

**Building
resilience today
to ensure a
sustainable
tomorrow**



TRANS-OIL
Group of Companies

2023 Sustainability Report



**Building resilience,
addressing challenges,
embracing opportunities.**

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Abbreviations:

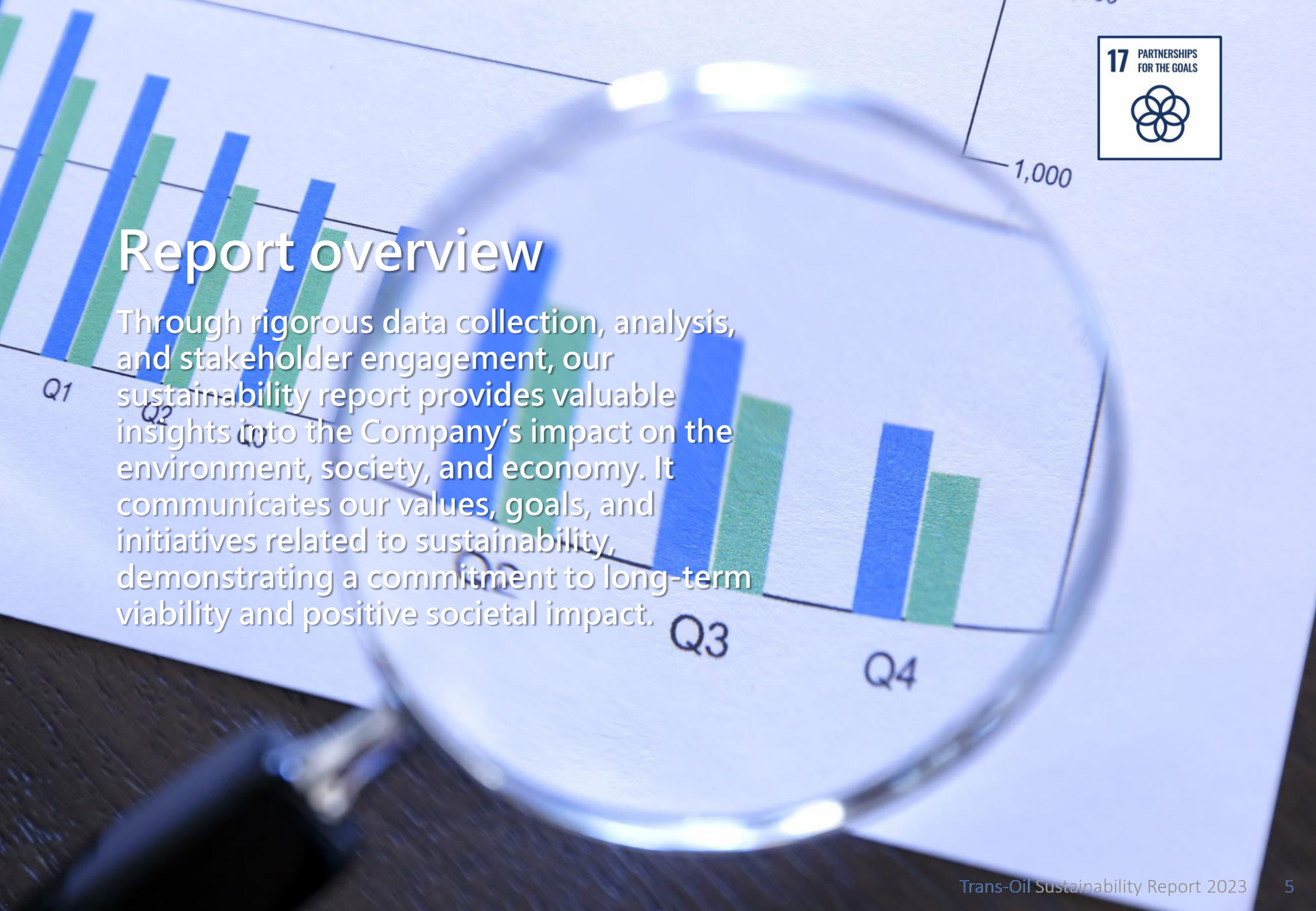
AMR.....	Annual Monitoring Report
CEO.....	Chief Executive Officer
COO&GC.....	Chief Operation Officer & General Council
Company.....	Trans-Oil Group of Companies or the Group
CSR.....	Corporate Social Responsibility
DFI.....	Development Finance Institutions
EBRD.....	European Bank of Reconstruction 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



1,000

Report overview

Through rigorous data collection, analysis, and stakeholder engagement, our sustainability report provides valuable insights into the Company's impact on the environment, society, and economy. It communicates our values, goals, and initiatives related to sustainability, demonstrating a commitment to long-term viability and positive societal impact.



A message from our Chief Executive Officer

GRI 2-22



Vaja Jhashi

CEO and Founder of Trans-Oil Group

In sustainability lies our collective strength and resilience.

In our ongoing commitment to sustainability, we recognize that the journey towards a sustainable future is riddled with challenges yet brimming with opportunities. As we navigate this path, we remain steadfast in our dedication to fostering resilience across all aspects of our operations, with a keen focus on our four pillars: people, operations, supply chain, and Community.

Our workforce faces the challenge of adapting to rapidly changing demands and technologies, requiring continuous upskilling and reskilling initiatives to ensure their well-being and employability. Investing in the development and well-being of our employees not only enhances organizational resilience but also fosters innovation and creativity, driving long-term success.

Balancing the need for efficiency and productivity with environmental considerations poses a significant challenge, especially in industries with resource-intensive processes. Embracing sustainable practices presents opportunities for cost savings, increased efficiency, and reduced environmental impact, positioning us as leaders in our industry.

Ensuring transparency and ethical practices throughout our supply chain presents challenges, particularly in regions with weaker regulatory frameworks and limited oversight. Partnering with suppliers committed to sustainability enables us to create a more resilient and transparent supply chain, reducing risks and enhancing brand reputation.

Building and maintaining strong relationships with local communities amidst competing interests and socio-economic disparities requires sustained effort and collaboration. Engaging with local communities through initiatives such as capacity-building programs and community development projects not only strengthens our social license to operate but also fosters mutually beneficial relationships.

By addressing the challenges and seizing the opportunities inherent in our sustainability pillars, we are building resilience for a sustainable future for all stakeholders. Our commitment to sustainable practices, coupled with ongoing innovation and collaboration, positions us to thrive in a rapidly evolving global landscape while contributing to the well-being of people, the planet, and prosperity for generations to come.

As we reflect on our sustainability journey, we remain steadfast in our pursuit of resilience, recognizing that every challenge is an opportunity for growth and positive change. Together, we will continue to advance towards a more sustainable future, guided by our unwavering commitment to people, operations, supply chain, and communities.

2022/23 facts and highlights

GRI 201-1 / 203-2 / 207-1 / 302-3 / 305-4

Trans-Oil Group of companies is a leading, vertically-integrated and diversified agrobusiness in Central and Eastern Europe:

1

- **Number One** originator, processor and exporter of agro-commodities in Moldova, with
- **Strong presence** in origination and processing in Romania, Serbia and other CEE countries.

More about Financial, Commercial and Operational indicators and performance you can find on Trans-Oil Company website, [Financial Reports](#) and [Company Presentation](#).

\$2.1 bn.

-20% vs PY

Revenue

4.1 m MT

-29% vs PY

Total sales

\$33.5 m

+150% vs PY

Capital investments

\$184 m

-24% vs PY

EBITDA

807 k MT

+2.6% vs PY

Total crushed volume

«Zero»

stable

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

35

+6% vs PY

CO2 emissions intensity,
(kg CO2/ton of output)

99%

+1.2% vs PY

Solid Waste
Recycling Rate

184

+6% vs PY

Water Usage Ratio,
(L/ton of output)

378

+1% vs PY

Energy Usage Ratio,
(Mj/ton of output)

2718

+4.3% vs PY

Total workforce

Our vision & mission

At Trans-Oil we envision a harmonious world where humanity thrives in balance with nature, fostering sustainable prosperity for present and future generations.

Our mission is to encourage individuals and businesses to adopt ethical, environmentally friendly practices that prioritize sustainability and social responsibility.



Company milestones



About this report

GRI 2-3

Report Boundaries

This report provides an overview of Trans-Oil Group of Companies (“Company”, “Trans-Oil”, the “Group” or “TOGC”) sustainability approach and performance for the 12-month reporting period, covering the period of 1 July 2022 to 30 June 2023, and was reviewed by the Board and executive management.

This is Trans-Oil’s second sustainability report, and the Company will report on sustainable development topics on an annual basis.

It has been prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards, to reflect our most material environmental, social and governance (ESG) topics and align with our sustainability pillars.

The boundary of the report covers all assets where we have operational control, material supply chains and it excludes specific purpose and holding companies.

Our environmental key performance indicators (KPIs) cover our processing, cursing, milling, port terminals, storage and handling facilities, international trading. Our offices are excluded from our environmental KPIs due to immateriality.

This Report is prepared following the requirements and recommendations of the listed below documents in the field of non-financial reporting:

- The Global Reporting Initiative “GRI Standards” 2021;
- 17 UN Sustainable Development Goals;
- Principles of preparing a communication on progress based on the principles of the UN Global Compact;
- Recommendations of GRI Standards and the UN Global Compact “Integrating the SDGs into Corporate Reporting: a practical Guide”.

GRI 2-2

Name of entity included in the report	Abbreviated 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 elevator	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. Flour mill	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
Agro-Test Lab SRL	ATL	Laboratory services	Moldova, Giurgiulesti
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

About this report

Data and Information

Trans-Oil internal reporting systems collect and retain the data in this report with metrics primarily based on GRI indicators.

All figures stated in this report represent the latest available data unless stated otherwise. Some of the totals shown may reflect the rounding up or down of subtotals. In some cases, and where meaningful or material, we may have restated figures from previous years to reflect improvements in our data collection, analysis and validation systems. Any such cases are indicated and explained in this report.

