

Sustainability Report 2024

2025 June



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CEO Letter

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Dear Partners,

I am pleased to present United Transline's 2024 Sustainability Report, prepared in accordance with the GRI Standards. Building on the foundation laid in our first report last year, we have continued to integrate sustainability more deeply into our business strategy and daily operations.

Throughout 2024, we invested in modern, more environmentally friendly vehicles, expanded our eco-driving training for drivers, and optimised routes. These actions contributed to our commitment to minimising our environmental footprint while maintaining high operational standards and efficiency.

The safety, wellbeing, and growth of our employees remain central to our sustainability approach. This year, we increased our efforts in health and safety training, and also launched an electronic health and safety management system which helps ensure compliance and management of this topic. Also, we are starting to transition towards a structured performance evaluation process by setting clear goals, with year-end reviews to assess employee progress and better contribute to career development.

On the governance front, we strengthened our knowledge by organizing training sessions on business ethics to our managers, and enhancing risk management practices, upholding transparency and ethics in all areas of our business.



As we continue to grow, we are committed to maintaining a high standard of customer service and safety. We are also investing in IT modernisation and digital solutions to improve operational efficiency and reduce our impact.

Moving forward we remain dedicated to building a responsible, resilient, and future-ready company for the benefit of all our stakeholders.

Sincerely,

**Chief Executive Officer
Paulius Gedminas**

Sustainability Report Overview

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This sustainability report of the privately owned company United Transline, UAB (hereinafter referred to as United Transline, the Company), is based in Lithuania at Gedimino g. 54, Tauragė, LT-72336, is submitted for the period from 1 January 2024 to 31 December 2024. 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 second report prepared in accordance with the standards of the **Global Reporting Initiative (GRI)**, its latest version, 2024. 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 vehicle transportation across Europe. We also have vast experience in global freight transportation by road 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 398 person team with 1,367 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 optimised 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.

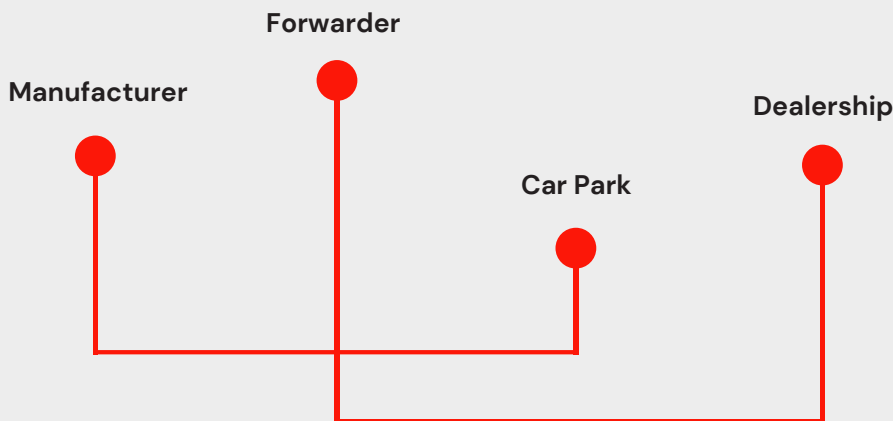
Responsibility: Resolving issues thoroughly. Recognising errors and implementing preventive measures. Embracing accountability without fear of mistakes. Aligning actions with the company's mission and vision. Achieving set objectives. Taking proactive steps to eliminate recurring errors. Clarity in job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

Our Services

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Vehicle transportation solutions

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



Logistics services

At United Transline, we 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 the 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, which is why we can offer our clients both the highest quality transportation and competitive prices.
 - **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.



Inspection

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

Analysis

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

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, 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

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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 close to 400,000 vehicles each year and operates across all of Europe. To illustrate the speed of our growth, our revenue has increased from 5 million EUR in 2018 to almost 124 million EUR in 2024.

Main milestones of our growth:

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

2024

Preparing to open a new branch in Kaunas in 2025

Revenue
1.5M €

Revenue
> 8M €

Revenue
> 10M €

Revenue
> 115M €

Revenue
> 124M €

United Transline has a *stable* status according to CrefoCertGold data

United Tranline ranks 135th in Lithuania according to annual revenue generated by the TOP 1000 companies in Lithuania

The company stands in the 108th place among Lithuanian business leaders in 2024

United Transline is ranked in 43rd place in terms of productivity in Lithuania

United Transline is recognized as one of the top 500 businesses in Lithuania and is among 500 taxpayers in the country.

Our Future Story

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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, automation, communication efficiency, inventory, and order management;
- Employees: employee satisfaction (ENPS), employee turnover, employee competencies, employee learning, and knowledge.



Our Location

We are located in a small city in western Lithuania – Tauragė, which has a population of over 20 thousand inhabitants. 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 come 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.

