active participation in seminars, conferences, and ongoing collaboration with external consultants of the company.

Conflicts of interest

The processes for the highest governance body to prevent and mitigate conflicts of interest include requiring individuals to announce their withdrawal in circumstances that may cause a conflict of interest by submitting a notice of withdrawal with reasons, and disclosing the notice to interested parties. Transparency is paramount, necessitating the disclosure of existing or potential conflicts of interest to all relevant stakeholders. This is followed by the appointment of independent members who ensure the balance and independence of decisions.

No conflicts of interest were identified in 2023.

Communication of critical concerns

Critical concerns are communicated via email, with copies sent to interested parties, or verbally. The director is promptly informed about these critical sustainability matters. In 2023, no critical sustainability concerns were communicated to the highest governance body.

Mechanisms for seeking advice and raising concerns

Individuals can seek advice on implementing the organisation's policies and practices for responsible business conduct, and raise concerns about the organisation's business conduct, through verbal communication, email, contacting the responsible persons by all available means of communication.

A mechanism for stakeholders to raise grievances and seek remedies is primarily facilitated through email, ensuring anonymity.

We plan to develop a more detailed process in the future.

Strategic sustainability direction

The company's sustainability priorities are established based on three main sustainability areas, emphasizing the most pertinent directions for the company's operations.

Adjacent to each pillar of sustainability, we have identified and listed the UN Sustainable Development Goals (SDGs) where our contributions can be most impactful. These goals represent universal aspirations aimed at achieving global economic, social, and environmental development by 2030.

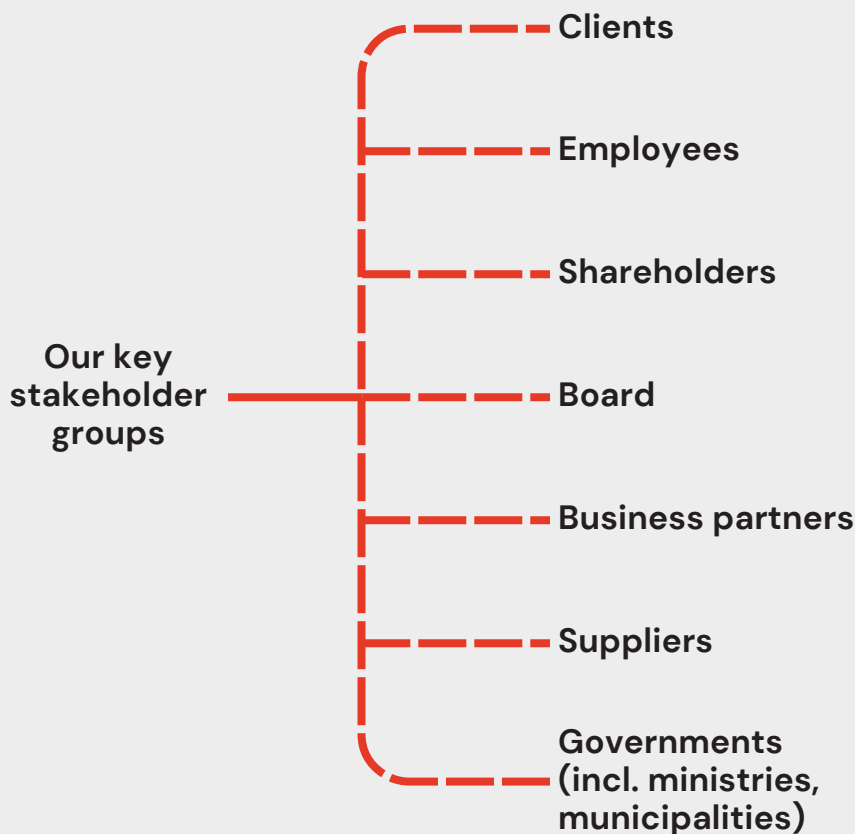
Pillar	Direction	Topics	Sustainable development goals (SDG's)
Environmental	Reducing emissions and environmental impact	<ul style="list-style-type: none"> Reduction of GHG emissions Efficient energy consumption Waste management (including tire waste management) 	
Social	Employee welfare and accident management	<ul style="list-style-type: none"> Employees safety and Health Employee well-being and satisfaction Employer attractiveness and employee development Road safety and accident management 	
Governance	Responsible governance Growth based on innovation	<ul style="list-style-type: none"> Customer satisfaction Good management practices; Business ethics and compliance (including anti-corruption) Innovation and digitization Operational efficiency 	

Stakeholder engagement

At United Transline we actively engage with stakeholders through ongoing collaboration and periodic meetings. Stakeholders, including clients (with special emphasis on key clients to meet expectations and performance indicators), suppliers, various local and international institutions, carriers, and drivers, are identified and prioritised based on their significance to the value creation in our value chain.

While performing the materiality assessment we arranged surveys for our key stakeholders in order to determine material sustainability topics and better understand the views of our key stakeholder groups. This report's content is based on key stakeholders' views, needs and expectations.

The purpose of stakeholder engagement is to address various issues, discuss results and improvement opportunities, incl. sustainability topics and negotiate service prices. The organisation ensures meaningful engagement by prioritising open communication, addressing concerns raised during meetings, and striving to meet stakeholder expectations effectively.