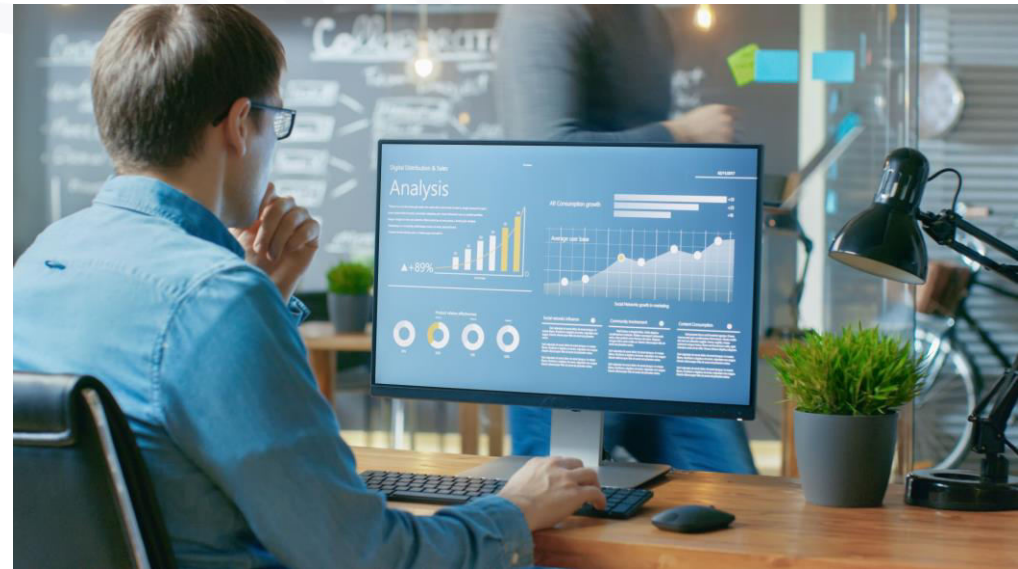
We aim to report all incidents in the period in which they occur. Occasionally, reporting may be delayed to allow for an improved understanding of the incident or revisions to its classification. Where this results in a material restatement of previously reported data, we will publicly disclose the restatement and its rationale.

GRI 2-5

Report Assurance

No external assurance has been performed of the figures and statements contained in this report so far.

In the future, we plan to engage independent third-party auditors to perform assurance on our sustainability reports, ensuring they meet the highest standards of accuracy and transparency.



Our sustainable approach

At the core of our operations, we uphold four essential pillars: people, operations, supply chain and community.

Through our dedication to these pillars, we strive to foster a culture of inclusivity, environmental stewardship, community engagement, and ethical sourcing, ensuring a sustainable and responsible approach to business.

At every level of our operations, we prioritize initiatives that minimize our environmental footprint, promote social equity, and support the well-being of communities where we operate. Through innovation, transparency, and collaboration, we continuously seek to enhance our sustainability practices across our supply chain, operations, and product lifecycle. By integrating sustainability into our core values and business strategies, we aim to create long-term value for our stakeholders while contributing positively to the planet and society as a whole.



Stakeholder engagement

GRI 2-29

Key Stakeholder's Engagement

Stakeholders' engagement is paramount as it ensures that all relevant parties have a voice in decision-making processes. By actively involving stakeholders, Trans-Oil looks to gain valuable insights, foster collaboration, build trust, and enhance the overall effectiveness and legitimacy of its' initiatives. This engagement helps in identifying diverse perspectives, addressing concerns, and ultimately achieving outcomes that are more inclusive, sustainable, and aligned with the needs and expectations of those impacted by the decisions. In essence, stakeholders' engagement is not just a best practice but a fundamental element for achieving meaningful and lasting success in any endeavor.

Identifying stakeholders involves considering various criteria to determine who may be affected by or have an impact on a project, organization, or decision.

Identifying relevant stakeholders is a crucial step for Trans-Oil as it ensures that the interests, concerns, and perspectives of all those who may be affected or have an impact are considered.

The key criteria considered when identifying stakeholders are:

- Direct and indirect impact;
- Interest and influence;
- Expertise and resources;
- Proximity and dependency;
- Historical relationship;
- Legitimacy and representation;
- Ethical considerations;
- Legal and regulatory requirements.



Stakeholder engagement

GRI 2-29

Key Stakeholder's Engagement

We actively involve a diverse array of stakeholders, both directly and indirectly, to convey our sustainability commitments and gain insights into the significant concerns affecting our business and supply chains, as well as the changing perspectives of others.

- Internationally, we collaborate with financial institutions, investors, shareholders, customers, and partnership organizations.
- Locally, our engagement extends to employees, suppliers, regulatory bodies, non-governmental organizations, industry associations, and the communities.

Outlined below are specific instances of our engagement with 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

GRI 2-29

Key Stakeholder's 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

Material topics and materiality matrix

GRI 3-1

Material Topics

We are part of a dynamic business that is constantly striving for a sustainable future for all involved. Within this context, we recognize numerous environmental impacts and areas of focus pertinent to both our Company and the broader ecosystem. It is imperative for us to discern priorities accurately and channel our efforts effectively towards attaining them.

To identify the topics of interest and relevant for our report, we used a systematic approach that considered both internal and external factors, including:

1. Stakeholder analysis;
2. Industry trends analysis;
3. GRI and other frameworks analysis;
4. UN Global Compact;
5. UN Sustainable Development Goals;
6. Risk assessment;
7. Materiality matrix;
8. Benchmarking;
9. Regulatory compliance;
10. Internal consultation.



Following an internal analysis based on the assessment of several areas and the set of global objectives in the international arena including the 17 SDGs, we identified more than 90 potentially relevant topics.

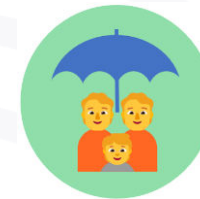
We then selected 30 topics of interest from this list that are connected to Trans-Oil which were further merged to identify 15 main topics to be assessed internally and externally by all Group stakeholders.

GRI 3-2

2023 Relevant Topics for TOGC:



1. Climate Action
2. Energy Efficiency and Innovation
3. Water Stewardship
4. Waste Management
5. Environment and Biodiversity



6. Human Rights, Diversity and Inclusion
7. Talent Cultivation and Development
8. Occupational Health and Safety
9. Product Quality and Food Safety
10. Responsible Supply Chains



11. Philanthropy and Volunteering
12. Corporate Governance and Decision-making
13. Employee and Executive Compensation
14. Risk Management and Security
15. Financial Performance

Material topics and materiality matrix

GRI 3-2

Material Topics

Topic	Definition	Page	Section
Environment			
Climate Action	Climate action encompasses all efforts aimed at addressing climate change and its impacts. This includes measures to reduce greenhouse gas emissions, such as transitioning to renewable energy sources, improving energy efficiency, and implementing sustainable practices in various sectors like transportation, agriculture, and industry. Climate action also involves adapting to the unavoidable effects of climate change.	p. 45-47; p. 59; 61	Operations, Supply chain and Community
Energy Efficiency and Innovation	Energy efficiency and innovation involve finding new ways to use energy more effectively and sustainably, as well as developing and implementing new technologies, processes, and practices to reduce energy consumption and minimize waste.	p. 48; 52	Operations
Water Stewardship	Water stewardship involves the responsible management and conservation of water resources to ensure their long-term sustainability and equitable distribution.	p. 49-50	Operations and Community
Waste Management	Waste management refers to the collection, transportation, treatment, and disposal of waste materials in an environmentally responsible manner. It involves various practices aimed at minimizing the generation of waste, maximizing resource recovery through recycling and composting, and safely disposing of residual waste.	p.51-53	Operations and Community
Environment and Biodiversity	Protecting the environment and biodiversity involves conserving natural habitats, preventing habitat destruction and fragmentation, and managing ecosystems sustainably to maintain their health and resilience. This includes efforts to mitigate pollution, combat climate change, promote sustainable land use and resource management, and reduce the impacts of human activities on ecosystems and wildlife.	p. 26; 61; 63; 66; 72	Supply chain and Community

Material topics and materiality matrix

GRI 3-2

Material Topics

Topic	Definition	Page	Section
Social			
Human Rights, Diversity and Inclusion	Human rights, diversity, and inclusion are interconnected principles that promote equality, dignity, and respect for all individuals, regardless of their background, identity, or characteristics.	p. 27; p. 33-36; p. 63-64	People and Supply chain
Talent Cultivation and Development	Talent cultivation and development refer to the processes and practices aimed at nurturing individuals' skills, capabilities, and potential to help them achieve personal and professional growth and contribute effectively to Company's success or better communities.	p. 33; p. 37-39	People
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. 26; p. 39-42; p. 54; p. 64-65	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. 26; p. 56-58	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. 23; p. 45; p. 56; p. 61-64; p. 66	Operations and Supply chain

Material topics and materiality matrix

GRI 3-2

Material Topics

Topic	Definition	Page	Section
Governance			
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. 71	Community
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. 27-29	People and 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. 36-38	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. 30-31; p. 40; p. 49; p. 56; p. 61-62 p. 64-65	Operations and Community
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	Operations

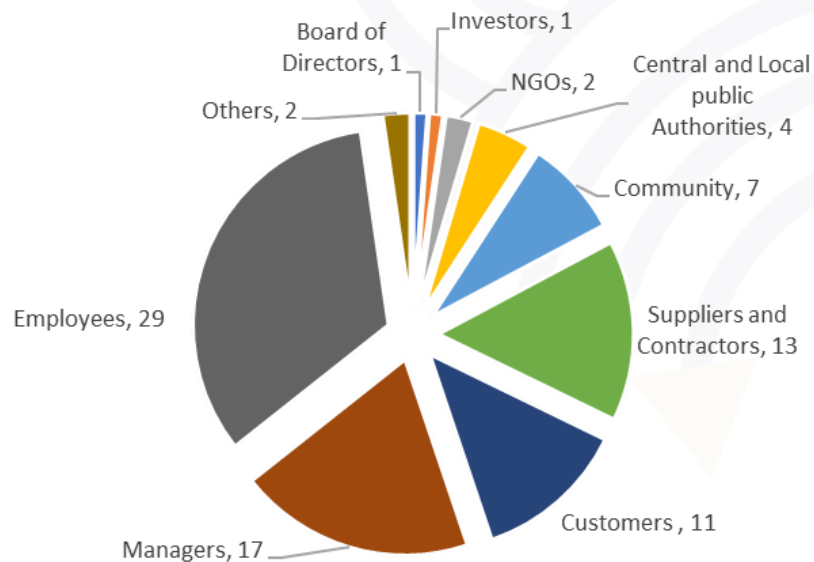
Material topics and materiality matrix

GRI 3-1

Materiality Assessment

Following the identification of pertinent internal and external stakeholders and key material topics, a questionnaire was formulated and translated into five languages (English, Romanian, Serbian, Russian, and Ukrainian), for each country and for all relevant stakeholders. These were then accordingly distributed via email, the Company website, and Facebook, accompanied by a letter inviting stakeholders to engage in the survey.