Sponsorships:

In 2024, we maintained our support for local sports by sponsoring the football club FK Tauras and the basketball league in our hometown of Tauragė. We aim to foster youth development and strengthen the local economy through these initiatives.

This year, we also expanded our social engagement by organising internal initiatives promoting wellbeing and social impact. One such example is our step-counting challenge, where employees track their physical activity, and the total number of steps is converted into a donation to support premature babies.

Geographic advantages of our location:

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Headquarters:

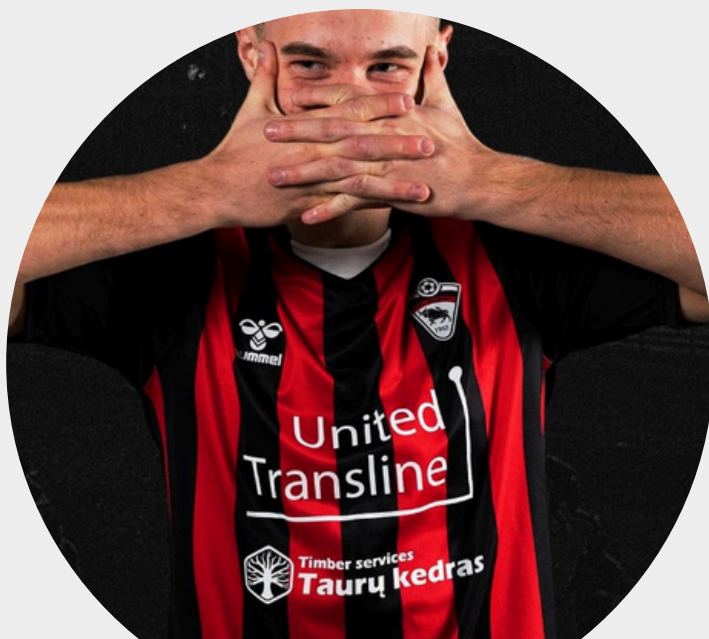
Gedimino g. 54 Tauragė, LT-72336

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



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We at United Transline aim to integrate sustainability principles into the overall business strategy and key performance indicators. Also, we support the United Nations Sustainable Development Goals (SDGs) and commit to keeping 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 Organisation 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 the Quality, Environmental Protection and Employee Health and Safety Policy, the Code of Conduct and the 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: Utilise 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 and 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 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, and 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 and during meetings. The Code of Conduct and other policies and 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, the 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.

In 2024, our efforts were further recognised with the receipt of an **Bronze EcoVadis** medal, reflecting our commitment to continuous improvement in environmental performance, labour and human rights, ethics, and sustainable procurement.



Sustainability management

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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. The 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 board itself regularly carries out an internal review of how effectively it oversees the organisation's impact on the economy, the environment, and society. 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.

Knowledge and skills

Steps have been taken to improve the management team's overall knowledge, skills, and experience in sustainable development. This includes attending seminars and conferences, as well as regularly working with external consultants.

Conflicts of interest

The highest governance body has processes to prevent and manage conflicts of interest. Individuals must formally declare and explain their withdrawal in situations that might cause a conflict by submitting a notice, which is then shared with all relevant parties. Transparency is key, so any existing or potential conflicts are disclosed to stakeholders. After this, independent members are appointed to maintain balanced and unbiased decision-making.

No conflicts of interest were identified during 2024.

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 2024, no critical sustainability concerns were communicated to the highest governance body.

Mechanisms for seeking advice and raising concerns

Individuals can ask for advice on the organisation's responsible business policies and raise concerns about its conduct through verbal communication, email, or by contacting the responsible people using any available communication method. Stakeholders can also raise grievances and seek remedies mainly via email, with the option to remain anonymous.

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






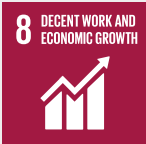



GRI 2-2 | GRI 2-9 | GRI 2-12 | GRI 2-13
GRI 2-15 | GRI 2-16 | GRI 2-17 | GRI 2-18
GRI 2-25

Strategic sustainability direction

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The company's sustainability priorities are established based on three main sustainability areas, emphasising 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 	 

