2025 Sustainability report

Table of contents

About us

Our Commitments

Our actions

Standards & certifications

01

About us

Learn more about our company, our values, and how we create sustainable value.

02

Our Commitments

Discover the commitments that guide our sustainability strategy and actions

03

Our actions

Explore the impact of our actions across environmental, social, and economic areas.

Environmental impact

Social impact

Governance

04

Standards & certifications

See the standards we follow and the recognition we've earned.

GRI index

Contact details

Standards & certifications

About:
Foreword

During the past year, Hegelmann has remained committed to its sustainability journey, continuing to integrate responsible growth and innovation into its daily operations.

By maintaining our green vehicle fleet and investing in modern technologies, we continue to strengthen our commitment to sustainable logistics. Our ongoing efforts to improve CO_2 emissions accounting accuracy, alongside initiatives aimed at encouraging emission reductions, support our ability to better monitor and manage environmental impact. These actions reflect our long-term strategic direction and our dedication to responsible business practices within the logistics sector.

At the core of our approach lies a sustainability strategy that integrates economic growth with social and environmental responsibility. Our core values – family, respect, sustainability, progress, and motivation – remain closely aligned with the principles of sustainable development and continue to guide our decisions and operations. We believe that meaningful progress requires cooperation between businesses, policymakers, and society, as well as continuous investment in innovation, responsible practices, and long-term solutions that support the transition toward a lower-carbon future.

We also recognize that sustainability extends beyond environmental impact. Supporting employee well-being through improved health and working conditions remains an important priority, reflecting our belief that people are at the centre of our operations. In addition, our involvement in sustainable initiatives and community-focused projects reflects our broader commitment to creating positive social impact.

As we move forward, Hegelmann remains focused on continuous improvement and maintaining a responsible, sustainable approach to logistics. We believe that consistency, collaboration, and long-term commitment are essential in contributing to a more sustainable future for the next generations.

Sincerely,

Siegfried Hegelmann
Managing Shareholder

Anton Hegelmann
Managing Shareholder

About:
This report

Another year. Another achievement.

The Hegelmann private limited companies (listed), operating in Lithuania, Poland, Slovakia, the Czech Republic, and Romania, have published this consolidated Sustainability Report on June 2026 for the reporting period from 1 January to 31 December 2025.

The information contained in this Sustainability Report includes consolidated information of all Hegelmann companies. The sustainability report publishing date coincides with the Hegelmann 's annual financial statements.
The Hegelmann 's Sustainability Report is prepared in accordance with the Global Reporting Initiative, GRI standards 2021 updated version.
The Sustainability Report presents the Hegelmann 's achievements and aspirations in the environmental, social and governance (ESG) areas.

The Sustainability Report is prepared based on the Company's internal processes, data collection practices and governance procedures. The Report is not subject to independent assurance. All disclosed information is compiled in line with the European Commission's non-financial reporting guidelines.

This year, the Hegelmann has significantly enhanced the maturity of its sustainability reporting by expanding the scope and quality of disclosed information and ensuring consistent reporting of all relevant performance indicators. This continuous improvement enables stakeholders to access reliable, comprehensive and methodologically sound insights into the Hegelmann's sustainability performance, supporting a clearer assessment of its impact and progress.

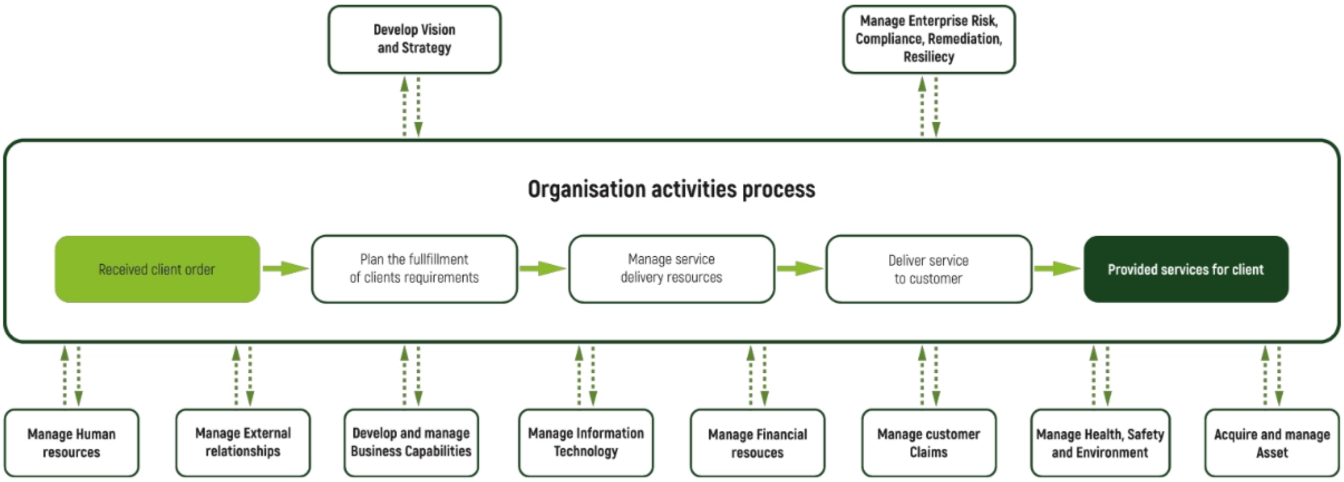
Questions or feedback on this report and the Hegelmann 's sustainability activities can be submitted through the following contacts:

info.lt@hegelmann.com

About: Hegelmann Group

Global player in the logistics

Hegelmann is a prominent logistics provider with a well-established operational footprint across Europe, which continues to serve as its core market. Its extensive service capabilities and strong network of strategic partners enable the delivery of customized, end-to-end logistics solutions that address a wide range of customer requirements. The company's service portfolio covers intermodal transport, air and sea freight, logistics center operations, and fully integrated supply chain services.



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

Our commitments:

Sustainability at the Group

Sustainability principles

Hegelmann is committed to embedding sustainability principles into its operational strategy and key performance indicators. Sustainability forms an essential part of the company's activities and is closely aligned with its commitments to stakeholders and its long-term strategic priorities. The principles of responsible, ethical and fair business conduct applied within Hegelmann are outlined in the **Sustainability Policy** and the **Code of Conduct for Business Partners**.

The fundamental principles underpinning Hegelmann's sustainability framework are:

1. To implement sustainability, consider the relevant matters' **environmental, social and governance** aspects.

2. When making decisions on the sustainable development of the Hegelmann, take into account the **stakeholders'** expectations, respect the Hegelmann's obligations towards them, and cooperate in a transparent and honest way.

3. To keep Hegelmann's activities in line with **the European Green Deal** and **the Paris Agreement's** common objectives on climate change.

4. To implement the Organization for Economic Co-operation and Development (**OECD**) guidelines for good governance.

5. To contribute to the United Nations **Sustainable Development Goals**.

6. To support and implement United Nations **Global Compact** principles on human rights, employee rights, environmental protection and corruption prevention.

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

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

The Hegelmann 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 organizational levels, and their integration into the operational strategy, policies and procedures.

Our commitments:

Sustainability at the Group

Sustainability management

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

- Environmental Policy
- Anti Corruption Policy
- Quality Policy
- Occupational Health & Safety Policy
- Human Rights Policy
- Sustainable Procurement Policy

All Hegelmann policies apply to employees at every organisational level and are publicly accessible on the company's website. Each policy is approved by the highest governing bodies, and relevant training is provided to all employees to ensure proper understanding and implementation.

Oversight of Hegelmann's environmental, social and economic impacts is carried out by senior management. The Board (shareholders) reviews the sustainable development strategy annually to ensure effective impact management across all areas; however, it does not review or approve the Sustainability Report or the information disclosed within it.

Hegelmann's sustainability management practices, including policy commitments, are further embedded and delegated as follows:
i. Appointment of senior executives with defined sustainability responsibilities.
These leaders are accountable for managing sustainability-related impacts, advancing the company's sustainability agenda and ensuring alignment with strategic objectives. They are also responsible for reviewing the annual Sustainability Report and the information reported.
ii. Delegation to responsible managers and employees.
Sustainability responsibilities are integrated into the daily operations of the organisation. The highest governance body assigns key sustainability topics to designated managers and employees across departments, ensuring a decentralised approach in which various teams actively contribute to managing sustainability impacts.

The designated responsible persons regularly report to the Board on the management results of environmental, social and economic impacts. These updates are provided during weekly, monthly and annual meetings, and additional activity reports are submitted when required.
The Hegelmann Board must be informed without delay of any critical sustainability-related issues. In 2025, no critical sustainability concerns were identified within Hegelmann companies.

Our commitments:

Sustainability at the Group

Hegelmann management structure and composition

According to the Articles of Association of Hegelmann, the highest governance bodies consist of the shareholders, the Chief Executive Officer (CEO) and the executive directors of the companies. Strategic decisions are taken by the shareholders and the CEOs, while executive directors are responsible for supervisory and control functions. The Hegelmann does not have separate committees dedicated to overseeing economic, environmental or social impacts; these responsibilities are integrated into the duties of the highest governance bodies.

Lithuania

The highest governance bodies across the Lithuanian entities consist of 26 directors and 1 executive. All members are employees of the companies. Both genders are represented, with 6 women and 17 men in leadership roles. The governance body collectively possesses management, operational, financial and sector specific competencies and represents the interests of key stakeholder groups, including employees, customers and shareholders.

Poland

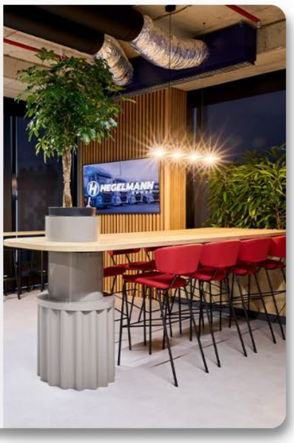
The governance bodies in Poland comprise 4 directors and 4 executives. All members are employees, and two of them also represent the owners. Leadership positions are currently held by men. The governance body has the professional competencies required for effective oversight and decision making and represents the interests of shareholders, employees and customers.

Slovakia and the Czech Republic

The governance bodies in Slovakia and the Czech Republic consist of 3 directors and 1 executive. All members are employees and all are male. The governance body has the necessary managerial, operational and sector-specific competencies and represents the interests of the primary stakeholder groups.

Romania

The governance body consists of 1 executive member and 3 non-executive members. Gender balance is ensured, with 2 women and 2 men. Members bring managerial, accounting, economic and technical expertise. One member also holds an additional internal leadership role. Formal stakeholder representation mechanisms are not established.



Our commitments:

Sustainability at the Group

Nomination and selection of the highest governance body

Shareholders appoint executive directors. The highest governance body is also a senior executive in the organization. Their functions within the Hegelmann are defined in the Hegelmann '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 of the relevant subject matters.

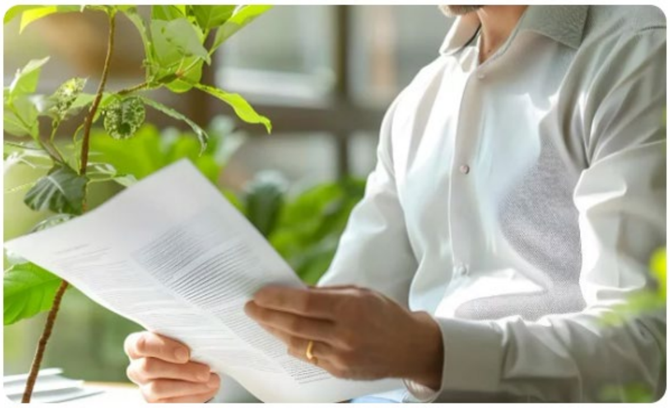
Conflicts of interest

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

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

In 2025, no conflicts of interest were identified.