We have received a total of 87 completed questionnaires from various stakeholder groups, distributed as follows:



The materiality analysis was developed taking into account the most recent publications by international standards such as the GRI standard 2021 (latest version, published in 2022 and mandatory as of 1 January 2023).

The process we followed in identifying the material topics is double materiality, a new approach that represents a novelty in that it allows two aspects to be analyzed:

- the current or potential significant impacts generated by the Company (Impact materiality) in the short, medium or long term;
- the actual or potential impacts suffered by the Company (financial materiality).

The ESG material topics were subsequently prioritized based on their materiality and significance to the Company's business strategy, value chain, and stakeholders. Our focus was directed towards issues with the highest potential to either generate opportunities or present risks if not effectively managed in the short, medium or long term.

Among the 15 most relevant topics, 8 have been assessed as the most material, including (see Materiality Matrix on next page):

1. Occupational health and safety
2. Products quality and Food Safety
3. Finance performance
4. Corporate governance and decision making
5. Employee and executive compensation
6. Human rights, diversity and inclusion
7. Waste management
8. Water stewardship

These are the topics we will strive to disclose in as much detail as possible. The subsequent topics will be disclosed with less detail or provided with general information.

Material topics and materiality matrix

GRI 3-1

Materiality Matrix



● Environmental topics

● Social topics

● Governance topics



SUSTAINABLE DEVELOPMENT GOALS

Alignment with Sustainable Development Goals

GRI 2-28 / 203-2

Alignment and Contribution to Sustainable Development Goals

Alignment with the United Nations Sustainable Development Goals (SDGs) involves integrating the goals and targets outlined in the SDGs into our organizational strategies, operations, and initiatives to contribute to sustainable development at the global, regional, and local levels.

1 NO POVERTY



We are contributing to local prosperity by liking local agricultural producers with final consumers, using our network. We create new well paid jobs in rural communities.

6 CLEAN WATER AND SANITATION



We have committed to reduce our water footprint in all our crushing facilities, and conserve water for our communities. Actually, we don't extract water from water-stresses sources.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We are focused to maximize resource usage efficiency by minimizing waste, we optimize or supply chain, we prioritize responsible sourcing and sustainable agriculture.

2 ZERO HUNGER



We work and invest in local rural communities, connecting local agricultural producers with global markets. We trade commodities, produce food products and animal feed.

7 AFFORDABLE AND CLEAN ENERGY



We are constantly focused on increasing the share of renewable and clean energy used, and we provide renewable biofuel to local communities to replace fossils.

13 CLIMATE ACTION



We have committed to reduce our CO2 footprint, and we are incorporating climate changes and resilience into all our strategies, policies, actions, and decisions, as part of our efforts.

3 GOOD HEALTH AND WELL-BEING



We provide to our customers and consumers quality and safe food products and animal feed. We take care of employees' health and safety, and their wellbeing.

8 DECENT WORK AND ECONOMIC GROWTH



Providing a safe and healthy work environment free of harassment and discrimination is a priority for Trans-Oil, and we encourage our partners to do so.

15 LIFE ON LAND



Trans-Oil is dedicated to preserving biodiversity, safeguarding our flora and fauna, protecting forests and water systems, and supporting conservative agriculture.

5 GENDER EQUALITY



We actively support and promote gender equality through encouraging diversity and inclusion in our human rights policies, Code of Conduct and all operations.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We upgrade our infrastructure, we invest in brand-new equipment and modern technology with highest production, safety and environmental performances.

17 PARTNERSHIPS FOR THE GOALS



Addressing global issues and challenges has a higher chance of success when are approached in partnerships, involving all stakeholders.

Who we are and what we do?



By fostering collaboration, innovation, and compassion, we strive to transform challenges into opportunities, cultivating a brighter, more equitable future for all.

GRI 2-1 / 2-6 / 304-1 / 304-2

Trans-Oil Group of Companies

Trans-Oil Group is an agro-industrial holding with a wide range of activities including oilseeds crushing, grain handling and storage, international commodities trading, vegetable oil in bulk, bottled oil and production of flour. Trans-Oil employs more than 2700 people, primarily in sunflower oil production, as well as in origination and logistics which are all entirely owned and operated by the Group.

The main business segments of the Group are:

- **Crushing and Refining** - processing of oilseeds to get vegetable oil for the food industry and meal for animal feed. The Group owns and operates five oilseed crushing facilities: three in Republic of Moldova, one in Romania and one in Serbia. The Group's sunflower oil brands, such as "FLORIS" and "ISKON" are the leaders in the local markets and are increasingly expanding internationally in Europe, Asia, Africa and the Middle East.
- **Grains and Trading** – Trans-Oil Group is the leader in exporting grains and oilseeds in the Central and Eastern Europe. The Group operates 46 storage facilities across the Republic of Moldova, Romania and Serbia with a total capacity of over 1 million MT.
- **Export Terminals** – Trans-Oil Group provides grain, oil handling and transshipment services, through terminals located in Reni (Ukraine), Giurgiulesti (Republic of Moldova) Pančevo & Bačka Palanka (both Serbia). The total throughput capacity of the six terminals is over 6 million MT per year.

All Company operations are established in industrial areas or free-economic zones. The land destination is industrial, provided with sanitary protection areas around. No natural reservations are situated in immediate proximity to Company operations. All land the operations are established on is Company owned.

Who we are and what we do?

GRI 2-6

Our Supply Chain

Our commitment to optimizing every aspect of the value chain ensures efficiency, sustainability, and added value at every stage of production, distribution, and delivery.

Trans-Oil's main value chain stages comprise of:

- **Origination:** We source directly from producers and producer cooperatives.
- **Storage:** We have storage facilities connected to the railway network.
- **Crushing:** We own crushing and refining facilities that enable us to provide a wide range of commodities and products.
- **Port terminals:** Our network of port terminals allow us to deliver to any destinations around the world.
- **Logistics:** Our full logistical network allows us to monitor commodities from farm to customer.
- **Marketing:** With our expertise, deep industry knowledge, extensive network, and fair producer partnerships, we source agricultural commodities and distribute them to customers worldwide.



Origination:
7+ countries and 2000+ suppliers

Storage:
46 storage facilities in 4 countries.

Crushing & Milling:
5 crushing plants in 3 countries

Port terminals:
6 ports in 4 countries

Logistics:
1 Handymax ship, 3 river barges, 75 railcars & 30 trucks

Marketing:
Trade offices in 6 countries

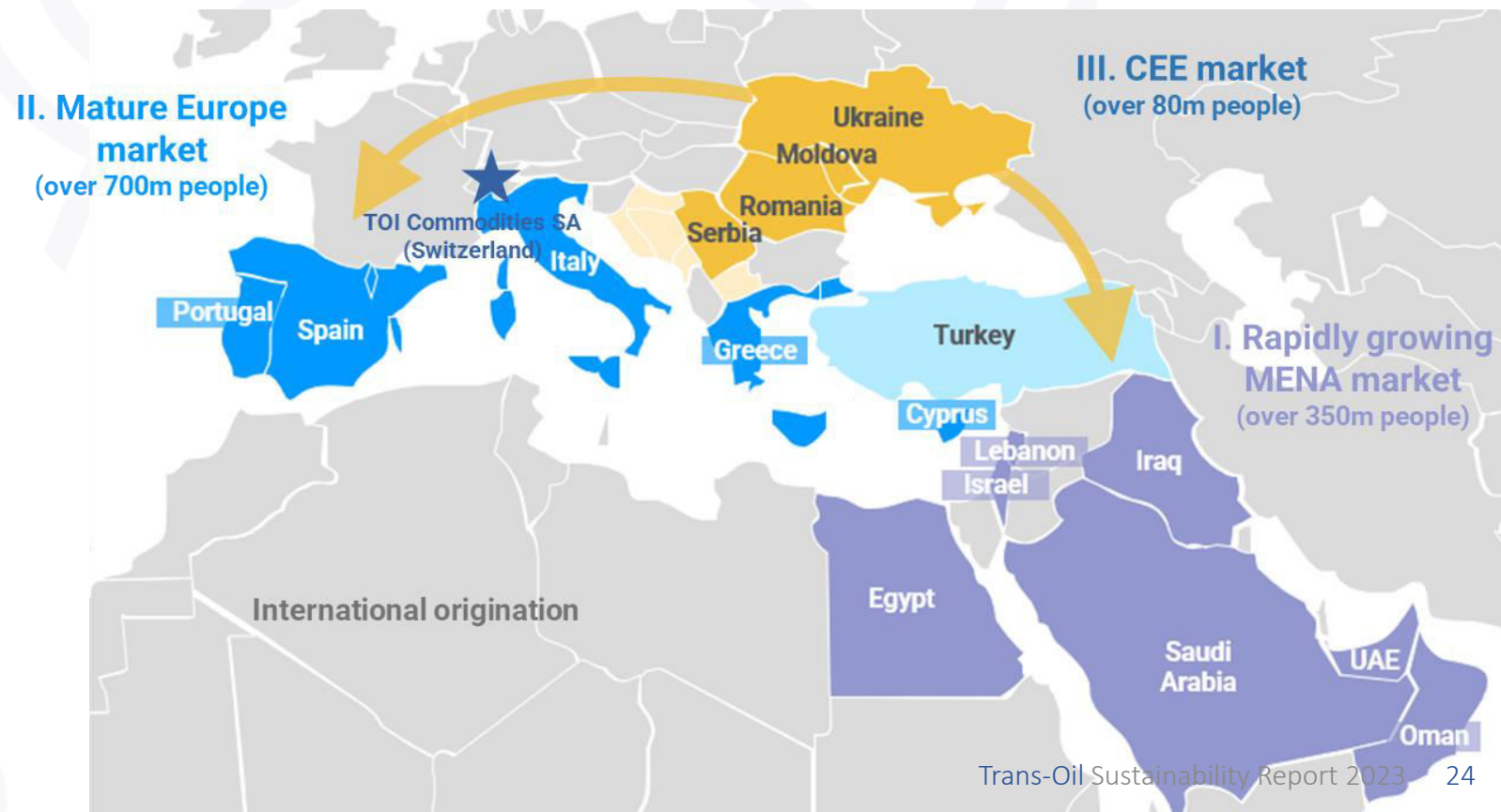
Who we are and what we do?

