



Transforming transportation 2024

Market trends and inspirations for a clean,
fair and efficient CRT business.

Includes case studies from 9 European markets.



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Go far.
On the road. In business. In life.

Dear reader,

It is my honor to present the very first edition of our **Transforming transportation '24** market report, a comprehensive exploration of road transport trends and field-tested best practices. This report reflects our unwavering commitment to supporting the commercial road transport (CRT) industry as it navigates a period of rapid transformation and exciting opportunities.

The CRT sector is undergoing significant change, driven by technological advancements, evolving regulations, and an intensified focus on sustainability. Digitalization is reshaping operations, improving and bettering processes, and fostering greater transparency.

We had a closer look across nine European markets, where companies of different profiles and sizes are using technology to make fleet management easier, improve payment solutions, and increase performance while growing their success. Many businesses are even developing proprietary systems, underscoring the need for connected, digitalized solutions to harmonize these efforts industry-wide.

Sustainability continues to be a pivotal theme. Tightening regulations and growing societal expectations are pushing CRT companies to adopt greener practices. These efforts take many forms – ranging from the integration of alternative fuels and advanced fleet management systems, to the installation of solar panels and electric chargers at

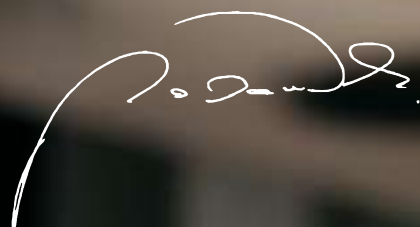
carrier facilities. These initiatives not only contribute to environmental preservation, they also build the foundations for long-term profitability and resilience.

This report serves as a tribute to the hard work, ingenuity, and everyday innovation of our customers. It highlights real-world solutions and best practices, from eco-friendly strategies to leadership approaches that prioritize employee motivation, development, and well-being — a critical focus in light of driver shortages and an aging workforce. The stories of courage, adaptability, and innovation featured here emphasize the importance of continuous learning, collaboration, and a balanced mix of boldness and pragmatism in the face of market challenges.

At Eurowag, our mission is to make commercial road transport clean, fair, and efficient. We are proud to empower our customers with solutions that drive success in this dynamic industry. By sharing these insights and inspiring examples, we hope to offer actionable strategies that can help you thrive amidst the evolving trends shaping road transport.

I hope this report provides you with inspiration and practical ideas for the journey ahead. Your feedback and thoughts are always welcome—we believe that together, we can continue to improve and shape the future of our industry. **Together we go far.**

Sincerely,
Martin Vohánka
Founder and CEO
Eurowag





The Eurowag Group portfolio includes tens of thousands of customers who are part of the vast commercial road transport industry, contributing to approximately 5% of the European GDP. Their vital role in shaping the daily lives of millions is undeniable.

In this report, we have highlighted a select few remarkable players from various local markets. Each featured company represents one of four distinct categories, showcasing how to become a market leader, a technological pioneer, a sustainability champion, or achieve exceptional success, even as a smaller enterprise.



Market Leader

Market leaders are recognized for their size, established presence, and comprehensive services. With extensive experience, they've built strong foundations and optimized their operations for unmatched efficiency and reliability. These companies offer a wide range of freight and logistics solutions, tailored to diverse customer needs.

They are known for their strong brands, quality, reliability, and innovation. Through consistent performance, strategic investments, and a keen understanding of market trends, they have earned their customers' trust. Typically, they set industry standards, driving progress forward.

Market leaders dominate the transportation industry by combining scale, expertise, and a customer-centric approach, which fosters confidence and loyalty among clients and partners.



Silent Performer

Small but strong, companies in the Silent Performer category are known for their flexibility, deep local knowledge, and consistent service. Often family-owned, their greatest strength is their ability to quickly adapt to customer needs, offering a personal touch that builds strong relationships. Silent performers excel in providing reliable service, earning client trust and loyalty by delivering good value for money.

Despite their modest size, these companies make up over 80% of the transportation market, especially in niche areas or regions where local expertise and a hands-on approach are key. Silent performers play a vital role in the transportation industry, combining agility and dedication to meet their customers' needs.



Tech Trailblazer

A Tech Trailblazer is a company that uses modern technology to improve their operational efficiency in fleet management, telematics, navigation, mobile payments, or invoicing. These companies are leaders in using new tools that cut down on time and operational costs, leading to better performance and sustainability. From vehicle tracking and route planning to payment processing and data analysis, they constantly make operations more efficient through technology.

Tech trailblazers play a key role in solving industry challenges by reducing paperwork and bringing all data together in one place. Using the latest technology helps transform the industry, making it more efficient, lowering costs, and increasing customer satisfaction. These companies set new standards, pushing the industry toward a smarter, more connected, and more automated future.



Sustainability Star

A company that leads in green practices by reducing CO₂ emissions and using alternative fuels can be called a Sustainability Star. These companies focus on using biofuel, hybrid, or electric vehicles to greatly reduce their carbon footprint, and they use route optimization software to cut down on unnecessary driving. Sustainability stars also use telematics systems to monitor and improve fuel efficiency and driver behavior, further lowering emissions.

By following these practices, they not only meet strict environmental rules but also set new industry standards. Through their commitment to green technology and sustainable operations, sustainability stars show that it's possible to achieve excellence while protecting the planet, leading the way to a more sustainable future in transportation.

New commercial vehicle registrations in EU (Q1-Q3 2024)

Total 249 708



205 451
Heavy trucks*

44 257
Medium trucks**

* Heavy commercial vehicles of 16 tonnes and over
** Medium commercial vehicles between 3.5 and 16 tonnes
Source: [ACEA](#)

European road freight volume in 2023*



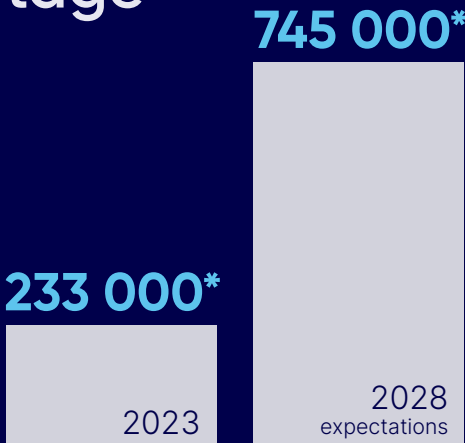
* in millions of tonne-kilometers
Source: [eurostat data 2023](#)
Scope of countries: EU-27

1 856 985

Truck driver shortage in Europe



* number of drivers
Scope of countries: EU-27 + Norway and the United Kingdom
Source: [IRU Driver Shortage Report 2023](#)



Featured markets



Poland



Spain



Romania



Czechia



Hungary



Portugal



Slovakia

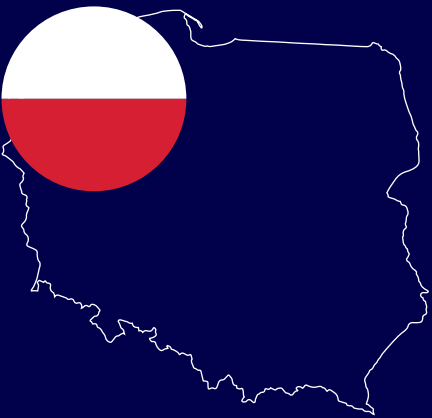


Bulgaria



Slovenia

Poland



Poland: Market overview and outlook

Poland is one of the leaders in road transport in Europe. In 2023 it further solidified this position, accounting for one-fifth of EU transport performance. Last year, transport performance in this area amounted to 1,857 billion tonne-kilometers, with Poland contributing 20% (377.9 million tkm), securing its position as the leader among all countries in Europe. The road transport sector in Poland accounts for 7% of the country's GDP. Revenue from this industry in 2022 amounted to nearly €85.95bn, with 85% of this total generated by goods transportation and handling (Road Transport in Poland, TLP 2023).

In Poland, small and micro transport companies dominate. However, in recent years, for the first time, the number of companies classified as large enterprises—those employing at least 250 people—has exceeded 100. This is a significant change from the point of view of the industry, since larger businesses are more resilient and prepared for changes and challenges in the CRT industry, and there is no shortage of them.

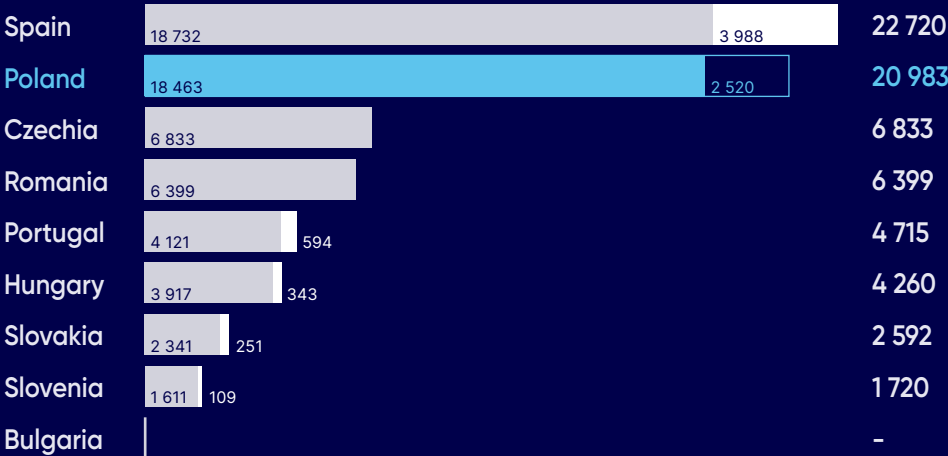
One of the visible trends, strengthening on the Polish CRT market, is the turn towards digitization of the company. Eurowag Group provides integrated technology and service solutions to more than 40,000 customers across the EU daily and notes a significant increase in companies' digital growth.

The second trend from which there is no turning back is, undoubtedly, is decarbonization. Transport representatives and carriers often wonder whether they can afford to act in an environmentally friendly way. Meanwhile, the question should be different: Can companies afford not to innovate their business in today's market, given the direction in which Europe is heading? More and more Polish companies believe that they must make the change, and as such, they are preparing for the green revolution.

Grzegorz Wojcik
Country Manager
for the Polish market



New commercial vehicle registrations (Q1-Q3 2024)

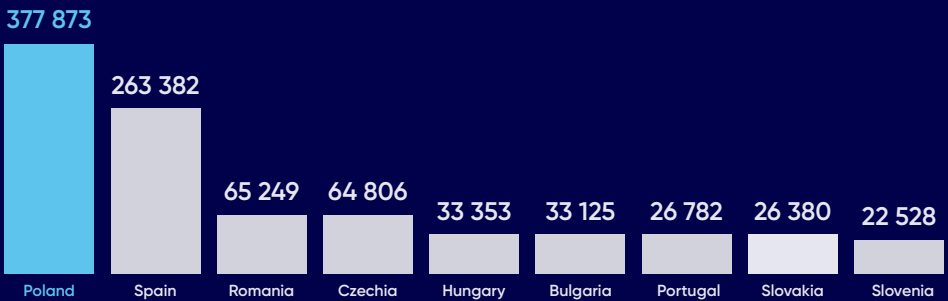


■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers
Source: [eurostat data 2023](#)

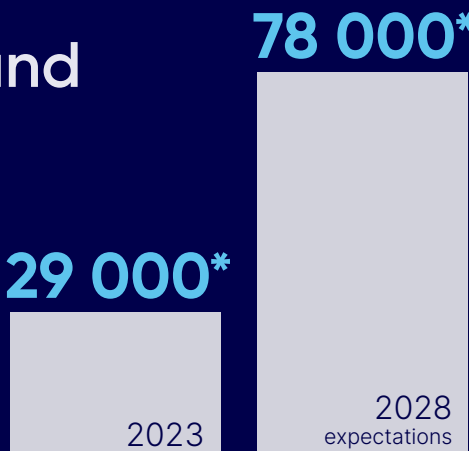


Truck driver shortage in Poland



* number of drivers

Source: [IRU Driver Shortage Report 2023](#)



Market players



Market Leader
Zammler Polska Sp. z o. o.



Tech Trailblazer
Beskidzka Koniczynka Sp. z o. o.



Sustainability Star
Targor Truck Sp. z o. o.



Market Leader

Company: Zammler Polska Sp. z o. o.
Country: Poland





A rush in transport isn't recommended, a well-thought-out strategy is needed

Zammler Group consists of 5 companies and 17 offices, located in both Europe and Asia. On the Polish market, it has been operating for a decade with about 130 employees and has about 70 vehicles and 85 semi-trailers in its fleet. In business, Zammler focuses on automation with the use of technology, without which it would be impossible to cope with the immense amount of work. Moreover, the company's managers assume that the key to success in transport is a well-thought-out and flexible approach, in which all changes are made with cautious and careful consideration of the happenings in the transport market, and an appropriate reaction to the situation. In the Eurowag report, Zammler was awarded in the Market Leader category.



10 years in the Polish market

Zammler Group, founded in Ukraine in 2007, has been dynamically developing in Pruszkow, Poland since 2014. It consists of 5 companies and 17 offices, located in both Europe and Asia. The company specializes in road, sea and air transport, also offering services in customs and warehouse brokerage.

Two years ago, Zammler Group was included in the Next250 list of the most promising SMEs by Forbes Magazine. The list included companies that generated annual revenues from about €220k to €22m. At that time, the revenue of the entire company amounted to €19.26m. In Poland alone, the company generated revenue of €11.46m in the previous year. In turn, the value of the Polish branch was estimated at €8m.

The transport company's customers include leading companies in the industry, e.g. FMCG, electronics and household appliances, e-commerce, industrial equipment, and pharmaceutical products. Artur Chojnacki, Transport Manager at Zammler, admits: "First of all, we deal with transport transfers, and our main market is Western European countries. We focus on the transport of basic necessities, because we are aware of the fact that this is a stable industry that is not threatened by a crisis. The direction of our action was determined by pandemic times and then the outbreak of war in Ukraine."

At Zammler, technology is a standard

Zammler Polska strongly focuses on the automation of work with the use of new technologies for transport. The company believes that the digitization of the enterprise is necessary due to the scale of the company's operations and advanced internal processes. "The technologies we use allow us to automate our work, enabling us to handle a large number of trucks with a relatively low human workload. Therefore, we use programs that will not only support our team in their work, but also relieve them in many operational areas - analysing the working time of drivers, road restrictions,

determining the time of arrival at the destination and many other aspects" - emphasizes Artur Chojnacki.

Furthermore, Artur Chojnacki points out that they are open to technological changes to further improve the company's efficiency. They are currently working with Eurowag on the implementation of their EVA system, which combines the EETS toll payment tool with telematics. In addition, EVA includes a so-called 'Fuel Guard' function, protecting transport companies from unauthorized fuel purchases. **"We see significant opportunities for EVA in the fields of vehicle location and toll handling.** This will reduce order costs and make managing road tolls easier, which can be challenging when handling a large fleet of vehicles. We want to scale our business, therefore we believe that this change will be beneficial for us," concludes Artur Chojnacki.

Prospects and trends for 2025

According to Artur Chojnacki, the main challenge in today's transport is the economic slowdown, which affects by every carrier, as well as the constantly rising costs of running a business. When asked about the strengthening trend and direction for the CRT industry, namely decarbonization, he responds that right now it is difficult to achieve for the vast majority of companies on the market. "Zero-emission transport policy is extremely important, but at the same time it is too expensive and there is a lack of adequate support for carriers at the legislative level from the EU. It should also be noted that new transport challenges are appearing on the horizon. These include the possibility of Ukrainian drivers leaving the Polish market due to potential difficulties in obtaining work permits, which could cause staffing problems and a further increase in costs. **In the face of all these challenges, a rush in transport is not recommended for business and a well-thought-out strategy is needed, which should be constantly adjusted.** If transport evolves towards zero emissions, we aim to follow it. One thing is certain - we have already achieved a lot in CRT and we want to continue to develop on the market" - he sums up.



We use programs that will not only support our team in their work, but also relieve them in many operational areas.



If transport evolves towards zero emissions, we aim to follow it.



Company name:

Zammler
Polska Sp. z o. o.

Year of foundation:

2014



Fleet size:



70 vehicles
85 trailers

Usage of Eurowag products by type:

Revenue 2023:

€11.5m



Cooperation in EVA implementation



Number of employees:

130

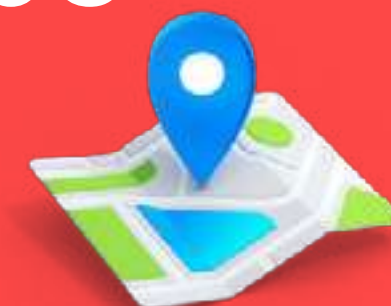


Chairman of the board:

Oleg
Rachov

Geographical scope:

Europe



Tech Trailblazer

Company: Beskidzka Koniczynka Sp. z o. o.
Country: Poland



Steady development in demanding times due to technologies and diversification

Diversification, flexibility and receptivity to innovation are the three aspects without which, in times of enormous competition, it is hard to win the race for a customer and to develop in the demanding transport market. Beskidzka Koniczynka – a company from Bielsko-Biała that has organised transport in Poland and abroad for 20 years – acts in accordance with that philosophy. The President of Beskidzka Koniczynka's Management Board, Dawid Jędrzejko, emphasizes that a stable business based on technology and process automation is capable of facing even the biggest challenges. On a daily basis, the fleet of 60 vehicles is operated and managed by systems and solutions delivered by the Eurowag Group.





Beskidzka Koniczynka started operating in 2003 and entered the transport sector in 2010. The company specializes in domestic and international transport (primarily Germany, Italy, the Netherlands, Belgium and England). What distinguishes the company from Bielsko-Biała is, most of all, an emphasis on planned, timely and express transport services, as well as the implementation of business diversification. As emphasized by Dawid Jędrzejko, President of Beskidzka Koniczynka, flexibility, adapting to the market, and being ready for changes and customer needs have allowed the business to successfully develop for 20 years.

Strategy of actions as a response to demanding times

The term diversification has been well known to the President of Beskidzka Koniczynka since the beginning of the company's existence. On the one hand, diversifying commercial transport activities across various industries and contractors requires the implementation of numerous mechanisms and procedures, which increases the workload and the complexity of necessary resources. However, on the other hand, the use of these measures and diversification of the company's activities is one of the most effective risk management strategies. As the COVID-19 pandemic has shown, current times are challenging in everyday life as well as in business. During the pandemic, multiple companies focusing strictly on one industry, e.g. automotive, found itself in very difficult circumstances.

Therefore, despite the need to implement additional measures, operating on many levels allows companies such as Beskidzka Koniczynka to build a stable foundation for their activities, thus securing their future. **"Today, we serve many industries and contractors, but over the years it has repeatedly turned out that this flexibility and willingness to take on challenges is a good solution.** Even though there are more duties and sometimes more costs, thanks to such decisions we were able to get through all the previous challenges and difficult market circumstances," sums up Dawid Jędrzejko, President of the Management Board of Beskidzka Koniczynka.

However, operating on multiple levels requires flexibility, adaptability to customer needs, and maintaining high service quality—achievable through the continuous adoption of modern technologies.

Openness to technology as the key to success

Beskidzka Koniczynka introduced the first TMS system in 2017, when the company began to expand. As Dawid Jędrzejko recalls, "The scale of the firm's operations forced this change in a way, because Excel became insufficient and it was a kind of milestone for our business. **Since then, we have gradually implemented new solutions, tested Eurowag Group products – including telematics and working time accounting software, and adapted them to our needs, thanks to which the gradual automation of processes freed up the time of many people in the company and allowed them to focus on developing the business**".



Flexibility and willingness to take on challenges is a good solution.



We have gradually implemented new solutions, tested Eurowag Group products – including telematics and working time accounting software, and adapted them to our needs.

Technological solutions in Beskidzka Koniczynka

Currently, Beskidzka Koniczynka is a company dealing with transport, forwarding and logistics. As the President of the Management Board of the company says, it would not be possible for the company to function, let alone maintain a strong position on the market, without openness to new technologies. **"Technological tools in transport are an investment, but thanks to them, the company is able to effectively manage the fleet of vehicles and thus reduce operating costs"** - Dawid Jędrzejko says.

The company uses tools such as Marcos TMS, 4Trans, and GBox. These systems enhance the management of forwarding and transport processes, enable control and settlement of drivers' working hours, verify manipulation of digital and tachograph data, and offer various functions in transport telematics.

Prospects and trends in transport for 2025

According to Dawid Jędrzejko, next year will be a test for many companies. The economic slowdown, rising costs of running business activity, wage increases, and new laws and regulations related to the issue of decarbonization in transport are a big challenge for many companies. During this time, ensuring the stability of the company's operations, wise investments in the necessary technologies and the already mentioned diversification can determine the success of a transport company and further development. One of the trends that will strengthen in the coming years is undoubtedly the green transformation of transport. As the President of Beskidzka Koniczynka emphasizes, the company is currently investing in solutions supporting economical, responsible and efficient driving, which also indirectly reduces the company's costs and reduces its carbon footprint.

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Technological tools in transport are an investment, but thanks to them, the company is able to effectively manage our fleet of vehicles and reduce operating costs.

Company name:

Beskidzka
Koniczynka
Sp. z o. o.

Year of
foundation:

2003



Fleet size:

60 sets



Usage of
Eurowag
products
by type:



Transport
management
system



Telematics



Software for
driver's settlement
by Inelo

Revenue 2023:

€9.9m



Number of
employees:

86

Founder:

Łukasz Szliter

CEO:

Dawid
Jędrzejko

Geographical scope:

Europe



Sustainability Star

Company: Targor-Truck
Sp. z o. o.
Country: Poland



Ready for a green future



Targor-Truck is a conscious brand with sustainable development in its DNA and is more than a decade ahead of the industry in understanding green transport. The company operates a fleet of 300 tractor units, all under 2 years old, which allows it to meet Euro 5 and Euro 6 emission standards, making it environmentally friendly. As the President of Targor-Truck Piotr Rutkowski admits, the company has matured enough over the years to think about the future in a bold way. This mindset connects remarkably with the Eurowag Group, whose mission is to make commercial road transport clean, fair and efficient.

50 years in the transport market

The beginnings of Targor-Truck's operations date back to the first half of the 1970s, starting with one truck and a desire for growth. Over the past 50 years, the company has expanded its operations to now offer domestic and international transport services for the FMCG, paper, steel, and automotive industries, as well as specialized LNG and bio-LNG gas transport. Additionally, Targor-Truck provides comprehensive logistics services related to warehousing, goods handling, and transport. Piotr Rutkowski, when asked about the markets and areas served, responds: **"The organization is mature enough and equipped with competent people and modern technologies, empowering us to undertake any business task related to logistics and transport across the entire European Union.** Interestingly, the clients who come to us are increasingly conscious companies that pay attention to environmental pollution issues and choose their partners based on this consideration. **Today, we are at the forefront of companies that can offer customers zero-emission vehicles powered by bioLNG. And by 2030, we plan to completely exclude fossil fuel-powered cars from our fleet."**

Awareness as the key to sustainable development

The key to building competitiveness in the transport market is both readiness for change and agility, as well as continuous development and long-term thinking. Targor-Truck views sustainability issues precisely in these terms, demonstrating an unprecedented way of thinking and performing in the transport environment. The brand does

not see the green revolution in transport as an obstacle; on the contrary, it understands, anticipates, and gradually integrates it into its operations.

"Running a company is a process that primarily requires managers to have a high awareness of the situation and the ability to foresee the future. When someone correctly anticipates these processes, they can later benefit from a premium. We already saw that this was the direction, and we wanted to prepare very thoroughly, especially since purchasing new technology, getting to know this technology, and learning how to operate it in a way that makes it the most effective business tool takes a lot of time" Piotr Rutkowski says.

The green idea of transport

Understanding the direction in which transport is heading, Targor-Truck is progressively preparing for it. The first step was a pilot program for LNG-powered transport in 2016, within the country for a client in the furniture industry, followed by the gradual implementation of eco-friendly solutions, including the purchase of more low- and zero-emission truck sets. The company was one of the first in Europe to make this change, which means that today it possesses valuable know-how and understands how to increase business process efficiency with a gas-powered tractor fleet. As Agnieszka Wierzbowska, Vice President of Targor-Truck, emphasizes, the company voluntarily and independently analyzes the carbon footprint of its vehicles using a telematics system to understand and measure the process related to reducing CO₂ emissions.



The organization is mature enough and equipped with competent people and modern technologies.



It is worth noting the openmindedness and multidimensionality of Targor-Truck's actions – implementing green solutions is not just about complying with emerging legal regulations in transport; it is already an integral part of the company's operations. Examples are significant investments in photovoltaics. As Piotr Rutkowski mentions, depending on the day, 50 to 100% of the energy consumed at the company's headquarters comes from solar energy.

Flexibility as a response to customer needs

The years 2008-2012 saw a significant increase in the fleet to 100 vehicles and the installation of telematics and TMS systems, driven by a flexible approach to customer needs, and marking Targor-Truck's first steps in the field of technology. Currently, considering the dynamic market situation, it is impossible to maintain a competitive edge and achieve customer satisfaction without using technological tools and implementing green solutions. **"Customers are asking about zero-emission transportation, they pay attention to this matter in tenders (...) Inevitably, companies that do not reduce their carbon footprint and do not follow the climate policy set by the European Union will naturally be excluded from this business.** And this is starting to happen slowly, for now in a small percentage, but I think that in the perspective of even the next year, it may be that companies that are not able to provide zero-emission vehicles for their customers will be excluded from the process," summarizes Piotr Rutkowski.

As the President of Targor-Truck states, the use of vehicles powered by fossil fuel gases is a matter of the coming years. Comparing the situation in the transport market to a car race, Piotr emphasizes that it will be crucial for

companies to prepare for upcoming changes—taking the right position in the "race." Among the tools used by Targor-Truck, the firm's President mentions a proprietary system for monitoring fuel consumption and optimizing driver performance, as well as the software for drivers work time management - 4Trans, which belongs to Eurowag.

Plans for the future – moving towards green transport

How does the Targor-Truck company plan to prepare for the emerging green changes in the transport market? As the President states, by 2030, the company aims to eliminate fossil fuel-powered vehicles from its fleet and adds: "We are currently in discussions with clients regarding a dedicated fleet for market service. Currently, this involves using 5 electric vehicles. We have already reached the point where 30% of the fuel used by our gas-powered vehicles is BIO LNG." Three years ago, the company built its LNG station, and next year plans to switch entirely to bio-energy – Bio LNG. Furthermore, regarding ESG reporting, Piotr Rutkowski acknowledged that while reporting will become mandatory from 2025, Targor-Truck has accelerated the process, which began in 2024, to adequately prepare for the changes.

Targor-Truck is making unprecedented moves in the transport industry, significantly distinguishing itself from the competition. Openness to innovation and change, understanding the need to implement green solutions, and forward-looking, multidimensional planning are factors integral to the company and keeping it in a high position in international transport.



By 2030, we plan to completely exclude fossil fuel-powered cars from our fleet.



Companies that do not reduce their carbon footprint or follow the climate policy set by the European Union will naturally be excluded from this business.



Company name:

**Targor-
Truck** Sp.z o.o.

Year of
foundation:

2002



Fleet size:

300



Usage of
Eurowag
products
by type:



Software for
driver's settlement
by Inelo
(part of
Eurowag Group)

Revenue 2023:

€82m



Number of
employees:

500



Founder:

Piotr Rutkowski

Vice President:

**Agnieszka
Wierzbowska**

Geographical scope:

Europe



Spain



Spain: Market overview and outlook

As the country manager for Spain, I would like to present the current state of our market, key players, some trends that we have seen in the recent years and in 2024, as well as an outlook of what awaits us in 2025.

In general, the performance of the transportation market in Spain in 2023-2024 has shown steady growth, with an estimated annual increase of 3.8% in 2024, and a projected growth rate of 4% in 2025. This growth has been primarily driven by a surge in exports from the industrial and agricultural sectors. However, the sector faces several significant challenges, including fluctuating oil prices, a shortage of qualified drivers, and relatively high credit risk, which impacts the financial stability of companies in the sector.

Despite these challenges, the Spanish market boasts key companies that lead through innovations in fleet management and sustainability. Among the 120,000 companies in the sector, the top five control 15% of the market, while the ten largest companies represent 22%. Most of these companies operate fleets averaging five vehicles, focusing primarily on national operations. They are key players in the sector's development through robust distribution networks and high levels of competition.

The sector's success is also reflected in its adaptation to new market demands, such as sustainability and digitalization. During the 2023-2024 period, there has been an increased focus on eco-friendly practices, driving demand for fleets with more sustainable fuels, such as natural gas, HVO, and electric vehicles, which help reduce emissions. Additionally, digitalization and automation are taking a central role, with a growing use of innovative technologies like IoT-based fleet management, fuel cards, EETS solutions, and data analysis tools that optimize operations and improve efficiency.

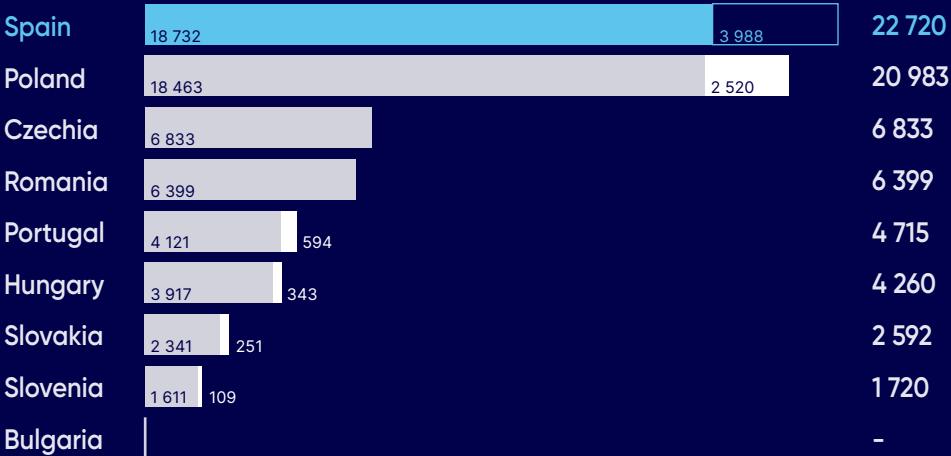
In 2025, the sector is expected to continue progressing at a similar pace. However, to ensure sustained growth, it is crucial for the industry to invest in solutions that address current global challenges: decarbonization and technological innovation. On the one hand, there is investing in fleet renewal and modernization to reduce vehicle age and greenhouse gas emissions. On the other hand, there's increasing process digitalization and automation to make operations more efficient, attractive, and sustainable.

In summary, analyzing current data from the Spanish market is essential not only to evaluate the performance of this sector, but also to make strategic decisions that ensure the continued growth and success of the industry.

Filippo Welter
Country Manager
for Spanish market



New commercial vehicle registrations (Q1-Q3 2024)

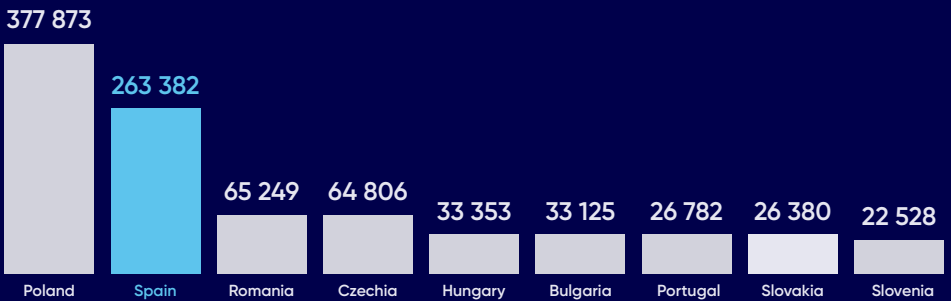


■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers
Source: [eurostat data 2023](#)

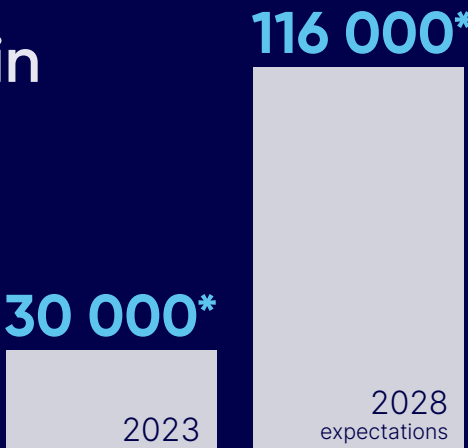


Truck driver shortage in Spain



* number of drivers

Source: [IRU Driver Shortage Report 2023](#)



Market players



Silent Performer
Transportes Mascarell Ortega S. L.