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 Hegelmann 's website.

Depending on the nature of the violation, the Hegelmann shall, by the Hegelmann '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 Hegelmann 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.

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

Membership associations

Hegelmann transporte UAB is a member of the Chamber of Industry and Crafts, Kaunas Region Industrialists and Employers Association, and AHK (Deutsch – Baltische Handelskammer in Estland, Lettland, Litauen). 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.

KAUNO KRAŠTO PRAMONININKŲ IR DARBDAVIŲ ASOCIACIJA

KAUNO PREKYBOS, PRAMONĖS IR AMATŲ RŪMAI

TTLA

AHK Deutsch-Baltische Handelskammer in Estland, Lettland, Litauen
German-Baltic Chamber of Commerce in Estonia, Latvia, Lithuania

Stakeholder involvement

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

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

- Clients
- Employees
- Shareholders and board members
- Business partners
- Suppliers
- Associations
- Governments (incl. ministries, municipalities)
- Future generations

Our commitments:

Priority Goals

Materiality analysis

In 2025, Hegelmann repeated its materiality analysis of sustainability topics in accordance with the GRI Standards. The purpose of this reassessment was to validate the Group’s key environmental, social and governance topics and to update the sustainability strategy based on the confirmed priorities. The results of the analysis form the basis for the detailed disclosures on these topics and their management presented in this Sustainability Report.

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

Key steps in assessing materiality:

1. 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 were compiled. Topics recommended by other widely used sustainability standards were also assessed.

2. 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 October 2025 by sending a questionnaire to targeted contacts from each stakeholder group. A total of 194 responses were received.

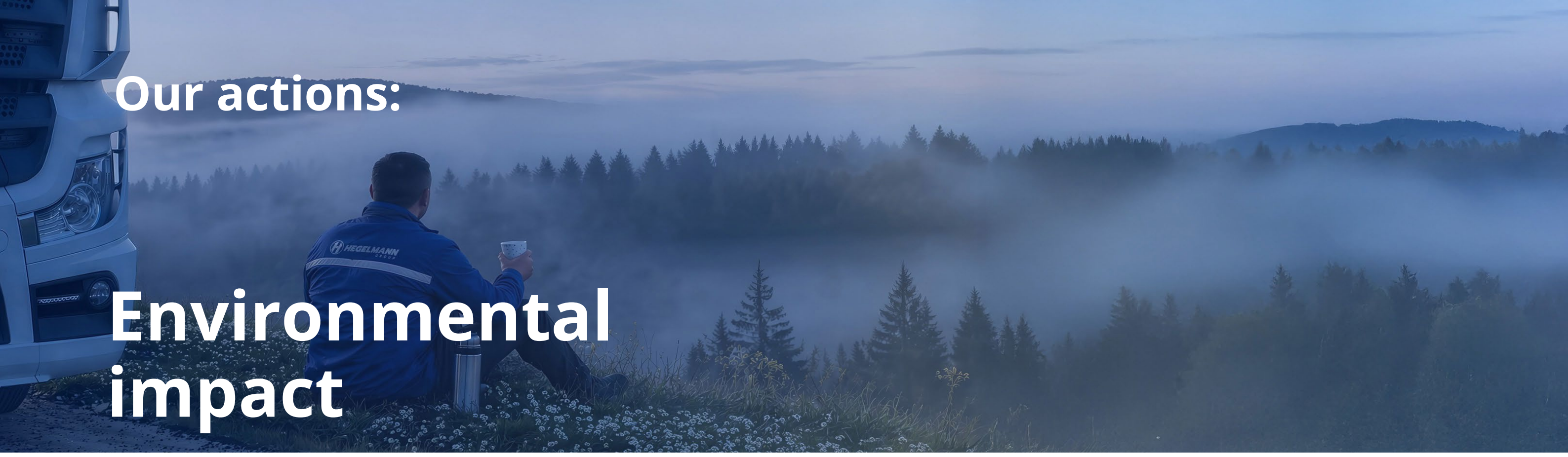
3. Impact and risk assessment.

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

Materiality matrix

Importance for stakeholders	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 & Digitalization (S) Equality, diversity & Inclusion	(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 (G) Business ethics and compliance
	Moderately significant	Significant	Very significant	
Impact on society, environment and the Hegelmann 's performance				
(E) – Environmental; (S) – Social; (G) – Governance				

The materiality matrix outlines the social, environmental and governance topics most relevant to the Hegelmann '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 Hegelmann '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 Hegelmann 's results. The management principles for all material topics are described in accordance with GRI requirements in this report, in chapters arranged by topic.



Our actions:

Environmental impact

Emissions and energy management

Hegelmann's operations result in a significant amount of greenhouse gas (GHG) emissions, and therefore this aspect is identified as one of the company's most material impact areas requiring structured management. Reducing emissions and improving energy efficiency are key strategic priorities for Hegelmann and will continue to be integrated into annual targets and impact-reduction measures. The management of this topic is embedded in Hegelmann's Environmental and Sustainability Policies and is aligned with the principles of the ISO 14001 standard.

Additionally, Hegelmann plans to join the SBTi Near-term Targets, thereby strengthening its commitment to systematically reducing carbon emissions in the future.

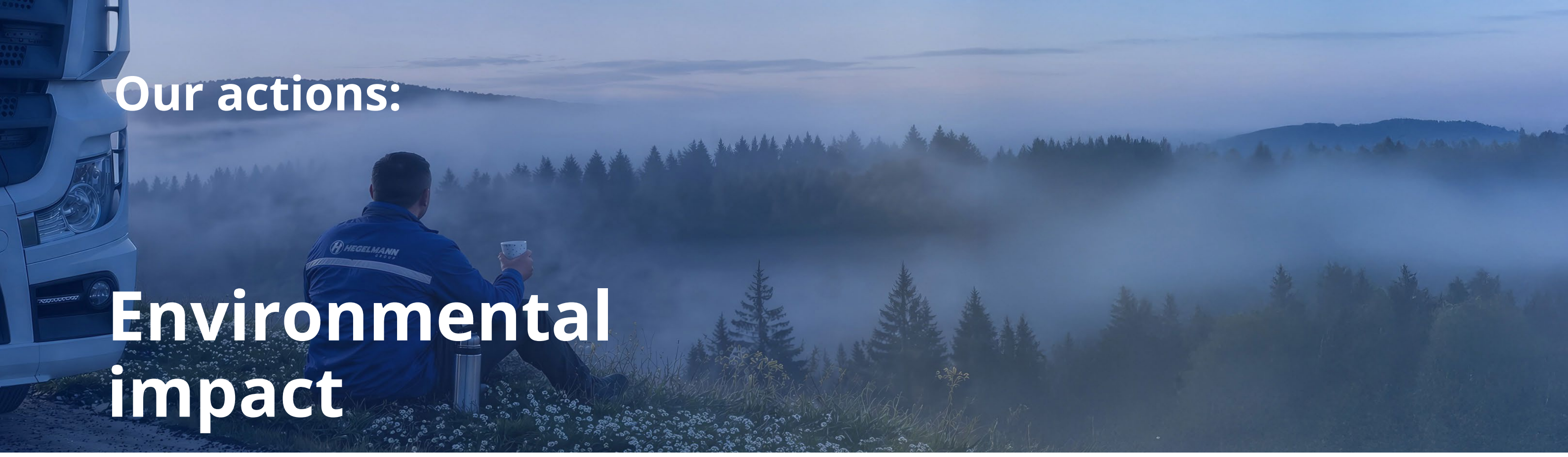
Emissions

In this report, Hegelmann discloses its estimated greenhouse gas (GHG) emissions expressed in CO_2 equivalents. The report identifies the emission sources, the calculation methodologies applied, and the corresponding Scopes to which each source is attributed. The calculation of GHG emissions is based on data and methodologies provided by market-based energy suppliers and financial institutions.

The emissions inventory has been prepared in accordance with the Greenhouse Gas Protocol (GHG Protocol) and the Global Reporting Initiative (GRI) standards and guidance. The calculation covers not only CO_2 but also other greenhouse gases generated by the company's activities (including CO_2, N_2O, CH_4 and HFCs), which are converted into CO_2 equivalents using standard global warming potential factors. The final results are presented as total CO_2-eq emissions.

Emission Scope	Units	2024	2025
Direct (Scope 1)	t CO2e	116,840	123,971
Indirect (Scope 2)*	t CO2e	1,037	1,233
Other indirect (Scope 3)	t CO2e	160,702	329,587
TOTAL		**278,579**	**288,223**

Note:
Emission consolidation method: operational control. The base year for calculating GHG emissions is 2024, as this is the first year in which the Hegelmann has estimated its emissions. In 2025, 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 2025 would be 1 233 t CO2-eq.



Our actions:

Environmental impact

To strengthen strategic planning and establish clear, measurable targets, the Lithuanian companies of the Hegelmann carried out comprehensive emissions measurements in 2024. The results of this assessment now serve as the baseline year, as the data collected in 2024 is significantly more accurate and complete compared to 2023. Building on this baseline, the Lithuanian companies have developed a Sustainability Strategy with five-year targets set for 2028, and the implementation of these targets continues throughout 2025.

A detailed employee commuting survey (Scope 3) was carried out in both Lithuanian and Polish Hegelmann companies, accompanied by an in-depth analysis of related costs and services. In addition, a specialised assessment of tank-cleaning activities was conducted to determine the CO_2e emissions generated per single tank wash, further enhancing the accuracy of Scope 3 calculations.

Efforts to improve energy efficiency also continued, including inspections of ventilation systems and chimneys, evaluation of the condition and performance of existing thermal boilers, and the procurement of fuels exclusively from known and certified suppliers. These initiatives, launched in 2024 and continued throughout 2025, contribute to Hegelmann's ongoing commitment to sustainability and continuous environmental improvement.

In 2025, Hegelmann continued our targeted efforts to improve this indicator, building on the progress achieved in previous years. Through consistent fleet management measures, we further optimised our operations and achieved a significant 0.98 percentage point reduction in the Empty KM indicator. This corresponds to approximately 100 km saved per truck per month, and considering the size of our fleet, amounts to roughly 50,000 km saved each month.

This KPI measures the distance travelled without cargo and serves as an important indicator of our operational efficiency and environmental performance. Its improvement reflects our commitment to reducing fuel consumption, lowering CO_2 emissions, and enhancing fleet utilisation efficiency.

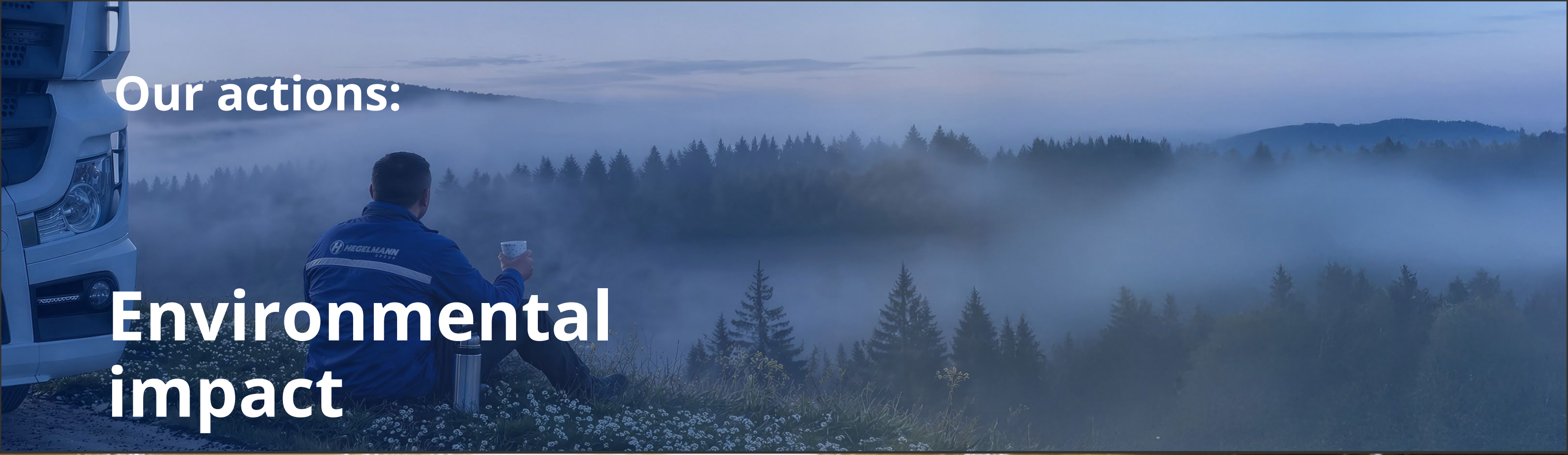
In addition, in 2025 we successfully completed the ISO surveillance audit and maintained our ISO 14001 environmental management certification. We also implemented a Power BI dashboard that enables emissions calculations on a per-order basis, allowing us to provide customers with detailed, transparent emissions data and strengthening accountability across the supply chain.