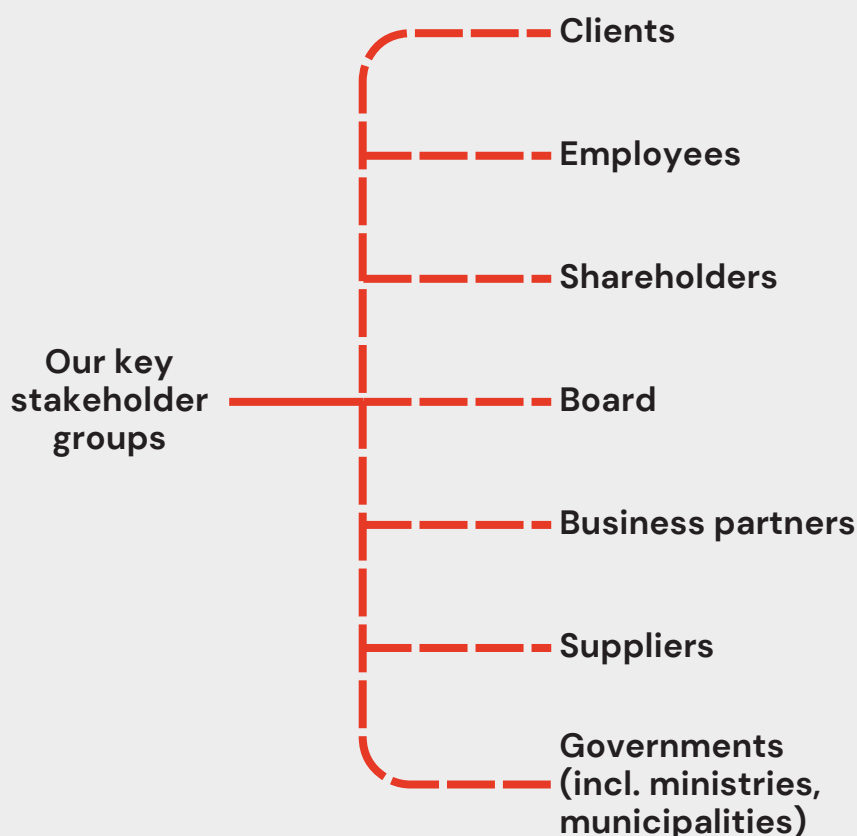
Stakeholder engagement

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At United Transline, we actively engage with stakeholders through regular collaboration and periodic meetings. Stakeholders—including clients (with a focus on key clients to meet their expectations and performance goals), suppliers, local and international institutions, carriers, and drivers—are identified and prioritized based on their importance to value creation in our value chain.

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 engagement by prioritising open communication, addressing concerns raised during meetings, and striving to meet stakeholder expectations effectively.

While performing the materiality assessment in 2024 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.



Process to determine material topics

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In the beginning of 2024, 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 targeted surveys to gauge the sustainability concerns affecting our stakeholders. Surveys were sent 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.

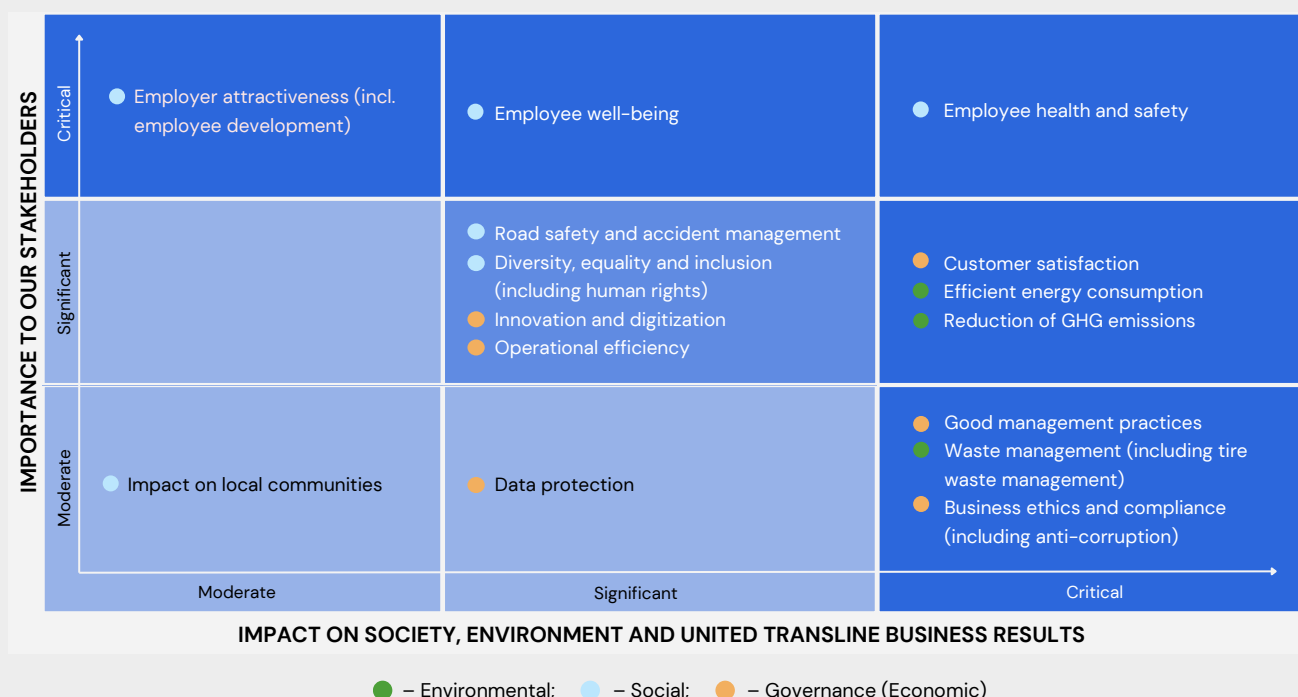
Material topics and their management

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.