Tech Trailblazer
Mendez Eurolefesa S. L. U.



Sustainability Star
Campillo Palmera – Pepe Garcia S. L.



Silent Performer

Company: Transportes Mascarell Ortega S. L.
Country: Spain





The Valencian company growing strong in international transport



In a constantly evolving sector where technology and efficiency are key to success, Transportes Mascarell Ortega has managed to stay up-to-date with steady growth and continuous adaptation to new market demands. Founded in 2014, with roots dating back to 1983 when Vicente Juan Mascarell Pellicer began as a self-employed worker, this Valencian company has progressively expanded to a fleet of 20 trucks, establishing itself in the international goods transport industry.



Evaluation of the first half of the year

"The first half of 2024 has been very positive for us," says Vicente Josep Mascarell Ortega, the current manager of the company. "We have seen an increase in both workload and revenue, which reflects continuous growth in our operations. From its inception, the company has maintained a trajectory of gradual expansion, adding one or two trucks each year, reaching the 20 vehicles we have currently. This growth has always been accompanied by hard work and a constant focus on improving service quality."

Cost optimization with Eurowag

In terms of cost management, Transportes Mascarell Ortega has found a crucial ally in Eurowag. "For us, Eurowag offers the best diesel card we have, thanks to its security system based on vehicle geolocation," explains Mascarell. "The security system is exceptional: if the card is not in the vehicle controlled by satellite and with the PIN code, refueling is not allowed. This has been vital in preventing fraud." The company uses several fuel cards, but most operations are carried out with Eurowag, which stands out for its security and competitive prices.

Technological innovation in transport

Transportes Mascarell Ortega has also focused on adopting new technologies in recent years to improve its operations. "All our vehicles are equipped with tracking systems that allow us to monitor temperatures in the refrigerators, manage breakdowns, and enable the drivers to update the work in real-time," comments Mascarell. This technological implementation not only guarantees the quality in transporting food products but also meets the demands of customers who increasingly seek traceability and efficiency in their shipments.

Additionally, the company has introduced new technologies in its vehicles, such as sensors in the wheels to detect potential punctures and overheating, a measure that not only increases safety but also reduces long-term operating costs.

Challenges and future prospects

Despite technological advancements, the industry faces challenges, such as the shortage of qualified drivers. "The labor market has changed a lot," Mascarell comments. "In the past, many people obtained their truck driver's license



For us, Eurowag offers the best diesel card we have, thanks to its security system based on vehicle geolocation.



during military service, but today the cost is high, and not everyone is willing or able to do so.” However, Mascarell sees the future of the sector marked by the inevitable arrival of autonomous trucks, though he acknowledges that there is still time before this technology is fully integrated.

Regarding industry trends, Mascarell notes that while **rail transport** could gain ground, he does not see the train as a definitive solution, especially due to differences in track gauges between Spain and the rest of Europe. However, he does foresee that **short routes from train stations to the final destination** will become increasingly common, possibly dominated by large companies, which could threaten smaller transporters.

Commitment to sustainability

In terms of sustainability, Transportes Mascarell Ortega ensures that it remains at the forefront within diesel, using **Euro 6 diesel engines**, the most efficient and least polluting on the market. Although they do not use alternative fuels like natural gas, the company is committed to reducing its carbon footprint, **complying with regulations required by clients** like Lidl, who annually request detailed efficiency reports.

Transportes Mascarell Ortega is an example of how a family business can grow and thrive in a competitive market thanks to its focus on quality, safety, and the adoption of new technologies. With controlled growth and a modern fleet, the company is well-positioned to face future challenges in the road transport sector, always maintaining its commitment to efficiency and sustainability.



Company name:

**Transportes
Mascarell
Ortega S. L.**

Year of
foundation:

2014



Fleet size:

20 vehicles



Usage of
Eurowag
products
by type:



Toll payments



Fuel cards

Financial results 2023:

€5m revenue

€200k net profit



Number of
employees:

25



Founder/CEO:

**Vicente Juan
Mascarell Pellicer
and Josefa
Ortega Martí**

Geographical scope:

**Netherlands
Germany
Spain
France**



Tech trailblazer

Company: Mendez
Eurolefesa S. L. U.
Country: Spain



Sustained growth and technological advances in road transport



In the context of continuous change and transformation in the road transport sector, companies must adapt quickly to remain competitive. Eurolefesa, a prominent Spanish company founded in 1992 by Manrique Alonso Fierro, has experienced sustained growth exceeding 10%. Specializing in the land transport of goods for the construction and automotive industries with a strong focus on technological innovation, the company excels in handling hazardous and non-hazardous waste across Europe, transporting coils with coil-carrying trucks, and bulk goods with tipper trucks and moving floors. Additionally, it provides distribution services through the Palletways network, with a logistics warehouse for 4,000 pallets.

Eurolefesa boasts a fleet of 80 vehicles with an average age of 3.8 years, operating both nationally and internationally. The company uses Eurowag products such as diesel cards, telematics solutions, toll payments, and VAT refund to optimize its operations. Eurolefesa is a benchmark in the sector, operating in several European countries and employing over 100 people.

Diego Alonso, responsible for the development and digitalization of transport and logistics processes at Eurolefesa, has provided an in-depth analysis of how Eurolefesa addresses market challenges and how Eurowag products contribute to its success.

First half of the year evaluation

"Eurolefesa has experienced solid growth in the first half of 2024," says Diego Alonso, "reflected in a **significant increase** in our revenue, reaching **€12m**. "The company notes that the market has been affected by increased uncertainty due to the global and macroeconomic context. Alonso points out that, "despite these challenges, the market remains stable, with peaks of higher or lower activity that have not drastically affected our operations."



The concentration of services offered by Eurowag has allowed us to simplify our supply chain, eliminating excess suppliers and having better control over our expenses.

For any growing company, cost control is vital, especially given the continuous growth of the vehicle fleet. "In this regard, **Eurowag products have been very helpful. The concentration of services offered by Eurowag has allowed us to simplify our supply chain, eliminating excess suppliers and having better control over our expenses.**" Diego explains that **"the range of products offered by Eurowag is very comprehensive for the carrier, covers our needs well, and has been crucial for managing costs more efficiently."**

Throughout the current year, Eurolefesa **has secured important high-profile clients** both in Europe and globally. Another significant milestone has been the addition of **groupage and pallet services**, thereby expanding its offering to include a full range of transport services from a single pallet to a full truckload. These advancements underscore the company's commitment to expanding and diversifying its services.

Technology innovation and automation

Digitalization is at the core of Eurolefesa's business. Committed to innovation and service quality, the company has implemented several advanced technologies in its logistics management. Alonso mentions that **"we have developed an internal management system that allows clients to check the status of their orders and invoices, and to enter orders directly into our traffic department."**

"Another system we have launched is **automatic load and unload notifications**," says Diego, "a feature that has been very well received by clients, giving them visibility of the entire process."

"The latest project we have developed and implemented is a **mobile application for drivers**, also developed internally," says Alonso. "This app facilitates trip management, goods deliveries, and communication. Younger drivers have embraced the app well, but we are facing challenges with older profiles, as many are reluctant to install and learn to use it. We cannot force anyone to use the app, but we will encourage it through our support team to ensure as many employees as possible use it, as we believe it benefits both the driver and the company."

On the other hand, **automation is a fundamental part of Eurolefesa**. The company increasingly automates repetitive tasks to perform them as quickly as possible. "All automation management is internal, allowing us to create customized solutions without relying on external tools," Alonso emphasizes. Eurolefesa has developed an **integrated system for document control, sales management, documentation expirations, insurance, billing, and service collection**. With just a few clicks, it is possible to generate an invoice for an order, send it automatically with a predefined text, and access transport

documents from years ago using simple references. "This **automation allows us to handle more work with the same team, significantly increasing productivity without proportionally increasing the workforce, contributing to the company's growth**," Diego Alonso adds.

Decarbonization and sustainability

Eurolefesa is committed to sustainability and decarbonization, adopting various strategies to reduce its environmental impact. "In 2022, we joined the **Carbon Footprint Calculation, Reduction, and Compensation Program** of the Ministry of Transport and Ecological Transition, calculating our carbon footprint and starting to implement measures to reduce it." Alonso highlights that "in 2023, we acquired **two vehicles powered by Liquefied Natural Gas (LNG)**, which allowed us to obtain the **Ministry's emissions reduction label**. Although the use of LNG presents challenges such as the higher cost of vehicles and market instability, we are determined to continue exploring and adopting new technologies to contribute to decarbonization," he adds.

"In addition to LNG vehicles, we are evaluating the **incorporation of electric trucks for the last mile, especially for our new pallet and regional logistics services**." However, Alonso acknowledges that "current electric vehicle solutions are not viable for long distances." The company is also



We have developed an internal management system that allows clients to check the status of their orders and invoices, and to enter orders directly into our traffic department.



exploring the feasibility of **duo-trailers**, a recent regulation in Spain that allows towing two trailers with a single tractor unit, which would significantly reduce emissions.

Eurolefesa is also taking proactive measures outside its business area to offset its carbon footprint. "During 2024, we have participated in **CO₂ offsetting bonds** and allocate resources to **reforestation**." Although customers currently do not demand detailed carbon footprint reports, Alonso ensures that "we are preparing for future market demands, ensuring that our operations are sustainable and environmentally responsible."

Innovation for the sector's labor situation

"The shortage of drivers is a concern in the industry both nationally and in Europe," notes Diego Alonso. "At Eurolefesa, we are taking measures to **attract and retain talent** through our Human Resources department."

"We believe **technology** can be of great help in addressing this issue, especially **in the field of training**," Alonso adds. "Today, training is crucial for developing new professionals. If companies had more resources or some sort of legal immunity to offer training, technology would be much more prevalent." Alonso sees great potential in simulators, "as they provide a preliminary experience of what it is like to drive a trailer and could help create better-prepared positions, encouraging more people to become truck drivers."

Future outlook for the industry

"By 2025, we anticipate that road transport will continue to be a fundamental sector in the economy," says Alonso. "I do not consider a drastic transformation likely, but I do believe there is a trend and a strong intent from regulations to integrate goods into rail transport." He also highlights the current trend of company consolidation, noting that "small companies and self-employed drivers are becoming fewer and fewer, while large shipping companies' fleets are growing." The evolution of regulations and new trends in decarbonization will also influence future sector strategies.

Conclusion

Eurolefesa exemplifies how technology and innovation can transform the road transport sector. With over 50 years of experience, the company has established itself as a benchmark in the sector, adapting to new market demands while maintaining a firm commitment to quality and sustainability. Collaboration with Eurowag has been invaluable for optimizing processes and controlling costs, while the company continues to advance in sustainability and adapt to the changing needs of the market. Eurolefesa's experience highlights the importance of integrating technological solutions and adaptability in a constantly evolving sector.

Company name:

Mendez
Eurolefesa S. L. U.

Year of
foundation:

1992



Fleet size:



80 tractor-
trailers

85 semi-
trailers

Usage of
Eurowag
products
by type:



Fuel cards



Telematics



VAT refunds



Toll payments

Revenue 2023:

€12m



Number of
employees:

100

Founder/CEO:

Manrique
Alonso Fierro

Geographical scope:

Spain
Portugal
France
Italy
Germany
Switzerland

Netherlands
Luxembourg
Hungary
Belgium



Sustainability Star

Company: Campillo Palmera S. L.
Country: Spain



Innovation, sustainability, and challenges in road transport

The first half of 2024 has been a period of challenges and fluctuations for the road freight industry in Europe, particularly for food products like fruits and vegetables. José Sánchez, FTL Manager at Campillo Palmera, provides a detailed perspective on how the company has navigated the uncertainty and challenges presented by climate change, and the strategies they have implemented to remain competitive and sustainable.

A semester of contrasts and climate challenges

Sánchez describes the beginning of 2024 as “chaotic,” followed by a period of intense activity, and then a slowdown mid-semester. These fluctuations, according to Sánchez, are closely linked to **climate change**, which has impacted fruit and vegetable harvests, their main business line.

“Harvests that were once well-defined in time are now being altered by sudden **temperature changes, storms, hail, and heatwaves**, affecting both the quantity and quality of the product,” Sánchez explains.

Despite these climate challenges and the resulting disruptions to product flow, **Campillo Palmera has successfully managed the full volume of goods.** “The volume has been there and has been delivered in full. We’ve had to adapt to this new reality, but we’ve continued and fulfilled our commitments,” Sánchez affirms. This success





is due to the company's ability to **efficiently reorganize its fleet**, ensuring trucks are available when clients need to move large quantities of product suddenly.

Sustainable strategies and Eurowag's support

Faced with the challenges posed by climate change and market volatility, Campillo Palmera has developed robust strategies to reduce costs and optimize operations while continuing on the path of sustainability. Since 2015, the company has invested in alternative fuels such as LNG. Despite initial difficulties, like the limited LNG infrastructure in Europe, they have continued to invest in this technology. **"Currently, 70% of our fleet operates on LNG,"** Sánchez notes, emphasizing the company's commitment to sustainability, even as the sector faces setbacks due to rising LNG prices following the war in Ukraine.

Campillo Palmera has also leveraged the benefits of intermodal transport, **using trains on certain routes since 2010. "We increasingly try to put more trailers on trains, which helps us reduce costs and mitigate the driver shortage,"** adds Sánchez, highlighting how this strategy has been key to efficiently managing operations.

Eurowag has played a crucial role in these initiatives, particularly in fuel management. **"Eurowag has unified the payment system at LNG stations, greatly simplifying our logistics,"** Sánchez points out. This collaboration has been vital in reducing fragmentation in the sector. **"There was a time when drivers had to carry up to 20 different cards to refuel across Europe; with Eurowag, they only need one."**

Campillo Palmera is not only advancing with LNG but is also exploring **hydrogen as a future alternative**. "Hydrogen is a technology that could potentially be a viable alternative in the medium term," Sánchez explains, mentioning a project

in collaboration with a Swiss company **to build a clean hydrogen factory based on solar energy** in Spain, similar to their 2016 project when they built one of the first LNG refueling stations in the country. "We always try to be forward-thinking and prepared for future advances in sustainable combustion."

The company's commitment to sustainability extends to all operational areas. "All the electricity consumed at our facilities is offset by the installation of **solar panels on all our industrial warehouses**," Sánchez notes.

Campillo Palmera's sustainability efforts have also generated commercial benefits. **"Reducing emissions translates into fuel and consumption savings, and thus cost reduction,"** Sánchez remarks, noting that these practices not only benefit them cost-wise but also **meet the growing expectations of customers regarding sustainability**, positioning the company favorably in an increasingly environmentally conscious market.



We are increasingly shifting more trailers onto trains, which helps us reduce costs and address the driver shortage.



Employee training and well-being

Employee well-being is also a priority for Campillo Palmera. Sánchez emphasizes the importance of **continuous training**, not only to improve efficiency and sustainability but also to ensure the safety and satisfaction of their workers. The company has implemented driving assistance systems and trained its drivers in efficient driving techniques.

Challenges and future outlook

The road freight sector is facing a **concerning shortage of drivers**. Sánchez highlights the lack of generational renewal and the need to make the sector more attractive to young people. Additionally, the company advocates for greater flexibility in driver rest regulations to make better use of time and improve work-life balance.

Looking ahead, Sánchez sees sustainability as both a challenge and an opportunity. While **rail transport** may be a viable solution for non-perishable goods, **road transport will remain the backbone for the food sector**. As for **electric vehicles**, Campillo Palmera believes “it is impossible to establish them with current technology, so we do not see it as viable in the short to mid-term, at least not for international or interprovincial trips.”

Campillo Palmera is committed to making road transport more sustainable both environmentally and socially, recognizing its fundamental role in the supply chain.



There was a time when drivers had to carry up to 20 different cards to refuel across Europe; with Eurowag, they only need one.



Company name:

Campillo
Palmera S. L.

Year of
foundation:

1953



Fleet size:

450
vehicles



Usage of
Eurowag
products
by type:



Toll payments



Fuel cards



Number of
employees:

450

Founder:

Joaquín Campillo
Contreras

CEO:

Joaquín Roque
Campillo González

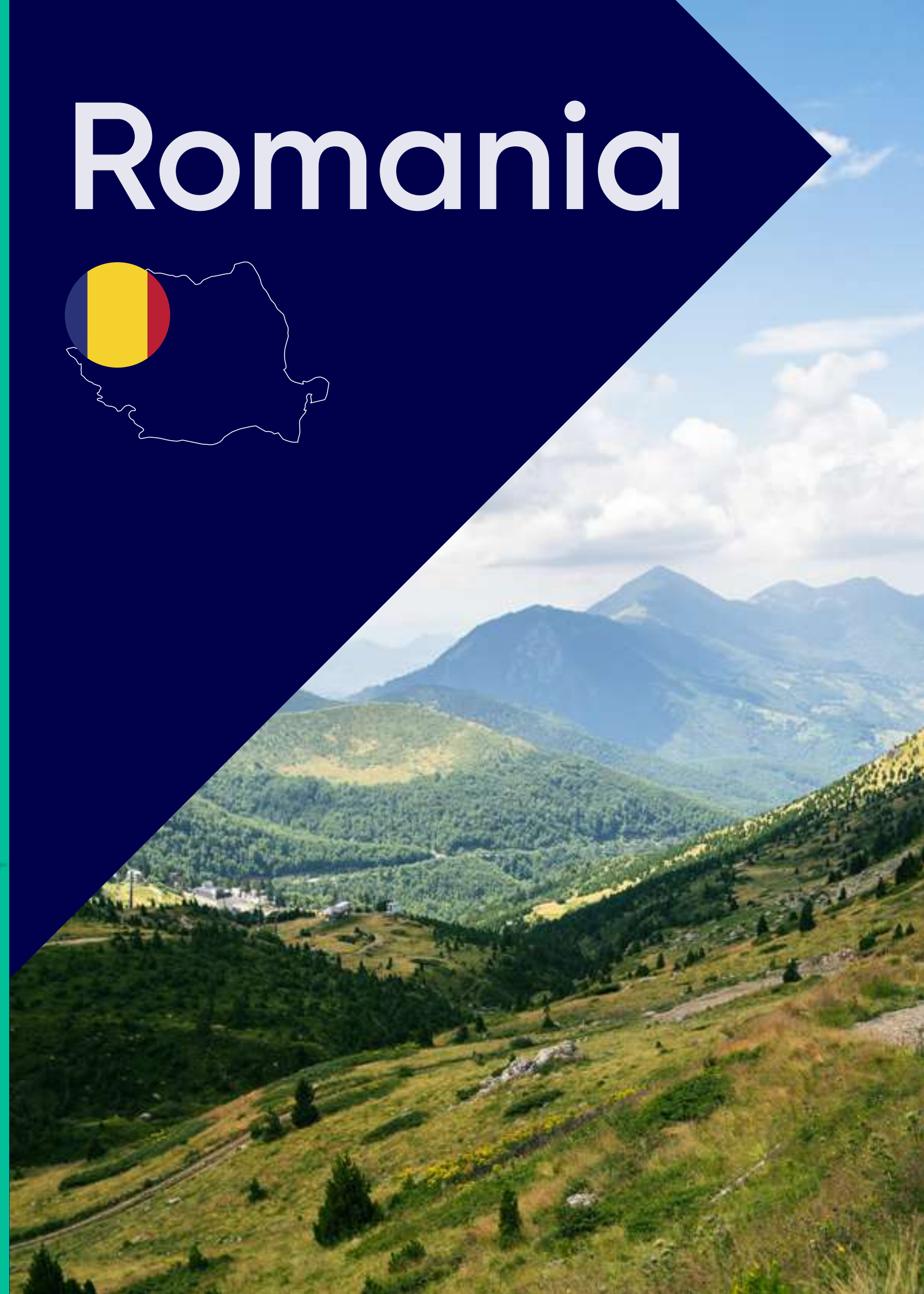
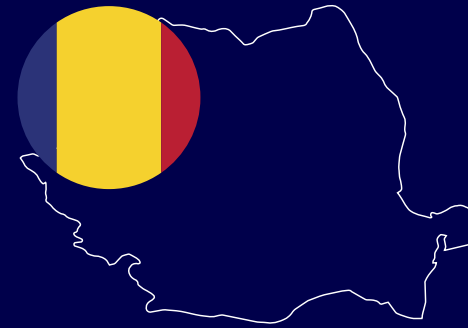
Geographical scope:

Germany
Netherlands
Poland
Hungary
Czechia
Slovakia

Romania
Ireland
Morocco
Greece
Spain
UK



Romania



Romania: Market overview and outlook

As we step into the last days of 2024, Romania's economic landscape is a mix of hurdles and hopeful horizons. Last year saw a slowdown in economic momentum, with growth shrinking to 1.8% in 2023. This decline was largely driven by soaring inflation and a lethargic pace in private credit expansion, which dampened domestic demand.

Looking ahead, there are glimmers of optimism, though tempered with caution. GDP is forecasted to rise by 2.9%, spurred by a revival in private credit growth and a steady climb in real disposable incomes. Investment, especially from EU-funded public infrastructure projects, is poised to play a pivotal role in this growth. At the same time, tight monetary policies are expected to persist in an effort to tame inflationary pressures, which are anticipated to ease slightly, with the annual HICP inflation averaging around 5.8% for the year.

In other words, while Romania's economy is gradually shaking off the sluggishness of 2023, the journey towards recovery is balanced with strategic fiscal and monetary adjustments to ensure sustainable growth and manage inflation effectively.

In 2024, the Romanian market experienced robust growth, with annual sales surging by 4% amounting to \$1.4bn. This impressive expansion was fueled primarily by the major infrastructure development projects, consumer goods, and automotive sectors. However, challenges such as the macroeconomic environment, with headwinds in most European economies, and the highest inflation rate in

Europe at 7.5%, remain significant hurdles to overcome. The key players that dominate the market landscape are DKV Group (28%), Shell (16%) and Eurowag (14%), who collectively control approximately 58% of the market share. These figures not only highlight our current standing, but also provide a clear roadmap for ensuring sustained growth and success in the market. The Market Leaders are distinguished by their strong innovation in pan-European cards and effective distribution strategies. To stay competitive, it is crucial to engage in strategic competition with these rivals and pursue continuous technological advancements.

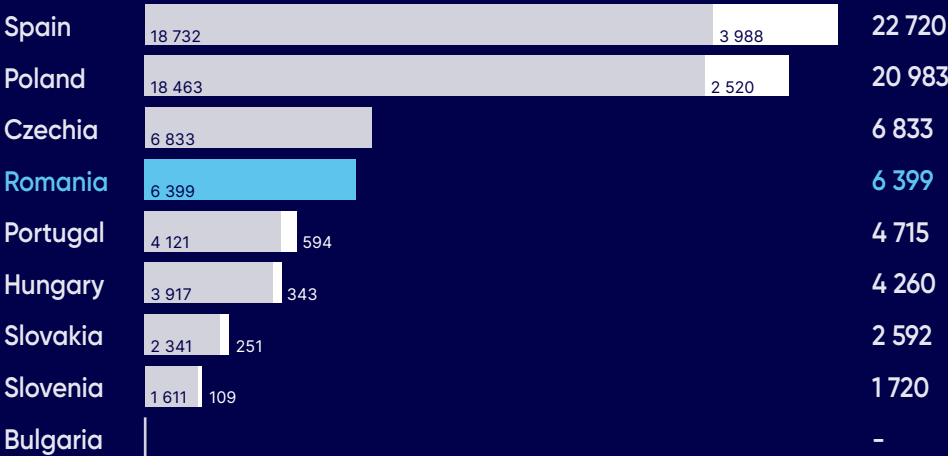
Looking at 2023 and 2024, several pivotal trends emerged. The push for sustainability and eco-innovation is driving an increased demand for products and services with lower environmental impacts. Meanwhile, digitization and automation are reshaping traditional industries, bolstering the shift towards toll combined with telematics (EVA) and cutting edge mobile applications. Additionally, consumer preferences are evolving rapidly, with a notable trend towards online shopping and personalized services.

By 2025, the market in Romania is anticipated to maintain its growth trajectory with an expected increase of 4%. Critical factors in this growth will be tightening the monetary policies and the financial roadmap considering the geopolitical context (both in Ukraine and the Middle East), which will challenge our ability to adapt to changing economic and social landscapes.

Victor Ion
Country Manager
for Romanian market



New commercial vehicle registrations (Q1-Q3 2024)



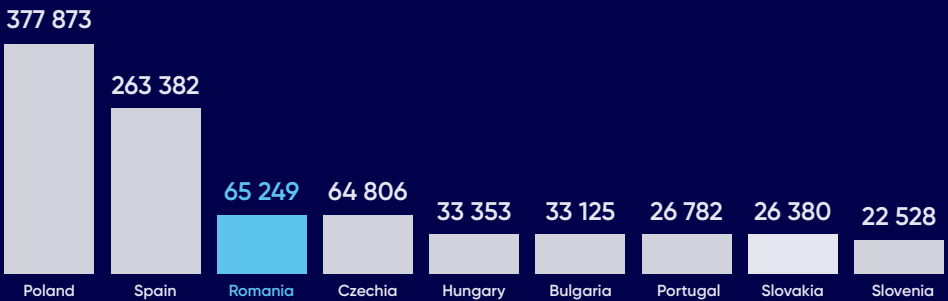
■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers

Source: [eurostat data 2023](#)

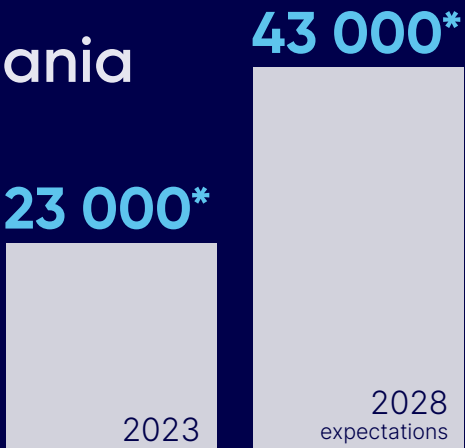


Truck driver shortage in Romania



* number of drivers

Source: [IRU Driver Shortage Report 2023](#)



Market players



Market Leader
Filip S. R. L.



Silent Performer
Hagero S. R. L.



Tech Trailblazer
Marvicon S. R. L.



Sustainability Star
Atlas Translogistic S. R. L.



Market Leader

Company: **FILIP S. R. L.**
Country: **Romania**





Driving success: Filip Spedition's commitment to quality and efficiency



With a state-of-the-art fleet of over 500 vehicles and more than 30 years of experience in international transport, Filip Spedition strives to maintain high level services. The company was founded in 1991, in Arad, the Western part of Romania, by Filip Miutescu. From the very beginning, Mr. Miutescu based the company on two pillars: safety and trust, with regards to both their team and their customers.

"I have a solid and dedicated team who believes, as I do, in the work well done! To meet our customers' needs, we must have the appropriate infrastructure. This is why I make sure that our equipment is state-of-the-art and able to meet our partners' requirements. I believe we can reach the highest level of efficiency by paying attention to details, thorough analysis, and entrepreneurial spirit. For us, improvement is an end state itself," states Miutescu.



Diversity and consistency – keys to overcoming future challenges

Filip focuses on quality and efficiency. The continuous improvement of procedures and establishing a healthy working environment are among the key strategic guidelines of the company, as it aims at delivering suitable solutions while complying with relevant well-defined standards of the industry.

"The constant concern for a safe and healthy work environment, as well as the investment in modern technologies are decisive conditions for a stable and safe operation. The daily activities at Filip Spedition comply with and apply policies involving health, safety, and environment (HSE), quality, and costs, embracing the most appropriate technologies for the efficient use of our resources, continuous training and motivation of our employees to reach the highest performance in their activity, and regular evaluation of quality, environment, and safety policies," explain the company's representatives.

Evolution of the company's CRT business reflects more than 30 years of dedication to excellence in international freight transportation. Starting with a modest fleet, Filip Spedition has experienced consistent turnover growth year after year, largely due to the strategic expansion of the fleet, which now includes an extensive array of tractors and semi-trailers.

The company's approach focuses particularly on establishing long-term contracts with prominent clients, which are pursued through active participation in competitive auctions for both new routes and prospective clients. While a portion of the revenue is derived from collaborations with shipping companies and specialized transport platforms, Filip SRL has recently broadened the service offerings to encompass intermodal transport, in addition to the company's core road transport services.

When comparing the first half of 2024 to the same period last year, the company's management notes that this has been a notably more challenging and difficult time. With a continuous focus on cost reduction, the company consistently seeks services and solutions for successfully achieving its goals.

Fuel expenses and road taxes represent some of the largest expenses for a transport company, making any fluctuations in fuel prices or highway supplier costs – whether above or below competitors – significantly impact profit margins. In this context, the company emphasizes that Eurowag services play a critical role in day to day operations.

As for the transport market perspectives for the next year, the company believes that 2025 will be more challenging than 2024 for both our customers and carriers. Carriers with long-term transport contracts will have an advantage, and it will be important to diversify contracts across multiple sectors.



In the past two years, we have also adopted a high-performance computer system that is accessible from our drivers' phones. This technology not only enhances communication, but also facilitates real-time data access, ultimately improving the overall efficiency of our transportation services.



Steering towards the future: a robust fleet powered by innovation

When it comes to innovation, the company is highly receptive to new technologies which enhance all operations. Recently, Filip has embarked on the implementation of a custom-built integrated transport program designed to meet the specific needs of the company. This system, which incorporates artificial intelligence solutions, allows the company to streamline its processes and improve efficiency.

“We are committed to constant improvement, regularly updating the program based on new insights and observations. **In the past two years, we have also adopted a high-performance computer system that is accessible from our drivers’ phones. This technology not only enhances communication, but also facilitates real-time data access, ultimately improving the overall efficiency of our transportation services.**”

In today’s fast-paced transportation industry, innovation is crucial to staying competitive. Companies must continuously monitor their competitors and be willing to adapt and adopt new technologies. As the company’s representative stated: “We constantly maintain contact with the competition. While innovating is often challenging, we are certainly not lagging. In fact, we take pride in being among the first to implement the latest advancements.”

A robust fleet: quality and modernity

Fleet management is a cornerstone of efficiency in transportation, and Filip exemplifies this with an impressive fleet consisting of 315 tractors, including renowned brands such as Mercedes, Scania, and Volvo, maintaining an average age of just 3 years. The fleet includes both the latest 2024 models and older units, reflecting a commitment to regular updates. This is complemented by 564 semi-trailers from trusted manufacturers like Schmitz and Krone, with

an average age of 2.5 years, ensuring reliability and top performance on the road.

The push for sustainability: fleet renewal and readjustment

As environmental concerns grow and companies begin to measure their carbon footprints and consider the impact of their operations, Filip representatives have noticed a slight increase in customer requests for carbon footprint information, suggesting a shift in market expectations. While the company is still assessing the importance of tracking these metrics, the willingness to explore sustainability indicates a readiness to adapt to changing demands while acknowledging the potential for future developments in this area: “We will see why it is necessary to follow this”.

As the transportation industry continues to evolve and companies are continuously re-evaluating their fleet management strategies to enhance efficiency and sustainability, Filip makes fleet renewal a top priority. The company aims to refresh at least 30% of its fleet each year, focusing on updating tractors and semi-trailers to meet the latest technology and performance standards. This commitment not only increases operational efficiency, but also promotes safety on the road.