Metric	2024 All companies	2025 All companies
t CO2e / 1 M Eur Revenue	352	399
t CO2e / employee	143.7	84.67

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 for all complete GHG data coverage.

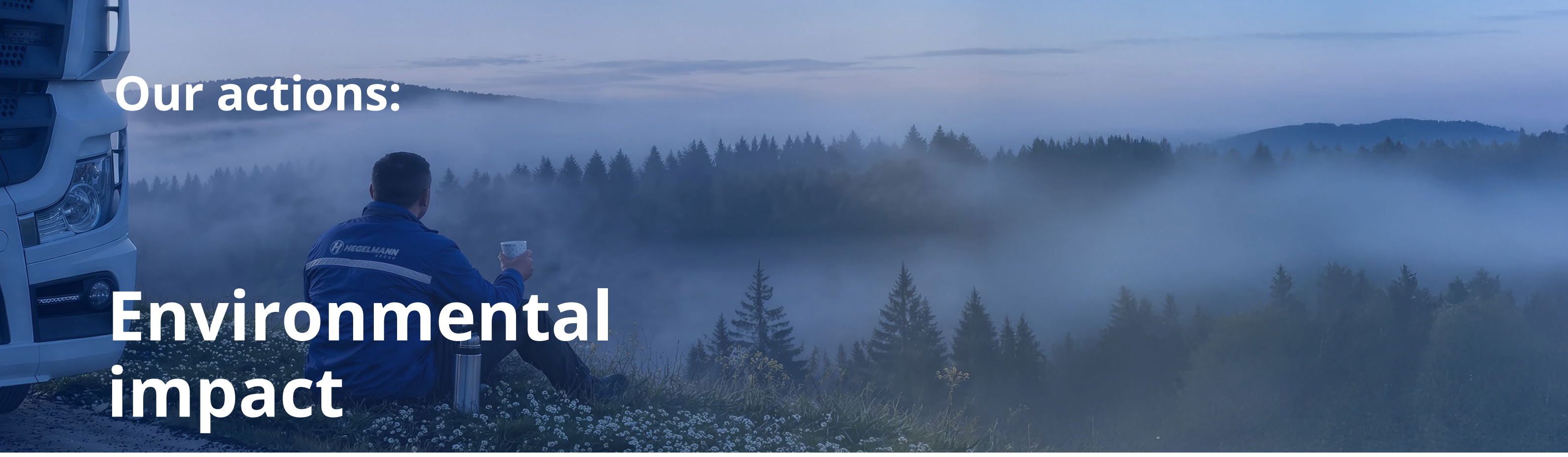
Our actions:

Environmental impact



Plans for 2026

In 2026, Hegelmann companies in Poland, Lithuania and the Czech Republic plan a significant renewal of their transport fleet, with a total acquisition of 390 new trucks: 220 in Poland, 120 in Lithuania and 50 in the Czech Republic. All planned Mercedes Actros 1845 LS vehicles feature improved fuel efficiency, advanced emission reduction technologies and full compliance with the Euro VI standard. These coordinated investments will reduce operational emissions, enhance energy efficiency and further strengthen Hegelmann's commitment to low emission road transport solutions."



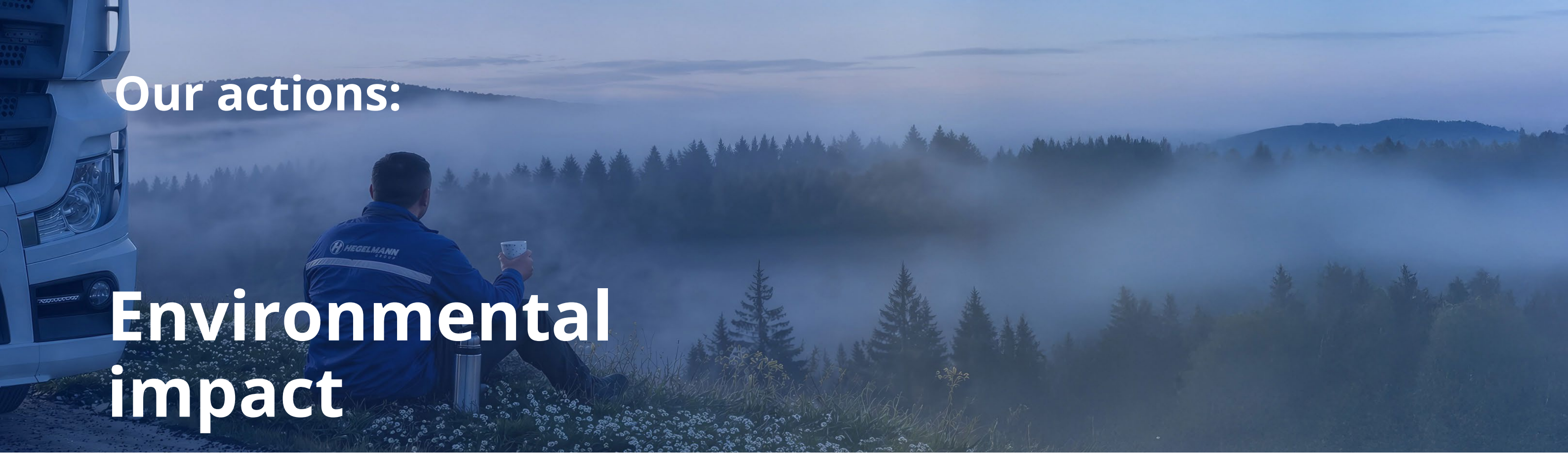
Our actions:

Environmental impact

Energy management

Units: GJ	2024	2025
Fuel consumption from non-renewable resources	**413 539,14**	**450 803,74**
Diesel	400 517,18	431 330,71
CNG	5 126,69	4 872,84
Natural gas	6 997,7	13 788,33
Petrol	884,8	800,62
LPG	12,77	11,24
Fuel consumption from renewable resources	**0**	**0**
Unspecified	0	0
Energy, heating, cooling and steam consumption	**789,81**	**762,55**
Electricity	702,53	702,53
Heating	38,18	10,92
Cooling	49,1	49,1
Steam	0	0
TOTAL	**414 328,95**	**451 566,29**

Note: the calculations are based on data provided by all Hegelmann companies.



Our actions:

Environmental impact

Energy intensity ratio

Metric	2024 All companies	2025 All companies
GJ / 1 M Eur Revenue	1,900	2,300
GJ / employee	153,60	167,40

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

In 2025, Hegelmann continued its transition towards renewable energy sources across all operating countries, aiming to reduce CO_2e emissions associated with electricity consumption and strengthen overall energy efficiency.

Lithuania

In Lithuania, the share of electricity sourced from renewable energy increased significantly in 2025. Although the solar power plant located at Priklių str. 5, Kaunas district, had been installed in previous years, in 2025 the company additionally began using a remote solar power park, further expanding the use of green electricity.

This step reduced emissions associated with electricity consumption and supported the Hegelmann's target to reduce CO_2e emissions from electricity use by 30 percent.

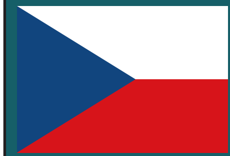
In total, 28 500 tCO_2e were saved in 2025 due to the use of renewable electricity.

Poland

In Poland, the transition to renewable electricity continued in 2025 by switching electricity supply contracts to green energy wherever possible.

Additionally, the Green Team Challenge initiative was continued in office locations. Through this gamified programme, employees were encouraged to reduce electricity consumption and adopt energy-saving behaviours, contributing to improved energy efficiency across operations.

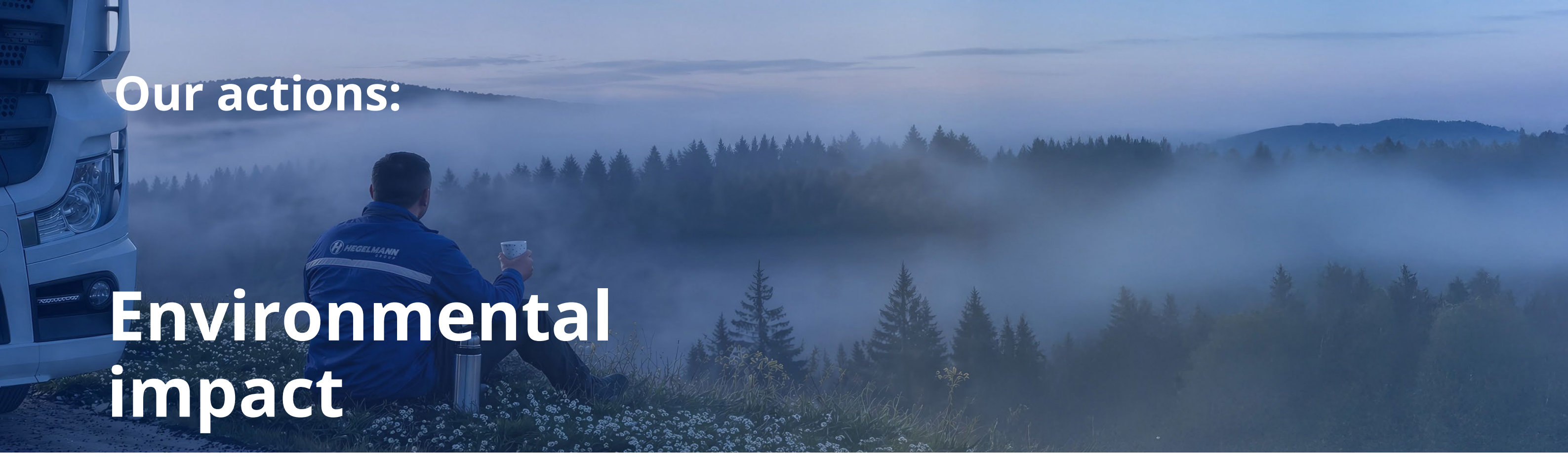
Czech Republic



The Czech entity relocated to a new office in Prague in 2024, with the environmental impact of this transition assessed and reported in the 2025 reporting period.
During the office fit-out, energy-efficient LED lighting, optimised energy management practices, and improved monitoring systems were implemented.
These measures are expected to deliver measurable improvements in energy efficiency from 2025 onwards.

Throughout 2025, Hegelmann consistently strengthened its energy efficiency measures and increased the share of renewable electricity across all operating countries.

These actions directly support the Hgelmann's long-term sustainability objectives, reduce CO_2e emissions, and contribute to the implementation of the Hegelmann's Sustainability Strategy.



Our actions:

Environmental impact

Effective fleet management and Air Quality

Effective fleet management is one of the key factors contributing to improved air quality and reduced carbon emissions. Hegelmann follows Environmental and Sustainability Policies in its daily operations, with process management additionally supported by the ISO 14001:2015 environmental management standard. Other management systems and procedures applied include ISO 45001, IFS certification, and Sand QAS attestation.

