

2024

SUSTAINABILITY REPORT



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ABOUT US

About this Report
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Foreword



ABOUT US:

ABOUT THIS REPORT



ANOTHER YEAR. ANOTHER ACHIEVEMENT.

Hegelmann Group and private limited companies within a group (hereinafter all together can be referred to as 'Group' or 'Hegelmann Group') operating in Germany, Poland, Lithuania, Latvia, Estonia, Italy, France, Hungary, Slovakia, Czech Republic, Romania have published this consolidated Sustainability Report on **30 April 2025** for the period **from 1 January until 31 December 2024**.

The information contained in this Sustainability Report includes consolidated information of all Group companies. Sustainability report publishing date coincides with the Group's annual financial statements.

The Group's Sustainability Report is prepared in accordance with **Global Reporting Initiative, GRI** standards 2021 updated version.

The Sustainability Report presents the Group's achievements and aspirations in the environmental, social and governance (ESG) areas.

The report is prepared in consultation with external sustainability experts but is not audited. The information contained in the Sustainability Report complies with the guidelines for non-financial reporting of the European Commission.

This year, the Group has improved the quality of the information provided in its sustainability report, providing full and accurate disclosure of all relevant performance indicators. This step ensures that stakeholders receive comprehensive and reliable information on the Group's sustainability performance, allowing them to better understand its impact and achievements.

Questions or feedback on this report and the Group's sustainability activities can be submitted through the following contacts:

 info.it@hegelmann.com

ABOUT US:

ABOUT HEGELMANN GROUP



GLOBAL PLAYER IN THE LOGISTICS

Hegelmann Group is a global player in the logistics industry. With its biggest market being Europe, it also operates in North America, Asia and Africa. The broad spectrum of services and partners allows the Group to find tailor-made solutions for all of its customers. Services include intermodal solutions, air freight, sea freight, logistic centers and more.

OUR VALUES

RESPECT

RESPECT IS
ONE PILLAR OF OUR
ORGANIZATION

MOTIVATION

FAMILY

PROGRESS

SUSTAINABILITY



More information about the Group, its mission and values can be found on the Group's website.

ABOUT US:

FOREWORD



DURING THE PAST YEAR, HEGELMANN GROUP HAS CONTINUED TO MAKE SIGNIFICANT PROGRESS

During the past year, Hegelmann Group has continued to make significant progress in its sustainability journey, reaffirming our unwavering commitment to responsible growth and innovation.

By further expanding our green vehicle fleet and investing in cutting-edge technologies, we have reinforced our role as a leader in sustainable logistics. Our ongoing improvements in CO2 emissions accounting accuracy, alongside initiatives to incentivise emission reductions, have strengthened our ability to track and mitigate our environmental impact. These efforts reflect our strategic priorities and demonstrate the broader opportunities for the logistics sector to drive meaningful environmental and social progress.

At the core of our success lies a strong sustainability strategy that seamlessly integrates economic growth with social and environmental responsibility. Our fundamental values – family, respect, sustainability, progress, and motivation – remain firmly aligned with the principles of sustainable development, guiding us as we create shared value for all stakeholders.

We recognise that sustainability is not only about environmental stewardship but also about social responsibility. Our dedication to employee well-being through enhanced health and working conditions underscores our belief that people are at the heart of our operations. Additionally, our support for various sustainable projects reflects our broader mission to contribute positively to society.

As we progress on this journey, we remain confident that Hegelmann Group will continue to work on a sustainability topic within the logistics sector. Together, we look forward to reaching new goals, driving impactful change, and shaping a more sustainable future for future generations.

Sincerely,



Siegfried Hegelmann
Managing Shareholder



Anton Hegelmann
Managing Shareholder



OUR COMMITMENTS

Sustainability at the Group
Priority Goals



OUR COMMITMENTS:

SUSTAINABILITY AT THE GROUP



SUSTAINABILITY PRINCIPLES

The Group aims to integrate sustainability principles into the operational strategy and key performance indicators. Sustainability is integral to the Group's activities and is closely linked to its commitments to stakeholders and key strategic directions. The principles of sustainable, responsible and fair business practices applied in the Group are described in the [Group's Sustainability Policy](#) and the [Code of Conduct for Business Partners](#).

The Group understands the importance of sustainable development and, in the future, seeks to refine the directions of its sustainability strategy even more, creating a framework for the consolidation of responsible business principles at all organisational levels, and their integration into the operational strategy, policies and procedures.

Key sustainability principles in the Group:

To apply the precautionary principle when setting sustainability targets: use the best currently available scientific advice for environmental protection.

To conduct due diligence on environmental, social and economic impact management.

To support and implement United Nations [Global Compact](#) principles on human rights, employee rights, environmental protection and corruption prevention.

To contribute to the United Nations [Sustainable Development Goals](#).

To implement sustainability, consider the relevant matters' [environmental](#), [social](#) and [governance](#) aspects.

When making decisions on the sustainable development of the Group, [to take into account the stakeholders'](#) expectations, respect the Group's obligations towards them, and cooperate in a transparent and honest way.

To keep Group's activities in line with [the European Green Deal](#) and [the Paris Agreement's](#) common objectives on climate change.

To implement the Organization for Economic Co-operation and Development ([OECD](#)) guidelines for good governance.



OUR COMMITMENTS:

SUSTAINABILITY AT THE GROUP



SUSTAINABILITY MANAGEMENT

Sustainability management practices are embedded in the Group's Sustainability Policy as well as other related Group policies, such as:



All Group policies are applicable to all levels of employees and publicly available on the Group's [website](#). All documents are also approved by the highest governance bodies and training is performed to all employees in the related areas.

Management of the environmental, social and economic impact of the Group is supervised by the top management. The board (shareholders) reviews sustainable development strategy once a year to ensure the proper management of impact in each area, but is not responsible for reviewing and approving the Sustainability Report or reported information.

Further sustainability management practices, including policy commitments, are embedded and delegated as follows:

- i. Appointment of senior executives who hold specific responsibilities for the management of sustainability impacts. These leaders are instrumental in driving the Group's sustainability agenda and ensuring alignment with strategic goals. These are also the people who review annual Sustainability Reports and reported information.
- ii. Delegation to responsible managers and employees: responsibility for sustainability is integrated into the day-to-day activities of our board. The highest governance body delegates key sustainability topics to responsible managers and employees across the organisation. This ensures a distributed approach, with various departments and teams actively contributing to managing sustainability impacts.

The appointed responsible persons report on the results of environmental, social and economic impact management to the board regularly, during weekly, monthly and annual meetings, and present activity reports as required.

The Group's board shall immediately be informed about critical sustainability matters. In 2024, the Group's companies had no critical sustainability concerns.

GROUP MANAGEMENT STRUCTURE AND COMPOSITION

According to the Articles of Association of the Hegelmann Group, the governing bodies are shareholders, the CEO and the executive directors of the companies. All decisions at the Group are made by shareholders and the CEOs, while executive directors perform supervisory and control functions.

EAST DIVISION:

East Division, comprising 29 companies, is overseen by 29 directors and 5 executives, all of whom are employees of the company. The leadership team includes CEOs, 25 of whom are male and 4 female, and a COO team consisting of 3 females and 2 males, ensuring representation from all parties. All executives possess competencies relevant to their roles and the sector. Additionally, the executives represent not only all internal stakeholders but also employees, customers, and shareholders, reinforcing a well-rounded governance approach.

CENTRAL DIVISION:

Central Division, consisting of 3 companies, is managed by 3 directors and 1 executive, all of whom are company employees. The leadership team includes a group of CEOs comprising 3 males, ensuring representation from all parties. All executives possess the necessary competencies relevant to their roles and the sector, maintaining strong governance and operational expertise.

WEST DIVISION

The West division is managed by shareholders, and the CEOs and executive directors perform supervisory and control functions.

OUR COMMITMENTS:

SUSTAINABILITY AT THE GROUP



NOMINATION AND SELECTION OF HIGHEST GOVERNANCE BODY

Shareholders appoint executive directors. The highest governance body is also a senior executive in the organisation. Their functions within the Group are defined in the Group's Business Conduct.

The performance of the highest governance bodies in overseeing the management of impacts is reviewed once a year – during the annual interviews. All evaluations are based on internal procedures and no independent evaluations are performed. During the reporting period, there were no actions taken in response to the evaluations as there were no matters identified that would imply the need for such actions.

All highest governance bodies occasionally participate in various relevant sustainability training sessions to gain a deeper understanding about the relevant subject matters.



CONFLICTS OF INTEREST

All governing bodies as well as employees, suppliers and representatives of the Group are obliged to disclose information about any situation that may lead to a conflict of interest that may prejudice the Group's interests in favor of their or those close to them. Situations, where employees' personal, family or financial interests could clash with the interests of the Group, must be avoided.

Any conflicts of interest are prevented and mitigated as outlined in the Group's Business Conduct.

In 2024, no conflicts of interest were identified.



