

Annual sustainability

Report 2024



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List of abbreviations

AMR.....	Annual Monitoring Report
CEO.....	Chief Executive Officer
COO&GC.....	Chief Operation Officer & General Council
Company.....	Trans-Oil Group of Companies or the Group
CSR.....	Corporate Social Responsibility
DFI.....	Development Finance Institutions
EBRD.....	European Bank of Reconstruction and Development
EPRP.....	Emergency Preparedness and Response Plan
ESG.....	Environmental, Social and Governance
FSA.....	Farm Sustainability Assessment
GBVH.....	Gender Based Violence and Harassment
GHG.....	Greenhouse Gas
GIFP.....	Giurgiuleşti International Free Port
GMP.....	Good Manufacturing Practices
GRI.....	Global Reporting Initiative
HR.....	Human Resources
HACCP.....	Hazards Analysis & Critical Control Points
IFC.....	International Finance Corporation
ILO.....	International Labor Organization
ISCC.....	International Sustainability and Carbon Certification
ISO.....	International Standards Organization
KPI.....	Key Performance Indicator
KYC.....	Know Your Customer
LTA.....	Lost Time Accident
MENA.....	Middle East and North Africa
MSDS.....	Material Safety Data Sheet
NGO.....	Non-Government Organization
OHS.....	Occupational Health and Safety
PY.....	Prior Year
SBTi.....	Science Based Targets Initiative
SDG.....	Sustainable Development Goals
SEP.....	Stakeholder Engagement Plan



A message from the Chairman of the Board of Directors



**Committed to
responsible growth,
driven by purpose and
united for a sustainable
future.**

Dear Stakeholders,

At Trans-Oil Group, our commitment to sustainability is deeply rooted in our purpose: to deliver safe, high-quality grain and vegetable oil products through a resilient and responsible supply chain. In today's world – marked by climate changes, evolving regulations, and global uncertainty – sustainability is no longer optional. It is essential to our long-term growth, competitiveness, and the well-being of the communities we serve.

This past year, we focused on addressing environmental and social risks while investing in opportunities that enhance our operational efficiency and reduce our environmental footprint. From striving to improve energy and water use in our processing facilities to advancing soil-friendly sourcing practices, we are building a system that supports both productivity and management.

We're proud of the work we've done to strengthen our relationships with growers, transporters, and partners, ensuring that our grain and oil seeds supply chain is transparent, efficient, and resilient. These efforts not only prepare us for the uncertainties ahead but also unlock new possibilities for innovation and shared value.

At the heart of our progress are our people. Their dedication, ingenuity, and commitment to responsible practices are what drive our success and shape our culture. We remain focused on creating a workplace that promotes safety, inclusion, and growth for all employees.

Good governance remains a cornerstone of our approach, guiding how we make decisions and how we hold ourselves accountable. With integrity and transparency, we will continue to earn the trust of our stakeholders and constituencies.

As we look to the future, our focus remains clear: to lead in sustainable grain and oil seeds processing – balancing productivity with environmental care, community impact, and long-term value for all.

Thank you for your continued partnership and ongoing support.

Sincerely,

Vaja Jhashi

Chairman of the Board of Directors



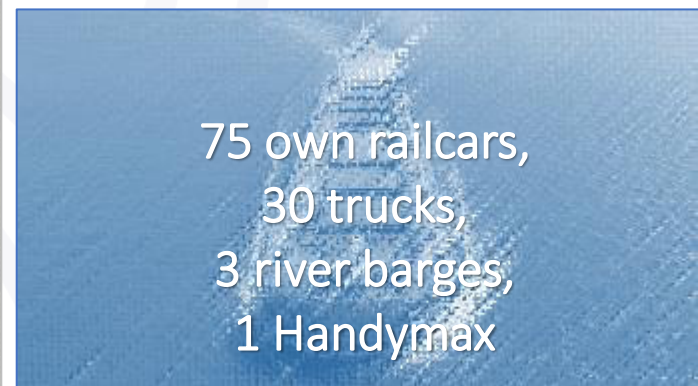
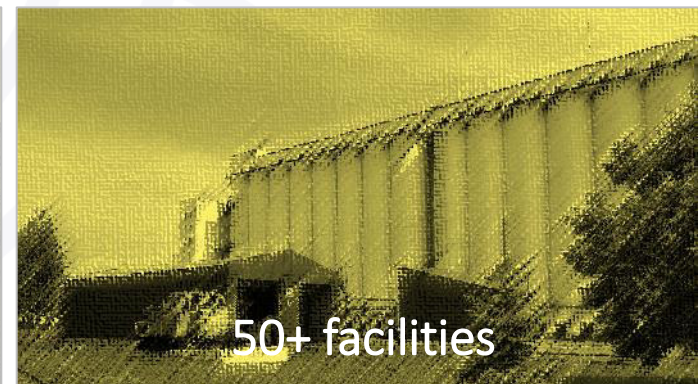
Report overview

Our sustainability report offers key insights into our environmental, social and economic impact. Through data analysis and stakeholder engagement, it reflects our values, goals and commitment to long-term sustainability and positive community development..



TRANS-OIL GROUP:

- ★ A leading agro-industrial business in CEE;
- ★ Vertically-integrated business with control over the entire value chain;
- ★ Strong international client base in Europe, Black Sea Area, Mediterranean and MENA;
- ★ Continuous investments across business;
- ★ Sustainability in Action.



2023/24 facts and highlights

2.2\$ bn

+10% vs. PY

revenue

5.3m MT

+29% vs. PY

total sales

39%

-21% vs. PY

leadership positions held by women

1,744

+32% vs. PY

community benefit volunteer man-hours

22.4\$ m

+33% vs. PY

capital investments

212.5\$ m

+16% vs. PY

EBIDTA

112,813

-9% vs. PY

total CO2 equivalent emissions

56%

-20% vs. PY

CO2 equivalent emissions from renewable fuel sources

269k MT

-67% vs. PY

total crushed volumes

Further details on Trans-Oil's financial, commercial, and operational performance can be found on the [company website](#), as well as in its [financial reports](#) and [corporate presentations](#).

391

+4% vs. PY

energy usage ratio (Mj/ton of output)

215

+17% vs. PY

water usage ratio (L/ton of output)

"ZERO"

stable

incidents, fatalities, accidents with permanent disabilities, and occupational disease confirmed

2.692

-1% vs. PY

total workforce

99.3%

+0.1% vs. PY

solid waste recycling rate



Company milestones

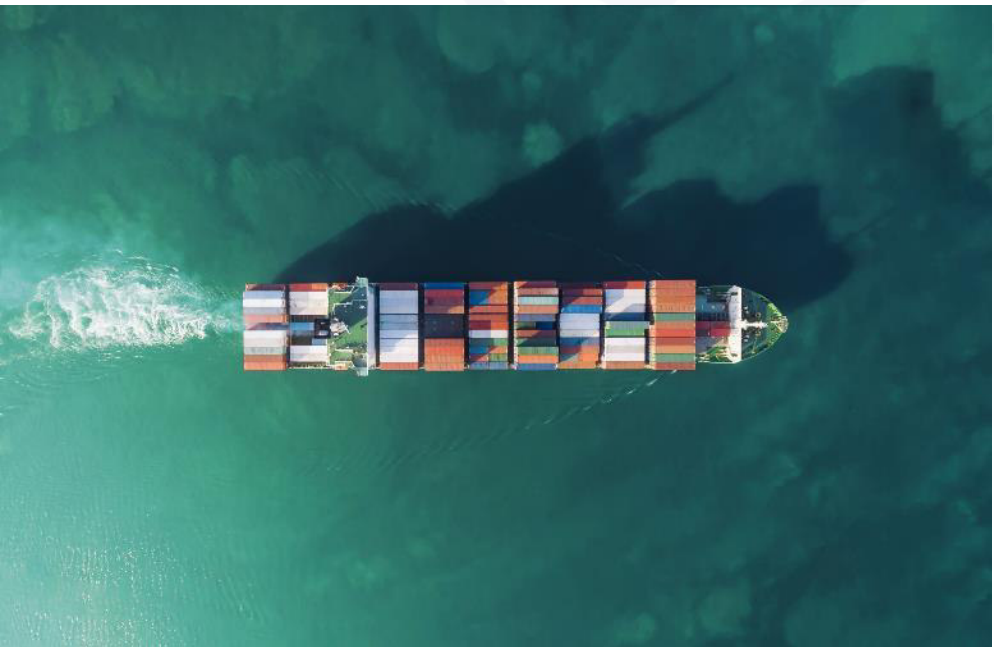
Over the years, Trans-Oil has evolved from a local grain trader into a regional vertically integrated agri-business leader with a strong presence across international markets. Through strategic investments, technological advancement and a commitment to sustainable practices, the company has expanded its operations across the full value chain - from sourcing from farmers and processing to logistics and global export. This continuous evolution reflects our dedication to operational excellence, supply chain resilience and long-term value creation for stakeholders and communities alike.



Our vision for the future

Trans-Oil envisions a future where sustainable agriculture, responsible trade and innovation work hand in hand to ensure global food security and long-term value for all stakeholders. We aim to strengthen our position as a leading vertically integrated agri-business by expanding sustainable practices across our operations- from farm to global market.

Looking ahead, we are committed to investing in cleaner technologies, enhancing supply chain transparency, empowering local communities and aligning our growth with global climate and development goals. Through continuous improvement and a forward-looking mindset, Trans-Oil is focused on building a resilient, inclusive and sustainable future.

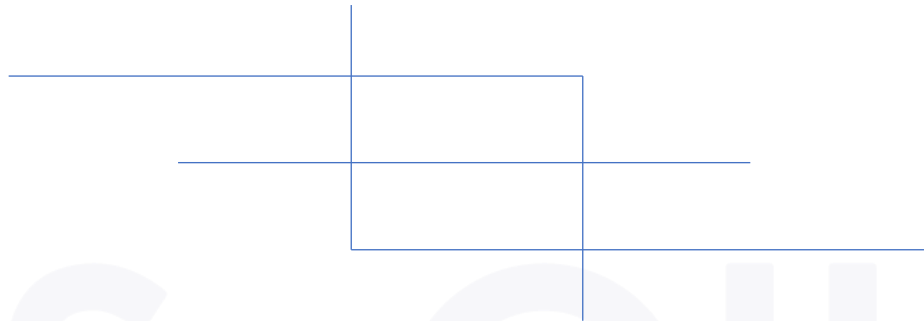


Strategic priorities for a sustainable future

To realize our long-term vision, Trans-Oil is focused on the following strategic sustainability priorities:

- ❑ **Climate Action:** Reducing our carbon footprint through energy efficiency, renewable energy integration and climate-resilient practices across the value chain.
- ❑ **Sustainable Supply Chains:** Strengthening traceability, ethical sourcing and fair labor practices while working closely with our partners and producers.
- ❑ **Innovation & Technology:** Investing in state of art production facilities, digital logistics, and data-driven tools to enhance productivity and environmental performance.
- ❑ **Resource Efficiency:** Optimizing water usage, waste management, and circular economy principles to minimize our environmental impact.
- ❑ **People & Communities:** Promoting employee wellbeing, safety, and inclusion, while contributing to the socio-economic development of the regions where we operate.
- ❑ **Transparency & Governance:** Enhancing ESG governance, risk management, and stakeholder engagement through consistent and credible reporting.

These priorities will guide our sustainability roadmap and ensure that Trans-Oil continues to deliver value in a responsible and future-ready way.



Data and Information

Data presented in this report is sourced from Trans-Oil’s internal reporting systems, which collect and retain information in alignment with key performance metrics primarily derived from the GRI Standards.

Unless otherwise specified, all figures reflect the most recent and verified data available at the time of publication. In some instances, totals may be subject to rounding adjustments. Where relevant and material, data from previous years may have been restated to account for enhancements in our data collection, analysis and validation methodologies. Any such revisions are clearly noted and explained within the report to ensure transparency.

The structure and contents of this report were guided by the materiality assessment conducted in 2024, aligned with the revised materiality definition under the GRI Standards 2021 and in consideration of the requirements introduced by the European Corporate Sustainability Reporting Directive (CSRD).

Report team

This Sustainability Report has been prepared by a cross-functional team within Trans-Oil, bringing together experts from our sustainability, environmental management, operations, finance and communications departments. The team worked collaboratively to ensure the accuracy, completeness and integrity of the data presented, as well as alignment with GRI international reporting standards.

The report was developed by Trans-Oil internal team, coordinated by:

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Group Head of Sustainability
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Who was supported and assisted by:

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Iulia Deaconu
Alex Hanson
Daniel Ruiz
Svetlana Zarea
Oleg Lupasco

Report Assurance

As of this reporting period, the figures and statements presented in this report have not been subject to any external assurance. Trans-Oil remains committed to transparency and data accuracy, and may consider seeking external verification for future reports as our sustainability reporting practices continue to mature.



Report Boundaries

This report presents an overview of the sustainability approach and performance of the Trans-Oil Group of Companies (“Company”, “Trans-Oil”, the “Group” or “TOGC”) for the 12-month reporting period from 1 July 2023 to 30 June 2024. The report has been reviewed by the Board of Directors and executive management.

As Trans-Oil’s third sustainability report, it reaffirms the Company’s commitment to reporting annually on key sustainable development topics.

Prepared in reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards, this report reflects our most material environmental, social and governance (ESG) issues and aligns with our overarching sustainability pillars.

The reporting boundary includes all assets under our operational control and material elements of our supply chain, excluding specific-purpose and holding entities. Environmental key performance indicators (KPIs) encompass operations such as processing, crushing, milling, port terminals, storage and handling facilities, and international trading activities. Due to their limited environmental impact, our office locations are excluded from these indicators.

This report has been prepared in accordance with the following frameworks and recommendations for non-financial reporting:

- The Global Reporting Initiative (GRI) Standards, 2021 edition;
- The 17 United Nations Sustainable Development Goals (SDGs);
- The principles of the UN Global Compact for Communication on Progress;
- Guidance from the GRI and the UN Global Compact publication “Integrating the SDGs into Corporate Reporting: A Practical Guide”.

Business entities reflecting in the report

Name of entity	Short name	Main activity	Country/City
TOI Commodities SA	TOI	Trading Company	Switzerland, Geneva
Danube Oil Company SRL	DOC	Oilseeds crushing	Moldova, Giurgiulesti
IM Trans oil Refinery SRL	TOR	Oilseeds crushing	Moldova, Ciadar-Lunga
Floarea Soarelui SA	FS	Oilseeds crushing	Moldova, Balti
SC Trans Cargo Terminal SRL	TCT	Port grain terminal	Moldova, Giurgiulesti
ICS Trans Bulk logistics SRL	TBL	Port bulk oil shipment	Moldova, Giurgiulesti
Elevator Kelley Grains SA	EKG	Grain elevator	Moldova, Causeni
Combinatul Aur Alb S.A	AA	Grain elevator	Moldova, Ciadar-Lunga
Combinatul Cereale Prut SA	CRP	Grain elevator	Moldova, Ungheni
Elevatorul Iargara SA	EIG	Grain elevator	Moldova, Iargara
ICS Flograin Group SRL	FGG	Grain elevator	Moldova, Floresti
ICS Anengrain Group SRL	AGG	Grain elevator	Moldova, Bulboaca
ICS Unco-Cereale SRL	UCR	Grain elevator	Moldova, Unchitesti
IM Prut SA	PSA	Grain elevator	Moldova, Cania
Molgranum SRL, Donduseni	MGD	Grain elevator	Moldova, Donduseni
Molgranum SRL, Greceni	MGG	Grain elevator	Moldova, Greceni
ICS Ulei Nord SRL	ULN	Grain elevator	Moldova, Otaci
Agrofloris Nord SRL	AFN	Grain elevator	Moldova, Chisinau
Reniyskiy Elevator ALC	RNE	Port grain elevator	Ukraine, Reni
Reni-Line LLC	RNL	Port grain elevator	Ukraine, Reni
Global Grain International SRL	GGI	Trading Company	Romania, Bucuresti
Helios Agri International SA	HAI	Oilseeds crushing	Romania, Tandarei
Victoria Oil doo	VO	Oilseeds crushing	Serbia, Sid
Balkan Commodities International doo	BCI	Trading Company	Serbia, Novi Sad
Luca Bačka Palanca doo	LB	Port grain elevator	Serbia, Bačka Palanka
Žito Bačka doo	ZB	Complex of silo assets. Mill.	Serbia, Kula
Granexport doo	GX	Port grain elevator. Mill	Serbia, Pančevo

Our sustainability approach

Core pillars driving our sustainability strategy

At the heart of Trans-Oil's sustainability approach are four foundational pillars: people, operations, supply chain, and community.

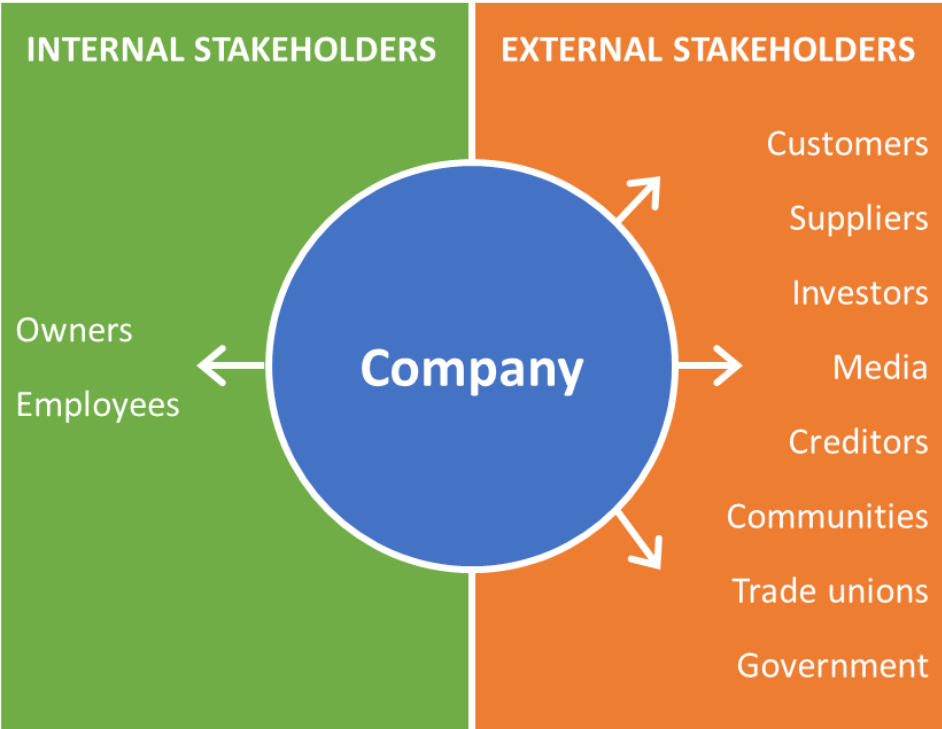
These pillars form the framework through which we integrate sustainability into every aspect of our business, ensuring long-term resilience, ethical growth and shared value creation.

- **People:** We prioritize the safety, well-being, and development of our employees. Our sustainability efforts in this area focus on fostering a diverse, inclusive, and equitable workplace culture, while supporting human rights and ethical labor practices across our operations.
- **Operations:** We are committed to minimizing the environmental impact of our industrial processes by increasing energy efficiency, reducing emissions and managing resources responsibly. Operational excellence is a key driver in achieving our sustainability goals, particularly around climate action and responsible production.
- **Supply Chain:** Our supply chain strategy is centered on transparency, traceability and responsible sourcing. We work closely with suppliers and partners to uphold high standards for environmental stewardship, ethical conduct and sustainability risk management throughout the value chain.
- **Community:** We actively invest in the development and resilience of the communities in which we operate. Through education, economic empowerment and local engagement, we strive to create positive social impact and ensure that our growth supports broader sustainable development objectives.

Together, these pillars guide our sustainability strategy and align with global frameworks such as the UN Sustainable Development Goals (SDGs) and the GRI Standards.

By embedding these principles into our operations, Trans-Oil aims to deliver long-term value while contributing to a more inclusive, equitable and sustainable future.





Stakeholder engagement at Trans-Oil

At Trans-Oil, we recognize that meaningful stakeholder engagement is essential for making informed and inclusive decisions. By actively involving those who are affected by or can influence our operations, we gain valuable insights, build trust, strengthen partnerships and enhance the credibility and success of our initiatives.

Engaging stakeholders helps us understand a variety of perspectives, address potential concerns early and design solutions that are more inclusive, sustainable, and aligned with the expectations of our stakeholders. It's not just a best practice - it's a cornerstone of responsible and effective decision-making.

To identify relevant stakeholders, we assess who might be impacted by or have influence over a specific project, decision or organizational activity. This ensures that we consider the voices of those who matter most.

Key criteria for identifying stakeholders include:

- **Level of impact** – direct or indirect;
- **Interest and influence** – their ability to affect or be affected;
- **Expertise and resources** – knowledge or assets they can contribute;

Proximity and dependency – how closely they are connected to our operations;

Historical relationships – past interactions and ongoing commitments;

Legitimacy and representation – their right to be heard;

Ethical considerations – moral obligations to involve them;

Legal and regulatory requirements – compliance and governance needs.

Through structured stakeholder engagement, Trans-Oil ensures its decisions reflect shared values and drive long-term success for all.

Our approach to stakeholder engagement

We engage a broad spectrum of stakeholders – both directly and indirectly – to communicate our sustainability commitments and to better understand the evolving issues that impact our business, supply chains and the wider ecosystem in which we operate.

Globally, we collaborate with financial institutions, investors, shareholders, customers and strategic partners.

Locally, we work closely with employees, suppliers, regulators, non-governmental organizations, industry associations and the communities where we operate.

This continuous dialogue helps us stay attuned to shifting expectations, uncover risks and opportunities, and shape more inclusive and resilient strategies.