To minimise negative environmental impacts, Hegelmann implements strict vehicle maintenance and driver training programmes. These measures include:

Route Optimisation
Real-time monitoring of vehicle location and technical performance.

Cargo Safety
Strict cargo securement procedures.

Weight Control
Proper weight distribution management.

Driver Monitoring
Telematics systems to analyse driver behaviour.

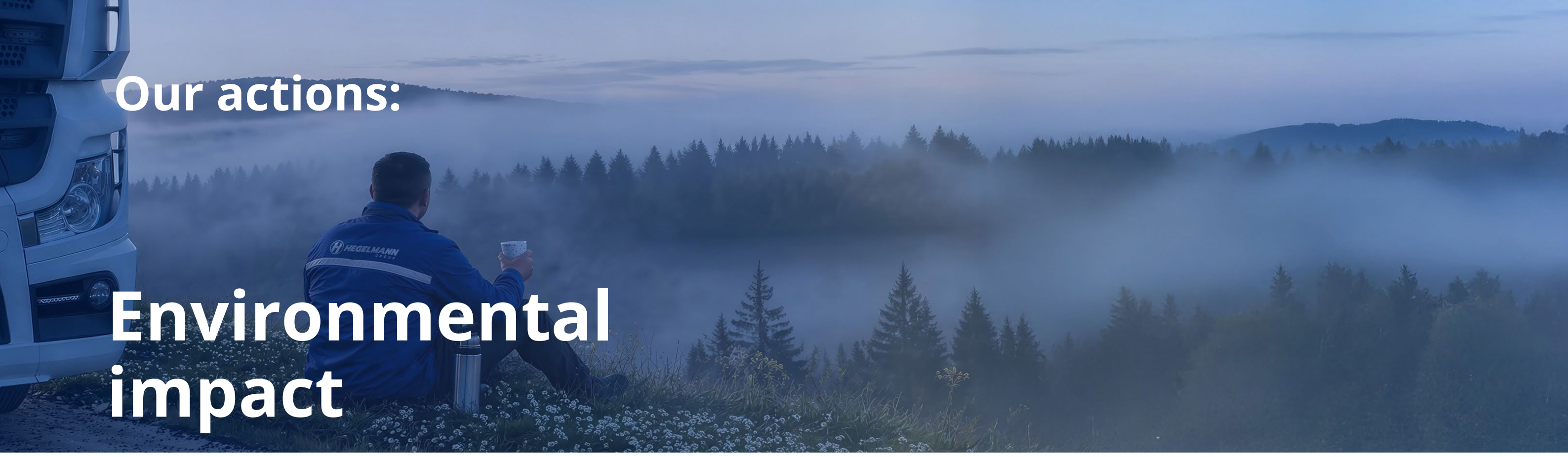
Fatigue Prevention
Compliance with regulations to prevent driver fatigue.

Annual targets are set to reduce air pollution, including the scope of eco driving training. During the 2025 reporting period, 485 drivers were trained.
In addition, Hegelmann is implementing fuel efficiency programmes aimed at further improving air quality and reducing fuel consumption. Additional training materials are also being developed for both drivers and fuel dispensing personnel to ensure a high level of safety and consistent compliance with environmental requirements.
During the reporting period, Hegelmann expanded and modernised its fleet by acquiring additional trucks and specialised trailers. The new vehicles are equipped with advanced technologies that support lower emissions, improved fuel efficiency, and higher operational reliability.

Hegelmann's continued and targeted efforts in effective fleet management resulted in a significant 0.98 percentage point reduction in the 'Empty KM' key performance indicator (KPI). This improvement corresponds to approximately 100 kilometres saved per truck per month which, considering the size of the Hegelmann's fleet, amounts to roughly 50,000 kilometres saved each month.

The 'Empty KM' KPI measures the distance travelled without goods and serves as an important indicator of operational efficiency. The achieved reduction demonstrates the Hegelmann's commitment to optimising fleet utilisation, improving route planning and minimising unnecessary mileage, thereby reducing fuel consumption and lowering the environmental impact of transport operations.
In 2025, Hegelmann continued to renew its transport fleet, directly impacting CO2e emissions and air quality. In 2026, the Hegelmann plans to continue eco-driving training of employees. For more, see Chapter Emissions.

By 2030, the Hegelmann plans to have 30% of its fleet consisting of alternative fuel vehicles.



Our actions:

Environmental impact

Waste Management

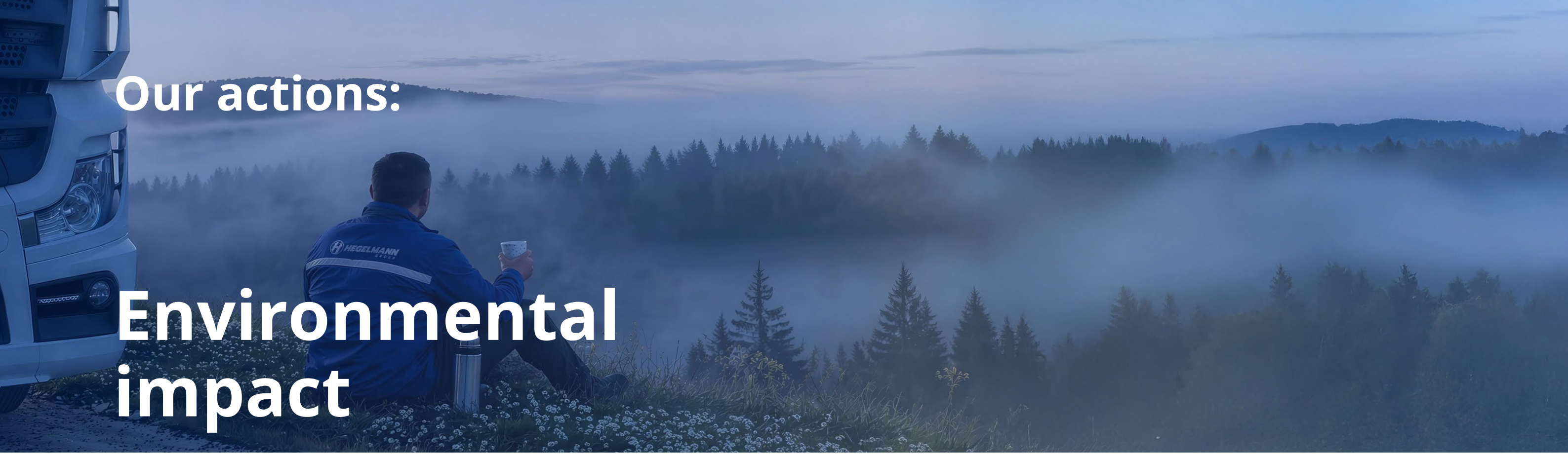
The Hegelmann aims to ensure the responsible management of all waste associated with its operations, continuously increase recycling and ensure responsible resource management. The Company's approach to waste reduction is defined explicitly in the Hegelmann's Environmental Policy.

To successfully manage this topic, the Hegelmann 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 2025, the Hegelmann 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 Hegelmann team in **Lithuania** took part in a special initiative – the planting of a commemorative forest for the 70th anniversary of the Kaunas district in Margininkai village. More than 200 members of the Kaunas district community came together with a shared goal: to nurture our environment and leave a meaningful legacy for future generations. We contributed to the planting of 7,000 pine and spruce trees.

The Hegelmann offices in **Lithuania** have been equipped with updated waste bins to support more effective waste sorting. Each bin is designed with three, two, or single compartments dedicated to paper, plastic, and mixed waste. This improvement reflects our ongoing commitment to sustainability and responsible resource management in our everyday operations.



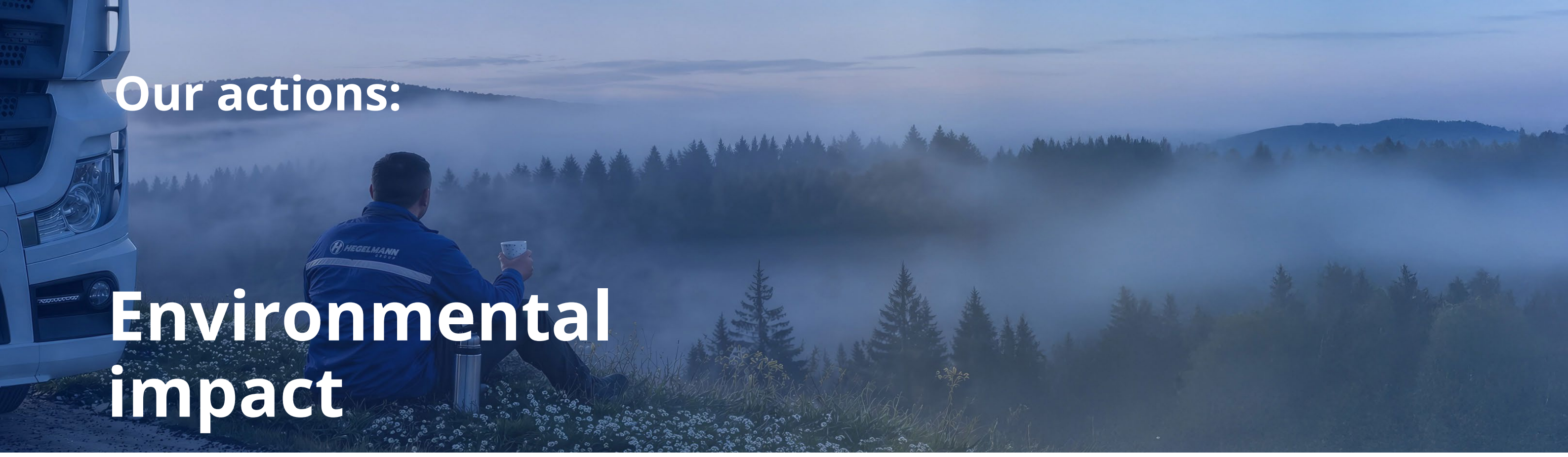
Our actions:

Environmental impact

During the reporting period, overall, 769 Hegelmann employees took part in waste reduction-related activities.

In 2025, Hegelmann implemented measures aimed at improving the efficiency of waste sorting and recycling within the company by installing additional waste sorting points and providing related staff training. These actions have already been carried out and form a solid foundation for further strengthening the system.

The Hegelmann Waste Management Project is currently underway, focusing on reorganising the internal waste management structure and centralising the collection of relevant data. In 2026, the company plans to further enhance these initiatives to continuously improve waste sorting performance and increase the overall maturity of its environmental management processes.

