



Sustainability Progress Statement 2024

Meaningful steps in environmental impact reduction, employee well-being, and community engagement



Towards sustainable business – our first progress disclosure

This document presents, for the first time, how DPD Lietuva is progressing in implementing its sustainability strategy approved in 2024.

The strategy defines 16 ESG priority areas and over 200 measurable indicators, which help us assess our progress holistically.



16

ESG priority
areas



> 200

measurable
indicators

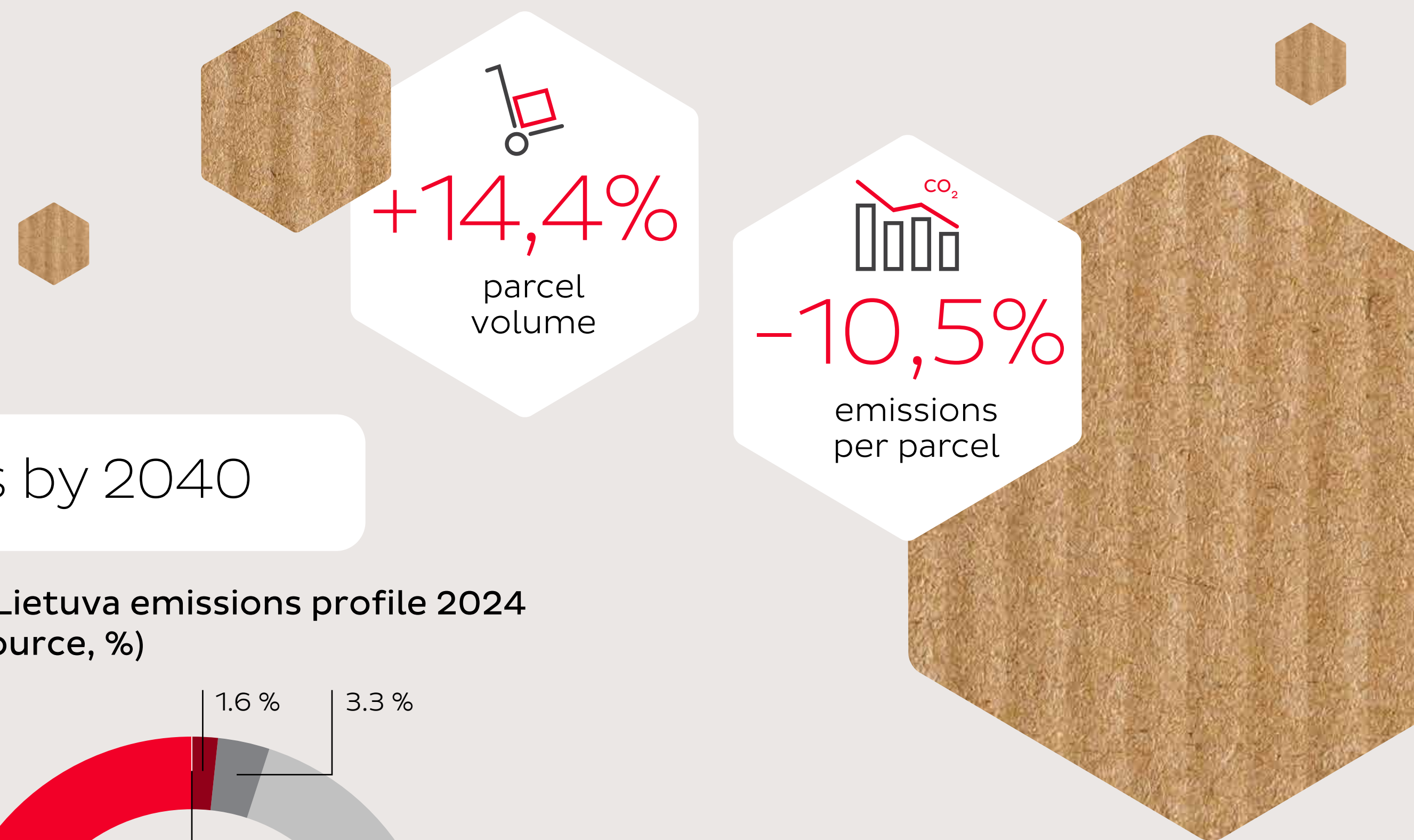
The Sustainability Progress Statement 2024 reflects our efforts to move from commitments to concrete results. It is a starting point for focused, transparent, and continuous action in sustainability.