While there is a genuine interest in adopting eTrucks and exploring alternative fuels, the high costs associated with electric tractors pose a significant challenge. As a result, the company is carefully monitoring advancements in technology and market conditions that may influence future investments.

Driving growth

In 2023, the company achieved a turnover of ~€66m, reflecting a continuous upward trend in revenue generation. This consistent growth indicates a robust and effective business strategy that resonates well with customers. Alongside this positive trajectory, the net profit for the year stood at ~€1,96m, with profit margins maintained between 2.5% and 5%. This stability suggests a disciplined approach to cost management, allowing the organization to preserve profitability despite fluctuating market conditions.



We aim to refresh at least 30% of our fleet each year.



The company predominantly operates within several key industries, shipping a diverse range of goods. The automotive sector represents a significant portion of shipments, followed by HoReCA, aluminium and cereals industries.

Currently, the company does not specialize in any particular goods, which allows for operational flexibility. The decision to avoid transporting refrigerated goods is a strategic move informed by the absence of a dedicated fleet to meet such requirements. This approach minimizes operational risks while enabling the company to concentrate on its core strengths.

The ongoing driver shortage in the transportation industry is having a substantial impact on costs related to recruiting, training, and retaining drivers. For Filip, this challenge

has led to significant and continuously rising expenses, particularly concerning salaries, per diem, and the costs associated with training and attracting new talent.

The company recognizes that every effort made to increase salaries and benefits directly contributes to filling available positions. This focus on improving compensation and promotional strategies is essential for maintaining a fully staffed fleet, which is crucial for achieving the operational turnover. As the industry continues to grapple with these challenges, Filip Spedition is committed to investing in its workforce to ensure both retention and recruitment remain a priority.



Company name:

FILIP S. R. L.

Year of foundation:

1991



Fleet size:



315 tractors
534 semi-trailers

Usage of
Eurowag
products
by type:



Toll



Fuel



VAT refunds



Excise duties

Revenue 2023:

€66m



Number of
employees:

534

Founder/CEO:

**Filip
Miuteşcu**

Geographical scope:

International



Silent Performer

Company: HAGERO S. R. L.
Country: Romania



From a vision to a leader in international transport

At the heart of European transport, HAGERO stands out as a pillar of innovation and efficiency. Founded in 1994 from a strategic merger, the company has built its way to success with sure steps, based on a set of solid values and a clear vision: to provide transport and logistics services of the highest standard. HAGERO has 70 tractors, 3 7.5 ton and 2 12 ton trucks, along with 85 semi-trailers. Every year they invest in new trucks and do not drive in Europe with trucks made before 2018, and at least 10 trucks are replaced annually. At the moment, the fuel they are using the most general and easily accessible fuel - diesel- but are waiting to see in which direction alternative fuels and technologies are heading, so the company is definitely open to new improvements.

“We were looking for a reliable partner: that’s how we started collaborating with Eurowag.”

“The Hagero company enjoys the trust of its customers, a trust earned over time, through professionalism and seriousness. We looked for the same qualities in our suppliers. So we started working with Eurowag – currently we use toll devices and fuel cards. On the financing side, we use VISA cards from Eurowag,” says Alin Stegeran, General Manager of HAGERO .

Going back in time: the beginnings and growth of HAGERO

HAGERO was not always the colossus it is today. Starting as a Romanian-German collaboration, the company changed direction in 2000, becoming a 100% Romanian company. This was a strategic decision, anticipating the inevitable increase in demand in the field of road freight transport. Thus, all resources and efforts have been channeled to transform HAGERO into an industry leader.

From the initial five employees, HAGERO has grown exponentially, reaching more than 100 professionals who, day by day, contribute to keeping the company at the top of the rankings. **“Over the course of three decades, every investment has been designed to support not only internal development, but also to guarantee customers impeccable quality services,”** states Stegeran.



Over the course of three decades, every investment has been designed to support not only internal development, but also to guarantee impeccable quality services.

Employees: the engine that drives HAGERO to success

What sets HAGERO apart in the market is not only its state-of-the-art technology, but also its team. With an outstanding team spirit, HAGERO employees are more than just performers, they are innovative, creative and dedicated to excellence. Every day, they join their efforts to find the best transport and logistics solutions, quickly adapting to the needs and demands of customers.

Innovation and technology: two fundamental pillars

At HAGERO, innovation is not just a word, but a way of life. The company boasts a modern car fleet, equipped with the latest technologies and permanently monitored through an advanced fleet management system. The one they use both ensures the efficiency of the operations and guarantees the safety of the goods during the entire duration of the transport.

“From the beginning, we were interested in new technologies as well as having a smaller carbon footprint. Why we are participants in a project called FleetEnergies: SaaS and APIs Solutions for Shippers and Carriers to reduce fleet energy costs and scope 3 carbon emissions,

up to 40%. Our unique solution leverages our vehicles; energy consumption expertise and engages all supply chain stakeholders,” adds Alin Stegeran, General Manager of HAGERO.

The company enables shippers to automate decarbonization efforts while incentivizing carriers to control emissions and share fleet data. FleetEnergies uses patented real-time carbon emissions measurement technology and advanced AI for precision, meaning HAGERO can offer real-time fuel consumption and emissions insights, supported by the most powerful fuel consumption library in the world: Fleetenergies.io.

Ever since the establishment of this company, its leaders have always been interested in new technologies and trucks and have always invested in what can bring benefits and advantages in the future. As for barriers, the company thinks that for innovation and new technologies there are always additional costs. HAGERO's budget largely influences the process of implementing innovations, but does not hinder the adoption of leading technologies. Through careful resource management, ROI assessment, and strategic collaborations, HAGERO invests in innovative solutions that contribute to long-term success. The approach to innovation is a combination of rigorous planning and flexibility, which allows to adapt to industry changes and take advantage of emerging opportunities.



To make the business more efficient, the company uses a variety of tools, such as telematic systems, Key Performance Indicators (KPI), periodic audits and inspections, Transport Management Systems (TMS), customer feedback, and driver training programs.

By using these instruments and methods, the company ensures that it constantly monitors operational efficiency and implements solutions that allow them to remain competitive in the market. Investment in technology and continuous staff training are the pillars that allow to offer high quality services and respond to the changing customers' demands.

Providing complete and customized solutions

With an extensive logistics network covering the whole of Europe, HAGERO offers road transport, logistics and storage solutions adapted to the most demanding requirements. Regardless of whether it is the transport of general, dangerous or oversized goods, HAGERO is committed to delivering the goods on time and in maximum safety. Moreover, every truck in the fleet is in perfect technical condition, equipped with an XL anti-burglary certificate and CASCO and CMR insurance.



It is necessary to invest in training programs to ensure that new employees have the necessary skills, and to comply with all applicable regulations.



Challenges make us move forward

The driver shortage in the transportation industry affects costs and forces HAGERO to develop effective driver recruitment, training and retention strategies. In an industry with a growing demand for services and a limited supply of skilled staff, they are addressing this issue through a range of initiatives designed to attract and retain the needed talent.

It is necessary to invest in training programs to ensure that new employees have the necessary skills, and to comply with all applicable regulations. This entails additional costs with training and certification.

“We offer competitive salary packages, including performance bonuses and loyalty rewards, to attract and retain the best drivers. We focus on improving working conditions, including optimizing working hours and ensuring a work-life balance,” states Stegeran.

The European Union regulations have a significant impact on their operations and the transport industry in general. Regulations such as AFIR, REDIII, Count Emission EU and CSRD play a key role in shaping the company's business strategies and guiding investment decisions. By aligning business operations with these regulations, they are not only ensuring compliance, but also contribute to a more sustainable and environmentally responsible future. The investments are geared towards adopting green technologies and developing the infrastructure needed to support a low-carbon economy.

Recognition and commitment

HAGERO's efforts have not gone unnoticed. Awards and certifications such as ISO 9001:2015, ISO 14001:2015 and

ISO 45001:2018 testify to the company's commitment to quality and excellence. **As the first international freight transport company in Transylvania to obtain these certifications, HAGERO takes responsibility for continuing to provide top services, maintaining high standards in everything it does.**

A future built on the foundation of excellence

With a fleet of 70 modern vehicles and a well-managed logistics network, HAGERO aims to remain a reliable partner for all its customers. Every shipment, every decision and every innovation is meant to support and improve customers' businesses by providing them with sustainable and efficient logistics solutions. HAGERO is not just a transport service provider; is a strategic partner, dedicated to the success of its customers. With each delivery, with each logistics solution offered, HAGERO strengthens its leading position in the international transport industry, continuing to write its success story.

“In terms of ‘green’ transport, in 2025 we expect road transport to be in a period of significant transformation, driven by technological innovation, strict emissions regulations and a growing awareness of the need to reduce environmental impact,” declares Stegeran.

The subject of decarbonisation plays a central role in these changes and major trends that will influence the market include adoption of low emission vehicles, tighter emissions regulations, advanced fleet management technologies, infrastructure development and changes in the business model.



Company name:

**HAGERO
S. R. L.**

Year of
foundation:

1994



Fleet size:

70 tractors

85 semi-trailers



Usage of
Eurowag
products
by type:

Turnover in 2023:

€13.1m



Toll
devices



Fuel cards



VISA card



Number of
employees:

106

Founder/CEO:

**Stegeran
loan**

Geographical scope:

**Romania
Europe**



Tech Trailblazer

Company: Marvicon S. R. L.
Country: Romania





The vision of a team who created a successful company



Established in Romania in 2015, Marvicon is one of the largest transport companies in Romania, with almost 200 trucks. What sets the company apart from other carriers? "We are a supplier of trust and transparency for our customers," believes Ilie Ilea, general manager of the company. Their philosophy is to always offer solutions, and that makes their customers becoming long-term partners. The management team looked for suppliers to help them develop their business. "We chose Eurowag because we trusted the service and the team - they are professional people, and we appreciate that they are always with us for any problem we have."



Oradea: the city where it all started

The business in Romania started in 2015, with an investment of Belgian private capital – the Belgian company also had a company in Bucharest, which was gradually abandoned. When the idea of starting a company in Romania appeared, they chose Oradea in order to be closer to Central and Western Europe. In fact, most of Marvicon's customers are from Belgium. In 2016, the first trucks were brought to Romania, and today, **the company has 192 trucks, and a turnover of €29.1m**. Since 2021, the company has been part of the Jost. group, which has taken over the entire business, including BE-Trans operations in Belgium, the company where it all started.

"In the 90s, I did everything: I drove trucks when needed, I worked in the dispatch office. Then, when my boss thought of starting a company in Eastern Europe - from where he was getting more and more orders - I proposed that we do it in Oradea, where I was born. And that's how it all started," recalls Ilea.

Currently, the company has a high degree of automation, but sees long-distance freight as a business that will remain dependent on human resources for a long time. Company management has seen fully automated processes, including autonomous transport, at a local distribution business in Rotterdam. Over long distances, however, everything gets complicated. Beyond the "intelligence" of the truck, Mr. Ilea, the general manager, says there is a need for a road infrastructure whose change will take decades to adapt to technological evolution.

Findind drivers: the real challenge

One of the major challenges facing Marvicon is related to human resources. The average age of European drivers is getting older. Moreover, the rate at which companies create new jobs is too slow compared to the pace at which they develop or expand. It is a difficult, complex job that requires certain personal sacrifices.

The management then started to focus on other labor markets: they hire drivers from Ukraine, Pakistan, Moldova, Kazakhstan, and Uzbekistan. As soon as they arrive at the company, drivers are treated with the same care as Romanian drivers. They receive assistance in obtaining work permits and all the documents that allow them to work and stay legally in Romania.

Once integrated, they go through a training period and are helped both by their colleagues and by a specially formed team to ease their transition. However, most of them already come with trucking experience. Regarding communication and cultural differences, **Marvicon has people in dispatch who speak several languages: French, English, German or Slavic languages. The drivers have good salaries, and the integration process is quite fast**, as the company says.

On the operational side, Marvicon prides itself on a high degree of customer retention, having partners for whom it has consistently provided services for over 5 or 6 years. It is constantly trying to optimize its transport operations, but



to provide better, more accurate services. The company's management has adapted the company's evolution to technological progress, from landline phones, used by drivers once every 2-3 days for transport status, to alerts sent in real time to customers, who are kept in touch for efficiency and transparency. For example, for years they have been working with a customer in Germany where they load a truck every day at a fixed time. This translates into a promise that Marvicon, as a team of professionals, makes beyond contractual obligations. The same goes for customers in Belgium, France and everywhere else.

We found a dedicated team in Eurowag

"With Eurowag, we had a very good relationship from the first moment," says Ilie Ilea. Knowing how important it is to be a reliable partner and how hard it is to find one, Marvicon has done the same with its own suppliers. **Eurowag and the services offered by the company perfectly suited the kind of partner they were looking for. Always close to the company, with a dedicated and professional team, and always informed and proactive. The management chose Eurowag to be the company's fuel card supplier from the start, and it is a partnership that has strengthened over time.**



The impact of technological advancement must be carefully assessed to ensure it benefits both the company and the customer, without becoming a difficult-to-manage risk.

As for the future, Marvicon looks with confidence to the road ahead. It is a company permanently involved in a process of business development and adaptation to what is happening on a European and global level. The pandemic has meant a significant increase in business, but things have been less successful in the past few years. The company's management believes that all freight volumes have declined, perhaps even globally. People have changed their consumption habits, so demand is lower.

Last year, there was even talk of a new global shipping recession that would last well into 2025. High stockpiles made during or immediately after the pandemic also contributed to this situation. For the company in Oradea, what has happened or is happening globally has local consequences, translated into lower volumes: reduced consumption and demand, tax increases and higher fuel prices. 2022 brought a nearly 40% drop in Marvicon's revenue, but now they are in a recovery period.

Management has conducted business in such a way that customers do not perceive these changes as a threat to their own business. Marvicon prides itself on providing not just services, but solutions. They talked to customers,



The CRT business will be human-led for at least the next decade.

explained what was going on and relied on the strong partnerships they had built over time. In this way, the challenges and solutions offered were seen as a step towards the future, an adaptation, not necessarily as a consequence of the overall situation.

The future of CRT will still be human-led

Marvicon confidently looks to the coming years and believes that the current challenges or those of the recent past have strengthened the team, consisting of almost 300 employees, but also the business. The company believes that it will take a long time to adopt new technologies, and alternative fuels are not, at the moment, a viable solution for Romania.

Regarding the electrification of fleets, the management believes that large companies will keep the percentage of fleet electrification below 10%, but that this ratio may increase depending on how the infrastructure will develop, with fast charging points of high power, accessible and frequent on the main transport routes in Europe. Marvicon is a company that embraces the technological developments of the industry, but believes that they are part of a business area where **the impact of technological advancement must be carefully assessed to ensure it benefits both the company and the customer, without becoming a difficult-to-manage risk.** With a realistic grip on the current business context and hands-on approach, Ilea believes that **the CRT business will be human-led for at least the next decade.**

Company name:

**MARVICON
S. R. L.**

Year of
foundation:

2015



Fleet size:

192 trucks



Usage of
Eurowag
products
by type:



Toll devices



Fuel cards



Revenue in 2023:

€29.1m



Number of employees:

280–300

Name of the founder:

**Bert
Vranckx**

CEO:

Ilie Ilea

Geographical scope:

Europe



Sustainability Star

Company: ATLAS
TRANSLOGISTICS S. R. L.
Country: Romania





Fueled by quality – consistently meeting the high standards of the automotive industry



Founded in 2006, Atlas Translogistics started as a shipping company, then began purchasing trucks in 2009, and has been operating ever since with both activities in varying proportions.

With a fleet size of 36 units, covering mostly the automotive market at both local and international level (across the EU), a revenue of €6.3m at the end of 2023 and an 80/20 transport-dispatch ratio in 2004, the company is a Silent Performer, driven by quality and a constant focus on improvement to meet the high standards of the competitive equipment and support industry.

Looking ahead, the company's representatives are confident that the road transport market will not experience fundamental changes in 2025 and will follow the same trends as in 2024. However, they anticipate significant growth in both the company's revenue and net profit in the coming years.

Facing 2024 challenges: saving costs without affecting productivity

The first half of 2024 witnessed a large reduction in demand, which then led to a reduction in the volume of transported goods. The volumes related to transport contracts decreased or remained at a similar level. To make up for the decrease in contract volumes, the company contracted spot races. Although the number of published trips on transport exchanges decreased during the first quarter of 2024 (January–March) compared to 2023, followed by a slight increase starting in April, Atlas successfully maintained similar figures in the first half of 2024 compared to the same period last year.



Streamlining activities to reduce costs without compromising productivity is essential to the company's policy. Key measures implemented, such as **renegotiating service contracts, purchasing fuel-efficient trucks, and adopting software to enhance productivity, have been vital to the company's operations.**

Eurowag products have significantly contributed to cost optimization and improving operational performance and efficiency, offering valuable support in reaching the company's above-mentioned objectives. This has been accomplished through effective supplies control and security, which have significantly reduced fuel evasion incidents while promoting more efficient resource usage. Additionally, **the extensive fuel network enables trucks to refuel without deviating from their established routes, saving both time and fuel.** The streamlined management of road taxes further simplifies the administrative process, contributing to reduced operational costs.

Same standards for a positive impact

As far as sustainability and decarbonisation are concerned, seeking to minimize their ecological footprint while fostering a positive impact on the communities involved in their operations, the company implements responsible supply practices and sustainable logistics processes designed to conserve resources, protect the environment, and promote fair working conditions throughout the entire supply chain.

"Our company's policy regarding the sustainability of raw materials extends to all suppliers. **We request that all our suppliers include our company's sustainability standards in their procurement, contracts and monitoring process,**" states Ion Marian, CEO of Atlas Translogistics.

Simultaneously, the social factor holds major importance within the company, with a focus on human rights, diversity and inclusion, safe and fair working conditions for employees, and active involvement in corporate social responsibility projects.

"Our employees have actively participated in various sustainability projects on a voluntary basis. One well-received initiative involved collecting paper, selling it, and using the proceeds to buy and plant trees in the area around our offices in Bucharest. All equipment purchased for the company's office is designed to be as energy efficient as possible. Additionally, there is a continuous effort to reduce paper consumption, though this is often challenged by the need to print numerous documents required during inspections by state institutions. Overall, **employees have responded positively to initiatives aimed at reducing paper use and increasing digitalization.** All our sustainability initiatives have had a positive impact on the company's operations to varying degrees, without negatively affecting the daily activities of our employees," adds Marian.



The extensive fuel network enables trucks to refuel without deviating from their established routes, saving both time and fuel.

Sustainability concerns: benefits and obstacles

There are certain commercial benefits related to sustainability, such as cost reduction or winning tenders. In recent years, there has been a trend in the transportation industry to impose increasingly strict conditions to the transportation companies to participate in bidding processes and these conditions are related to obtaining certain external certifications. For example, Atlas Translogistics S. R. L. has the S-rating certification provided by Supplier Assurance and this certification is mandatory for participating in the auctions of the Volkswagen Audi group and the Transporeon platform. To obtain this certification, active measures are required, including on the environmental and sustainability side.

As far as decarbonization is concerned, one of the main obstacles is represented by the high costs of trucks that use alternative fuels or eTrucks, which significantly hinders the adoption of more sustainable transportation solutions. These advanced vehicles often require substantial upfront investments in technology and infrastructure, such as charging stations or fuel supply chains, adding complexity to their integration.

New technologies and innovation

Atlas Translogistic is open to implementing any technologies that provide added value and are economically justified, whether in office operations (such as software) or in transport (like more efficient trucks with reduced fuel consumption or those utilizing alternative fuels).

The company is consistently focused on staying updated with the latest developments in the transport market. This involves regularly gathering information from industry publications, economic reports, forums, trade fairs, and other relevant sources. Naturally, this data includes insights into the activities of competing companies, and the successful measures they implement—whether in terms of efficiency, productivity, personnel management, or technological advancements—serve as valuable inspiration for our own operations.

“By keeping a close eye on these trends and best practices, we aim to continuously refine our strategies, enhance our competitive edge, and stay ahead in a rapidly evolving market,” says the company’s CEO.

Approach on decarbonization

Recognizing the importance of decarbonization for both environmental and business sustainability, the company is thoroughly analyzing investments in eTrucks and alternative fuels. This involves a detailed assessment of the efficiency these technologies can bring to their operations, considering not only the potential reduction in carbon emissions but also long-term cost savings, operational reliability, and regulatory compliance.

In 2024, the company purchased 15 new trucks classified as EURO 6 for emissions.

Low-carbon fuels and zero-emission services are becoming increasingly relevant to customers, especially in the context of global efforts to reduce greenhouse gas emissions and combat climate change. The willingness of customers to pay more for decarbonized transport varies.

“EU regulations, such as AFIR, REDIII, Count Emission EU, and CSRD, have a significant major impact on our company, including investment considerations. These regulations require substantial investments in new technologies and sustainable processes but also offer long-term growth opportunities by aligning with the EU’s sustainability goals.”



Employees have responded positively to initiatives aimed at reducing paper use and increasing digitalization.

Company name:
**ATLAS
TRANSLOGISTICS
S. R. L.**

Year of
foundation:
2006



Fleet size:

36 units



Usage of
Eurowag
products
by type:



Toll devices



VAT refunds



Fuels



Adblue



WebEye telematics
(WebEye is a part
of Eurowag Group)

Revenue in 2023:

€6.3m



Number of
employees:

58

Founder/CEO:

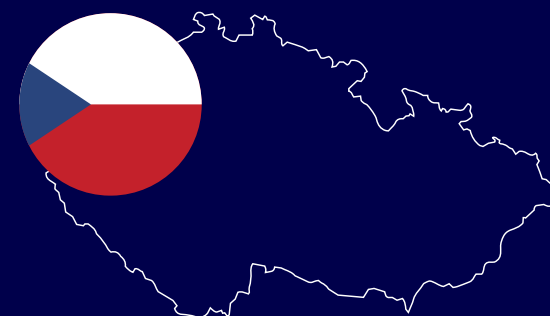
**Ion
Marian**

Geographical scope:

**International
Europe**



Czechia



Czech Republic: Market overview and outlook

The commercial road transport ("CRT") industry in the Czech Republic reflects the trend of the overall economy, which stagnated in many areas in 2023. GDP fell 0.4% in Q4 2023, reflecting the high inflation rate in 2023, marking the third consecutive quarter of economic expansion. The CRT industry at the end of 2023 saw a decline of -1.5% from 2022, totaling 64,806 million tkm.

The main drivers of the CRT segment remain household consumption, automotive and construction. However, we are still facing challenges such as optimising operating costs due to the increase in almost all inputs including fuel cost, toll cost, wages etc., which require special attention and continuous strategic interventions.

In spring 2023, the European Electronic Toll Service (CEETS) was launched in the Czech Republic and Eurowag was its first certified provider. This enabled its clients to benefit from the convenience of one OBU when crossing borders and using payment instruments across the European Union.

Key players in the CRT market in the Czech Republic in 2023 include

Smídl s.r.o., C.S. Cargo a.s., O.K. Trans Praha spol. s r.o., CEE Logistics a.s., KOUBA Trans, s.r.o., ICOM transport a.s., LANNUTTI CZECH, s.r.o., VAPAS, s.r.o., Solutions, a.s. and Trans. CM TRANSPORT TACHOV s.r.o. These carriers are among the companies that apply a number of innovations and operate strong networks, but they have to face ever increasing competition and the introduction of new technologies.

In late 2023 and early 2024, several trends were influencing the market and will continue to strengthen. First and foremost, there is an increasingly strong focus on sustainability and green practices, leading to a growing demand for alternative fuels such as HVO or LNG, which have a lower environmental impact. Eurowag has opened the first HVO filling station in the Czech Republic.

A negative trend that persists and deepens in the Czech market is the shortage of drivers. There is a shortage of 11,000 truck drivers on the Czech labour market, who are being replaced by workers from abroad; unfortunately, these are often less experienced workers.

The trends of digitalization and automation of industry are gaining momentum, leading to a greater market orientation towards new technologies such as artificial intelligence (AI), the use of alternative energy sources, etc. Customer preferences are changing faster thanks to the increasing popularity of online shopping and personalised services.

Although the Czech CRT market was stagnant or even slightly declining in 2023, Eurowag recorded a 1.5% increase in the volume of fuel sold, outperforming the market thanks to the optimal mix of its product offering. The company benefited from the rapid adaptation to the new economic situation and the challenges faced by the market, such as securing fuel supply and optimising the network of service stations according to clients' needs.

In 2025, we expect a general economic recovery which will extend to the CRT market. The Czech CRT market is expected to grow at an estimated rate of 5%. A key

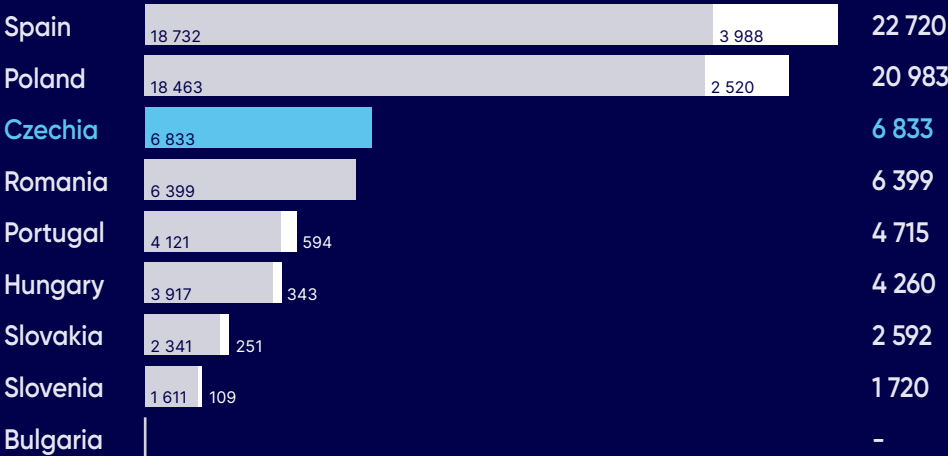
factor in this growth will be the stable economy of the EU, specifically our neighbouring countries, which will enable us to better adapt to changing market conditions and increase our ability to respond to customer needs. We also expect the CRT sector to play an increasing role, especially with the advent of new technological innovations and infrastructure improvements. Related to this is the planned record number of kilometres of newly built motorways and expressways in the Czech Republic.

In terms of the longer-term outlook, the situation from autumn 2025 onwards will be affected by the parliamentary elections and the likely change of government, and therefore also the situation at the Ministry of Transport. The planned infrastructure development should not be affected, but the question remains about possible changes in legislation and also in the tax designation, which may negatively affect the economic results of transport companies.

Miroslav Novák
Country Manager for
Slovak & Czech markets

21

New commercial vehicle registrations (Q1-Q3 2024)

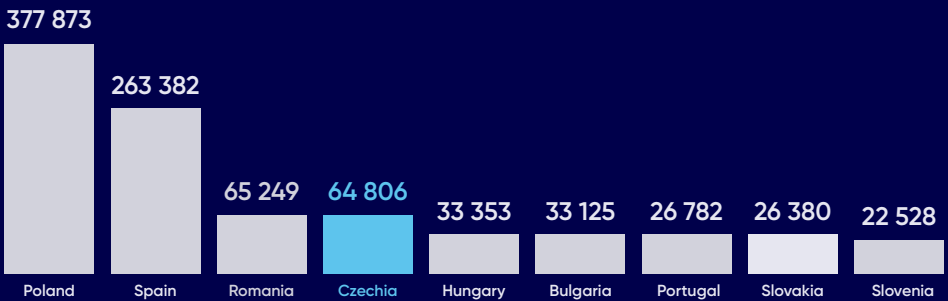


■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers
Source: [eurostat data 2023](#)



Truck driver shortage in Czechia



* number of drivers

Source: [IRU Driver Shortage Report 2023](#)

11 000*

2023

27 000*

2028 expectations

Market players



Silent Performer
ŠTOCHL GROUP s.r.o.



Tech Trailblazer
BAUER Solution s.r.o.



Silent Performer

Company:
ŠTOCHL GROUP s.r.o.
Country: Czechia





Combines transportation for the construction industry with earthmoving services

ŠTOCHL GROUP

Smaller transport companies often look for ways to combine trucking with other activities and specialise in a particular business segment. This is also the case of the Prague-based company ŠTOCHL GROUP s.r.o., which was founded fifteen years ago and is still run by Petr Štochl as the sole owner. From the beginning, he has specialized in transport for the construction industry and owns machines for earthmoving. Thus, he is able to transport both construction materials and machinery, including his own, to ensure basic construction work. As he says, it's an ideal combination for diversifying income.

ŠTOCHL GROUP s.r.o. is one of the traditional road hauliers of large construction companies in Prague and the Central Bohemia Region, but it does not shy away from orders in other regions of the Czech Republic. The company is based in Záběhlice on the outskirts of Prague and has 35 employees. In addition to the aforementioned construction machines, the company operates 20 trucks and sells bulk materials.



Transport as a family business

The Štochls have been involved in transport for three generations. Petr Štochl's grandfather worked in transport, then later his father, who founded his own transport company, and eventually he also got his own company. His company started with five trucks and five excavators. **"Our family has been in trucking and earthmoving all our lives. My grandfather was involved in the construction of the Prague metro, my father transported construction machinery and materials for for the Blanka Tunnel in Prague and also worked on the metro, but that was during the communist era. So when my time came, I decided to become independent and set up my own company as well,"** says Štochl. He knew from the beginning that he would remain loyal to the construction industry and would not try to break into long-distance transport or other segments, although he says there have been some attempts.

"Between 2015 and 2017 we tried to transport goods to supermarkets, but that didn't quite work, so we don't want to go back to that," he recalls. On the other hand, the company is doing well in the construction sector. Thanks to good corporate policy, the company has expanded over the years, in its logistics base as well as in its own fleet and is constantly expanding and looking for additional services to provide for its customers. It uses vehicles over 3.5 tonnes for transport and provides national road transport, freight transport in the construction industry such as transporting soil, aggregates and other materials, but also in the agricultural sector, where it is mainly transporting produce during harvest and beet campaigns.

Basically, it is often seasonal work that is very much affected by the weather. In the construction industry, for example, it depends on whether a mild winter will allow construction work to go on all year round, or whether it will be suspended completely for part of the winter. ŠTOCHL GROUP s.r.o. clearly felt this at the beginning of this year, when frost took over compared to last year and interrupted work for several weeks. This was eventually reflected in

the year-on-year decline in orders at the turn of winter and spring. On the other hand, the company is able to make up for the temporary shortfall in transport revenue with other activities. According to Štochl, diversification of income is important in this case and they did not have to reduce staff or lay off drivers because of it.

Drivers must be trained, including on construction legislation

As far as the drivers are concerned, the company has taken advantage of the fact that the Czech Republic has become a temporary home for thousands of refugees from Ukraine and about half of its drivers are Ukrainians. Isn't Štochl afraid that he will lose these workers due to conscription in Ukraine? "Not really. That's why I keep their ratio at a maximum of one to one with Czech drivers. There is no shortage of drivers in this area, so I am not afraid that we will have no one to drive for us," he believes. Moreover, the work in his company is specific in that the driver must not only know how to drive a truck, but also be familiar with the construction industry and the relevant legislation. **"If they work for us for a longer period of time and improve their skills, their demands are naturally higher and we equip them with accessories beyond the legal obligations,** for example," explains Štochl.

The company has recently renewed its fleet of 20 trucks, preferring DAF trucks and Schwarzmüller semi-trailers. "It can be said that we have recently completely renewed and partially expanded our fleet after ten years. We keep the vehicles for four or five years and then buy new ones.". The company prefers conventional fuels to bio or alternatively powered cars. Although, the company owner says, he recently toured the DAF factory to see an electric truck. But he says it is not yet suitable for transport needs in the construction industry and is put off by its high price. "One such truck costs nearly €400k and its range is only around 400 kilometres. That probably wouldn't be such a problem, but can you imagine what we would have to have in our fleet for a transformer that could charge 20 such cars per night?" Štochl asks.