Below are concrete examples of how we engage with our key stakeholder groups:

Stakeholder group	How we engage	Areas of interest
Board of Directors, Shareholders	<ul style="list-style-type: none">• Board meetings• Management updates• Call conferences	<ul style="list-style-type: none">• Economic and financial performance• Investments and diversification• Risk Management and security• ESG strategy and performance
Development Financial Institutions, Lenders, Assets Management Agencies	<ul style="list-style-type: none">• Roadmaps• Meetings / Call conferences• Financial and non-financial reports• Website	<ul style="list-style-type: none">• Financial performance and sustainability• ESG strategy and performance• Climate actions and decarbonization• Responsible sourcing practices
Employees	<ul style="list-style-type: none">• Employee events• E-mail• Social media• Materiality survey	<ul style="list-style-type: none">• Working conditions• Labor and human rights• Health and wellbeing• Development
Suppliers	<ul style="list-style-type: none">• Local offices and exchange points• Field days, seminars, meetings• Websites, social media• Surveys, questionnaires	<ul style="list-style-type: none">• Commodities trade information• Quality and food safety parameters• Traceability• Supplier Code of Conduct• Procurement practices

Stakeholder engagement

Our approach to stakeholder engagement

Stakeholder group	How we engage	Areas of interest
Customers	<ul style="list-style-type: none">• Meetings and call conferences• Price lists• Websites	<ul style="list-style-type: none">• Quality and food safety certifications• Sustainable sourcing and traceability• Pricing policy• Climate actions
Local Communities	<ul style="list-style-type: none">• Sites or local offices visits• Sponsorships, partnerships or volunteering• Community projects• Websites, social media• Local news	<ul style="list-style-type: none">• Local community projects• Safety and environment• Working places• Trading of commodities• Health and wellbeing
Central and Local Public Authorities	<ul style="list-style-type: none">• Annual reporting• Control inspections• Roundtables and meetings• Social media and websites	<ul style="list-style-type: none">• Legal compliance• Legal public consultation• Taxes• Socio-economic impacts• New workplaces• Environmental and industrial safety
NGOs, Industry Associations, Unions	<ul style="list-style-type: none">• Participation in events, meetings, panels• Reports• Mass media• Websites and social media	<ul style="list-style-type: none">• Legal consultation• Green economies and decarbonization• Trainings• Responsible business
Mass Media	<ul style="list-style-type: none">• Materiality surveys• Interviews• Statements	<ul style="list-style-type: none">• Economic and financial performance• Trading• Compliance and ethics• Procurement practices

Stakeholder engagement basis for 2024 reporting

For the development of the 2024 Sustainability Report, we have drawn on the insights gathered through our comprehensive stakeholder engagement process conducted in 2023. This engagement provided valuable input on stakeholder expectations, emerging issues, and material topics, which continue to remain relevant and reflective of our operating context.

Where appropriate, we supplemented this foundation with targeted internal consultations and updated industry insights to ensure our disclosures remain current and aligned with both stakeholder priorities and evolving sustainability standards.

Material topics identification

Operating in a rapidly evolving business environment, we are committed to building a sustainable future for our stakeholders and the ecosystems in which we operate. In this context, it is critical to identify and focus on the environmental, social and governance issues that matter most to our business and our stakeholders.

To ensure our sustainability efforts are impactful and aligned with evolving expectations, we have adopted a structured and inclusive approach to determine our material topics. This process integrates both internal and external perspectives and is designed to reflect the priorities that influence our strategy and reporting.

Our materiality assessment was informed by the following key inputs:

- **Stakeholder analysis** – engaging with internal and external stakeholders to understand their expectations and concerns;
- **Industry trends analysis** – monitoring emerging sustainability themes and sector-specific developments;
- **Global frameworks** – aligning with the GRI Standards, UN Global Compact principles and the UN Sustainable Development Goals (SDGs);

- **Risk assessment** – identifying sustainability-related risks and opportunities across our operations and value chain;
- **Materiality matrix** – mapping the relative importance of topics based on stakeholder interest and business impact;
- **Benchmarking** – comparing practices and disclosures with peers and industry leaders;
- **Regulatory compliance** – ensuring alignment with applicable laws and reporting requirements;
- **Internal consultation** – engaging leadership and key departments to validate and prioritize key issues.

This comprehensive approach allows us to focus our resources where they can make the greatest difference and ensures our reporting reflects the topics most relevant to our business and stakeholders.

Our ongoing commitment to stakeholder engagement

As our reporting practices will mature, we are committed to conducting stakeholder engagement on an annual basis to ensure our sustainability strategy and reporting remain relevant, responsive and aligned with the expectations of those who impact or are impacted by our operations.

This ongoing dialogue will continue to inform our materiality assessments, guide our sustainability initiatives, and shape future reports to reflect what matters most to our stakeholders and our business.



Material topics

ENVIRONMENT

Climate Action	Climate Action refers to all efforts aimed at addressing climate change and its impacts. This includes reducing greenhouse gas emissions through actions such as transitioning to renewable energy, enhancing energy efficiency, and adopting sustainable practices across key sectors like transportation, agriculture, and industry. It also involves adapting to the unavoidable effects of climate change by building resilience in systems, communities, and infrastructure.	p. 9; 24; 34; p. 53-56; p. 70; 72; 79.	Operations, Supply chain and Community
Energy Efficiency and Innovation	Energy efficiency and innovation focus on optimizing energy use through more effective and sustainable methods. This includes developing and applying new technologies, processes and practices that reduce energy consumption, lower emissions and minimize waste across operations.	p. 9; 12; 23; 24; 33; p. 53; 57; 77.	Operations
Water Stewardship	Water stewardship, especially in oilseed crushing operations, involves a responsible use, management and conservation of water resources across all production stages. This ensures long-term sustainability, supports operational efficiency and promotes equitable access while minimizing environmental impact on local water systems.	p. 9; 24; 33; p. 50; 58; 59; p. 68; 77.	Operations, Supply chain and Community
Waste Management	Waste management involves the systematic collection, transportation, treatment and disposal of waste in an environmentally responsible way. It focuses on reducing waste generation, promoting resource recovery through recycling and composting, and ensuring the safe and compliant disposal of any remaining materials to minimize environmental and health impacts.	p. 9; 22; 33; p. 60-62; p. 68.	Operations, Supply chain and Community
Environment and Biodiversity	Protecting the environment and biodiversity entails conserving natural habitats, preventing ecosystem degradation and promoting sustainable land and resource use. It includes mitigating pollution, addressing climate change and reducing the impact of human activities to preserve ecosystem health, resilience and species diversity.	p. 9; 12; 22; 24; 26; 29; p. 33; 34; 43; 53; p. 64; p. 68-70; 72; 73; p. 75-79.	Operations, Supply chain and Community

Material topics

SOCIAL

Human Rights, Diversity and Inclusion	Human rights, diversity and inclusion are deeply interconnected principles that uphold equality, dignity, and respect for every individual, regardless of their background, identity, or personal characteristics.	p. 12; 23; p. 39-51; p. 70; 71.	People, Supply chain and Community
Talent Cultivation and Development	Talent cultivation and development encompass the strategies and practices designed to educate individuals' skills, capabilities and potential, empowering them to achieve personal and professional growth while contributing meaningfully to the success of the company and the betterment of their communities.	p. 22; p. 41-44; p. 46-49; p. 63; 65; 73.	People and Supply chain
Occupational Health and Safety	Occupational health and safety (OHS) refers to the practices, policies and regulations aimed at ensuring the health, safety and well-being of workers in the workplace. It involves identifying and mitigating workplace hazards, preventing accidents and injuries, and promoting a safe and healthy work environment for all employees and surrounding communities.	p. 33; 36; 43; 44; p. 48-51; p. 73.	People, Operations and Community
Product Quality and Food Safety	Product quality and food safety are critical aspects of ensuring consumer satisfaction, protecting public health, and maintaining the reputation and credibility of Trans-Oil in the food industry.	p. 22; 23; 25; 26; p. 28-30; 36; 65; 66; p. 78.	Operations and Community
Responsible Supply Chains	Responsible supply chains refer to the ethical and sustainable practices adopted by Trans-Oil to ensure that its products or services are sourced, produced, and distributed in a manner that respects human rights, protects the environment, and promotes social and economic development throughout the supply chain.	p. 9; 12; 22; 23; p. 43; p. 65; 66; p. 68-73.	Operations and Supply chain

Material topics and materiality assessment

Material topics

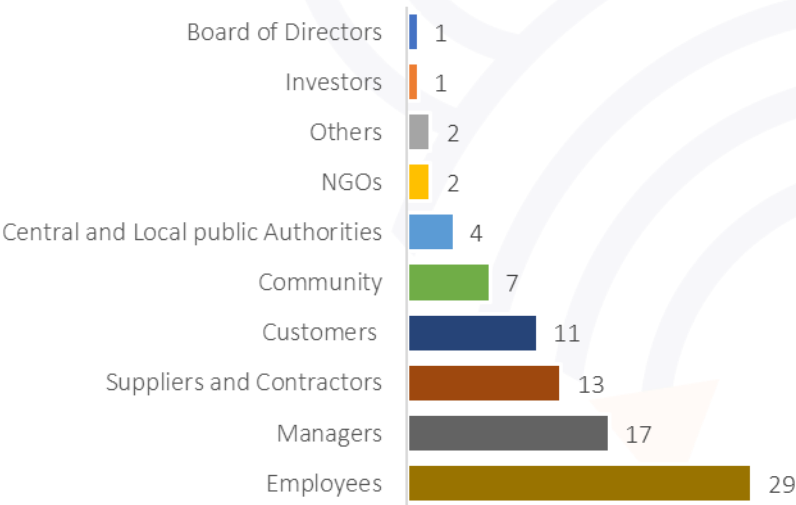
GOVERNANCE

Corporate Governance and Decision-making	Corporate governance refers to the system of rules, practices, and processes by which Trans-Oil is directed and controlled. It encompasses the relationships between Company's management, its board of directors, its shareholders, and other stakeholders, and aims to ensure that the Company operates in an ethical, transparent, and accountable manner.	p. 9; 24; p. 31-36.	People and Operations
Financial Performance	Financial performance refers to the effectiveness with which the Company utilizes its financial resources to achieve its objectives and generate returns for its stakeholders.	p. 7; 36.	Operations
Employee and Executive Compensation	Employee and executive compensation refers to the financial rewards and benefits provided to employees and executives in exchange for their work and contributions to the organization.	p. 42; 45; 46.	People
Risk Management and Security	Risk management and security are critical components of Trans-Oil management aimed at identifying, assessing, and mitigating risks to protect assets, ensure business continuity, and safeguard the well-being of employees, customers, and stakeholders.	p. 36; 37 p. 47-51; 53; 63; 65; 66; 68; 69; 71; 73; 80.	Operations and Community
Philanthropy and Volunteering	Both philanthropy and volunteering play important roles in addressing social challenges, building stronger communities, and promoting positive change. While philanthropy provides critical financial resources to support organizations and initiatives, volunteering offers hands-on support and fosters a sense of connection and solidarity among individuals and communities. Together, philanthropy and volunteering contribute to creating a more equitable and compassionate society where everyone has the opportunity to thrive.	p. 78.	Community

Materiality assessment

After identifying the relevant internal and external stakeholders, as well as the key material topics, a tailored questionnaire was developed and translated into five languages – English, Romanian, Serbian, Russian and Ukrainian – to ensure accessibility across all target countries and stakeholder groups. The questionnaire was then distributed through multiple channels, including email, the Company website and Facebook, each accompanied by a personalized invitation letter encouraging stakeholder participation.

In total, we received 87 completed questionnaires from a diverse range of stakeholder groups, distributed as follows:



The materiality analysis was conducted in alignment with the latest international guidelines, specifically incorporating the most recent GRI Standards issued in 2021 (the updated version published in 2022 and effective from January 1, 2023).

Our material topic identification process was based on the double materiality concept, a forward-looking approach that evaluates two critical dimensions:

- **Impact materiality** – the current or potential significant environmental, social and governance (ESG) impacts caused by the Company in the short, medium or long term;
- **Financial materiality** – the actual or potential financial impacts experienced by the Company resulting from these ESG factors.

Following this, ESG topics were prioritized according to their materiality and relevance to the Company’s business strategy, value chain and stakeholder interests. We concentrated on issues that pose the greatest potential to create opportunities or risks if not properly managed across short-, medium-, and long-term horizons.

From the 15 most significant topics identified, eight stand out as the most material, as illustrated in the Materiality Matrix on the following page:

- I. Occupational Health and Safety;
- II. Product Quality and Food Safety;
- III. Financial Performance;
- IV. Corporate Governance and Decision-Making;
- V. Employee and Executive Compensation;
- VI. Human Rights, Diversity, and Inclusion;
- VII. Waste Management;
- VIII. Water Stewardship.

These key topics will be disclosed in comprehensive detail, while the remaining topics will be addressed with summarized or general information.

Materiality matrix



● Environmental topics ● Social topics ● Governance topics

Alignment and contribution to sustainable development goals

At Trans-Oil, our alignment with the United Nations Sustainable Development Goals (SDGs) is a cornerstone of our sustainability strategy. We actively integrate the SDG framework into our corporate vision, embedding its relevant goals and targets into our strategic planning, operational practices and stakeholder engagement initiatives. Through our agricultural, processing and logistical operations, we aim to drive meaningful contributions to sustainable development - globally, regionally and locally.



Advancing economic sustainability

We actively contribute to sustainable economic development in Moldova and the wider Black Sea region through strategic, measurable actions aligned with the United Nations Sustainable Development Goals (SDGs):

<div>Economic SDGs</div> <div></div>	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div>SDG 8 - Decent Work and Economic Growth: Trans-Oil maintains over 2,700 direct jobs across our operations, offering fair wages, safe working conditions and ongoing training programs to build a skilled workforce in rural and industrial zones.</div>
	<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div>SDG 9 - Industry, Innovation, and Infrastructure: We continuously modernize our grain terminals, oilseed processing plants and transportation networks to improve efficiency, reduce costs and expand access to international markets for local producers.</div>
	<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div> <div>SDG 12 - Responsible Consumption and Production: Trans-Oil promotes sustainable production by optimizing resource use, reducing waste in processing and maintaining strict quality and environmental standards across its supply chain.</div>

These actions reflect our long-term vision to build a resilient agricultural economy, reduce poverty, and foster prosperity through sustainable and inclusive growth.

Alignment with sustainable development goals

Advancing social responsibility

At Trans-Oil, we are committed to creating positive social outcomes through concrete actions that align with core Social SDGs:





<div>Social SDGs</div> <div></div>	<div></div> <div>SDG 1 - No Poverty: Trans-Oil supports poverty reduction by creating stable, well-paid jobs in rural areas and integrating thousands of local farmers into global supply chains, boosting incomes and strengthening local economies.</div>
	<div></div> <div>SDG 2 - Zero Hunger: Trans-Oil enhances food security by investing in rural agriculture, connecting local producers to global markets, and producing essential food products and animal feed that support local consumption and international supply chains.</div>
	<div></div> <div>SDG 3 - Good Health and Well-being: Trans-Oil ensures high standards of food safety and quality of its products for customers and consumers, while prioritizing employee health through strict safety protocols, regular medical checks and workplace well-being.</div>
	<div></div> <div>SDG 5 - Gender Equality: Trans-Oil promotes gender equality by ensuring equal opportunities across all roles, integrating diversity and inclusion into company policies and increasing female representation in leadership positions.</div>
	<div></div> <div>SDG 7 - Affordable and Clean Energy: Trans-Oil promotes clean energy by improving energy efficiency across operations and supplying renewable biofuels to local communities, reducing reliance on fossil fuels and supporting affordable energy access.</div>

Through these actions, Trans-Oil actively strengthens the social structure of the communities we operate in, ensuring our growth supports the well-being, dignity and opportunity of all people involved.

Alignment with sustainable development goals

Advancing environmental responsibility

Trans-Oil is committed to minimizing its environmental impact by promoting sustainable practices and supporting the achievement of global environmental goals:

<div>Biosphere SDGs</div> <div></div>	<div><div>6</div><div>CLEAN WATER AND SANITATION</div><div></div></div>	<div>SDG 6 - Clean Water and Sanitation:</div> <div>Trans-Oil ensures responsible water use through closed-loop systems and on-site wastewater treatment at all production facilities, minimizing wastewater and protecting local water resources.</div>
	<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	<div>SDG 13 - Climate Action:</div> <div>Trans-Oil is reducing its carbon footprint by improving energy efficiency, transitioning to cleaner fuels and investing in sustainable logistics solutions to cut emissions across its operations.</div>
	<div><div>15</div><div>LIFE ON LAND</div><div></div></div>	<div>SDG 15 - Life on Land:</div> <div>Trans-Oil protects terrestrial ecosystems through responsible sourcing, reduced land degradation and compliance with environmental standards that support biodiversity and soil health.</div>

Trans-Oil’s ongoing efforts demonstrate a strong commitment to advancing environmental sustainability and contributing meaningfully to the achievement of the global environmental goals.

Building partnerships for sustainability



Achieving sustainable development requires strong, inclusive and transparent partnerships. Through collaboration with suppliers, customers, governments and civil society, Trans-Oil seeks to build resilient partnerships that support economic growth, social equity, environmental stewardship and contributes to the achievement of the United Nations Sustainable Development Goals.

About Trans-Oil Group of Companies

Trans-Oil Group of Companies

Trans-Oil Group is a prominent agro-industrial conglomerate headquartered in Moldova, with operations extending across Central and Eastern Europe, including Romania and Serbia and a trading office in Switzerland. Established in 1996, the company has evolved into a fully integrated enterprise encompassing grain origination, oilseed processing, storage, logistics and international commodity trading.

Trans-Oil employs more than 2,700 people, primarily in sunflower oil production, as well as in origination and logistics which are all entirely owned and operated by the Group.

Trans-Oil operates five **oilseed crushing facilities** – three in Moldova, one in Romania and one in Serbia – with a combined annual processing capacity of approximately 1.3 million metric tons. Its sunflower oil brands, such as “FLORIS” and “ISKON,” are market leaders locally and are expanding into international markets across Europe, Asia, Africa and the Middle East.

The company manages 46 in-land grain **storage elevators** across Moldova, Romania and Serbia, offering a total storage capacity exceeding 1 million metric tons.

It also operates **export terminals** in Giurgiulești (Moldova), Reni (Ukraine) and two in Serbia, with a collective throughput capacity of over 6 million metric tons per year.

Trans-Oil sources, processes and supplies high-quality agricultural products, including grains, oilseeds, vegetable oil and animal feed, while promoting sustainable practices across its operations to support environmental stewardship, economic growth and social development.



About Trans-Oil Group of Companies

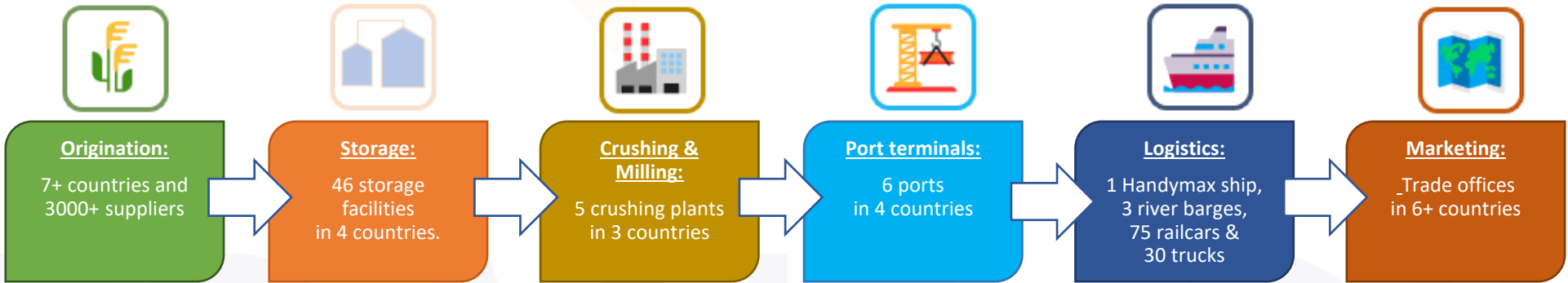


Optimizing the value chain for efficiency and sustainability

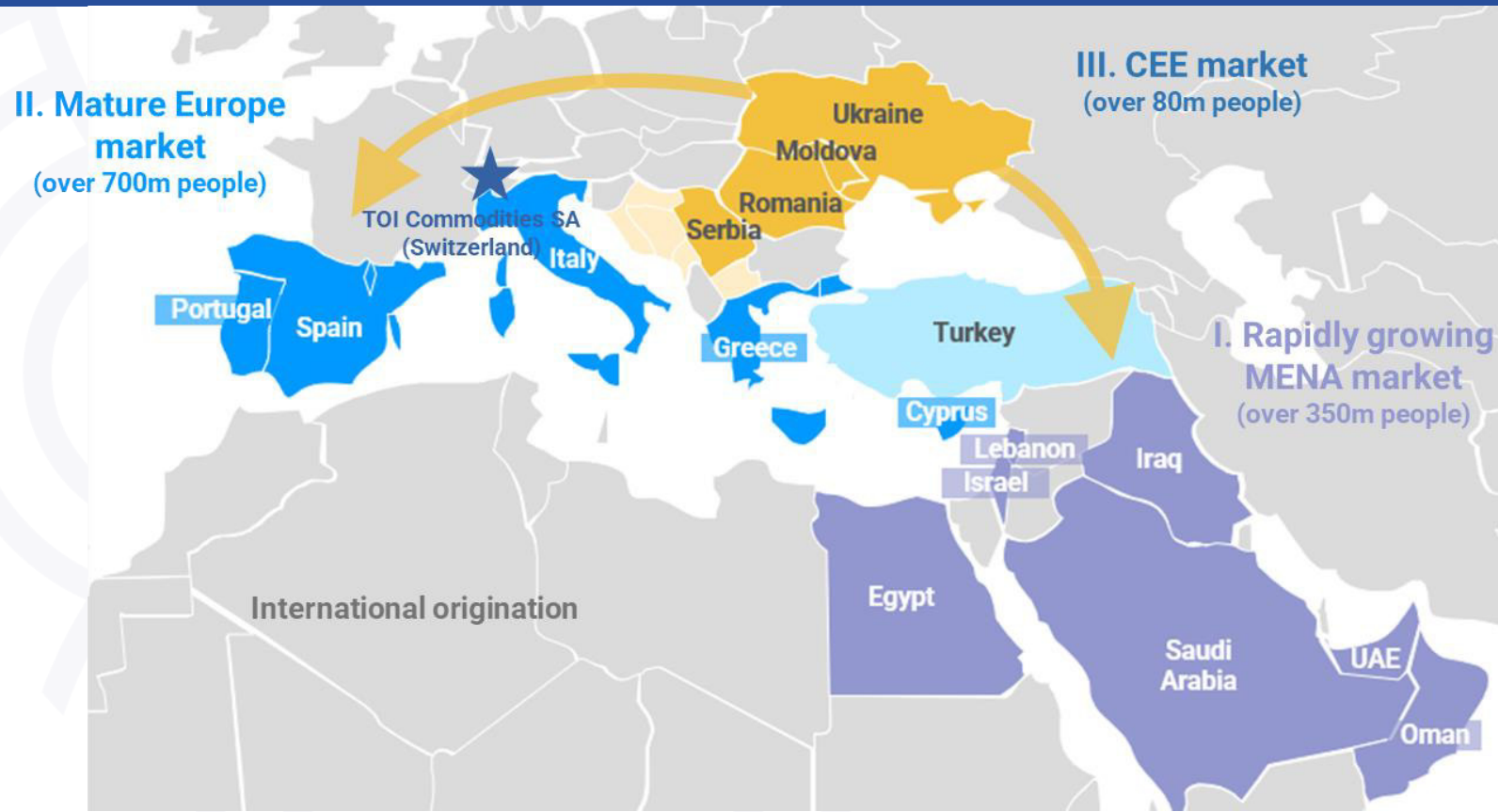
At Trans-Oil, we work to make every part of our value chain more efficient, sustainable and valuable – from the farm to the final delivery. By managing each step carefully, we reduce our environmental impact, support local farmers and meet the needs of customers around the world.