Process to determine material topics

In 2023, we conducted our non-financial materiality assessment following GRI standards. The outcome of the materiality assessment guides our sustainability reporting, further goal setting, and action plan development. To optimise this process, we engaged our key decision-makers.

The materiality assessment was performed in the following steps:

1. Analysis of sustainability context and sector-specific considerations. In order to determine the areas of impact (significant sustainability topics), the analysis of topics relevant to our industry was carried out. The analysis included:

- Industry participants
- Additional players in the same industry who have already developed comprehensive sustainability strategies and/or reports
- Recommended topics of the most widely applied sustainability standards: GRI, SASB, MSCI
- EU non-financial reporting (CSRD, ESRS) guidelines and requirements
- General sustainability context

In order for the list to reflect our situation even better we also evaluated results of existing stakeholder engagements to make sure we understood the key expectations of our stakeholders.

2. Arrangement of stakeholder surveys. As the next phase of our materiality assessment, we conducted a targeted surveys to gauge the sustainability concerns affecting our stakeholders. Surveys were arranged to all key stakeholder groups identified in the *Stakeholder Engagement* section.

Stakeholders rated the list of sustainability topics previously defined by us and had the opportunity to suggest additional topics or provide comments.

3. Internal impact assessment. Through internal management discussions and consultations with experts, we evaluated each sustainability topic based on its potential environmental and societal impacts, as well as its effect on our operational performance.

The final outcome, combined with findings from stakeholder surveys, is depicted in a materiality matrix.

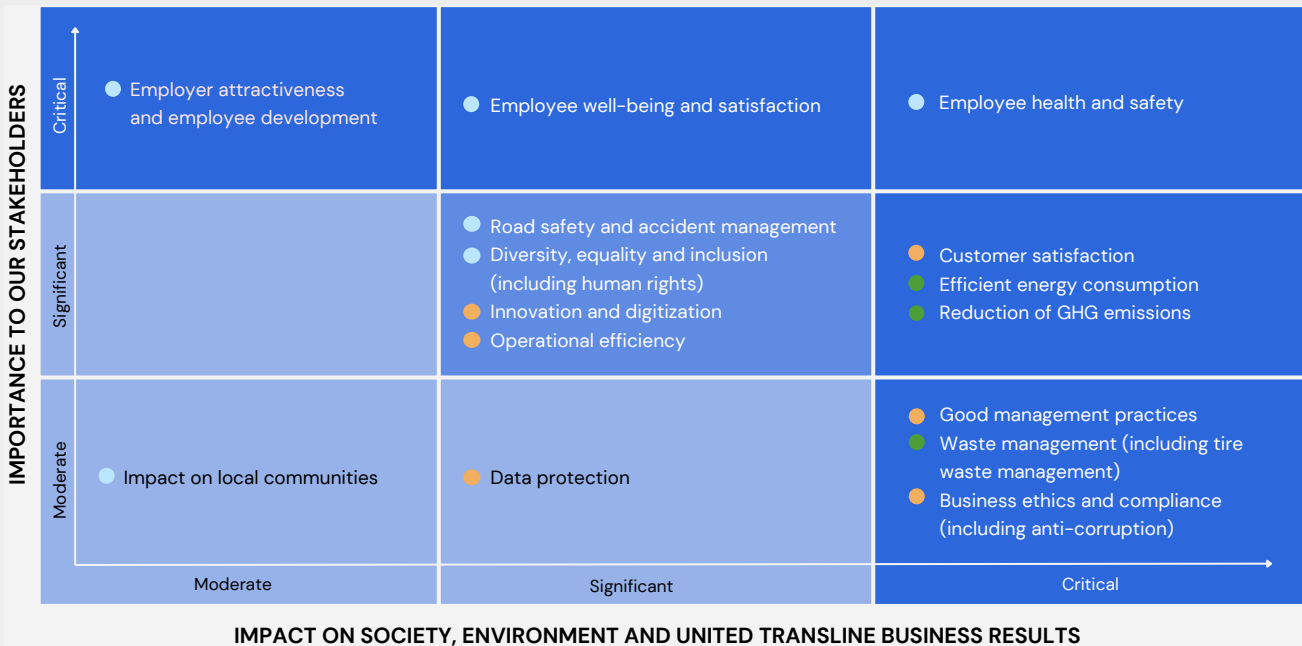
Material topics and their management

The materiality matrix illustrates the crucial social, environmental, and governance topics central to our sustainability endeavours and is based on our performed materiality assessment.

We are currently in the process of revising our strategy and forming our short and long term goals and actions aligned with our sustainability direction and the results of our performed materiality assessment. Generally, our strategy is reviewed annually through internal audits and consultations with external experts.

We also conduct annual ISO standard audits to ensure compliance and effectiveness. This comprehensive approach helps us maintain high standards and continuously improve our practices on respective sustainability topics. Further management principles for all material topics are documented in compliance with GRI standards throughout this report, organised by relevant chapters. We identify and report on indicators as per applicable GRI Standards to ensure comprehensive reporting.

While all topics below are important, they are ranked according to their importance to stakeholders and their potential impact on our long-term growth.