COMMUNICATION OF CRITICAL CONCERNS

Any critical concerns are communicated to the highest governance body during the emergency meeting. During this meeting, the Emergency Management Plan is activated – the plan of action is outlined and discussed.

During the reporting period, no critical concerns have been reported.



OUR COMMITMENTS:

SUSTAINABILITY AT THE GROUP



WHISTLEBLOWING CHANNELS AND PROCESSES TO REMEDIATE NEGATIVE IMPACTS

Stakeholders can seek advice and report a wide range of cases and concerns, such as possible or actual misconduct in office or employment, or other breaches that threaten or undermine the public interest, by completing the **form** on the Group's website.

Depending on the nature of the violation, the Hegelmann Group shall, by the Group's procedures, investigate the breach, report it to management and the responsible authorities, and undertake to remedy and/or repair the damage. In the absence of a described process, the Group and companies within shall act in accordance with the law.

Effectiveness is measured through key performance indicators, such as the resolution time for reports and the rate of successful remediation. Stakeholder feedback, gathered through surveys, consultations, and other channels, also serves as a valuable metric to evaluate the perceived effectiveness of the mechanisms and processes.

MEMBERSHIP ASSOCIATIONS

Hegelmann transporte UAB is a member of the Chamber of Industry and Crafts and the Association of Car Carriers "Linava". The CEO of Hegelmann transporte UAB is a member of the Board of the Transport and Logistics Alliance (TTLA). This helps to continue to provide and receive industry information and the latest insights.



STAKEHOLDER INVOLVEMENT

Stakeholders are defined as groups that find Group's activities highly relevant and/or are significantly affected by its actions, as well as individuals and organisations that significantly influence the Group and its activities. The Sustainability Report's content is based on key stakeholders' views, needs and expectations.

Continuous engagement with stakeholders, assessing and responding to their expectations, is crucial for the Group's success in ensuring sustainable operations. The Group's strategy defines 8 main stakeholder groups:



Clients



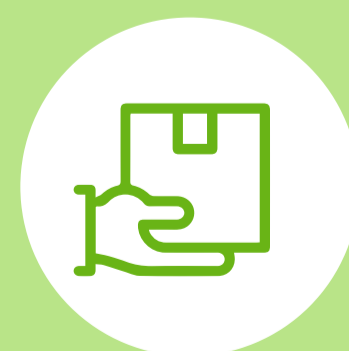
Employees



Shareholders
and board
members



Business
partners



Suppliers



Associations



Governments
(incl. ministries,
municipalities)



Future
generations

OUR COMMITMENTS:

PRIORITY GOALS

MATERIALITY ANALYSIS

In 2023, the Group carried out its first materiality analysis of sustainability topics in accordance with GRI standards. The purpose of this assessment was to identify the Group’s key environmental, social and governance topics, and to review the Group’s sustainability strategy based on these topics. This also serves as a base to provide detailed information on such topics and its management in the Sustainability Report.

The results of the materiality analysis are summarized later in this report.

KEY STEPS
IN
ASSESSING
MATERIALITY


Identification of relevant topics for sector peers.
Topics of interest to companies in the logistics sector were reviewed, and a list of potential sustainability topics was compiled. Topics recommended by other widely used sustainability standards were also assessed.

Assessment of the topics that are most important to stakeholders.
An anonymous survey was conducted to compile information on the most important sustainability topics for stakeholders. The survey was carried out in December 2023 by sending a questionnaire to targeted contacts from each stakeholder group. A total of 467 responses were received.

Impact and risk assessment.
Each sustainability topic has been assessed in terms of its potential impact on the environment and society, as well as its impact on the Group's performance. At this stage, the Group also discussed the main risks and opportunities related to sustainability and the potential financial impact on Group companies. The final result is a materiality matrix presented further.

MATERIALITY MATRIX

The materiality matrix outlines the social, environmental and governance topics most relevant to the Group’s sustainability. All of these topics are important, but to set sustainability priorities, they are ranked according to their importance to stakeholders and their impact on society, the environment and the Group’s performance. Material topics are those that are very important to the stakeholders and have a very significant impact on society, the environment and the Group’s results. The management principles for all material topics are described in accordance with GRI requirements in this report, in chapters arranged by topic.



(E) - Environmental;
(S) - Social;
(G) - Governance

IMPACT ON SOCIETY, ENVIRONMENT AND THE GROUP'S PERFORMANCE				
IMPORTANCE FOR STAKEHOLDERS		Moderately significant	Significant	Very significant
	Very important	(E) Waste management	(E) Air quality	(E) Reducing carbon emissions (E) Energy management (S) Employee wellbeing and satisfaction (G) Road safety and accident management
	Important	(G) Innovation & Digitalisation (S) Equality, diversity & Inclusion (incl. Human rights)	(E) Effective fleet management	(S) Occupational health & safety
	Moderately important	(G) Responsibility in the supply chain	(S) Social initiatives (G) Corporate governance	(S) Employer attractiveness and employee development (G) Business ethics and compliance (incl. anticorruption)

OUR ACTIONS

Environmental impact
Social part impact
Governance



OUR ACTIONS

ENVIRONMENTAL IMPACT



EMISSIONS AND ENERGY MANAGEMENT

The Group and its activities are responsible for a significant amount of greenhouse gases (GHGs) emitted into the atmosphere. Therefore, this topic is identified as one of the key impact areas to manage. Reducing emissions and increasing energy efficiency is an important part of the Group's strategy and will be the focus of future annual targets and impact reduction. The management of this topic is also embedded in the Group's Environmental and Sustainability policies as well as ISO 14001 standards.



EMISSIONS

In this report, Hegelmann Group publishes its estimated (GHG) emissions from its activities in CO2 equivalent. The sources of emissions and the methodologies used to calculate them are identified, including the Scope to which the emission source belongs. The knowledge and methodologies of market-based financial institutions and energy suppliers were used to calculate GHG emissions. The emissions calculation was based on the Greenhouse Gas Protocol (GHG) and Global Reporting Initiative (GRI) standards and recommendations. The calculation of emissions includes not only CO2 but also all other greenhouse gases (CO2, NH4, CH4, HFCs) emitted in the activity, converting them to CO2 equivalents using standard factors and naming the final total number as CO2-eq.

2023						2024	
Emission Scope	Units	Total	Data coverage	Total**	Data coverage		
Direct (Scope 1)	t CO2e	971 780	All divisions	172.070	All divisions		
Indirect (Scope 2)*		4 501	East division	26.581	East division		
Other indirect (Scope 3)		500 230	East & partial coverage in West & Central	329.587	East & partial coverage in West & Central		
Total		1 476.511		528.238			



Note:
Emission consolidation method: operational control. The base year for calculating GHG emissions is 2023, as this is the first year in which the Group has estimated its emissions. Due to this, the data coverage for Scope calculation varies between Company divisions (due to limited data availability) and is to be improved over time. In 2024, there were no biogenic CO2 emitted.

* Calculated using the market-based method based on actual electricity purchases. If calculated using the location-based method, based on the country-specific nature of energy production, the Company's Scope2t GHG emissions in 2024 would be 21 968 t CO2-eq.

** To be updated with West region data

OUR ACTIONS

ENVIRONMENTAL IMPACT



GHG emissions intensity

	2023		2024	
Metric	East division	All divisions	East division	All divisions *
t CO2e / 1 M Eur Revenue	395.3	737.2	505.3	TBA
t CO2e / employee	87.5	143.7	79.9	TBA



Note:

The emission intensity ratio has been calculated for the total Scope 1, 2 and 3 GHG emissions. The calculation intensity ratios include all GHG emissions, converting them into CO2-eq.

* Emissions intensity metrics are being calculated only for divisions with complete GHG data coverage. All divisions data for 2024 to be updated.

To gain a clearer understanding and establish specific, measurable targets, the Lithuanian companies of Hegelmann Group conducted comprehensive emissions measurements for 2024.