GRI 2-6

Key Destinations

Trans-Oil Company has a strong client base and runs international commodity trading activities in Europe, Black Sea Area, Mediterranean and MENA countries:

- Diversified international customer base allows to efficiently redirect the focus of the marketing operations;
- Efficiently expanding MENA sales via increased contract volumes with current clients and entering new markets;
- EU Sales sourced predominantly from Moldova / CEE under Free Trade Agreement;
- Attractive end-consumer market in CEE via bottled oil production and sales.



Who we are and what we do?

GRI 2-23

Our Core Values

At our Company, we believe in fostering a culture of integrity, innovation, and collaboration to drive sustainable growth and create lasting value for our stakeholders.

At the heart of our ethos lie our core values—guiding principles that inspire our actions, unite our team, and define our commitment to integrity, innovation, and impact.

1. **Leadership** is not about a title or position; it's about inspiring others, fostering growth, and driving positive change through integrity, empathy, and vision.
2. **Teamwork** harnesses diverse strengths, fosters collaboration, and achieves remarkable outcomes fueled by shared goals and mutual support.
3. **Growth** is the essence of life, propelling us forward, expanding our horizons, and unlocking our full potential.
4. **Learning** is the key that unlocks endless possibilities, empowering individuals to adapt, innovate, and thrive in an ever-changing world.
5. **Constant improvement** is the cornerstone of excellence, driving us to evolve, innovate, and exceed our own expectations.
6. **Quality**: What we do, we do well, with excellence, ensuring every endeavor is executed with precision and purpose



Who we are and what we do?

GRI 203-2

Our Certifications

We are pleased to announce that we have secured 51 certifications across a range of sustainability standards, demonstrating our dedication to quality, food safety, environmental and social responsibility. These certifications validate our ongoing commitment to sustainable practices and highlight our efforts to meet global sustainability standards.

ISO 9001 – 6 certificates
ISO 14001 – 3 certificates
ISO 10012 – 2 certificates
ISO 17025 – 2 certificates
ISO 22000 – 6 certificates
HACCP – 3 certificates
GMP+B2/B3 – 8 certificates
ISO 45001 – 3 certificates
ISCC EU – 5 certificates
Other – 13 certificates

These certifications are a testimony to our continued efforts to prioritize sustainability across all aspects of our business. They demonstrate our commitment to transparency, accountability, and excellence in sustainability performance.

As we continue to expand our portfolio of certifications, we remain steadfast in our commitment to driving positive change and making a meaningful impact on the world around us.

GRI 2-28

Trans-Oil Membership in Associations

Membership in industry associations is invaluable for staying abreast of industry trends, fostering collaboration, and advocating for collective interests. It provides a platform for knowledge sharing, networking, and driving positive change within our sector. We are proud to be part of such esteemed organizations, further solidifying our commitment to excellence and innovation in our industry.

Trans-Oil Group is a significant player in the agro-industrial sector, particularly in oilseeds crushing, grain handling, and international commodities trading. The Company is a member of several industry associations and platforms that enhance its operations and 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.](#)

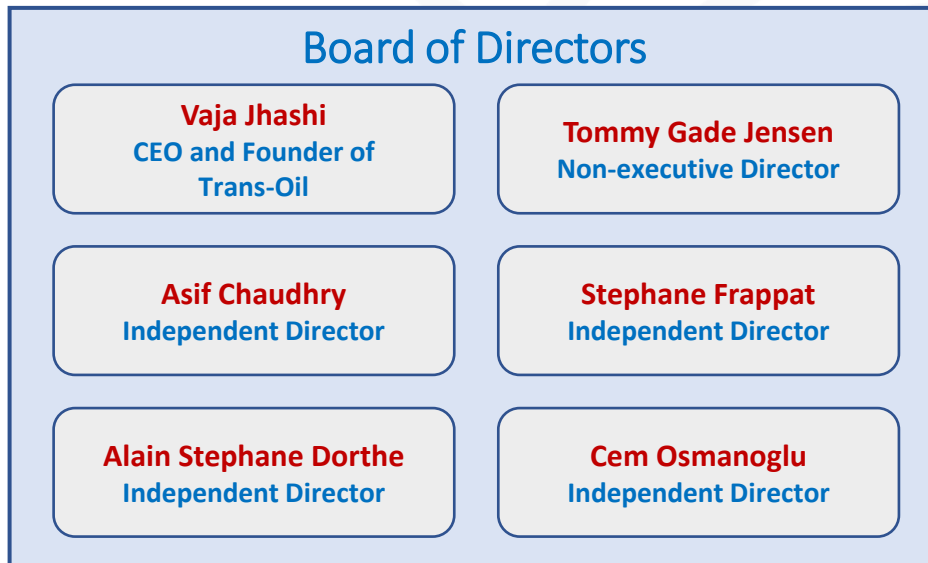
Governance, accountability and transparency

GRI 2-9 / 2-11 / 2-12 / 3-3

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

Our Board of Directors serves as the cornerstone of our Company's governance, providing strategic direction, oversight, and leadership. Comprised of experienced professionals from diverse backgrounds, our board brings invaluable perspectives and expertise to the table, guiding our decisions and ensuring the long-term success and sustainability of our organization. With their unwavering commitment to integrity, accountability, and innovation, our board members play a crucial role in steering our Company towards continued growth and excellence.

The Board of Directors meets regularly, or as needed.



Trans-Oil's Board of Directors currently lacks female representation, highlighting the ongoing need for proactive efforts to promote gender diversity and inclusivity in corporate governance.



The Board of Directors approves the strategy of the Company and its key priorities and reviews the overall performance of financial and non-financial indicators.

The Company has a charter or articles of incorporation according to local legislation, with provisions on:

- the protection of shareholder rights and the equitable treatment of shareholders;
- distribution of authority between the Annual General Meeting of shareholders, the Board of Directors and executive bodies; and
- information disclosure and transparency of the Company's activities.

The Board of Directors supervises compliance with procedures established by the Management team for preparing and publishing the Annual Report, the Annual Accounts, the quarterly (if any) and semi-annual financial reports and any other financial information. The Board of Directors also supervises the internal control mechanisms for external financial reporting as described in the Company Law of the Republic of Cyprus. Any financial audit of the Company must comply with International Financial Reporting Standards and be approved by the Audit committee.

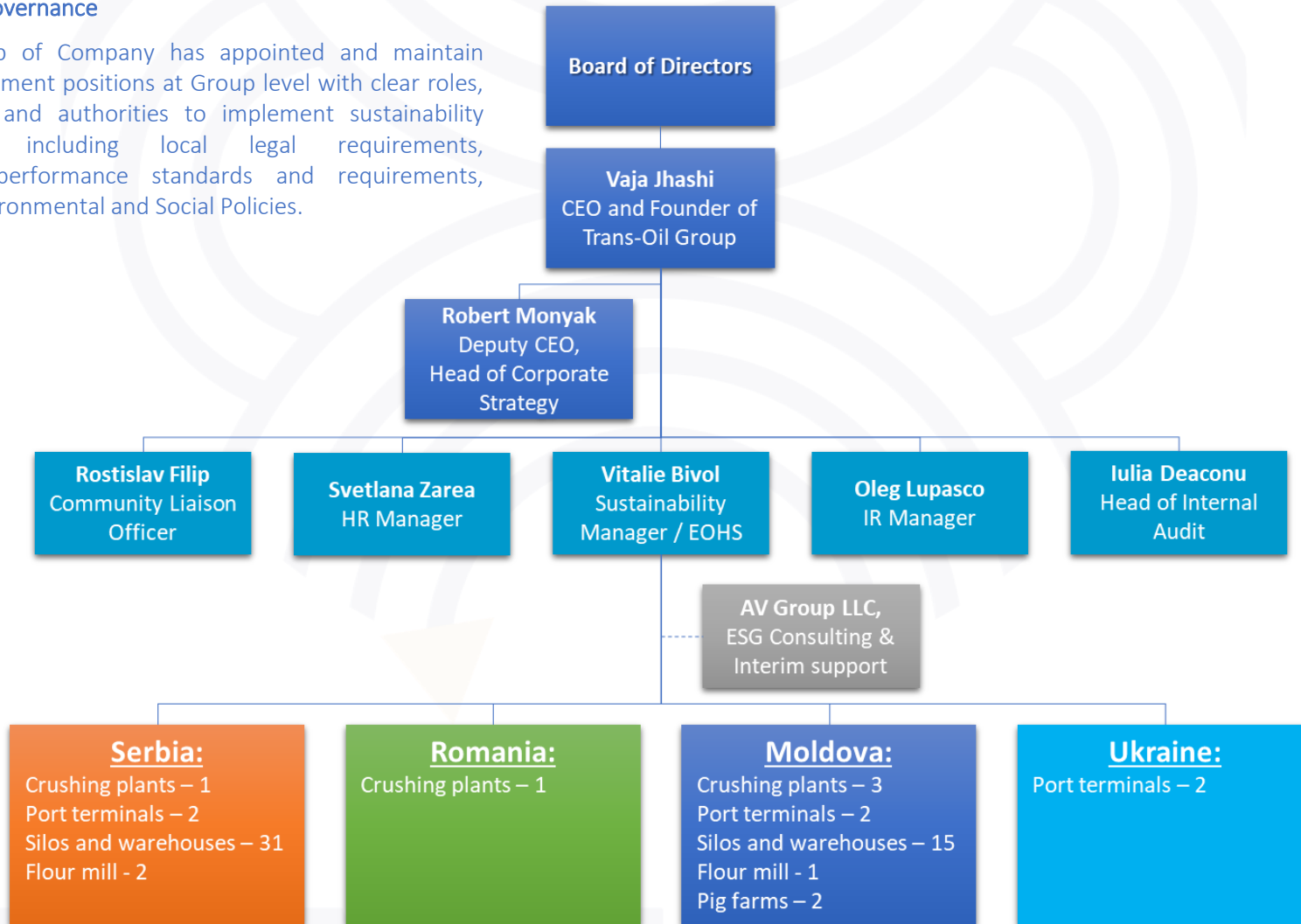
The Board of Directors ensures that the external auditor attends the Board's meeting to discuss the external auditor's report concerning the audit of the annual accounts. At these meetings, the Board of Directors decides whether or not to approve the annual accounts. The external auditor receives all financial information underlying the quarterly (if any) and/or semi-annual financial reports and other interim financial reports and shall be allowed to respond to all information.