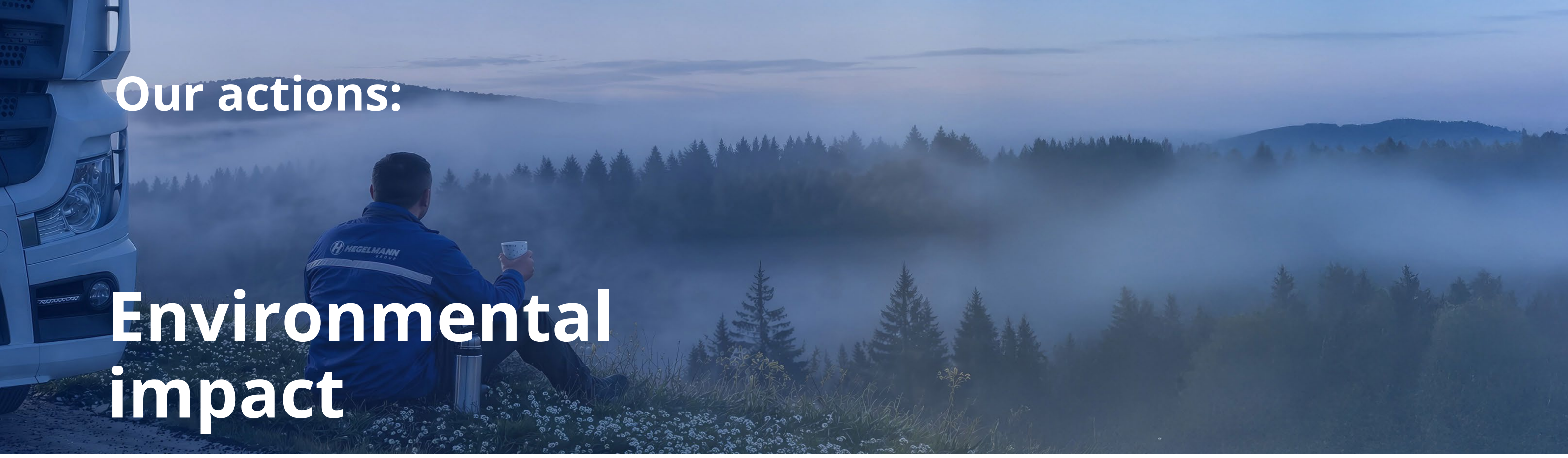


Our actions:

Environmental impact

306-3 Waste generated

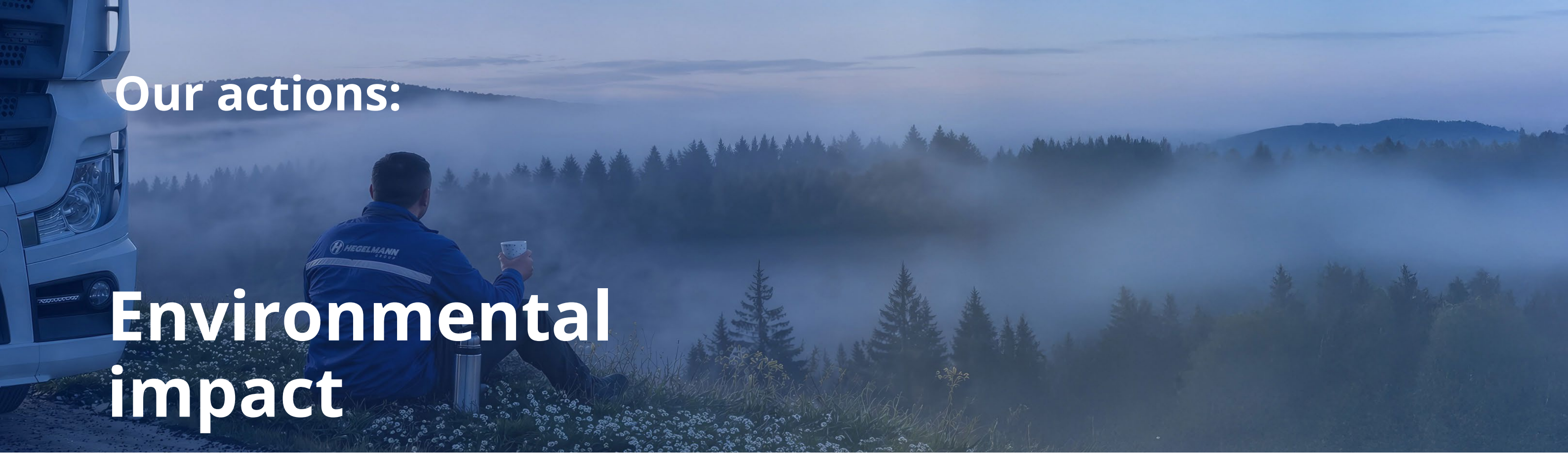
Waste by composition	2024	2025
Hazardous, total	**85,990**	**51,272**
20 01 21 01* Daytime running lamps	19	4
16 06 01 01* Portable lead-acid batteries	10,743	2,979
13 02 08* Engine, gear & lubricating oils	44,423	8,390
13 05 07* Oily water	2,300	22,700
13 05 08* Oil/water separator mixtures	13,720	10,480
15 01 10* Contaminated packaging	425	442
15 01 11* Metal packaging (hazardous)	66	58
15 02 02* Absorbents & clothing	2,176	1,299
16 01 07* Oil filters	6,461	1,025
16 01 14* Coolants	3,107	2,415
08 01 17* Paint waste	227	68
16 01 21 01* Fuel filters	911	681
16 01 21 02* Air filters	1,191	721
16 01 21 03* Shock absorbers	0	0
16 06 01 02* Car batteries	10,743	2,979
20 01 35 02* Screens >100cm²	4	0
16 02 13 Equipment	212	0
16 06 01 Lead-acid batteries	0	0



Environmental impact

306-3 Waste generated

Waste by composition	2024	2025
Hazardous, total	**85,990**	**51,272**
20 01 21 01* Daytime running lamps	19	4
16 06 01 01* Portable lead-acid batteries	10,743	2,979
13 02 08* Engine, gear & lubricating oils	44,423	8,390
13 05 07* Oily water	2,300	22,700
13 05 08* Oil/water separator mixtures	13,720	10,480
15 01 10* Contaminated packaging	425	442
15 01 11* Metal packaging (hazardous)	66	58
15 02 02* Absorbents & clothing	2,176	1,299
16 01 07* Oil filters	6,461	1,025
16 01 14* Coolants	3,107	2,415
08 01 17* Paint waste	227	68
16 01 21 01* Fuel filters	911	681
16 01 21 02* Air filters	1,191	721
16 01 21 03* Shock absorbers	0	0
16 06 01 02* Car batteries	10,743	2,979
20 01 35 02* Screens >100cm²	4	0
16 02 13 Equipment	212	0
16 06 01 Lead-acid batteries	0	0



Our actions:

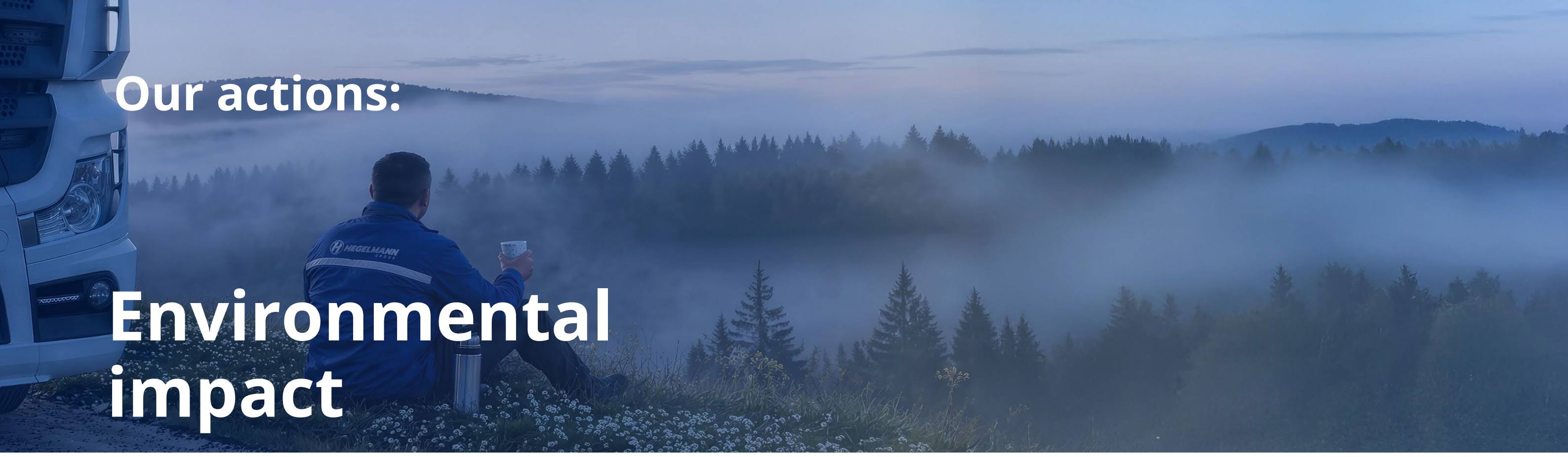
Environmental impact

306-3 Waste generated

Waste by composition	2024	2025
Hazardous, total	**85,990**	**51,272**
20 01 21 01* Daytime running lamps	19	4
16 06 01 01* Portable lead-acid batteries	10,743	2,979
13 02 08* Engine, gear & lubricating oils	44,423	8,390
13 05 07* Oily water	2,300	22,700
13 05 08* Oil/water separator mixtures	13,720	10,480
15 01 10* Contaminated packaging	425	442
15 01 11* Metal packaging (hazardous)	66	58
15 02 02* Absorbents & clothing	2,176	1,299
16 01 07* Oil filters	6,461	1,025
16 01 14* Coolants	3,107	2,415
08 01 17* Paint waste	227	68
16 01 21 01* Fuel filters	911	681
16 01 21 02* Air filters	1,191	721
16 01 21 03* Shock absorbers	0	0
16 06 01 02* Car batteries	10,743	2,979
20 01 35 02* Screens >100cm²	4	0
16 02 13 Equipment	212	0
16 06 01 Lead-acid batteries	0	0

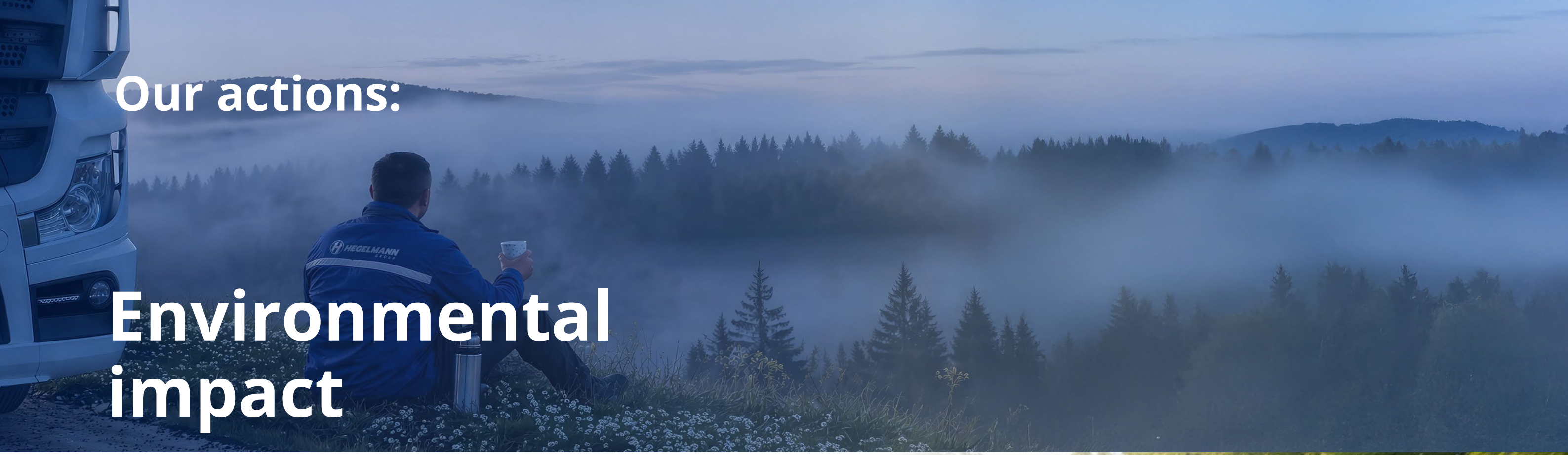
Our actions:

Environmental impact



Non-hazardous, total	**405,244**	**289,425**
15 01 01 Paper packaging	83,780	120,441
20 01 01 Paper	2,060	6,750
15 01 02 Plastic packaging	82,063	33,148
20 01 36 Large equipment	0	0
Small IT equipment	15	0
Used tyres	6,500	35,320
Brake pads	2,279	1,897
Ferrous metals	19,986	8,060
Non-ferrous metals	320	0
Plastic	6,772	3,148
Glass	7,195	22
Iron & steel	43,720	0
Other materials	11,973	800
Unspecified fractions	34,490	79,530
Batteries	1,822	12
Glass packaging	170	170
Organic waste	127	127
Unused equipment	1,359	0
Mixed municipal waste	98,487	79,530
Absorbents	3,126	0
Household waste, total	**492,234**	**340,697**

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 2026

In 2026, Hegelmann will continue advancing its environmental objectives by building on the progress achieved in previous years. The company aims to increase its waste recycling rate by 10% and further strengthen its sustainability initiatives. The key planned actions include:

- Expanding cooperation with local waste management partners to maximise the recycling of paper, cardboard, plastic and other materials.
- Implementing document management software to reduce paper consumption and optimise internal processes.
- Encouraging stronger employee engagement in sustainability initiatives to support company wide environmental goals.