Key Stages of the Trans-Oil Value Chain:

- **Origination:** We source directly from farmers and farming cooperatives, helping them grow and ensuring full traceability.
- **Storage:** Our storage facilities, linked to the railway system, keep products safe and ready for transport.
- **Crushing & Refining:** Trans-Oil owns and operates crushing plants and refineries that produce a wide range of oils, meals and other products..
- **Logistics:** A fully integrated logistics network allows end-to-end monitoring of commodities - from the farm to the final customer - ensuring quality and safety.
- **Port Terminals:** Our network of port terminals provides direct access to global markets, enabling timely and flexible delivery worldwide.
- **Marketing:** With our experience and trusted partnerships, we buy and sell agricultural products to customers across many countries.



Having diversified markets helps Trans-Oil stay flexible, reduce risks and grow by selling products in many different countries around the world.



Trans-Oil’s sales and experts key destinations

Trans-Oil has a strong and diversified client base and conducts international commodity trading across Europe, the Black Sea region, the Mediterranean and MENA countries.

- The diversified global customer base enables flexibility in marketing operations and quick adaptation to shifting market demands;
- Sales in the MENA region continue to grow through higher contract volumes with existing partners and entry into new markets;
- Sales to the EU are primarily sourced from Moldova and Central & Eastern Europe (CEE), benefiting from Free Trade Agreements;
- The CEE region also represents an attractive end-consumer market, supported by our bottled oil production and retail distribution.

About Trans-Oil Group of Companies

Our core values

In all our internal and external relationships, we show our commitment to integrity, transparency, mutual respect, and long-term cooperation.

- **Leadership:** Is not defined by titles or positions, but by the ability to inspire others, foster growth and lead positive change with integrity, empathy and vision.
- **Teamwork:** We believe in the power of collaboration, bringing together diverse strengths, supporting one another and working toward shared goals to achieve exceptional results.
- **Growth:** Growth drives us forward. It expands our perspectives, challenges our limits and helps us realize our full potential - both individually and as a company.
- **Learning:** Lifelong learning empowers us to adapt, innovate and stay ahead in a rapidly changing world. It fuels personal development and continuous improvement.
- **Continuous improvement:** We strive to do better every day. Constant improvement is the foundation of excellence, pushing us to evolve, innovate and exceed expectations.
- **Quality:** We are committed to doing everything with care and precision. Excellence defines our work, ensuring that every task, product and decision meets the highest standards.

Our core values define who we are and guide how we work. They shape our culture, influence our decisions and drive our commitment to responsible, ethical and sustainable business practices.

Our ethical principles

At Trans-Oil we uphold the highest ethical standards in every aspect of our business.

Our actions are guided by a strong foundation of principles that promote integrity, accountability, and respect. These principles include:

- **Honesty:** We perform our duties and obligations with honesty, integrity and professionalism;
- **Integrity:** Integrity means applying the highest standards of professional conduct to all activities affecting our clients, colleagues and communities;
- **Fairness:** We support the highest standards of fairness and equal opportunity;
- **Transparency:** We follow the principles of the transparency while contacting with each other, shareholders, investors and partners.



Our certifications

We are proud to share that Trans-Oil and its operations has achieved and maintained 54 certifications (+3 certificates vs. PY) across a wide range of recognized sustainability standards. This milestone reflects our strong commitment to quality, food safety, environmental stewardship and social responsibility.

These certifications are a clear testament to our dedication to sustainable practices and our alignment with global sustainability expectations. They underscore our focus on transparency, accountability and excellence across all areas of our operations.

As we continue to grow and expand our certification portfolio, we remain committed to driving positive change and creating lasting value for our stakeholders and the environment.

- ISO 9001 – 6 certificates
- ISO 10012 – 2 certificates
- ISO 14001 – 3 certificates
- ISO 17025 – 2 certificates
- ISO 22000 – 6 certificates
- ISO 45001 – 3 certificates
- HACCP – 3 certificates
- GMP+B2/B3 – 7 certificates
- ISCC EU – 9 certificates
- Organic – 1 certificate
- Other – 12 certificates





Our awards

Victoria Oil's Industry Recognition & Awards

Victoria Oil doo, a distinguished subsidiary of Trans-Oil Group, has been recognized for excellence, quality and safety across multiple prestigious competitions and industry forums. In 2024, the company proudly earned several top honors, reinforcing its commitment to outstanding product standards and operational excellence:

 Superior Taste Award 2024 – Presented by the International Taste Institute in Brussels, recognizing Victoria Oil's dedication to crafting high-quality, flavorful products.

 Quality Champion at the Novi Sad Fair – A testament to Victoria Oil's exceptional production standards, setting benchmarks in food quality and innovation.

 Safety Heroes Award (OHS) – Honoring the company's commitment to occupational health and safety, ensuring a secure and responsible working environment.

Beyond these prestigious accolades, Victoria Oil continues to excel in industry nominations, earning recognition for its continuous pursuit of excellence and innovation. These awards underscore Trans-Oil Group's dedication to quality, sustainability, and leadership in the agribusiness sector.



About Trans-Oil Group of Companies

Trans-Oil membership in associations

Being part of industry associations helps us stay up to date with market trends, share knowledge, and work together to support common goals. These memberships offer valuable opportunities for learning, networking and helping to shape the future of our sector. We are proud to be part of respected industry organizations, which reflects our ongoing commitment to quality, innovation and sustainability.

Trans-Oil Group is a key player in the agro-industrial sector, especially in oilseed crushing, grain handling and global commodities trading.

We are active members of several industry associations and platforms that support our operations and strengthen our sustainability efforts:

- [The American Chamber of Commerce in Moldova \(AmCham Moldova\)](#);
- [The Chamber of Commerce and Industry of the Republic of Moldova \(CCI RM\)](#);
- [Employers' Association "Moldcontrol"](#);
- [Association of Exporters and Importers of Agricultural and Cereal Products "Agrocereale"](#);
- [The American-Central European Business Association \(ACEBA\)](#);
- [International Sunflower Association \(ISA\)](#);
- [Chamber of Commerce and Industry of Serbia](#);
- [Association Serbia Grains](#);
- [Poslovno udruženje Žitounija](#);
- [Ekostar Pak](#);
- [SAI Platform](#).

Trans-Oil's engagement in sustainability events

In 2024, Trans-Oil attended the annual Green Future Conference, organized by the American Chamber of Commerce in Moldova, alongside various industry leaders and policymakers discussing sustainability initiatives.

The company also participated in sustainability-focused seminars and webinars hosted by key stakeholders such as S&P Global, Assent, Sphera, Verdantix and others, ensuring alignment with global best practices in green transition and social enhancement.

By attending these events, Trans-Oil remains informed on emerging sustainability trends, regulatory developments, ESG reporting requirements and collaborative opportunities to strengthen its environmental and social commitments.

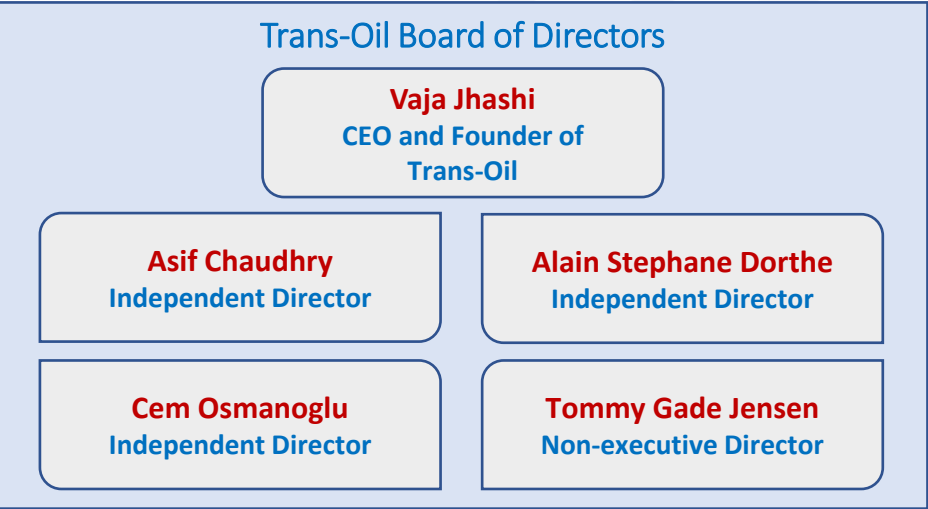


The Board of Directors is the highest governing body of Trans-Oil Group

The Board of Directors is the highest governance body of Trans-Oil Group, responsible for setting the company’s strategic direction, overseeing performance, and ensuring sound corporate governance. The Board plays a key role in guiding the Group’s long-term vision, values, and sustainability objectives.

The Board is composed of 5 members, each bringing extensive experience from diverse sectors such as agribusiness, finance, logistics, law and international trade. This broad mix of expertise ensures well-rounded oversight and informed decision-making that aligns with our business goals and stakeholder expectations.

With a firm commitment to integrity, accountability and forward-thinking, our board members play an essential role in guiding the company toward sustainable growth and operational excellence. Their leadership helps ensure that we stay on course – both ethically and strategically.



The Board meets at least quarterly, with additional meetings convened as necessary. Meetings can be held in person or via telecommunication methods.

Governance and oversight by the Board of Directors

The Board of Directors plays a central role in guiding Trans-Oil Group’s strategic direction. It approves the company’s overall strategy and key priorities, and regularly reviews both financial and non-financial performance to ensure steady progress toward our goals.

Trans-Oil Group operates under a charter (Articles of Association) in accordance with local legislation. This document outlines important principles, including:

- Protection of shareholder rights and fair treatment of all shareholders;
- Clear division of responsibilities among the Annual General Meeting of Shareholders, the Board of Directors, and the company’s executive management;
- Commitments to transparency and the timely disclosure of company information.

The Board also oversees compliance with procedures used by the management team for preparing and publishing key reports. These include the Annual Report, Annual Accounts, semi-annual and quarterly financial statements and any other financial disclosures. In line with the Company Law of the Republic of Cyprus, the Board is responsible for supervising the internal controls related to external financial reporting. All financial audits are conducted in accordance with International Financial Reporting Standards (IFRS) and must be reviewed and approved by the Audit Committee.

For more detailed information, you can refer to the full By-Laws document: [Trans-Oil Board of Directors By-Laws](#).

Trans-Oil Group is committed to enhancing gender diversity within its leadership. As part of its 2030 sustainability objectives, the company aims to ensure that at least one seat on its Board of Directors is held by a woman by 2030. This initiative reflects Trans-Oil's broader commitment to fostering an inclusive and equitable workplace, aligning with global efforts to promote gender equality in corporate governance.

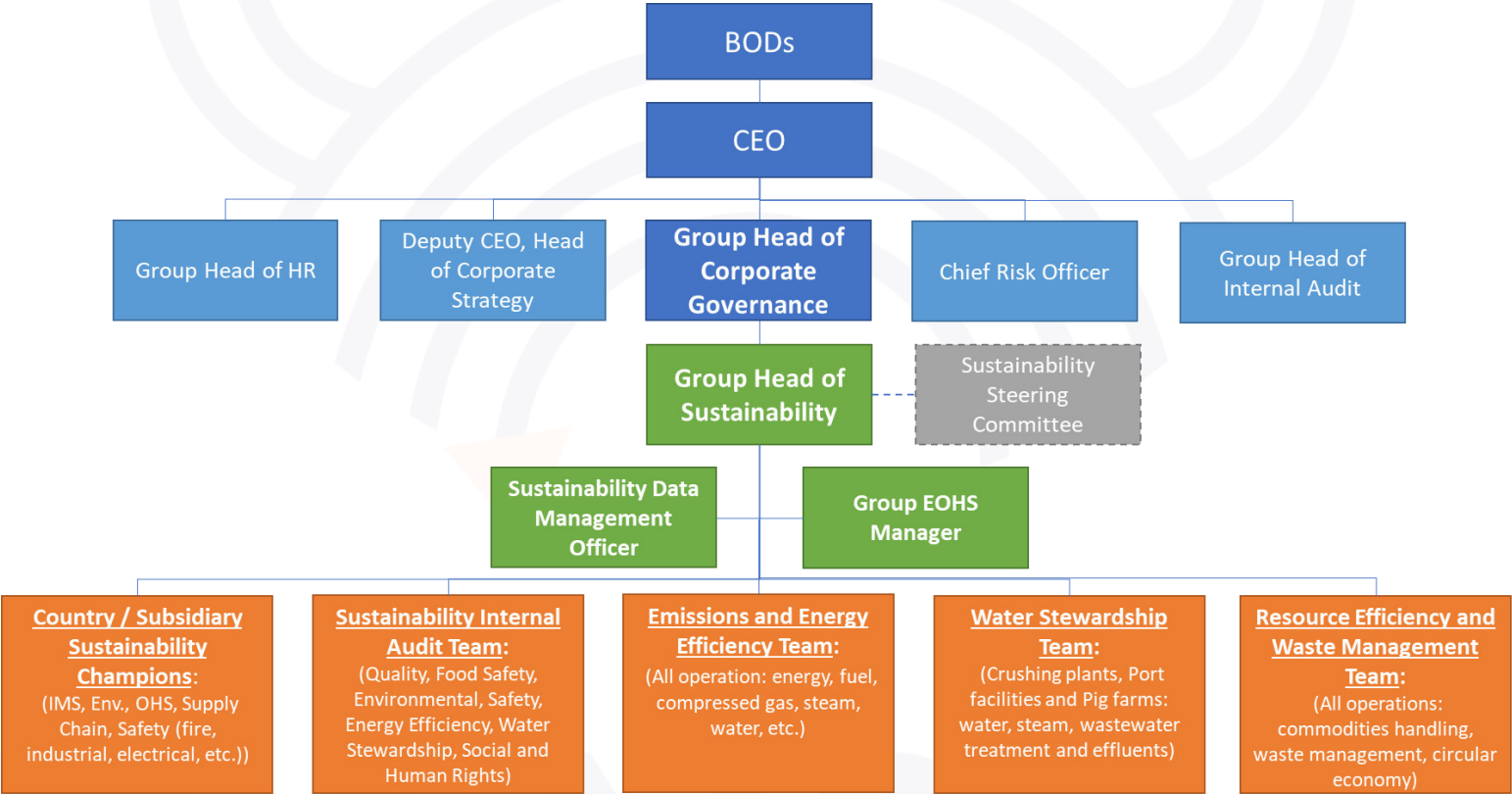
Sustainability governance

In 2024, Trans-Oil revised its sustainability corporate governance organizational structure to strengthen its commitment to responsible business practices. The updated structure is currently being implemented, with active efforts underway to identify, recruit, and select the necessary competencies required for effective oversight and management of sustainability initiatives.

As part of this process, sustainability committees are being established to provide focused governance and guidance on environmental, social, and economic responsibilities.

These committees will play a crucial role in driving Trans-Oil’s sustainability agenda, ensuring alignment with global best practices and stakeholder expectations.

This organizational enhancement reflects Trans-Oil’s dedication to embedding sustainability at the core of its business strategy and decision-making processes.



Sustainability governance

An Environmental, Social and Governance (ESG) Committee was established in 2024 to provide oversight, guidance and strategic direction to Trans-Oil Group of Companies in integrating environmental, social and governance considerations into its business operations, decision-making processes and corporate culture. The committee works to enhance the organization's sustainability, social responsibility, and ethical governance practices.

The responsibilities of the ESG Committee include, but are not limited to:

- Reviewing and assessing the organization's ESG policies, practices and performance metrics;
- Identifying emerging ESG trends, risks and opportunities that may impact the organization;
- Developing and recommending ESG goals, targets and performance indicators;
- Monitoring and evaluating the integration of ESG considerations into business strategy, operations and risk management;
- Overseeing the preparation and publication of ESG reports, disclosures and communications;
- Engaging with stakeholders to understand their perspectives and concerns regarding ESG issues;
- Providing guidance and support to management in addressing ESG-related challenges and opportunities;
- Reporting regularly to the Board of Directors on the organization's ESG performance and initiatives.

The ESG Committee meets quarterly or as needed, using in-person or virtual formats, with agendas shared in advance and meeting minutes afterwards, to support effective discussions and decisions.

Governance and oversight by the Board of Directors

As part of its ongoing commitment to strengthen sustainability and corporate governance, Trans-Oil Group intends to establish several cross-functional and cross-company teams focused on key operational and environmental priorities. These groups will support the implementation of the company's sustainability strategy and ensure consistent practices across all subsidiaries.

Planned Sustainability Teams Include:

- **Cross-Company Sustainability Internal Audit Team** - This team will enhance oversight of internal controls, risk management and compliance with company sustainability policies and regulatory requirements. It will provide independent insight and assurance to the Board and senior management on EOH-related practices, fostering transparency, reinforcing compliance and strengthening operational integrity across the organization.
- **Occupational Health and Safety (OHS) Team** - These teams will operate at facility and group levels to promote a strong safety culture, conduct risk assessments, implement preventive measures and ensure adherence to national and international health and safety standards.
- **Energy Efficiency Team** - Focused on reducing energy consumption and improving operational efficiency, this team will identify energy-saving opportunities, monitor performance and promote best practices across facilities.
- **Water Stewardship Team** - This group will manage the responsible use and conservation of water resources. Responsibilities will include monitoring water usage, identifying reduction initiatives and ensuring compliance with local regulations and environmental standards.
- **Waste Management Team** - Dedicated to improving waste handling and minimizing environmental impact, this team will oversee waste reduction strategies, recycling efforts, and safe disposal practices across operations.

Each of these groups will operate with clearly defined roles and responsibilities, promote cross-company collaboration and regularly report progress to senior leadership.

Sustainability functions and committees main roles

The sustainability functions at Trans-Oil Group play a central role in integrating environmental, social and governance (ESG) principles into the company’s operations and long-term strategy. Their core responsibilities include developing and implementing sustainability policies, setting and monitoring ESG targets, ensuring regulatory compliance, supporting cross-functional initiatives and driving continuous improvement in areas such as resource efficiency, climate impact, community engagement and workplace health and safety. These functions also facilitate transparent reporting and stakeholder communication, helping to align business performance with sustainable development goals.

Group Head of Corporate Governance (Compliance, ESG, IT, Legal and Security)	<ul style="list-style-type: none">This role ensures that Trans-Oil Group operates with transparency, accountability, and in full alignment with legal, ethical, and sustainability standards.
Group Head of Different Functions (Deputy CEO, HR, Risk, IA, etc.)	<ul style="list-style-type: none">As per function roles, responsibilities, authorities and Job Descriptions.
Sustainability Steering Committee	<ul style="list-style-type: none">As per Sustainability Committee charter.
Group Head of Sustainability	<ul style="list-style-type: none">Responsible for developing and overseeing the implementation of Trans-Oil sustainability strategy.Ensure that the Company operates in an environmentally and socially responsible manner while achieving business objectives.
Sustainability Data Management Officer	<ul style="list-style-type: none">Responsible managing and analyzing sustainability-related data and information to support the organization’s sustainability goals.
Group EOHS Manager	<ul style="list-style-type: none">Responsible for overseeing and managing the environmental, occupational health and safety performance of Trans-Oil across all its operations and locations.

Country / Subsidiary Sustainability Champions	<ul style="list-style-type: none">As per their Job Descriptions.
Sustainability Internal Audit Team	<ul style="list-style-type: none">Evaluate and ensure the company's adherence to various sustainability standards (ISO, IFC, EBRD, etc.), identify areas for improvement and assess the effectiveness of sustainability practices and initiatives.
Emissions and Energy Efficiency Team	<ul style="list-style-type: none">Monitor and reduce the company's greenhouse gas emissions and energy consumption, implement energy-efficient practices and ensure compliance with environmental regulations and standards.
Water Stewardship Team	<ul style="list-style-type: none">Manage and conserve water resources, ensure sustainable water usage and minimize the company's impact on local water systems and ecosystems.
Resource Efficiency and Waste Management Team	<ul style="list-style-type: none">Optimize the use of resources, reduce waste generation, and implement effective waste management and recycling practices to minimize environmental impact.



Trans-Oil risk management approach

Trans-Oil adopts a focused, collaborative and proactive approach to risk management, ensuring that potential threats to its operations, markets and profitability are continuously identified, assessed and addressed.

The Group’s risk management framework is integrated into daily operations and strategic decision-making through the following key practices:

- **Daily risk assessment and reporting** to monitor and address internal and external risks that could impact market positions, operational performance and business continuity.
- **Cross-functional collaboration** with commercial, operations, logistics, finance and controlling teams to enhance risk visibility, support informed decision-making and drive continuous improvement.
- **Emphasis on continuous improvement**, focusing on scaling effective practices and eliminating inefficiencies, supported by a culture of learning and adaptation.
- **Building a positive and sustainable risk culture**, promoting transparency, ownership and accountability across all levels of the organization.
- **Active support of change management initiatives**, ensuring that risks associated with transformation and innovation are well understood and effectively managed.
- **Comprehensive security and resilience measures** are aimed at mitigating both actual and potential threats to the Group’s people, assets and infrastructure, with a strong emphasis on business continuity.

Trans-Oil’s risk management framework extends beyond business, marketing and financial risks to encompass quality and food safety, environmental sustainability and occupational health and safety (OHS) area and imminent risks. By proactively addressing these areas, the company ensures operational resilience, regulatory compliance, and a commitment to responsible corporate practices.

Internal Audit as a key assurance mechanism, independently reviewing the adequacy and effectiveness of internal controls, risk mitigation strategies and compliance with policies and procedures. Findings and recommendations from Internal Audit contribute to enhancing risk awareness and operational integrity.

Trans-Oil’s Internal Audit function works in close alignment with risk management and governance bodies to ensure that all critical areas are monitored and evaluated regularly. By delivering objective insights and facilitating corrective actions, Internal Audit plays a vital role in strengthening the Group’s overall risk and control environment.

This integrated and forward-looking risk management approach enables Trans-Oil to remain agile, compliant and resilient in a dynamic business environment, supporting its long-term sustainability and growth.



Trans-Oil credit ratings

Trans-Oil Group has received positive credit ratings from leading international agencies, reflecting its strong financial performance, operational resilience and strategic growth.