Governance, accountability and transparency

GRI 2-9 / 2-11 / 2-13 / 3-3

Sustainability Governance

Trans-Oil Group of Company has appointed and maintain specific management positions at Group level with clear roles, responsibilities and authorities to implement sustainability commitments, including local legal requirements, stakeholders' performance standards and requirements, Company's Environmental and Social Policies.



Governance, accountability and transparency

GRI 2-9 / 2-11 / 3-3

Sustainability Governance

The Board of Directors and Corporate levels are setting vision, mission, strategies, are planning and providing necessary resources.

Country and subsidiary levels are planning for and implementing policies and commitment, measuring and monitoring performance, providing for continuous improvement and reporting to upper levels.

- Setting Vision / Mission / Strategy / ESG Policies
- Setting sustainability commitments & actions
- Sustainability risk management and compliance
- Resource planning and provision
- Sustainability performance review and feedback
- Communication

- Sustainability management planning
- Implementation of sustainability policies and commitments
- Measurement and monitoring ESG performance
- Acting to correct and/or improve
- Reporting on ESG performance to upper level

Serbia:

Crushing plants – 1
Port terminals – 2
Silos and warehouses – 31
Flour mill - 2

Romania:

Crushing plants – 1

Moldova:

Crushing plants – 3
Port terminals – 2
Silos and warehouses – 15
Flour mill - 1
Pig farms – 2

Ukraine:

Port terminals – 2

Risk management and Security

Trans-Oil Risk Management Approach

Trans-Oil has a very focused and collaborative approach to Risk Management including:

- i. Daily assessment and reporting on the risks that can affect Trans-Oil positions, markets and operations and hence its profitability.
- ii. Working closely with commercial, operations, logistics, finance and controlling functions in order to optimize the decision-making process and improve the ways of working.
- iii. Chairing and reporting on weekly meetings with key internal stakeholders.
- iv. Prioritizing more of what is working and less is what is not working.
- v. Building and promoting a positive and sustainable risk culture.
- vi. Driving and supporting various change management initiatives.

Security is very important to Trans-Oil and comprehensive measures are being introduced to mitigate actual and potential threats to ensure the resilience of its various operations.



Risk management and Security

Trans-Oil Credit Ratings

Credit ratings provide valuable insights into the financial health and risk profile of companies like Trans-Oil. When assessing Trans-Oil's risks and assigning credit rating, credit ratings agencies considered such factors as its financial performance, market position, industry trends, and macroeconomic conditions. A thorough analysis of these helps investors and lenders gauge the likelihood of default or other credit-related issues, aiding in informed decision-making regarding investment or lending to Trans-Oil.

Trans-Oil Achieves Credit Rating Upgrade from Fitch Ratings to B+

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 upgrade of Trans-Oil's IDR reflects the Company's improved credit profile, on the back of expanded scale of operations and broader geographic diversification beyond Moldova.

This one-notch credit rating upgrade also acknowledges Trans-Oil's positive free cash flow ("FCF") to continue in FY24, with the Company to remain committed to a prudent financial policy.

Fitch Ratings further highlight as a key rating driver, Trans-Oil's dominant market position in Moldova's agricultural exports and sunflower seed crushing sector, which – coupled with an ongoing expansion into Serbia and Romania – allows the Company to maintain superior EBITDA margins compared to industry peers.

Credit
ratings

Fitch
Ratings

B
(Stable)

S&P Global
Ratings

B-
(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."



People

People are at the heart of Trans-Oil's success and sustainability. We prioritize the well-being, growth, and development of our employees, recognizing them as invaluable assets driving our Company forward. With a diverse and inclusive workforce, we celebrate unique perspectives, foster innovation, and cultivate a culture of collaboration. Together, we are not just a team; we are a community committed to excellence, integrity, and making a positive impact in everything we do.



People

GRI 2-23

Human Resources

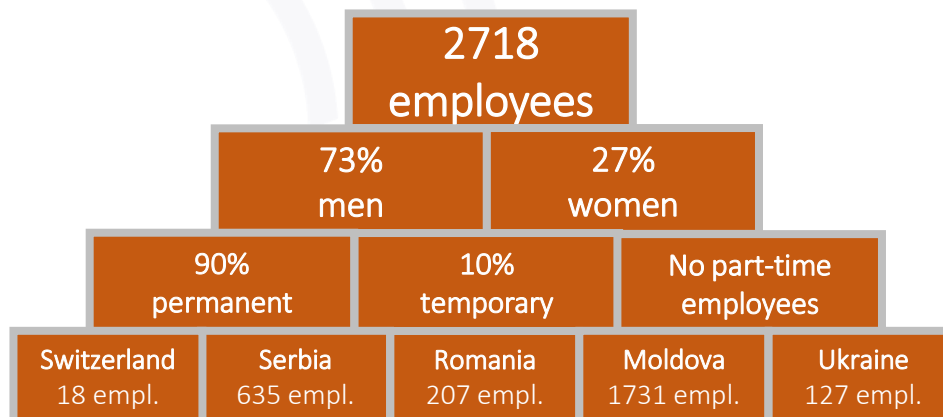
At Trans-Oil, we recognize our people as our most valuable resource. Their dedication, expertise, and passion drive our success and fuel our growth as a leading player in the agri-business sector. We prioritize investing in our employees' development, safety, well-being, and satisfaction, knowing that a motivated and empowered workforce is essential for achieving our strategic goals and delivering exceptional results for our customers and stakeholders.



GRI 2-7

Our Workforce in Numbers

While our workforce composition may currently reflect a higher proportion of men than women due to the specifics of our operations, Trans-Oil remains steadfast in our commitment to diversity and inclusion. We recognize the importance of gender balance and are actively working to create opportunities for women to thrive and contribute meaningfully within our organization. Through initiatives aimed at recruiting, retaining, and advancing women in our workforce, we are dedicated to fostering an environment where all individuals, regardless of gender, have equal opportunities to succeed and grow.



People

GRI 2-23 / 3-3 / 405-1 / 408-1 / 409-1

Employee Diversity and Inclusion

At Trans-Oil, we believe that diversity is not only a reflection of the world we live in but also a source of strength and innovation. We are committed to fostering an inclusive workplace culture where all employees feel valued, respected, and empowered to bring their authentic selves to work. By embracing the unique perspectives and experiences of our diverse workforce, we cultivate an environment where creativity flourishes, collaboration thrives, and our collective potential is unleashed to drive our Company's success and contribute positively to the communities we serve.

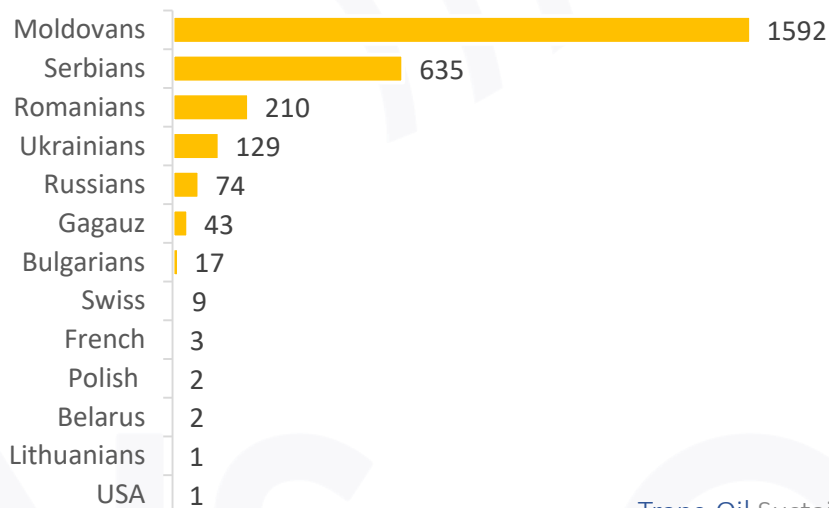
People in Trans-Oil come from a vibrant mosaic of cultures, each bringing unique perspectives, skills, and aspirations that collectively shape Company's identity and drive its success.