An Electric car is not allowed in the water, which puts us out of the game.



Another problem is the water at construction sites where the company loads construction machinery and materials. **“An Electric car is not allowed in the water, which puts us out of the game,”** says Štochl. This is why the company has not yet seriously addressed decarbonization. However, its owner admits that he has already received a customer request to quantify the carbon footprint of a specific job. “The problem is that if we were to start looking into it, we would have to hire a person specifically just for this issue. With the number of vehicles and the recalculation of everything possible, it would cost us €2k a month, but realistically it would not bring us anything,” he says. The customers’ demands for the transport to be environmentally friendly are so far almost zero, which is understandable in the specific field of construction, but this will gradually change.

Partner for large transport constructions

For context, ŠTOCHL GROUP s.r.o. has participated in several notable construction contracts, including the construction of the Prague Blanka Tunnel, the Myslbek Portal and the Troja Portal, it has transported and deposited excavated soil for Metrostav, and the same construction companies have transported material, loaded and prepared the ground areas during the construction of the extension of the A metro line or the construction of the D metro line between Pankrác and Písnice. For Skanska, it transported machines and materials during the construction of the Roztoky bypass or the construction of the railway corridor between Rokycany and Beroun. “Most of our orders are in the Central Bohemia region, but we have also worked on orders in Pilsen, Prague - North, Tábor or down to the south

in Lipno. When we can arrange a job for a longer period of time for a larger sum of money, we can work anywhere in the country,” explains Štochl.

This includes the transport of oversized loads, for which it also has the necessary vehicles. “We do not refuse any orders. We also have a plateau, so we can transport internationally. We have transported various components abroad - to Germany and Austria. If someone asks us, we can transport precast concrete and anything else.” Most of the time, however, the work is “behind the scenes”, with trucks turning around on the same route of several dozen kilometres to transport construction materials or machinery. **“We know well the needs of the market in construction, earthmoving and transport. We are flexible,”** explains the company’s founder and director.

Fuel price guarantee thanks to Eurowag

How do Eurowag products help the company in its business? **“We use Eurowag products but not their primary advantage - fuel cards with invoiced payments. We pay by prepaid. What I consider a clear benefit, however, is the guarantee of the fuel price and the possibility to pay for the diesel consumed in advance,”** says Štochl. The company is not yet considering the use of biofuels such as HVO offered by Eurowag. “I don’t know of anyone in our segment who uses it. It’s similar to electric cars,” says the company owner, noting that, as with carbon footprinting, this is an extra cost for which he would have to find sufficient funds. According to Petr Štochl, the state must play a primary role in regulating conditions for transport

companies to address decarbonization and transition to alternative fuels seriously.

Otherwise, the founder and owner of ŠTOCHL GROUP s.r.o. is satisfied with the state’s approach. As the company works for large construction companies, it is heavily dependent on large transport constructions, and a large number of these have been carried out in the Czech Republic in recent years. “Fortunately, the state supports the development of infrastructure and new constructions, which I think is very important. The state has realised that the construction industry keeps the economy and HDO afloat, and therefore invests in construction. The weather has a big impact on this, so this year, for example, we had to interrupt work in March and April, but since May or June we have been working at 100% again,” says Štochl, mentioning work on the D3 motorway connecting Prague and České Budějovice, the reconstruction of the Bubeneč railway station in Prague and the construction of the railway corridor to the south and west of Bohemia.

Compared to other transport companies, which deal with forwarding and just load the goods into a truck under a tarp and take them somewhere, ŠTOCHL GROUP s.r.o. has a more difficult time due to its dependence on the construction industry, from which it has up to 90% of its orders. “In the first half of the year, our number of orders dropped by 25% compared to last year. And it wasn’t necessarily because of the economy, for us it really depends on the weather. **When the frosts come in winter, we have work stoppages because we are not allowed to pour**

concrete or rehabilitate. All of this has an impact on the start of new construction and other construction phases. For example, you can’t do backfilling when it snows or rains, you can’t even weigh the material. Therefore, it is also difficult to predict in advance what the market development will be and what we can count on,” explains Štochl.

Weather plays an important role in the construction industry

It is not only concrete batching plants that depend on the weather, but also asphalt production and asphalt paving itself. “However, this is similar to being unable to haul soil during unfavorable geological or weather conditions. That’s why we have other activities to cover these breaks,” says Štochl. According to him, the competition in the industry is quite high, with five to ten similar transport companies specialising in construction in Prague and Central Bohemia alone. However, thanks to the big boom in transport construction, all of them can easily make a living, although some have a problem because they do not spread their activities over several segments as Petr Štochl’s company does. They do not seek any inspiration from competitors. “Our business is specific, we have nothing to take as a model from the big transport companies,” he says.

The specific focus of the company also requires specific equipment, such as special trailers for laying bituminous mixtures, which the company used during the construction of the Prague bypass and the flood wall in Prague’s Troja. These tasks require capabilities beyond those of



We know well the needs of the market in construction, earthmoving and transport. We are flexible.





a conventional haulier, such as transporting materials to packing plants. The same was true, for example, of transporting materials to the packing plants, including the delivery of materials for the reconstruction of the D1 motorway, or the extraction and transport of stones from the Chomutovice quarry to the crusher and the laying of bituminous mixtures during the construction of the railway corridor from Plana u Mariánských Lázní to Cheb. The company is willing to allocate employees and equipment beyond its usual areas of Prague and Central Bohemia for such projects, as the overall volume of work justifies the effort.

The company's expertise extends beyond transport construction. In Újezd u Plzně, for example, the company participated in the reconstruction of the sewage system by loading and transporting rubble and aggregate from the quarries to the packing plant and to the reconstruction site, which was carried out by POHL cz, a.s. For the transport of construction materials, the company uses mainly DAF 510 and eight-wheel DAF CF 480 tractors, but also a Tatra 815 tipping trailer. The DAF tractors are equipped with Schwarzmüller tipping trailers with a capacity of 32 tonnes and a volume of 50 m³, as well as a Nooteboom OSDA-58-04 sleeper and a Kögel SNCO 24 p 90 plateau for the transport of sheet piling. In terms of construction equipment, which the company uses or rents itself, it owns a D7E bulldozer, CAT 330, CAT 305E2 and LiuGong 9018F crawler excavators, CAT 316, CAT 313 and CAT 322 wheel excavators, LiuGong 856H, LiuGong 848H and Liebherr 524 wheel loaders, 200 and 500 kg vibratory plates and a vibratory hedgehog.



When the frosts come in winter, we have work stoppages because we are not allowed to pour concrete or rehabilitate.

By diversifying its revenues, the company is securing itself for a rainy day

The company not only transports construction materials, i.e. bulk materials, but also sells them itself. These include graded soil, backfill sand and concrete recyclate, graded and unsorted quarry stone. And to complete the circle, it also offers the removal and disposal of construction waste, specifically soil, rubble, reinforced concrete and tar-free asphalt. Although ŠTOCHL GROUP s.r.o. is not actively addressing decarbonization, it has prioritized sustainability in construction for years. No building material goes to waste and what can be recycled, is recycled.

Although the company is highly dependent on the weather due to its focus on construction, especially in the winter months, on the other hand, it can work with a long-term view and signs contracts for several years in advance. "We have already signed contracts to use 60% of our capacity for 2025. Our long-term contracts, which typically span two to three years, provide us with a clear financial forecast for the coming year once signed. But I can't say that it's just for transport, it's globally for the whole company including earthworks. I can't distinguish what percentage is transport and what percentage is work with construction machinery," explains Petr Štochl.



What I consider a clear benefit, however, is the guarantee of the fuel price and the possibility to pay for the diesel consumed in advance.



Company name:

ŠTOCHL
GROUP s.r.o.

Year of
foundation:

2009



Fleet size:



20 trucks
+ construction
equipment

Usage of
Eurowag
products
by type:

easy

Prepaid EASY
fuel card

Revenue 2023:

€5.34m



Toll payments



Number of
employees:

35



Founder/CEO:

Petr
Štochl

Geographical scope:

Czechia



Tech Trailblazer

Company:
BAUER Solution s.r.o.
Country: Czechia





From logistics and freight forwarding of lump shipments, BAUER Solution switched exclusively to container transport



The Pilsen-based transport company BAUER Solution s.r.o. found its niche in the transport of BDF swap bodies, which are essentially shipping containers. The medium-sized carrier started nine years ago as a logistics company whose main activity was the warehousing and consolidation of goods. Additionally, the company has increasingly expanded its offerings to include transport and forwarding services for piece shipments and BDF shipments. Due to the rapid development of the market, it finally

decided to focus exclusively on container transport, primarily for e-commerce customers.

"We can't compete with the big transport companies with hundreds of trucks, but we are such a pike in the pond that it wouldn't work without us," says Jan Bauer, the founder and owner of the company. "Thanks to us, prices are kept at a certain level and the big players can't increase them disproportionately." For BAUER Solution s.r.o., however, it has become increasingly challenging in recent years to maintain a reasonable level of profit, as all inputs have become more and more expensive. The company has therefore had to find ways to save, according to Jan Bauer.

Costs rise, wages stay the same

"We resisted cutting wages for years, but we were forced to freeze raises, causing the real value of wages to decline. But it's 30% of the company's costs and there was no other way to do it. We also don't buy new cars, we have an older fleet," Bauer explains when asked about the measures his company had to take to keep its economy in the black. He doesn't see the problem so much in the orders and clients, which are stable. "Compared to previous years, we don't have any extra large fluctuations, but all inputs are getting more expensive. We are only 40% successful, so we have to go to the bottom of the barrel, so to speak," he states.

The company, which has been a member of the Association of Car Carriers ČESMAD BOHEMIA since 2016, has thus resigned from providing various employee benefits in order to maintain its operations and all its employees, but on the other hand it guarantees its workers jobs and regular pay. This is despite a drop in profitability of eight to ten percent, caused by the rising costs of running the company. According to Bauer, it helped the company to set the right margins on orders from the start. "Companies that set a margin of 5% three or four years ago cannot survive today," he says.

Eurowag saves one workforce

Does the cooperation with Eurowag help the company in this situation? BAUER Solution s.r.o., like other transport companies, uses fuel cards, toll units, as well as VAT refunds and web dispatching. **"We save money on the labour we would have had to employ. We have almost ten years' experience with Eurowag and in that time its services have grown substantially. You can see that they invest in it, that every year something is improved. Their GPS is one of the best on the market. Every six months we experience an influx of other suppliers who want to offer us their services but cannot compete with Eurowag,"** summarises Bauer.

Jan Bauer founded BAUER Solution s.r.o. in 2015, fulfilling his childhood dream of starting a one-man company offering storage space with a forklift. At that time, logistics companies were doing very well, the Czech Republic was at the peak of the economic conjuncture. "Everyone wanted everything and didn't care how much they paid for it," recalls Bauer. Soon, however, a sobering drop in demand came, warehouses remained full and the overflow of trucks disappeared from the motorways. "We had to start looking in a different direction if we wanted to stay on the market. So I bought a few trucks, the first two Scania on a business plan, which would not be possible today," the company owner recounts. Even then, however, he says it was quite a big risk and a lottery bet. Start-up hauliers had to have a lot of confidence and take risks or end up in debt.





The fleet of BAUER Solution s.r.o. has gradually grown to 41 sets of trucks. Before this could happen, however, the company had to establish itself as a supplier with a much smaller fleet, which was quite difficult without a previous history. **“Just getting into the diesel invoicing process was difficult, but that’s where Eurowag helped us. When we called other suppliers, they weren’t interested in our company with three trucks,”** explains Bauer. The original plan to focus on freight forwarding and transporting parcel shipments in addition to running a warehouse turned out to be wrong, the company got into trouble and was unable to finance its operations. “We were in a situation where the company could have ended if it hadn’t been for the key employees who still work for us today and who put their own money into the company,” says the company founder.

Then luck came in the form of a big customer from Germany, who supported the company and secured important orders. “We started again, not from zero, but figuratively speaking from minus ten, and in five years we got the company to where other companies have been for ten or fifteen years,” says Bauer, according to whom this would not have been possible if the key suppliers, including Eurowag, had not understood the situation the company found itself in. It was also necessary to pay off all debts, as the company had defaulted on lease loans and owed a number of suppliers due to financial difficulties. “But we faced it head on and paid all the debts within three years, even though it would probably have been easier to send the company into bankruptcy,” says Bauer.

It does not oppose decarbonization, but does not see the right conditions for it

The repayment of all liabilities was also important for the sake of further cooperation with suppliers who were no longer trusting the company. “Every single one of them took us back into the game, which was extremely important,” says the head of BAUER Solution s.r.o. It has also reached this level thanks to a double leap in its truck fleet. “It was quite challenging for us financially, but within three years we acquired 15 vehicles twice a year. If we hadn’t been able to deal with our earlier problems, we probably wouldn’t have been able to negotiate important loans with the banks and increase the fueling limits with Eurowag,” Bauer believes, noting that with ten trucks in operation, the company needs to have CZK 10 million available to fill orders and some of the money has started to come back.

“Of course, it wasn’t always about new cars, because of the situation, we were forced to buy older cars. But we take care of their maintenance and image,” he explains. The company has 50 core employees, and with THD employees the total is 60 people. With such a large fleet and the use of older cars, to what extent is it meeting its sustainability and decarbonisation targets? “I’m someone who throws dust and dirt on the subject of decarbonisation, but I understand it. If someone gave me the conditions to pursue decarbonisation, I’d get right on it,” says Bauer. “We are decent people who have been brought up to not throw cans into the forest, and we are certainly not indifferent to the fact that the proportion of CO₂ in the air is increasing. On the other hand, we have never yet been given the conditions to fulfill the ideas of decarbonising freight transport.”



We have almost ten years’ experience with Eurowag and in that time its services have grown substantially. You can see that they invest in it, that every year something is improved. Their GPS is one of the best on the market.

As an example, Bauer mentions electric trucks, the price of which far exceeds the price of conventional trucks. “If someone asks me to buy an electric vehicle for €400k, and when I pay it off in five years and ask the supplier what I should do with the truck, they will shrug their shoulders. The transport business is based on driving the vehicle and then selling it. You get back about 30% of its value. Big companies are making a profit on this today, they turn 100 to 200 trucks around in this way every year, and they live off the sales, the transport itself is basically just a hobby for them,” he explains. However, this is not possible with electric vehicles, which are limited in range, and the network of charging stations is not nearly as dense as the network of conventional petrol stations. Nevertheless, BAUER Solution s.r.o. is actively monitoring the situation, and Bauer has the latest studies at his disposal. **“We will probably buy one vehicle as a test to see how it works in practice, but we will not build our business on electromobility.”**

The company has a similar approach to alternative fuels and biofuels. “We have noticed Eurowag’s activities with HVO, but so far using it does not make sense for us. It is more expensive than conventional fuel and we would have to reflect its cost in the price to customers, thus losing our competitive advantage,” explains Bauer, adding that, for example, long-distance freight transport has changed fundamentally over the last few decades. Whereas the last generation of truck drivers spent a week on one trip from the Czech Republic to Hamburg, including loading and unloading, today transport companies have to manage to drive the same route three times in a week with the same truck to make it worthwhile. **“Also, the practical skills and education of the drivers had to be at a different level than today, when practically anyone could drive a truck,”** Bauer believes.



In addition to transport, they plan to own a car service

BAUER Solution s.r.o. does not yet calculate its own carbon footprint, nor does it create its own ESG report. According to Bauer, this is because no customer has requested the company to do so yet. "When we mention it to clients, they like it, but when we add that the job will then be 30% more expensive, they don't want it anymore," he explains. The company can't afford the higher job prices and the potential loss of customers because it is still quite heavily leased. "Our annual net profit typically ranges from 10 to 15% of turnover, but last year it dropped to just 3 or 4%. Next year, however, we will pay off some leases, and our projected profitability should increase," he says, emphasising that it has been good for the company to focus on container transport, which is not seasonal or fluctuating like the construction industry.

Bauer's company specializes mainly in shipping for e-shops, which has experienced a huge boom. "The biggest growth is behind us, and now the situation has stabilized. Whoever bet against the fact that e-shops would continue to grow at such a dizzying rate must have lost out," he states. However, even this transport has its specifics. In order to make it worthwhile to bring a container from the port of Hamburg with, for example, swimsuits, there must be half a million of them to fill all the space in the container. Unlike down jackets, which can fit far fewer in the same

container. "In this respect, winter is better for us than summer, because more bulky clothes are bought and more containers need to be transported," continues Bauer, who says the company no longer wants to try segments other than container transport.

BAUER Solution s.r.o. has a long-term plan to launch its own car service, which should initially be available for its own use, but eventually the company would like to offer these services to other interested parties. "There would be enough ideas, it is true that we need to move somewhere, but at the moment we are purely dependent on transport," says Bauer, according to whom it is an advantage for the company that it does not have to follow the competition and de facto no other transport companies compete with it. **"We can't compete with the large transport companies directly, but we serve as a third-party provider for them, helping to keep prices competitive and prevent monopolistic pricing,"** he explains.

When it comes to the fleet, BAUER Solution s.r.o. prefers Scania vehicles, largely due to the high-quality service available in the region where the company operates. In addition to Scania, the company has also received an offer from Volvo to test an electric vehicle. "When you are deciding what kind of electric car you are going to take, you need to know where you are going to get your electricity from, who will be able to offer you a more comprehensive service. Scania is a bit further along in this,"

says Bauer, who adds the story of how the company was offered a calculation by a bank's representatives of how big a carbon footprint BAUER Solution s.r.o. creates with its operations, which were refused.

Artificial intelligence to replace human dispatchers

According to Bauer, financing the operation of the transport company is about the constant use of various banking products, loans and leases. "Unless you have a rich uncle who is bored and needs to deposit 20 million crowns somewhere, there is no other way to do it," he explains. The company is constantly affected by changing European legislation, which makes operations more expensive. "They might decide that instead of disc brakes, they will mandate a different way of braking, which will result in less waste, but at the same time it will make it a thousand euros more expensive to run a car. And that's just one example, so one vehicle that cost €110k three or four years ago now costs €150k," says Bauer, who is annoyed that he often has to replace parts on cars that work just because the European Union demands it.

It was the unexpected rise in costs caused by various regulations that led the company to decide to purchase older cars rather than new ones and also to extend their lifetime in the company. "Until a few years ago, carriers boasted on their websites that the average age of their fleet was 5.5 years. They had them on operating leases and changed them after five years. Economically it made sense, everything was under warranty and new. However, after

a while, the transport companies stopped liking it because car leases got more expensive, so they started buying the cars into their ownership. After paying off the lease, they ran them for another year and then sold them. That's after six years. Today, however, you don't operate such a car for six years, but for eight years," he says.

According to the owner of BAUER Solution s.r.o., the ideal vehicle fleet should be divided into thirds: new leased vehicles, older fully paid vehicles, and rented vehicles. He refers to new leased vehicles as "economic suicide" in the current market conditions. The reason, he says, is low economic growth and the ever-increasing costs of running a transport company. For next year, Jan Bauer predicts gross national product growth of only around one to one and a half percent, so the Czech Republic will lag behind other European countries. "There is no general pressure to change anything. The question is how long this will be the case, because transport revenues will not rise and we will see what the costs will be," says Bauer.

Bauer sees a great future in the use of new technologies. In the near future, the company will start using artificial intelligence and wants to unblock all verbal communication. "We will try to get it into the system and into the app. We do a lot of night driving, and we have a lot of demands on our dispatchers, who have to be alert even at night. **A driver can call at two o'clock in the morning and the dispatcher must be available.** This could be solved by artificial intelligence," says Bauer, adding that it is much more of a problem for the company to find a suitable candidate for the position of manager than a driver.



Just getting into the diesel invoicing process was difficult, but that's where Eurowag helped us. When we called other suppliers, they weren't interested in our company with three trucks.

Company name:

BAUER
Solution s.r.o.

Year of
foundation:

2015



Fleet size:

41 sets of
trucks



Usage of
Eurowag
products
by type:



Fuel cards



EVA



VAT refunds



Web
dispatching

Total turnover for 2023:

€4.49m



Number of
employees:

60

Founder/CEO:

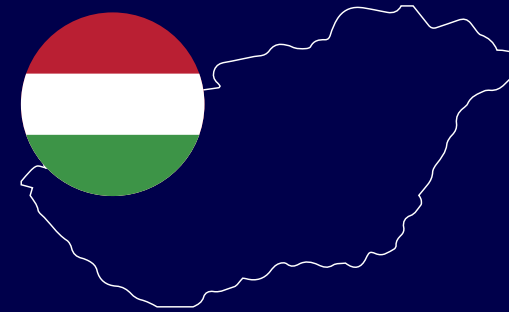
**Jan
Bauer**

Geographical scope:

**Czechia
Germany
Austria
Slovakia**



Hungary



Hungary: Market overview and outlook

It has been a difficult year for the Hungarian market, with the economic downturn of last year still having an impact, compounded by rising fuel prices and a significant increase in tolls. The combined effect of these factors has posed a serious challenge to market players.

A large part of the cost increase could not be passed on to customers, so the behaviour of market players was essentially determined by the degree of reserve or flexibility they had to react (e.g. by temporarily shutting down part of their fleet) to the changed market situation. At the moment, market players are not very optimistic and do not foresee a recovery. Imports are buoyant, but export activity is quite low, which is keeping the number of journeys far below the ideal level.

Small fleets face significant challenges, especially those that offer only one or two types of services. The demand for complex solutions is growing, and those who can offer a wider range of services to their customers are much more likely to be chosen for contracts.

In 2023, the Hungarian road freight transport market declined by 11% compared to the previous year, ending at 33 billion tonne-kilometres. While transport activity showed a slight increase in the first half of 2024, weak economic performance continues to constrain growth, and no significant improvement is expected for the entire year.

Regarding the market players, several smaller and less efficient transport companies were forced to stop business activities. There are market players which have been able

to maintain their fleet utilization with lower profitability, and a few others have been able to grow from a stable background thanks to a prudent business strategy. These companies are characterized by innovation and a complex, diversified service portfolio.

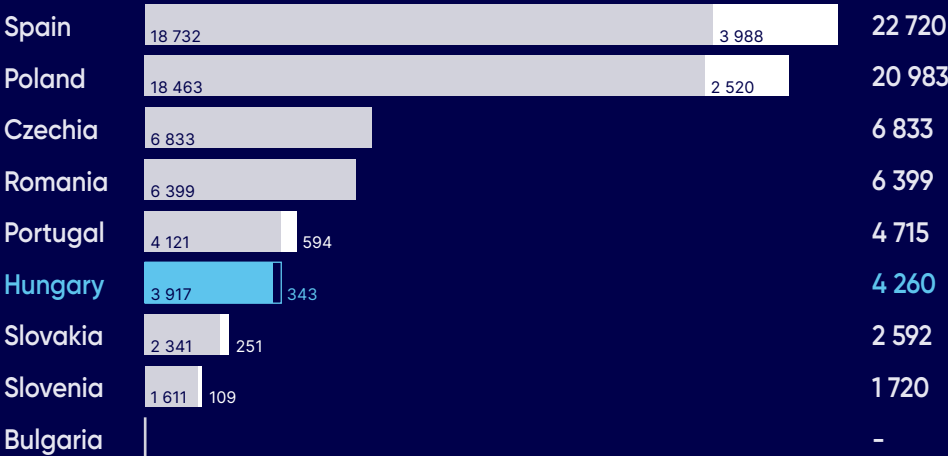
Many transport companies are currently revising supplier partnerships, seeking more efficient and higher-quality services. Suppliers offering digital solutions that help clients reduce administrative tasks and overhead costs have a competitive edge. We have successfully increased our market share thanks to our comprehensive CRT service portfolio and advanced digital services.

In addition to constant competition and the need to enhance efficiency, one of the biggest challenges they face is meeting increasingly strict sustainability requirements. Looking ahead, optimising processes and, most importantly, reducing costs will remain crucial. In this context, the double effect we're seeing with alternative fuels is particularly interesting. On one hand, there's a strong push for the adoption of sustainable solutions, but on the other, many are still in the exploratory phase. The higher cost of alternative fuels continues to deter many, although there's a growing sense that this approach has a time limit. Some companies, recognizing this shift, are already investing in alternative fuels, such as HVOs, viewing the increased costs as an investment in the future. However, this forward-thinking mindset is not yet the norm across the industry. We believe 2025 will bring the long-awaited consolidation and gradual growth.

Laszlo Kalman
Country Manager for
Hungary market



New commercial vehicle registrations (Q1-Q3 2024)

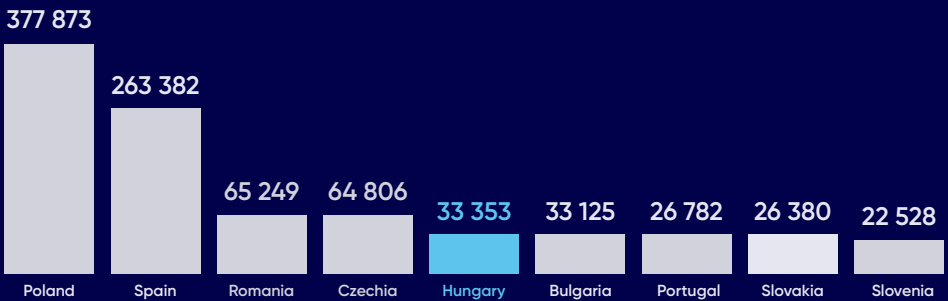


■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers
Source: [eurostat data 2023](#)

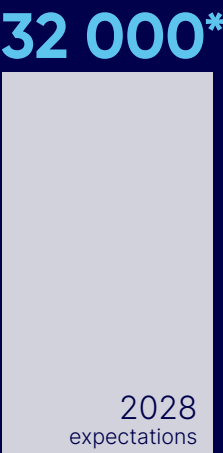


Truck driver shortage in Hungary



* number of drivers

Source: [IRU Driver Shortage Report 2023](#)



Market players



Market Leader
K&V Logistic Solutions Kft.



Silent Performer
Hunsilo Kft.



Sustainability Star
Gebrüder Weiss Kft.



Market Leader

Company: **K&V Logistic Solutions Kft.**
Country: **Hungary**





Success across generations



The history of K&V Logistic Solutions dates back to 1989, when Éva Koncsos and József Varga saw a great opportunity, bought a truck and used it for local transport. With perseverance and diligence, they built up the business together, which was later expanded to include other logistics services and has been 100% family-owned ever since. Today, after 35 years of development and a successful generation change, the company is managed by their two sons. Viktor Varga as the business development director and Bálint Varga as managing director ensure that the family's mission—reliability and excellence above all else—remains intact.

Eurowag has been supporting K&V in this endeavor for 16 years. The long-standing partnership is also due to the values that both parties share: quality service, dedication and continuous improvement, all of which can make a business truly successful in the long term.

In the past 35 years, K&V has grown to become one of Hungary's leading logistics companies, now handling 35,000 shipments a year in Europe and Hungary. Their precise, well-organised freight forwarding services are also capable of accommodating just-in-time systems. Freight transport has been its main focus since the beginning, but it is now complemented by warehousing, vehicle repair, technical testing, passenger transport and fuel distribution.

The company's fleet currently includes 170 trucks and 110 buses, offering a total capacity of 30,000 pallets. Customers' cargo is stored in safe and hygienic conditions, supported by state-of-the-art technology. K&V buses help 8,000 workers a day get to work at the manufacturing companies in the Heves region. With sites in Gyöngyös, Fót and Markaz, it is a major employer in the region with more than 550 employees.



Drivers are being trained in eco-driving to ensure that they can make the most of the features in modern vehicles.





The fuel card and toll services that we use play an extremely important role in our operations and help us keep our commitments to our customers under every circumstance.



Business class in logistics

József Varga realised early on that if he wanted to succeed in the long term, he had to follow a path that would set him apart from the rest of the market. It's not an exaggeration to say that in the aftermath of the change of regime, during the great entrepreneurial dumping that followed, this was a unique approach. **K&V, with the quality of its services, is essentially creating a new quality category in logistics, a quality that is still adhered to in all business sectors today.**

The company's slogan, 'business class in logistics,' assures customers that their shipments will arrive on time and in perfect condition.

However, expectation is only one side of the coin, and K&V understands that the quality of any service really depends on the people providing it. **"The secret of success is people! It's an approach that my parents recognised 35 years ago and that still guides the way we run our company today.** We are proud of our more than 500 employees working on the roads and at our sites in Gyöngyös, Markaz and Fót: it is thanks to their wide-ranging experience, situational awareness and human attitude that our customers are largely satisfied with our services," says Bálint Varga, Managing Director of K&V Logistic Solutions.

The company pays particular attention to regular staff training, which includes physical and mental training, as well as training for drivers. For the second year in a row, **drivers are being trained in eco-driving to ensure that they can make the most of the features in modern vehicles.** The company's transport managers speak several languages, are available at any time of the day and can also help deal with unexpected events. In addition to transporting goods, the drivers have solid experience in document handling and loading.

16 years in partnership with Eurowag

Just as conscientious employees play a key role in the success of a business, the choice of partners is also of paramount importance. The partnership between K&V and Eurowag is celebrating its 16th anniversary this year, which would not have been possible if the two companies did not share similar values.

"After 16 years of cooperation, I think it's safe to say that we have a history and I feel good about that. At Eurowag we have always found the proactivity and reliability that our respective eras demanded, the journey we have taken together is a shared success that makes us stronger. **The fuel card and toll services that we use play an extremely important role in our operations and help us to keep our commitments to our customers under all circumstances,**" adds Varga.

With full awareness of responsibility

The Hungarian market is currently undergoing a transformation, with many players withdrawing or unable to cope with the altered economic environment. Although stabilization is sometimes visible, the economy and market are still in a restructuring phase.

The increase in tolls at the beginning of the year has led to a roughly 20% increase in the cost per kilometer travelled, and interest rates have risen, making financing even more difficult. These are no longer the costs that a service provider should bear, and at the same time there is a lot of pressure from customers to reduce costs. Although there are many sectors that are stable (e.g. food or pharmaceuticals), there is a growing number of sectors that are experiencing more difficulties.

"The drop in volume was expected. We chose the strategy of overselling, which is why we still have 100% fleet utilisation. To be stable, it's essential to keep an eye on tomorrow, and financial planning is only one part of that. Sustainable operations are equally important and can even be a competitive advantage. It is not yet common, but there are more and more companies that are starting to consider sustainable operations and are willing to use solutions that support them, even at a minimal extra cost. However, **I believe that there are two main breakthroughs in the**



logistic sector: either environmentally friendly transport becomes cheaper (such as cheaper alternative fuels) or the law requires more environmentally friendly operations. In the medium term, the latter is more likely, and we need to prepare for this at company level,” says Varga.

At K&V, it is important that technological processes are strictly regulated and have the lowest possible environmental impact in line with the principle of sustainable development. Therefore, the company operates an Environmental Management System in accordance with ISO 14001:2015 and is also ready to implement the ESG compliance system next year. The implementation of ESG will allow K&V to contribute to a more sustainable future, while having a positive social impact by controlling its environmental impacts and at the same time trying to compensate for them.

As a major player in the land transport market, environmental responsibility is considered a fundamental

requirement and K&V is making every effort to reduce its environmental impact. The equipment needed to provide the services is constantly being modernised and the fleet is being upgraded to achieve the lowest possible emissions.

They use EURO 6 trucks to reduce emissions, and they favour electric machines for warehousing activities. In 2019, they set up a solar power plant at the Gyöngyös site, contributing to environmentally friendly operations. In 2023, this power plant covered 29% of the sites' electricity supply.

K&V's managers believe that a responsible company that also takes sustainable development into account not only reacts to the changing market environment, but also seeks to enrich the communities in which it operates. They regularly support local and neighborhood sports clubs, tourism events and useful civic initiatives that are valuable and primed to further the development of the region. So, the founders' aim of working to strengthen the region remains unchanged even after 35 years.



Company name:

K&V Logistic Solutions Kft.