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.



We identified key sustainability risks such as rising costs, time pressures, and possible priority conflicts that could impact the company's competitiveness and performance. To address these risks, the company plans to strengthen mechanisms that manage them effectively, ensuring thorough oversight and proactive actions to support our sustainability goals and operational success.

Environmental area



Reducing emissions and energy consumption

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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 reputation. 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.

Eco-driving practices are being reinforced among drivers, with increased attention to responsible driving behaviour and fuel-efficient techniques.

Our environmental responsibility is formalized through our Environmental Protection Procedure, part of our Management Systems Manual, and aligned with ISO 14001 standards.



Our future plans

Moving forward, we plan to further renew our vehicle fleet, particularly light vehicles, and optimise route planning to reduce fuel consumption and emissions. Eco-driving will remain a key area of focus in our daily operations.



Our actions

In 2024, we continued tracking our GHG emissions progress.

Our fleet renewal efforts remained a key priority. We upgraded our vehicle fleet, ensuring that all vehicles meet EURO 6 standards—the strictest European emission requirements. This applies not only to our own fleet but also to the subcontractors we work with.

Our trucks, consisting of Scania, Mercedes-Benz, and Volvo models, are equipped with modern tracking and maintenance systems to maximise fuel efficiency.

During 2024, we also expanded our fleet of light vehicles, adding several hybrid models.

To promote safer and more economical driving, our trucks are fitted with speed limiters, typically set to 85 km/h (not exceeding 90 km/h). This measure reduces fuel consumption and the likelihood of traffic accidents.



GHG emissions

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Scope	Gross amount in t CO2 eqv.		YoY
	2023	2024	
Direct (Scope 1) GHG emissions	12,789.5	17,626.7	+37,8%
Biogenic CO2 emissions	0	0	-
Indirect (Scope 2) GHG emissions			
Energy indirect (Scope 2) GHG emissions (location-based)	8.1	11.5	+42.3%
If applicable, energy indirect (Scope 2) GHG emissions (market-based)	31.2	44.4	+42.3%
Other indirect (Scope 3) GHG emissions			
Other indirect (Scope 3) GHG emissions	28,490.7	38,972.3	+36.8%
Biogenic CO2 emissions	0	0	-

Note: 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. 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

GHG emissions intensity (Scope 1 & 2)

Metric	Amount in t CO2 eqv.		YoY
	2023	2024	
per 1 employee	41.8	44.4	+6.3%
per 1 ml. Eur turnover	119.6	142.6	+19.2%
per 1 thousand of km	0.80	0.84	+4.4%

Note: 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.		YoY
	2023	2024	
per 1 employee	134.6	142.3	+5.8%
per 1 ml. Eur turnover	385.4	457.1	+18.6%

Note: 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

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	Units	Amount in Units	Amount in Terajoules	Amount in Units	Amount in Terajoules
		2023		2024	
Fuel consumption from non-renewable sources					
Petrol	l	14,246	0.5	22,800	0.7
Diesel	l	4,717,128	170.9	6,518,576	235.5
Total:		4,731,373	171.3	6,541,376	236.2
Fuel consumption from renewable sources - 0					
Electricity and heating consumption*					
Electricity consumption	KW	53,500	0.2	76,105	0.3
Electricity and heating sold - 0					
Total:			171.5		236.5

*Currently heating, cooling, or steam is not being used

Energy intensity

Intensity Ratio	2023	2024	YoY
Intensity ratio = the absolute energy consumption in TJ / 1000 km travelled	0.0107	0.0112	+4.4%
Intensity ratio = the absolute energy consumption in TJ / revenue	1.6	1.9	+19.2%

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

Waste management

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Proper handling of waste, especially hazardous waste, is crucial to avoid negative environmental consequences. United Transline primarily generates waste through 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 actions

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

To reduce the need to acquire new products, we aim to extend the lifecycle of our products. Our efforts focus on optimising resources, increasing efficiency, and enhancing waste prevention measures. We strive to minimise 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.