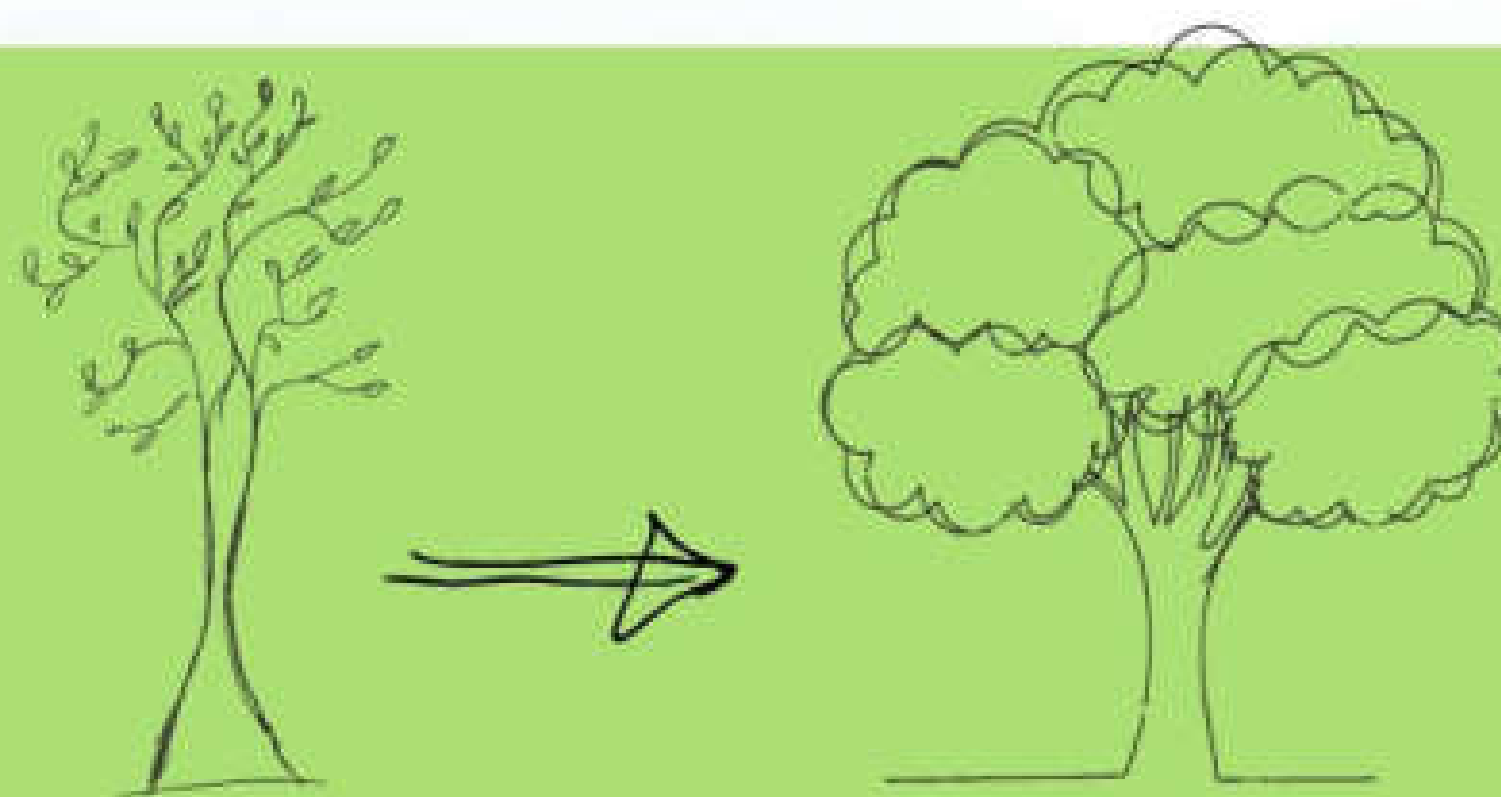
These comprehensive emission measurements now serve as the baseline year due to its improved data accuracy compared to 2023. As a result, Lithuanian companies have developed a Sustainability Strategy with five-year targets set for 2030.

A detailed Scope 3 survey on employee commuting was conducted by the Group in both Lithuanian and Polish companies, alongside an in-depth analysis of costs and services. Additionally, efforts to improve energy efficiency included inspecting ventilation networks and chimneys, ensuring the good condition of existing thermal boilers, and sourcing fuels from known and certified suppliers. These initiatives collectively contribute to the Group's overarching commitment to sustainability and continuous environmental improvement.

Additionally, the Central Division achieved a 0.86% reduction in the 'Empty kilometres' key performance indicator (KPI), reducing empty mileage by 610,923 kilometres – demonstrating our commitment to operational efficiency and lower environmental impact through optimised fleet utilisation. The division also completed the ISO re-certification audit, obtaining ISO 14001 certification. Furthermore, a Power BI dashboard was developed to calculate emissions for each order, allowing us to provide customers with detailed emission data.

PLANS FOR 2025

Our 2025 plans include further modernising our fleet with the acquisition of six biomethane-powered trucks, reinforcing our commitment to sustainable and low-emission transportation solutions.



OUR ACTIONS

ENVIRONMENTAL IMPACT



ENERGY MANAGEMENT

ENERGY CONSUMPTION WITHIN THE GROUP

Units: GJ	2023	2024
Fuel consumption from non-renewable resources:	2 162 480.60	1 776 327.7
Diesel	2 144 573.9	1 703 736.7
CNG	10 212.3	37 665.5
Natural gas	4 941.7	31 714.0
Petrol	2 747.7	3 164.8
LPG	5.0	46.6
Fuel consumption from renewable resources:	0	0
Unspecified	0	0
Energy, heating, cooling and steam consumption:	13 873.78	136 283.4
Electricity	11 566.89	122 279.6
Heating	2 274.73	13 954.6
Cooling	32.16	49.1
Steam	0	0
Total	2 176 354.38	1 912 611.0



Note:
Energy intensity metrics are being calculated only for divisions with complete Energy data coverage.

ENERGY INTENSITY RATIO

Metric	2023	2024
	East division	East division
t CO2e / 1 M Eur Revenue	2 002.06	2 030.99
t CO2e / employee	443.3	321.3



Note:
Energy intensity metrics are being calculated only for divisions with complete Energy data coverage.



During the reporting season, Hegelmann Group installed a solar power plant at Priklių str. 5, Kaunas district Žemaitkiemis in Lithuania, which helps to save **224 tCO2e a year**. Additionally, automatic cranes to save water as well as electrical sensors in corridors and offices, were installed.

In 2024, the Central division continued its commitment to environmental sustainability by implementing key initiatives aimed at improving emissions management. The Czech Republic company had a significant milestone - the relocation to a new office in Prague on September 1st. During the office fit-out, we prioritised sustainable choices, incorporating energy-efficient LED lighting and optimised energy management practices to enhance overall energy efficiency.

As we settle into our new office, we anticipate measurable improvements in our environmental performance, with tangible results expected in 2025. Moving forward, we will continue exploring partnerships with eco-friendly suppliers and advancing sustainability initiatives across our operations to drive continuous environmental progress.

Additionally, the Group explores further partnerships with eco-friendly suppliers and anticipates launching initiatives to further enhance energy efficiency and reduce emissions across our operations. These efforts align with the Group's overarching objective to continuously improve our environmental performance and contribute to a sustainable future.

Additionally, the East division took proactive steps to transition to electricity from renewable sources wherever possible. As part of our sustainability efforts, colleagues in Poland organised the Green Team Challenge, encouraging employees to actively reduce office electricity consumption. These initiatives align with our broader goal of fostering an energy-conscious workplace culture.

In Lithuania, one of our companies, UAB Ivetra ir Ko, successfully installed a 99.98 kW solar power plant, further reinforcing our dedication to sustainable energy solutions.