● – Environmental; ● – Social; ● – Governance (Economic)

We also identified key risks associated with sustainability topics, such as increased costs, time constraints, potential misalignment of priorities that could hinder the company’s competitiveness and affect its performance. To mitigate these risks, the

Company aims to continue establishing mechanisms to specifically manage these risks, ensuring comprehensive oversight and proactive measures to uphold sustainability goals and operational effectiveness.

**Environmental
area**



Reducing emissions and energy consumption

Our daily fuel consumption and CO2 emissions from transport operations are pivotal factors in advancing our environmental goals as a company. The topic of carbon emissions, if unmanaged, could significantly harm the environment and affect our regulatory compliance and client relationships. We recognize the importance of addressing the topic of carbon emissions to sustain our business and meet the expectations of our stakeholders.

Our commitment in relation to this topic is included in our Code of Conduct as well as our business strategy for 2024. We care about the environment we live in and what kind of environment we will leave for the future. We aim to reduce the company's impact on the environment.



Our achievements:

We have prepared a comprehensive calculation of our direct, indirect and other indirect GHG emissions for 2023 and intend to further update it and track our progress.

Our trucks are constantly updated and meet the highest quality standards, and their technical characteristics make it possible to reduce environmental pollution. We strive to upgrade our fleet with new, less polluting vehicles. Our fleet is composed entirely of vehicles that meet the EURO 6 standard. New trucks consume 15–20 percent less fuel than the older generation. In addition, we extend this requirement of meeting the EURO 6 standard to our subcontractors as well.

Our car park consists of reliable Scania, Mercedes- Benz and Volvo auto transporters. All our vehicles meet the highest eco standards, and our modern tracking and maintenance system ensures efficiency, while constant renewal of our fleet guarantees lower environmental impact, increased fuel efficiency, and safer, more comfortable driving for our employees.

In addition, we have established limiters for machines to a maximum speed not exceeding 90 km/h and being 85km/h, that way vehicles reduce fuel consumption and drivers have to drive slower, resulting in fewer car accidents.

Our commitment to environmental responsibility is formalised through the Environmental Protection Procedure in our Management Systems Manual, adhering to ISO 14001 standards.



Our future plans:

More precise GHG emissions' calculations performed for 2023 highlighted the need for an improved and more accurate plan for reducing carbon emissions as well as appropriate action plan and implementation tools. We plan to strengthen our partnerships and set specific objectives and actions for reducing GHG emissions.

The success of our GHG management efforts primarily depends on our actions, and we are committed to continuing our proactive approach to ensure compliance and sustainability.



GHG emissions

22

Scope	Gross amount in t CO2 eqv.
	2023
Direct (Scope 1) GHG emissions	
Direct (Scope 1) GHG emissions	12 789,5
Biogenic CO2 emissions	0
Energy indirect (Scope 2) GHG emissions	
Energy indirect (Scope 2) GHG emissions (location-based)	8,1
If applicable, energy indirect (Scope 2) GHG emissions (market-based)	31,2
Other indirect (Scope 3) GHG emissions	
Other indirect (Scope 3) GHG emissions	28 490,7
Biogenic CO2 emissions	0
Other indirect (Scope 3) GHG emissions' categories and activities included in the calculation	Purchased Goods & Services Capital Goods Fuel and Energy Related Activities Downstream Transportation and Distribution Waste Generated in Operations

Emission factors' sources and global warming potential (GWP) indicators: IPCC, EEA/EMEP Guidebook 2019, AIB, DEFRA, GLEC v3. All GHGs were included in the calculation depending on emission factor granularity.

GHG emissions intensity (Scope 1 & 2)

Metric	Amount in t CO2 eqv.
	2023
per 1 employee	41.8
per 1 ml. Eur turnover	119.6
per 1 thousand of km	0.8

Emission factors' sources and global warming potential (GWP) indicators: IPCC, EEA/EMEP Guidebook 2019, AIB, DEFRA, GLEC v3. All GHGs were included in the calculation depending on emission factor granularity.

GHG emissions intensity (Scope 1, 2 & 3)

Metric	Amount in t CO2 eqv.
	2023
per 1 employee	134.6
per 1 ml. Eur turnover	385.4

Emission factors' sources and global warming potential (GWP) indicators: IPCC, EEA/EMEP Guidebook 2019, AIB, DEFRA, GLEC v3. All GHGs were included in the calculation depending on emission factor granularity.

Energy consumption

23

Disclosure requirements	Units	Amount in Units	Amount in joules, watt-hours or multiples
			2023
Fuel consumption from non-renewable sources			
Petrol	l	14 245,8	0,5 (TJ)
Diesel	l	4 717 127,5	170,9 (TJ)
Total:		4 731 373,3	171,3 (TJ)
Fuel consumption from renewable sources - 0			
Electricity and heating consumption*			
Electricity consumption	KW	53 500	0,2 (TJ)
Electricity and heating sold - 0:			
Total:			0

*We only consume electricity; we do not use heating, cooling, or steam.

Energy intensity

Disclosure requirements	Intensity Ratio
	2023
Intensity ratio = the absolute energy consumption / 1000 km travelled	0,0107 TJ
Intensity ratio = the absolute energy consumption / revenue	1,6 TJ

Notes: All energy (energy products and fuels) consumed within the organisation is included in the calculation.

Waste management

Proper handling of waste, especially hazardous waste, is crucial to avoid negative environmental consequences. United Transline primarily generates waste through our service operations while performing heavy transport repair and maintenance.