We actively seek out qualified candidates and employ people with disabilities, providing necessary accommodations and support to ensure their success in the workplace. Currently, approximately 1.5% of our workforce consists of individuals with confirmed disabilities.

No employees under 18 years old are employed at any of Company operations.

No child labor, forced labor, or any form of compulsory labor has ever been used in any of Company operations.

At Trans-Oil, we are proud to have a diverse workforce composed of employees from various nationalities who bring unique perspectives, skills, and experiences to our Company. This diversity enriches our workplace culture and strengthens our ability to innovate and adapt in today's globalized world.



People

GRI 2-23 / 3-3 / 405-1

Employee Diversity and Inclusion

Ensuring the respect of women's rights at Trans-Oil is paramount. This entails creating an environment where women fill well, are treated with dignity, equality, and fairness in all aspects of employment and operations. Trans-Oil actively promotes gender equality and takes necessary actions to eliminate discrimination, harassment, and barriers that women may face in the workplace.

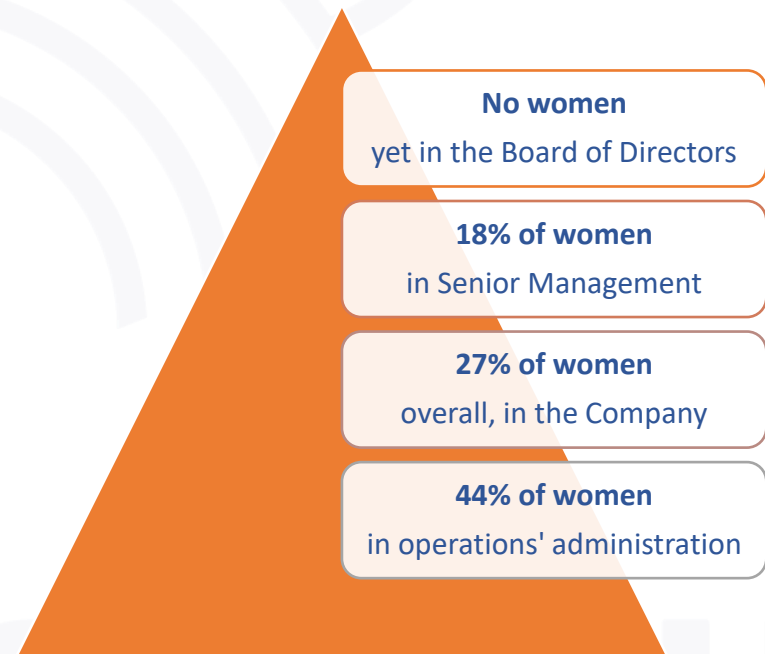
To ensure the respect of women's rights at Trans-Oil we provide:

- **Equal Opportunities:** We ensure that women have equal access to employment, training, promotions, and leadership positions within the Company.
- **Zero Tolerance Policy:** We implement and enforce a zero-tolerance policy against discrimination, harassment, and gender-based violence. We provide mechanisms for reporting and addressing complaints in a safe and confidential manner.
- **Gender-sensitive Policies:** We implement gender-sensitive policies and practices that accommodate the needs and concerns of women employees, such as maternity leave, flexible working arrangements, and childcare support.
- **Awareness and Training:** We raise awareness and provide training to employees on gender equality, diversity, and inclusion. This includes training on recognizing and addressing unconscious biases and promoting respectful behavior in the workplace.
- **Representation:** We strive for gender balance and diversity in decision-making bodies, including senior management positions.
- **Partnerships and Advocacy:** We collaborate with external stakeholders to advocate for women's rights and promote gender equality both within the Company and in the wider community.

By actively promoting and respecting women's rights, Trans-Oil creates a more inclusive and equitable workplace where all employees, regardless of gender, can thrive and contribute to the Company's success.



At Trans-Oil, we are committed to achieving gender diversity and inclusion at all levels of leadership. We pledge to actively work towards increasing women's representation on our Board of Directors, recognizing the value of diverse perspectives and experiences in driving our Company's success.



People

GRI 2-7 / 2-23 / 3-3

Anti-Harassment and Non-Discrimination

At Trans-Oil, we maintain a zero-tolerance policy towards harassment and discrimination in any form. We are dedicated to fostering a workplace environment where all employees are treated with dignity, respect, and fairness.

Our human rights policy prohibits any behavior that creates an intimidating, hostile, or offensive work environment, including but not limited to verbal, physical, or visual harassment based on factors such as race, gender, ethnicity, religion, sexual orientation, age, disability, or any other protected characteristic.

Similarly, our equality policy ensures that all employment decisions, including hiring, promotion, compensation, and termination, are based solely on merit, qualifications, and performance, without regard to any protected characteristic.

We provide regular training and education to all employees to raise awareness about harassment and discrimination, empower them to recognize and address inappropriate behavior, and ensure compliance with our policies.

GRI 2-26 / 406-1

ZERO

employee grievances regarding any form of harassment, violation or discrimination

Employees who believe they have experienced or witnessed harassment or discrimination are encouraged to report it through our established channels, which include confidential reporting options as well. We take all reports seriously and conduct prompt and thorough investigations, taking appropriate action to address and prevent further violations.

Trans-Oil has developed and implemented a grievance mechanism to provide a structured avenue for employees to raise concerns, provide feedback, and seek resolution on any issues related to the Company's operations. This mechanism underscores Trans-Oil's commitment to transparency, accountability, and responsiveness in addressing grievances and fostering positive relationships with its employees.

By upholding our anti-harassment and non-discrimination policies, we demonstrate our commitment to creating a safe, inclusive, and equitable workplace for all employees, where diversity is celebrated, and everyone has the opportunity to thrive.

The countries where Trans-Oil operates and sources its commodities are signatories to most International Labor Organization (ILO) conventions, reflecting a shared commitment to upholding labor standards, promoting decent work, and safeguarding the rights and well-being of workers across diverse industries and regions, and we, as a Company, support and promote them.



People

GRI 2-7

Attracting and Retaining

In the agri-business sector, attracting and retaining employees is crucial for sustainable growth and productivity. Trans-Oil recognizes the unique challenges and opportunities within this industry and is dedicated to creating an environment that attracts top talent and supports long-term employee retention. Through competitive compensation packages, various training programs, and opportunities for career advancement, we strive to attract skilled individuals who are passionate about agriculture and provide them with the support and resources they need to thrive. Additionally, we prioritize the well-being and safety of our employees, implementing measures to ensure a healthy work-life balance and a safe working environment. By investing in our workforce and cultivating a positive workplace culture, we aim to become an employer of choice in the agri-business sector, driving our Company's success while nurturing the growth and development of our employees.

GRI 401-1

Net Change of Workforce

Although jobs in agri-business may not always be perceived as the most glamorous, they offer unparalleled opportunities to make a tangible impact on global food security, environmental sustainability, and rural development.

	2020/21	2021/22*	2022/23
New hires	265	975	534
Termination	353	618	632
Voluntary turnover rate	10.8%	15.5%	14.8%

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

GRI 401-2 / 404-2

Training and Development

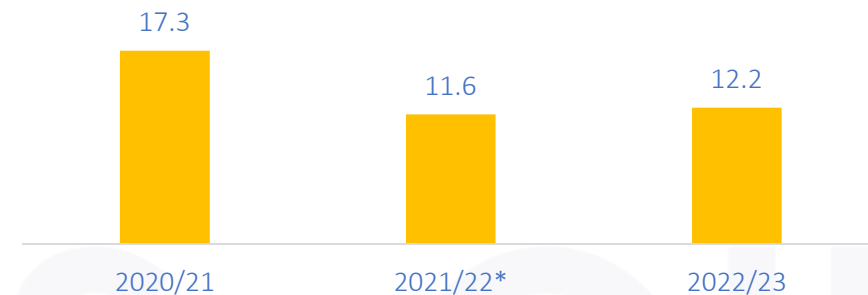
In the dynamic landscape of agri-business sector, continuous learning and development are essential for both individual growth and organizational success. At Trans-Oil, we are committed to investing in the training and development of our employees to enhance their skills, knowledge, and capabilities.

We thrive to develop and deliver a variety of internal and external training programs, workshops, and learning opportunities, to provide our employees with the tools and resources they need to stay safe, succeed in their roles and adapt to changing industry trends. Whether it's safety or technical training, leadership development programs, or specialized skills training, we try to tailor our initiatives to meet the diverse needs of our workforce.

Furthermore, we encourage a culture of continuous learning and innovation, where employees are empowered to seek out new opportunities for growth and development. By fostering a supportive learning environment and providing access to resources such as mentorship programs and educational assistance, we aim to cultivate a skilled and motivated workforce that drives our Company's success in the agri-business sector.

GRI 404-1

Average Training Hours



People

GRI 2-30 / 401-2 / 405-2 / 407-1

Working Conditions

Trans-Oil is dedicated to maintaining exemplary working conditions for all employees across our operations. We adhere to strict health and safety standards to ensure the well-being of our workforce, providing comprehensive training and resources to promote a culture of safety awareness. Through regular communication and feedback mechanisms, we continuously strive to improve working conditions and create an environment where every employee can thrive professionally and personally.

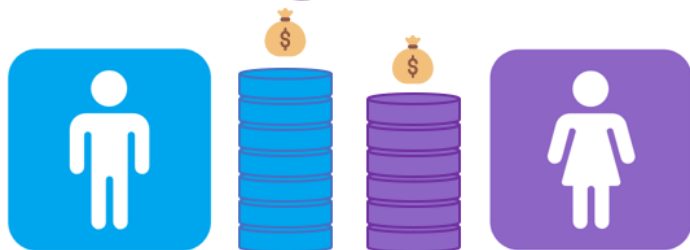
Gender Pay Gap Analysis

Trans-Oil is committed to promoting gender equality and eliminating gender pay gaps within our organization. We believe that all employees, regardless of gender, should receive equal pay for equal work and have equal opportunities for advancement and recognition.

To address gender pay disparities, we conduct regular reviews of our compensation practices to ensure fairness and equity. We analyze pay data to identify any discrepancies and take proactive measures to address them.