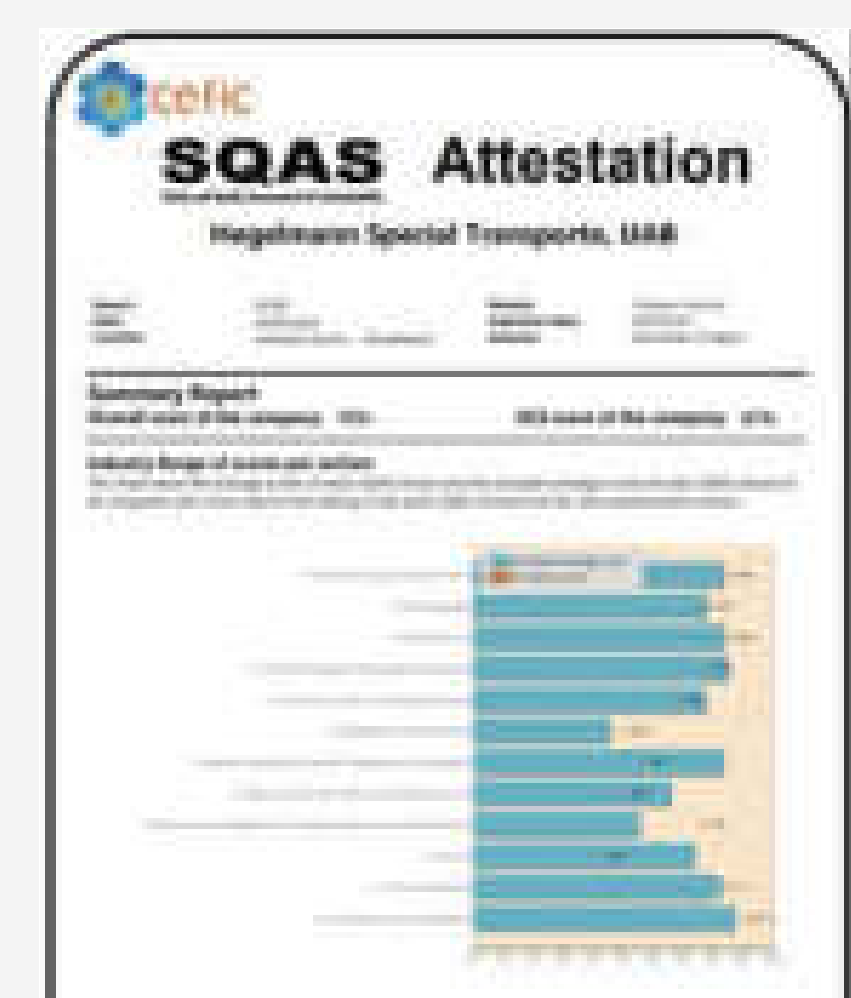
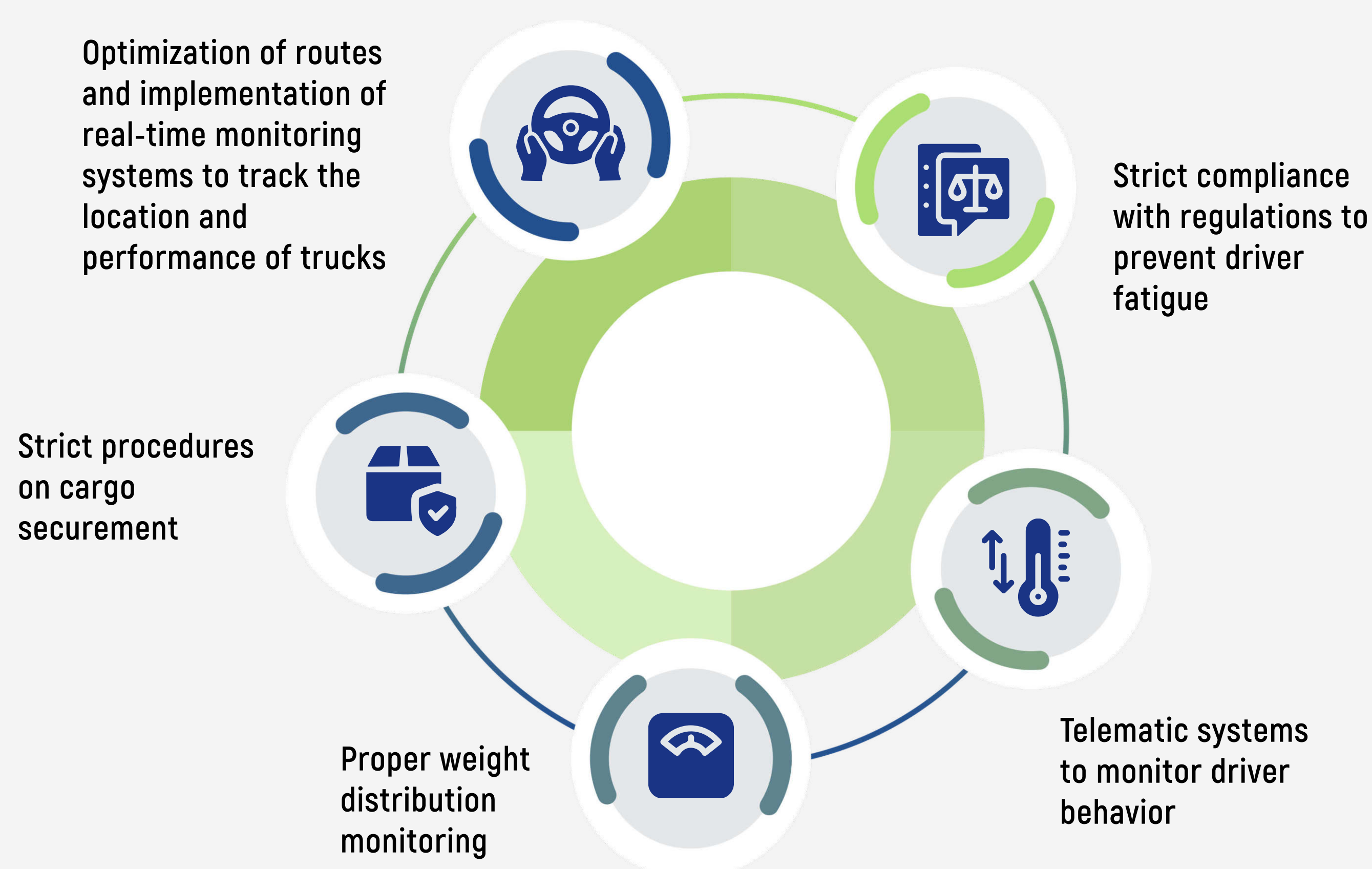
OUR ACTIONS

ENVIRONMENTAL IMPACT



EFFECTIVE FLEET MANAGEMENT AND AIR QUALITY

Effective fleet management is key to both improving air quality and reducing carbon emissions. The Group is guided by Environmental and Sustainability policies in their daily operations followed by the ISO 14001:2015 Environmental standard to further ensure the management of the relevant specific processes. Further management systems and procedures include ISO 45001, IFS Certification, and Sand QAS Attestation.



Each year, targets are set to reduce air pollution, including how many drivers are trained to drive economically. During the reporting period, 485 drivers were trained.

Hegelmann Group is also in the process of introducing fuel efficiency programs to further improve air quality as well as training materials for both drivers and dispensers to ensure high levels of safety.

During the reporting period, the Group has made several steps towards improving efficiency within its operations, which in turn leads to reduced carbon emissions and improved air quality:

- > 10 new Talson refrigerators and 81 Kögel tunic trailers, 6 Parcisa, ADR tankers, and 26 Kässbohrer and Lohr autotransporters have been purchased.
- > 4 Mercedes-Benz trucks (LKW 7.5 t) have been purchased.
- > 207 MAN trucks have been purchased.
- > 15 additional Mercedes-Benz trucks have been purchased.

The Group's dedicated efforts in effective fleet management resulted in a noteworthy 0,86% reduction in the 'Empty KM' key performance indicator (KPI), amounting to a decrease of 610.923 kilometres. This KPI measures the distance travelled without goods, reflecting the Group's commitment to optimising operational efficiency and minimising environmental impact by maximising the utilisation of fleet resources.

In 2024, Hegelmann Group continued to renew its transport fleet, directly impacting CO₂e emissions and air quality. In 2025, the Group plans to continue eco-driving training of employees. For more, see Chapter Emissions.

By 2035, the Group plans to have 45% of its fleet consisting of alternative fuel vehicles.

OUR ACTIONS

ENVIRONMENTAL IMPACT



WASTE MANAGEMENT

The Group aims to ensure the responsible management of all waste associated with its operations, continuously increase recycling and ensure responsible resource management. The Company's approach to waste reduction is defined explicitly in the Hegelmann Group's Environmental Policy.

To successfully manage this topic, the Group has implemented an Environmental Management System in accordance with LST EN ISO 14001:2015. Waste reduction targets are set each year, describing the proportion of waste sorted to be achieved.

In 2024, the Group has initiated a couple of activities related to external waste management and recycling to encourage both employee education and action in the local communities:



THE RIVER CLEANUP INITIATIVE (POLAND)

Colleagues participated in an event where waste was collected from the Warta river and surrounding areas of Częstochowa and Poznań, with 45 participants actively contributing to cleaner waterways.



INTERNAL SUSTAINABLE COOKING COMPETITION (POLAND)

Aiming to promote reducing food waste and creatively utilising available ingredients, this competition saw 9 participants engage in sustainable cooking practices.



GREEN TEAM CHALLENGE (POLAND)

An internal competition designed to raise environmental awareness and promote eco-friendly habits within the company. This initiative, spanning four stages over eight months, encouraged employees to implement actions that reduce energy and water consumption. A total of 1,200 employees across Poland participated in the challenge.



SCANDINAVIAN THERAPY GARDEN (KYIV, UKRAINE)

The Hegelmann Team in Kyiv contributed to the creation of Ukraine's first Scandinavian Therapy Garden, a project led by Danish city planner Mikael Colville-Andersen to support mental health and PTSD recovery. As volunteers, 10 team members helped clean and prepare the garden area by collecting and sorting waste, setting the foundation for its transformation into a healing space.

During the reporting period, overall, 1484 Group employees took part in waste reduction-related activities.

In 2025, the Group plans to further improve the efficiency of the waste sorting and recycling ratio within a company through the installation of more waste sorting points and related staff training. The Hegelmann Group Waste Management Project is currently in progress to reorganise the internal system and centralise the collection of necessary relevant information.