In 2024, Fitch Ratings has upgraded Trans-Oil's Long-Term Foreign Currency ("FC") Issuer Default Rating ("IDR") and Long-Term Local Currency ("LC") IDR to 'B+' from 'B', with a stable outlook.

The key rating drivers underlying this assessment were:

- **Improved Business Profile:** Trans-Oil's business profile has improved over the last three years with an increase in scale and wider geographic diversification, growing both sunflower oil crushing and grain trading volumes, and a strengthening of its logistic operations.
- **Improved Diversification:** Over the last three years Trans-Oil has expanded to oil crushing facilities in Romania and in Serbia, invested in silo and port terminal infrastructure on the Danube river and grown its origination and trading segment outside Moldova, including in Ukraine and Latin America.
- **Strong Market Position in Moldova:** Trans-Oil is the largest oil producer and exporter of agricultural commodities in Moldova. A major competitive advantage is its ownership of material infrastructure assets as it operates the country's largest inland silo network and owns a port terminal in the only seagoing vessel port.

This rating highlights Trans-Oil's solid credit profile, expanding geographic footprint and effective risk management practices, reinforcing its position as a reliable and sustainable player in the agribusiness sector.

Fitch Upgrades Trans-Oil to 'B+'; Outlook Stable

Vaja Jhashi, CEO and Founder of Trans-Oil Group, said:

"Trans-Oil's recent rating upgrade underscores our commitment to sustainable growth, strategic diversification, and prudent financial management. We have continued to expand our operations and geographic reach, enhancing our market position and resilience against evolving industry dynamics, and heightened geopolitical risks. This upgrade reflects our unwavering focus on delivering value to all our investors, while maintaining a robust financial profile."



Our people

People are central to Trans-Oil's success. We prioritize their well-being, growth and development, recognizing them as key drivers of our company. With a diverse, inclusive workforce, we foster innovation, collaboration and a shared commitment to excellence and integrity.

1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



17 PARTNERSHIPS FOR THE GOALS



Our people

At Trans-Oil, our people are the foundation of our business success and long-term sustainability. We value the diverse skills, experience and commitment our employees bring to every part of the organization – from operations and logistics to innovation and sustainability. By attracting, developing and retaining top talent, we ensure that the right competencies are in place to drive business growth, adapt to changing markets and implement sustainable practices. Our teams play a key role in strengthening operational excellence, improving efficiency, and supporting our strategic goals in environmental, social and economic performance.



While our current workforce composition reflects a higher number of men – primarily due to the nature of our industry - Trans-Oil is firmly committed to diversity, equity and inclusion. We understand the value of gender balance and are actively creating opportunities for women to grow, lead and make a lasting impact across our operations. Through dedicated initiatives focused on recruitment, development and career advancement, we strive to build a workplace where all employees, regardless of gender, have equal access to opportunities and are empowered to succeed.

Our people in numbers

Trans-Oil maintains a stable and committed workforce that forms the backbone of our operations across the region. As of 2024, our total number of employees remains steady, reflecting both operational resilience and our focus on long-term talent retention.

Criteria	2022/23	2023/24	vs PY
Total employees:	2,718	2,693	-0.9%
By employment type:			
• Permanent	2,446	2,456	+0.4%
• Contractual/Seasonal	272	237	-12.9%
• Part-time	0	0	-
By employee category:			
• Senior management	11	12	+9.1%
• Administrative / Support staff	668	594	-11.1%
• Operational / Technical staff	2,039	2,087	+2.4%
Gender breakdown:			
• Male	1,984	1,979	-0.3%
• Female	734	714	-2.7%
Regional distribution:			
• Moldova	1,731	1,723	-0.5%
• Ukraine	127	125	-1.6%
• Romania	207	203	-1.9%
• Serbia	635	625	-1.6%
• Switzerland	18	17	-5.6%

We invest continuously in the development, health and safety of our people, supporting a high-performing workforce aligned with our growth and sustainability commitment and goals.

Employee diversity and inclusion

At Trans-Oil, we believe that diversity is not just a reflection of the world around us- it is a vital source of strength, innovation and resilience. We are dedicated to building an inclusive workplace where every employee is valued, respected and empowered to contribute fully and authentically.

By embracing the different backgrounds, perspectives and experiences within our team, we create an environment where new ideas thrive, collaboration is strengthened and people grow together. This inclusive culture not only drives our Company’s long-term success but also allows us to make a meaningful, positive impact on the communities we serve.

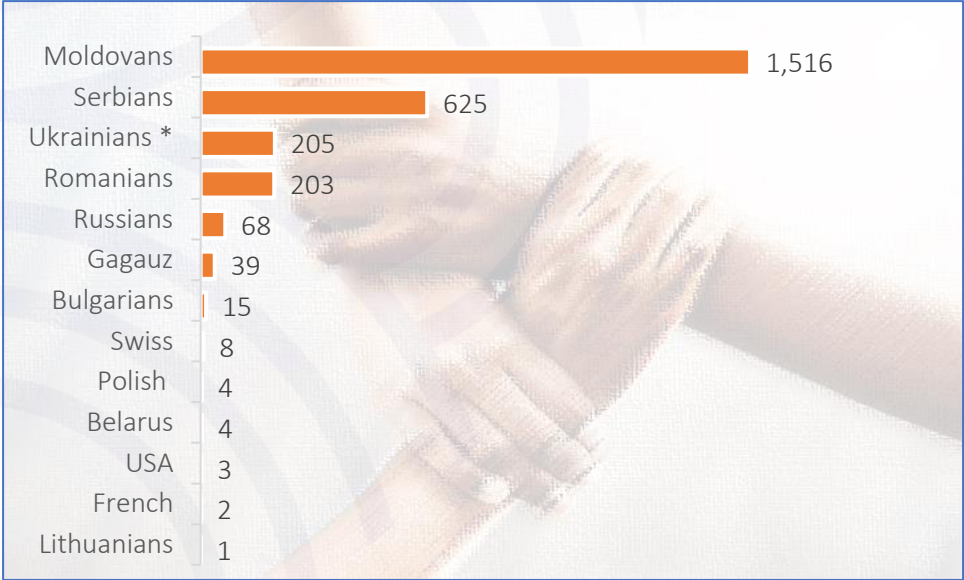
We create inclusive and equitable workplaces, where everyone has the opportunity to succeed. We recruit and support individuals with disabilities whenever there is a need and is possible, ensuring they have the accommodations and resources needed to do well. As of 2024, approximately 1.5% of our workforce consists of employees with confirmed disabilities, same as a year ago.

We strictly uphold human rights and labor standards across all our operations. No individuals under the age of legal employment are employed at any of Trans-Oil operation, and we maintain a zero-tolerance policy toward child labor, forced labor or any form of compulsory labor.

We are also proud of the diversity of nationalities represented in our workforce. Employees from various cultural backgrounds bring valuable perspectives, skills, and experiences that enrich our workplace, foster innovation and enhance our ability to operate effectively in a globalized world.

Trans-Oil’s people represent a rich blend of cultures, each contributing unique perspectives, talents and ambitions that help shape our identity and fuel our continued success.

We are also proud of the diversity of nationalities represented in our workforce. Employees from various cultural backgrounds bring valuable perspectives, skills, and experiences that enrich our workplace, foster innovation and enhance our ability to operate effectively in a globalized world.



*** Declaration on Nationality Data Adjustment**

In our 2024 workforce reporting, the number of employees of Ukrainian nationality has increased (+92) compared to the previous year, while the number of Moldovan employees has shown a corresponding decrease. This shift reflects a correction of a reporting error identified in the 2023 data, where some Ukrainian employees were mistakenly classified under a different nationality category.

We have since reviewed and updated our internal records to ensure more accurate reporting of employee nationality data. This correction does not reflect a significant change in recruitment or workforce composition trends, but rather an effort to maintain transparency and data integrity in our reporting practices.

Employee diversity and inclusion

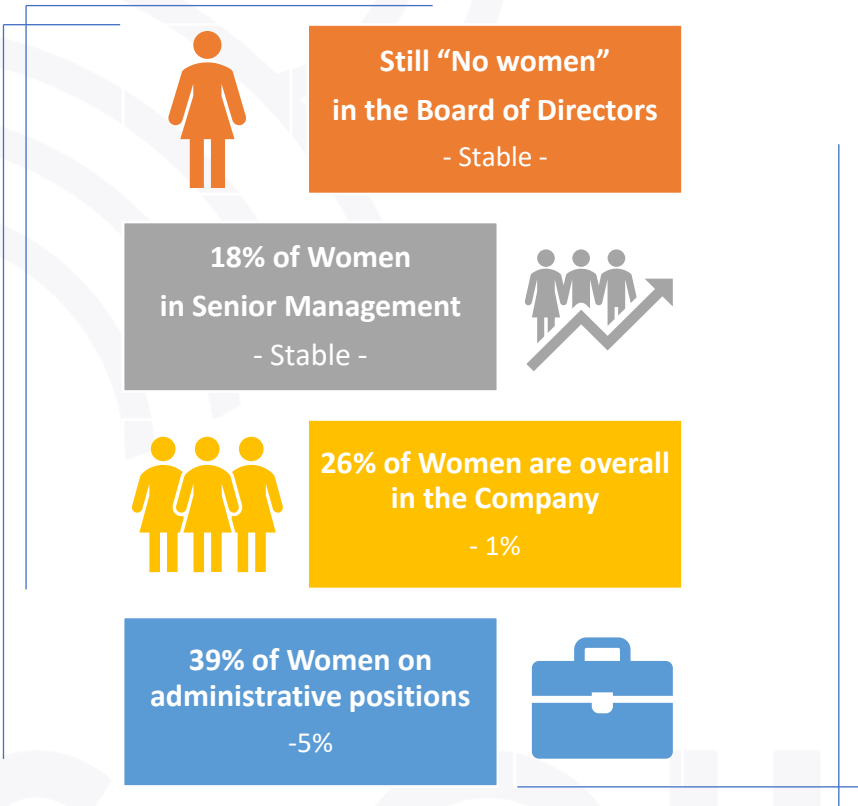
At Trans-Oil, we actively uphold and promote women’s rights as a core part of our workplace culture. We create and maintain an environment where women are safe, respected and empowered - treated with dignity, fairness and equality across all aspects of employment and operations. We take concrete steps to remove discrimination, prevent harassment and break down structural barriers, ensuring gender equality is embedded at every level of the organization.

To turn these principles into practice, we::

- **Equal Opportunities:** We ensure women have equal access to employment, training, career growth and leadership positions within the Company.
- **Zero Tolerance for Discrimination:** We strictly enforce a zero-tolerance policy against discrimination, harassment and gender-based violence. Secure and confidential mechanisms are in place for reporting and addressing complaints.
- **Gender-Sensitive Policies:** We implement policies that address the specific needs of women, including maternity leave, flexible working arrangements and childcare support.
- **Awareness and Training:** We provide regular training and awareness programs on gender equality, diversity and inclusion. This includes guidance on addressing unconscious bias and fostering respectful, inclusive behavior in the workplace.
- **Inclusive Representation:** We strive for balanced gender representation in decision-making roles, including within senior management and leadership structures.
- **Partnership and Advocacy:** We collaborate with partners and external stakeholders to advocate for women’s rights and promote gender equality both inside the Company and in the communities where we operate.

By advancing women’s rights and equality, Trans-Oil is building a more inclusive, respectful and equitable workplace – where all employees, regardless of gender, have the opportunity to thrive and contribute to our shared success.

At Trans-Oil, we are committed to advancing gender diversity and inclusion across all levels of leadership. We are actively working to increase the representation of women on our Board of Directors by 2030, recognizing that diverse perspectives and experiences strengthen decision-making, drive innovation and contribute to the long-term success of our Company.



Humane rights, equality and anti-discrimination

We, Trans-Oil Group, uphold a **zero-tolerance policy** against any form of harassment or discrimination. We are engaged in cultivating a workplace where all individuals are treated with dignity, respect and fairness, regardless of their background or identity.

Our **Human Rights Policy** strictly prohibits any behavior that contributes to an intimidating, hostile or offensive work environment. This includes all verbal, physical or visual harassment based on race, gender, ethnicity, religion, age, sexual orientation, disability or any other characteristic protected by law.

Our **Equal Opportunity Policy** ensures that employment decisions – such as hiring, promotions, compensation and terminations – are made fairly and objectively, based solely on merit, qualifications and performance.

To support these principles in practice, we provide **regular training and awareness** to all employees. These informational sessions are designed to build understanding of respectful workplace behavior, help identify and address inappropriate conduct and ensure that everyone knows how to access safe and confidential channels for reporting concerns.

By actively promoting a culture of inclusion, accountability and respect, Trans-Oil ensures that every employee can thrive in a safe, supportive and equitable working environment.



Grievance mechanism

Employees who believe they have experienced or witnessed harassment, discrimination or any workplace misconduct are strongly encouraged to report it through our established grievance channels. These include confidential and accessible reporting options, designed to protect the privacy and safety of those raising concerns. All reports are handled with the utmost care and prompt, impartial investigations are conducted to ensure appropriate corrective actions are taken.

To further support transparency, accountability and trust, Trans-Oil has implemented a formal grievance mechanism that is publicly available and accessible to all employees. This structured process allows individuals to raise concerns, submit feedback and seek resolution regarding any issue related to Company operations, working conditions or treatment in the workplace. We regularly review and improve this mechanism to ensure its effectiveness and fairness.

Additionally, in the countries where Trans-Oil operates and sources its commodities, governments are signatories to the majority of International Labour Organization (ILO) conventions. These international standards align with our own values – promoting decent work, protecting workers’ rights and ensuring ethical labor practices across the value chain. Trans-Oil fully supports and promotes these principles in all of its operations and partnerships.



Workforce recruitment and retention challenges

Attracting and retaining skilled professionals in the agri-business sector continues to be a challenge, particularly due to a limited pool of qualified candidates, increasing competition from other industries and the perception of agriculture as a less appealing career choice. These challenges are especially noticeable in rural areas, where access to specialized talent is more constrained.

Despite these industry-wide difficulties, Trans-Oil has achieved a slight but steady decrease in employee turnover over the past three years. This positive trend reflects our ongoing efforts to enhance employee engagement, improve working conditions and provide clearer career development opportunities.

	2021/22	2022/23	2023/24	2024/25 Target
New hires	975	534	460	
Termination	618	632	541	
Voluntary turnover rate	15.5%	14.8%	12.2%	< 14.0%

We remain committed to further reducing turnover by investing in talent development, strengthening partnerships with educational institutions and actively promoting the meaningful impact and long-term potential of careers in agri-business.

By supporting our employees and building a positive workplace culture, Trans-Oil aims to be a preferred employer in the agri-business field – helping our company grow while supporting the development and success of our people.



Employee training and development

As Trans-Oil Group continues to grow and evolve within an increasingly complex and regulated global environment, the training and development of our people remains a strategic priority. In the coming years, we are committed to strengthening and expanding our employee training programs to ensure our workforce remains agile, skilled and aligned with both operational and sustainability goals.

We are enhancing our training framework to include more structured, role-specific learning pathways, with a strong emphasis on compliance, safety, environmental responsibility, digitalization and supply chain best practices. These programs will be delivered through a combination of in-person instruction, e-learning platforms and hands-on practice to ensure flexibility and effectiveness across our diverse operational settings.

Key initiatives include:

- Mandatory annual training on occupational health and safety, environmental standards and corporate compliance for all operational staff.
- Leadership development programs targeting mid-level and senior management, designed to build capacity for strategic thinking, ethical leadership and effective decision-making.
- Technical and functional upskilling, including tailored modules for departments such as logistics, oilseed processing, storage, and export.
- Supplier training integration, aligning our internal development programs with the broader goals of our Supply Chain Management System (SCMS) and fostering responsible practices across our value chain.

These efforts will be supported by enhanced internal monitoring, feedback mechanisms and performance evaluation to ensure continuous improvement. By investing in our people and embedding a culture of learning, Trans-Oil Group aims to build a resilient, high-performing organization prepared to meet future challenges and lead in sustainable agribusiness.

Worker training on environmental, occupational health and safety topics

At Trans-Oil, training and awareness-building among employees, contractors, and visitors form the cornerstone of our strategy to shape safe behaviors and foster a strong culture of prevention. These efforts are fundamental to embedding environment protection, occupational health and safety (EOHS) into our everyday operations.

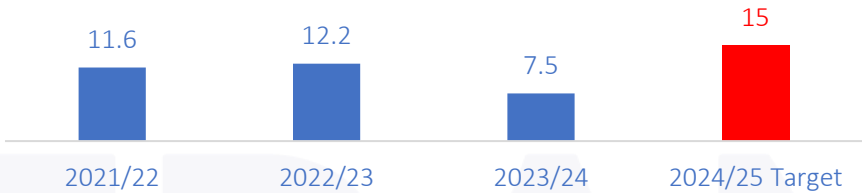
All newly hired employees and contractor personnel undergo a mandatory internal safety induction, conducted by designated EOHS Officers. This induction acts as both an orientation and a preliminary screening tool, ensuring that only those who understand and commit to safety standards join our workforce.

We deliver regular periodic and on-going safety training tailored to different job roles and risk profiles:

- External training is provided for management and technical specialists through accredited training centers.
- Internal training is delivered by qualified EOHS Officers, managers and subject matter experts for all other employees.

The frequency of training is determined by the nature of work, level of risk and operational intensity.

Over the past year, we experienced a decrease in average training hours across the Group, from 12.2 to 7.5 **training hours per employee**. This was largely due to a combination of reduced training activity in certain areas and gaps in training data collection. While this trend highlights the need for improved planning and record-keeping, it also reinforces our focus on delivering more structured and effective learning initiatives moving forward.



In addition to scheduled training, Trans-Oil fosters a culture of continuous learning through periodic Environmental, Occupational Health and Safety (EOHS) awareness sessions delivered by the Head Office. These sessions are based on real-life case studies, highlighting actual incidents that have occurred either within Trans-Oil or across the agri-business sector, both regionally and globally.

By analyzing these real-world scenarios, the Company reinforces key safety messages, shares lessons learned and provides practical guidance to prevent similar occurrences in the future.

During the reporting year, 63 case-based awareness sessions were prepared and distributed to all Company operations. Each session included key lessons learned and practical safety instructions to strengthen employees' understanding and reinforce preventive behavior.

Each operational unit at Trans-Oil develops and implements an annual training plan focused on Environmental, Occupational Health and Safety (EOHS). These plans are tailored to the specific risks, job roles and regulatory requirements of each site, ensuring that all employees receive relevant and timely training. The plans are regularly reviewed and updated to address emerging risks, incorporate lessons learned and align with the Company's commitment to continuous improvement in health and safety performance.



Employee compensation

At Trans-Oil, we offer competitive compensation packages designed to reflect current market rates for comparable roles within the agri-business sector and across our operating regions. This market-based approach allows us to attract, retain and motivate talented professionals by ensuring that employees are rewarded fairly for their skills, experience and contributions.

We conduct regular benchmarking and compensation reviews to stay aligned with industry trends and economic conditions. These evaluations help us maintain internal equity while remaining competitive in a dynamic labor market.

Performance based compensation

Trans-Oil recognizes the importance of aligning employee compensation with performance outcomes. While our current structure prioritizes fairness and consistency, we are also planning a phased rollout of performance-based compensation across the Group in the coming years. This initiative will strengthen the link between individual performance and reward, further promoting a culture of excellence, accountability and employee engagement.

By continuously evolving our compensation practices, we aim to build a supportive and high-performing work environment where employees feel valued and motivated to grow with the Company.

Gender pay gap analysis

We have observed a steady and measurable progress in reducing the gender pay gap across the organization. Recent data confirms that pay levels between men and women have remained stable, with a gradual narrowing of differences over the past few years. This reflects the impact of our ongoing efforts to ensure fair and transparent compensation practices.

Currently, all employees – regardless of gender – receive equal pay for equal work, and gender is not a factor in determining salary or advancement. We conduct regular pay reviews and internal audits to monitor equity and address any inconsistencies that may arise.



While we recognize there is still work to be done, the progress made so far demonstrates our commitment to closing the gender pay gap and building a workplace where all employees are treated fairly and have equal opportunities to succeed.

Future Outlook: Evolving Our Compensation Strategy

As part of our ongoing commitment to fair and competitive pay, Trans-Oil is taking steps to further evolve our compensation strategy to meet the changing expectations of our workforce and the demands of a dynamic labor market.

In the coming years, we plan to gradually introduce performance-based compensation frameworks across the Group. This approach will create a clearer connection between individual and team contributions and reward outcomes, reinforcing a culture of accountability, motivation, and high performance.

Additionally, we aim to enhance the transparency and equity of our pay practices by implementing more structured evaluation tools and reviewing internal policies to ensure they support long-term career growth and equal opportunity.

As our organization continues to grow and diversify, these enhancements will help us remain an employer of choice in the agri-business sector – ensuring we not only attract top talent but also retain and develop it in alignment with our values and strategic goals.

Working conditions

We are fully committed to providing safe, healthy and respectful working conditions for all our employees across every location. We follow strict health and safety standards to protect our people and promote a strong culture of safety and responsibility.

In our production facilities, we have launched several projects to make the workplace safer and more comfortable. These include upgrading ventilation systems to improve air quality, installing new lighting for better visibility and renovating rest areas and changing rooms to enhance overall employee comfort. We have also improved equipment safety features and introduced safer workflows to reduce the risk of accidents and injuries.

To keep safety a top priority, we provide regular training on workplace hazards, proper equipment use and emergency response. We encourage open communication, where employees can share feedback and report concerns without hesitation. Through safety briefings, inspections and incident reviews, we continue to identify areas for improvement and act quickly to make necessary changes.

By investing in better facilities, safer equipment and stronger communication, we aim to create a work environment where every employee feels protected, respected and supported – both professionally and personally.



Employee wellness

At Trans-Oil, we believe that employee well-being is the foundation of a healthy, productive and resilient organization. We are committed to promoting a well-rounded approach to wellness that addresses physical, mental, financial and work-life well-being.

To support physical health, we provide regular medical check-ups, workplace safety initiatives and awareness campaigns focused on preventive care and healthy living. In some of our locations, we have upgraded facilities to include improved rest areas, healthier food options and access to recreational activities, helping employees stay active and energized.

Mental well-being is supported through open communication, respectful workplace practices and ongoing efforts to reduce stress and promote psychological safety. We encourage dialogue around mental health and offer support mechanisms through HR and management teams.

Recognizing that financial stability is also a key aspect of wellness, we offer fair and competitive compensation, transparent pay practices and financial literacy support where needed. Our long-term goal is to enhance this further with structured programs that help employees plan and manage their financial future.

We also promote work-life balance by encouraging reasonable workloads, flexible scheduling when operationally possible and respectful time-off policies. By fostering a culture that values the whole person - not just the employee - we aim to create a supportive environment where individuals can thrive both professionally and personally.