Through these efforts, we are dedicated to closing the gender pay gap and creating a workplace where everyone has an equal opportunity to thrive and succeed.

< 6% Gender Pay Gap



Work and Life Balance

Trans-Oil recognizes the importance of achieving a healthy work-life balance for our employees. We believe that a balanced approach to work and personal life is essential for overall well-being and productivity. To support this, we offer flexible work arrangements where possible, including remote work options and flexible scheduling. We also encourage employees to take advantage of vacation and personal time off to recharge and spend quality time with family and friends. Additionally, we provide resources and support for managing stress and maintaining mental and physical health. By prioritizing work-life balance, we aim to foster a positive and fulfilling work environment where employees can excel professionally while enjoying a fulfilling personal life.

Employee Compensation

At Trans-Oil, we provide competitive compensation packages that reflect prevailing market rates for similar roles in our industry and region. Our market-based approach to compensation ensures that we attract and retain top talent, rewarding employees fairly for their contributions and expertise. Through regular benchmarking and analysis, we strive to maintain a compensation structure that aligns with industry standards while fostering a culture of performance, accountability, and employee satisfaction.

Performance Based Compensation

Trans-Oil recognizes the importance of aligning employee compensation with performance outcomes. While performance-based compensation is not widely implemented across all areas of our organization currently, we are actively exploring ways to integrate this approach more comprehensively.

Union Membership and Collective Bargaining Agreement

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

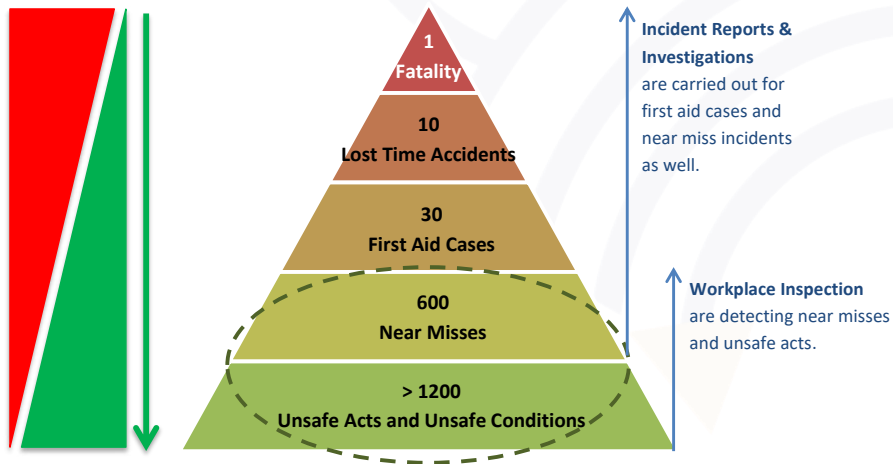
- 23% of employees are union members, and
- 65% are covered by collective bargaining agreements.

People

GRI 3-3 / 403-1 / 403-8 / 404-2

Health and Safety Approach

Trans-Oil's health and safety approach emphasizes prevention over reaction, recognizing that proactive measures are key to mitigating risks and minimizing incidents. By prioritizing preventive strategies such as hazard identification, risk assessment, training programs, and the implementation of safety protocols, Trans-Oil aims to anticipate and address potential dangers before they escalate into emergencies. While reactive measures such as incident response and emergency protocols are essential components of the overall approach, the primary focus remains on preventing incidents and safeguarding the well-being of all individuals involved in its operations.



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.

To provide a proactive health and safety approach at Trans-Oil, the following strategies are being implemented:

1. **Risk Assessment and Management:** Risk assessments across all operations to identify potential hazards and risk management plans to mitigate identified risks effectively.
2. **Clear Safety Policies and Procedures:** Develop, maintain, communicate and enforce clear and effective safety policies and procedures that outline expectations, responsibilities, and protocols for safe work practices in all areas of operations.
3. **Comprehensive Training Programs:** Comprehensive health and safety training programs for all employees, contractors, and visitors.
4. **Safety Culture Promotion:** Foster a culture of safety throughout the organization by promoting open communication, encouraging reporting of near misses and hazards, and recognizing and rewarding proactive safety behaviors.
5. **Regular Equipment Inspections and Maintenance:** Regular inspection and maintenance programs for people, equipment, machinery, and facilities to identify and address potential safety issues before they lead to accidents or breakdowns.
6. **Continuous Improvement:** Regularly review and evaluate health and safety performance, seek feedback from employees, and implement continuous improvement initiatives to enhance safety measures and practices. Encourage innovation and the adoption of best practices in health and safety management.
7. **Leadership Commitment:** Demonstrate visible and active leadership commitment to health and safety by allocating resources, supporting initiatives, and actively participating in safety-related activities and discussions.

By implementing these proactive measures, Trans-Oil creates a safer work environment, reduces the likelihood of accidents and incidents, and protects the well-being of its employees and contractors.

People

GRI 3-3 / 403-1 / 403-2 / 404-2

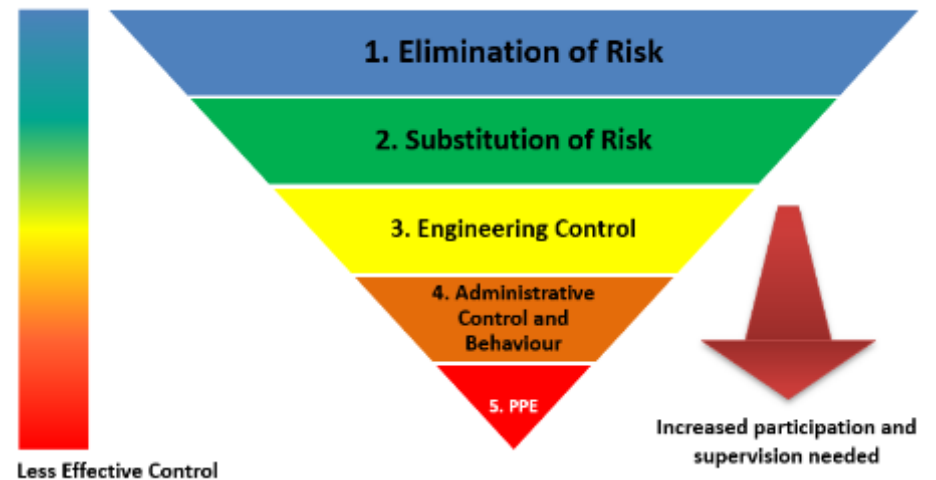
Hazard Management Approach

Trans-Oil health and safety hazard management approach involves systematic processes to identify, assess, control, and monitor workplace hazards to prevent accidents, injuries, and illnesses:

- **Hazard Identification:** Regular assessment of workplace to identify potential hazards, including physical, chemical, biological, ergonomic, and psychosocial factors. This is done through workplace inspections, hazard hunts, incident investigations, and input from employees.
- **Hazard Assessment:** Evaluation of severity and likelihood of harm associated with each identified hazard. This helps to prioritize hazards for control measures based on their level of risk.
- **Risk Control:** Implementation of control measures to eliminate or minimize hazards and reduce the risk of harm to workers. This includes engineering controls (e.g., machine guards, ventilation systems), administrative controls (e.g., work procedures, training), and personal protective equipment (PPE).
- **Hierarchy of Controls:** Following the hierarchy of controls, which prioritizes control measures from most effective to least effective: elimination, substitution, engineering controls, administrative controls, and PPE. We aim to eliminate or mitigate hazards at the source whenever possible.
- **Training and Awareness:** Provision of comprehensive training and awareness programs to ensure employees understand hazards in their work environment, know how to recognize and report hazards, and training on proper procedures and the use of protective equipment.
- **Safety Policies and Procedures:** Establishing clear and concise health and safety policies and procedures that outline roles, responsibilities, and protocols for hazard management. Ensuring these are communicated effectively and accessible to all employees.

- **Emergency Preparedness:** Developing and implementing emergency response plans and procedures to effectively respond to accidents, spills, fires, natural disasters, and other emergencies that may occur in the workplace.
- **Continuous Improvement:** Regularly reviewing and evaluating hazard management processes, collecting feedback from employees, and conducting incident investigations to identify opportunities for improvement. Implementing corrective actions to addressing root causes and preventing recurrence.
- **Compliance with Regulations:** Ensuring compliance with relevant health and safety regulations, standards, and best practices set forth by government agencies and industry bodies.
- **Employee Involvement:** Encouraging active participation and involvement of employees in hazard identification, risk assessment, and control measures. Fostering a culture of safety where employees feel empowered to contribute to health and safety initiatives.

Most Effective control



People

GRI 3-3 / 403-1 / 403-7 / 403-9 / 404-2

Prevention of Work-related Injuries and Mitigation of Work-related Ill Health

A succinct approach to prevention of work-related injuries and mitigation of work-related ill health at Trans-Oil involves:

- Prioritizing prevention through hazard identification, risk assessment, and implementation of control measures to eliminate or mitigate workplace hazards.
- Providing comprehensive training to employees on safe work practices, proper use of equipment, and awareness of potential hazards to reduce the risk of injuries.
- Establishing protocols for reporting and responding to injuries promptly to provide immediate care and prevent further harm.
- Conducting thorough investigations of all incidents to identify root causes and implement corrective actions to prevent similar incidents in the future or somewhere else.
- Continuously monitoring and reviewing of workplace safety procedures, update risk assessments, and engaging employees in safety initiatives to improve injury prevention measures over time.
- Personal Protective Equipment provision, as a last resort after all other technical and administrative mitigation measures have been taken.

0

Zero fatalities in last 6 years

15 work related accidents have been reported by Company subsidiaries in 2022/23 reporting year, 2 accident more than a year ago. All accidents have happened to men. No accidents have been reported with women being involved or hurt.