Our commitment to responsible waste management is outlined in our Code of Conduct and Quality, Environmental Protection, and Occupational Health and Safety Policy. We commit to prioritise environmental protection and pollution prevention and carry out activities in compliance with strict environmental requirements. Our procedures are detailed in Waste Management Rules and Environmental Protection Procedure which is designed for identifying and managing the environmental impact of the company.



Our achievements:

United Transline is committed to implementing actions and circularity measures to prevent waste generation within our operations and across our value chain. We prioritize the use of recyclable materials and adhere to principles that emphasize recycling, repairing, and reusing items. For example, we use retreaded tires as part of our sustainability efforts.

By reducing consumerism and the need to acquire new products, we aim to extend the lifecycle of our products. Our efforts focus on optimizing resources, increasing efficiency, and enhancing waste prevention measures. We strive to minimize the volume of waste generated and the use and disposal of hazardous chemicals.

In addition, adherence to the ISO 14001 standard ensures that our waste management practices are structured and effective.



Our future plans:

Our future plans include promoting recycling, ensuring proper waste treatment and disposal, and focusing on the safe management of hazardous waste to minimise environmental impact.

Waste generated

We track waste generation primarily through our service operations, and this data is accounted for in the Unified Product, Packaging and Waste Record Keeping Information System (GPAIS) system. Contracts with companies like Akmenės Cementas for tire disposal and other waste management tasks are in place. We meticulously review and monitor these processes to guarantee that third parties adhere to our standards and regulations.

Waste composition	Weight, t
	2023
Hazardous waste	2,765
Non-hazardous waste	11,63
Total	14,395

Note: The main types of hazardous waste in 2023: paint and varnish waste, packaging containing or contaminated with residues of hazardous chemicals, absorbents, filter materials, wipes, protective clothing contaminated with hazardous chemicals, oil filters, fuel filters, intake air filters for internal combustion engines. The majority of weight of non-hazardous waste in 2023 consists of used tires (11.06 tonnes), remaining are small equipment, plastics. The data is collected from GPAIS (Unified Product, Packaging and Waste Record Keeping System).

Social area

Our people fuel our growth, so we see them as a core strength of United Transline. As our people support us, we aim to constantly improve how we help them and take care of their well-being in and outside the Company. With our current rapid growth, we seek to keep investing in our people equally as we invest into our infrastructure.

Moving forward with our team will require a joint understanding, that only by being responsible to each other can we be responsible to our clients, partners and society. Therefore, we make sure to respect every employee and guarantee transparent work relations.



Employee health and safety

One of the key pillars of our sustainability efforts is ensuring health and safety of our employees, with particular focus for those working in high-risk roles. Specific safety measures are paramount for our drivers, warehouse staff, and those handling hazardous chemical materials (employees who work in repair and maintenance).

Health and safety are not just operational concerns but are integral to our strategic framework. In our Quality, Environmental Protection and Employee Health and Safety Policy, we highlight our commitment to this topic by guaranteeing safe and healthy working conditions for employees and implementing preventive measures against injury or illness. Additionally, we aim to help employees understand their own responsibility in protecting the safety and health of themselves and others.

We aim to promote the health and safety of employees throughout our value chain as well, which is reflected in our Supplier Code of Conduct. Suppliers are required to ensure safe and healthy working conditions for their employees, protecting them from workplace hazards and exposure to toxic substances.



Our achievements:

We provide our employees with information on measures to prevent accidents and ensure adherence to road traffic regulations. This includes real-life scenario visualizations and a mandatory examination for our drivers.

Additionally, ongoing training and updates are conducted annually, supplemented by regular surveys to assess and enhance our safety protocols.

Our commitment to health and safety is also reflected in our adherence to the ISO 45001:2018 standard, which guides our safety management system and ensures a safe working environment.



Our future plans:

We plan to implement an electronic Occupational health and safety (OHS) management system by the end of 2024. Our goal is to enhance compliance, and further foster a safety culture within our organization.

One of our key commitments is to encourage employee participation and consultation. We believe that the newly implemented electronic system will provide access to relevant information on occupational health and safety and ensure effective communication with our employees.

We as a company understand our responsibility for managing health and safety effectively. We recognise that our actions significantly influence the safety of our people and that maintaining high standards is essential for our long-term success. To ensure the effectiveness of our safety measures, we conduct annual ISO audits, which help us monitor compliance and identify areas for improvement.

Our health and safety initiatives are driven by the needs of our stakeholders and the evolving demands of our industry. We are committed to continuous improvement, guided by regular audits and feedback from our workforce and partners. By prioritizing health and safety, we aim to create a secure and supportive environment for all.

Occupational health and safety management system

In addition to adhering to the ISO 45001 standard, we comply with health and safety regulations and legal requirements. We are actively enhancing our OHS management system, an area highlighted for development in our 2024 strategy. Our existing OHS management system covers 100% (307) of our employees. Currently, this system is paper-based, we plan to implement an electronic system by the end of 2024, which will be more user-friendly, allow for faster dissemination of information, and save time. Currently, no formal joint management-employee health and safety committees are in place.

Hazard identification, risk assessment, and incident investigation

We have a comprehensive investigation process for work-related incidents to identify hazards, assess risks, determine corrective actions using the hierarchy of controls, and identify necessary improvements in our occupational health and safety management system. These procedures are documented in our Incident Investigation procedures, ensuring consistent handling of all incidents.