In 2024, we achieved the most meaningful progress in these priority areas:

- CO₂ and transport-related emission reduction
- Employee well-being and inclusion
- Community empowerment and responsible business

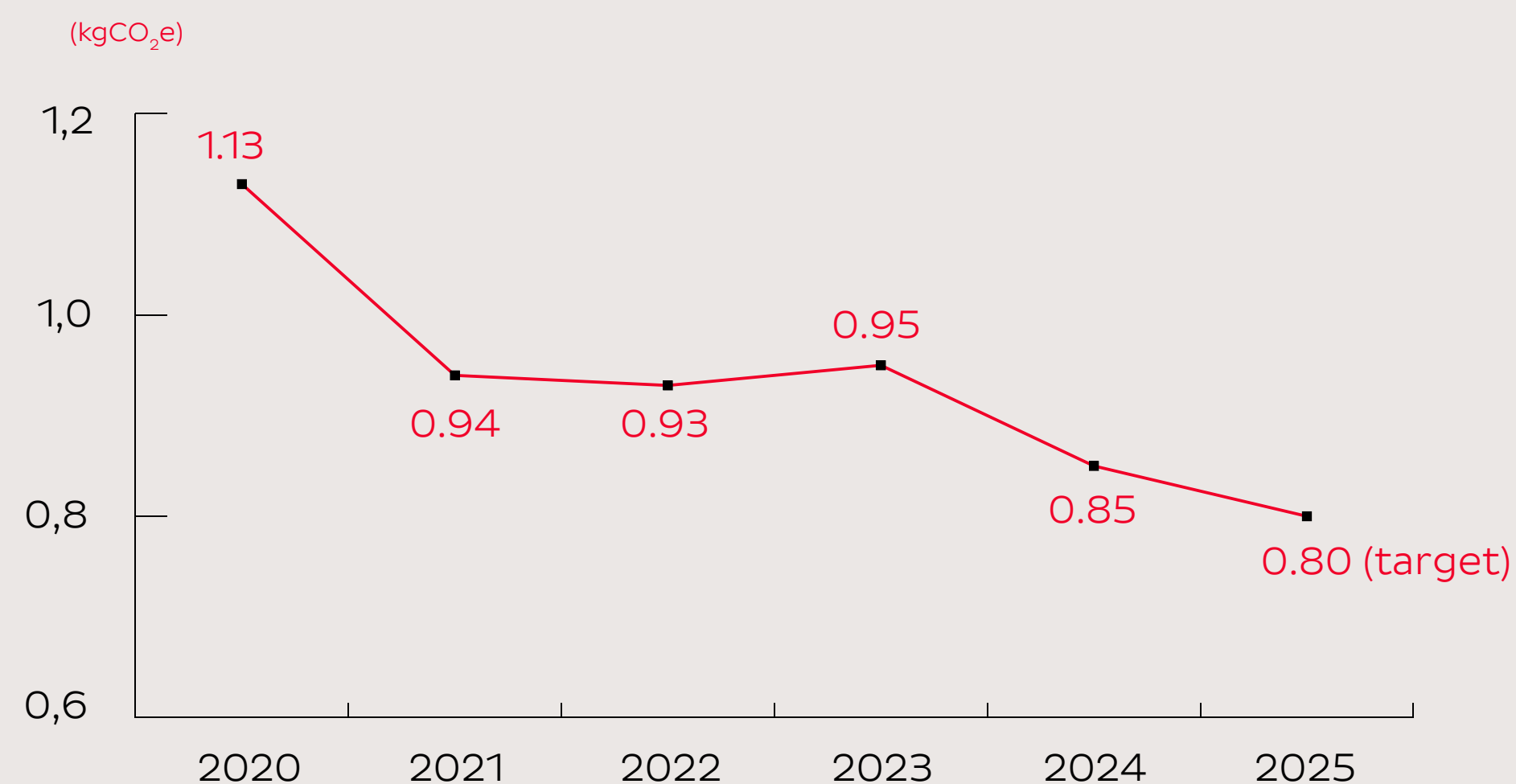
Despite a 14.4% increase in parcel volume, we reduced total CO₂ emissions by 2.8%.