- Continuing the modernisation of the transport fleet to improve energy efficiency and reduce emissions.
- Further increasing the share of green electricity, as the majority of the company's consumed electricity already comes from renewable sources, including solar power and certified green energy suppliers.
- Assessing the potential use of lower emission fuels, such as HVO, depending on customer needs and infrastructure availability.

Our actions:

Social impact

Social impact

Employees remain one of the Hegelmann's most valuable strategic resources. The Hegelmann is committed to fostering a respectful, inclusive and supportive working environment that promotes employee well being, long term engagement and continuous professional development. In 2025, Hegelmann continued to strengthen its people focused practices by implementing targeted initiatives aimed at enhancing employee satisfaction, improving retention and attracting new talent. The management of this area is guided by a set of internal policies and procedures that ensure a consistent and responsible approach across the organization. The management of this area is embedded in several specific documents:

Sustainability policy	Human Rights policy	ISO standard 45001 safety standard	Health and Safety policy

Human rights

Hegelmann consistently upholds the principles of human rights protection and maintains a zero tolerance approach to any form of human rights violation. A fair and transparent remuneration framework is applied across the organisation, and strict compliance with regulations governing working hours, overtime and rest periods is ensured. Hegelmann does not tolerate any form of harassment, violence or inappropriate behaviour in the workplace. Hegelmann opposes all forms of discrimination and forced labour. All employees are guaranteed equal rights and opportunities regardless of gender, nationality, social or marital status, membership in social or political organisations, or any other personal characteristics. In 2025, no human rights violations or related complaints were recorded within Hegelmann.

Our actions:

Social impact

Employees

GRI 2-7	Total number	Permanent	Temporary	Full-time	Part-time	Non-guaranteed
			2025			
Total number	3,404	3,291	113	3,399	5	0
By gender						
Women	545	522	23	544	1	0
Men	2,859	2,769	90	2,855	4	0

During the reporting period, Hegelmann welcomed 1331 new employees.

Diversity of governance bodies and employees

GRI 405-1	All employees	Board	Top management
		2025	
All employees	3,055	3	32
By gender			
Women	544	0	8
Men	2,511	3	24
By age			
Up to 30	397	0	1
30–50	1,711	2	27
More than 50	947	1	4

Our actions:

Social impact

Employee wellbeing and satisfaction

Employee well-being and satisfaction are integral elements of Hegelmann's organisational culture. To better understand employee needs and identify areas for improvement, Hegelmann regularly conducts employee surveys. The company also promotes continuous two-way communication through individual 1:1 meetings, annual performance reviews and the internal publication The Hegelmann Newsletter

In 2025, Hegelmann continued to prioritise the creation of a high quality working environment, employee well being and the strengthening of an inclusive organisational culture. The company maintained the application of advanced human resource management practices, ensuring transparent, safe and respectful working conditions.

No incidents of discrimination were recorded during the reporting period.

In 2026, Hegelmann plans to continue advancing its strategic people focused initiatives, further strengthening its commitment to employee skill development, well being, and a sustainable approach to talent attraction and retention.

Social initiatives

Social initiatives are an important part of Hegelmann's annual activities and play a meaningful role in strengthening employees' sense of belonging to the wider community. Throughout the year, many Hegelmann employees participate in these initiatives either representing the company or individually, contributing to positive social impact.

During the reporting period, 46% of all Hegelmann employees took part in 21 social initiative. This level of engagement reflects the organisation's commitment to fostering a socially responsible culture and encouraging active involvement in community development.

Hegelmann provides financial support and humanitarian assistance to various community centres, non profit organisations and public events, contributing to initiatives that promote social well being and strengthen local communities:

Our actions:

Social impact

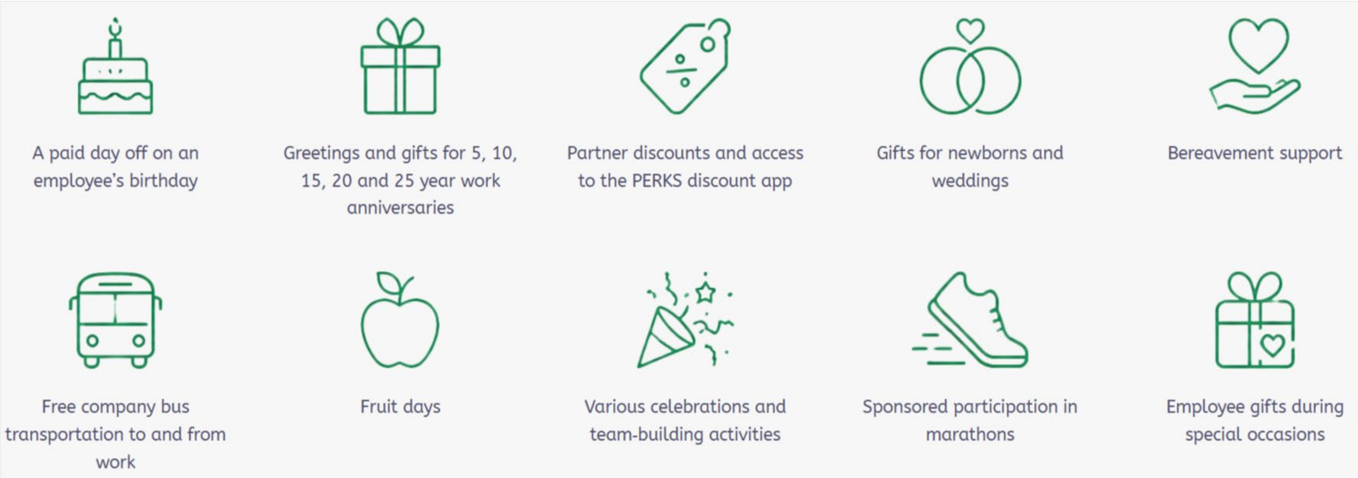
Initiatives for people in need (trip to the Baltic Sea);
Additional support for vulnerable groups, such as providing meals to children at Vilkija Nemunas region day care centre (around 30 children were treated with traditional Lithuanian cepelinai);
Charity initiatives like Pie Day, where funds were raised and donated to the Food Bank;
International support actions, including providing warehouse space and operational resources in Poland for the Ronald McDonald House Charities Holiday Initiative, helping organise and distribute gifts to hospitals across the country;
Sports and well-being initiatives, such as marathons;
Internal well-being initiatives like "Balance – our additional gear", where employees shared personal tips and activities that help maintain a healthy work-life balance;
Educational and youth engagement initiatives, collaborating with universities, colleges, and the Lietuvos Junior Achievement organisation to introduce young people to career opportunities;
Participation in educational and creative events, such as supporting Klaipėda State College's creative competition "Lipni juosta", which gathered around 230 young creators working on advertising video projects and developing practical skills in media, communication, and business.
In celebration of Earth Day, our teams in Częstochowa and Poznań, Poland joined forces to clean the River Warta. Working both from kayaks and from the riverbanks, together with local partners and the Fire Brigade, we collected waste from hard-to-reach areas and helped restore the river's natural environment.

Our actions:

Social impact

Employee benefit package

Benefits are provided to all full time, part time and temporary employees. The Hegelmann offers a wide range of benefits aimed at supporting employee well being and engagement, including:



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

Remuneration

The organization's remuneration framework is governed by the Remuneration Policy and is defined upon the signing of employment contracts. The Remuneration Policy applies to all employees, with the exception of members of the highest governance body and senior executives, whose compensation is determined through separate governance processes.

An annual shareholders' meeting is convened to establish strategic priorities and objectives for the upcoming year. As part of this process, a comprehensive review of the previous year's performance, including progress on key projects and operational results, is conducted. When determining senior executive remuneration, the assessment considers:

- the effectiveness and value created by implemented projects,
- the organization's overall financial performance and economic condition,
- progress toward strategic and long-term organizational goals.

This approach ensures that executive compensation is aligned with organizational performance, value creation, and responsible governance principles.

Social impact

401-3 Parental leave

2025		
	Women	Men
Total entitled to parental leave	84	86
Took parental leave	19	32
Returned to work after leave	15	26
Still employed after 12 months	12	20
Return to work rate (%)	79%	81%
Retention after 12 months (%)	63%	77%

Occupational Health & Safety

Hegelmann places strong emphasis on ensuring a safe and healthy working environment for all employees, recognizing occupational safety as one of its core priorities. Beyond compliance with national and international occupational health and safety legislation, the Hegelmann maintains an Occupational Health and Safety Policy, a comprehensive Health and Safety Manual, and ISO 45001–aligned procedures that guide the management of this area.

To maintain the effectiveness of its health and safety framework, the Hegelmann conducts regular internal and external audits, including ISO certification audits. These evaluations support the continuous identification and assessment of safety related risks, the establishment of appropriate risk mitigation measures, and the systematic monitoring of their implementation.

The occupational health and safety system applies to all employees and encompasses all operational activities and workplaces across the organization.

Our actions:

Social impact

403 2 Hazard Identification, Risk Assessment, and Incident Investigation

The Health and Safety Department conducts annual hazard identification and risk assessments across all workplaces and related operational areas. When any risks are detected, a corrective action plan is developed and implemented to address them. In addition to internal assessments, external inspections are carried out, and their findings are reviewed by the Health and Safety Committee.

Employees and other relevant stakeholders can report hazards or unsafe conditions to their direct managers or Occupational Health and Safety officers through verbal communication, email, or the internal SharePoint system. Once a reported threat or risk is confirmed, a corrective action plan is initiated, incorporating tools such as the internal "5 Why" method to determine root causes.

To strengthen safety awareness, the HR Department provides onboarding training that familiarizes all new employees with the reporting system and procedures. This proactive approach helps ensure that employees understand how to recognize and report risks, supports a strong safety culture, and reinforces the organization's commitment to employee well-being.