At United Transline, employees report work-related hazards and hazardous situations through established procedures detailed in the Work Rules and Employee Safety and Health Instructions. Both documents as well as procedures outlined there are presented to employees during onboarding. In addition, the procedures for filing a complaint, difficulty, or concern about workplace related to health and safety is as well outlined in Grievance Policy and Procedure. Employees can contact their immediate supervisor or HR department, file a grievance form detailing the circumstances.

Employees are protected from reprisals when reporting, incl. company's obligation to preserve confidentiality at any stage of the process, ensuring a safe and open reporting environment. Additionally, our policies allow employees to remove themselves from work situations they believe could cause injury or ill health, with protection from reprisals clearly outlined in the documents as well.

United Transline follows a risk assessment process to identify work-related hazards and assess risks. The latest version of the assessment is planned to be renewed by June 2025, as the current assessment dates back to 2014. The organization ensures the quality of these processes by relying on the competency of the personnel conducting them.

Employee training on occupational health and safety

We provide regular occupational health and safety training to our employees. This includes induction training for new employees, which is conducted upon hiring, and annual and additional training sessions. These training programs cover generic safety practices and specific work-related hazards, hazardous activities, and hazardous situations. The training schedule is meticulously followed to ensure all employees receive the necessary education and updates on safety protocols.

Promotion of employee health

We facilitate employees' access to non-occupational medical and healthcare services through health insurance. This insurance provides extensive coverage, ensuring employees can access various medical and healthcare services unrelated to their work.

Work-related injuries

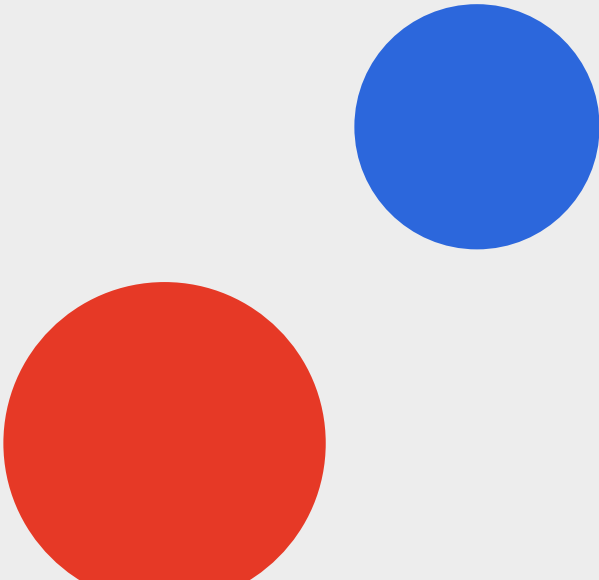
During the reporting period, we had one recordable work-related injury and one fatality. The main reason for the occurrence of such events was the non-compliance with health and safety instructions. To address these issues and foster a safer working environment, we have organized employee occupational safety training programs aimed at eliminating hazards and minimizing risks. The greatest dangers for drivers include falling from heights, slips and trips, and driving-related incidents. For administrative employees, the primary risk is eye strain. Through our training programs, we aim to mitigate these specific risks and ensure a safer workplace for all our employees.

There were no recorded cases of ill health associated with work.

	2022		2023	
	Number	Rate*	Number	Rate*
Fatalities as a result of work-related injury	1	2,064	1	1,627
High-consequence work-related injuries (excluding fatalities)	0	0	0	0
Recordable work-related injuries	1	2,064	1	1,627

Note: The total number of hours worked per year 2022 was 484 484 hours, per year 2023 was 614 614. No employees have been excluded from this disclosure. We do not have employees who are not employees but whose work or workplace is controlled by United Transline. The data have been compiled using accident reports.

*The calculation of rate was based on 1,000,000 hours worked. The rate per million hours worked is calculated using the GRI 403-9 formula.



Employee well-being and satisfaction

Employee well-being and satisfaction are strategic priorities for United Transline, integral to our 2024 strategy. Our Code of Conduct underscores this commitment by focusing on the development of employees' professional competencies. Additionally, we focus on upholding equal rights, equal pay, non-discrimination policy, and fostering balance between professional and private life. Failure to manage this topic could result in employees leaving for workplaces that offer better well-being and satisfaction.

We have set various goals and projects to manage and improve this topic, including enhancing driver competencies, reviewing the employee compensation system and additional benefits (such as social insurance) fostering employee development, and promotion.

Our actions:

In 2023, we established a human resources department dedicated to addressing all issues and concerns related to employee wellbeing.

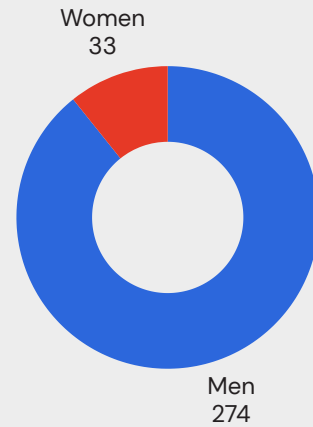
Our future plans:

Our future plans include collaborating with consultants and partners to reach our goals, as well as organising informal events and incentives.