Emissions per parcel decreased by 10.5% in 2024 and by 24.8% since 2020. This demonstrates focused and ongoing efforts towards our strategic sustainability goals.

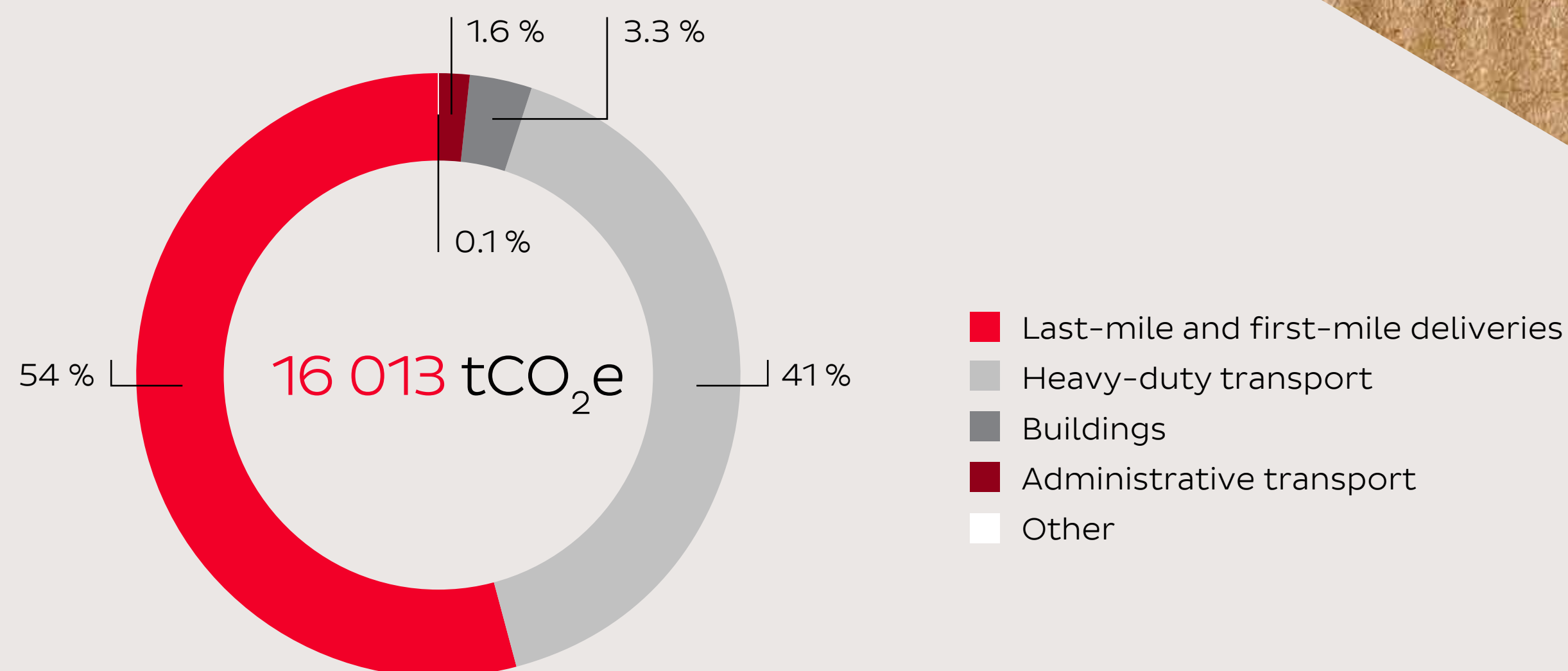


Long-term Goal: Net-zero emissions by 2040

CO₂ emissions per parcel (2020–2025 m.)