Year of foundation:

1989



Fleet size:



170 trucks

110 buses

Usage of Eurowag products by type:



Toll devices



Fuel cards

Revenue 2023:

€39m



Number of employees:

550



Founders:

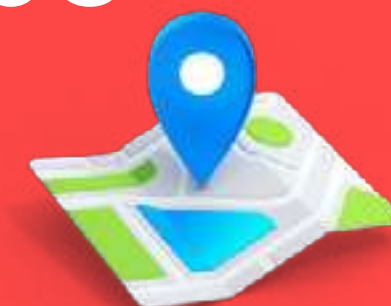
**Éva Koncso
József Varga**

CEO:

Bálint Varga

Geographical scope:

Europe



Silent Performer

Company: Hunsilo Kft.
Country: Hungary



A special segment – silo transport

HUNSILOKFT.HU

The fact that rising fuel prices, increased road tolls and a changed financing environment are putting the logistics industry across Europe under severe pressure is a common fact. But what is exceptional is that there are players in the market who are not taking the plunge and diversifying their services, preferring to focus on a specific area. This team is strengthened by Hunsilo Kft., which is now an inescapable qualified player in a certain segment of the silo transport market in Hungary. They boast a stable financial background, a fully owned fleet, high quality trustworthy service: it's a dream-like set-up, and all of this is thanks to the quick situational awareness and unique business policy of the manager, Csaba Haulik.

The journey of the CEO of Hunsilo Kft. is certainly not an ordinary one, and he is a shining example of how nothing is impossible if you dare to dream and are prepared to work for it. **Csaba Haulik started his career as a mechanic.**

Thanks to his ambitious personality, he soon became a driver, then a transport manager, followed by a few years as managing director. He then left this company in 2008 and, after setting up several companies of his own, created Hunsilo Kft. in 2015, specialising in silo transport.

Silos are large, usually cylindrical, storage tanks used for agricultural, industrial or food purposes, most often for storing grain, feed or other bulk materials. There are a number of factors to consider when transporting them.

"The large size and weight of silos poses significant logistical challenges, especially when it comes to route planning, as the cargo cannot travel freely on all roads. Bridges, tunnels, low-level wires and other obstacles on the route can cause problems. Transport often takes place during minimum periods of road traffic to avoid congestion and minimise traffic disruption," summarises Haulik.



The large size and weight of silos poses significant logistical challenges, especially when it comes to route planning.



The company is located in Vácrtót and employs 85 people a day in addition to its 16 silo tankers. What distinguishes Hunsilo from other players in the market is its specialisation in food silo (bulk) transport, which very few companies have in the domestic market.

The company initially started with two silo tankers, which it owned from the outset. **By 2018, Hunsilo had a fleet of 50 cars - all owned** - illustrating the power of opportunity in a tight market. But **the same year also saw a major change in the company, with Haulik suddenly deciding to sell most of his cars and subcontract out to customers.**

"In one role, I was the employer with all the challenges it entails, but in the new set-up I became the customer. It's remarkable how much leeway there is between the two roles. **I simply got fed up with certain HR issues and decided I would rather have someone else serve my needs than jump around trying to deliver a minimum level of service.** This change has fundamentally changed my quality of life and the decision has proven to be the right and most rewarding one to date," says Haulik.

Special markets in transport

Tanker, container, and silo transport offer opportunities where competition is much lower, where small and medium-sized enterprises can create more value through their professionalism and attention, and where margins are even better in these segments.



We strive to achieve the most favourable freight rates for our customers and for this reason, among others, we use Eurowag's fuel card service. I like the simplicity and efficiency of the way this system works, it provides us with a transparent and predictable operation, in addition to the lower fuel prices it offers.

For example, while a Dortmund-Rome 1000-kilometre haul in a flatbed truck costs a company roughly €1,000-1,200, the same distance in a silo truck costs an average of €1500-2000. The difference is, of course, due to the special nature of the transport of materials, which can be further enhanced by obtaining a special certificate, such as a GMP+ certificate, which gives a company unique permission to transport certain types of goods. It should be added that the other type of asset, for as much as it costs more, is not proportionately more expensive to carry. What is more advantageous is that there is less unaccountable competition in this segment.

This is also the strength of Hunsilo, which is active in domestic and international silo transport and bulk transport. It is one of the few freight forwarders in the domestic market that also holds a food silo transport licence. The bulk of its shipments are corn, corn flour, corn meal, corn germ, soybeans and salt. For example, Hunsilo supplies raw material for breweries in Italy, and plays a major role in the supply of soya, among other things, importing around 25,000 tonnes of soya from Koper every year for one of the largest domestic feed companies.

The common meeting point with Eurowag is the fuel card service, which Hunsilo has been using for years. "Our core task is to serve transport and loading needs at the highest level. **We strive to achieve the most favourable freight rates for our customers and for this reason, among others, we use Eurowag's fuel card service. I like the simplicity and efficiency of the way this system works, it provides us with a transparent and predictable operation, in addition to the lower fuel prices it offers,**" Haulik says.



Reliability above all

The unique functioning of the market, in addition to the specific mode of transport of materials, is given by the level of entry costs, which today practically excludes new entrants from entering the market.

"The other reason why there is not much competition in the silo market is due to the high cost of entry. The price of a tanker trailer starts at around 10 million HUF (approx. €25k), whereas the entry threshold for silo tankers is 40 million HUF (€100k). Few people can afford this out of their own pockets, and it essentially seals the fate of the business," adds Haulik.

Fleets built up with finance are now in a very difficult situation due to the change in the interest rate environment, and they are struggling to make ends meet, with the financier taking a large part of the profit. As a result, a kind of market restructuring has started, with 25-30% of the smaller players disappearing, according to Csaba Haulik: "Even though a transport costs up to 1.5-3 times more than a traditional transport, the price of the vehicles is much higher, so if the profit is taken by the financier, the market opportunities are no longer available. In essence, revenue is just a number, the success of a business is the extent to which it can be profitable."

Sustainability is still a long way off

The maintenance of a silo fleet requires considerable financial resources, especially when the maintenance of a young fleet is also a factor. "I change my tractor-trailers every 1.5-3 years or so and always buy the latest EURO 6+ model strictly without external financing. That way I minimise the risk of technical failure and the drivers get good value for money from a premium work vehicle. Our vehicles are equipped with GPS tracking and we are in constant contact with our drivers, so our partners are kept up to date on the exact location of the consignment," says Haulik.

However, sustainable solutions in this market go beyond this. "In the case of tanker transport, the scope for what we can do in terms of sustainability is quite limited. Fuel is essentially the only area where we could theoretically have room for maneuver, but I have not yet found a solution that convinces me. **I support the "greening" of transport by always buying the latest, state-of-the-art technology vehicles, it's my way of minimising emissions,**" Haulik concludes.

Company name:

Hunsilo
Kft.

Year of
foundation:

2015



Fleet size:



16

owned
trucks

85

trucks
in cooperation

Usage of
Eurowag
products
by type:



Fuel cards

Revenue 2023:

€3.75m



Number of
employees:

9



Founder:

Csaba
Haulik

Geographical scope:

Europe



Sustainability Star

Company:
Gebrüder Weiss Kft.
Country: Hungary





Real results in sustainable transport

In the large-package segment in Budapest, Gebrüder Weiss now uses 100% electric cars to transport goods.

Gebrüder Weiss is the oldest transport and logistics company in the world. Over the course of 500+ years, the company has grown into a global player in the industry. It entered the Hungarian market in 1989, where, in addition to its dominant market share, it has also become a flagship for sustainable transport.

Today, 100% of freight transport in the Hungarian capital and 50% of rural deliveries are made by electric vehicles. The next step is to start the transition to sustainable solutions for vehicles between 7.5 and 12 tonnes. One of the first steps is using HVO fuel, with Eurowag's partnership playing a central role.

Gebrüder Weiss remains family-owned, maintaining its legacy after hundreds of years. With centuries of experience and a strong international team, it operates on a global scale – transporting to the four corners of the globe by every means available. Their experts also develop mobility and logistics solutions that perfectly integrate manufacturing, business and transport processes to meet their customers' needs. The Hungarian subsidiary started its operations after the change of regime and now employs around 460 people at 5 sites, mainly in warehousing and finished goods transport.

According to Bálint Varga, Managing Director of Gebrüder Weiss' Hungarian subsidiary, the market environment in recent years has been favorable for growth and development.



Bálint Varga,
Managing Director of Gebrüder Weiss in Hungary

Sure, there have been pandemics, fuel price changes, war, shortages of materials and goods, but taking a step back, it seems that logistics has been on a positive trend.

External circumstances fundamentally shape the way a company operates, so this has been a period of calm and consolidation. In a recessionary, inflationary environment, shipments are steadily declining, down 10-15% from the baseline, and 20-25% from two years ago. However, GW's results have not seen such a decline, which the manager clearly considers to be a success for his colleagues. They have been able to cushion the impact of the fall in turnover and have made relatively good use of the consolidation period. Investments are ongoing, none of them have been reviewed, and what's more, this year is a significant milestone in the life of Gebrüder Weiss in Hungary in many ways.

The company's logistics complex in Dunaharaszti, built with an investment of €2.5m, was inaugurated in April 2024. The new complex covers 10,000 square metres, with transshipment warehouses, high-bay warehouses and associated offices, and 100 docking bays. The development has increased the company's central logistics facility to 32,000 square metres, bringing the total area of its Hungarian logistics network to almost 100,000 square metres.

Moreover, one of their key sustainability targets will be achieved 2024 in, with 100% of the capital's freight transport set to be powered by electric vehicles.

"When the economy is booming, everyone is busy trying to meet the growing demand, and there is little to no room for innovation and change. In a recession, of course, there

are expectations of price cuts, the potential for extortion by customers increases, and less competitive suppliers are more easily noticed by customers. There are big gains and losses to be made. During a boom, declining competitiveness is not visible because it is masked by market growth. All in all, we can never be absolutely sure whether we are growing because we are competitive, or because our customers' market share has changed. Those who are competitive are happy that customers are more open to change in a recessionary environment. This includes reviewing routes, streamlining processes and even changing providers. Recession is a painful catalyst for improvement, but those who are smart and competitive can turn this period to their advantage," says Varga.

Investing in the future

Modern logistics is characterised by sustainable operations and a conservative use of resources. That is why Gebrüder Weiss has set itself ambitious goals for sustainability. With the help of innovative logistics solutions and state-of-the-art technology, the company will gradually reduce its carbon footprint to zero over the coming years, and the Hungarian subsidiary is playing its part in this goal.

"One of our most spectacular projects is the electric car delivery of goods within Budapest. In this we have managed to step out of the test environment and today I am proud to say that we are now 100% electric in Budapest and 50% in the countryside. It is also a curiosity at a European level that in a metropolis of 2 million people, 100% of large parcels are delivered to recipients by electric vehicles on a market basis," Varga emphasises.



Today I am proud to say that we are now 100% electric in Budapest and 50% in the countryside.



Eurowag can be a key partner for all companies looking to "green" their logistics processes.



However, it is a fact that the service has a small surcharge, but some customers are willing to pay it. "It's a marginal rate, it costs us more than that for this delivery method, it's a kind of cost sharing between us, for which a stable background is essential. Basically, we are investing in the future, and we believe that this cost pass-through will be reduced to zero down the road. What I see is that when a new technology is at a stage where there is minimal compromise on price and/or service levels compared to the previous technology, then projects like this start to proliferate. If this level is not yet reached, then we are talking about an expensive and cumbersome showcase project," adds Varga.

Partner for innovation

For the company to achieve its zero emissions commitment as soon as possible, it is essential that it tests green solutions in its own operations as soon as it has the opportunity. Following this strategy, **GW will deploy available green technologies, be it electric, LNG, CNG or even HVO propulsion, at the earliest stage.** The strength of the Eurowag partnership – in addition to the basic fuel cartage and toll service – lies precisely in this: Eurowag's openness and proactivity towards "greening" logistics is a partnership that Gebrüder Weiss can use to help the company achieve its ambitious goal. The market penetration of alternative fuels is conditional on their availability at a reasonable price.

As a European leader in achieving this goal, **Eurowag can be a key partner for all companies looking to "green" their logistics processes.** "In my opinion, carbon emissions will sooner or later be taxed, while energy costs will not be lower. Thus, **our focus on sustainable solutions in all areas of our operations is not an end in itself, but a means to ensure long-term business stability.** We see that a process has started, for example in the area of electric trucks. But it is also a fact that even here there are serious constraints, for example in terms of kilometres driven. So far, what works for vans doesn't work for trucks. Electric vehicles consume much more fuel on the highway than in urban environments because they are more exposed to air resistance and are therefore very sensitive to weight. When refueling on their own charging network electric passenger cars use half the energy of their explosion-propelled counterparts. This saving is as little as 30% for vans, the same for a 12 tonne vehicle, and much more expensive for a 40 tonne truck! This is pure physics, which is why I am skeptical about the uptake of electric trucks. Toll discounts can, of course, cloud the picture (in the German case, they are a fraction of the savings in Germany, while the savings in Germany are still only a token). In my opinion, in the case of trucks, the use of environmentally friendly fuels (e.g. HVO) could be the first step towards greening. **The role of service providers who invest money and energy in making alternative fuels more widely available could be key in this process,**" Varga concludes.

Company name:

Gebrüder
Weiss Kft.

Year of
foundation:

1989



Fleet size:

300



Usage of
Eurowag
products
by type:



Toll devices



Fuel cards



Alternative
fuels

Revenue 2023:

€85m



Number of
employees:

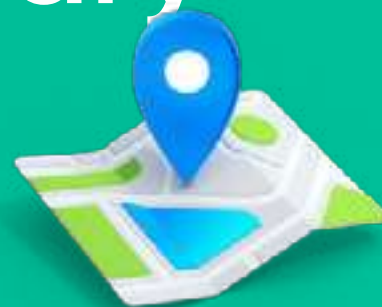
460

CEO:

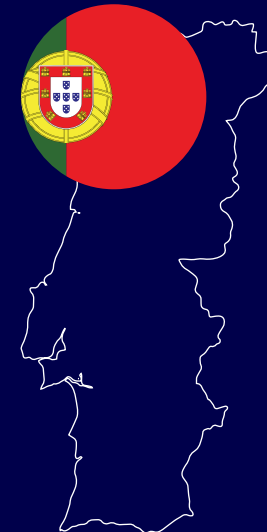
Bálint
Varga

Geographical scope:

Hungary



Portugal



Portugal: Market overview and outlook

The Portuguese market has been growing, and in 2023 it registered a growth of 2.3%. The freight transport market has shown positive developments, with the main means of transport being road and sea transport. As in all sectors, we continue to face challenges such as environmental sustainability, measures to reduce greenhouse gas emissions and facing our own challenges on the road.

Some of our main players in the market are Patinter, Transportes Bernardo Marques, Augusto & Afonso da Cunha, Transportes Antunes Figueiras, Transportes Cardoso & Irmão, Transportes Álvaro Figueiredo, Jotávio, Dohm - Operador Logístico, which together represent a considerable share of the market. These stakeholders are characterized by innovation and effective distribution strategies. To maintain our competitiveness, it is essential to face competition from these competitors and continuous technological development.

Throughout 2023 and 2024, we observed several key trends. Sustainability and eco-innovation are leading to a growing demand for products and services with a lower environmental impact. Digitization and automation are transforming traditional industries, reinforcing the

trend towards technologies. At the same time, customer preferences are changing rapidly, with a significant shift to online shopping and personalized services.

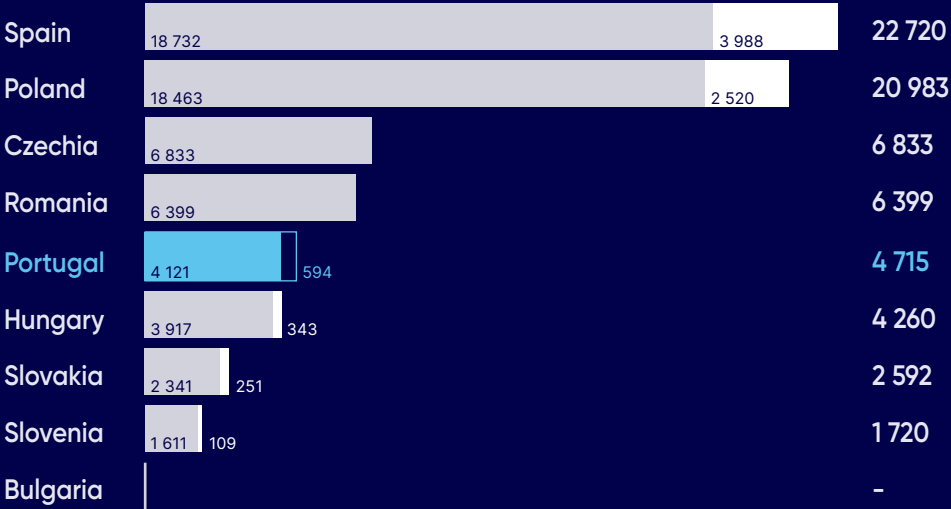
In 2025, we expect the Portuguese market to continue with the forecast growth of 2.0%. Investments in infrastructure and incentive policies are one of the important factors in this growth, which will allow us to better adapt to changes in economic and social conditions. Road freight transport is expected to gain more importance due to new technological innovations and infrastructure improvements.

In short, it's important to look at the current data for the Portuguese market so that we can not only analyze the performance of this sector, but also gather vital information for decision-making. The most valuable indicators to consider regarding Portugal are turnover, which in 2023 was more than €3bn, with a slowdown in growth projected for 2025; the five largest commercial road transport companies account for 20% of the market share, with the average annual growth of the commercial road transport sector being 3%.

Tiago Areias
National Sales Manager
for Portuguese market



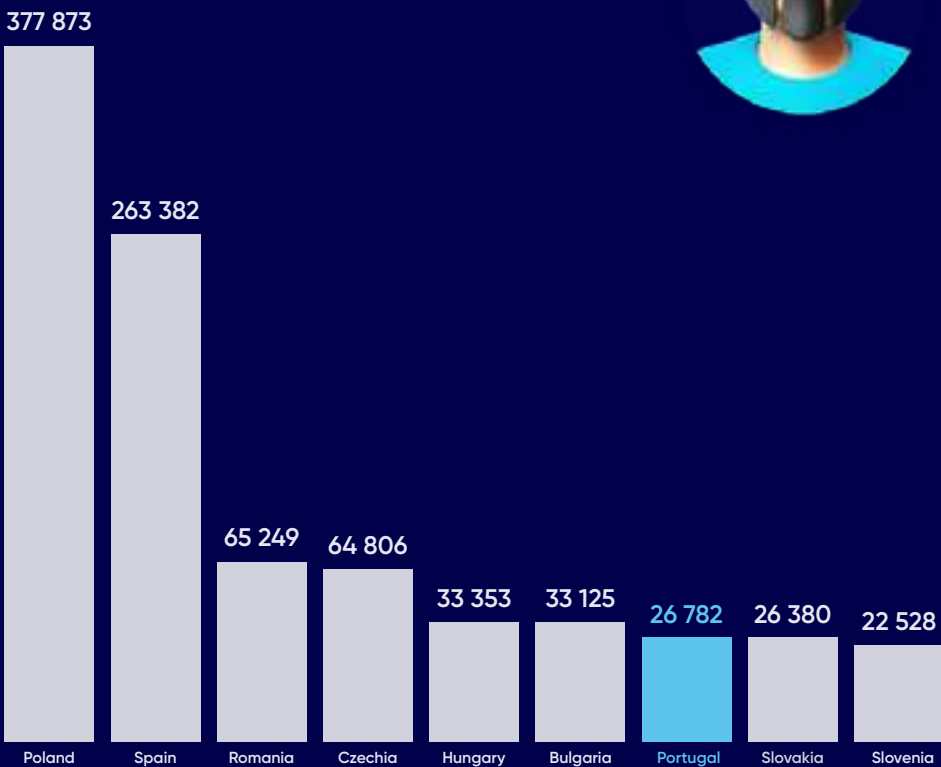
New commercial vehicle registrations (Q1-Q3 2024)



■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*



* in millions of tonne-kilometers

Source: [eurostat data 2023](#)

Market players



Market Leader
Patinter - Portuguesa de Automoveis Transportadores S.A



Silent Performer
Lmma Transportes LDA



Tech Trailblazer
Codigo Invencivel LDA



Sustainability Star
DOHM - Operador Logistico LDA



Market Leader

Company: Patinter S. A.
Country: Portugal



A family-owned business with an international reach

Founded in 1967 as a subsidiary of the French transport company PAT-PARIS AQUITAINE, Patinter initially specialized in automotive parts transportation. In 1986, the company was acquired by one of its early drivers, Mr. José dos Santos Polónio, transitioning into a Portuguese family-owned business. Today, Patinter stands as a prominent player in the transportation sector, employing over 1,000 staff and operating a modern fleet of approximately 1,000 trucks with an average age of just 3.5 years. A key component of Patinter's success has been its strategic partnerships for innovation, including a trusted relationship with Eurowag.

Patinter excels in both national and international road transport, covering nearly all European countries with a major focus on Western and Southwestern Europe. As one of the largest road transport firms in Portugal, Patinter's evolution underscores its commitment to excellence, industry leadership and sustainability goals.

Enhancing workforce excellence

At Patinter, leadership extends beyond the road to encompass a commitment to their employees. Recognizing that a successful company thrives on the strength of its workforce, Patinter invests in maintaining a competitive salary structure, ensuring safe working conditions, and fostering overall employee well-being. The Patinter Training Academy exemplifies this dedication with its comprehensive programs that prepare drivers and other staff members, regardless of their prior experience, for their roles, as Filomena Marques, Head of the Consumer Sector at Patinter, points out: "The Patinter Training Academy has a program for welcoming, integrating and training employees, with a special focus on drivers, to ensure the most complete preparation for the performance of their professional duties, even for employees with no previous experience, and to promote professional and personal development. As a company certified in various areas, such as health and safety at work, road safety and reconciling work and family life, **Patinter sets objectives and implements measures to guarantee the safety and well-being of its employees.**"

How Eurowag is fuelling Patinter's present and future

With a global network of 1,000 employees of more than 15 nationalities working together in more than 20 different countries, Patinter is focused on providing quality service and excellence. The technological pioneering spirit and innovation behind Patinter has greatly contributed to that goal and extends to the desire of taking advantage only

of high-quality products. Fuel is, of course, an essential part of the business of an international transport company, and for that Patinter relies on Eurowag's diesel, as well as its environmentally friendly Adblue solution. **"We consider Eurowag to be one of our trusted suppliers, providing us with two essential products for our business – diesel and Adblue.** Looking to the future, we hope that good quality fuels at the right prices continue to allow Patinter to further develop its business, promoting the environmental and financial sustainability of our services," elaborates Marques.

Committing to decarbonization and sustainability

Today, it's hard to imagine a successful modern company ignoring sustainability concerns. As a Market Leader in the commercial transport sector, Patinter exemplifies this commitment with a strong focus on decarbonization and environmental stewardship. This dedication and sustainability journey is reflected in their ongoing investments in fleet renewal, driver training, and the adoption of renewable energy sources, as well as in their careful monitoring processes aimed at reducing GHG emissions. "We set targets for energy consumption and GHG emissions, and we monitor the results and calculate the carbon footprint associated with our service and facilities. **We continually invest in fleet renewal, timely and appropriate maintenance, training for our drivers in economical and defensive driving, consumption monitoring systems and driving profile analysis, thus ensuring a reduction in the fleet's energy consumption and, consequently, a reduction in the carbon emissions associated with the service,**" explains Marques.



Patinter sets objectives and implements measures to guarantee the safety and well-being of its employees.



Towards a future-ready fleet

The quest to stay ahead in the evolving transport industry is not without barriers, especially where it comes to decarbonization and sustainability goals. “The high investment costs for alternative options and a lack of infrastructure create barriers. For instance, it’s still a challenge to use alternative energy sources for long-distance transportation,” admits Marques. Nevertheless, Patinter is dedicated to preparing its fleet for the future by addressing these challenges, strategically focusing on practical and cost-effective solutions, such as incorporating Hydrotreated Vegetable Oil (HVO) into their operations, which enables the company to leverage the current framework while avoiding overhead expenses: “This approach makes use of existing transport equipment and supply infrastructures, besides having reasonable additional costs.”

Furthermore, Patinter’s commitment to sustainability is reflected in their proactive measures to meet growing client demand for greener transport options. They rigorously track their carbon footprint and produce detailed ESG reports to ensure transparency and compliance with environmental standards, demonstrating their dedication to both environmental stewardship and client satisfaction. Filomena Marques concludes that, “**More and more customers are interested in alternative fuel transportation. We want to satisfy this demand together with partners like Eurowag, as it aligns with our shared global sustainability commitments:** to be recognized as a sustainable service provider, promoter of local development and global sustainability agent.”



More and more customers are interested in alternative fuel transportation. We want to satisfy this demand together with partners like Eurowag.

Company name:

Patinter

Portuguesa de Automóveis Transportadores, S. A.

Year of foundation:

1967



Fleet size:



trucks

~1,000

Usage of Eurowag products by type:



Fuel



Adblue

Revenue 2023:

€111m



Number of employees:

1000+



Founder:

Mr. José dos Santos Polónio

CEO:

Mr. Pedro Polónio

Geographical scope:

Nearly all European countries with a focus on Western and Southwestern Europe



Silent Performer

Company: Lmma Transportes, Lda.
Country: Portugal



"Renew and expand" as the company's guiding goal



Lmma Transportes, a company located in Alto Ventoso, Sertão, has been quietly excelling in its field for over 17 years. Founded in March 2007, Lmma prides itself on being a young and dynamic company with an innovative spirit. Despite not actively promoting its brand through advertising or marketing, Lmma has earned a reputation as a Silent Performer due to its consistent dedication to excellence in daily operations.

The company's core mission is embodied in its motto, "To serve well, in order to compete". This mission drives Lmma Transportes to continuously invest in both the growth of the company and the delivery of high-quality service. A key factor in achieving this goal is the collaboration with dependable suppliers, most notably its primary partner, Eurowag.

Investing as a key to growth

To ensure that its purpose is achieved, Lmma is committed to the constant evolution of the company, namely with the renewal and expansion of the fleet and the creation of jobs. This is possible because of the evolution of its turnover, visible in recent years, which more than doubled from 2019 to last year.

As Isabel Domingos, administrative manager from Lmma Transportes, explains, "The company is currently equipped with a fleet of 24 tractor units and 24 trailers, 5 of which were acquired in 2023 and 6 at the beginning of the year. **We are currently in the final stages of negotiations to acquire more tractor units to renew our fleet. The aim of this investment is to fulfill and continue our fleet renewal project.**"

In line with its strategic plan, Lmma Transportes currently employs 30 people, encompassing management, administrative staff, maintenance support, and drivers. "Our management's goal is to expand into new markets, attract new customers, and engage with new employees and subcontracted carriers. We aim to create viable and profitable partnerships that benefit all parties," adds Domingos.



Partnerships that keep Lmma “at the top of our game”

Lmma’s focus is the national and international transportation of goods, serving third-party clients. **Today, the company covers an extensive geographical area, including the entire Iberian Peninsula and several fixed international routes,** such as France, Belgium, the Netherlands, Germany, the Czech Republic, and Poland. **This expansive reach is made possible through strategic partnerships with companies like Eurowag,** which help maintain service quality while fostering growth.

Although Lmma has long collaborated with Eurowag, their partnership was greatly strengthened in 2017. Since then, Eurowag has become the company’s main supplier of fuel, additives and toll services. As Domingos explains, “With the constant upheaval in the fuel market, Lmma has found a reliable partner in Eurowag. **Thanks to the development of fuel supply networks and products for the transportation sector, this partnership has also been an ally in the development of our company, allowing us to develop our activity with a large reduction in fuel prices.**”



Thanks to the development of fuel supply networks and products for the transportation sector, this partnership [with Eurowag] has also been an ally in the development of our company.

Towards a greener future

As the market grows increasingly competitive, keeping pace with new trends and customer demands requires continuous investment and effort. Environmental concerns and the reduction of emissions have become particularly prominent, especially since the transport sector accounts for a quarter of global CO₂ emissions.

Domingos explains that, “Although today our fuel consumption is still geared towards conventional diesel, **we intend to invest in renewing our fleet to use fewer polluting vehicles so that, in the near future, we can also switch to alternative fuels, namely HVO 100.**”

Looking forward

The future for Lmma can be summed up in the word: investment. The company’s success and growth have been driven by strategic investments in both fleet and personnel, and the primary objective is to continue this path of renewal and expansion. “In order to keep up with market trends and developments, **our next step will be to invest in new resources that are less polluting and more environmentally friendly, so that we can keep up with market trends and developments,**” concludes Domingos.



We intend to invest in renewing our fleet to use fewer polluting vehicles so that, in the near future, we can also switch to alternative fuels, namely HVO.



Company name:

Lmma Transportes,
Unipessoal, Lda.

Year of
foundation:

2007



Fleet size:



24

tractor
units

24

trailers

Types of goods transported/
sectors served:

general goods



Usage of
Eurowag
products
by type:



Toll services



Additives



Fuels



Number of
employees:

30

Founder/managing
director:

Luís
Almeida

Geographical scope:

national and
international



Tech Trailblazer

Company: Código
invincível Lda.
Country: Portugal





Navigating the future of transport with innovation and partnership

Founded in 2016, Código Invencível has established itself as a forward-thinking player in the transport industry. As a company that thrives on adaptability and innovation, it has weathered numerous challenges, including the global pandemic and geopolitical tensions, while continuing to drive forward. Today, Código Invencível stands strong, offering comprehensive transport services across Europe, with a growing focus on sustainability and technological advancement.

As the transport industry evolves, Código Invencível is embracing new strategies and solutions to stay ahead. Their dedication to leveraging strategic partnerships with companies like Eurowag has been a cornerstone of their approach, enabling them to adapt to shifting market dynamics and enhance their operational efficiency.



We have faced difficulties in finding experienced and qualified drivers for international routes.



Eurowag helps our company in terms of the speed and efficiency of our drivers' journeys.



Empowering the workforce in a competitive market

The transport industry has been grappling with a shortage of qualified drivers, a challenge that Código Invencível knows well. To address this, the company has consistently invested in its workforce, offering competitive salaries, benefits, and a strong focus on safety during journeys. **"We have faced difficulties in finding experienced and qualified drivers for international routes,"** as Carina Lima, executive direct from Código Invencível shares. **"We have always focused on training and rewarding our team, with safety being paramount for our company."**

Driving operational efficiency through strategic tools

Eurowag's products have become essential tools for Código Invencível, playing a crucial role in their day-to-day operations. Whether it's fuel cards, toll services, or the Fuel Guard solution, these tools have provided the company with the agility and efficiency needed to keep their fleet moving smoothly across borders. **"Eurowag has been with us for several years, and we hope this partnership continues,"** Lima adds. **"They help our company in terms of the speed and efficiency of our drivers' journeys."**

Decarbonization: preparing for the future

As the European Union intensifies its focus on decarbonization, companies like Código Invencível are beginning to explore the impact of new regulations on their operations. Although still in the early stages of integrating these practices, Código Invencível is committed to learning and using decarbonization measures within their fleet. "It's something we are currently studying to implement in our company with our trucks," they explain.

However, the journey toward decarbonization is not without its challenges. One of the barriers Código Invencível faces is the lack of government support and incentives for the transport sector. Despite these hurdles, **the company is actively evaluating investment in eTrucks and alternative fuels such as bioLNG and HVO**, weighing their options carefully to align with both environmental goals and business sustainability.

Customer expectations and the road ahead

While decarbonization is recognized as the future of the transport industry, Código Invencível notes that customer demand for greener transport options is still in its infancy. "Decarbonization is the future, and while we haven't yet

seen large demand from our customers for decarbonized transport options, we are actively assessing market trends and preparing to address these needs as they develop," Lima acknowledges.