Our future plans

We plan to further strengthen our waste management practices by:

- organising at least one annual training session for employees on hazardous waste management procedure,
- aiming to increase the amount of recycled waste by 10% compared to 2024 levels,
- continuing and deepening cooperation with certified waste recycling partners to ensure proper treatment, disposal, and traceability,
- promoting recycling and responsible waste sorting across all sites, with a focus on continuous improvement and employee engagement.

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.

Waste composition	Weight, t	
	2023	2024
Hazardous waste	2.765	3.646
Non-hazardous waste	11.63	5.264
Total	14.395	8.91

Note: The main types of hazardous waste in 2024: daytime running lamps, other engine, gearbox and lubricant oil, 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 2024 consisted of used tires (4.3 tonnes), with the remaining being small equipment, plastics, mixed construction and demolition waste. The data is collected from GPAIS (Unified Product, Packaging and Waste Record Keeping System).

Social area

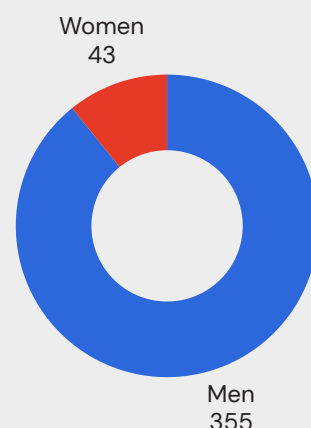


Our people fuel our growth, so we see them as a core strength of United Transline. As our people support us, we aim to constantly improve how we help them and take care of their well-being in and outside the Company. With our current rapid growth, we seek to keep investing in our people equally as we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

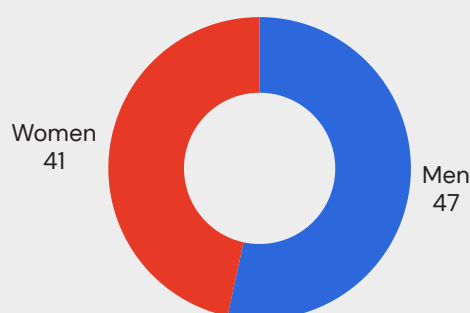
Moving forward with our team will require a joint understanding that only by being responsible to each other can we be responsible to our clients, partners and society. Therefore, we make sure to respect every employee and guarantee transparent work relations. With our current rapid growth, we seek to keep investing in our people equally as we invest into our infrastructure.

Our employees

At the end of the reporting period, United Transline had 398 employees, the majority of whom were men. The majority of our employees were working full-time on permanent employment contracts.



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
2023					
Total number, of which:	307	307	–	306	1
<i>By gender:</i>					
Women	33	33	–	33	–
Men	274	274	–	273	1
2024					
Total number, of which:	398	398	–	396	2
<i>By gender:</i>					
Women	43	43	–	43	–
Men	355	355	–	353	2

Note: The data is reported as of December 31, 2024. It 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 organisation. 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.

Employee health and safety

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One of the key pillars of our sustainability efforts is ensuring the health and safety of our employees, with particular focus on those working in high-risk roles. Specific safety measures are paramount for our drivers, warehouse employees, and those handling hazardous chemical materials i.e. 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 actions

During 2024, we:

- implemented an electronic Occupational Health and Safety (OHS) Management System, which improved compliance, ensured better access to safety-related information, enhanced communication with employees, and made documentation and training accessible to all;
- continued regular training for our drivers on safe driving practices, risk identification, and accident prevention, including real-life scenario visualisations and mandatory examinations, focusing on road safety, risk identification, and accident prevention;
- continued aligning with ISO 45001:2018;
- focused on audits, carefully considered our partners' feedback;
- implemented programs that promoted employees' physical activity, healthy lifestyles, and a balance between work and rest;
- continued to perform routine health checks for drivers and other employees;
- continued implementation of ergonomic workplace improvements.

Our future plans

Moving forward, in 2025, we plan to focus on maintaining strict compliance with safety standards, evaluating our practices, and identifying areas for improvement. We aim to actively involve employees in the decision-making process related to health and safety, as well as to take into account industry developments and emerging challenges, in order to enhance health and safety.

Occupational health and safety management system

In addition to adhering to the ISO 45001 standard, we continue to comply with all applicable health and safety regulations and legal requirements. Our newly implemented electronic Occupational Health and Safety (OHS) management system covers 100% of our employees. In this system we manage health and safety documentation, record incidents, risk assessments and employee training.

While we currently do not have formal joint management-employee health and safety committees, the electronic system creates better conditions for employee engagement and future involvement in safety-related decision-making.