DPD Lietuva emissions profile 2024 (by source, %)



The main measure to reduce CO₂ in our operations is to switch to less polluting transport deliveries. To achieve this, in 2021 we launched electrified parcel delivery. Since then, we have delivered 4.5 million parcels in Lithuania using electric vans.

In 2024, we consistently expanded our electric vans fleet by purchasing **12 new EVs** and launched less polluting parcel deliveries in Kaunas, Klaipėda, Šiauliai and Panevėžys.

To reduce CO₂ emissions, we are committed to electrifying 85% of our first and last mile delivery fleet by 2030.

In 2024, we delivered parcels with **72 electric vehicles**, which constituted **12% of the entire first and last mile fleet**. In 2024 alone, we delivered > 1.4 million parcels with EVs, covering 889 thousand kilometers. As a result, we avoided the release of 274 tons of CO₂ emissions into the environment last year.





CO₂ and transport pollution reduction

In 2024, our efforts in reducing CO₂ emissions and transport pollution were recognized at major sustainability awards in Lithuania and the Baltics.



No 1



**SUSTAINABLE
BRAND INDEX**
by SB Insight

Most sustainable parcel delivery
company in Lithuania

No 1

**BALTIC
SUSTAINABILITY
AWARDS**
2024

Winners in Transport & Mobility
category in the Baltics

No 1



**Žaliojo susisieikimo
apdovanojimai 2024**

Green Logistics award
in business category

Caring for employees – a stronger organization

In 2024, DPD Lietuva maintained a competitive employee benefits package and consistently enhanced measures to support employee well-being, physical and emotional health.

- In 2024, we reduced overall employee turnover by 4.7%
- Continued cooperation with Mindletic, a mental health platform for our employees
- Recognized as “Employer of the Year” in the Transport & Logistics sector by CV-Online



–4,7 %
Employee
turnover



Diversity and equal opportunities – a workplace where everyone matters

Our commitment to ensuring equal opportunities is reflected not only in numbers, but also in our decisions – we strive for every employee to feel seen, heard and have equal opportunities to grow.

In 2024, the share of women in top positions in the company increased by 8%, and the company's senior management team consisted of 43% women and 57% men.



In 2024, we received the “**Wings of Equal Opportunities**” recognition for our consistent efforts to ensure equal opportunities in the workplace.



+8 %

women in
senior positions



43 %

women in senior
management

Volunteering and employee education: making every day a meaningful change

Each DPD Lietuva employee is granted one paid day per month for volunteering. Last year our most active engagement has been with the Lithuanian Food Bank.

Inclusion Week: from gender equality to culture

Throughout Inclusion week, we organized lectures and educational activities that delved into neurodiversity, generational differences, gender equality, cultural diversity, and other aspects of inclusion.

Climate Fresk: knowledge, responsibility and action

Seven company departments participated in the interactive “Climate Fresk” workshops, where we deep-dived into the causes and consequences of climate change.

>200
employees engaged
in social responsibility
activities in 2024



Strengthening social initiatives to support communities

- “I Can, You Can” sports challenge united employees and raised donations for children with disabilities.
- Continued long-term partnership with “Children’s Wishes” to support socially vulnerable children.
- Ongoing cooperation with the Food Bank – logistical support in food transportation.
- Supported the “Save the Baltic Sea” expedition, promoting marine protection and environmental awareness.
- Partnered with JUDU on air quality monitoring pilot project in Vilnius.



30 012 km covered during the challenge
– converted into financial support for children’s center “Vilties spindulėlis”



6 000 children’s wishes delivered



330 pallets of food transported



Main logistics partner for
“Save the Baltic Sea” expedition

Growth driven by responsibility

In 2024, we continued to strengthen governance processes to ensure responsible growth, corporate transparency, and trust both internally and externally.