Looking forward

As Código Invencível looks to the future, **the company remains steadfast in its commitment to innovation and sustainability**, despite the uncertainties of the market. Their partnership with Eurowag continues to play a vital role in this journey, ensuring that Código Invencível remains at the forefront of the industry, prepared to meet the evolving needs of their customers and the regulatory landscape of 2025 and beyond.



The company is actively evaluating investment in eTrucks and alternative fuels such as bioLNG and HVO.



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**The company
remains steadfast
in its commitment
to innovation and
sustainability, despite
the uncertainties
of the market.**

Company name:

Código Invencível,
Unip. Lda.

Year of
foundation:

2016



Fleet size:



35

trucks

9

years
fleet age

Types of goods transported/
sectors served:

car transport and
goods transport



Number of
employees:

33

Founder/CEO:

Carina
Alexandra
Mendes Lima

Geographical scope:

Germany
Belgium
France
Spain



Usage of
Eurowag
products
by type:



Fuel cards



Toll services



Fine cards



Fuel Guard
solution

Sustainability Star

Company: DOHM–
Operador Logístico, Lda.
Country: Portugal





A company that embraces growth – and green

Founded in 2009, DOHM, a freight transport and logistics company based in Pedroso, Vila Nova de Gaia, stands as a modern and highly qualified company that is also committed to sustainability. Its ongoing efforts have positioned it as a leader in decarbonization. With 15 years of experience, the company is known for its rapid growth, particularly since 2015, when its workforce expanded from 65 to 124 employees and its fleet grew from 40 to 100 vehicles. One of the key factors for this success is their partnerships with reliable, quality suppliers, such as Eurowag, with whom they have worked since day one.

This growth is due to DOHM's efforts to ensure that each service is delivered with excellence, keeping customers satisfied. But it's also due to their willingness to innovate to keep up with the competitive market. "One of the big launches was the new transport service in 2017, which made it possible to do Porto-Barcelona-Porto in just 24 hours, contributing to a 137% increase in turnover, solidifying our position and national and international recognition," states Mário Araújo, CEO & founder of DOHM.



"A happy team works more and better"

DOHM is led by a specialized team prepared to meet the company's number one objective: meeting customer's needs. To this end, it is essential to invest both in the well-being and motivation of employees and in their constant training. One of the key benefits highlighted by the company is its provision of health insurance for all employees. Additionally, creating an inclusive workplace has always been a priority, as Araújo points out: **"We are proud to say that we have one of the highest numbers of female drivers in the transport industry."** Regarding training, they say that to have a team ready to respond to any challenge and able to meet the needs of customers, continuous and appropriate training is necessary. Araújo also adds that, **"One area we've focused on is training drivers with no prior experience, who have impressed us by quickly becoming skilled professionals."**

A fleet that is both large and young

DOHM offers a freight delivery service in Portugal and throughout Europe, with regular destinations in Spain, France, Italy, Belgium, Netherlands, Germany and Poland, where it travels daily. To maintain high standards of service quality, the company emphasizes the importance of investing in its fleet and good quality fuel. **To guarantee the quality of its fuel, DOHM only uses reliable suppliers like Eurowag, who have been at DOHM's side from the beginning.**

As a result of the company's rapid growth, DOHM has been able to expand and modernize its fleet, which now consists of 100 vehicles with an average age of just 2 years. Araújo explains that "We are proud to say that not only do we have a young fleet, but one of our top priorities is that our vehicles are fully equipped and safe. We therefore ensure that all our vehicles, which vary in size and shape according to need, are equipped with GPS, cell phone and ADR equipment and are covered by goods and damage insurance."





To guarantee the quality of its fuel, DOHM only uses reliable suppliers like Eurowag, who have been at DOHM's side from the beginning.

Decarbonization: a win-win

Sustainability is a top priority for DOHM. One of the company's most impactful decisions has been to invest in low-carbon fuels to power their fleet, with the goal of reducing their carbon footprint. As Araújo remarks: "Our investment in biomethane-powered vehicles, our partnership with Michelin for CO₂-reducing tires, the use of electric forklifts, and the installation of solar panels at our warehouse have positioned us at the forefront of decarbonization. This approach not only benefits the planet but has also helped us secure contracts with clients who share this growing concern."

A key hallmark of DOHM's journey has been its consistent growth and improvement across various areas, including its team, fleet, and facilities. The company now operates two warehouses, the latest of which spans 42,000 m² and can accommodate over 250 trucks outside. DOHM's mission is to continue expanding while staying attuned to emerging trends such as digitalization and sustainability, ensuring that it meets consumer expectations and remains competitive in the market.



DOHM's mission is to continue expanding while staying attuned to emerging trends such as digitalization and sustainability.

Company name:

DOHM, Operador
Logístico, Lda.

Year of
foundation:

2009



Fleet size:



100

vehicles

3

years
avg. age

Usage of
Eurowag
products
by type:



Fuel

Revenue 2021:

€13.5m



Types of
goods
transported/
sectors served:

General
cargo



Number of
employees:

124

Founder/
executive director:

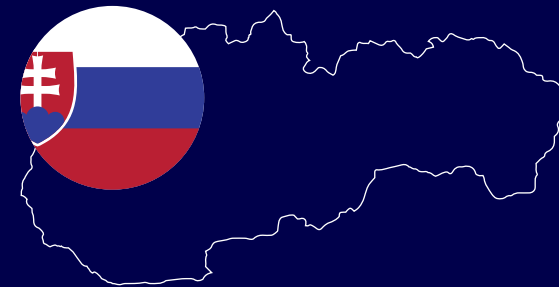
Mário
Araujo

Geographical scope:

Europe



Slovakia



Slovakia: Market overview and outlook

Transportation is still the backbone of the Slovakian economy, yet the trend is sloping downward. This is a common observation amongst key players in the transport industry. The numbers show they are right: in 2023, ground transportation was in decline, performing 26,380 million tonne-kilometers (16.2% less than in 2022). Annual sales decreased by 8% year over year – that is €500m in absolute numbers.

There are several sources of concern for transportation companies. They usually note strong pressure on prices, caused especially by competition from cheaper Ukrainian carriers. At the same time, the requirements for transport companies are getting stricter but lacking clarity from the responsible institutions. Many carriers postpone their investments as they are waiting for clear local and European legislative action they can act on.

The institutional and public pressure on sustainability and eco-innovation means companies focus more and more on developing products and services with a lower environmental impact. This, however, collides with the unwillingness of customers to bear the price increase connected with some sustainability solutions.

Overall, the CRT market in Slovakia is fragmented, with no dominant players. Among the leaders with the largest market share are companies such as STD Donivo, HUDOS or NAD-RESS Senica – many of them Eurowag customers.

Digitization and automation are transforming traditional industries, reinforcing the trend towards achieving the highest possible cost savings.

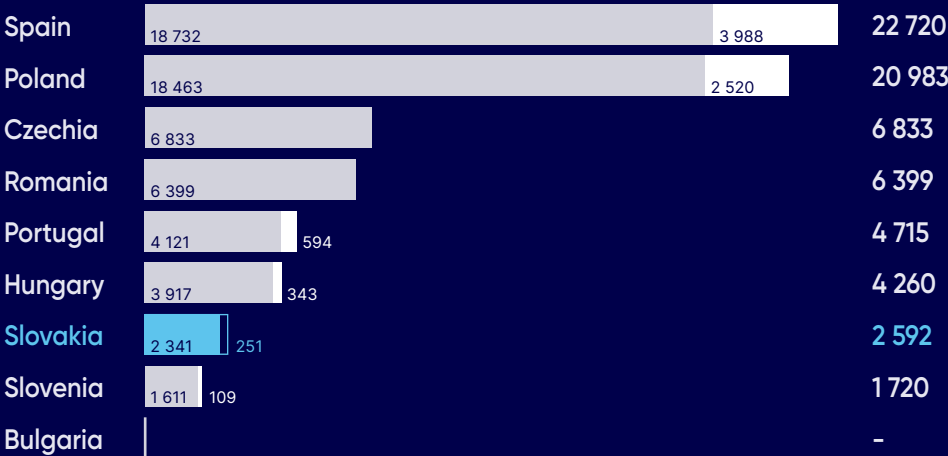
In 2025, we expect the Slovak GDP to continue its forecasted growth of 2.6%. An important factor in this growth will be investments, driven by EU RRP sources, which will allow us to better adapt to changing economic and social conditions.

In conclusion, the key data of the Ground Transportation market in Slovakia shows the following: Turnover in 2023 was €6.3bn, down from €6.8bn in 2022. There are no dominant players on the market. These figures not only illustrate our current position, but also give us a clear view of the steps we need to take to ensure our continued growth and success in the market.

Miroslav Novák
Country Manager for
Slovak & Czech markets



New commercial vehicle registrations (Q1-Q3 2024)



Heavy commercial vehicles of 16 tonnes and over

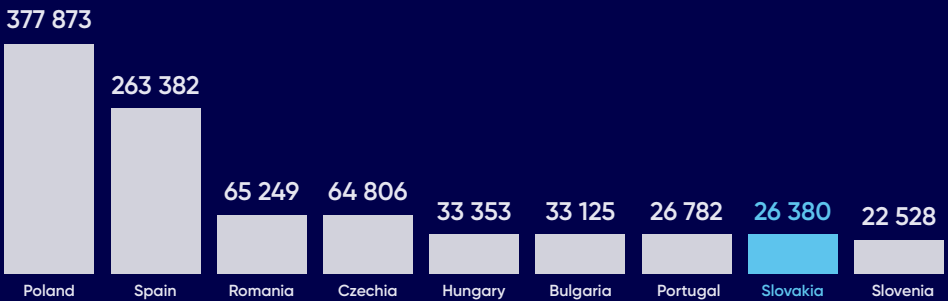
Medium commercial vehicles between 3.5 and 16 tonnes

Source: ACEA

Road freight volume in 2023*

* in millions of tonne-kilometers

Source: eurostat data 2023

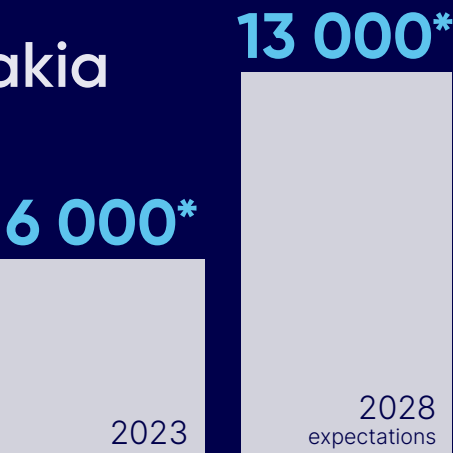


Truck driver shortage in Slovakia



* number of drivers

Source: IRU Driver Shortage Report 2023



Market players



Market Leader
NAD - RESS
Senica, a.s.



Silent Performer
NCD, s. r. o.



Tech Trailblazer
In Time Express, s.r.o.



Sustainability Star
Yellow Express, s. r. o.



Market Leader

Company: NAD-RESS
Senica, a. s.
Country: Slovakia





You know where, we know how



Over a quarter of a century, NAD-RESS has become one of the Market Leaders.

Names change, tradition remains. "Just recently, we rewarded employees who have been working for us for 40 years, one driver even for 45 years. Essentially a lifetime, even though the company in its current form was founded less than 30 years ago," says Pavol Kosík, general director of the transport company NAD-RESS Senica. **It is a mainstay in the region and across Slovakia, as well as a leader in the transportation industry.**

The roots of the Senica-based transport company go back to the days of ČSAD – the Czechoslovak State Automobile Transport Company. After the regime change, the privatization of the company followed. The company was subsequently transformed, until 1997 when NAD-RESS Senica was established. "Of course, we started with fewer cars and more problems that were typical for that time – debts, troubles with technology, and adaptation to the market," recalls the current CEO.

At that time, around one hundred employees worked in the company with 54 vehicles. It took three years before the first major investment was made: twelve refrigerator vehicles for the delivery of milk and dairy products. The next major investment was twenty new tractors, which started a long-term cooperation with an important partner that continues to this day.

It has been operating in its current form and at its current level for more than 20 years.



Groceries specialist

NAD-RESS trucks can be found on roads all over Europe. They transport construction materials, sheets of steel, or other goods. However, the CEO admits that the bulk of the income comes from Slovakia.

"We see ourselves more as a national carrier," he says. "Although electronics and supplies for the automotive industry are generally dominant in Slovakia, we specialize in food transport. It makes up about 60% of our revenue," he describes, when asked where the company found its space for growth.

This specialization also has its roots in the past. "When ČSAD transformed to NAD, one of the customers was the Senica dairy plant. At that time, twelve of our vehicles were delivering dairy products within the region of West Slovakia. Even the first investment we made catered to this segment," he explains.

When the Austrian grocery store chain BILLA was coming to Slovakia, it was looking for a carrier that could deliver dry goods. NAD-RESS was a logical choice thanks to its experience.

"After a few years, our cooperation expanded to include refrigerated goods, and even later we started to provide a complete supply for the chain," says Kosík.

Leaders in refrigerated goods

The Senica-based carrier has been transporting goods from the central warehouses to the BILLA branches for two decades. "That is also an explanation of why we have, for example, more refrigerator vehicles than others," he clarifies.

However, this does not mean that they are not open to other possibilities. "Although, for example, we do not specialize in bulk materials or tanks, **we won't tell any customer that we don't know how, we don't want to, or that we can't.**" says the CEO. According to him, everything

depends on finding a compromise that would suit both parties – and not just financially.

Focusing on groceries had proven to be a lucky choice during the global coronavirus pandemics. Although the world stopped and people did not go to school or work, they still had to eat. The grocery deliveries thus continued, and supplying the store chains went on as before. "That half year was very difficult anyway. The international traffic dropped to a minimum at that time. We survived, but we certainly won't be looking back at that period fondly," he says.

Large fleet

Currently, NAD-RESS operates 210 vehicles, most of them semi-trucks. The fleet includes approximately 60 refrigerated semi-trailers and a similar number of refrigerated flatbeds. Additionally, canvas flatbeds and canvas semi-trailers are available as alternatives. The company also has two vans.

All vehicles meet the EURO 5 standard. "We try to keep the cars no older than seven years," says the CEO. They replace cars that make deliveries to shorter distances based on the number of kilometers rather than the physical age of the vehicles.

When building a fleet, the company welcomes innovation. As one of the few carriers in its category, it operates, for example, an electric truck.

"We have no problem trying new innovations and looking for ways to advance," explains Kosík. The company already operates five LNG trucks today. "We had a big plan to buy 75 LNG trucks. Unfortunately, due to turbulence on the gas market, we had to suspend it," he adds.

Emissions must be reduced

However, NAD-RESS does not reject the alternatives to conventional fossil fuels – quite the opposite. The carrier is actively preparing for low-carbon transport. "From our experience, the most reasonable choice for us is gas and maybe even HVO."



We won't tell any customer that we don't know how, we don't want to, or that we can't.



However, it all depends on the demand from customers. NAD-RESS is preparing all “green” projects with a vision to offer them to clients and present them with all the benefits.

“The talk is over now. Emissions simply need to be reduced,” he says on why the company is looking for more ecological solutions. “We will all have to deal with it, the bigger companies very quickly, the smaller ones more slowly, but all the same.”

In the end, everyone will have to adapt to the new reality, and although there will always be companies that will try to delay the transition to low-carbon solutions, it is necessary to start now. “We don’t have excessive expectations; we are not going to change half of our fleet right away. However, we want to be prepared, to have it all tested, to see what is possible and what is not,” says the CEO of NAD-RESS. However, he would certainly welcome it if the entire industry could agree on a common direction and set up

a reasonable system. “Today, everyone prefers something different, but it would be nice if the whole industry adhered to some standards,” he says.

The company does not experiment only with fuel though. It is also trying some AI solutions and is thinking about what area it can use them best.

Profitable partnership

Soon, the obligation of ESG reports will start to apply for a larger group of companies. NAD-RESS is already prepared to expand its duties.

“We can already quantify the carbon footprint for each customer,” says the CEO. The company is currently implementing a software solution that will make it possible to calculate the carbon footprint on each invoice.

NAD-RESS itself does not need to publish an ESG report yet, but most of the company’s customers do, so the carrier is already counting on it.

In day-to-day operations, the company relies on its partners, one of them being Eurowag.

“We have been with them since their very beginning. Although there were other card companies operating here at the time that were more dominant, they did not suit us. We therefore tried cooperation with Eurowag, and any initial skepticism was replaced by satisfaction. We set up the cooperation well and today they are actually our biggest partner in this area,” says Kosík.

The company uses fuel cards and toll payment services from Eurowag. With the expansion of Eurowag’s portfolio of

solutions, the cooperation also expands, and today NAD-RESS also uses a monitoring and dispatching system from the Czech-based company.

Driver training is lacking

The CEO of NAD-RESS does not dare to predict the situation regarding the transportation market in Slovakia. According to him, the last few years have been too turbulent, and circumstances are changing very quickly. He considers the lack of drivers to be a big pain. “Of course, a company that has four cars, has less of a problem than one that has over two hundred trucks. And it’s not just a problem of the transportation sector,” says Kosík, admitting that he cannot imagine further growth without foreign workers.

A possible solution would be to train drivers in Slovakia, he thinks. “**The requirements placed on drivers today are already suitable for a high school education.** So, I could imagine a high school specialization for drivers, such as for bricklayers or turners, for example,” he concludes.



From our experience, the most reasonable choice for us is gas and maybe even HVO.



The talk is over now. Emissions simply need to be reduced.



Company name:

NAD-RESS
Senica, a. s.

Year of foundation:

1997



Fleet size:

210



Usage of Eurowag products by type:



Fuel cards



Toll services



Monitoring



Dispatching

Revenue 2023:

€23.43m



Number of employees:

280

Founder/CEO:

Pavol
Kosík

Geographical scope:

mainly
Slovakia
Europe



Silent Performer

Company: NCD, s. r. o.
Country: Slovakia



NCD's recipe: In crises, do the opposite of what the others do



They started with a trailer full of vegetables, today they are a company with revenue in the multimillions, doing business even outside the transportation and logistics industry. The three letters in the name NCD also symbolize the principles of their philosophy: Nothing is impossible, Clear purpose and Dynamics. It was founded 23 years ago with courage and enthusiasm by Tibor Bugár, working as a policeman at the time. "I did the opposite of what the others were doing," he explains on why his company emerged stronger from all global crises.

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The problem is that people think in the short term. We try to think two or three years ahead.





Vegetables from Trstice

Fertile southern Slovakia is famous for the quality of its vegetables. The vendors from the area supply the entire country; fresh and fragrant peppers, tomatoes and even melons “from the south” can be found in marketplaces from east to west. These were also the beginnings of Tibor Bugár’s business in 2001. At first, he supplied his fellow police officers with the products of his land, later he found his way to the marketplaces from Ružomberok to Košice through their family members.

“After work, I used to drive with my small trailer and make deliveries,” he describes. Quality vegetables were in demand; goods from the trailer were often sold the very next day. In addition to the produce from his family’s five hectares, crops purchased from neighbors were added, and soon an Avia cargo van was hitting the road from Trstice in the Galanta district -- followed by another one shortly after.

However, in winter, not much grows in the south, and the Avias sat unused. At that time the first supermarkets were coming to Slovakia, and with them, another opportunity – the possibility to use empty warehouses and empty vehicles for delivering different goods. This turned out to be even more profitable than transporting vegetables.

The trade thus became a Ltd company already under the current name NCD. The number of trucks and the volume of transported goods increased. Then came 2008, and with it the global economic crisis, which affected many companies in Slovakia.

Crisis for some, opportunity for others

“We found out how to make the crisis work for us,” says Tibor Bugár. He approached several leasing companies that had a problem with placing their vehicles during the crisis years and offered them his land for their parking and maintenance. “After a year, we had approximately 400 to 500 trucks parked over there,” he says. Some of them were very profitably bartered by NCD with leasing companies for parking fees. The company sold some of them and the rest became the basis of NCD’s new fleet. “We grew fivefold during the crisis. And we had all the cars without leasing,” the owner explains.

A similar scenario was repeated several years later. The coronavirus pandemic had brought transportation all over the globe to a standstill. There was suddenly no interest in truck units or trailers. Since there was not much to transport, there was no need to buy new trucks, and many orders were cancelled. At that time, NCD did the same, and it already paid off earlier – the opposite of what the others were doing.

“We approached the truck dealers, who were totally unhappy, because they had hundreds of trucks in stock and nobody wanted them,” explains the businessman from Trstice. “We made a deal with them to buy them all – but we set terms and agreed to fixed prices,” he says. As the crisis receded, freight transport was suddenly in demand again. But truck manufacturers also curtailed their production during the pandemic, and there was suddenly a big shortage of new vehicles on the market. Everywhere – but in NCD. Agreed deliveries of trucks bought at low pandemic prices began to arrive to Trstice at a time when their market value was many times higher and standard delivery times were lengthy – often more than a year.



Many new technologies that Eurowag launches in Slovakia are first tested at NCD.



“They asked me: where is your crystal ball, how did you know this? **But the problem is that people think in the short term. We try to think two or three years ahead,**” Bugár says.

Valuable partnership

Thinking about the market pays off well for the company. NCD also reaps the rewards of another business decision made a decade ago. “We needed to buy trailers for the company, but we noticed that there are no two-year old units on the second-hand market at all. Almost all of them were older, which did not suit our strategy. **We therefore decided to create such a market ourselves,**” the owner describes.

NCD made a deal with the trailer manufacturer to buy dozens of units every two years. The company uses them for its needs and then, after two years, sells them for a profit. They are in high demand on the used trailer market – one of the reasons is that they still have one year of warranty left and are in much better condition than the rest on the market.

The company is doing well thanks to the cooperation with Eurowag, too. The owner of the Trstice-based company praises the partnership they have built over 17 years of cooperation. “We like that they are very flexible and that they consider us a partner,” says Bugár. NCD uses Eurowag for toll-related services, uses their on-board units, and relies on the Czech company’s fuel services as well. In addition, many

new technologies that Eurowag launches in Slovakia are first tested at NCD. Their employees provide valuable feedback that Eurowag can then incorporate into its systems.

Modern fleet

One can find NCD’s trucks mainly on roads of Slovakia, Czechia, Hungary and France. The company does not focus on any specific range of goods, it rather specializes in countries. “We don’t want to be scattered all over Europe, but rather in fewer countries where we can make a name for ourselves,” says Bugár.

However, the company is still somehow exceptional. While older cars, often 15 years old and more, can often be found on “local” roads and shorter routes in the region, NCD relies on new, modern trucks and trailers.

Around 75-80 trucks drive under the company’s flag currently – with an average age of less than two years. Thus, they can carry out transportation efficiently, ecologically and without delays from unplanned maintenance. Their range of trailers is diversified to cover a wide range of customer demands. The company’s portfolio includes canvas and box vans, mega and classic trucks, mega, muld, classic and refrigerator trailers.

An electric truck is planned to be added in the portfolio soon. However, it will not drive on the roads, but it will be mainly moving the trailers on the company’s premises.



That doesn't mean the Trstice based company does not think ecologically – quite the opposite. The personal vehicles used by the company are plug-in hybrids.

“As for trucks, we choose vehicles that belong to the emission class Euro 6 and within it to class Nr. 3 with the lowest emissions,” specifies the owner. They tried alternative fuels as well, but it did not work out for them – firstly, the infrastructure is lacking and secondly, there is no customer interest.

Low carbon footprint

No one is forcing the company to think about the environment – on the contrary, it was natural from the beginning for Tibor Bugár, a man from the countryside and connected with nature. “Since 2010 we have been constantly innovating and preparing for new, modern and environmentally friendly modes of transport,” he says. Today, the company already has 850 solar panels on the

roofs of its buildings, and approximately 2,000 more will be added. “We don't have any more roofs,” laughs Bugár.

He is also building a fast charger on the company's premises to have the infrastructure ready for the possibilities in electromobility. In all company buildings – residential, administrative and warehouses – they replaced gas heating with heat pumps with recuperation.

That is also why he is dissatisfied with the EU, which he feels is being inconsistent in its transportation reforms. According to him, the differences in benefits for vehicles that meet the strictest standards and, ten-year-old trucks for example, are still insufficient. “This way the carbon footprint of the transport industry will not change,” he says. “It's all done just pro forma. Everyone here talks about the carbon footprint, but only because they must. Realistically, almost no one will do anything about it. As a transport company we are trying, but in the end, it is always about the lowest prices,” he explains.

Not just transportation and logistics

In addition to international transportation and logistics, NCD offers truck sales and rentals, and warehouse space rentals. It also owns residential properties –some of which are provided to employees on favorable terms, while others are operated abroad.

“The company does not make money only from the main subject of its activity. The earnings need to be well invested. Those investments then bring profits. And when transport is not going very well – you know, it goes up and down like an EKG – then those investments will save it,” explains the NCD owner.



Since 2010 we have been constantly innovating and preparing for new, modern and environmentally friendly modes of transport.

Company name:
NCD, s.r.o.

Year of
foundation:
2001



Fleet size:

75–80



Usage of
Eurowag
products
by type:



EETS



EVA



Fuels

Revenue 2023:

€14.5m



Number of
employees:

50–99

Founder/CEO:

**Tibor
Bugár**

Geographical scope:

**Slovakia
Czechia
Hungary
France**



Tech Trailblazer

Company: In Time
Express, s. r. o.
Country: Slovakia





Anything, anywhere, and anytime

In Time Express relies on various technologies.

By car, by ship, or by plane – if you need to transport something, In Time Express will find a way to do it. The transport and logistics company from the Slovak town of Nitra grew by relying on innovations. Thanks to this attitude, today it can deliver goods to 190 countries, respond quickly to any demand and offer clients control over their deliveries. **“We have a very positive view towards technology,” says company founder Miloš Bača. “In our company, we are constantly trying to come up with something new in order to move forward technologically,” he adds.**



We are trying to digitize everything and completely replace physical paperwork.



Paperless

One of the areas in which the Nitra-based company has made progress is improving their communication methods with customers. Instead of standard e-mails or phone calls, it also offers them modern online methods. It speeds up contact, offers customers access to the necessary information regardless of where they are and eliminates factors such as waiting for operators on the line.

In Time Express practices a similar approach in its internal processes as well. **“We are trying to digitize everything and completely replace physical paperwork,”** explains the CEO.

The company also relies on innovative technologies in the transport itself. “We have been using online communication in our vehicles for many years. We are currently using a solution from Eurowag. We have been involved in its development since the beginning and we were one of the



first clients who started using this method in the transport industry,” says the head of the company.

All In Time Express drivers have tablets in their vehicles, which they use to communicate with dispatchers. Through this device they receive all the necessary instructions – from the loading address to details about the shipment, such as its dimensions. They confirm the loading and unloading of cargo via the tablet and enter all their activities into it, such as work breaks. “Essentially, all communication with the dispatchers takes place this way. We can then evaluate complete activities and see what the driver has already done or what is he currently doing,” says the CEO of In Time Express.

Track & Trace is also available to customers. Thanks to the GPS in each truck, they can track shipments and find out when they arrive at their destination without the need to contact the operator.

What replaces a dispatcher?

The company is waiting for one more innovation that will help advance its services to a higher level, which will come in the foreseeable future. “We are waiting for Eurowag to complete the development of other features of EVA solution. **Technically and hardware-wise, we are already prepared to completely move away from dispatchers in the future** and switch completely to a new system that will help replace them,” says the director.

He is satisfied with their cooperation with Eurowag, and his company actively participates in the development of some solutions and contributes to the process with feedback from real-use scenarios.

“We have a healthy partnership,” says the boss of the transport company. In Time Express also cooperates with the Czech company in fuels. “About 80% of what we refuel goes through Eurowag,” he says. In addition, the company

uses Eurowag for toll payments, parking cards, and parking services.

Advice from AI

The company places the greatest emphasis on safety when talking about innovations and technical improvements. “We are looking for options on the market that help protect the vehicle’s crew and cargo space, including locking,” the director explains on where he sees further opportunities for development.

The company from Nitra is also interested in the possibilities offered by artificial intelligence. However, they are still in the beginning stages. “We try it, for example, in case studies to evaluate strategies,” explains the head of the company. “Each salesperson has a sales strategy which we process with the help of artificial intelligence and have different scenarios suggested. Based on the results we think about further steps; what would be suitable, what would be unsuitable, what to focus on and what to put on back burner,” he says, explaining how the company is gradually trying to include the most modern trends in its arsenal.

Little interest in decarbonization

In Time Express also tries to keep up in sustainability, but it’s less of a focus for their customers. **“Within the company, we strive to structure everything to minimize our carbon footprint.”** says the CEO. “We certainly care.”

For example, the company uses solar energy, and the roofs of their buildings are equipped with solar panels. “Thus, our entire day and night consumption is covered by photovoltaics,” he says. The company is currently preparing for the certification process and setting parameters that would enable accurate measurements and declaration of their carbon footprint in the future. Also, within the company, everything is recycled, be it paper or packaging.



Their clients, however, are not particularly interested in eco solutions. “We offer them ways that would fit into their concept. However, these matters are not decided in Slovakia, the head offices from abroad have the main say,” he says. According to him, foreign companies look at the price rather than the impact on the environment. This will not change, unless sustainability is supported by laws or regulations, he thinks.

A new look at customer care

The beginnings of In Time Express date back to 2002. The founder of the company, Miloš Bača, then drove only one vehicle as a self-employed person. “We transported various types of goods from Slovakia to countries abroad. Times were good for transport back then, as there was more cargo than vehicles, so there was a great demand for transport services,” he recalls his beginnings. “Today there are three vehicles for one order, back then it was the other way around. Carriers could choose what suited them financially or strategically,” he explains.

During prosperous times, the company grew rapidly. In 2006 it became a limited liability company. “We wanted to raise the standard in the freight transport industry and bring a new perspective to customer care,” says the founder about his motivation for building the company.

During its 22 years of existence, the company did not specialize in any specific type of product. “Strategically, we focused more on clients,” says the head of the company. Food, packaging materials, electronics, automotive – the portfolio of supplies was really wide and has remained so even today.

“We like challenges. If something interesting appears on the market and we see potential in it, or the possibility of long-term cooperation, we are willing to go for it,” he says.

Lessons from the crisis

However, their successful start was slowed down by the global economic crisis in 2008. “Nearly everyone learned from that. Everyone cut budgets, there were cuts everywhere, unnecessary contracts were terminated. We also had to tighten our belts,” he says.

However, In Time Express learned from the crisis and the company used that experience during the global coronavirus pandemic. “We already had a wider portfolio of clients, so we basically didn’t even feel it. Drugstore goods, groceries and similar goods were still moving. Other industries, such as the automotive industry, experienced a decline, but we were basically able to compensate for it with industries that held on even during COVID,” he explains on how the company managed to survive the crisis.

However, between the crises, the company grew rapidly. In Time Express expanded its fleet and hired new drivers and dispatchers. The company received important certificates and expanded its scope to Czechia.

Nowadays, its vehicles from Slovakia and Czechia drive throughout Europe. The company employs almost a hundred people. There are approximately 80-85 vehicles in the In Time Express fleet – among them are flatbed, box, isothermal, high-volume heavy-tonnage and container trucks with an average age of 3-4 years. It can deliver shipments from 0.1 kgs to 24 tons by trucks.

In addition to its own fleet, In Time Express also has a network of partner carriers. It also offers air and sea transport services through its partners.

Cautious for the future

However, the head of the company is cautious when looking to the future. “Today, I do not dare to predict any developments. Transport is the backbone of the economy,” he says. However, according to him, clients are less and less willing to pay for above-standard services. “They only look at the price,” he says, explaining why there isn’t much interest in transport solutions that would be more environmentally friendly.