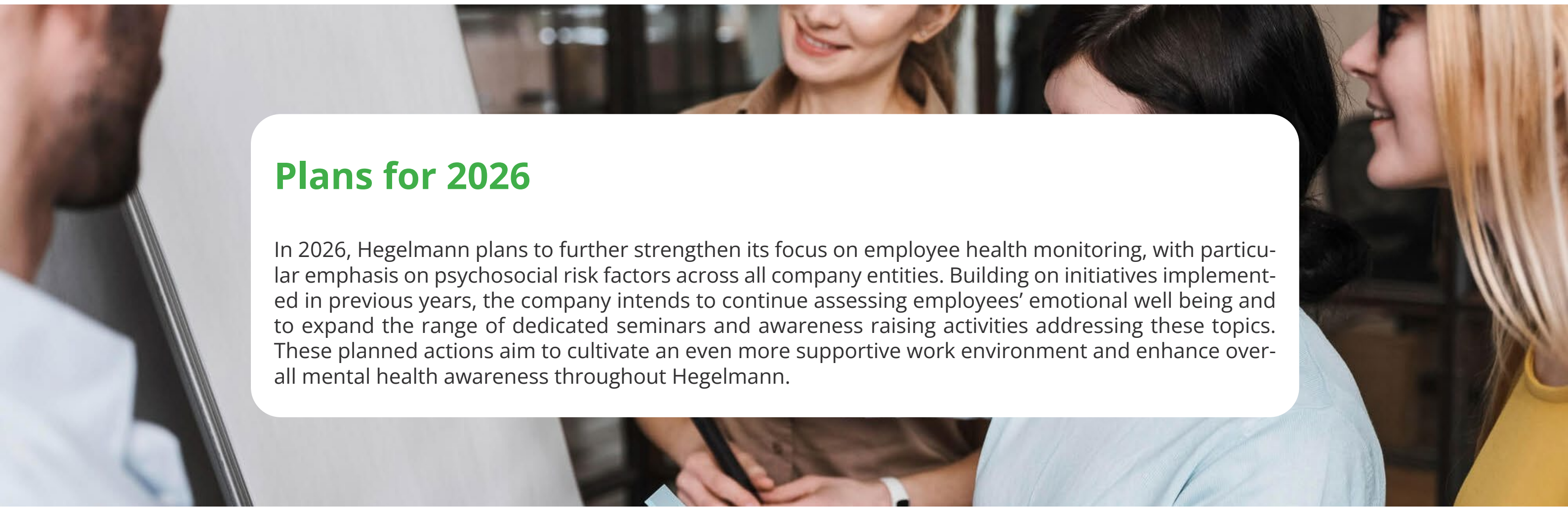
403-5 Worker training on occupational health and safety

Hegelmann ensures that all employees receive appropriate training by following an established employee training procedure. The approved training plan clearly defines the required training for each employee Hegelmann based on their specific job functions. Mandatory periodic occupational health and safety training is conducted annually by an external, certified training provider, in accordance with national legal requirements in all countries where Hegelmann operates.

Given that the electronic occupational health and safety system was implemented in 2024, during the 2025 reporting period Hegelmann was already fully utilizing it in daily operations. The functioning system has significantly increased process efficiency, strengthened internal control mechanisms, and continues to contribute positively to the enhancement of the safety culture across the organization.

Our actions:

Social impact



Plans for 2026

In 2026, Hegelmann plans to further strengthen its focus on employee health monitoring, with particular emphasis on psychosocial risk factors across all company entities. Building on initiatives implemented in previous years, the company intends to continue assessing employees' emotional well being and to expand the range of dedicated seminars and awareness raising activities addressing these topics. These planned actions aim to cultivate an even more supportive work environment and enhance overall mental health awareness throughout Hegelmann.

Work-related injuries

Disclosure requirements	2025	Rate*
Number of fatalities	0	0
High-consequence injuries	0	0
Recordable injuries	12	6,5
Main types of injury	Slips, trips and falls	N/A
Total hours worked	1,844,995	N/A

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

Our actions:

Social impact

Employer attractiveness & development

Hegelmann 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 2025, employees completed a total of 23 506 training hours, resulting in an average of 6,9 training hours per employee per year.
vv
During the reporting period, the Hegelmann 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.

Hegelmann also reinforced its collaboration with universities, further engaging with students who represent potential future employees. In 2025, the university network continued to expand, fostering stronger industry-academic connections and supporting talent development within the sector.

Our actions:

Social impact

GRI 401-1:					
2025					
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	641	158	25%	285	45%
Men	3251	1173	36%	1614	50%
By age:					
Up to 30	498	286	57%	325	65%
30–50	2282	632	28%	1240	54%
More than 50	1112	413	37%	334	30%

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

The Hegelmann also has 5 trainees (workers who are not employees). They perform work based on a Tripartite agreement (Objective of the internship – to analyse the Hegelmann's activities, describe the characteristics of the services, assess the Hegelmann's internal and external environment, and present a summary of the knowledge acquired during the internship).

Our actions:

Social impact

Plans for 2026

In 2026, **Hegelmann** will continue strengthening its commitment to employee well-being by prioritising both physical and emotional health across all companies. Hegelmann will conduct a comprehensive psychosocial risk assessment and implement targeted measures based on the findings. To further support employees' mental well-being, the organisation will continue delivering training on stress management, emotional resilience, and workplace well-being, fostering a healthier and more supportive work environment.

To enhance working conditions, Hegelmann will maintain the implementation of ergonomic workstations for all administrative employees and continue expanding initiatives that promote daily well-being, such as healthy lifestyle activities and supportive workplace practices.

In line with Hegelmann's long-term focus on diversity and inclusion, and fully aligned with the Sustainability Strategy approved in 2025, 2026 will emphasise strengthening employees' competencies in these areas. Diversity and inclusion training will be delivered to all employees, ensuring consistent awareness-building and alignment with the 2025–2027 development plan. Hegelmann aims to ensure that at least 50% of administrative employees participate in annual training activities, while also monitoring average training hours per employee to improve learning accessibility and effectiveness.Employee development will remain a key priority, with continued efforts to expand professional growth opportunities and ensure structured access to training programmes. Monitoring of training hours per employee will support data-driven improvements in learning pathways and development planning.

To foster stronger community engagement, **Hegelmann** will continue encouraging employee participation in social initiatives and volunteering activities, contributing to positive social impact across the regions where the organisation operates.

Our actions:

Governance (Economic) impact

Road Safety & Accident Management

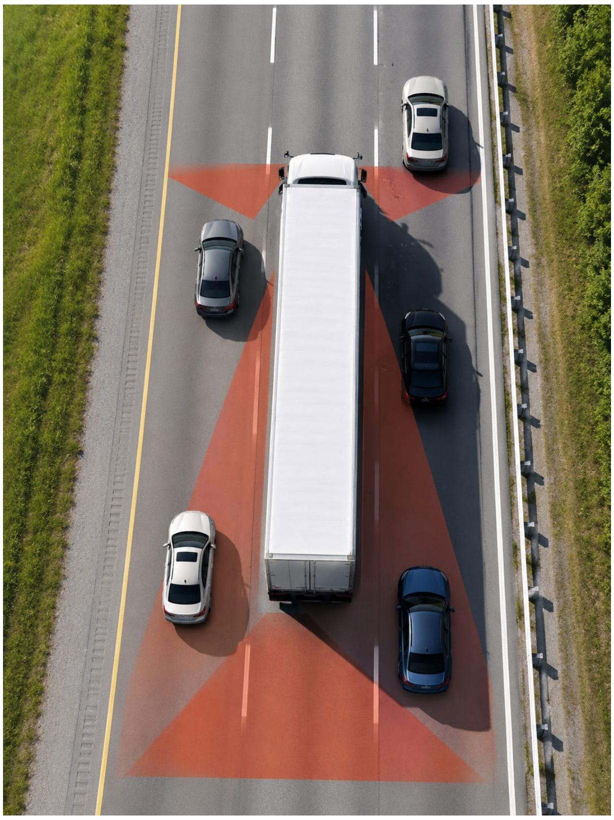
Due to the nature of its operations, road safety and accident management remain one of the highest priorities for Hegelmann. The company systematically implements preventive measures, invests in advanced technologies, and continuously improves its processes to minimise potential negative impacts on employees, transported goods, and all road users.

In 2025, the Hegelmann's company Hegelmann Transporte received a Safety and Quality Assessment System (SQAS) Report score of 78% for environmental, security and quality performance of logistics service. There were around 1357 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.

SQAS Assessed Company

SQAS is not a certification scheme



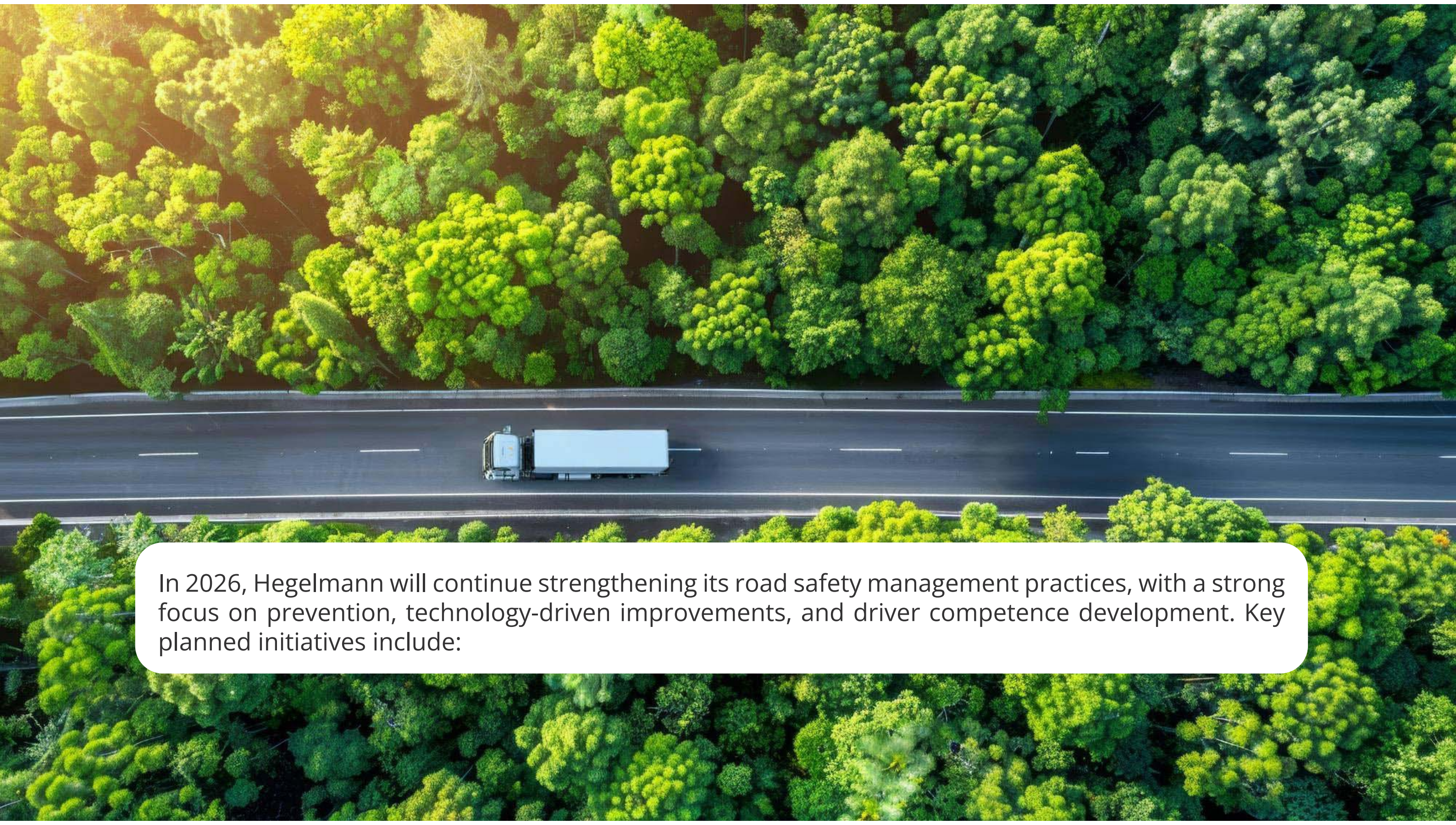
Several measures are in place to ensure safety on roads:

- **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 behaviour 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.).

Our actions:

Governance (Economic) impact

Plans for 2026



In 2026, Hegelmann will continue strengthening its road safety management practices, with a strong focus on prevention, technology-driven improvements, and driver competence development. Key planned initiatives include:

Driver Training and Awareness: Further expansion of training programmes on defensive driving, fatigue management, and road safety compliance.

Incident Reduction Strategies: Deeper analysis of incidents and near misses to develop targeted risk mitigation measures.

Fleet Safety Enhancements: Maintaining the highest technical standards and integrating advanced safety technologies where applicable.