Updated internal policies and behavior guidelines



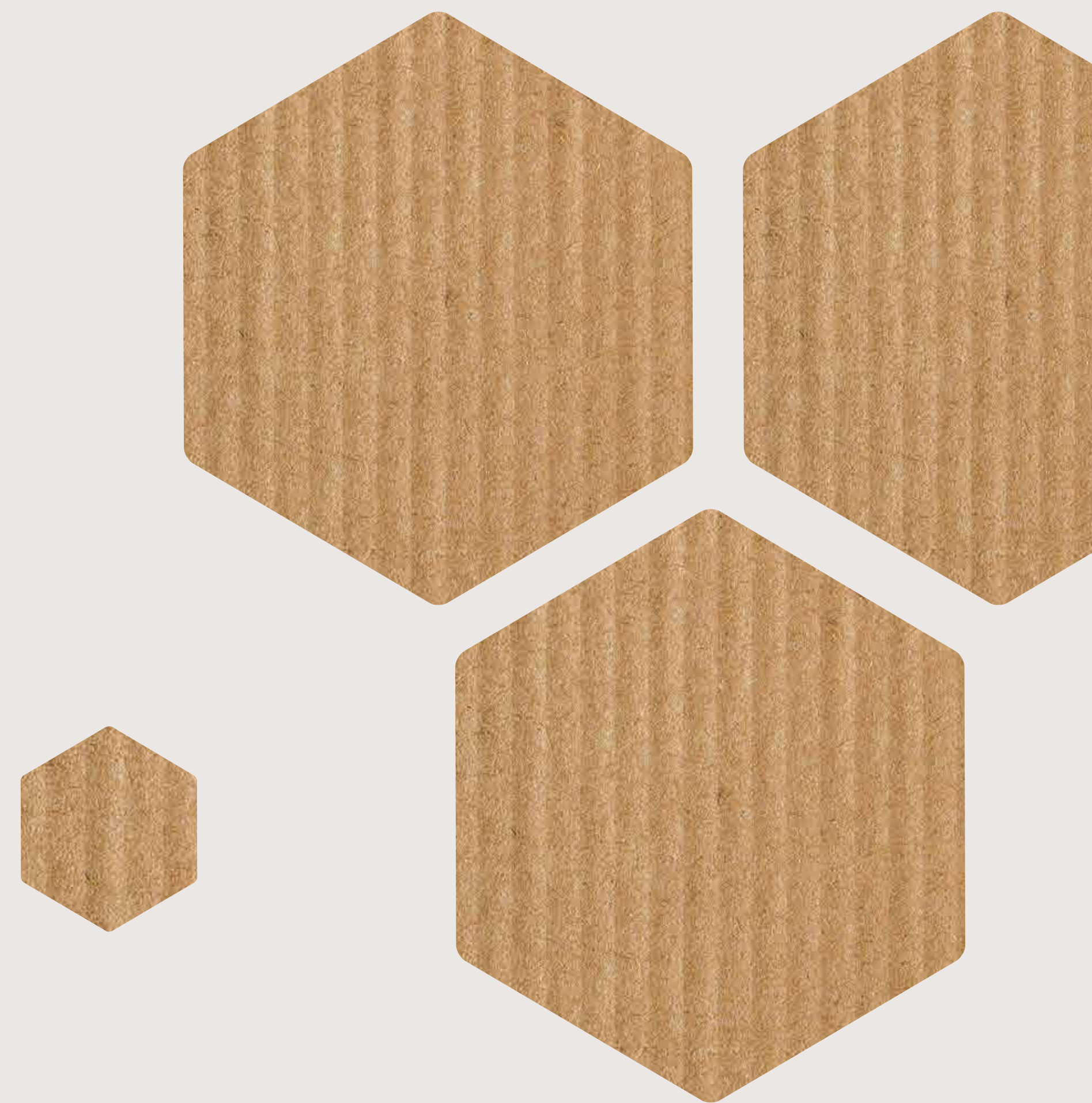
Improved whistleblower system via “Safecall” platform



Expanded anti-corruption training -
100% employee participation



Developed a new charity and sponsorship policy
to ensure transparency in the donation process





Looking ahead, DPD Lietuva remains committed to sustainability principles and aims to consistently expand its actions in environmental, social responsibility, and governance (ESG) areas, creating long-term value for both society and the environment.