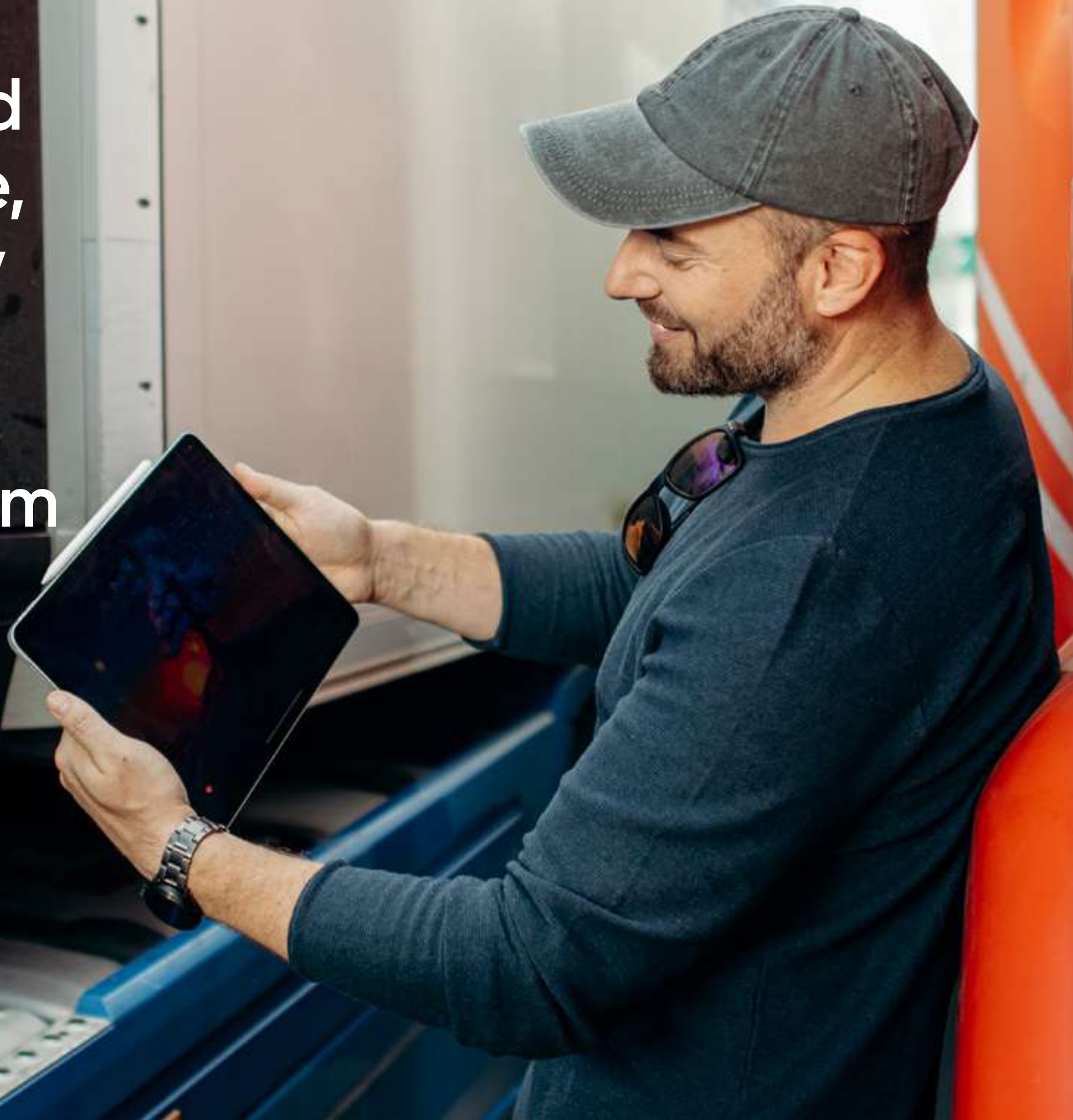


Within the company, we strive to structure everything to minimize our carbon footprint.



//

Technically and hardware-wise, we are already prepared to completely move away from dispatchers in the future.



Company name:

**In Time
Express, s.r.o.**

Year of
foundation:

2006



Fleet size:

80–85



Usage of
Eurowag
products
by type:



EETS



EVA



Fuels



Parking

Revenue 2023:

€11.01m



Number of
employees:

95

Founder/CEO:

**Miloš
Bača**

Geographical
scope:

Europe



Sustainability Star

Company:
Yellow Express, s. r. o.
Country: Slovakia





Decarbonization is not the only option



Yellow Express sees the bigger picture.

“We are a company whose owners and employees are aware of their social responsibility,” claims the transport company Yellow Express. The carrier from Leopoldov, Slovakia, is trying to translate this commitment into practice. However, when searching for sustainable solutions, it does not look only at obvious ideas but tries to see the bigger picture. “Decarbonization is not the only way. We also need to focus on the sustainability of logistics flows,” explains the company’s CEO Pavol Piešťanský.

Yellow Express is a relatively young company on the Slovak transport market and was established only in 2016. The fact that it achieved a turnover of over €2m in the first year of its existence and in the very next year surpassed this mark only after five months shows that the company was set up well from the very beginning. The company focuses on the organization and management of commercial road transport primarily for holdings and uses its free capacities for external partners.

“We consider ourselves specialists in the transportation of bottled water,” explains the company’s CEO. “This commodity is very transport-specific and subject to extreme seasonal fluctuations,” he says.



Company trucks hit the road loaded most often with palletized goods, followed by bulk commodities and tanked liquids. As for the industrial sectors, the FMCG segment is the one most represented. Yellow Express also transports agricultural products, fuels and fertilizers. Despite being versatile in their shipping, Yellow Express tends to avoid transporting electronics and cars.

Modern fleet

Approximately 120 trucks and flatbed trucks, usually around 5 years old, are currently driving on Slovak and foreign roads under the Yellow Express flag. The company also uses 110 semi-trailers or trailers which are, on average, about 10 years old. “We also operate state-of-the-art fuel tanks and food-suitable ADR tanks for our clients,” the company states.

All vehicles meet EURO 6 emission standards and are equipped with GPS with the possibility of online vehicle movement tracking. In addition, the software makes it possible to control the driver work modes in full compliance with AETR regulations.

The company also tries to motivate employees to think more sustainably. “We are focusing on operational efficiency,” explains Piešťanský. “Fewer trips mean lower consumption and reduced transport emissions. In other words, we use motivational tools to achieve higher sustainability,” he says.

Bet on biofuel

Yellow Express also strives for a lower carbon footprint by directly reducing the emission footprint of vehicles. The company has tried operating an electric truck, but most of the “carbon savings” come from the use of 100% biofuel.

“We refuel our vehicles directly at the production plant in Leopoldov, where this bio-component is produced. It’s basically in the same area where our company is located,” says Piešťanský.

He considers the biggest advantage of this fuel to be that it can be used with minimal modifications in ordinary vehicles that are already part of the fleet today. “It also works out financially,” says the director. “The purchase price of a gas truck is 30,000 euros higher. Its range is a thousand kilometers. We can buy ordinary biodiesel trucks for a price only 2-3 thousand euros more,” he explains.

The consumption of a 100% biodiesel truck is the same as in the case of ordinary diesel. With two tanks, the car can drive up to 3,000 kilometers without refueling. “We can make the Slovakia-Germany route and back and refuel at home,” says Piešťanský.

Unfavorable price

The company has been testing 100% biofuel trucks for two years now. So far, they have proven to be a good choice and operate without any problems. The company plans to modify other vehicles soon. However, they are waiting for how the legislation will be adapted to modern requirements.

“We are waiting for definitions for motor vehicle taxes and the Eurovignette. We will see if they will consider that these are low-emission vehicles and if they provide something like tax breaks or toll benefits,” the CEO explains.

The disadvantage of 100% biofuel is its price. Currently, it is more expensive than classic diesel for Slovak transporters. Even though it is produced from biological raw materials – corn, rapeseed or used cooking oils – the same tax is paid on it, despite the fact it is not a mineral oil.

“We are trying to get the taxes adjusted for this product. Then we would be able to make it cheaper and get it wherever we need it,” explains Piešťanský, who in addition to being the head of Yellow Express, also leads the largest association of Slovak carriers, ČESMAD.

Key factor

Business sustainability is a key factor for Yellow Express. **“If decarbonization can bring us comparable costs and increased interest from the customer, nothing would prevent us from deploying new technologies,”** he reasons.



Fewer trips mean lower consumption and reduced transport emissions.



However, the head of the company sees obstacles in the market that complicate the adoption of low-carbon transportation. **"If there is not legislation in place that is sufficiently motivating, if there is no alternative fuel station network and if the customer is not willing to convert higher transport costs into price increases for these services, the expansion of alternative fuels in road freight transport is basically blocked,"** he says.

"Green" thinking thus remains a challenge for Slovak companies today. "Technologies aimed at decarbonization currently bring significantly higher requirements for transport price and planning," he explains. "The drivers also encounter higher stress levels. This mainly concerns delays in loading or unloading of cargo and subsequent tight time schedule of refueling with alternative fuel. And it does not matter whether it is gas, electricity or another type of fuel with low emissions," says Piešťanský.

Open to technologies

Yellow Express therefore also looks at the bigger picture when reducing their carbon footprint rather than just operating vehicles with low emissions.

"We are open to new technologies. We are investing in the development of software to optimize transportation

costs, which would also report emissions," says the CEO. The company from Leopoldov also monitors its competition. It focuses on carriers that invest in decarbonization and evaluates their approach and benefits that these companies gain on the market.

"Reducing the emission footprint is clearly the right way to keep the air clean," says Piešťanský. However, according to him, decarbonization is not the only way to achieve this goal. It is necessary to focus, for example, on the overall sustainability of logistic flows.

"For example, there is no need to transport butter made in Germany to Slovakia if we can buy it and deliver it from a local dairy," he explains.

Waiting for ESG

The company is currently waiting to see how the expansion of obligation in the non-financial reporting directive - the ESG report - will influence the sustainability in transport. Companies that will be subject to this new obligation should also ask transport suppliers about their carbon footprint. The director therefore expects that only now will the pressure on carriers begin to increase.

"If you have a company with low-energy production, whose consumption is covered by solar panels, but which uses a company with EURO 3 trucks for delivery of their products, then such transport will ruin their whole report," he explains. **"So now the pressure will be on transport companies as well.** It was not the case so far, because the directive establishing the obligation to use a specific STN standard for calculating emissions from the transport service is currently in the final stage of negotiations and auditors are being trained on how the report should actually look. Until now, we didn't even know what to report and how," he says. And the report can influence what interest the company can get in the bank. Yellow Express is ready for the planned changes.

However, the company perceives overall worsening trends in the transportation business. "The introduction of the Eurovignette across EU countries and the associated significant increase in tolls, the pressure of Ukrainian carriers on transport prices and the mandatory use of tachographs in international transport with the prolonged time, during which both the driver and carrier can be checked, do not leave room for a positive assessment of the market. Rather, we see a worsening of business conditions in 2024," concludes Piešťanský.



If decarbonization can bring us comparable costs and increased interest from the customer, nothing would prevent us from deploying new technologies.





We are investing in the development of software to optimize transportation costs, which would also report emissions.

Company name:

Year of
foundation:

Yellow
Express, s. r. o.

2016



Fleet size:

120



Usage of
Eurowag
products
by type:



Tolls



Fuel cards



Payment card
for drivers



Vehicle
monitoring and
management

Revenue 2023:

€22.83m



Number of
employees:

140

Founder/CEO:

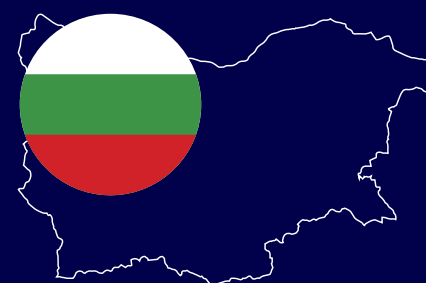
Geographical
scope:

Pavol
Piešťanský

Europe



Bulgaria



Bulgaria: Market overview and outlook

The transport sector in Bulgaria has historically been a leading segment of the economy. Transport contributes about 10% of the national GDP, which is projected to be €95bn in 2024. The sector heavily relies on the European economy, and many local companies operate their fleets across the continent. However, EU legislation (mobility package) has stalled growth opportunities, and 2024 appears to be a year of consolidation, with no growth expected in the number of trucks or new companies entering the market.

Although the transport sector is not forecasted to grow this year, the Eurowag local unit continues to achieve growth as transport companies try to optimize their processes and seek efficient services. During the last period, Eurowag has onboarded some of the sector leaders – PIMK, Magdak, and others.

In Bulgaria, Eurowag is competing steadily with all major industry players, such as Shell, DKV, UTA, AS24, IDS, E100, and Morgan Fuels. Local players from other EU countries, like Petromiralles, are also active participants due to the specifics of the local market. Overall, the sector is highly

saturated, with the top 4 companies each holding a market share between 15% and 20%. Integrated solutions such as fuel, EETS solutions for tolls, TAX refund services, and telematics remain the primary offerings.

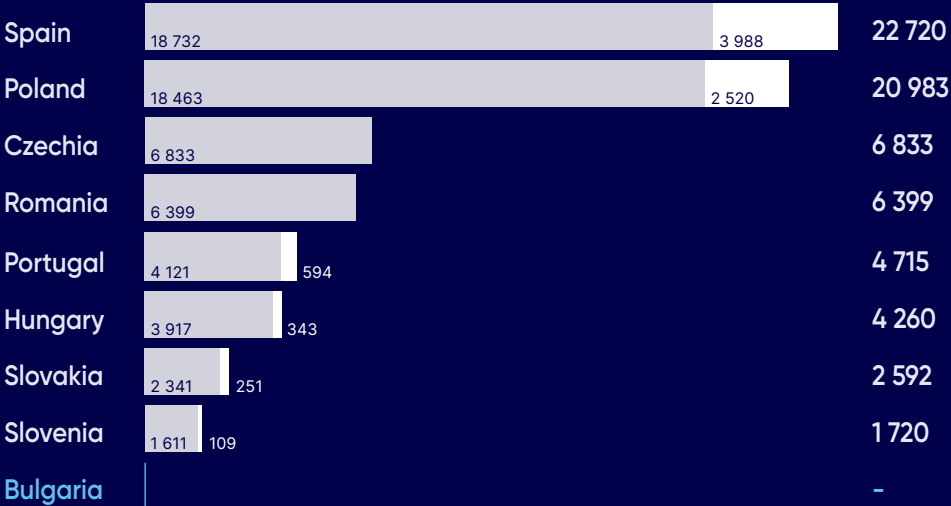
The absence of organic growth in the transport sector over the past years has led to an increased focus on improving operations and efficiency. Products and solutions with a lower environmental impact, automation, and digitalization are gaining momentum as managers seek ways to become more competitive. There is greater market orientation towards technologies such as telematics and certain financial services. Furthermore, the introduction of the Bulgarian toll domain on the EVA on-board unit in H1 2025 is expected to strengthen Eurowag's position in the Balkans.

In 2025, we expect the market for our services to continue its steady growth. We project >10% growth in 2025, led by clients' search for optimization and improved efficiency. With about 20% of the market share and €7.5m in net revenue in 2023, we anticipate greater demand for technological products in the following years.

Angel Angelov
Country Manager
for Bulgarian market



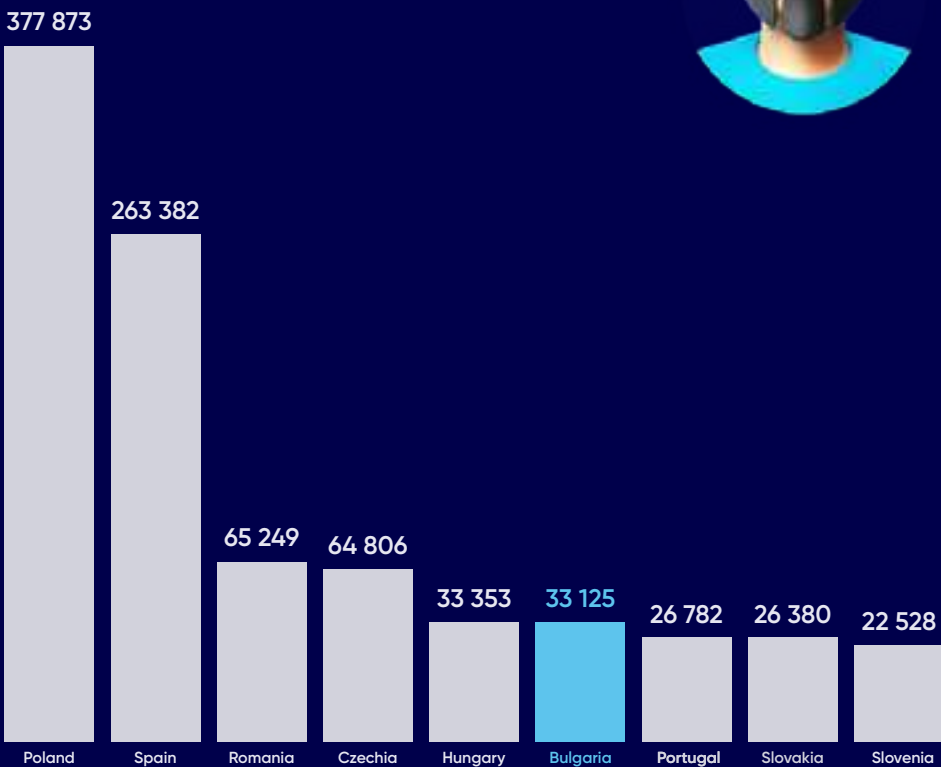
New commercial vehicle registrations (Q1-Q3 2024)



■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*



* in millions of tonne-kilometers

Source: [eurostat data 2023](#)

Market players



Market Leader
Tashev-Trans OOD



Silent Performer
Intextred Logistic EOOD



Tech Trailblazer
Migen EOOD



Market Leader

Company:
Tashev-Trans OOD
Country: Bulgaria





A journey from humble beginnings to market leadership

In the dynamic and demanding world of European transportation, Tashev-Trans has emerged as a symbol of success, resilience, and innovation. Led by father and son – Valery and Anatoly Tashev, what began as a modest family business in 2000, with just four second-hand trucks, has transformed into a market leader with a fleet of 110 state-of-the-art vehicles. The journey of Tashev-Trans is a story of strategic foresight, navigating through industry shifts, economic crises, and the ongoing challenge of driver shortages.



Foundation of success

Tashev-Trans, established in 2000, was born out of a family business rooted in the principles of hard work and dedication. Starting with just four second-hand vehicles, the company faced the typical challenges of any startup. However, what set Tashev-Trans apart was the founders' determination, strategic thinking, and a commitment to create something enduring. They understood that the transportation industry, though competitive, offered significant potential for growth.

Driven by family values and a relentless pursuit of excellence, Tashev-Trans has continuously evolved, setting new standards for service in the transportation sector in Bulgaria. Their ability to turn challenges into opportunities – whether during the 2009 financial crisis or in the face of today's sustainability demands – demonstrates not only their adaptability, but also their dedication to maintaining a leadership position in a highly competitive market. Their journey from a small initiative to an industry leader underscores the enduring legacy they continue to build with each passing year.

Navigating growth amidst industry challenges

As the transportation industry evolved, so did Tashev-Trans. Over the past twenty years, the company has seen a complete transformation, adapting to new market conditions, technological advancements, and changing customer needs.

While many companies struggled, Tashev-Trans saw 2009 as an opportunity to expand. With a strategic focus on increasing their fleet and improving service quality, the company grew by 20-30% annually during this challenging period.

"For us, the real strength of our business lies in the long-term relationships we build with our partners."

Many of our partnerships have lasted years, and often, the most important agreements are those built on mutual trust, rather than formal contracts. It's about being a trusted partner that clients can rely on time and again," emphasizes Anatoly Tashev.

Today, Tashev-Trans is a well-known name, not only in Bulgaria, but across several Western European countries, including Germany, the Netherlands, Belgium, Denmark, Switzerland, and France. The company's reputation for reliability and excellence in service has been instrumental in building long-term relationships.

Pioneering innovation and maintaining market leadership

The company's openness to new technologies is another factor that has contributed to its market leadership. While Tashev-Trans has not yet fully embraced AI in its operations, the potential for future adoption is difficult to ignore. The company recognizes the importance of staying ahead of technological trends and is prepared to integrate AI solutions as they become more practical and widespread. **"Artificial intelligence holds significant potential for our industry, especially in optimizing logistics. I believe a well-trained system could handle tasks like vehicle capacity planning far more efficiently than a human, freeing up our resources for more critical work. It's still in the early days, but I expect within the next year or two, many transport management software solutions will start integrating AI to streamline operations."**, highlights Tashev.

Commitment to sustainability

Sustainability is an increasingly important consideration in the transportation industry, and Tashev-Trans is committed to minimizing its environmental impact. The company has taken major steps to reduce its carbon footprint, primarily through its use of EURO 6 vehicles, which produce lower emissions. However, Tashev-Trans remains realistic about



I expect within the next year or two, many transport management software solutions will start integrating AI to streamline operations.



Their products, like their fuel cards and toll payment solutions, are reliable and flexible, meeting our needs across Europe.

the current limitations of alternative fuel technologies, particularly when it comes to electric vehicles, which are not yet viable for long-haul international transport. **“Electric vehicles are still far from practical for our industry,”** Mr. Tashev explains. **“As much as we want to adopt more sustainable technologies, the current state of electric vehicles simply doesn’t meet the needs of our industry. For long-distance international transport, the range of electric vehicles is significantly lower than that of diesel trucks, and the infrastructure to support electric freight is far from ready. Until these issues are addressed, it’s not feasible for us to make the switch.”**

Leveraging Eurowag for operational excellence

A cornerstone of Tashev-Trans’s operations is its long-standing partnership with Eurowag. This partnership has been crucial in streamlining the company’s operations, from fuel management to toll payments across Europe. **“We’ve been with Eurowag for 14-15 years, and were one of their first clients in Bulgaria. Our ongoing partnership is a testament to how impressed we are with their services. Their products, like their fuel cards and toll payment solutions, are reliable and flexible, meeting our needs across Europe. The EVA on-board unit for tolls in countries**

like the Czech Republic and Slovakia has been particularly impressive, and their VISA card provides our drivers with the convenience and security to travel without cash, ensuring smooth operations every day.”

Driving excellence: the crucial role of skilled drivers

At the heart of Tashev-Trans’s operations are its drivers—the backbone of the company. The importance of skilled and dedicated drivers cannot be overstated, as they are the face of the company to clients and play a crucial role in maintaining the high standards of service that Tashev-Trans is known for. However, the company has faced challenges in this area, particularly in recent years.

The shortage of qualified drivers has been a major hurdle, limiting the company’s ability to expand its fleet further. Despite this, Tashev-Trans has maintained a stable level of operations by carefully selecting and training its drivers. The company’s commitment to quality means that only the best are chosen to represent the Tashev-Trans brand, ensuring that clients receive the highest level of service.

“Our drivers are the face of our company to all clients,” Tashev highlights. “This is why maintaining strict quality



standards in selecting and training them is crucial. They represent us in every interaction, and their performance directly impacts the quality of service we deliver.”

The future: navigating the road ahead

One potential game-changer for Tashev-Trans is Bulgaria’s anticipated entry into the Schengen Zone. This development could greatly improve the efficiency of cross-border transportation, reducing delays and making the profession more attractive to drivers. **“This would be a dream come true for all Bulgarian transport companies. It would reduce delays at borders, making transportation more efficient and the profession more attractive to drivers. This could help address some of the challenges we face with driver shortages and increase our competitive edge in the European market.”** says Tashev, who views this as a positive step.

Tashev-Trans’s journey from a small family business to a market leader is a powerful example of determination and vision. As the company looks to the future, its unwavering focus on innovation and quality will continue to propel it forward, ensuring that Tashev-Trans remains a trusted and influential player in the industry for years to come.



Maintaining strict quality standards in selecting and training drivers is crucial.

Company name:

**Tashev-
Trans OOD**

Year of
foundation:

2000



Fleet size:

100
trucks



Usage of
Eurowag
products
by type:



Toll services



Fuel cards



Number of
employees:

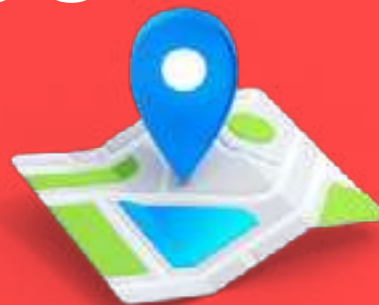
165

Chairman of
the Board:

**Anatoli
Tashev**

Geographical scope:

Europe



Silent Performer

Company: Intextred
Logistics EOOD
Country: Bulgaria





Steering through turbulence: Intextred Logistic's path to success



In the realm of logistics, where challenges are the norm, one start-up company has emerged as a beacon of resilience and innovation. Intextred Logistic, born amidst the economic turbulence of the past year, has navigated the stormy seas of high inflation, low consumption, and soaring fuel prices. Dimitar Ivanov's vision to invest in transport during a period of declining demand exemplifies bold leadership and foresight.

Navigating economic turbulence

Despite the many obstacles, including the aftermath of the pandemic and geopolitical tensions affecting fuel and gas prices, this fledgling enterprise began its journey mid-year, committed to carving a niche in the European transport industry. Initially, the company's primary focus was on establishing a robust operational foundation within Europe, with activities in Denmark, Spain, and Portugal. The initial months tested their resilience, but the CEO's strategic decision-making and determination were pivotal in navigating through these trying times. Gradually, the tides began to turn. As the European economy showed signs of recovery, with inflation rates declining and lowered interest rates, the company started to witness a glimmer of hope. With factories ramping up production and trade gaining momentum, the company seized the opportunity to expand its operations. This inspiring journey demonstrates that even in the toughest times, resilience and strategic planning can pave the way for success, proving that challenges can indeed be transformed into opportunities for growth.



Establishing a strong presence

Intextred Logistic has quickly gained a reputation as a carriage company in the European transport sector. The company started with 20 DAF trucks, servicing key routes between Denmark, Spain, Portugal, and Germany. Despite being a newcomer, Intextred Logistic's commitment to excellence and precision has allowed the company to secure stable financial inflows and provide a solid base for future growth. With ambitious plans to expand its fleet and operations, the company is poised for continued growth, turning challenges into opportunities and solidifying its reputation as a Silent Performer in the logistics industry.

An integral part of Intextred Logistic's success has been its partnership with Eurowag. Utilizing Eurowag's comprehensive suite of services, including fuel cards for efficient refueling, electronic toll payment solutions, and VAT and excise refunds, Intextred Logistic has been able to streamline its operations and reduce costs. Ivanov praises Eurowag's support, noting that their products have been instrumental in enhancing the company's efficiency and helping navigate the complexities of the European transport market.



Our efficiency is bolstered by Eurowag's services, including their fuel cards, electronic toll payments, and VAT refund solutions.



Driving operational success

“We operate 20 trucks which cover approximately 250k kilometers each month on European roads. Transporting around 2,160 tons of goods monthly. **Our efficiency is bolstered by Eurowag’s services, including their fuel cards, electronic toll payments, and VAT refund solutions.**”

Looking ahead, the company’s long-term goal is to expand its fleet to between 50 and 100 trucks, contingent on favorable market conditions. Mr. Ivanov recognizes that growth in this sector depends heavily on market demand, supply, and prices. With promising indicators of economic recovery in Europe, including slight growth this year and expectations for even more robust improvement next year, Intextred Logistic is poised to capitalize on these trends. The company’s ability to adapt and scale its operations will be crucial as it aims to grow its presence in the European transport industry.

Commitment to sustainability

As Intextred Logistic gears up for the future, it also keeps a keen eye on sustainability—a topic that’s more relevant than ever in the transport industry. While alternative fuels like HVO, bio-LNG, and electric trucks are promising, Ivanov candidly admits that the infrastructure in Europe isn’t quite ready for a full transition. The high costs and sparse refueling or charging stations make it a tough call for companies without substantial government incentives.

But that doesn’t mean Intextred Logistic standing still on the green front. Far from it. All their trucks meet the EURO 6 criteria, the gold standard in environmental friendliness. They also employ cutting-edge route optimization software to slash empty miles, making operations greener and far more efficient. This software meticulously plans routes to ensure the trucks run efficiently, keeping the ratio of empty kilometres to total kilometres impressively low at 4-5%. By minimizing unnecessary emissions and cutting extra costs, Intextred Logistic proves that a pragmatic approach to sustainability is not just feasible, but essential.

Embracing future opportunities and challenges

As Intextred Logistic is starting up in the transportation industry, CEO Dimitar Ivanov underscores the critical role of sustainability. “We think it is very important to have the right attitude on the subject of sustainability, and good planning,” he explains. Every expense must be scrutinized to identify areas for improvement, ensuring the company can adapt and thrive even in challenging times. One such challenge is Bulgaria’s anticipated entry into the Schengen Zone, presenting both opportunities and hurdles for the logistics sector.

Currently, trucks from non-Schengen countries undergo thorough customs inspections and longer processing times at the borders, which can lead to delays in delivery schedules and increased logistical costs. **“For a seven-day trip within Europe without borders, you can cover**



Bulgaria’s anticipated entry into the Schengen Zone presents both opportunities and hurdles for the logistics sector.



With fewer delays, we can deliver more, waste less, and strengthen our commitment to excellence and sustainability.

3,000 km,” Ivanov notes. “But if you leave Bulgaria and return, you can only cover 1,500 km due to border wait times.” These delays mean drivers spend more time waiting than driving, yet they still need to be paid, impacting overall efficiency. The seamless movement across borders in Europe helps their business operations and allows them to maintain higher efficiency and lower costs. **“Every kilometer saved is a step towards a more sustainable and profitable future,”** Ivanov states. **“With fewer delays, we can deliver more, waste less, and strengthen our commitment to excellence and sustainability,”** he concludes.

Removing border delays will improve the efficiency of Bulgarian logistics companies. With fewer days required for delivery, companies can reduce expenses related to driver wages and fuel, improving their competitive edge in the European market. **“This transition promises to be a game-changer for Intextred Logistics,”** Ivanov asserts, **“enabling further optimization and solidifying our standing as a sustainable, efficient player in the logistics industry.”**

As Intextred Logistic continues to innovate and expand, the company’s future shines bright. With a strong foundation, strategic partnerships, and a steadfast commitment to sustainability, Intextred Logistic is poised to navigate the evolving transport landscape successfully. The improvements in European infrastructure and the potential fleet expansion highlight their readiness to seize new opportunities.

Reflecting on their journey, CEO Dimitar Ivanov states, “Our resilience and strategic vision have driven our success. As we grow, we remain dedicated to excellence and sustainability. I am confident that Intextred Logistics will continue to thrive and set new benchmarks in the logistics industry.”



Company name:

**Intextred
Logistics EOOD**

Year of
foundation:

2023



Fleet size:

18 trucks



Usage of
Eurowag
products
by type:



Fuel cards



Electronic
toll payment
solutions



VAT and excise
refunds

Market share:

2 160 tons per
month
production



Number of
employees:

25

Chairman of
the Board:

**Dimitar
Ivanov**

Geographical scope:

**Western Europe
Denmark
Spain
Portugal**



Tech Trailblazer

Company: Migen
EOOD

Country: Bulgaria





30 years of driving success through quality and innovation

As Migen Ltd. celebrates its 30th anniversary this year, the company reflects on a journey marked by innovation, resilience and strategic growth. From its humble beginnings in 1994 with a single truck, Migen, under the leadership of Milcho Dimitrov and later his son Konstantin, has expanded into a formidable fleet of 50 vehicles. Facing challenges such as economic fluctuations and stringent European regulations, it has thrived by prioritizing fleet modernization over expansion, embracing cutting-edge technologies, and fostering a strong, skilled workforce. Their story is a testament to the power of adaptability and forward-thinking in driving long-term success.



The genesis of Migen

In 1994, Milcho Dimitrov embarked on an ambitious journey with a single truck, laying the foundation for what would become Migen Ltd. This leap into the transport industry was more than a business venture; it was a family legacy in the making.

By the early 2000s, under the dynamic leadership of Milcho's son, Konstantin Dimitrov, the company was set on a path of modernization. In 2003, Konstantin took an active role in the business. With fresh energy and innovative ideas, both him and his sister transformed the company into a modern, dynamic enterprise.