Through these efforts, Trans-Oil continues to build a workplace where well-being is a shared priority and a driver of long-term success.



Health and safety approach

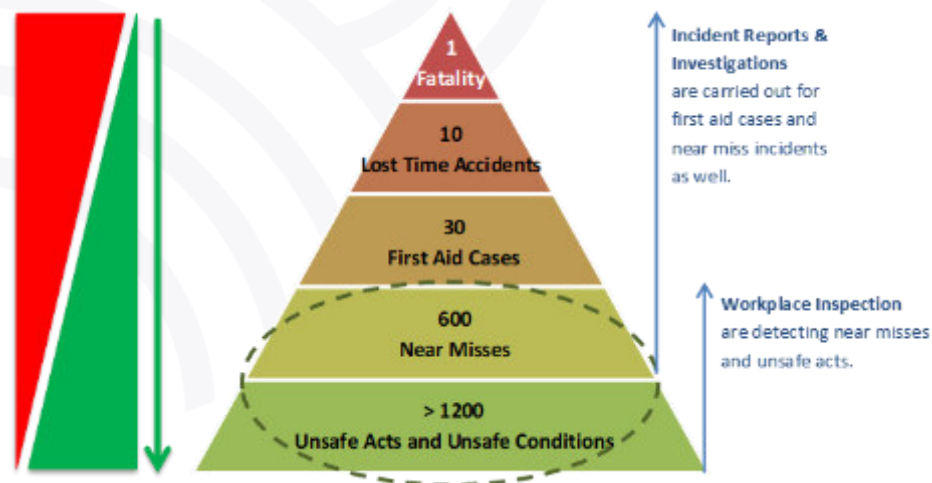
Trans-Oil applies a proactive safety risk management approach aimed at preventing incidents and protecting the health and well-being of all employees, contractors and visitors. We systematically identify potential hazards, assess associated risks and implement targeted control measures to reduce or eliminate them. This includes regular workplace inspections, job safety analyses, incident reporting and corrective actions.

Safety training, clear procedures and a strong safety culture are central to our efforts, empowering employees to recognize and respond to risks effectively. By continuously monitoring and improving our safety practices, we strive to minimize workplace incidents and ensure a safe, compliant and resilient working environment across all our operations. To achieve this, we implement the following key strategies:

- **Risk Assessment and Management:** Conduct regular risk assessments throughout all operations to identify potential hazards and develop targeted risk mitigation plans, ensuring risks are managed effectively and systematically.
- **Clear Safety Policies and Procedures:** Develop, maintain and clearly communicate safety policies and procedures. These documents define responsibilities, outline safe work practices and set expectations to ensure consistent application across all areas of the business.
- **Comprehensive Training Programs:** Deliver ongoing health and safety training tailored for employees. These programs ensure that all personnel understand risks, protocols and their roles in maintaining a safe workplace.
- **Promotion of Safety Culture:** Establish an organization-wide safety culture by encouraging open communication, supporting the reporting of hazards and near-misses and recognizing proactive safety behavior at all levels.
- **Regular Inspections and Preventive Maintenance:** Implement systematic inspection and maintenance programs for machinery, equipment, facilities, and work environments to identify and resolve issues before they escalate into safety incidents.

- **Continuous Improvement:** Evaluate safety performance regularly, gather employee feedback and implement improvement initiatives based on lessons learned and best practices.
- **Leadership Commitment:** Ensure that leaders at all levels actively demonstrate their commitment to safety by allocating necessary resources, supporting safety initiatives and engaging in ongoing dialogue around health and safety issues.

By embedding these proactive measures into our operations, Trans-Oil strengthens its ability to prevent accidents, protect employee and contractor well-being, and maintain a safe, efficient and resilient working environment.



For every one fatality, there would be about:

- 10 lost time accident with injuries, and
- 30 situations of first aid cases or equipment damage, and
- 600 near misses or accidents with no injuries, and
- at least 1200 occasions someone have carried out an unsafe act or worked in unsafe conditions.

Usually, more severe is the accident, more attention is being paid.

We have changed our approach and we increase our attention and efforts in identifying and resolving as much as possible of Near Misses, Unsafe Acts and Unsafe Conditions to prevent accidents with consequences.

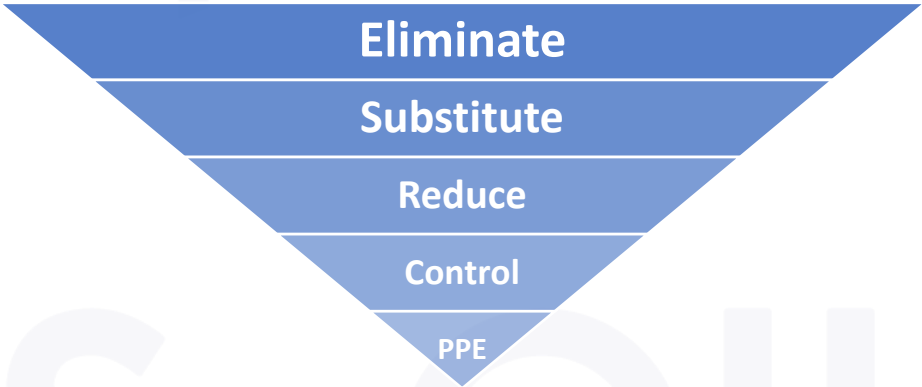
Hazard management approach

Our hazard management approach follows a structured process to systematically identify, assess, control and monitor workplace hazards, aiming at preventing accidents, injuries and occupational illnesses.

- **Hazard Identification:** We regularly assess our workplaces to identify potential hazards – physical, chemical, biological, ergonomic and psychosocial. This is done through routine inspections, hazard hunts, incident investigations and employee input.
- **Hazard Assessment:** Each identified hazard is evaluated based on its potential severity and likelihood of harm. This prioritization enables us to focus resources on the most significant risks.
- **Risk Control:** Control measures are implemented to eliminate or reduce hazards, using a combination of engineering solutions (e.g., machine guarding, ventilation, signage), administrative controls (e.g., safe work procedures, scheduling) and personal protective equipment (PPE).
- **Hierarchy of Controls:** We follow the established hierarchy of controls – elimination, substitution, engineering controls, administrative controls and PPE – with a focus on addressing hazards at their source wherever feasible.
- **Training and Awareness:** Employees receive comprehensive training to recognize, report and manage hazards, as well as to follow safety procedures and correctly use PPE. Awareness initiatives reinforce vigilance and proactive behavior.
- **Safety Procedures and Instructions:** Clear and accessible policies outline roles, responsibilities and protocols related to hazard management. These are regularly updated and communicated to ensure consistency and compliance.
- **Emergency Preparedness:** We maintain robust emergency response plans to address incidents such as fires, spills and natural disasters, ensuring readiness through regular drills and employee training.

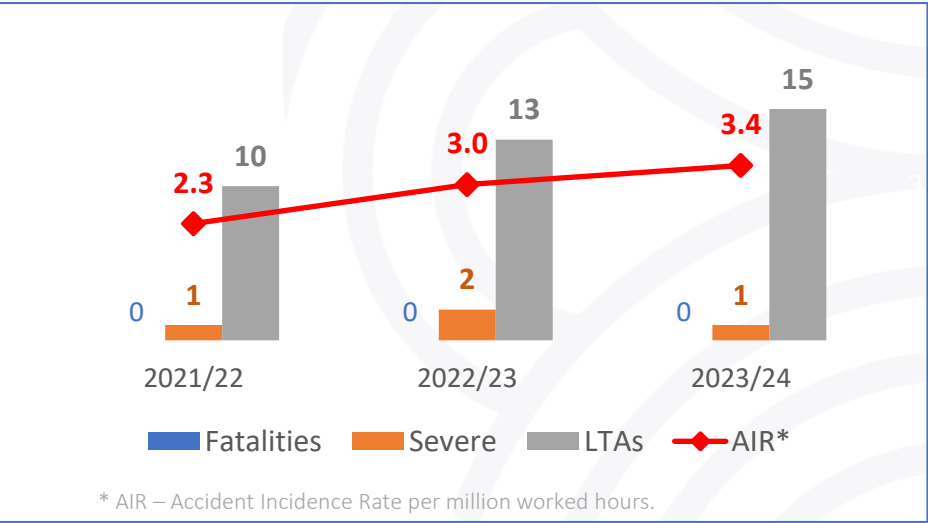
- **Continuous Improvement:** We continuously review our hazard management practices through incident investigations, audits, employee feedback and performance evaluations. Lessons learned are used to implement corrective actions and prevent recurrence.
- **Performance-Linked Safety Incentives:** We are working toward integrating health and safety metrics into our pay-for-performance framework, recognizing teams and individuals who demonstrate strong safety performance, proactive reporting and engagement in safety improvement initiatives.
- **Regulatory and Other Requirements Compliance:** Our programs are designed to meet or exceed applicable health and safety laws, standards and best practices set by national authorities and international stakeholders.
- **Employee Involvement:** Active employee engagement is a cornerstone of our approach. We encourage participation in hazard identification and risk assessments, fostering a culture where everyone contributes to a safer workplace.

Through this comprehensive approach, Trans-Oil aims to maintain a safe, compliant and continuously improving work environment that protects the well-being of all personnel across our operations.



Work-related accidents and illness

During the reporting period, Trans-Oil recorded an increase in the number of work-related accidents, including Lost Time Injuries (LTIs), across several operational sites.



While no fatalities or permanent disabilities were recorded, the upward trend in incidents is a matter of concern and underscores the need for strengthened preventive action improved safety oversight and reinforced employee engagement in risk identification and hazard mitigation.

ZERO

fatalities reported in the last 7 years,
severe accidents with permanent disability's, and
confirmed occupational disease cases

Explanation for the rise in accidents and mitigation measures

Several contributing factors have been identified:

- **Operational Expansion and Increased Activity:** The ramp-up of production volumes and onboarding of new personnel may have contributed to a higher exposure to workplace hazards.
- **Inconsistent Safety Practices Across Sites:** Variations in the maturity of safety programs and enforcement of procedures at different locations impacted the overall effectiveness of risk control measures.
- **Gaps in Safety Training and Awareness:** Reduced training activity during certain periods, coupled with less-than-optimal tracking of training records, may have led to lower preparedness among employees and contractors.
- **Inadequate Reporting of Near Misses:** Underreporting of near-miss incidents limited early identification of potential risks and opportunities for preventive intervention.
- **Inconsistent Accident Reporting or Qualification Across Sites:** Variations in how incidents are classified – particularly in some countries where first aid cases are recorded as reportable accidents – have led to a perceived increase in accident numbers, highlighting the need for standardized reporting practices across all operations.

To address these issues and reduce incident rates, Trans-Oil is implementing the following actions:

- Strengthening Safety Training Programs;
- Promoting a “Near-miss” Reporting and Learning Culture;
- Standardizing Incident Classification and Reporting;
- Enhancing Safety Oversight and Supervision;
- Expanding ISO 45001 Implementation.

Through these targeted efforts, Trans-Oil is committed to reversing the current trend and ensuring a safer, more consistent and resilient workplace across all its operations.

Work-related ill health screening

Trans-Oil conducts periodic health screenings to proactively monitor and manage work-related health risks among its employees. These screenings are designed to detect early signs of occupational illnesses and support timely intervention.

Screenings are scheduled based on regulatory requirements, risk assessments and the specific health exposures associated with each job role. Depending on the level and nature of the risk, screenings may be conducted annually, bi-annually, or at other appropriate intervals.

Examples of health assessments include:

- **Lung function tests** for employees exposed to dust, vapors or other respiratory hazards;
- **Vision examinations** for personnel operating screens or precision equipment;
- **Musculoskeletal evaluations** for workers engaged in repetitive or physically strenuous activities;
- **Cardiovascular and balance assessments** for employees working at height, ensuring fitness for safe climbing and fall prevention;
- **Respiratory and psychological evaluations** for workers in confined spaces to confirm their capability to safely operate in restricted and potentially hazardous atmospheres;
- **Thermal stress assessments** for personnel exposed to extreme environmental conditions such as cold, heat, or strong winds, to monitor their ability to tolerate severe weather and prevent related illnesses.

All findings from the screenings are recorded and analyzed to detect emerging health trends, evaluate the effectiveness of preventive measures and guide future improvements in occupational health programs. This approach ensures that resources are focused where the risks are highest, supporting Trans-Oil's commitment to maintaining a safe and healthy work environment.

Employee welfare and sanitary conditions

Trans-Oil ensures that all employees benefit from safe, clean and comfortable workplace conditions that support their well-being and productivity. Across all operational sites, the Company provides access to essential sanitary and welfare facilities in line with health, safety and labor standards.

- All workplaces are equipped with handwashing stations stocked with soap and hygiene supplies to promote proper sanitation and prevent illness.
- Locker rooms and showers are available at production sites to allow employees to change and clean up before and after shifts, particularly those working in physically demanding or high-risk roles.
- Employees have access to potable drinking water throughout the year, with special emphasis on ensuring hydration during the hot season.
- During cold weather, hot beverages such as tea and coffee are made available to help employees stay warm and comfortable.
- The Company promotes employee well-being by allowing frequent and scheduled breaks, particularly for those working in physically intensive or exposed environments.
- Employees have the option to take meals on site, with canteens or dining areas provided at many facilities. These areas are maintained in hygienic condition and offer a safe and clean space for rest and meals.

Trans-Oil continuously monitors the condition and accessibility of these facilities and takes employee feedback into account to ensure a supportive and respectful working environment. These measures form part of our broader effort to uphold health, dignity and comfort for all team members.



Worker participation, consultation and communication

At Trans-Oil, worker participation, consultation and communication are recognized as essential pillars of an effective Occupational Health and Safety (OHS) Management System. These elements not only ensure regulatory compliance but also foster a proactive safety culture across all levels of the organization.

Trans-Oil actively involves employees and their representatives in health and safety matters that affect their well-being. Worker participation empowers employees to contribute to decision-making processes, take ownership of safety initiatives and provide valuable input based on their day-to-day experiences and observations.

In larger operations, such as crushing plants, formal participation mechanisms are in place, including:

- Safety Committees that represent both management and workers;
- Regular consultation meetings to review safety policies and procedures;
- Documented feedback systems for hazard reporting and improvement suggestions.

In smaller operations and field sites, participation and consultation are facilitated through:

- Internal and external OHS training sessions;
- “Good Morning Meetings”, held regularly to discuss daily tasks, safety reminders and any immediate risks.



Trans-Oil prioritizes timely and transparent communication of OHS policies, procedures, hazards and preventive measures. Information is shared through multiple channels, ensuring all workers are well-informed, regardless of their role or location.

During the reporting year, the Company conducted a total of 4,300 OHS awareness meetings across its operations, same number as in previous year. These sessions played a key role in:

- Raising awareness about workplace risks and safe practices;
- Reinforcing the importance of personal and collective responsibility for safety;
- Encouraging open dialogue between employees and supervisors.

These structured and informal methods of participation, consultation and communication demonstrate Trans-Oil’s ongoing commitment to building a strong, inclusive safety culture. By involving employees in health and safety processes, the Company not only improves hazard identification and risk control but also enhances employee engagement, trust and morale – contributing directly to the continuous improvement of OHS performance.

Union Membership and Collective Bargaining Agreement

As per Corporate Human Rights Policy, employees are free to form or adhere to unions.

	2022/23	2023/24	Vs. PY
Union members	23%	20%	-3%
Covered by collective agreement	65%	61%	-4%

The number of union members at Trans-Oil Group has declined in recent years due to workforce restructuring, retirements in union-represented roles, and a growing preference among employees for direct communication and engagement with management.

Our operations

Sustainability is central to Trans-Oil's operations. We uphold environmental, social and ethical responsibility across our value chain, continuously innovating to reduce our footprint, support communities, and ensure a sustainable future.

6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



15 LIFE
ON LAND



Our climate commitment and focus

Trans-Oil Group is committed to actively addressing the challenges of climate change as part of our broader sustainability strategy. As an agribusiness leader, we recognize our responsibility to reduce greenhouse gas emissions, use resources efficiently and support the global transition to a low-carbon economy.

We are taking practical steps to minimize our environmental impact by improving energy efficiency across our operations, reducing fuel consumption through optimized logistics and utilizing biomass by-products from our crushing plants as a renewable energy source. These efforts not only reduce emissions but also improve resource circularity and operational resilience.

Looking ahead, we are working to define measurable climate goals, integrate low-carbon technologies and enhance climate risk management across our value chain. Through continuous improvement, innovation and collaboration with industry stakeholders, Trans-Oil aims to be part of the solution – contributing to a more sustainable and climate-resilient future.



Our climate strategy is aligned with the ambition to significantly reduce greenhouse gas (GHG) emissions, enhance energy efficiency, and increase the use of renewable energy across our operations by 2030. These goals are embedded in our broader ESG (Environmental, Social, and Governance) agenda and will guide decision-making at every level of the organization.

Key Areas of Focus:

- **GHG Emissions Reduction:** We are working to lower direct (Scope 1) and indirect (Scope 2) emissions by optimizing production processes, improving energy efficiency and modernizing our transportation and logistics operations. We are also exploring opportunities to assess and address Scope 3 emissions across our supply chain.
- **Renewable Energy Use:** A core part of our transition strategy includes expanding the use of renewable and clean energy sources. We are scaling up the use of biomass generated from our crushing plant by-products and exploring additional renewable energy options to reduce reliance on fossil fuels.
- **Operational Efficiency:** Through smart technologies, automation and process upgrades, we aim to significantly cut energy intensity per unit of output by 2030, ensuring more sustainable production and reduced environmental impact.
- **Sustainable Agriculture and Land Use:** We promote climate-smart agricultural practices among our suppliers and partners to enhance soil health, reduce input-related emissions and increase overall resilience to climate-related risks.
- **Climate Risk Management:** We are integrating climate risk assessments into our business planning processes to ensure that our assets and operations remain resilient to physical and transition-related climate risks.

Looking ahead

By 2030, Trans-Oil aims to demonstrate measurable progress in reducing emissions, increasing renewable energy use and supporting climate-resilient practices across our value chain. Our climate targets will be supported by internal monitoring systems, transparent reporting and active stakeholder engagement.

SBTi targets are not yet established for our organization, but we recognize their importance and will consider adoption in the near future.

Clean energy in action

Next two clean energy projects may be small in scale, but they reflect a deep internal and high level commitment to sustainability.

Trans-Oil’s Green Offices

Trans-Oil Group has relocated its Geneva office to the newly developed Kyoto – Geneva Green Offices complex. This strategic move aligns with our broader sustainability goals and reflects our continued commitment to reducing our environmental impact across all areas of operation.

The Kyoto complex is a next-generation green building, designed and constructed to meet the highest international standards for energy efficiency and environmental performance. The new office space features advanced climate control systems, optimized natural lighting, and eco-friendly materials—offering a healthier, more sustainable workplace for our employees.

By moving to the Kyoto – Geneva Green Offices, Trans-Oil not only reduces its carbon footprint but also enhances operational efficiency and employee well-being. This transition represents another step forward in embedding sustainability into the core of our business strategy.

We are proud to be part of a growing movement of companies choosing to operate in greener, smarter, and more responsible environments.

Victoria Oil Plan Solar Energy

Project Review:

In 2023/24, Trans-Oil Group took a meaningful step toward decarbonizing its operations by investing in renewable energy at the Victoria Oil crushing plant in Serbia. A total of USD 0.46 million was invested in the installation of a 600 kW rooftop solar panel system on the facility’s bottling plant roof.

Impact and Contribution:

- The system supplies approximately 1.63% of the facility’s total annual electricity. It’s a modest footprint for the community, but a meaningful stride for our organization.
- The project contributes to the reduction of CO₂ emissions, supporting Trans-Oil Group’s 2030 goal to lower its carbon footprint through clean energy adoption.
- The solar array operates with minimal maintenance and is expected to generate consistent clean electricity for more than 20 years, making it both an environmentally responsible and economically sound investment.
- The initiative also raises awareness within the company and among external stakeholders of the importance of investing in practical, scalable climate solutions in agribusiness.

Strategic Alignment:

This investment aligns with Trans-Oil Group’s climate action strategy and 2030 sustainability targets, which include expanding the use of renewable energy, reducing greenhouse gas emissions and improving energy efficiency across operations.

Looking Ahead:

Building on the success of this pilot, Trans-Oil Group plans to assess the feasibility of expanding solar capacity to other facilities across the region, further reinforcing its commitment to a sustainable and low-carbon future.

Our carbon footprint

In the 2023/24 reporting year, the company’s estimated Scope 1 and Scope 2 CO₂-equivalent emissions totaled approximately 112.8 thousand metric tons. This represents a 9% reduction – about 11 thousand metric tons – compared to the previous reporting year, when emissions stood at 123.6 thousand metric tons.

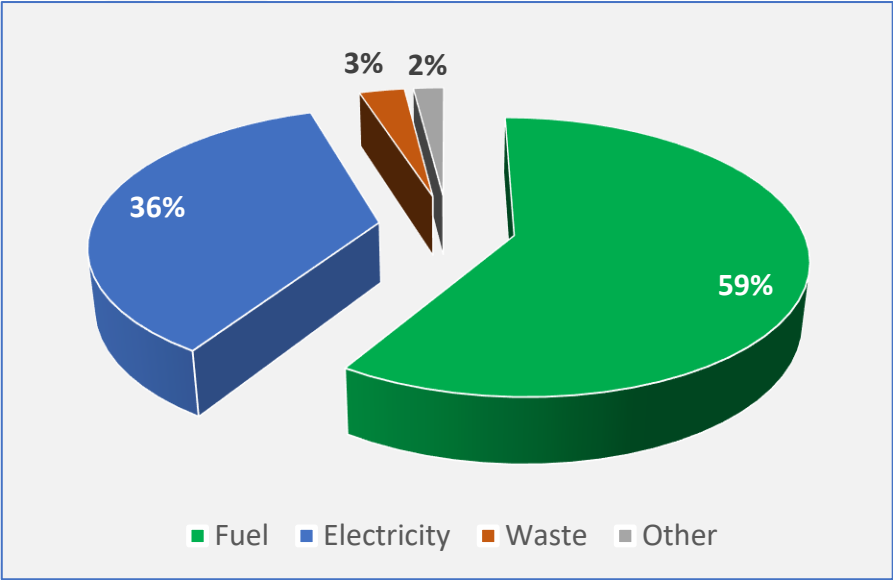
Although throughput and processing volumes declined by approximately 13% in the 2023/24 reporting year compared to the previous year, total CO₂ emissions decreased by only 9%. This reduction is primarily attributed to the increased need for drying, cleaning and handling of commodities. These additional processes were required due to lower raw material quality and prolonged storage needs caused by regional logistical disruptions. In agriculture, correlating energy consumption directly with output volumes remains challenging due to numerous uncontrollable variables – such as weather conditions, precipitation, air humidity, geographic distribution of assets, harvesting timelines, market prices, crop quality and yields.