306-3 WASTE GENERATED

Waste by composition			2023, t	2024, t
Hazardous, total:			69098	85990
20 01 21 01* Daytime running lamps			25	19
16 06 01 01* portable lead-acid batteries			107	10 743
13 02 08* other engine, gear and lubricating oils			9 892	44 423
13 05 07* oily water from oil/water separators			3 500	2 300
13 05 08* grit traps and waste oil/water separator mixtures			16 200	13 720
15 01 10* packaging containing or contaminated with residues of dangerous substances			389	425
15 01 11* metal packaging, including compressed air containers, containing dangerous solid porous binding agents (e.g. asbestos), including empty pressure containers			38	66
15 02 02* absorbents, filter materials (including grease filters not otherwise specified), cloths, protective clothing contaminated with dangerous substances			1 333	2 176
16 01 07* oil filters			1 320	6 461
16 01 14* coolants containing dangerous substances			5 137	3 107
08 01 17* paint or varnish disposal waste containing organic solvents or other dangerous substances			281	227
16 01 21 01* fuel filters 765			765	911
16 01 21 02* intake air filters for internal combustion engines			801	1 191
16 01 21 03* shock absorbers for motor vehicles			43	0
16 06 01 02* lead-acid batteries for automobiles			7 208	10 743
20 01 35 02* screens, monitors and equipment containing screens with a surface area greater than 100 cm2			6	4
16 02 13			0	212
16 06 01 lead-acid batteries 22036			22 036	0
Non hazardous, total:			560 006	405 244
15 01 01 paper and paperboard packaging			95 206	83 780
20 01 01 paper and paperboard			0	2 060
15 01 02 02 other plastic packaging			56 419	82 063
20 01 36 04 large equipment (at least one external dimension greater than 50 cm)			265	0
20 01 36 06 small IT and telecommunications equipment (none of the external dimensions exceed 50 cm)			0	15
20 01 36 06 small IT and telecommunications equipment (none of the external dimensions exceeding 50 cm)			1 513	15
16 01 03 used tyres			22 160	6 500
16 01 12 brake pads other than those mentioned in 16 01 11			1 346	2 279
16 01 17 ferrous metals			6 640	19 986
16 01 18 non-ferrous metals			0	320
17 04 02 aluminum			0	6 772
16 01 20 glass			21 866	7 195
17 04 02 aluminum			1 950	0
17 04 05 iron and steel			5 900	43 720
16 01 22 02 other constituents not otherwise specified			1 591	11 973
20 01 99 fractions not otherwise specified			44 927	34 490
20 01 25 edible oils and fats			180	0
15 01 06 mixed packaging			6 530	0
15 01 03 wooden packaging			1 150	0
17 02 01 Wood			35 000	0
12 01 01 ferrous metal grinding and turning wastes			4 860	0
20 01 34 batteries and accumulators			0	1 822
15 01 07 glass packaging			0	170
16 03 06 organic waste not otherwise specified in 16 03 05			0	127
16 02 14 equipment no longer in use, not otherwise specified			0	1 359
20 03 01 mixed municipal waste			0	98 487
15 02 03 absorbents, filter materials, wiping cloths, and protective clothing			0	3 126
Household waste, total:			252 433	492 234



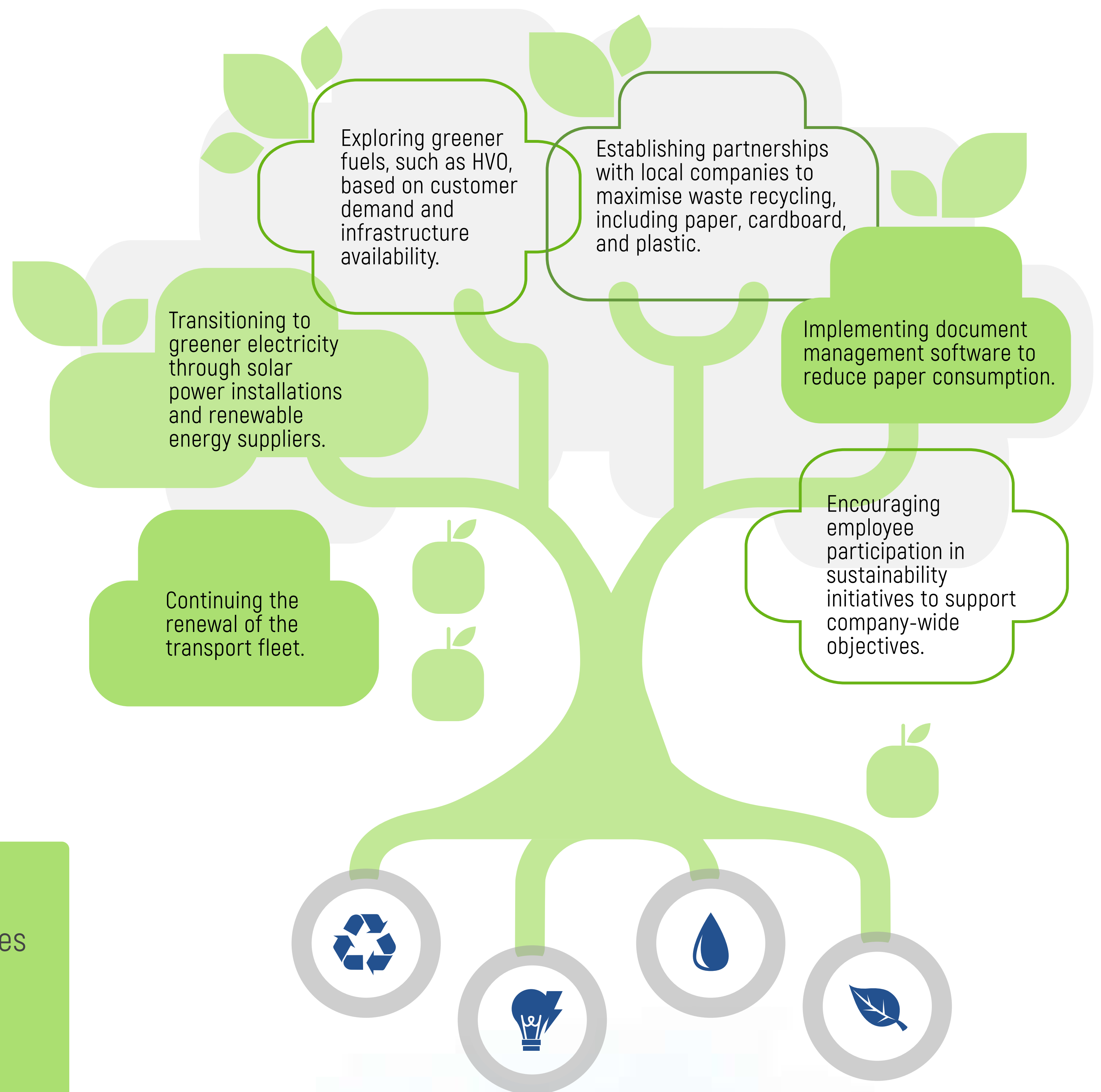
Note:
Data taken from platforms Unified Product, Packaging and Waste Record Keeping Information System to the extent that it was actually given to the waste manager and Invoices, BDO.

OUR ACTIONS

ENVIRONMENTAL IMPACT



PLANS FOR 2025



In 2025, the Group aims to increase waste recycling rates by 10% and strengthen its sustainability efforts. Key initiatives include:



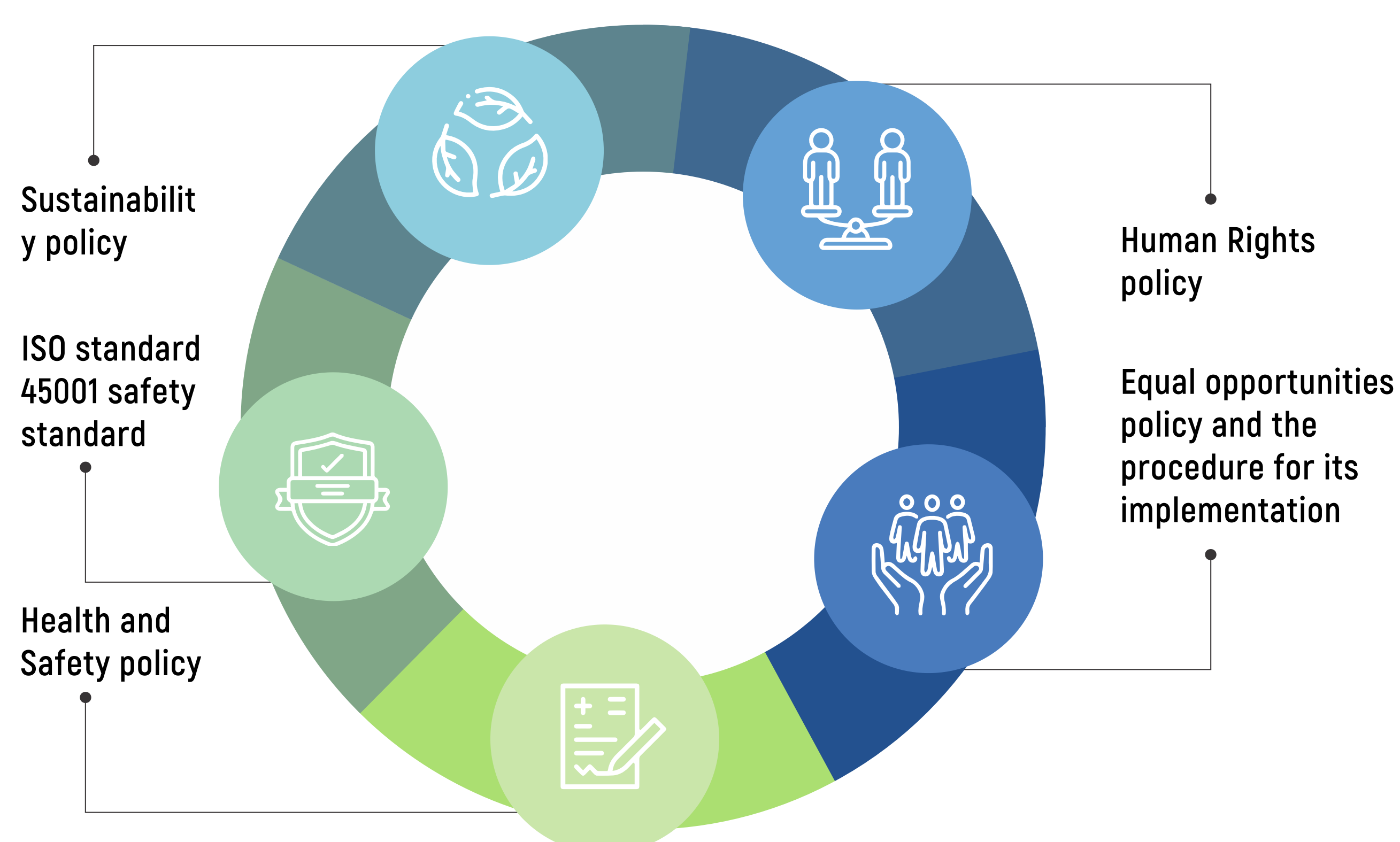
OUR ACTIONS

SOCIAL IMPACT



SOCIAL IMPACT

Professional, competent and responsible employees are the Group's greatest asset. The Group aims to ensure a respectful and caring relationship, a sustainable working environment and foster well-being as well as the development of their workforce. In 2024, Hegelmann Group initiated a number of projects to increase employee engagement and satisfaction, retain and attract talent. The management of this area is embedded in several specific documents:



HUMAN RIGHTS

The Group respects the principles of human rights protection, does not tolerate any violation of human rights, advocates a fair and transparent remuneration policy, complies with the laws on overtime and working time, respects the right of workers to rest and does not tolerate any form of harassment and violence.

Hegelmann Group opposes discrimination and forced labour of any kind. Employees of the Group have equal rights and opportunities regardless of gender, nationality, social or marital status, membership of a social or political organisation or personal characteristics. In 2024, the Group did not record any human rights violations or complaints in relation thereto.



EMPLOYEE WELLBEING AND SATISFACTION

Employee wellbeing and satisfaction is an essential part of the Group's culture. To find out more about employee needs, the Group conducts employee surveys, which helps to get a better understanding of improvement areas. The Group encourages regular two-way communication via 1:1 meetings, yearly reviews and The Hegelmann Newsletter.

In 2024, for the third year in a row, Hegelmann Group received the Top Employer Lithuania certificate from the Top Employers Institute. The certificate is awarded for excellent workplace management, demonstrating that the Group follows best international practices.



There were no recorded incidents of discrimination during the reporting period. In 2025, the Group plans to maintain previously implemented initiatives, continuing its commitment to employee development.

OUR ACTIONS

SOCIAL IMPACT



EMPLOYEES

GRI 2-7:

	Total number	Permanent employees	Temporary employees	Full-time employees	Part-time employees	Non-guaranteed hours employees
2023						
Total number of which:	10 274	5 548	966	9 967	307	0
By gender:						
Women	1 679	823	310	1 576	161	0
Men	8 595	4 725	656	8 391	146	0
2024						
Total number of which:	5 950	5 154	796	5 857	90	18
By gender:						
Women	1 170	878	293	1 140	29	12
Men	4 780	4 276	503	4 717	61	6

Note:
The 2024 disclosed data excludes the West Division due to the unavailability of relevant information.

During the reporting period, Hegelmann Group welcomed 2001 new employees.

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1:

	All employees	Board	Top management team
2023			
All employees, of which:	10 274	3	31
By gender:			
Women	1 679	0	5
Men	8 595	3	26
By age:			
Up to 30	2 296	0	1
30-50	6 272	3	26
More than 50	1 706	0	4
2024			
All employees, of which:	5 950	3	34
By gender:			
Women	1 170	0	6
Men	4 780	3	28
By age:			
Up to 30	973	0	1
30-50	4 105	3	29
More than 50	872	0	4

OUR ACTIONS

SOCIAL IMPACT



SOCIAL INITIATIVES

Social initiatives are part of the Group's yearly events which significantly contribute to a sense of belonging to a broader community. A number of Hegelmann Group colleagues attend such events on behalf of the company or individually. During the reporting period a total of 66% of all Group employees took part in 55 social initiatives. The Group donates money and human aid to the following community centers and events:

A charitable center for families in need

Paralympics for children

Sports initiatives (such as marathons, kayaking, FC Hegelmann football academy for children)

Collaborating with universities, colleges, and the 'Lietuvos Junior Achievement' organisation to introduce young people to activities or career opportunities.

Initiative for people in need

Blood donation centers

Social initiative for the elderly: Writing Christmas postcards for seniors in a nursing home



EMPLOYEE BENEFIT PACKAGE

The benefit package is available for employees after the trial period, and some limitations may apply for employees who are employed part-time. Some benefits are only available in specific Group divisions.

There are a number of benefits provided to a full-time employee including:



A day off on their Birthday



Bonus related financial incentives on 5, 10, 15, 20 year job anniversaries



Partner discounts



Zalgiris Arena VIP Lodge (in Lithuania)



Parental leave financial support



Retirement provision

OUR ACTIONS

SOCIAL IMPACT



REMUNERATION

Remuneration is described in the Remuneration Policy and defined when signing employment contracts. The Remuneration Policy does not apply to members of the highest governing body and senior executives. Annually, a shareholder meeting is convened to establish guidelines and objectives for the upcoming year. This gathering entails a comprehensive review of the achievements and progress of ongoing projects from the previous year. Within this session, the assessment of executive compensation considers the success and returns generated by implemented projects, coupled with an evaluation of the overall economic health of the company.

401-3 Parental leave	2023		2024	
	Women	Men	Women	Men
Total number of employees that were entitled to parental leave	27	7	91	28
Total number of employees that took parental leave	27	7	91	28
Total number of employees that returned to work in the reporting period after parental leave ended	11	5	26	18
Total number of employees that returned to work after parental leave ended, that were still employed 12 months after their return to work	5	6	14	10
Return to work rate for workers on parental leave, %	41%	71%	29%	64%
Ratio of workers returning from parental leave to those still working 12 months after return, %	18%	86%	15%	36%

OCCUPATIONAL HEALTH & SAFETY

The Group is committed to providing a safe working environment for its employees as safety is one of its highest priorities.

In addition to national and international health and safety regulations and legal requirements, an **Occupational Health and Safety Policy**, Health and Safety Manual, and ISO 45001 procedures are in place to help manage this topic. To ensure the successful and effective implementation of safety and health procedures, the Group regularly evaluates its effectiveness by performing internal and external audits (such as ISO). This helps ensure the ongoing identification and assessment of related risks, the definition of risk management measures, and the monitoring of their implementation.

The occupational health and safety system and practices cover all employees, operational activities and workplaces.

OUR ACTIONS

SOCIAL IMPACT



403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Hazard identification and risk assessments are performed annually by the Health and Safety Department and have been evaluated in all workplaces and related areas. Should any associated risks be identified, the corrective action plan is then implemented and followed. In addition to this, external inspections are also conducted, and the results are presented to the Health and Safety department committee.

All interested parties can report threats and/or dangerous situations to their supervisors or Occupational health & safety officers by talking to them via email or the internal SharePoint System. Should there be a confirmed threat or risk, the corrective action plan (including an internal 5 Why Method) is then implemented and followed.

As part of our commitment to safety, the HR department educates all employees during onboarding on using the system, ensuring a comprehensive understanding of reporting procedures. This proactive approach aims to empower our workforce, fostering a safety culture and reinforcing our commitment to the well-being of our employees.

403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

When it comes to training, Hegelmann Group follows a procedure for training of workers. An approved training plan defines training for each specific group of co-workers based on their job area. Periodic health and safety training is mandatory (based on national regulations in countries that the Group operates) and carried out by an external training provider every year.

During the reporting period, the Group implemented an electronic health and safety system which led to increased efficiency as well as positively impacted health and safety culture within the Group.

In 2025, the Group plans to continue focusing on employee health monitoring, with particular attention to psychosocial risk factors across Group companies. Building on previous initiatives, the Group will conduct assessments of employees' emotional well-being and organise dedicated seminars to address these topics. These efforts aim to foster a supportive work environment and enhance overall mental health awareness within the Group.