Konstantin's strategic foresight led to a major decision: rather than simply expanding the fleet, Migen would focus on modernizing and maintaining a high standard of operational efficiency. This shift in strategy was driven by the realization that managing a larger fleet came with exponentially greater challenges. Instead of continually increasing the number of trucks, Migen chose to invest in upgrading their fleet. "We wanted to ensure that each vehicle met the highest standards of efficiency and environmental compliance," says Konstantin.

This strategic pivot proved crucial as the company navigated the evolving landscape of the European transportation market. With a fleet now consisting entirely of EURO 6 compliant trucks, Migen positioned itself as a leader in sustainability within the industry. This focus on modernization helped mitigate the management difficulties associated with a larger fleet and underscored the company's commitment to environmental responsibility.

Operating primarily in Central and Western Europe, Migen has become a preferred partner for many, thanks to their reliable service and sustainable practices. "The steady volume of work in these regions makes us, and Bulgarian companies in general, desirable partners. Our fleet remains operational there for extended periods, which is extremely attractive to many companies. They can rely on our trucks to stay on the job for months at a time, ensuring continuous service," shares Dimitrov.

The company's decision to modernize rather than expand has only strengthened their market position. Clients appreciate the stability and consistency that come from working with a partner who prioritizes quality over quantity. Moreover, the company was able to remain competitive despite the economic challenges and regulatory changes in the transport sector.

Throughout these years, the Dimitrov family's commitment to the business and each other has been the cornerstone of their success. The company's evolution from a modest, single-truck operation to a recognized player in the Bulgarian transportation market with 50 trucks shows the true power of familial dedication and innovative thinking.

Navigating challenges

Migen has demonstrated remarkable resilience and adaptability. The COVID-19 pandemic initially struck a heavy blow, disrupting operations and causing uncertainty. However, the company quickly adapted, leveraging their strategic foresight and strong infrastructure to manage the crisis effectively. Despite the initial downturn, Migen LTD capitalized on the surge in demand for transportation of essential goods, showcasing their agility in times of crisis.



Precise tracking reduces fuel consumption and optimizes routes, thereby minimizing environmental impact.



We rely heavily on their fuel cards, which power about 90% of our operations, and their toll services are indispensable... their innovative satellite tracking solutions, which come with no additional hardware costs, provide us with real-time insights crucial for our transport.



Additionally, the competitive market dynamics, marked by an oversupply of transport services, exerted downward pressure on prices. Migen navigated these waters by maintaining strong relationships with clients and emphasizing the quality and reliability of their services.

Embracing technology

Migen's commitment to technology has been a large part of their success. Recognizing the transformative potential of advanced technologies, the company has seamlessly integrated Eurowag's satellite tracking and telematics into their operations. This innovation allows for real-time fleet tracking, making for smoother operations and security. Precise tracking reduces fuel consumption and optimizes routes, thereby minimizing environmental impact. While Dimitrov shares that the use of AI tools still needs a human touch, using them for fleet management further illustrates the forward-thinking approach that supports predictive maintenance and operational optimization, ensuring that the fleet remains in top condition.

"Eurowag excels in the services they offer due to their flexibility. Whenever we have a need, they strive to meet it. They consistently deliver timely solutions, understanding market constraints. **We rely heavily on their fuel cards, which power about 90% of our operations, and their toll services are indispensable, integrating well through their own devices or distributed systems. Moreover, their innovative satellite tracking solutions, which come with no additional hardware costs, provide us with real-time insights crucial for our transport.**"

This endorsement highlights Migen's trust in Eurowag's comprehensive services, which are integral to their operations.

Workforce and training

At the core of Migen's success is its dedicated workforce. The company prides itself on nurturing talent by providing

exceptional and comprehensive training. Migen's program pairs new drivers with seasoned mentors, facilitating hands-on learning and fostering a supportive environment. This mentorship helps new recruits adapt quickly to the demands of the job and develop the necessary skills to excel.

Migen's supportive work environment offers stability and reassurance, which is highly valued by their employees. **"By investing in our drivers and providing a sense of security and belonging, we have created a loyal and skilled workforce,"** shares Konstantin.

Future outlook

Looking ahead to 2025, Migen focuses on addressing the increasing demand for drivers, a major challenge. **"Drivers are one of the biggest challenges not just in Bulgarian transport, but in the European and global markets as well. Hiring drivers from third-world countries could alleviate some of these shortages. The solution lies heavily with our government and how willing they are to simplify the process for hiring employees from non-EU countries, given the complexity of current procedures. Another solution involves our European partners; being accepted into the Schengen Zone, not just by air and sea but also by land, would significantly ease these challenges."**

Economically, Migen hopes for a more stable market while further integrating Bulgaria within the EU, simplifying regulatory requirements and enhancing market accessibility.

As they look to the future, Migen's proactive approach in addressing industry demands and leveraging opportunities within the EU will continue to drive their success. With a focus on innovative solutions and a dedicated workforce, Migen LTD is well-positioned to maintain its competitive edge and achieve long-term sustainability in the dynamic transport landscape.

Company name:

Migen EOOD

Year of
foundation:

1994



Fleet size:

50 trucks



Usage of
Eurowag
products
by type:

Financial results 2023:

€7.67m turnover

€76.69k profit



Toll services



Fuel cards



Satellite
tracking



Number of
employees:

75

Founder:

Milcho Dimitrov

CEO:

Konstantin
Dimitrov

Geographical scope:

Europe



Slovenia



Slovenia: Market overview and outlook

Slovenia's transportation and logistics sector is one of the key development priorities of the country's economy generating about 8% of its GDP, and efficient logistic processes make the whole economy more competitive.

Slovenia has a high-quality transport infrastructure with strong international links. Its exceptional geographic position at the intersection of the 5th and 10th Pan-European corridors makes it one of the major transportation connectors between the Adriatic Sea and the Balkans. With direct access to the Mediterranean Sea through the Port of Koper, it is the ideal point of entry for supply chains to Central and Eastern European markets, and it represents the shortest link from South Asia to the heart of Europe via the Suez Canal. Ljubljana's Jože Pučnik Airport, which hosts a number of airway and land cargo logistics and transport companies, is located in the center of the country. High-quality road transport system with well-maintained motorways and trunk roads makes Slovenia easily accessible from anywhere in Europe within just a day or two.

Slovenia has approximately 3,500 companies in the logistics and distribution sector - with €3.6bn in turnover and €1.6bn in export sales in 2022. According to Eurostat, in 2023, the total volume of road freight transport in Slovenia was 22,528 millions of tonne-kilometers.

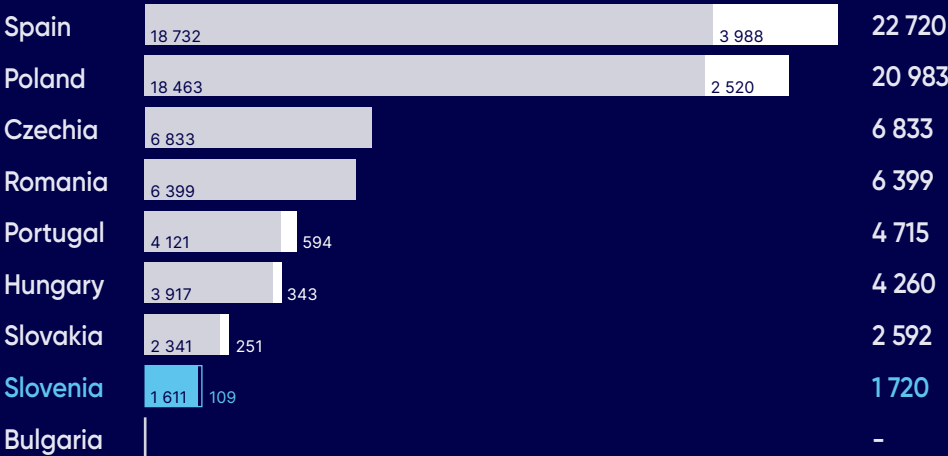
However, a slight decline in international transport was detected during Q1 2023. Slovenian logistics companies provide a diverse range of services to their clients, including transportation, warehousing, customs clearance, and freight forwarding. The telematics market is dominated by CVS Mobile, which holds approximately 80% of the market share. The company is characterised by innovation; however, they face constant competition and the introduction of new techniques. In March 2023, they joined the Eurowag Group, which increased their ability to further expand their range and improve the quality of their services.

Based on the numbers of the global market in 2023 and predictions for the logistic sectors in the coming years, where growth at an average annual rate of 5.4% is expected, we can also expect the growth of the Slovenian logistic sector. Slovenia plans to invest €17bn in logistics and transportation facilities through 2030, including a thorough upgrade of railway networks in both the 5th and 6th European corridors, construction of a second railway line between the Port of Koper and Divača, and additional highway projects, thus implementing a comprehensive transport development strategy, national traffic plan, and alternative fuels strategy.

Kristjan Čebulj
Country Manager
for Slovenian market



New commercial vehicle registrations (Q1-Q3 2024)



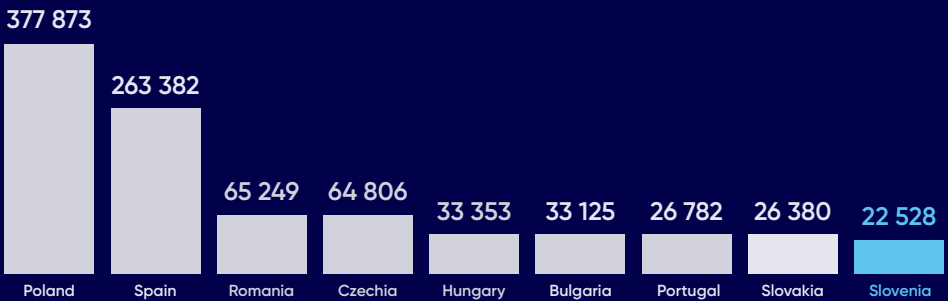
■ Heavy commercial vehicles of 16 tonnes and over
■ Medium commercial vehicles between 3.5 and 16 tonnes

Source: [ACEA](#)

Road freight volume in 2023*

* in millions of tonne-kilometers

Source: [eurostat data 2023](#)



Truck driver shortage in Slovenia



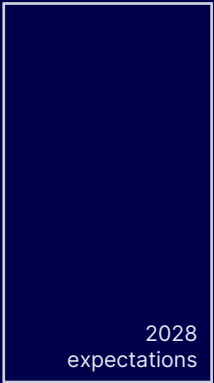
* number of drivers

Source: [IRU Driver Shortage Report 2023](#)

4 000*

2023

no data



Market players



Silent Performer
PETRANS, d. o. o.



Tech Trailblazer
Vitrans, d. o. o.



Sustainability Star
Semenič Transport, d. o. o.



Silent Performer

Company: Petrans d. o. o.
Country: Slovenia





A specialist in groupage shipments, now focusing more on providing sales and repair services



The story of Petrans—now one of Slovenia's most successful transport companies, with a growing focus on sales and repair services in recent years—is a tale of humble beginnings. The company has developed into a true example of success and growth over the 24 years since its inception, and its founder and owner, Peter Katrašnik, can rightfully recount this story with pride.

When he founded the company in 2000 and brought his first truck from Germany, broken and undriveable, which is still evidenced by the now slightly faded photo that he proudly shows us in his office, he likely could not have imagined how far the road would take him. Through hard work, trust and the vision that guided him, the road to success kept climbing upward.



Peter Katrašnik,
Founder and owner of Petrans



From transport to the repair service and sales activities

The Petrans company was built on the transport business; however, on its path to growth, it soon began to expand its range of services beyond the usual framework of similar companies. Assuming the dealer role for Humbaur trailers in 2006 represented the beginning of the expansion of their activity into sales, which marked the first major milestone in the company's expansion.

The decision turned out to be a successful one, and this success motivated further growth later on. **Today, they are the importer of three brands of trailers.** They are the importer of Kögel and Humbaur trailers for the Slovenian and Croatian markets, and they serve the entire territory of the former Yugoslavia with LAG trailers.

Alongside the growth of their sales and transport operations, the company seized the opportunity to relocate to a spacious new site on the outskirts of Ljubljana in 2015, where they remain today. During this time, they also opened a repair shop, initially intended for servicing their own vehicles.

"The subsequent opening of a new, larger and more modern workshop allowed us to offer repair services to our partners as well. We not only offer our partners high-quality repair services for trucks, trailers and trailer vehicles, but also the



While I believe electricity, gas, and hydrogen will play a major role in the future, I doubt that e-vehicles will ever be practical for long-distance travel.



sale of spare parts,” explains the Director of the company, explains Katrašnik, who is particularly proud that they can also offer their customers courtesy vehicles while their vehicle is being repaired, which is still an exception rather than the rule.

“This is precisely what defines the essence of our focus, which is based on understanding the needs of our customers, reliability and providing the best service,” he adds.

More than 1,000 satisfied customers

Despite transport accounting for only about 35% of the activities at Petrans today, it remains the distinguishing feature that continues to define them and everything that they do.

“Over the years, we have forged strong bonds with our customers through reliable and high-quality work.”

Today, they have 74 of their own vehicles, and regular subcontractors bring that number to around 110, which ranks them among the 30 largest Slovenian providers in this segment. **They specialise in the transportation of groupage shipments from the northern part of Italy, Slovenia and England to the Benelux countries and England and back.**

“I am of the belief that it is difficult to provide quality services in all markets. This kind of specialisation was

a conscious decision as I am convinced that this is the only way to provide a complete and comprehensive service to customers, and we have adhered to this principle strictly at Petrans throughout the years of our operation,” Katrašnik notes.

This is also why they have an excellent reputation among their customers, which are triple-digit strong. As he proudly states, **the customers respect them and remain loyal, and this – he is convinced – also enabled them to grow so much over the years.** The large base of loyal clients proved decisive even during COVID-19 when they did not record a significant decline in turnover precisely because of this trust and loyalty.

Only larger companies can deliver quality service and meet digitization demands

Katrašnik emphasizes that the company’s growth and survival in today’s market depend on two key factors: delivering high-quality service and understanding customer needs, as well as keeping up with business digitization and increasingly strict legal requirements in all areas.

Competition is fierce, with smaller companies slowly disappearing due to the increasingly demanding processes in the industry. However, Petrans remains unfazed, consistently proving they can meet these challenges, largely thanks to their professional staff, of whom they are genuinely proud. Their team is both efficient and



We are also intensively working on reducing consumption and thus emissions; we also boast a very low number of empty kilometres.



exceptional. The biggest challenge facing the industry in recent years, however, is finding drivers. While they are managing to attract drivers from the region, it's becoming increasingly difficult. Katrašnik describes this aspect of the business as a 'daily struggle.'

Ready for future challenges

Although times are challenging, Katrašnik is full of optimism. There is no shortage of work and they are not seeing any problems with the amounts of cargo, despite global issues.

What changes does he expect the industry to face in the future? Although there is a lot of talk about electric vehicles, Katrašnik does not see them as viable, at least not in the field of international transport that his company specialises in.

"While I believe electricity, gas, and hydrogen will play a major role in the future, I doubt that e-vehicles will ever be practical for long-distance travel."

They themselves still use diesel because the alternative, i.e. gas, does not make sense for them due to the insufficient network of filling stations over the distances they travel. **Of course, they have trucks that meet the latest ecological standards, which they pay a lot of attention to, and the average age of the fleet is 2 years.**

"We are also intensively working on reducing consumption and thus emissions; we also boast a very low number of empty kilometres." Even when not on the road, they are thinking about green energy as they are in the final phase of preparations for the construction of a 0.8 MW solar power plant on their rooftops in Ljubljana.

Company name:

**PETRANS
d.o.o.**

Year of
foundation:

2000



Fleet size:



**74 + 30
vehicles**

Usage of
Eurowag
products
by type:

Revenue:

€24m



CVS
Advanced Telematics
A Eurowag Company

CVS Mobile
Advanced
Telematics
Solutions



Number of
employees:

108



Founder/CEO:

**Peter
Katrašnik**

Geographical scope:

**Slovenia
North of Italy
Austria
Benelux
England**



Tech Trailblazer

Company:
Vitrans d. o. o.
Country: Slovenia



Vitrans – reliable transport partners and specialists in transportation to the United Kingdom



Like many other entrepreneurial ventures in former Yugoslavia, which couldn't operate as formal companies, it was established as a craft business in 1982 by the current director.

In 1994, Vitrans was officially established, and was co-owned with another partner for a number of years, before being fully owned and controlled by the current director, Jernej Vidic. The company has been family-owned for the majority of its existence, which is a good guarantee for a responsible, consistently developing company.





From a craft business with five trucks to a fully-fledged international transport company

The five trucks which carried goods in the territory of former Yugoslavia as well as to other Eastern European countries, particularly Poland, have been performing international transport of partial and full-truck shipments since the beginning of their operation.

“We are now focused primarily on the Western and Northern European markets, although our vehicles also transport to Slovakia, Poland, Serbia and other countries. We do a lot of kilometres to the UK and we are proud to say that we are transport specialists for this region,” says Vidic. **In fact, they are the only transport company from Slovenia with the FORS equipment required by the legislation of the British Isles.** With these cameras, the company is able to serve the whole of Great Britain as well as Ireland.

Organic growth is reliable growth

Five trucks and a lot of hard work were the foundation of development and growth. **Another pillar of the company's success has been, of course, the loyal and satisfied customers who knew that the ordered and agreed services would be provided at a high level of quality and on time.** As a result, the increasing volume of work also brought with it an increase in the number of trucks and employees.

“We accept both partial and full-truck shipments, and our container transport offer ensures straightforward and safe delivery. **Our advantage is our employees, who possess both experience and the relevant expertise and ensure a smooth flow of transport from loading to unloading, taking into account all the applicable regulations and standards,**” explains Igor Vidic, Director of Vitrans d.o.o.

The company is recording good operating performance, as last year's revenue totaled €9m. However, business in the

first half of this year is slightly down compared to the year before. “The costs, which the company cannot influence, are rising, but the prices of our services are not, and we cannot raise them because this would make us uncompetitive.”

They are thinking about potential measures they could take to cut costs, and are, for example, regularly monitoring the prices of fuel providers to decide which have the most favourable prices. **“Most of the costs are beyond our control, and cannot be reduced. These include tolls and, of course salaries, as we are aware that we cannot operate successfully without satisfied employees.”**

Many companies are facing major problems with the shortage of drivers, but this is not a prominent problem at Vitrans, as they are known to be a very good employer that pays fairly and well, and takes care of its employees.

Specialists for Great Britain and Ireland

Vitrans is **the only Slovenian transport company whose equipment meets the legislative requirements of the entire British Isles.** “Brexit had us worried, but it quickly turned out that the obstacles were smaller than we expected. There are certainly occasional hiccups at customs, and procedures are different to what they used to be, but this does not create any major additional problems or costs for us.”

The bigger problem is waiting in queues at the border, and the border between France and Great Britain brings an additional problem, namely migrants who secretly sneak onto trucks to enter Britain illegally. France does not pay much attention to this issue, as migrants end up leaving their country.

Great Britain, however, has introduced large fines that both the transport company and the driver are subject to, which is actually a cost to the company because the driver cannot afford these costs. If a few migrants “board” the



truck illegally, the fine can be up to €100k. The drivers try their best to prevent this from happening, but it is almost impossible to control movement in the areas where they stop and wait, day or night.

A fleet of 40 modern trucks, including refrigerator trucks

The company currently has 40 trucks from different manufacturers. “The fleet is regularly maintained, and old vehicles are replaced with new ones, as a broken-down truck is the biggest expense,” says Vidic. **In addition to modern tractor trailers, they also have a number of refrigerator trucks for the transport of foodstuffs like ice cream and vegetables to Great Britain.**

E-trucks are still not a viable option for the transport routes and are not currently being used at Vitrans. As far as fuel is concerned, they use diesel, because they don't see alternative fuels as being more beneficial due to their long-distance journeys. E-vehicles are not suitable for long distances, and the price of new trucks is also an important factor. However, **Vitrans consistently follows recommendations, ordering air spoilers with new truck purchases and adhering to the highest standards for safe and reliable driving.** On the other hand, customers rarely

care about or measure their carbon footprints, so they do not prepare these reports. **All vehicles are also equipped with modern satellite tracking, so that information on where the vehicle is located at any given time is always available.** They are modernising and digitising their operations where possible and reasonable, and also have electric company cars, but otherwise they are a transport company and do not engage in other activities such as logistics, where new technologies and artificial intelligence can be introduced into operations more easily.

Vegetables, ice cream, building materials and other goods

The vehicle fleet, comprised of container trucks, refrigerator trucks and soft-sided trucks, allows them to transport various goods, and although they often transport food, especially vegetables, they are not particularly specialised in a particular type of goods or industry. However, they do not transport everything; for example, bulk cargo or animal skins, and they are also not interested in transporting passenger cars for the time being, as this requires a special vehicle fleet. When planning, they make sure that there are as few empty kilometers as possible, and they have so far been successful in these efforts.



All vehicles are also equipped with modern satellite tracking, so that information on where the vehicle is located at any given time is always available.

Company name:

VITRANS
d. o. o.

Year of
foundation:

1982



Fleet size:



40 trucks

Usage of
Eurowag
products
by type:



CVS Mobile
Advanced
Telematics
Solutions

Revenue 2023:

€9m



Number of
employees:

54



Founder/CEO:

**Igor
Vidic**

Geographical scope:

Europe



Sustainability Star

Company: Semenič
Transport d. o. o.
Country: Slovenia





A family transport company that manufactures light superstructures and trailers, and converts trucks to dual fuel gas-diesel operation



Semenič Transport is one of the smaller transport companies in Slovenia, but also one of the more successful. Distinguished by many years of tradition, enthusiasm, working spirit, and progressive ideas, the company is headquartered in western Slovenia, in the breeze of the Vipava winds in the beautiful Vipava Valley with excellent connections to Italy.

This family business with over 40 years of tradition had a typically humble beginning, starting out with a single truck in the former Yugoslavia. Through the decades, the company has grown thanks to the perseverance of founder and owner Bogdan Semenič, who has steadily and successfully expanded the business.

Although he recently handed the management over to his sons David and Tadej, he is still able to pass on his know-how as he has stayed involved as a holder of procuration. With a wealth of knowledge from the field, experience gained through the years, an understanding of needs, and a focus on the future, the company was able to broaden its operations to include freight forwarding and servicing in addition to transport.

Two areas of activity they are particularly proud of are the manufacturing and upgrading of light transport trailers under the Semenič trailers brand, and the conversion of vehicles to dual fuel gas-diesel operation, although the

latter has stalled somewhat following the energy crisis. Dr. Samuel Rodman Oprešnik, Technical Director, has been part of the company since 2019. We spoke to him about the company's vision, activities, and orientation, as well as about the state of the industry.

From transport to manufacturing

Having started with a single truck, the business has grown in waves as its activities expanded. In the beginning, it was a typical transport company, but as the number of trucks grew (the majority of transport today goes to Italy, Germany, Austria, Czechia, Slovakia, and Croatia), so did the need for servicing. This led to the business expanding to include a service and vulcanising workshop.

Initially used for servicing their own fleet, the workshop was later opened to external customers. **In addition to servicing all types and brands of trucks, trailers, and semi-trailers, it also offers vehicle servicing in the field**



Samuel Rodman Oprešnik,
Technical Director at
Semenič Transport



and the sale of spare parts. The company is also an official service workshop for BPW and SAF, as well as the servicing contractor for several local companies. As the transport business has expanded, the company has not only built up its service workshop but has also gradually progressed to transport organisation and freight forwarding. **This has led to increased storage needs, so they now have their own warehouses.** They also perform truck transshipment.

Light trailers for more freight

Something that they are particularly proud of, and what sets them apart from similar transport companies, is the manufacture of superstructures and light transport trailers under their own Semenič trailers brand, which is now over 10 years old.

The idea came from owner Bogdan Semenič, as he realised from his own experience that tandems are often too heavy and cannot carry the weight of freight prepared for a semi-trailer. **So, Semenič set out to design trailers and superstructures light enough to enable even a tandem truck to carry 24 tonnes of freight.**

Due to his familiarity with the transport needs, technical characteristics of trailers, and possibilities for upgrades, he succeeded. Using in-house design and advanced materials, the company now manufactures and upgrades lighter trailers than their competition, allowing customers to carry more freight. **"We are well aware that we can't compete with the bigger names who mass produce, but we can meet niche needs. The customers tell us exactly what they want, and we make a custom product,"** explains Oprešnik. In addition to practical knowledge, their advantage is



It all started with the conversion of vehicles to dual fuel with diesel and LPG.

also that everything is tested on their own fleet. Taking this approach to customers, Semenič Transport has made a name for itself in recent years and continues to grow in this segment.

Taking CO₂ reduction seriously

Their light trailers deliver not just more freight transported, but also a reduction in CO₂ emissions per kg of freight transported. This is a considerable achievement that shows the company pays a lot of attention to the matter.

This is why another challenge that Semenič Transport successfully took on some years ago was the conversion of trucks to dual fuel with natural gas. **"We have always been interested in alternative fuels. It all started with the conversion of vehicles to dual fuel with diesel and liquefied petroleum gas (LPG),"** says Oprešnik. This was an excellent option at the time, as it had a double benefit – savings due to the lower cost of gas compared to diesel on the one hand, and lower CO₂ emissions on the other. "CO₂ emissions were less of a hot topic ten years ago but have gained importance since. We were happy using LPG, but natural gas is available and is an even better option for dual use with diesel. A drive with 50-50 consumption will emit around 12% less CO₂," he explains.

Gas was also cheaper at the time, and trucks of this type were not charged tolls in Germany. "This led to us converting several trucks for ourselves and other customers, but then the energy crisis hit. The price of natural gas skyrocketed since it wasn't EU-regulated like diesel. It turned out relatively well for us with dual fuel, as we were able to go back to using diesel. Meanwhile, the factory-made gas-powered trucks fell out of use, since the price of gas increased by as much as five times."

There was hardly any interest in gas conversion after this experience, so this segment of Semenič transport has slowed down, but **they do still offer conversion to shared use of diesel and LNG, CNG, biomethane, hydrogen (H₂), or LPG (autogas).** They have also become involved in the supply of alternative fuel-powered cogeneration units.

"Yes" to electrical energy, but not for everything

Although development is now focused mainly on electric vehicle technology, Oprešnik currently **does not see this as the only answer and still considers natural gas (or biomethane or synthetic methane) to be a good option in certain cases.**



There is a 12% reduction in emissions from dual fuel vehicles and as much as a 25% reduction from factory-made gas vehicles. This is no small matter.



“There is a 12% reduction in emissions from dual fuel vehicles and as much as a 25% reduction from factory-made gas vehicles. This is no small matter. On top of that, a reliable fuelling infrastructure was established in recent years. So, this is something that can be used right away to contribute to reducing emissions.” At the moment, the focus is on electrical energy, where there are zero CO₂ emissions by default.

However, Oprešnik points out that they are not actually zero, but depend on the electricity mix, as a lot of energy is still produced in thermal power plants. When it comes to electric transport vehicles, he also points out the reduced availability of these trucks due to the significantly longer charging times. “At the same time, these trucks are heavier, which means they can carry less freight. They have now adjusted the maximum permissible weight, but not the axle loads. These must not be exceeded, so the problem remains despite the increased maximum weight,” he says.

Electrical vehicles are a suitable choice if you drive every day from point A to point B, where you have charging points, or for last mile deliveries. On the other hand, using an electric truck to transport freight over longer distances where the route may not be known in advance is harder to do for now. **This is one of the reasons why Semenič Transport has not started using electric trucks yet, but they do keep a close eye on developments in this field, as well as the field of hydrogen fuel cell vehicles.**

Challenges: HR and extensive legislation

Like most in the industry, they also face other challenges, the biggest of which is recruiting drivers. “We are quite proactive when it comes to this. We have noticed that it is getting harder and harder to recruit drivers from former Yugoslavia, where Slovenia has traditionally hired from, so we are now looking further afield. We have already recruited some drivers from Asia.”

This brings new challenges, many of them posed by national labour legislation, which is very demanding for employers in particular. “The government over-regulates, everything in the relationship between the employee and employer is already set out. **The employee and employer have very little freedom and flexibility to agree on a specific type of cooperation.**” Other legislation has also become far too extensive in recent years, making it difficult or even impossible to keep up with, particularly for smaller companies. Although streamlining is essential, it is not on the horizon.

Over 40 years of market presence: a company you can rely on

Despite all the challenges, Semenič transport has been in the market for 44 years and currently have 40 to 50 employees. **One of the company's major strengths is its long presence in the market, which is proof of**

dependability and good work. As its founder and owner likes to point out – jokingly but with a grain of truth – **he has kept the same telephone number since the very beginning.** Along with the many partnerships that they have maintained through the years, this all goes to show that customers can rely on them. **“Thanks to our many years of experience and extensive knowledge, we can be flexible and respond quickly to the needs of our customers, who can trust us completely.”** Through the years, the company has kept up with the times. **Having completed an intensive digitalisation process two years ago, they are also open to the idea of using artificial intelligence.** While they do not currently use AI tools, they are definitely considering it. However, they are yet to find a provider that has completely won them over.



Company name:

Semenič
transport d.o.o.

Year of
foundation:

1980



Fleet size:

35

Usage of
Eurowag
products
by type:

Revenue 2023:

~€6.679m

CVS
Advanced Telematics
A Eurowag Company

CVS Mobile
Advanced
Telematics
Solutions



Number of
employees:

42



Founder/CEO:

Bogdan
Semenič

Geographical scope:

Italy
Austria
Germany
Czechia
Slovakia
Croatia





Industry predictions for 2025

With 2024 behind us, here are some of the top trends in the European Commercial Road Transport industry we see evolving in 2025:

1. Increase of low-emission vehicles

With stricter CO₂ emission targets, we can expect an increase in the adoption of electric, bioLNG, and HVO trucks, all of which are becoming more sought after. Major logistics firms are expected to continue converting substantial parts of their fleets to low and zero-emission vehicles.

2. Expansion of fast and Depot-charging infrastructure

Governments and private entities will accelerate the rollout of fast-charging networks for heavy-duty electric trucks, especially along major European transport corridors. This infrastructure development will become critical for expanding electric trucking.

3. Growth in autonomous truck pilots

Autonomous vehicle technology will advance, with pilot programs expanding. In 2025, several large logistics firms will start conducting trials for driverless trucks, especially for short-haul and controlled environments like logistics hubs.

4. Increase in green logistics investments

Companies will invest heavily in sustainable logistics practices, including green fuel corridors, warehousing and eco-friendly packaging. Supply chain stakeholders will implement end-to-end solutions to reduce their carbon footprints and adhere to new environmental standards.

5. Tighter labor regulations and oversight

EU authorities will strengthen the enforcement of labor laws to protect truck drivers. Expect more rigorous inspections and penalties for non-compliance, as well as greater emphasis on driver welfare, pay, and working conditions.

6. Adoption of digital freight platforms

The CRT industry will further embrace digital freight matching platforms to improve operational efficiency and reduce empty miles. These platforms will leverage AI to optimize route planning and load matching.

Francesco Nazzari
Chief Commercial
Officer Eurowag

7. Implementation of additional tolls based on CO₂

Governments are gradually implementing the Eurovignette Directive, which foresees the introduction of a CO₂ emission-based component, in addition to infrastructure, air pollution and a noise levy. Several governments including those of Germany, Austria, Czech Republic and Hungary have decided upon a CO₂ based differentiation in tolls, and others are considering or preparing for this change. These additional charges will impact the total cost of ownership while only incentivising zero emission trucks (battery, electric and hydrogen).

8. Emergence of urban logistics hubs

The rise of urban logistics hubs will facilitate more efficient last-mile deliveries, especially as cities enforce stricter access rules for polluting vehicles. These hubs will be equipped with micro-fulfilment centres and EV charging stations.

These predictions reflect a highly transformative period for the CRT industry as it embraces sustainability, new technological advancements, and enhanced regulatory compliance.

Do you have other thoughts or comments?
We would love to hear from you.

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