Crushing plants and refineries remained the dominant sources of emissions, accounting for approximately 90.6% of the Group’s total CO₂ emissions during the reporting period, same level as in previous year.

Asset category	2022/23	2023/24	vs. PY
Crushing plants: - CO2 eq. tons - Weight	111,851 90.6%	102,249 90.5%	-9%
Port terminals: - CO2 eq. tons - Weight	4,806 3.9%	4,168 3.7%	-13%
Storage facilities: - CO2 eq. tons - Weight	6,477 5.2%	5,965 5.3%	-8%
Other assets: - CO2 eq. tons - Weight	477 0.4%	431 0.4%	-10%
TOTAL	123,610	112,813	-9%

The main contributors to CO₂-equivalent emissions in 2023/24 were:

- **Fuels** used in combustion systems and transportation, generating an estimated 66.7 thousand tons of CO₂-equivalent emissions, or 59% of the total. This represents a reduction of 8.5 thousand tons (-11%) compared to the previous year.
- **Electricity** consumption, responsible for approximately 41.1 thousand tons of CO₂-equivalent emissions, or 36% of the total, marking a decrease of 1.5 thousand tons -3%) year-over-year.
- Landfilled **waste** was the third-largest contributor, with estimated emissions of 3.6 thousand tons CO₂-equivalent (about 3% of the total), a decrease of 1.0 thousand tons compared to the previous year. However, it's important to note that most of this waste consists of dust and soil from grain cleaning processes, which contain minimal organic matter. As a result, emissions during waste storage are likely to be significantly lower.



Our operations

Our carbon footprint (continuation)

An analysis of our fuel usage reveals that approximately 66.7 thousand metric tons of CO₂-equivalent emissions (or 59% of total emissions) resulted from the combustion of solid renewable biofuels – specifically, sunflower seed husks and pellets made from them. These biofuels are produced by the Company's own crushing facilities and used in our boilers for energy recovery. Given their renewable nature, these emissions are typically considered biogenic and not counted in the Company's net carbon footprint. Therefore, the adjusted carbon footprint for the 2023/24 reporting year would be approximately 53.4 thousand metric tons of CO₂-equivalent emissions (112.8k – 66.7k).

Operations	2022-2023		2023-2024		% vs PY
	ton CO ₂ eq	% Split	ton CO ₂ eq	% Split	
Scope 1 (total)	81,087	66%	71,741	64%	-12%
<i>Fuel Consumption:</i>	75,181	61%	66,669	59%	-11%
<i>incl. solid biofuel (SFS husks)</i>	70,203	57%	62,917	56%	-10%
<i>incl. mobile sources</i>	2,786	2%	2,048	2%	-27%
<i>incl. other sources</i>	2,192	2%	1,705	2%	-22%
<i>Waste</i>	4,547	4%	3,582	3%	-21%
<i>Wastewater</i>	310	0.3%	219	0.2%	-29%
<i>Livestock</i>	498	0.4%	729	0.6%	46%
<i>Refrigeration/AC</i>	550	0.4%	542	0.5%	-1%
Scope 2 (total)	42,523	34%	41,072	36%	-3%
<i>Purchased Electricity</i>	42,523	34%	41,072	36%	-3%
Scope 3 (total)	NA	NA	NA	NA	NA
GRAND TOTAL:	123,610	100%	112,813	100%	-9%

Between 2021/22 and 2023/24, we achieved a 12% reduction in CO₂ emissions, decreasing from 127,590 tons to 112,813 tons, reflecting our continued commitment to lowering our environmental impact.

In the 2023/24 reporting year, Trans-Oil's crushing plants generated approximately 118.6 thousand metric tons (MT) of sunflower seed husks as a byproduct of crushing. Of this amount, 53.2 thousand MT were used on-site in the plants' own boiler systems to produce thermal energy (steam) for operational needs.

The remaining 65.4 thousand MT were either converted into biofuel pellets or sold to third parties – such as households and businesses – as a renewable alternative to fossil fuels like natural gas, coal and diesel.

Sunflower husks have a high energy value, with a calorific content of about 17,000 megajoules (MJ) per metric ton. Based on this, 1 kilogram of husks can substitute approximately:

- 0.507 cubic meters of natural gas,
- 0.394 liters of diesel oil, or
- 0.630 kilograms of coal.

Using these conversion factors, the 65.4 thousand MT of husks diverted from internal use could replace up to:

- 33.2 million cubic meters of natural gas,
- 25.8 million liters of diesel oil, or
- 41.2 million kilograms of coal.

Applying the IFC Carbon Emissions Estimation Tool (CEET), and assuming an even split in substitution – one-third natural gas, one-third diesel and one-third coal, plus 357k kWh of electrical energy generated by PV panels – we estimate that these biofuels and clean energy helped avoid approximately 73.3 thousand MT of CO₂-equivalent emissions that could have been otherwise generated by fossil fuel combustion.

This indirect emissions reduction offsets the 49.9 thousand MT of CO₂-equivalent emissions produced at Trans-Oil sites from fossil fuels, electricity and waste. In fact, it goes further - avoiding an additional 23.4 thousand MT of CO₂ emissions that would have otherwise occurred elsewhere.

Energy and fuel efficiency

During the reporting period, the Company consumed 1,177,044 GJ of energy from various sources, representing an 10% reduction compared to the previous year.

The 10% decrease in total energy consumption during the reporting period is the result of both our ongoing energy efficiency initiatives and a reduction in production and handled volumes compared to the previous year. While our targeted actions – such as process optimization, technology upgrades and improved energy management – have enhanced overall efficiency, the lower output levels in the reporting year also contributed to reduced energy requirements.

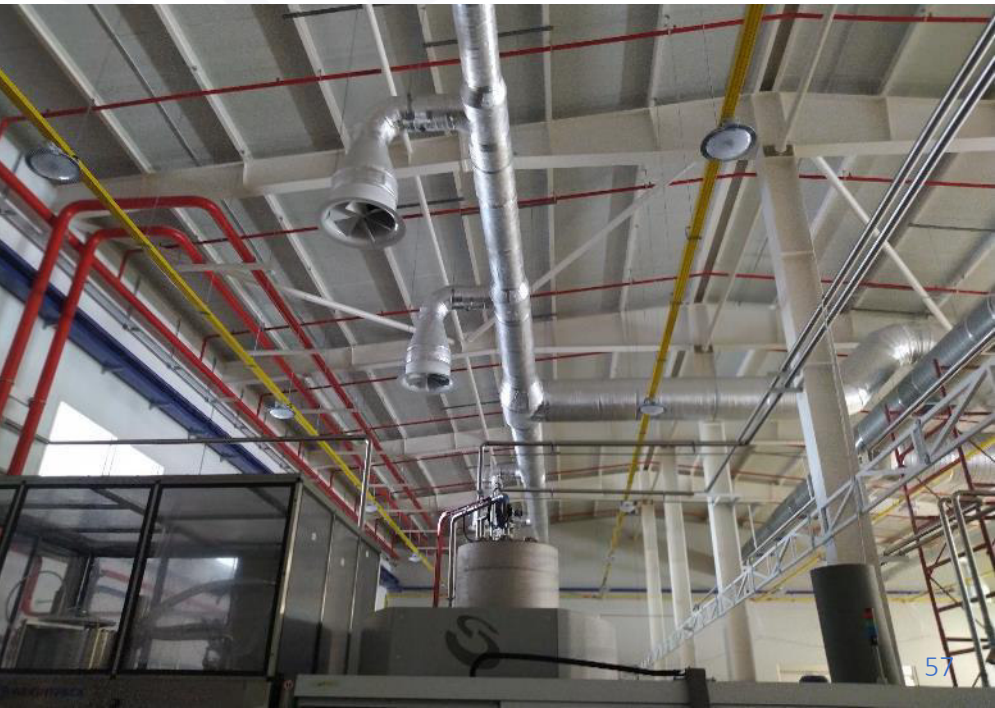
Sum of Total	Energy Consumption, (GJ) including ...	% Electrical	% Natural Gas	% Sunflower Hulls and Pellets	% Diesel	% Other fuel type
Short						
GRAND TOTAL	1177044	21%	2%	77%	1%	0%
CY Target:	1563753	25%	4%	70%	1%	0%
PY Actual:	1308683	20%	3%	77%	1%	0%
CY Act vs Tgt:	-25%	-16%	-58%	10%	-52%	86%
CY Act vs PY:	-10%	6%	-37%	0%	14%	-20%

The primary energy source was solid biofuel – mainly sunflower husks and pellets – accounting for approximately 77% of total consumption, primarily used in the boilers of our crushing plants and several other operations. Purchased electricity represented around 21%, natural gas approximately 2%, and other sources contributed less than 1%.

In 2023/24 reporting year, approximately 77% of the total energy used in Trans-Oil’s operations has been generated from renewable sources, primarily solid biofuels such as sunflower husks and pellets from own production, reflecting our strong commitment to sustainable energy use.

Company vehicles – including cars, trucks, tractors, forklifts, and locomotives – consumed 0.976 million liters of fuel during the reporting period, representing an 11% reduction compared to the previous year. Average fuel consumption was 18.0 L/100 km, down 6% year-on-year, reflecting improved efficiency and operational practices.

Trans-Oil continues to invest strategically in the re-technologization of its key production facilities, prioritizing the integration of state-of-the-art equipment designed to enhance operational efficiency and reduce energy consumption. These investments support the modernization of key processes across our value chain, enabling us to improve productivity, minimize resource use and align with our long-term sustainability goals. By adopting advanced technologies and processes optimization, we not only strengthen our competitive advantage but also contribute to a lower environmental footprint.



Our operations

Water stewardship

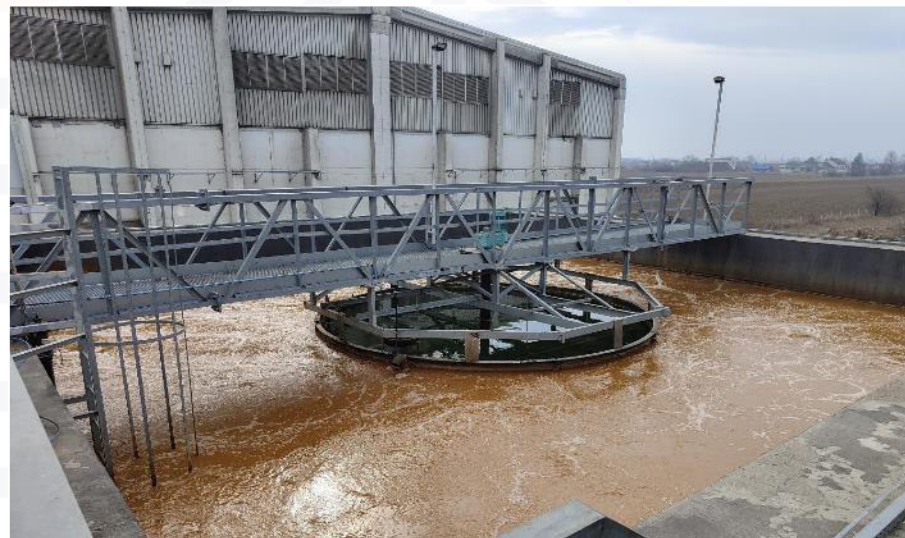
At Trans-Oil Group, water is more than just a resource – it is the lifeblood of our operations, communities and ecosystems. With water's important role in our main activities ranging from oilseed crushing in our processing plants to the pig farming, diverse construction and housekeeping activities, hygiene procedures, we have embraced a holistic approach to water management that safeguards this essential asset for current and future generations.

During the 2023/24 reporting year, Trans-Oil documented and approved its Corporate Water Stewardship Policy, making it publicly available to all stakeholders on Company website. Our overall water stewardship strategy is driven by three key principles:

- **Conservation and Efficiency:** We continuously strive to reduce water consumption across our operations by integrating new technologies and best practices.
- **Environmental Protection and Quality Assurance:** Ensuring the availability of clean water is a top priority. Our efforts are directed toward preventing contamination and ensuring rigorous treatment of wastewater.
- **Innovation and Partnership:** Recognizing that water challenges are complex and evolving, we constantly pursue innovation through research, development and strategic collaborations.

Trans-Oil's commitment to water stewardship is continually reflected in our daily operations – from the efficient use of water in industrial processes to meticulous control at all our sites. Every step we take is part of a larger vision: one that integrates corporate success with the ethical responsibility to protect our planet's most precious natural resource.

By integrating these sustainable practices into our business operations, Trans-Oil Group not only sets high industry standards but also champions a future where environmental integrity and economic progress go hand in hand. We remain dedicated to transparent reporting, continuous improvement and collaborative innovation, ensuring that water stewardship remains a cornerstone of our sustainable development policies.,



Water efficiency and wastewater treatment

Trans-Oil Group primarily utilizes water for processing in its oilseed crushing plants, pig farms and construction activities, as well as for hygiene and other operational needs.

The Group sources water from underground wells, municipal supply systems, and surface resources. All operations extracting water from underground or surface sources possess valid permits, while those using municipal supply systems have formal contracts with water suppliers. Each intake point is equipped with calibrated water meters to ensure accurate monitoring of consumption.

In the 2023/24 reporting year, Trans-Oil Group used 645.7k m³ of water, a 1% increase from the previous year

Sum of Total					
	Total Water Used, (m3) including ...	From Municipal Net	From Own Well	From Surface Sources including for irrigation
Short					
GRAND TOTAL	645691	168869	445592	31230	2790
CY Target:	676900	215700	426200	35000	0
PY Actual:	637232	204732	402275	30225	351
CY Act vs Tgt:	-5%	-22%	5%	-11%	100%
CY Act vs PY:	1%	-18%	11%	3%	695%

The rise was primarily driven by higher water consumption in crushing plants, which account for 95% of the Group’s total usage, mainly for steam production. The increase was influenced by a dry season, requiring more water for crushing dry seeds, by crushing mixes and other reasons like need to irrigate plants on territories and suppress dust on storage sites.

Approximately 69% of the water used was fresh water extracted from underground wells, 26% came from municipal systems and 5% was sourced from surface water.

In some facilities, rainwater harvesting is implemented for irrigation, dust suppression, and fire reservoir refilling. However, no comprehensive data is currently available on its usage.

Sum of Total					
	Total Water Used, (m3) including ...	From Municipal Net	From Own Well	From Surface Sources including for irrigation
Short					
GRAND TOTAL	645691	168869	445592	31230	2790
Sahre, %		26%	69%	5%	0%

Due to a slight increase in overall water usage and lower output volumes, the Water Usage Ratio rose by 17% in the reporting year, from 184.0 to 214.7 liters per metric ton of output.

Sum of Total					
	Water Usage Ratio, (L/t of Output)	Target for Water Usage Ratio	Prior Year, Water Usage Ratio	Water Usage Ratio vs. Target	Water Usage Ratio vs. Prior Year
Short					
GRAND TOTAL	214.7	187.7	184.0	14%	17%

In the 2023/24 reporting year, total wastewater effluents amounted to 291.0k m³, a 4% decrease from the previous year. Of this, 65% was discharged to municipal sewer systems, while 35% was released into surface water following treatment. More than 95% of wastewater is treated on-site before discharge.

Wastewater is regularly sampled and tested to ensure compliance with local and IFC standards, supporting further investigation and corrective actions as needed.

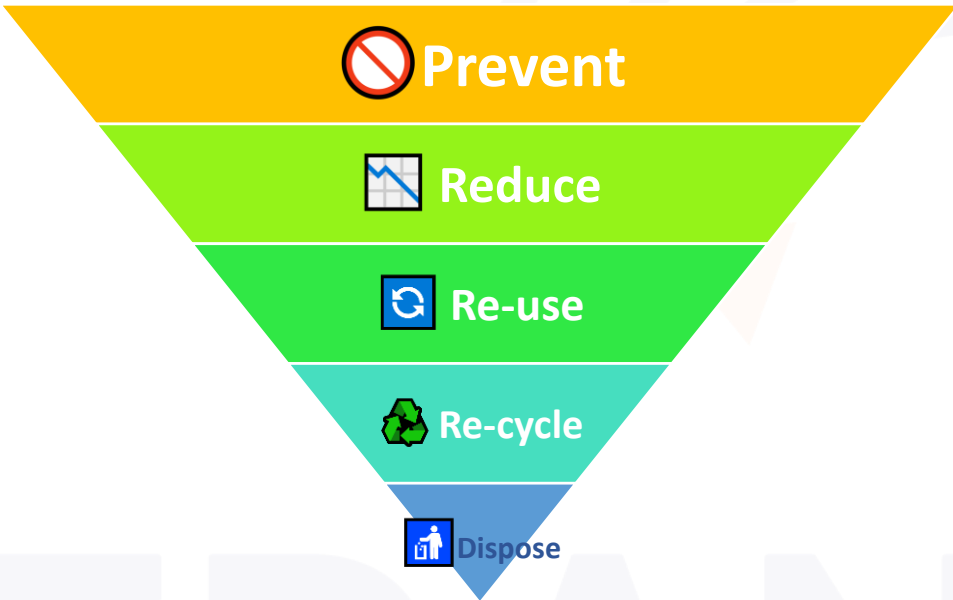
Waste and bi-products

At Trans-Oil, we recognize that effective waste management is essential for environmental preservation, resource conservation and public health. Through comprehensive waste reduction, recycling and responsible disposal initiatives, we are committed to minimizing our environmental footprint and fostering a circular economy.

By leveraging innovative technologies, engaging employees and collaborating with partners and communities, we continuously work toward our waste management goals, advancing sustainable practices that contribute to a cleaner, healthier planet for future generations.

Waste management hierarchy

Our waste management strategy follows the waste management hierarchy, ensuring efficient and responsible handling of waste to minimize environmental impact.



As a large agro-industrial holding, Trans-Oil Group generates various types of waste through its daily activities and production operations. The majority (~99%) consists of re-usable and re-cyclable by-products and non-hazardous materials, including sunflower husks, meal, ashes, refinery sediments, fatty acids from crushing and refining processes. Additional waste includes seeds and grain cleanings from storage facilities, scrap metal from maintenance, used tires, paper and plastic waste from packaging, storage and maintenance activities.

In the 2023/24 reporting period, Trans-Oil Group subsidiaries generated 447.2k MT of solid waste, marking a 3% decrease compared to the previous year. It was mainly by-products and re-usable or re-cyclable waste from crushing, commodity conditioning, maintenance, construction and housekeeping activities.

Sum of Total	Quantity of Solid Waste Generated (t), including ...	Landfilled	Delivered for Recycling	Re-Used	Used for Energy Recovery
Short					
GRAND TOTAL	447189	2957	168354	221013	54865
CY Target:	464514	4551	147763	248000	64200
PY Actual:	462049	3061	205902	194633	58453
CY Act vs Tgt:	-4%	-35%	14%	-11%	-15%
CY Act vs PY:	-3%	-3%	-18%	14%	-6%

Waste generation is closely linked to input, processing and output volumes. Certain technological waste, such as husks, meal and grain cleanings, is unavoidable or requires substantial effort and cost to reduce. Additionally, impurities and foreign matter in raw materials contribute to overall waste levels.

Landfilled waste decreased by 3% from the previous year, accounting for less than 0.7% of total waste generated.

Waste generation, origin and destination

The overall waste generation rate increased by 11.5% vs. Prior Year, rising from **134.4 kg to 148.7 kg per ton of output. This increase was primarily driven by waste volumes reported from by crushing plants.

Sum of Total	Waste Generation Rate, (kg/t of Output)	Target for Waste Generation Rate	Prior Year, Waste Generation Rate	Waste Generation Rate vs. Target	Waste Generation Rate vs. Prior Year
Short					
GRAND TOTAL	148.7	128.8	133.4	15.4%	11.5%

Waste is managed through various methods, with **landfilling** primarily applied to seeds and grain cleanings – a fraction consisting mainly of dust and soil, with minimal organic matter. This type of waste is generated during seed and grain cleaning, aspiration processes, storage maintenance, territory housekeeping and office activities.

Before disposal, it is accumulated in aspiration bunkers, waste containers, or bins. Disposal is conducted through contractual agreements with local authorities managing landfills. In the 2023/24 reporting year, landfilled waste totaled 3.0k tons (0.66% of total generated waste) and decreased by 3% compared to the previous year.

Waste containing more organic matter is separated, stored in designated areas or warehouses and subsequently repurposed as feedstock or fuel for individuals and households.

Re-used waste primarily consists of construction debris and waste wood from building maintenance, repurposed for rehabilitating access roads or used as fuel in place of wood or coal for heating.

Waste used for **energy recovery** includes sunflower seed husks, which are burned in the company's boiler rooms to generate steam for production and heating purposes.

Recycled waste mainly comprises by-products such as sunflower seed husks, cake, meal and refinery waste from seed crushing and oil extraction. These materials are stored in designated bunkers before delivery. Meal is primarily exported or sold locally as animal feed, while some sunflower husks are processed into granules or pellets at crushing sites and sold as solid renewable biofuel to individuals and households. Other recycled waste types include scrap metal from equipment maintenance, plastic, paper, cardboard and wood, all of which are sold to authorized collection companies.

Hazardous waste includes used tires, lamps, batteries, waste oil and laboratory chemicals. In the reporting period, approximately 7.3 tons of hazardous waste (<0.002% of total waste) were generated and properly managed. This waste is securely collected in restricted-access areas and disposed of through authorized vendors under contractual agreements or expedition bills.

Additionally, 8.1k tons of **liquid waste** (wastewater sludge) were evacuated through authorized municipal wastewater treatment plants for further neutralization via filtration fields.



Packaging waste

Trans-Oil Group’s crushing plants and flour mills with packaging processes comply with national collective systems for producer extended liability, ensuring the recovery and recycling of packaging waste. These operations maintain contracts with authorized associations that manage packaging waste responsibilities on their behalf.

They have fulfilled membership contributions, completed all required reporting to relevant authorities and are officially registered with environmental authorities.

Waste re-usage and re-cycling

In the 2023/24 reporting year, the waste recycling rate remained consistently high at over 99%, maintaining its previous level across Trans-Oil operations. As in previous years, crushing plants were the leading contributors, generating valuable by-products with diverse applications, including use in secondary production processes, animal feed and other industrial applications.