WORK-RELATED INJURIES

	2023		2024	
Disclosure requirements	2023	Rate*	2024	Rate*
Number of fatalities as a result of work-related injury	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Number of recordable work-related injuries	10	7.67	22	4.72
The main types of work-related injury	slips, trips and falls; broken legs and arms, a car accident	N/A	slips, trips and falls, fracture of the cover plate impression, fracture of the left calcaneus, fracture of the right fibula shaft // eye damage, injured hand, head and spine; broken leg, broken ankle // cut wound to the left hand finger	N/A
The total number of hours worked per year by all employees together	9 015 862	N/A	4 658 592	N/A



Note:
The rates have been calculated based on 1,000,000 hours worked.

OUR ACTIONS

SOCIAL IMPACT



EMPLOYER ATTRACTIVENESS & DEVELOPMENT

Hegelmann Group provides continuous professional development for its employees, including but not limited to internal and external training, to ensure that they have all the necessary certificates, develop the competencies they need to do their jobs, and are able to strengthen their teams. Employees are given the opportunity to develop their professional skills according to their individual needs and yearly employee surveys are conducted for this purpose.

In 2024, a total of 456 various training courses were conducted, resulting in an average of 0.0766 training sessions attended per employee per year.

During the reporting period, the Group continued to strengthen its commitment to driver education and workforce development. In Poland, the Drivers’ Academy project remained a key initiative, focusing on educating drivers on work-related matters. Additionally, training programs on ECO driving and occupational health and safety (OHS) were conducted to enhance drivers’ skills, improve their working conditions, and increase awareness of their environmental impact.

The Group also reinforced its collaboration with universities, further engaging with students who represent potential future employees. In 2024, the university network continued to expand, fostering stronger industry-academic connections and supporting talent development within the sector.

For the past 3 years, Hegelmann Group in Lithuania has been proud to consistently be rated as a TOP Employer in Lithuania.

GRI 401-1:		2023	Total number per category	NEW EMPLOYEES		EMPLOYEE TURNOVER	
				Number of new employees	Share by category %	Number of employees who left the company	Share by category, %
By gender:							
Women			1 679	819	49	918	55
Men			8 595	6 085	71	6 269	73
By age:							
Up to 30			2 296	1 394	61	1 296	56
30-50			6 272	4 307	69	3 749	60
More than 50			1 706	1 180	69	1 649	97

OUR ACTIONS

SOCIAL IMPACT



GRI 401-1:		2024	Total number per category	NEW EMPLOYEES		EMPLOYEE TURNOVER	
				Number of new employees	Share by category %	Number of employees who left the company	Share by category, %
By gender:							
Women			1 170	330	28	400	34
Men			4 780	1 671	35	2 121	44
By age:							
Up to 30			973	487	50	509	52
30-50			4 105	1 225	30	1 583	39
More than 50			872	289	33	429	49

There were no significant fluctuations in the number of employees during the reporting period and between reporting periods.

The Group also has 18 trainees (workers who are not employees). They perform work based on a Tripartite agreement (Objective of the internship – to analyse the Group’s activities, describe the characteristics of the services, assess the Group’s internal and external environment, and present a summary of the knowledge acquired during the internship).

PLANS FOR 2025

In 2025, Hegelmann Group will prioritise employees’ well-being by focusing on health monitoring and psychosocial risk assessment across its companies. This includes evaluating employees’ emotional well-being and implementing targeted measures to address identified challenges. The Group will continue to organise seminars on mental health and workplace well-being, fostering a healthier and more supportive work environment.

Alongside these efforts, Hegelmann Group is committed to enhancing its employer attractiveness by strengthening talent attraction, employee development, and engagement initiatives across its operations in Germany, Poland, Lithuania, Latvia, Estonia, Italy, France, Hungary, Slovakia, the Czech Republic and Romania. To improve the candidate experience, the Group aims to ensure that at least 50% of applicants receive an automated response from HR. It also will refine its talent database to enable more efficient searches within the candidate pool.

The selection process will be optimised by incorporating personality tests into hiring decisions, ensuring a more structured candidate evaluation and comparison approach. The Group also aims to improve selection accuracy by targeting a three-month turnover rate of less than 30%. Additionally, the Bitrix system’s functionality will be expanded to automate candidate communication and streamline selection processes.

Investing in employee development remains a priority, with plans to implement a structured competency development model and training programs. By the end of 2025, 60% of identified positions will have an established development framework, with internal and external training completion rates targeted at 60% and 40%, respectively.

A clearer distinction will be established between qualification-based training managed by the training department and compliance and soft skills training overseen by HR, ensuring structured implementation and monitoring. The Unlock system will be introduced to map employee competencies to achieve a 70% adoption rate among identified companies.

To foster employee engagement and loyalty, Hegelmann Group will establish an “Employee Experience Committee” with representatives from various departments to drive workplace improvement initiatives. Furthermore, the Group will develop a long-term strategy for employee surveys, covering key areas such as leadership, training, well-being, and rewards, to achieve at least 60% participation in engagement surveys.

OUR ACTIONS

GOVERNANCE / ECONOMIC IMPACT



Several measures are in place to ensure safety on roads:

Technical vehicle maintenance

Route optimisation and real-time monitoring system to track the location and performance of trucks

Strict procedures on cargo securement to ensure proper weight distribution

Telematics systems that monitor driver behavior and strict compliance to prevent driver fatigue

Active breaks' system, which protects vehicles from an accident. When a sudden obstacle appears in front of the tow truck, the tow truck automatically stops the tow truck if the driver himself fails to do so.

Fuel efficiency programs

Training materials for both drivers and dispatchers to ensure safety

ISO 14001, ISO 45001, ISO 9001 Standards

IFS Logistics certificate (ensures a relevant standard of quality and safety of logistics activities, including transport, storage, distribution, loading and unloading, etc.)

ROAD SAFETY & ACCIDENT MANAGEMENT

Due to the nature of Hegelmann Group's business, road safety and accident management is at the highest priority. The Group takes all possible precautions and continuously invests in new technologies to mitigate potential risks associated with this area.

In 2024, the Group's company Hegelmann Special Transporte received a Safety and Quality Assessment System (SQAS) Report score of 76% for environmental, security and quality performance of logistics service. There were 3613 road accidents recorded during the reporting period.

All relevant information regarding employee health and safety can be found in the Occupational Health and Safety section of this report.

In 2024, the Group plans to implement fuel efficiency programs, introduce aerodynamic parts to save fuel costs and an AI-based Tire Management System (currently in a testing phase) and work on tire reprofiling to increase the lifespan of tires and save costs.



OUR ACTIONS

GOVERNANCE / ECONOMIC IMPACT



PLANS FOR 2025

In 2025, we will continue to enhance our safe traffic management practices, prioritising the well-being of drivers, freight, and all road users. Our key focus areas will include:

Driver Training and Awareness: Expanding training programs on defensive driving, fatigue management, and road safety compliance to equip drivers with the necessary skills to navigate diverse road conditions safely.

Incident Reduction Strategies: Conducting in-depth analyses of past incidents and near misses to develop targeted risk mitigation measures and accident prevention strategies.

Fleet Safety Enhancements: Ensuring that our vehicles meet the highest safety standards through rigorous maintenance schedules and integrating advanced safety technologies where applicable.

Collaboration and Compliance: Strengthening partnerships with industry stakeholders, regulatory bodies, and authorities to stay aligned with evolving road safety regulations and best practices.

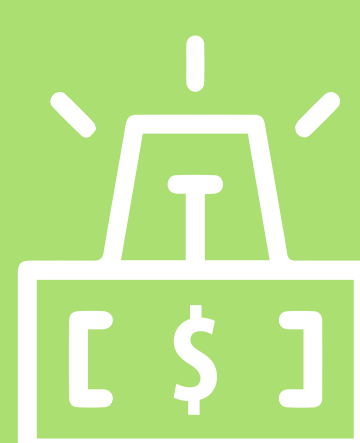
BUSINESS ETHICS & COMPLIANCE

Business ethics is integral to Hegelmann Group's business activities. The Group aims to create and foster an ethical business culture, prevent corruption and bribery and compete fairly.

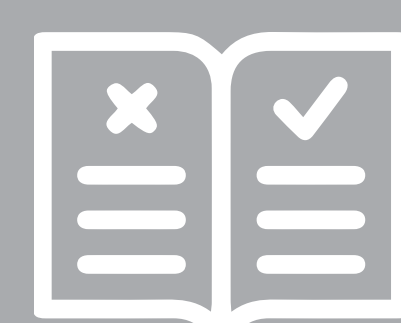
The Group's position and broader approach to business ethics is described in the following documents, which are accessible to all stakeholders:



Sustainability
policy



Anti Corruption
Policy



Ethical Rules for
Business Partners

OUR ACTIONS

GOVERNANCE / ECONOMIC IMPACT



RISK MANAGEMENT AND MITIGATION

Hegelmann Group does not tolerate corruption of any kind and is committed to open competition, ethical business conditions and adequate transparency in their operations. The Group does not tolerate fraud, extortion, the creation of unofficial accounts, the execution of unofficial and improperly documented transactions, the recording of fictitious expenses, the use of false documents and other forms of corruption. The anti-corruption provisions apply to all employees of the Group, members of the management and supervisory bodies and third parties acting on behalf of the Group.