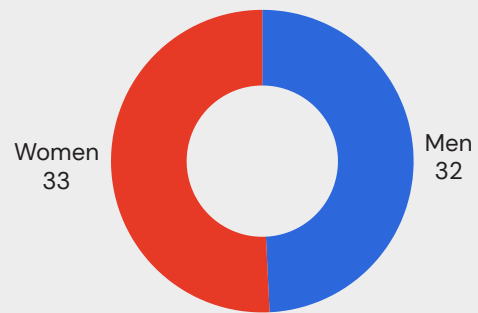


Our employees

At the end of the reporting period United Transline had a total of 307 employees, the majority of whom were men (274). All of our staff were full-time employees working on permanent employment contracts in exception of one employee who worked on a part-time employment contract.



Employees by gender



Administrative staff by gender

Total number of employees split by gender and contract types:

	Total number	Permanent employees	Temporary employees	Full-time employees	Part-time employees	Non-guaranteed hours employees
2023						
Total number, of which:	307	307	-	306	1	-
<i>By gender:</i>						
Women	33	33	-	33	-	-
Men	274	274	-	273	1	-

Note: The data reported as of 31th of December, 2023. The data is collected from the State Social Insurance Fund (SODRA). We do not have workers who are not employees and whose work is controlled by the organization. In addition, we do not distribute our data by location as given the specifics of our business this data would not accurately present the actual situation.

Available benefits

At United Transline, we support employee welfare by offering benefits designed to enhance our team's well-being and work-life balance. We also emphasize opportunities for professional development and career advancement. The following benefits are available to all administration employees at United Transline:

- Additional health insurance
- Funds/paid days for learning/development
- Ability to work flexibly (i.e. remote work for administrative staff)
- Additional benefits / days off for special occasions (birth of a child, death of a relative)
- Additional vacation days to the standard days allocated by the national laws

In addition to these benefits for administrative employees, our drivers are provided with accident insurance. Furthermore, drivers receive a bonus for successfully referring new drivers to the company. These benefits ensure that all employees, whether administrative or operational, are supported and valued within our organization.

New employee hires and employee turnover

Our new hires and employee turnover rates have experienced fluctuations, underscoring the dynamic nature of our expanding business.

	Total number per category	New employees		Employee turnover	
		Number of new employees	Rate (%)*	Number of employees who left the company	Rate (%)*
2023					
<i>By gender:</i>					
Women	33	19	57.58%	5	15.15%
Men	273	125	45.79%	74	27.11%
<i>By age:</i>					
Up to 30	31	25	8.17%	21	6.86%
30–50	216	100	32.68%	52	16.99%
More than 50	59	19	6.21%	6	1.96%

Note: The data has been collected from the internal database and reported as of 31th of December, 2023. The data is not distributed by location as due to business specifics it would not be an accurate representation of employee distribution.

*The rate is calculated by dividing the number of new entrants in a given category by the total number of employees in that category. For example, the number of new female employees among all female employees.

Employer attractiveness and employee development

A positive work environment, competitive salaries, flexibility, and a supportive team culture help us attract and retain competent employees. Employees' professional development is equally important, as motivated and skilled employees drive the company's growth and success.

Our actions:

We have been implementing various measure and projects to enhance our attractiveness, as well as employee development by:

- increasing driver competencies,
- reviewing the employee compensation system,
- fostering employee development and qualification improvement,
- encouraging extracurricular activities,
- providing access to the company gym at any time.

Additionally, we organize informal events across different activities, including a summer event for all employees, hiking trips, kayaking excursions, nature outings, sauna trips, and winter holiday events. Our employees also attend various conferences.

Our incentive programs include bonuses, health insurance, and allowances for life events such as death, weddings, and the birth of a child.

Our future plans:

Looking ahead, we plan to collaborate with consultants and partners to review and enhance our employee compensation system

We will continue to focus on employee development, additional benefits such as health insurance, and qualifications improvement.

Average hours of training

United Transline emphasises continuous training for all employees, tailored to their specific roles and needs. During the reporting period, our training programs have ensured drivers receive an average of 14–18 hours of training annually. These sessions, conducted every six weeks, cover various topics such as damage prevention and TPVCA management. Meanwhile, our administrative staff, regardless of gender or qualification level, participate in training sessions every three months, including seminars and conferences, accumulating an average of 6–8 hours of training per year.

	Average training hours per employee
	2023
Administrative staff	6–8
Drivers	14–18

Note: The exact information on training hours distributed by gender is currently not calculated; however, we plan to have this breakdown available in the future.

Performance and career development reviews

During the reporting period, 100% of United Transline's employees, including both drivers and administration staff, received regular performance and career development reviews. This evaluation process is applied equally across all genders and employee categories, ensuring that every employee's activities, results, and career progression are consistently reviewed and supported.

Human rights

Respecting and ensuring human rights are critical components of a sustainable business. Discrimination based on gender, race, nationality, or other factors can lead to significant legal repercussions and damage the company's reputation. Ensuring human rights and a non-discriminatory environment is essential for a company's operational continuity and success.

Human rights and non-discrimination are embedded in our Code of Conduct and the Quality and Employee Health and Safety Policy. Our Code of Conduct articulates our commitment to these principles, outlining our adherence to ethical standards and non-discriminatory practices.