Hazard identification, risk assessment, and incident investigation

28

We have a process for investigating work-related incidents. Its purpose is to identify hazards, assess risks, and determine corrective actions based on the hierarchy of controls. We also use the findings to improve our Occupational Health and Safety Management System. These procedures are documented in our Incident Investigation Procedure, 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 the procedures outlined there, are presented to employees during onboarding. In addition, the procedures for filing a complaint, difficulty, or concern about workplace-related health and safety are also outlined in the Grievance Policy and Procedure. Employees can contact their immediate supervisor or the HR department and file a grievance form detailing the circumstances.

Employees are protected from reprisals when reporting, incl. the 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 structured risk assessment process to identify work-related hazards and evaluate occupational risks. In early February 2025, we received an updated version of our risk assessment, replacing the previous evaluation from 2014. We ensure the quality of these processes by relying on the competency of the personnel conducting them.

Employee

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' access to various medical and healthcare services unrelated to their work.



Work-related injuries

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In 2024, no work-related injuries or occupational fatalities were recorded.

To maintain a high level of safety, we continued organising regular occupational safety training, focusing on eliminating hazards and minimising risks. Key risks included falling from heights, slips and trips, and road incidents for drivers, as well as eye strain for administrative employees.

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

	2022		2023		2024	
	Number	Rate*	Number	Rate*	Number	Rate*
Fatalities as a result of work-related injury	1	2,064	1	1,627	0	0
High-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
Recordable work-related injuries	1	2,064	1	1,627	0	0

Note: The total number of hours worked per year 2022 was 484,484, hours worked per year 2023 was 614,614, and in 2024 – 798,399 hours. 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 the 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 employer attractiveness

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Employee well-being and satisfaction are strategic priorities for United Transline, integral to our 2024 strategy.

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. In our Code of Conduct we emphasize this commitment by focusing on the development of employees' professional competencies.

At United Transline we focus on upholding equal rights, equal pay, non-discrimination policy, and fostering balance between professional and private life.

We have set a range of goals and launched several projects to manage and improve this broad area. These include enhancing driver competencies, reviewing the employee compensation system and additional benefits such as health insurance, and supporting employee development and career advancement.



Our actions

During 2024, clear communication channels were introduced to ensure that all employees' questions and concerns are addressed effectively. Employees now have a clear understanding of where to turn for support, which has improved internal communication and helped foster a more supportive work environment.

We continue to implement various initiatives and projects to increase our attractiveness as an employer and support employee development. These include:

- Continually-enhancing driver competencies
- Reviewing and improving the employee compensation system
- Supporting continuous professional development and qualification improvement
- Encouraging extracurricular activities

In 2024, we actively organised various initiatives to strengthen team spirit and promote employee wellbeing. We organised our traditional summer event, also hiking trips, periodic sauna outings, and the traditional company Christmas celebration, all aimed at promoting physical activity and a sense of community.

Professional growth remained a key focus—our employees continued to attend industry conferences, gaining new knowledge and sharing valuable experiences with colleagues.

Our compensation system includes performance-based bonuses and is planned to be reviewed and enhanced.



Our future plans

In 2025, we plan further to strengthen our focus on employee development and motivation. Our goals include:

- collaborating with consultants and partners to continue reviewing and enhancing the employee compensation system; we also aim to expand our incentive system by offering bonuses and other motivational measures to recognise employee engagement, achievements, and contributions to organisational goals;
- organising internal and external training sessions, seminars, and expanding opportunities for participation in professional conferences
- developing individual improvement plans tailored to each employee's role and aspirations
- transitioning to a structured performance evaluation process by setting clear company-wide, departmental, and personal goals, with year-end reviews to assess progress
- continue organising informal events that promote a sense of community and belonging.

We remain committed to creating an environment where employees feel supported, valued, and equipped to grow professionally and contribute meaningfully to the company's long-term goals.

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 emphasise opportunities for professional development and career advancement. The following benefits are available to all administration employees at United Transline:

- Additional health insurance
- Funds and paid days for learning and professional development
- Additional vacation days beyond the national minimum, e.g loyalty-based additional vacation days
- Paid leave and gifts for special occasions (e.g., birth of a child, bereavement, milestone birthdays)
- Referral bonus for recommending new colleagues
- Monetary support in case of the loss of a loved one

In addition, the company ensures online training programs and support for qualification improvement, flexible working hours and a hybrid work model, onboarding welcome package for new employees, and access to the company gym at any time.

Our drivers are provided with accident insurance, receive a bonus for successfully referring new drivers to the company and are granted monetary support in specific situations, e.g. losses of a family member.

New employee hires and employee turnover

In 2024, employee hiring and turnover rates fluctuated, particularly among drivers, reflecting the dynamic nature of our operations. As the company expands, so does the demand for new employees, especially in driver roles. While change remains a constant, we continue to adapt our HR strategies to attract, support, and retain qualified employees in a competitive and evolving labor market.