The risk is mitigated by having complex internal control mechanisms to identify potential corruption risk factors. The Group continuously monitors and improves its business processes. Following the provision of the Whistleblower Protection Directive No (EU) 2019/1937, Hegelmann Group has implemented both an internal and external **channel** for the handling of complaints.

There were no significant cases of non-compliance during 2024. There were also no fines for non-compliance with laws and regulations. The Group complies with the law as defined by government regulations in the countries in which the Group companies operate.

No cases of corruption were reported in 2024.

During the reporting period, all relevant employees received anti-corruption training, and internal and external ISO audits were also carried out to review operational procedures.

GRI 205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

Employees that the Group's anti-corruption policies and procedures have been communicated to	Total number		Share in %	Employees that have received training on anti-corruption	Total number		Share in %
Total 2023	1 742	17		N/A	1 742	17	
Total 2024	3 122	40		N/A	1 517	40	

The Group is actively working on collecting data regarding anti-corruption policies and procedures in relation to business partners. While this process is ongoing, we have identified that the Anti-Corruption Policy on our website received 117 views, while the Anti-Corruption Policy for Business Partners was viewed 269 times. These insights mark the initial steps toward strengthening transparency and monitoring engagement with our anti-corruption initiatives.

OUR ACTIONS

GOVERNANCE / ECONOMIC IMPACT



PLANS FOR 2025

In 2025, the Group will strengthen its anti-corruption efforts by ensuring all new employees familiarise themselves with the company's anti-corruption policy through enhanced checks and reminders. A new online anti-corruption training program will be introduced and managed via the Sauga.It system, with a target participation rate of at least 60%.

Additionally, increased focus will be placed on anti-corruption training for drivers. These sessions will be conducted using tablets in a classroom, with mandatory attendance confirmation through participant signatures.

Finally, in 2025, the Group plans to develop and implement a comprehensive Sustainability Strategy to strengthen its environmental, social, and governance commitments. The strategy focuses on reducing CO₂ emissions, improving energy efficiency, increasing recycling rates, enhancing employee well-being, and ensuring transparency in sustainability reporting.

Key initiatives include investments in alternative fuels, renewable energy, waste reduction programs, and social responsibility projects. Progress will be continuously monitored and communicated to stakeholders through sustainability reports.



STANDARDS & CERTIFICATIONS

Standards & Certifications
GRI Index
Contact Detail



STANDARDS & CERTIFICATIONS:

STANDARDS & CERTIFICATIONS



AEO STATUS AUTHORISATION

Hegelmann Multimodal UAB, Hegelmann Transporte UAB and Hegelmann Logistics UAB pleased to have achieved the internationally recognised AEO status authorisation, certifying compliance with high safety and security standards.



GMP+ FEED SAFETY ASSURANCE

The GMP+ Feed Safety Assurance scheme confirms a company's compliance with the highest industry standards of feed safety risk management systems. Hegelmann Special Transporte UAB, Hegelmann Transporte s.r.o (CZ) and Global Transporte Czechia achieved this certification for 2024

ISO 9001, ISO 14001, AND ISO 45001

Meeting these ISO standards proves a company's dedication to environmental management and good occupational health practices, and we are proud that ten businesses within Hegelmann Group have achieved these. Companies in compliance with these ISO standards are:

HTRFS Solutions GmbH
HT Trucks & Parts GmbH
Hegelmann Express GmbH
Hegelmann Logistics UAB
Hegelmann Special Transporte UAB
Hegelmann Transporte UAB
Hegelmann Transporte s.r.o (CZ)

Hegelmann Transporte sp. z o.o.
Ivetra ir Ko UAB
Express Heroes UAB
HG Intermodal UAB
Hegelmann Autotransporte UAB
Hegelmann Multimodal UAB



CLEAN SWEEP

Hegelmann Special Transporte UAB is participating in Operation Clean Sweep® (OCS), a voluntary free programme aimed at improving awareness, promoting best practices, and providing guidance and tools to support companies from the plastics value chain in implementing necessary pellet loss prevention measures.



ECOVADIS

Ecovadis is an internationally recognised certification system designed to help companies manage their sustainability management systems, and award bronze, silver, and gold certifications to those who achieve the best scores when reviewed.

GOLD

This year, Hegelmann Express GmbH and Hegelmann Autotransporte UAB are proud to have achieved Ecovadis Gold, placing the company in the top 4% of all assessed companies.

STANDARDS & CERTIFICATIONS:

STANDARDS & CERTIFICATIONS



TRANSPORTED ASSET PROTECTION ASSOCIATION CERTIFICATION

HTRFS Solutions GmbH are pleased to have been certified by the TAPA institution, proving clear dedication to a resilient supply chain and high-quality security



SAFETY & QUALITY ASSESSMENT FOR SUSTAINABILITY (SQAS)

SQAS is a system of uniform third party assessments, serving to evaluate the performance of Logistics Service Providers. Hegelmann Express GmbH, Hegelmann Special Transporte UAB and Hegelmann Transporte UAB are proud to have passed the assessment, demonstrating commitment to high standards within our logistical operations.

STANDARDS & CERTIFICATIONS:

GRI INDEX



Statement of use

Hegelmann Group 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

1. THE ORGANISATION AND ITS REPORTING PRACTICES

GRI 2: GENERAL DISCLOSURES 2021

GRI STANDARD	DISCLOSURE	PAGE
2-1	Organizational details	4
2-2	Entities included in the organization's sustainability reporting	4
2-3	Reporting period, frequency and contact point	4
2-4	Restatements of information	4
2-5	External assurance	4

2. ACTIVITIES AND WORKERS

GRI STANDARD	DISCLOSURE	PAGE
2-6	Activities, value chain and other business relationships	4
2-7	Employees	12
2-8	Workers who are not employees	12

3. GOVERNANCE

GRI STANDARD	DISCLOSURE	PAGE
2-9	Governance structure and composition	8
2-10	Nomination and selection of the highest governance body	8
2-11	Chair of the highest governance body	8
2-12	Role of the highest governance body in overseeing the management of impacts	8
2-13	Delegation of responsibility for managing impacts	8
2-14	Role of the highest governance body in sustainability reporting	4
2-15	Conflicts of interest	8
2-16	Communication of critical concerns	8
2-17	Collective knowledge of the highest governance body	8
2-18	Evaluation of the performance of the highest governance body	12
2-19	Remuneration policy	12
2-20	Process to determine remuneration	12
2-21	Annual total compensation ratio	-

STANDARDS & CERTIFICATIONS:

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5. STAKEHOLDER ENGAGEMENT

GRI STANDARD	DISCLOSURE	PAGE
2-29	Approach to stakeholder engagement	8
2-30	Collective bargaining agreements	-

GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	8
3-2	List of material topics	8
3-3	Management of material topics	8

ECONOMIC TOPICS

GRI 201: ECONOMIC PERFORMANCE 2016

GRI 205: ANTI-CORRUPTION 2016

GRI STANDARD	DISCLOSURE	PAGE
205-3	Confirmed incidents of corruption and actions taken	13

ENVIRONMENTAL TOPICS

GRI 302: ENERGY 2016

GRI STANDARD	DISCLOSURE	PAGE
302-1	Energy consumption within the organization	11
302-2	Energy consumption outside of the organization	11
302-3	Energy consumption outside of the organization	11

GRI 305: EMISSIONS 2016

GRI STANDARD	DISCLOSURE	PAGE
305-1	Direct (Scope 1) GHG emissions	11
305-2	Energy indirect (Scope 2) GHG emissions	11
305-3	305-3 Other indirect (Scope 3) GHG emissions	11
305-4	GHG emissions intensity	11

STANDARDS & CERTIFICATIONS:

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GRI 306: WASTE 2020

GRI STANDARD	DISCLOSURE	PAGE
306-3	306-3 Waste generated	11

SOCIAL TOPICS

GRI 401: EMPLOYMENT 2016

GRI STANDARD	DISCLOSURE	PAGE
401-1	New employee hires and employee turnover	12
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	12
401-3	Parental leave	12

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

GRI STANDARD	DISCLOSURE	PAGE
403-1	Occupational health and safety management system	12
403-2	Hazard identification, risk assessment, and incident investigation	12
403-3	Occupational health services	12
403-4	Worker training on occupational health and safety	12
403-5	Work-related injuries	12

GRI 404: TRAINING AND EDUCATION 2016

GRI STANDARD	DISCLOSURE	PAGE
404-2	Programs for upgrading employee skills and transition assistance programs	12

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

GRI STANDARD	DISCLOSURE	PAGE
405-1	Diversity of governance bodies and employees	12

GRI 406: NON-DISCRIMINATION 2016

GRI STANDARD	DISCLOSURE	PAGE
406-1	Incidents of discrimination and corrective actions taken	12

STANDARDS & CERTIFICATIONS:

CONTACT DETAILS



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