Every United Transline employee has the opportunity to file a complaint about discrimination, harassment, psychological and physical abuse. Complaints are accepted and investigated by the trust individuals identified by the United Transline management. Anonymous complaints can be made by meeting with trusted individuals or by e-mail at info@unitedtransline.lt

In addition, the Code also entails our commitment to ensure that the recruitment process is fair, unbiased, and transparent, and that all candidates are treated with dignity and respect.

Incidents of discrimination and corrective actions taken

During the reporting period, there were no recorded incidents of discrimination at United Transline. Consequently, no reviews or actions were needed regarding such incidents, including remediation plans or internal management reviews.

Road safety & accident management

Our dedication to the management of safety on the road stems from our Quality, Environmental Protection, and Employee Health and Safety Policy, which entails our commitment to guarantee safe and healthy working conditions. To manage road safety and accidents, we follow procedures detailed in our Management System Manual and comply with ISO 9001 standards. These procedures include a specific protocol for handling accidents. From a business perspective, high incident rates lead to increased financial strain, delays in delivery schedules, and additional repair costs. Successful management of this issue relies on our internal practices and the cooperation of other participants in the value chain.

The road safety and accident management strategy is reviewed annually, supported by internal audits and external consultant evaluations. Additionally, we conduct yearly ISO standard audits to ensure compliance and effectiveness. Maintaining stringent road safety measures remains essential for our operational success and sustainability.

For the management of the topic of road safety and accident management, we track the number of third-party liability insurance incidents. Based on the numbers of accidents, it can be concluded that United Tranlinde is exposed to traffic risks but also shares responsibility for accidents, highlighting the need for continued focus on preventive measures, driver training, and safety protocols to mitigate both external and internal accident risks.

Our actions:

In early 2024, we established a Quality Department dedicated to reducing the number of accidents and damages through continuous training and initiatives. This includes regular driver training sessions before each assignment, discussing how to act in case of an incident and what situations to avoid. We also offer remote consultations during business trips if needed, and we analyze past incidents to improve future responses. Employees are also provided with work safety training to ensure comprehensive preparedness.

Motor third-party liability insurance incidents	Number of incidents
	2023
As a victim of a traffic accident	42
As the perpetrator of a traffic accident	51

Our future plans:

Our future plans focus on enhancing partner collaboration and emphasizing driver training even more.



Economic and governance area



Customer satisfaction

Successful management of the topic of customer satisfaction helps us maintain a positive reputation and keeps our customers coming back. Fostering this topic can have significant positive economic impacts by strengthening business performance, fostering growth, and contributing to overall economic stability and development. Failure to manage this topic could lead to negative reviews and a loss of clients, ultimately affecting our business sustainability. The successful management of customer satisfaction depends primarily on United Transline, although effective cooperation with other actors in the value chain, e.g. partners, suppliers also plays a role.

Our actions:

A key aspect of our approach is to ensure timely delivery and cargo safety, thereby meeting customer requirements and expectations. We strive to exceed customer expectations by delivering cargo to any location in Europe. Continuous improvement of our management system's effectiveness is a priority, based on operational results, and feedback from customers, partners, and employees. We also focus on strengthening our ongoing relationships with partners and suppliers.

Our commitment to customer satisfaction is further supported by our compliance with ISO 9001 standard.

Our future plans:

We plan to enhance collaboration with our partners by providing timely support and consultation. Additionally, we aim to initiate training for our carriers on handling specific situations, such as damage, loading, and unloading, in accordance with all quality requirements. This approach will further improve our service quality.



Good governance

Good governance principles, as outlined in our Code of Conduct, forms the foundation of fair and responsible business relationships and is closely linked to our impact on the economy and society. Effective governance is crucial for maintaining our business partnerships and protecting our company’s reputation.



Our commitments:

In carrying out our activities, we undertake to comply with all laws and other legal acts, including but not limited to anti-corruption, social responsibility, human rights and freedoms, protection of children's rights. We comply with the requirements of our Code of Conduct when communicating with each other, as well as with our suppliers, contractors, business partners, state and municipal institutions, and the public. We are committed to acting ethically and responsibly. Responsibility is our most important provision when communicating with customers, partners, colleagues and employees.

At United Transline we are committed to fighting corruption in all forms. We ensure that all suppliers, contractors, subcontractors, power suppliers, consumers, consultants, intermediaries, beneficiaries, and business partners comply with our anti-corruption policy.

All interested parties are encouraged to report violations of the Code and to contact their direct manager, one of the company's managers, or those responsible for monitoring compliance with this Code.

In addition to our internal vigilance, we require that our suppliers comply with all applicable laws and regulations concerning anti-corruption and anti-money laundering. Suppliers must have a clear policy on these issues and implement appropriate measures to prevent bribery, corruption, and money laundering.



Our future plans:

Our future plans include projects aimed at enhancing governance practices, also we intend to collaborate closely with partners to ensure high standards are maintained.

Operations assessed for risks related to corruption

During our internal risk assessment, the identified corruption-related risks concerned legal regulatory gaps that could create opportunities for corruption to occur which is planned to be renewed. In addition, we perform routine assessment of our operation for risks related to corruption the results of which are presented in the table below.

Disclosure requirement	Total number	Percentage in %	
		2022	2023
Operations assessed for risks related to corruption	4	65	50

Note: The number of operations is determined by the responsible employee.