		New employees		Employee turnover	
	Total number per category	Number of new employees	Rate(%)*	Number of employees who left the company	Rate(%)*
2023					
By gender					
Women	33	19	57.58%	5	15.15%
Men	273	125	45.79%	74	27.11%
By age					
Up to 30	31	25	80.65%	21	67.74%
30-50	216	100	46.30%	52	24.07%
More than 50	59	19	32.20%	6	10.17%
2024					
By gender					
Women	43	19	44.19%	9	20.93%
Men	355	204	57.46%	123	34.65%
By age					
Up to 30	38	25	65.79%	14	36.84 %
30-50	302	177	58.61 %	92	30.46 %
More than 50	58	21	36.21 %	26	44.83 %

Note: The data has been collected from the internal database and reported as of 31st of December, 2024. 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 employees/employees who left the company 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.

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 18–23 hours of training annually. These sessions, conducted every six weeks, cover various topics such as damage prevention, traffic accident procedures (training on what actions to take in the event of a traffic accident), proper loading practices, management training for drivers, occupational safety, and more).

In 2024, external training was also conducted, with colleagues attending various courses both in Lithuania and abroad.

Meanwhile, our administrative employees, regardless of gender or qualification level, participate in training sessions every three months, including seminars and conferences, accumulating an average of 8–10 hours of training per year.

	Average training hours per employee	
	2023	2024
Administrative employees	6–8	8–10
Drivers	14–18	18–23

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. Transition assistance programs aimed at supporting continued employability or managing career endings due to retirement or termination of employment were not implemented.

Performance and career development reviews

During the reporting period, 100% of United Transline's employees, including both drivers and administration employees, received regular performance and career development reviews. This evaluation process is applied equally across all genders and employee categories, ensuring that 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.it

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.

Our actions

In early 2024, we established a dedicated Quality Department focused on reducing accidents and damages through targeted training and proactive measures. We continued to develop and strengthen the department's activities by expanding the team and redistributing responsibilities in line with growing needs.

A key focus remains on driver and carrier training. Before each assignment, drivers receive briefings on how to act in case of an incident and what risks to avoid. We also provide remote consultations during business trips when needed and continuously analyse past incidents to improve future practices. All employees continue to receive occupational safety training, ensuring comprehensive preparedness across all levels of the organisation.

In 2024, we enhanced our control mechanisms by deploying internal auditors who conduct on-site audits across Europe, helping to ensure compliance with safety procedures and improve performance in the field.

Our future plans

In 2025, we will continue to prioritise road safety and accident prevention as core elements of our operational strategy. A strong emphasis will remain on regular and high-quality driver training to strengthen safe driving habits and reduce incident risks.

We plan to increase the number of audits conducted across Europe to ensure our services consistently meet the highest safety and quality standards. These audits, together with our annual ISO standard evaluations and internal reviews, help us maintain strict compliance and continuously improve our practices.

As part of our broader safety and service quality efforts, we are also committed to gradually increasing our focus on customer feedback to improve performance and strengthen partnerships.

We will continue tracking third-party liability insurance cases and using that data to assess our exposure to traffic risks. Our goal is to reduce the number of traffic accidents through preventive measures, improved risk management, and the ongoing development of our road safety strategy.

Motor third-party liability insurance incidents	Number of incidents	Number of incidents
	2023	2024
As a victim of a traffic accident	42	58
As the perpetrator of a traffic accident	51	58

Note: There were no cases of recordable work-related injuries among these incidents.

Economic and governance area



Customer satisfaction

36

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

In 2024, we continued to ensure timely deliveries and cargo safety across Europe, meeting—and often exceeding—our customers' expectations. Our commitment to quality service is supported by compliance with the ISO 9001 standard and a strong focus on continuous improvement, guided by operational results and feedback from customers, partners, and employees.

We strengthen our collaboration with partners and suppliers through flexible, open communication. We actively considered their needs, participated in training sessions and meetings they organised, and provided timely consultations when needed. As a result, during 2024, we successfully expanded our circle of partners, i.e. suppliers and carriers.

To further improve service quality, we launched training for carriers focused on practical scenarios such as cargo damage prevention, proper loading and unloading practices, and adherence to quality requirements. These efforts have strengthened trust, improved operational efficiency, and reinforced our long-term partnerships across Europe.

Our future plans

In 2025, we will continue organising both initial and refresher training sessions for drivers, ensuring they receive all necessary support to uphold safety and service quality standards.

We also plan to strengthen our focus on customer satisfaction by introducing a dedicated role in the company responsible for collecting and analysing customer feedback regarding our services. This will allow us to better understand client expectations and continuously improve our performance.

Additionally, we will further reinforce our cooperation with existing partners, fostering long-term, mutually beneficial relationships through open communication and ongoing collaboration.