Sum of Total					
	Solid Waste Recycling Rate, (%)	Target for Solid Waste Recycling Rate	** Prior Year, Solid Waste Recycling Rate	Solid Waste Recycling Rate vs. Target	Solid Waste Recycling Rate vs. Prior Year
Short					
GRAND TOTAL	99.3%	99.0%	99.3%	0.3%	0.0%

Enhanced waste segregation, recycling measures and improved record-keeping have led to tangible financial gains, as more operations report revenue from waste sales to third parties for reuse or recycling. Notably, in the reporting year, at least eight operations, compared to five last year, recorded revenue from waste sales, with total earnings exceeding 1.4 million USD – a substantial increase from 245.5k USD in the previous year. This positive trend underscores the financial viability of effective waste management practices, reinforcing the company’s strategic approach to sustainability and resource optimization.

Optimizing resource use and waste reduction

The company implements a range of measures to reduce waste, minimize technological losses and enhance recycling:

- **Strengthen** quality control by equipping laboratories with advanced testing equipment for commodity assessment.
- **Monitor** goods quality – including humidity, impurities and infestation – throughout the value chain, from reception to storage.
- **Prioritize** suppliers utilizing modern crop production and harvesting technologies, encouraging best practices.
- **Upgrade** separation equipment to improve efficiency and minimize losses.
- **Reduce** seed and grain overhandling to prevent crushing and mechanical deterioration.
- **Return** grain and seed cleaning by-products to customers whenever feasible.
- **Maintain** conveyors and bucket loaders through regular repairs and overhauls to minimize spills and product degradation.
- **Discourage** the use of wheeled bucket loaders for seeds and grains to prevent crushing.
- **Ensure** hazardous waste is sent back to suppliers with extended producer liability, where applicable.
- **Conduct** training and awareness programs on material handling, waste segregation and management.

**** Declaration of Correction to 2022/23 Waste Generation and Re-cycling Data**

An omission in our previous report excluded 108,232 tons of recycled by-product. This has been corrected to reflect accurate total waste generation for 2022/23 and comparison. As a result, the prior year’s waste generation rate rose to 133.4 kg/ton of output (from 102.2), while the recycling rate increased to 99.3% (from 99.1%). The update does not impact disposal or landfill figures.

Industrial incidents and accidents

Throughout the 2023/24 reporting period, no environmental or industrial safety incidents or accidents affecting company employees, operations, or property were recorded across any Company subsidiary. This reflects the organization’s commitment to rigorous safety protocols, proactive risk management, and continuous operational oversight. Maintaining a zero-incident record underscores the effectiveness of established policies and reinforces the Company’s dedication to safe, sustainable, and responsible operations.

The Company experienced five severe weather-related incidents across its operations. Despite the intensity of these events, no operational disruptions, environmental impacts, or safety consequences were recorded.

Strengthening incident response preparedness

To ensure operational resilience and effective incident management, the Company conducts regular emergency scenario test drills across its facilities. These drills simulate various potential risk situations, allowing teams to refine response protocols, improve coordination and identify areas for enhancement.

Key emergency scenarios tested include fire and explosion risk, chemical spills and environmental contamination, severe weather and natural disasters, workplace injuries and medical emergencies, road traffic accidents involving company vehicles.

By regularly conducting and reviewing these drills, the Company strengthens its incident response capabilities, minimizes risks and ensures all personnel remain prepared for potential emergencies. Continuous training and refinement of response strategies contribute to a safer, more secure operational environment.

Road traffic accidents

In the reporting year, two road traffic accidents involving Company-owned light vehicles occurred. Neither incident resulted in injuries or harm to Company employees, community members, or other parties. Both accidents led only to repairable material damage, which was partially covered by insurance and Company subsidiaries.

The road traffic accident incidence rate significantly decreased from 1.4 to 0.4 accidents per million kilometers traveled, reflecting improved safety measures and operational diligence. However, while the frequency of accidents declined, the severity of incidents increased, with vehicle downtime rising from 4 to 11 days per case, indicating more complex repairs and recovery periods. Additionally, the average accident-related cost per case grew from 1,151.7 to 1,420.2 USD, highlighting the financial impact of more severe incidents.

This analysis underscores the progress in reducing accident occurrence, while also emphasizing the need for continued improvements in risk mitigation, vehicle maintenance, and accident response strategies to address severity and associated costs effectively.

Sum of Total	Code			
	No of Vehicle Accidents	Vehicle Accident Cost, (USD)	Vehicle Distance Travelled, (Km)	RTA Cost per Distance Travelled, (USD / mln. km)
Short				
GRAND TOTAL	2	7686	5412254	1420.2
CY Target:	0	0	5682000	0.0
PY Actual:	8	6584	5716749	1151.7
CY Act vs Tgt:	100%	100%	-5%	100%
CY Act vs PY:	-75%	17%	-5%	23%

Legal compliance approach

The Company has established mechanisms to continuously review, monitor and ensure compliance with legal requirements, covering existing, new and amended regulations. This proactive approach guarantees alignment with evolving legal frameworks.

A dedicated team of legal experts within the Company’s organizational structure ensures that all operations adhere to industry-specific regulations and function within legal boundaries. These experts, along with specialized functions, actively track legal developments, assess Company practices against regulatory standards, and implement necessary adjustments to maintain compliance. This includes key areas such as environmental and labor laws, data protection, financial regulations and other industry-specific requirements.

The Company and its operations are routinely subjected to legal due diligence assessments by independent third parties, verifying the validity of all mandatory permits and compliance documents essential for conducting business activities.

To further strengthen compliance oversight, the Company maintains a centralized monitoring tool that tracks the availability and validity of all essential permits, documents, and optional certifications. As of the end of the reporting period, 547 such documents and document groups were integrated and managed through this system.

During the reporting period, 240 mandatory documents were renewed and issued by relevant state and local authorities and other institutions, including permits, authorizations, certificates, contracts and consents.

Currently, two key environmental authorizations remain pending. All required documentation has been submitted to local authorities and decisions are expected soon. This process is in its final stages and is being closely monitored. No legal restrictions have been imposed, nor have any warnings been issued.

Authorities’ Control Inspections

In the reporting period, as far as 38 control inspections have been performed at Company operations by state control bodies. Most control visits targeted the following areas:

- Environment protection;
- Fire safety and emergencies;
- Labour relations and safety.

As a result, only 3 Notice of Violation (NOV) have been raised versus 7 a year ago. No material violations nor fines have been submitted to any Company subsidiary, just some general recommendations and minor non-conformities.

All findings have been provided with action plans and most of the actions have been already resolved.

No official and material litigation claims have been commenced nor registered during the reporting period.

Notices of Violation (NOVs) Incidence Rate

Period: Jul 2023 - Jun 2024

Sum of Total	NOV Incidence Rate, (No of NOVs / Inspection)	Target for NOVs Incidence Rate	Prior Year, NOVs Incidence Rate	NOVs Incidence vs. Target	NOVs Incidence vs. Prior Year
Short					
GRAND TOTAL	0.08	0.00	0.08	100%	-5%

Notices of Violation (NOVs) Severity Rate

Period: Jul 2023 - Jun 2024

Sum of Total	NOV Severity Rate, (USD per NOV)	Target for NOVs Severity Rate	Prior Year, NOVs Severity Rate	NOVs Severity Rate vs. Target	NOVs Severity Rate vs. Prior Year
Short					
GRAND TOTAL	0.0	0.0	45.0	0%	-100%

Our approach to product quality and food safety

At Trans-Oil, product quality and food safety remain top priorities, ensuring that every stage of production, processing and distribution upholds the highest industry standards. Through rigorous compliance, proactive risk management, and continuous improvement, we safeguard the integrity of our products and maintain consumer trust.

- **Quality Assurance Systems** – We have established and maintain robust quality assurance frameworks to monitor, control and verify every step of the supply chain. This includes advanced testing, inspection and monitoring protocols that ensure compliance with regulatory requirements and industry best practices.
- **Regulatory Compliance and Standards** – Trans-Oil maintains full compliance with all applicable food safety regulations and industry standards, keeping pace with evolving legal requirements. We continuously refine our processes to align with the latest regulatory developments, reinforcing our commitment to safe, high-quality products.



- **Supply Chain Traceability and Transparency** – We emphasize traceability and transparency, enabling us to track raw materials, ingredients and finished products throughout the entire supply chain. This ensures prompt identification and resolution of potential safety concerns, while providing accurate information to both consumers and regulators.
- **Hygiene and Sanitation Excellence** – Strict hygiene and sanitation protocols are implemented across all operations, including routine cleaning, disinfection procedures, protective equipment usage and employee training programs. These measures help prevent contamination and maintain product integrity.
- **Supplier Management and Oversight** – We collaborate closely with suppliers to uphold stringent quality and safety standards, ensuring that all raw materials and ingredients meet rigorous certification requirements. Supplier screenings, engagement and quality assurance protocols strengthen the integrity of our sourcing practices.
- **Risk Management and Preventive Controls** – Trans-Oil employs comprehensive risk management strategies to identify, assess and mitigate potential threats to product and food safety. Through risk assessments, preventive controls and contingency planning, we minimize safety risks and safeguard product quality.
- **Commitment to Continuous Improvement** – We continuously evaluate and refine our processes, using performance metrics and quality assessments to drive enhancements in food safety standards. Our commitment to innovation and operational excellence ensures that our products remain safe, nutritious and of the highest quality for consumers.

At Trans-Oil, we recognize that product quality and food safety are essential to consumer trust, brand integrity, and sustainable business practices. Through strict regulatory adherence, innovative safety measures, and proactive supplier engagement, we remain dedicated to delivering safe, high-quality products that meet the needs of our customers and stakeholders.

Certifications and food safety standards

Trans-Oil’s crushing plants adhere to globally recognized quality and food safety certifications, ensuring compliance with rigorous industry standards. The facilities are certified to ISO 9001, ISO 22000, HACCP, GMP, Halal, Kosher, and ISF Food standards, demonstrating the Company’s commitment to quality management, food safety and international regulatory compliance. These certifications guarantee that operations maintain strict hygiene protocols, traceability measures, and risk mitigation strategies, reinforcing consumer confidence in product safety, integrity and consistency.

ISCON and FLORIS: Trusted brands in the European market

Trans-Oil’s ISCON and FLORIS vegetable oil brands have earned the trust of European consumers, thanks to their exceptional quality, purity and sustainability standards. These brands continue to meet evolving consumer demands by maintaining high-quality production processes, rigorous food safety oversight and ethical sourcing practices. Their market success reflects Trans-Oil’s dedication to quality assurance, sustainability and responsible manufacturing.

Zero quality or food safety complaints, incidents and recalls

During the reporting period, Trans-Oil recorded zero quality or food safety complaints, incidents, or market recalls across its operations and markets. This track record underscores the effectiveness of robust quality control measures, strict regulatory compliance and proactive risk management. By maintaining high standards and continuous monitoring, the Company ensures that all products meet stringent safety and quality benchmarks, reinforcing customer trust and industry leadership.

Trans-Oil: A Trusted Brand for Quality and Food Safety

Crushing plant modernization: Advancing efficiency and food safety

Trans-Oil continues to invest in modernization and technological advancements across its crushing plants, enhancing efficiency, safety and food quality standards. A key milestone in this initiative is the building of a new oil bottling facility at Floarea Soarelui S.A., Moldova, equipped with state-of-the-art automation and safety systems.

The facility features two fully automated bottling lines, designed for precision, consistency and operational efficiency. These lines are equipped with dry conveyors, reducing moisture risks and enhancing product integrity. Additionally, enclosed conveyors have been implemented to ensure maximum food safety, minimizing contamination risks and aligning with strict industry regulations.

To support streamlined operations, a dedicated storage room for packaging materials has been integrated before the bottling and packing lines, optimizing inventory management and workflow efficiency. Further strengthening logistics, a new rack-type finished product storage warehouse has been introduced, featuring automatic racking systems with self-moving platforms, enabling high-speed, organized and automated product handling.

Through these modernization efforts, Trans-Oil reinforces its commitment to operational excellence, food safety and supply chain optimization, ensuring high-quality, reliable products that meet global industry standards.



Our supply chain

Trans-Oil values the role of suppliers in its sustainability journey. We tend to partner with those who uphold environmental, social and ethical standards, fostering transparency and driving positive impact across our supply chain. Together, we create value and contribute to a more sustainable future.



Our responsible sourcing approach

At Trans-Oil, we are dedicated to fostering a sustainable, resilient and ethically managed supply chain. We work closely with our suppliers to ensure our sourcing practices align with environmental and social responsibility objectives, continuously strengthening our approach.

Our commitment includes prioritizing suppliers who actively minimize greenhouse gas emissions, conserve water resources, uphold fair labor standards and reduce waste throughout the supply chain. Through direct engagement with suppliers and the adoption of Supplier Code of Conduct, we tend to continuously improve sustainability performance. This includes optimizing resource efficiency, strengthening compliance monitoring and implementing responsible sourcing practices. These efforts help mitigate risks, enhance operational resilience and drive measurable environmental and social progress.



Advancing our sustainable supply chain framework

As part of our ongoing commitment to sustainable sourcing, we are in the process of developing and implementing key initiatives to strengthen supply chain governance:

- **Corporate sustainable sourcing policy & supplier code of conduct** – These documents, outlining our sustainability expectations for suppliers, have been published on our Company website for supplier reference, establishing clear guidelines for responsible sourcing practices.
- **Supplier management program** – The next phase of development will focus on systematically evaluating, monitoring and improving supplier performance in alignment with our sustainability goals.
- **Ongoing supplier assessment and monitoring** – Supplier re-assessment and performance evaluations will be continuous, ensuring a dynamic list of approved suppliers that evolves as new suppliers enter and underperforming suppliers are excluded, promoting stronger sustainability standards within our supply chain.

Future enhancements and continuous improvement

While we are committed to strengthening responsible sourcing, we recognize that this framework remains a work in progress. Our approach will continue to evolve, incorporating expanded supplier screenings, auditing practices and enhanced verification mechanisms over time.

In the reporting year, extensive supplier auditing has not yet been conducted, but it remains a big challenge and a priority moving forward as we refine and expand our responsible sourcing strategy.

Trans-Oil collaborates with over 3,000 agricultural suppliers worldwide, ranging from small family farms to large agribusiness enterprises, trying to ensure a reliable and diversified supply of commodities for its crushing plants and trading operations.

Building a sustainable sourcing system

Trans-Oil continues to strengthen its sustainable sourcing framework, ensuring responsible and ethical supply chain practices. Our approach follows a structured, phased implementation, allowing us to systematically evaluate, onboard and monitor suppliers while driving continuous improvement.

1. Risk assessment & pre-check

The first step is to assess sourcing regions and countries from a sustainability perspective, identifying areas that require enhanced oversight due to environmental, social, or governance (ESG) concerns. This will allow us to prioritize responsible sourcing and mitigate risks early in the process.

2. Supplier onboarding

Our sourcing strategy is guided by risk assessment findings. Regions with significant ESG risks will not be considered for supplier cooperation, while low-risk areas will proceed to onboarding. All suppliers entering commercial agreements with Trans-Oil will have to contractually adhere to the Company's Corporate Sustainable Sourcing Policy and Supplier Code of Conduct.

3. Supplier self-assessment & audits

Upon onboarding, suppliers will have to disclose sustainability performance data or complete a self-assessment questionnaire, covering environmental, social and governance criteria. Where resources will permit, a sample of select suppliers will undergo audits to validate self-reported information and assess compliance.

4. Analysis & sustainability categorization

A cross-functional team of sustainability and commercial experts will review self-assessment and audit reports, identifying potential deficiencies and improvement areas. Suppliers will then be classified into different sustainability risk categories to guide monitoring and engagement strategies.

5. Corrective actions & continuous monitoring

Suppliers with identified deficiencies will have to develop and commit to corrective action plans, driving measurable improvements. During the acceptance period, suppliers will be monitored for progress against agreed action plans. Compliance tracking will continue until the next assessment or audit cycle, ensuring ongoing improvement.

6. Re-assessments & re-audits

Periodic re-assessments and audits will be scheduled based on assigned supplier risk levels. These evaluations will monitor overall performance, verify progress against corrective actions, and will reinforce continuous compliance. Repeated serious noncompliance will result in supplier disqualification and termination of commercial relationships.

Looking ahead: strengthening supplier oversight

As we continue to refine our sourcing system, we acknowledge that this process is evolving and will undergo further development to enhance accountability, transparency and sustainability across our supply chain. Future improvements will focus on expanding supplier screening, increasing audit coverage and strengthening verification mechanisms to ensure responsible sourcing practices.



Our supply chain

Company sourcing practices

Company's sustainable sourcing policy ensures that all commodity acquisitions prioritize primary producers and suppliers who meet the following criteria:

- Legally registered entities that operate in full compliance with applicable laws.
- Management of land designated for agricultural use.
- A commitment to continuous improvement in environmental and social performance.

Compliance with these criteria is verified through objective, documented evidence during supplier screening and before each harvesting and acquisition campaign. The acquisition volumes must correlate with the documented agricultural land area provided by suppliers. If a supplier offers quantities exceeding what is feasible to harvest from their owned land, Company conducts additional investigations, which may lead to refusal to source the commodities.

The majority of commodities are sourced locally in countries where Company operates, directly from farmers and traders. All suppliers are legally registered entities with a strong reputation and compliance with local laws. Supplier contracts are individually signed and electronically recorded in Company's database.

Company ensures that commodities originate from fields legally designated for agriculture, with no history of:

- Deforestation,
- Significant natural habitat conversion, or
- Biodiversity loss.

Company does not source commodities from countries or regions experiencing massive deforestation, significant habitat conversion, or human rights violations.

Company offers price premiums for certified ecological and organic commodities produced by local farmers. Future initiatives will promote and support the acquisition of certified organic and sustainably grown produce.

Suppliers receive comprehensive guidance on environmental and biodiversity responsibilities through Company's Supplier Code of Conduct, which outlines clear commitments and principles for environmental preservation.

Company encourages its commodity suppliers to adopt sustainable agriculture practices that enhance soil fertility, reduce pesticide use, protect biodiversity and restore or establish tree protection strips. To support these efforts, Company continuously disseminates guidance materials through its network of storage facilities and acquisition managers.

Sustainable agriculture offers significant advantages, particularly as input costs – including fuel, equipment, fertilizers and crop protection products – continue to rise. Additionally, demand for ecologically clean and organic raw materials is increasing, along with associated price premiums, making sustainable practices economically beneficial for farmers.

As part of its climate action commitments, Company has adopted a Deforestation-Free Supply Chain Policy to ensure responsible sourcing practices. This policy is shared with all commodity suppliers for implementation, reinforcing Company's commitment to environmental sustainability.



Social aspects in the agricultural supply chain of Trans-Oil

Trans-Oil has established and implements robust policies and procedures that reflect clear commitments to the protection of human rights. These include strict prohibitions against all forms of forced labor and child labor. These commitments are embedded as well in the Corporate Sustainable Sourcing Policy and the Supplier Code of Conduct, which all suppliers are required to adhere to.

The vast majority of Trans-Oil's suppliers are involved in the cultivation of oilseeds and grains. This sector has become increasingly mechanized and less labor-intensive due to the widespread adoption of modern agricultural equipment and technologies for planting, growing and harvesting. As a result, the social risks traditionally associated with manual intense agricultural labor have been significantly reduced.

Trans-Oil's agricultural partners and suppliers fully comply with International Labour Organization (ILO) standards, and do not engage in any form of forced, compulsory or child labor. All workers are employed freely and voluntarily, with the legal right to terminate their employment in accordance with applicable national labor laws and the applicable employee regulations.

Furthermore, Trans-Oil actively encourages its suppliers and partners to support youth development by promoting access to education and vocational training programs. These efforts contribute to the long-term sustainability and social well-being of the communities in which the company operates.

Through continuous monitoring, supplier engagement and policy and Supplier Code of Conduct enforcement, Trans-Oil ensures that social risks within its agricultural supply chain remain low. The company remains committed to fostering responsible sourcing practices that respect the dignity, rights, and well-being of all individuals involved.

Trans-Oil strictly prohibits sourcing commodities from suppliers engaged in deforestation, significant natural habitat degradation, child labor, forced labor, or any other form of human exploitation. These violations are disqualifying factors in Trans-Oil's supply chain strategy, ensuring that all sourcing practices uphold ethical, legal and sustainable standards.



Supply Chain Certifications

All five crushing plants hold valid ISCC certification for their supply chain operations. ISCC is a globally recognized certification system that ensures the sustainability and traceability of biomass and bioenergy. This certification guarantees compliance with strict environmental and social standards, promoting responsible production and trade practices.

ISCC integrates the requirements of the German Sustainability Regulations and the European Union’s Renewable Energy Directive, establishing a practical, transparent and internationally oriented system for biomass and bioenergy certification. Trans-Oil’s crushing plants have consistently maintained ISCC certification over the years and will continue to do so in the future.

Victoria-Oil doo, Šid, Serbia, has partnered with Nestlé on a pilot project focused on regenerative agriculture and CO2 emission reduction to monitor and contribute to the reduction of greenhouse gas (GHG) emissions. As part of this initiative, three key suppliers were selected to implement sustainable and regenerative agricultural practices. Initially, Victoria-Oil, as the Farm Management Group (FMG) holder, was actively involved in preparing these suppliers for certification under the Farm Sustainability Assessment (FSA) standard. However, instead of continuing with FSA certification, Victoria-Oil integrated these farms into the ISCC (International Sustainability and Carbon Certification) process, ensuring alignment with the same scope of sustainability and traceability requirements.



Contractor management approach

Company primarily engages contractors for large-scale construction projects, equipment installation and adjustments, specialized equipment maintenance, transportation services and security operations. However, all core business activities – including sourcing, conditioning, commodity storage, processing into oil and flour and transshipment – are exclusively managed by Company specialists and employees.

Due to local and industry-specific factors, Company’s direct influence over contractors may be somewhat limited. Nonetheless, to ensure safety and compliance, Company has developed a Contractor Safety Management Program, which implements key control measures, including:

Pre-authorization and safety controls

- **Contractor qualification** and competency assessment prior to engagement;
- Signing of **contractual agreements** defining responsibilities and safety expectations;
- Signing of the **Contractor Code of Conduct**, outlining mandatory safety rules and requirements;
- Hazard identification and **risk assessment** for all contractor-performed tasks.

Ongoing Safety Oversight & Compliance

Once a contractor is authorized, the following continuous safety measures are enforced before and during work execution:

- **Controlled access** for contractor employees;
- **Safety training** and hazard communication to mitigate risks;
- Tool and **equipment integrity checks** to ensure operational safety;
- **Permit-to-work system**, where applicable;
- **Incident reporting** and investigation protocols;

- **Workplace inspections** and on-site safety monitoring;
- Environmental and safety **performance tracking** for contractors;
- Regular meetings and agreed-upon **improvement action** plans to enhance compliance.

Through these structured policies and controls, Company ensures that contractor operations align with safety, environmental and regulatory standards, protecting both workers and business integrity.