Anti-corruption incidents

No corruption incidents have been identified during the reporting period, whether related to employee or business partner activities. There were also no public legal cases regarding corruption brought against United Transline or its employees in 2023.

Communication and training about anti-corruption policies and procedures

The Code of Conduct is communicated to all employees. 100% of our governance body members received training and communication on anti-corruption. United Transline has not yet organised training on anti-corruption policies and procedures to employees or business partners. We plan to implement these training programs in the near future.

	Total number	Percentage, %
	2023	
Governance body members that the organisation's anti-corruption policies and procedures have been communicated to	3	100 %
Governance body members that have received training on anti-corruption	3	100 %

Compliance with laws and regulations

There were no significant instances of non-compliance with laws and regulations in 2023. As a result, there were no fines or penalties imposed on United Transline.

Innovation and Digitalisation

Innovation and digitalization are vital for United Transline, driving efficiency by streamlining processes and providing rapid access to information. Focus on this theme not only supports our business sustainability by reducing costs but also prompts us to research innovative, sustainable solutions tailored to our industry, ensuring our competitiveness in the industry. Innovation and digitalization can significantly impact our business resilience, thereby influencing the stability and growth of our local economy.

Innovation and digitalization are crucial in many operational aspects of our business, e.g. in day-to-day business management, optimising routing, customer experience, and seeking eco-friendly transport solutions.

We are committed to introducing innovations and actively seeking solutions to enhance the quality of service, as it is outlined in our Quality, Environmental Protection and Employee Health and Safety Policy.

Management of this topic is integrated into our 2024 strategy, with planned annual reviews to assess our progress.

Our actions:

Efforts are consistently made in our daily operations to identify new programs that enhance productivity and serve as efficient tools for employees and managers.

As our company expands, we are increasingly focusing on modernization as a crucial strategy for managing the growing volume of information and the breadth of our operations. Adopting new IT technologies also enables us to reduce fuel consumption and contribute to a greener future.

We have implemented the Fleetmaster tracking program, which helps us select the shortest, most economical routes, thereby achieving our travel objectives with reduced

fuel consumption and less environmental impact. This program also allows us to monitor economical driving for each driver, enabling us to analyze and assess areas for further improvement. Additionally, we can track fuel consumption per 100 km and other relevant metrics.

All our trucks are equipped with GPS systems that enable us to monitor the precise location of our cargo. Our data collection systems provide decision-makers with detailed and accurate positional information across vast distances, ensuring timely deliveries and allowing for scheduled adjustments based on real-time traffic conditions.



Our future plans:

In order to effectively manage innovation and digitalization, our planned action is to establish an IT department and further look for new programs and solutions to boost our competitiveness, efficiency and reduce our environmental impact.

Operational efficiency

The significance of operational efficiency is critical across several key areas: cost management (including fuel and maintenance costs), customer satisfaction (ensuring on-time deliveries and reliability), resource utilization (such as asset and inventory management), environmental impact (lowering emissions and promoting sustainable practices), and profitability (enhancing profit margins and gaining competitive advantage). Fundamentally, this represents one of the most vital aspects of corporate sustainability management. Therefore, prioritizing and continuously improving operational efficiency are essential for the company's long-term success and sustainability.

This topic is included in our 2024 strategy and also our policies. We are committed to constantly improve the performance of our management system, taking into account the performance results, feedback from customers, partners, employees.

Recently, United Transline has been expanding its activities, as evidenced by the establishment of an office in Katowice, Poland, and the development of existing units in Taurage, Klaipėda, and Vilnius. This expansion would not be possible without the efficient company management.



Our actions:

To effectively manage this critical topic, we follow ISO 9001, ISO 14001, and ISO 45001 standards.



Our future plans:

Looking ahead, we plan to collaborate closely with consultants and partners on projects that enhance operational efficiency and ensure sustainable growth. Also, we intend to hold board and shareholder meetings to set goals in order to track our progress in management of this topic.

GRI Index

Statement of use		United Transline has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2023.
GRI 1 used		GRI 1: Foundation 2021
Applicable GRI Sector Standards		Not applicable
GRI 2: General Disclosures 2021		
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2-4	Restatements of information	page 4
2-5	External assurance	page 4
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pages 10, 11
2-7	Employees	page 30
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3. Governance		
2-9	Governance structure and composition	page 15 <i>Due to confidentiality constraints, full disclosure of information is not available</i>
2-10	Nomination and selection of the highest governance body	<i>Due to confidentiality constraints, disclosure of information is not available</i>
2-11	Chair of the highest governance body	<i>Due to confidentiality constraints, disclosure of information is not available</i>
2-12	Role of the highest governance body in overseeing the management of impacts	page 15
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	GRI Standard	Page
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2-15	Conflicts of interest	page 15
2-16	Communication of critical concerns	page 15
2-17	Collective knowledge of the highest governance body	page 15
2-18	Evaluation of the performance of the highest governance body	page 15
2-19	Remuneration policy	<i>Due to confidentiality constraints, disclosure of information is not available</i>
2-20	Process to determine remuneration	<i>Due to confidentiality constraints, disclosure of information is not available</i>
2-21	Annual total compensation ratio	<i>Due to confidentiality constraints, disclosure of information is not available</i>
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