Good governance

37

Good governance principles, as outlined in our Code of Conduct, form the foundation of fair and responsible business relationships and are 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, and the 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 actions

During 2024, we organized managers' training sessions on business ethics, transparency, and legal compliance. In addition, we held meetings with partners to review quality and sustainability standards.



Our future plans

In 2025, we plan to strengthen governance by supporting management development, raising internal awareness of ethics and compliance, and working closely with partners to maintain standards across our value chain.

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.

	Total number	Percentage	Total number	Percentage	Total number	Percentage
	2022		2023		2024	
Operations assessed for risks related to corruption	4	65	5	50	4	40

Note: The number of operations is determined by the responsible employee (we assessed operational locations, such as the Tauragė office, the service center, the Klaipėda office). The number of operations decreased because we focused on assessing the highest-risk locations.

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 2024.

Communication and training on anti-corruption

Our Code of Conduct which includes policies on anti-corruption is communicated to 100% of our employees.

In addition, 100% of our governance body members (which in total there are three of them) received training and communication (i.e. were informed of the organization's anti-corruption policies and procedures) on anti-corruption.

United Transline has not yet organized training on anti-corruption for employees but plans to implement such programs.

Compliance with laws and regulations

There were no significant instances of non-compliance with laws and regulations in 2024. As a result, there were no fines or penalties imposed on United Transline.



Innovation and Digitalisation

39

Innovation and digitalisation are vital for United Transline, driving efficiency by streamlining processes and enabling rapid, data-informed decision-making. These efforts not only support our business sustainability by reducing costs but also push us to explore innovative, industry-specific solutions that enhance our competitiveness and resilience — ultimately contributing to the stability and growth.

In 2024, we took active steps to improve service quality through innovation. We introduced data analysis systems that support faster, more informed decision-making across operations. Digital tools were also applied to strengthen driver training, particularly in the areas of health and safety.

Innovation and digitalisation play a crucial role in our day-to-day management, route optimization, customer experience, and our search for eco-friendly transport solutions. These priorities are embedded in our Quality, Environmental Protection, and Employee Health and Safety Policy and are integrated into our broader strategic goals. Annual reviews are planned to assess progress and ensure that innovation continues to deliver tangible value to the business and stakeholders.



Our actions

In 2024, we made significant progress in modernising our operations and improving productivity through digital tools and IT solutions. These efforts were aimed at supporting both employees and managers in handling an increasing volume of information and ensuring smoother, more efficient workflows as the company continues to grow.

A key achievement was the implementation and effective use of the Fleetmaster tracking program, which enabled us to plan more optimal routes, monitor fuel consumption per 100 km, and track economical driving for each driver. This resulted in tangible business improvements — fuel costs decreased,

delivery times were shortened, and overall trip control improved, contributing to higher efficiency and better resource use.

All our trucks remain equipped with GPS systems, allowing us to track cargo location in real time. Combined with our enhanced data collection systems, this has allowed decision-makers to make faster, more accurate adjustments based on real-time traffic data. The result: greater delivery reliability and increased customer satisfaction with our services.

These outcomes demonstrate how innovation and technology are not only integral to our sustainability strategy but also key drivers of improved operational performance and customer experience.



Our future plans

One of our key goals for 2025 is to establish a dedicated IT department, a step that was planned for 2024 but not yet implemented. This department will play a central role in advancing our innovation and digitalisation strategy by identifying and integrating new technologies that enhance competitiveness, operational efficiency, and environmental performance.

We aim to digitise internal data and processes wherever possible, with the goal of saving employees' time, reducing manual work, and streamlining daily operations.



Operational efficiency

40

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 utilisation (such as asset and inventory management), environmental impact (lowering emissions and promoting sustainable practices), and profitability (enhancing profit margins and gaining competitive advantage). Therefore, prioritising 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.



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

We introduced new measures to better control fuel consumption and waste management (e.g. driving behavior analysis, improvement of waste sorting, fleet modernization, eco-driving training). These initiatives resulted in faster delivery times, reduced fuel costs and improved efficiency. We plan to continue modernizing our fleet and to place a strong focus on eco-driving and related initiatives.

GRI Index

Statement of use		United Transline has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2024.
GRI 1 used		GRI 1: Foundation 2021
Applicable GRI Sector Standards		Not applicable
GRI 2: General Disclosures 2021		
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1. The organisation and its reporting practices		
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2-3	Reporting period, frequency and contact point	page 4
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
2-8	Workers who are not employees	page 30
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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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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2-27	Compliance with laws and regulations	page 38
2-28	Membership associations	page 11
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	page 17
2-30	Collective bargaining agreements	<i>We do not have any employees who are covered by collective bargaining agreements.</i>
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Innovations & digitalisation		
3-3	Management of material topics	<u>page 39</u>
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