Contractor safety performance

During 2023/24 reporting year, Company collaborated with approximately 180 contractors, primarily providing services such as commodity transportation from fields and between Company sites, construction activities, equipment maintenance and adjustments and security operations.

Across these contractor engagements, around 650 employees worked with the Company on a permanent, temporary or occasional basis, both on-site and off-site. Due to the nature of the work performed, the majority of these employees were male.

During the reporting period, Company operations recorded no work-related accidents among contractors, either on-site or off-site. This reflects our commitment to strict safety protocols, proactive risk management and continuous oversight of contractor activities to ensure a safe working environment.

ZERO

contractor-related incidents or
work-related accidents recorded

Our communities

Trans-Oil is committed to building sustainable communities by supporting education, healthcare and infrastructure. Through partnerships and engagement, we empower local populations, promote inclusivity and drive long-term social impact.



Community engagement and stakeholder collaboration

Community engagement is at the core of Trans-Oil's mission and values. We recognize that our operations directly impact the communities in which we operate, and we are committed to fostering strong, transparent relationships, actively listening to community need, and working collaboratively to create shared value.

Through engagement with local stakeholders – Including residents, community leaders and civil society organizations – we gain valuable insights into the social, environmental and economic dynamics of our operating regions. This enables us to align our strategies and initiatives with local priorities, ensuring meaningful contributions to community development.

At Trans-Oil, community engagement is not just an obligation – it is an integral part of our corporate identity. We strive to be a responsible neighbor, a trusted partner, and a catalyst for positive change in the communities where we live and work.



Our grievance mechanism

1. Proactive stakeholder engagement

We aim to maintain an ongoing communication with stakeholders through community meetings wherever is applicable, consultation sessions and surveys to identify potential concerns early. By actively seeking stakeholder input, we aim to prevent issues before they escalate.

2. Transparent channels for grievances

We provide clear, accessible channels for stakeholders to submit grievances, complaints or concerns. These include dedicated grievance hotlines, online submission forms and local feedback mechanisms, ensuring easy access to resolution pathways.

3. Timely response & resolution

Upon receiving grievances, our team conducts prompt, fair assessments, ensuring transparency and accountability. We strive for timely resolutions through dialogue, mediation, or other appropriate actions, keeping stakeholders informed throughout.

4. Continuous learning & improvement

We treat grievances as opportunities for learning, systematically analyzing reported concerns to identify trends and root causes. These insights allow us to implement corrective actions, refine our practices and prevent future issues.

5. Open dialogue & collaborative solutions





Our grievance mechanism support constructive dialogue, building trust-based relationships with stakeholders through mutual respect and understanding. We engage with affected parties to explore collaborative solutions, strengthening our commitment to responsible business conduct.

By integrating both proactive and reactive grievance management, Trans-Oil reaffirms its dedication to continuous improvement, stakeholder engagement and ethical corporate practices.

Community engagement and stakeholder collaboration

Trans-Oil has established a comprehensive grievance recording and monitoring mechanism to address concerns from employees, community members, suppliers, contractors and other stakeholders.

To ensure accessibility, stakeholders can submit grievances – including anonymous reports – through multiple channels:

-  The [General Complaints and Speak Up](#) tool on the Company website;
-  Email submissions to the designated Company address;
-  Phone calls to the Company office;
-  Physical grievance boxes available at Company sites, following provided instructions and forms.

This structured approach reinforces Trans-Oil’s commitment to transparency, accountability, and open dialogue, ensuring that all concerns are addressed effectively, in a timely and fair manner.

Grievance Form

Reference No:

Full Name:

Contact Information
Please mark how you wish to be contacted (mail, telephone, e-mail).

☐ By Post: Please provide mailing address:

☐ By Telephone:

☐ By E-mail:

Preferred Language for communication

☐ Romanian

☐ Russian

☐ Other

Description of Incident or Grievance:

What happened? Where did it happen? Who did it happen to? What is the result of the problem?

Addressing community grievances

During the reporting year, two grievances were received from the local community, both submitted through local public authorities rather than directly via our public grievance channels. This represents a 50% reduction compared to the previous year, reflecting improved community engagement and issue resolution efforts. Each grievance was thoroughly investigated and addressed with great care in collaboration with relevant authorities and independent laboratories, ensuring a fair and satisfactory resolution. The outcomes of these investigations have strengthened our understanding of local concerns, allowing us to enhance our engagement strategies and proactively address potential future issues.

Sum of Total	Code No of Grievances, including from ...				
Short		Target for No of Grievances	Prior Year, No of Grievances	No of Grievances vs. Target	No of Grievances vs. Prior Year
GRAND TOTAL	2	0	4	<div></div> 100%	<div></div> -50%

1. Noise from Crushing Plant Equipment

In September 2023, a resident living near the industrial area where the plant operates raised concerns about noise allegedly originating from the crushing facility. In response, plant specialists requested an independent investigation from the local Public Health Authorities, who conducted site inspections, process reviews and noise measurements at key locations, including areas close to the plant’s perimeter near the residential sector.

The investigation revealed some instances of noise levels exceeding standard limits near production equipment; however, these excesses did not surpass regulatory thresholds outside the designated sanitary area. The final protocol issued by Public Health Authorities confirmed a noise limit exceedance near a residential home, measured two meters from the windows. The complete measurement results were not made available to the company, but the official protocol contained no recorded violations, no reference to regulatory breaches and no fines. Instead, three recommendations were issued, which the plant has accepted and implemented.

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Addressing community grievances *(continuation)*

Noise from crushing plant equipment *(continuation)*

To further minimize operational noise, two years ago the plant initiated the construction of a new greenfield bottling facility within its premises. This facility is located away from the plant's border and residential sector, and features an enclosed compressor room with sound insulation and other noise-reducing measures. Upon commissioning, this upgrade is expected to significantly reduce noise emissions.

Additionally, the plant remains committed to ongoing modernization efforts, including:

- Renewing, refurbishing, and upgrading production and auxiliary facilities.
- Relocating certain facilities away from the perimeter bordering public roads and residential areas.
- Implementing technical noise reduction solutions within its maintenance program.
- Planting tree strips to further absorb sound and mitigate potential nuisances.

Through these proactive measures, the company continues to enhance environmental performance, reduce noise impact, and maintain positive community relations.

2. Smoke odor in residential area

In January 2024, the same resident submitted a complaint to the Local Mayoralty, reporting the smell of burnt seeds and smoke near their home. The Mayoralty redirected the complaint to the Environmental Inspection for further assessment. In response, the Environmental Inspection conducted a site visit to the crushing plant, performing a thorough inspection of processes and equipment. Additionally, an independent air emissions investigation was commissioned to analyze boiler emissions.

Following these assessments, no violations or regulatory exceedances were detected. The plant received an inspection protocol outlining general recommendations, but no violations or fines were issued.

Context of complaints & plant modernization

It is worth noting that the community member who filed these two complaints established their residence within the sanitary zone of the city's industrial area, surrounded by large industrial enterprises, during the privatization process of the 1990s. At that time, there were no urban planning regulations, controls or zoning restrictions, leading to unregulated residential development in areas designated for industrial activity.

Since the plant was revitalized and resumed normal operations, the resident has submitted multiple complaints regarding noise, odors, fuel smells in wastewater sewers, smoke and sediments.

Over the past 10 years, since becoming part of Trans-Oil, the plant has been continuously investing in modernization and operational improvements, including:

- Upgraded aspiration systems for better air quality;
- New boilers and an enhanced boiler room to optimize efficiency;
- Electrostatic filters installed on emission stacks to reduce particulate emissions;
- A brand-new extraction department equipped with advanced technology;
- A modern bottling facility, strategically located away from residential areas.

Commitment to future modernization

Trans-Oil remains committed to ongoing facility upgrades, with plans to invest in new boilers for improved energy efficiency, upgrades to the refining department for optimized production, new silos for raw materials to improve storage and logistics.

Philanthropy and sponsorship

Trans-Oil remains committed to enhancing community development and improving the livelihoods of the people it interacts with. During the reporting year, the company carried out 29 sponsorship initiatives, donating over \$259,000 to local communities in the form of financial support, vegetable oil, fuel granules and other essential goods – maintaining a level similar to the previous year. As a result, more than 1,300 individuals benefited from these contributions, including disadvantaged people, children, athletes and young community members.

- In December 2023, Trans-Oil Group and Floarea Soarelui S.A. proudly sponsored two significant events:
 - 🏆 The 70th anniversary of the Specialty Sports School No. 1 in Balti, celebrating decades of athletic excellence and youth development;
 - 🏆 The National Children's Table Tennis League Gala on December 17, 2023, where 200 talented children aged 8-18 from across the country competed with skill and enthusiasm, showcasing their passion for the sport and commitment to excellence.
- Global Grain International SRL, Romanian subsidiary of Trans-Oil Group, traditionally acted as a sponsor of and participant in the EuroGrainExchange Bucharest 2024 which was held on April 10-11, 2024, in Bucharest, Romania.

Economic impact & local development contribution

Many of Trans-Oil’s operations rank among the largest employers and taxpayers in the regions where they operate. Through substantial tax contributions to both local and central budgets, the Company plays a pivotal role in supporting economic growth, funding essential infrastructure and fostering community development.



Educational visit: inspiring the next generation

On April 23, 2024, Trans-Oil welcomed a group of enthusiastic young visitors from Paul Georgescu Theoretical High School in Țândărei, Ialomița County.

Children aged 7 to 11 years explored the plant with great curiosity, eager to learn about how oil is produced and the intricate processes behind its journey from raw materials to their tables. Their excitement and insightful questions made the visit truly memorable.

During the tour, the students observed production and bottling sections, gaining firsthand knowledge of the oil manufacturing process. Trans-Oil believes in the importance of educating the younger generation about quality production practices. By fostering early awareness of food quality and sustainability, we empower future consumers to make informed, responsible choices.

Through such initiatives, Trans-Oil continues to invest in community engagement and educational development, inspiring young minds and strengthening connections with local schools.



Committed to nature, creating a better tomorrow

Each year, Trans-Oil’s Floarea Soarelui crushing plant proudly participates in the National Afforestation Program, reinforcing its dedication to environmental sustainability.

In November 2023, employees from the Floarea Soarelui plant in Balti joined the annual tree planting campaign, mobilizing with enthusiasm to contribute to reforestation efforts. The event took place in Lipoveanca village, Sângerei district, in partnership with Î.S. Întreprinderea Silvo-Cinegetica, which provided both land and saplings for planting.

Working in teams of two, plant employees successfully planted approximately 3,500 acacia trees over a 2.1-hectare area within just five hours. This initiative restored part of a dried lakebed, helping to counteract previous illegal deforestation.

Through this effort, Trans-Oil made a meaningful contribution to local environmental restoration, directly supporting the afforestation objectives of the Republic of Moldova by 2030 and advancing the UN’s Sustainable Development Goals.

Trans-Oil actively engages in tree planting initiatives to support community well-being and environmental sustainability. By collaborating with local organizations and optimizing available resources, the Company contributes to expanding green spaces and fostering long-term ecological balance for the benefit of the communities it serves.



Security of Company sites and assets


Trans-Oil ensures comprehensive security measures across all its sites, with security personnel present 24/7 to safeguard its assets and operations.

Site security & personnel

- Most subsidiaries employ dedicated in-house security staff, treated equally with all company employees regarding employment conditions, benefits, medical screenings and training.
- Security personnel operate in shifts of 12 hours on duty, followed by 24 hours of rest, in compliance with labor regulations.
- Depending on site size and operational intensity, each shift consists of two or more guards.
- Some subsidiaries contract security services from specialized agencies, with these personnel managed as contractors.

Training, equipment & emergency response

- Security staff undergo regular training in security protocols, firefighting procedures, emergency response and asset protection.
- Guards are equipped with essential communication and safety tools, including mobile phones or walkie-talkies, emergency contact lists, lanterns, whistles and access to firefighting equipment.
- Firearms and combat weapons (knives, rods, sticks, etc.) are strictly prohibited.



No security breaches or community complaints regarding security personnel were reported during the year.

Physical & digital security infrastructure

- All company sites are fenced and feature secure access gates with locking mechanisms.
- Continuous video surveillance is integrated across all locations, transmitting directly to company headquarters and security departments.
- Main buildings are equipped with fire and security alarm systems, including fire detectors and panic buttons.
- Alarm systems are linked to centralized dispatch centers, operational 24/7, ensuring immediate notification to fire departments or police, depending on the nature of the alert.

Security guards: key responsibilities & emergency response

Security personnel play a critical role in maintaining safety and order across all company sites. Their primary duties include:

- Controlled access management, ensuring secure entry to facilities;
- Monitoring the movement of materials and goods to prevent unauthorized handling;
- Regulating truck traffic within company premises to maintain operational efficiency;
- Overseeing fire safety and security conditions across buildings and territories.

Beyond daily security operations, guards are trained to respond swiftly and effectively to emergencies, including:

- Fires, medical incidents, accidents and security threats;
- Initiating emergency protocols and contacting relevant authorities;
- Assisting in evacuations to safeguard personnel and assets.

The background of the slide is a dense, overlapping network of thin, colored lines. The lines are primarily yellow, green, blue, and red, creating a complex, web-like pattern. The lines intersect at various points, forming a mesh of irregular polygons. The overall effect is a textured, almost crystalline appearance. The text "Other relevant information" is centered over this pattern.

Other relevant information

Report Assurance

The report for the year ending 30/06/2024 has not undergone third-party assurance. However, all information and data have been thoroughly verified against other relevant company reports and validated by cross-functional officers and the ESG committee.

Report Audience

This report is intended for a diverse group of stakeholders, including:

- Board of Directors;
- Investors and shareholders;
- Lenders and development finance institutions (DFIs);
- ESG analysts and rating agencies;
- Public authorities and regulators (central and local);
- Suppliers and contractors;
- Customers;
- Employees and labor unions;
- Non-governmental organizations (e.g., agricultural and food unions and associations);
- Mass media.

Feedback and Contact Details

Trans-Oil welcomes feedback from all stakeholders on the information in this report. Feedback and inquiries can be submitted via the contact details below or through the Company’s website.

Contact for Feedback

Trans-Oil Group of Companies

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Fax: +373 22 889 301

E-mail: office@transoilcorp.com

Web: <https://transoilcorp.com>

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Vitalie Bivol,

Group Head of Sustainability

E-mail: vitalie.bivol@transoilcorp.com



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OUR PEOPLE				
Metrics	Act * 2021-2022	Act 2022-2023	Act 2023-2024	Est 2024-2025
Number of Employee Workplace Accidents, including:	11	15	16	8
- Fatalities	0	0	0	0
- Severe accidents	1	2	1	0
- Lost time Accidents	10	13	15	0
Accident Incidence Rate (No of accidents / mln Worked Hours)	2.27	3.03	3.4	1.7
Accident Severity Rate (No of Accident Lost Days /No. of Accidents)	45	39	44	25
Occupational Disease Rate (%)	0%	0%	0%	0%
Women Employment Rate (%)	28%	27%	26%	> 30%
Employees Under 18 Years Rate (%)	0%	0%	0%	0%
Employees with Disabilities Rate (%)	1.7%	1.5%	1.5%	> 2%
Employee Turnover Rate (%) including:	24%	23%	20%	< 17%
- Voluntary Turnover Rate	16%	15%	12%	< 14%
Number of Grievances from Employees	0	0	0	0
Employee Training Hours	11.6	12.2	7.5	15.0
Overtime Hours to Regular Hours Rate	4%	2.9%	2.6%	2.5%
Night Hours to Regular Hours Rate	17%	16.1%	14.9%	14.5%
Medical Leave Incidence (Sick Days / Employee)	9.0	8.5	8.1	8.0
Medical Leave Severity (Sick Days / Medical Case)	12.4	12.7	13.1	12.5
Total OHS Related Expenses, (USD / ton of Output)	0.13	0.16	0.17	0.20

* In 2021/22 took place the integration of Serbian and Romanian operations.

COMMUNITY TRUST				
Metrics	Act * 2021-2022	Act 2022-2023	Act 2023-2024	Est 2024-2025
Number of Contractor Workplace Accidents, including:	1	2	0	0
- Fatalities	1	0	0	0
- Severe accidents	0	2	0	0
- Lost time Accidents	0	0	0	0
Number of Road Truck Accidents	4	8	2	0
Environmental and Safety Incidents	3	3	0	0
Number of Grievances from Community	1	4	2	0
CO2 Emission Intensity (Kg CO2/ton of Output)	33.7	35.7	37.5	36.7
CO2 emissions from fossil fuels/carbohydrates (kg/t of Output)	14.8	15.4	16.6	15.7
CO2 Emission from renewable sources (%)	56%	57%	56%	57.3%
Water Usage Ratio (L/t Output)	175	184	214.7	195.1
Energy Usage Ratio (Mj/t of Output)	374	378	391.4	370.0
Waste Generation Rate (Kg/t of Output)	50.4	133.4 **	148.7	140.0
Waste Recycling Rate (%)	98.0%	99.3% **	99.3%	99.3%
Chemicals Usage Ratio (Kg/t of Output)	0.31	0.31	0.33	0.30
Total Environmental Related Expenses, (USD / ton of Output)	1.68	0.95	0.51	0.50
Number of Volunteer Man-Hours	1078	1318	1744	2006
Community Investments (USD)	348827	231891	259090	272044

* In 2021/22 took place the integration of Serbian and Romanian operations.

** Declaration of Correction to 2022/23 Waste Generation and Re-cycling Data

An omission in our previous report excluded 108,232 tons of recycled by-product. This has been corrected to reflect accurate total waste generation for 2022/23 and comparison. As a result, the prior year's waste generation rate rose to 133.4 kg/ton of output (from 102.2), while the recycling rate increased to 99.3% (from 99.1%). The update does not impact disposal or landfill figures.

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 2: General Disclosures 2021	2-1 Organizational details	Trans-Oil Group of Companies, page 82 and official website page with contacting information Primary Contacts ; page 25 ; Aragvi Holding International Ltd, domiciled in Cyprus, is the majority shareholder of TOGC. Established on 21 June 2012, it is controlled by Vaja Jhashi, TOGC's Chief Executive Officer, who holds 87.5% of its shares. The remaining 12.5% is owned by Oaktree Capital Management LLP, which became a minority shareholder in June 2019. Since April 2021, TOGC has issued 144A/Reg S \$500 million 2026 8.45% notes, listed on the Irish Stock Exchange.
	2-2 Entities included in the organization's sustainability reporting	Page 11
	2-3 Reporting period, frequency and contact point	Page 11 ; Page 82 https://transoilcorp.com/en/company-overview/
	2-4 Restatements of information	No restatements of information included
	2-5 External assurance	Page 10 ; Page 82
	2-6 Activities, value chain and other business relationships	Pages 25-27 , additionally refer to the Trans-Oil Investor Presentation and official website page " Company Overview ". Refer to Trans-Oil Investor Presentation (Diversified geographical reach in core markets). Trans-Oil is a leading agro-industrial holding in Center and Eastern Europe (CEE) and number one originator, processor and exporter of agro-commodities in the Republic of Moldova. The Company was founded in the Republic of Moldova and has extended its operations to Ukraine, Romania, Serbia and other CEE countries. All Company's activities are coordinated from head offices in Romania and regional offices in Moldova, Switzerland, and Serbia. Trans-Oil is a vertically-integrated business with control over the entire value chain, engaging in a wide range of activities, including oil seeds and grain handling and storage, grain flour production, oil seeds crushing, vegetable oil refining and meal production. The Company operates 46 silos for oil seeds and grain storage, 5 crushing and refining plants with a crushing capacity of 4.2k MT/day and 6 port terminals on the Danube River in Serbia, Ukraine and Moldova; additionally refer to Trans-Oil Investor Presentation (Impact of Russia-Ukraine conflict on Trans-Oil operations); Pages 67-73 .
	2-7 Employees	Pages 38-51
	2-8 Workers who are not employees	Page 73 , Contractor Management

GRI Context Index

GRI Standard		Description / Reference
GRI 2: General Disclosures 2021 <i>(Continuation)</i>	2-9 Governance structure and composition	Pages 31-35
	2-11 Chair of the highest governance body	Pages 31-32
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 31
	2-13 Delegation of responsibility for managing impacts	Page 34
	2-22 Statement on sustainable development strategy	Page 4 ; Page 12
	2-23 Policy commitments	Refer to Trans-Oil Company website, Code of Conduct and Sustainability page “ Our sustainability policies ”; Page 12 ; Page 28 ; Pages 38-43
	2-26 Mechanisms for seeking advice and raising concerns	Page 42 ; Page 75-77
	2-27 Compliance with laws and regulations	Page 64
	2-28 Membership associations	Page 22-24 ; Page 30
	2-29 Approach to stakeholder engagement	Pages 13-21
	2-30 Collective bargaining agreements	Page 51
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 16 ; Pages 20-21
	3-2 List of material topics	Pages 17-19
	3-3 Management of material topics	Pages 31-35 ; Pages 39-41 ; Pages 47-50 ; Pages 58-59 ; Pages 60-62 ; Pages 65-66

Other relevant information

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 7 . Additionally refer to the Trans-Oil Investor Presentation , “Key financial indicators”.
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Page 7 ; Page 23 ; Page 29 ; Pages 78-79
GRI 207: Tax 2019	207-1 Approach to tax	Page 7 ; Page 78
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 57
	302-3 Energy intensity	Page 7 ; Page 57 ; Page 77
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 58
	303-2 Management of water discharge related impacts	Page 58
	303-3 Water withdrawal	Page 59
	303-4 Water discharge	Page 59
	303-5 Water consumption	Page 59
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 25 ; Page 70
	304-2 Significant impacts of activities, products and services on biodiversity	Page 70 ; Page 72
	304-3 Habitats protected or restored	Page 79

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 55-56
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 55-56
	305-4 GHG emissions intensity	Page 7 ; Pages 55-56 ; Page 84
	305-5 Reduction of GHG emissions	Page 53-56
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pages 60-62
	306-2 Management of significant waste related impacts	Pages 60-62
	306-3 Waste generated	Pages 60-62
	306-5 Waste directed to disposal	Pages 60-62
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 43 ; Page 83
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Pages 43-45
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 46-50
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 47-48
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 51

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 403: Occupational Health and Safety 2018 (Continuation)	403-5 Worker training on occupational health and safety	Page 44
	403-6 Promotion of worker health	Page 50
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 47-48
	403-8 Workers covered by an occupational health and safety management system	Page 47 ; Page 73
	403-9 Work-related injuries	Page 49 ; Page 73
	403-10 Work-related ill health	Page 50
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 44
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 43-44 ; Pages 47-48
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 40-41
	405-2 Ratio of basic salary and remuneration of women to men	Page 45
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 42

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 51 ; Page 71
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 40-42 ; Page 71
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 80
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 75-76 ; Pages 78-79
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 70