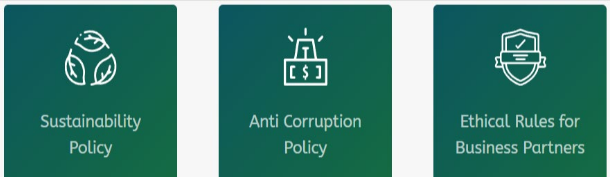
Collaboration and Compliance: Strengthening cooperation with industry partners and authorities to ensure alignment with evolving road safety regulations and best practices.

Our actions:

Governance (Economic) impact

Business ethics & compliance

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



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

Risk management and mitigation

Hegelmann does not tolerate corruption of any kind and is committed to open competition, ethical business conditions and adequate transparency in their operations. The Hegelmann 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 Hegelmann, members of the management and supervisory bodies and third parties acting on behalf of the Hegelmann.

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

There were no significant cases of non-compliance during 2025. There were also no fines for non-compliance with laws and regulations. The Hegelmann complies with the law as defined by government regulations in the countries in which the Hegelmann companies operate.
No cases of corruption were reported in 2025.
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

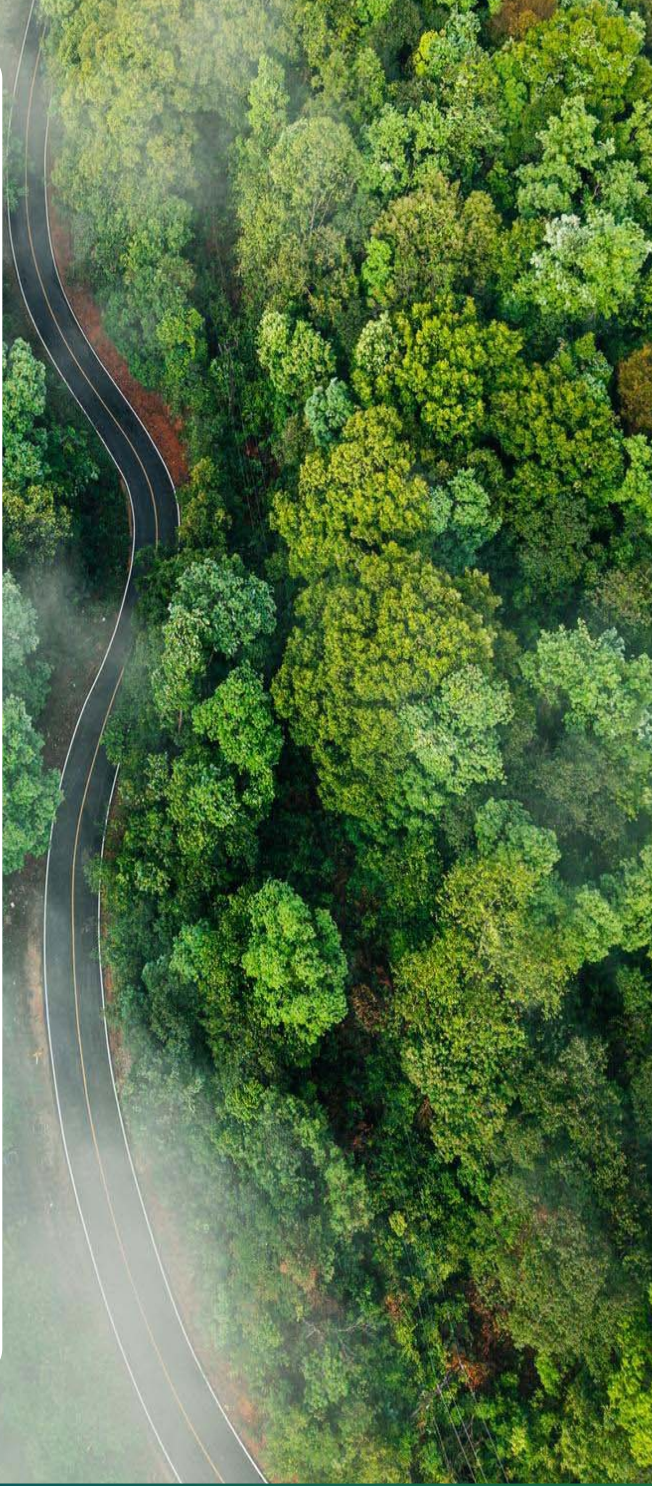
Employees that the Hegelmann's anti-corruption policies and procedures have been communicated to	Total number	Share in %	Employees that have received training on anti-corruption	Total number	Share in %
Total 2024	3,122	40%	1,517	1,517	40%
Total 2025	**3,404**	**100%**	**3,404**	**3,404**	**100%**

The Hegelmann 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 214 views. These insights mark the initial steps toward strengthening transparency and monitoring engagement with our anti-corruption initiatives.

Our actions:

Governance (Economic) impact

Plans for 2026



In 2026, Hegelmann will further strengthen the integration of ethics and anti corruption principles into daily operations by enhancing employee awareness, transparency, and trust in the internal reporting system. All new employees will be introduced to the Ethics Code and Anti Corruption Policy on their first working day, supported by strengthened compliance checks and automated reminders to ensure consistent implementation.

Since the Sauga.lt training system is already in place, remote anti corruption training will be expanded in 2026, targeting a participation rate of at least 60%. Additional focus will be placed on driver training: sessions will be delivered in classroom settings using tablets, with mandatory attendance confirmed through participant signatures. Administrative staff will continue to receive ethics and anti corruption training at least once per year.

The effectiveness of the anonymous reporting system will be further reinforced, with continuous monitoring of the number of reports, investigation progress, and outcomes. Ethics policies will remain actively communicated and easily accessible to all employees, while ethics related topics will be integrated into employee surveys to assess trust in the reporting system and overall awareness of the organisation's ethical culture.

The Sustainability Strategy has already been developed, and in 2026 Hegelmann will focus on implementing its key objectives, including expanding the use of alternative fuels, launching pilot projects with electric and hydrogen trucks, and enhancing emission forecasting and telematics systems. The company will also continue Scope 1–3 emission monitoring and assess opportunities for low emission fuels and technologies.

Key initiatives will continue to focus on investments in alternative fuels, renewable energy, waste reduction measures, and social responsibility projects. Progress will be regularly monitored and evaluated, ensuring consistent alignment with the Sustainability Strategy, and transparently communicated to stakeholders through ongoing sustainability reporting.

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 2025.
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	Pages
2-1	Organizational details	About the report
2-2	Entities included in the organization's sustainability reporting	About the report
2-3	Reporting period, frequency and contact point	About the Report
2-4	Restatements of information	About the Report
2-5	External assurance	About the report

2. Activities and workers

GRI Standard	Disclosure	Pages
2-6	Activities, value chain and other business relationships	About the Report
2-7	Employees	Social impact
2-8	Workers who are not employees	Social impact

GRI Index

4. Strategy, policies and practices

GRI Standard	Disclosure	Pages
2-22	Statement on sustainable development strategy	Sustainability at the Group
2-23	Policy commitments	Sustainability at the Group
2-24	Embedding policy commitments	Sustainability at the Group
2-25	Processes to remediate negative impacts	Sustainability at the Group
2-26	Mechanisms for seeking advice and raising concerns	Sustainability at the Group
2-27	Compliance with laws and regulations	Sustainability at the Group
2-28	Membership associations	Sustainability at the Group

5. Stakeholder engagement

GRI Standard	Disclosure	Pages
2-29	Approach to stakeholder engagement	Sustainability at the Group
2-30	Collective bargaining agreements	Not applicable. The Group does not have a collective agreement with its employees.

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Sustainability at the Group
3-2	List of material topics	Sustainability at the Group
3-3	Management of material topics	Sustainability at the Group

Standards & certifications:

GRI Index

3. Governance

GRI Standard	Disclosure	Pages
2-9	Governance structure and composition	Sustainability at the Group
2-10	Nomination and selection of the highest governance body	Sustainability at the Group
2-11	Chair of the highest governance body	Sustainability at the Group
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability at the Group
2-13	Delegation of responsibility for managing impacts	Sustainability at the Group
2-14	Role of the highest governance body in sustainability reporting	About the Report
2-15	Conflicts of interest	Sustainability at the Group
2-16	Communication of critical concerns	Sustainability at the Group
2-17	Collective knowledge of the highest governance body	Sustainability at the Group
2-18	Evaluation of the performance of the highest governance body	Sustainability at the Group
2-19	Remuneration policy	Social impact
2-20	Process to determine remuneration	Social impact
2-21	Annual total compensation ratio	Information unavailable/incomplete. The Group was not able to provide the numbers due to the complexity of the group

Standards & certifications:

GRI Index

Economic topics

GRI 201: Economic Performance 2016

GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Pages
205-3	Confirmed incidents of corruption and actions taken	Governance (economic) impact

Environmental topics

GRI 302: Energy 2016

GRI Standard	Disclosure	Pages
302-1	Energy consumption within the organization	Environmental impact
302-2	Energy consumption outside of the organization	Environmental impact
302-3	Energy consumption outside of the organization	Environmental impact

GRI 305: Emissions 2016

GRI Standard	Disclosure	Pages
305-1	Direct (Scope 1) GHG emissions	Environmental impact
305-2	Energy indirect (Scope 2) GHG emissions	Environmental impact
305-3	Other indirect (Scope 3) GHG emissions	Environmental impact
305-4	GHG emissions intensity	Environmental impact

Standards & certifications:

GRI Index

GRI 306: Waste 2020

GRI Standard	Disclosure	Pages
306-3	Waste generated	Environmental impact

Social topics

GRI 401: Employment 2016

GRI Standard	Disclosure	Pages
401-1	New employee hires and employee turnover	Social impact
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social impact

GRI Standard	Disclosure	Pages
401-3	Parental leave	Social impact

Standards & certifications:

GRI Index

GRI 403: Occupational Health and Safety 2018

GRI Standard	Disclosure	Pages
403-1	Occupational health and safety management system	Social impact
403-2	Hazard identification, risk assessment, and incident investigation	Social impact
403-3	Occupational health services	Social impact
403-4	Worker training on occupational health and safety	Social impact
403-5	Work-related injuries	Social impact

GRI 404: Training and Education 2016

GRI Standard	Disclosure	Pages
404-2	Programs for upgrading employee skills and transition assistance programs	Social impact

GRI 405: Diversity and equal opportunity

GRI Standard	Disclosure	Pages
405-1	Diversity of governance bodies and employees	Social impact

GRI 406: Non-discrimination 2016

GRI Standard	Disclosure	Pages
406-1	Incidents of discrimination and corrective actions taken	Social impact

Contact details

Get in touch with us

Hegelmann transporte, UAB
Pirklių g. 5, Žemaitkiemio k.,
LT-54310 Kauno r.
Lithuania

info.lt@hegelmann.com

Standards & certifications:

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 Special Transporte UAB and Hegelmann Transporte UAB are proud to have passed the assessment, demonstrating commitment to high standards within our logistical operations.

SQAS Assessed Company
SQAS is not a certification scheme

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. and Global Transporte Czechia s.r.o. achieved this certification for 2025.

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:

- Hegelmann Logistics UAB
- Hegelmann Special Transporte UAB
- Hegelmann Transporte UAB
- Ivetra ir Ko UAB
- Express Heroes UAB
- Hegelmann Autotransporte UAB
- Hegelmann Multimodal UAB
- Hegelmann Transporte s.r.o.

FSSC 22000

FSSC 22000 (Food Safety System Certification 22000) is a globally recognized, GFSI-benchmarked certification scheme designed for the food supply chain.

- Hegelmann Transporte UAB

Tisax

TISAX (Trusted Information Security Assessment Exchange) is a standardized information security assessment and exchange mechanism designed specifically for the automotive industry:

- Hegelmann Autotransporte UAB