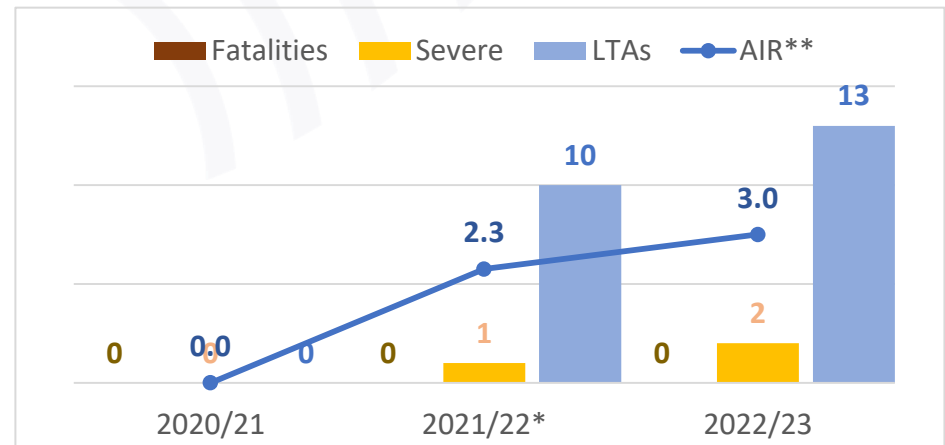
13 accidents were light accidents and 2 classified as severe. No accident has resulted in permanent disabilities for the victims. The immediate cause and circumstances for most accidents have been falls on the same level or from heights. Other causes are muscle stretches, hot water burns, contusions.

The fault of the accidents in most cases was mixed, employees (69%) and employer (31%). The accidents cost the Company about 11.8k USD, about twice less than a year ago.

The accident incidence has increased from 2.27 to 3.03 accidents per 1 mln. worked hours due to more accidents registered. The average severity of the accidents has reduced from 45 to 39 accident days lost per case.

All accidents have been investigated internally, by a commission, or externally, by Labor Authorities, all circumstances and causes being analyzed and action plans being put in place.

Work-related Accidents



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

** Accident Incidence Rate per mln. worked hours

People

GRI 3-3 / 403-1 / 403-10

Work-related Ill Health Screening

The Company conducts periodic work-related ill health screening to proactively identify and address health issues among employees.

The Company establishes a schedule for periodic health screenings based on regulatory requirements and the specific needs of the workforce. These screenings may occur annually, bi-annually, or at other intervals deemed appropriate.

This involve assessing lung function for employees exposed to respiratory hazards, conducting vision tests for those working with screens or machinery, or evaluating musculoskeletal health for employees engaged in physically demanding tasks, etc.

The results of the health screenings are documented and analyzed to identify trends, assess the effectiveness of existing health and safety measures, and inform future risk management strategies.

No official work-related ill health cases have been reported at any operation in the reporting year.

Company has been continuously investing in better working conditions, including buildings refurbishment, equipment upgrade and replacement, infrastructure and social conditions improvement, to provide a safe, healthy and better work environment for its employees.

> 3.8 million USD have been spent by Company in working and social conditions improvement in 2022/23.

GRI 403-6

Employee Well-being

Beyond physical safety, we also recognize the importance of promoting mental and emotional well-being. To support the well-being of our employees, we intend to offer a range of programs and initiatives tailored to their diverse needs. Furthermore, we encourage open communication and collaboration among employees to create a supportive work environment where everyone will feel comfortable, raising concerns or seeking assistance. Through different employee activities, social events, and opportunities for personal development and growth, we aim to create a supportive and inclusive work environment where everyone will feel respected, valued, and empowered to succeed.

By prioritizing the well-being of our employees, we will not only enhance individual quality of life but also cultivate a resilient and high-performing workforce that will drive our Company's success.



People

GRI 403-4

Worker Participation, Consultation and Communication on Occupational Health and Safety

Worker participation, consultation and communication are essential components of an effective occupational health and safety management system at Trans-Oil.

Participation, Consultation and Communication involves seeking input from workers or their representatives on matters that affect their health, safety, and well-being, allows employees to take active part in decision-making processes related to health and safety in the workplace, to take ownership of safety initiatives and contribute valuable insights based on their firsthand experiences, and are timely informed about OHS policies, procedures, safety instructions, hazards, and risks.

In bigger Company operations, e.g. crushing plants, the process of participation, consultation and communication is a more formal one, with safety committees, with periodic consultation and communication meetings. In other Company operations, participation, consultation and communication is performed during periodic external and internal OHS trainings, and during “Good Morning Meetings”.

In the reporting year, Trans-Oil conducted a significant number of OHS **awareness meetings, totaling 4290**, with employees at all levels of the Company. These meetings serve as a platform for disseminating information, raising awareness about safety practices, and reinforcing the importance of OHS within the organization.

Overall, these structured and informal channels for participation, consultation, and communication demonstrate Trans-Oil's commitment to promoting a culture of safety and involving employees in OHS decision-making processes. This approach not only enhances employee engagement and morale but also contributes to the continuous improvement of the Company's OHS performance.

GRI 403-5 / 404-2

Worker Training on Occupational Health and Safety

Training and fostering awareness among own employees, contractors and visitors regarding safety measures constitute the primary approach to shaping employee behavior and instilling a culture of safety and prevention.

Upon joining the Company, all new employees and contractors' employees undergo an internal safety induction training led by OHS Officers. This induction serves as a screening process, ensuring that only those who demonstrate understanding and commitment to safety principles are hired.

Regular safety training sessions are organized for employees across different job categories. Management and specialists receive external training, facilitated by authorized training centers, while internal training is conducted for all other employees. The internal training sessions are led by OHS Officers and other competent management and specialists, tailored to the specific subject matter. The frequency of external training varies, occurring annually, every three years, or as a one-time event, while internal safety training is scheduled quarterly, semesterly, or annually, depending on activity intensity, safety topics, risks levels and safety performance.

In the reported period, employees of the Group participated in a total of **3910 training sessions**, comprising both internal and external sessions, accumulating **32891 training man-hours**.

In addition to mandatory and Company-specific training, OHS awareness sessions are periodically delivered from the Head Office. These sessions focus on real-life accidents within the Company, sector, country, or region, providing valuable insights and safety instructions. A total of 24 awareness and training case studies, each with OHS safety instructions, were shared with Company subsidiaries and offices during the reporting period to facilitate training and promote awareness effectively.

Operations

At Trans-Oil, sustainability is at the core of our production operations. We prioritize environmental conservation, promote social responsibility, and uphold ethical standards throughout our value chain. Through innovative practices and continuous improvement, we strive to minimize our ecological footprint, support local communities, and deliver high-quality products while safeguarding the well-being of future generations.

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



Operations

GRI 305-5

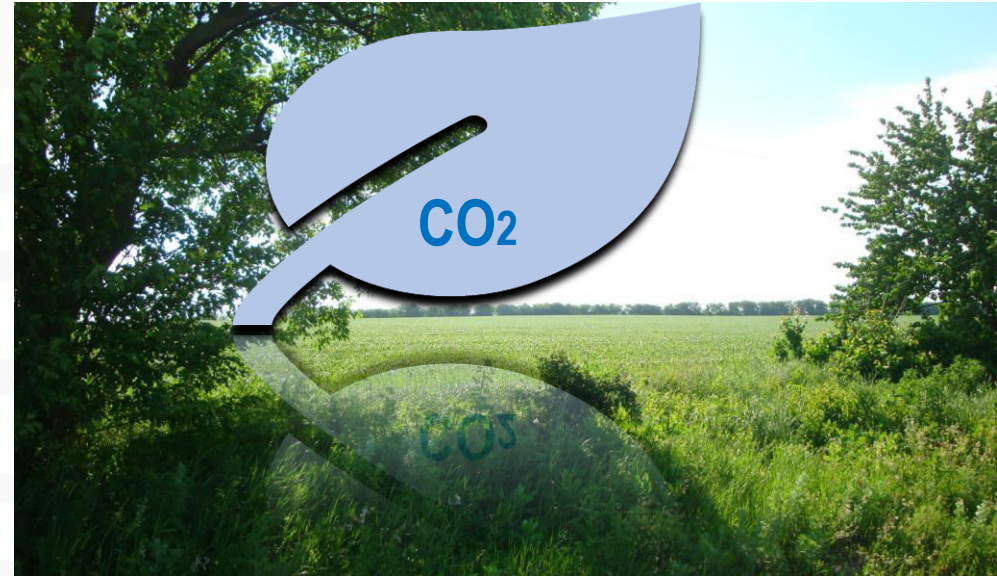
Climate Action

Trans-Oil recognizes the urgent need for climate action and is committed to playing its part in addressing the global challenge of climate change. Our commitment to sustainability extends to minimizing our environmental footprint, reducing greenhouse gas emissions, and promoting renewable energy sources wherever possible.

We pledge to:

- **Reduce Emissions:** We implement measures to reduce greenhouse gas emissions across our operations, including improving energy efficiency, optimizing transportation logistics, and plan the transitioning to cleaner fuels.
- **Implement Sustainable Practices:** We integrate sustainable practices into our business operations, from responsible land use and water management to waste reduction and recycling initiatives.
- **Renewable Energy:** We invest in renewable energy solutions such as biomass that is a by-product from our crushing plants production processes to power our facilities and reduce reliance on fossil fuels.
- **Innovation and Research:** We support innovation and research efforts aimed at developing and deploying climate-friendly technologies and solutions within our industry.
- **Collaboration and Advocacy:** We look to collaborate with stakeholders, industry peers, and policymakers to advocate for climate-friendly policies and practices that support the transition to a low-carbon economy.

By taking proactive steps to address climate change, Trans-Oil is committed to contributing to a more sustainable future for our planet and future generations.



Our Ambition

Trans-Oil is fully committed to advancing decarbonization efforts in alignment with global sustainability goals. Our ambition is clear: to significantly reduce our carbon footprint across all aspects of our operations and supply chain. We are actively investing in renewable energy, implementing energy-efficient technologies, and adopting sustainable practices to minimize emissions. Through innovation, collaboration, and a steadfast commitment to environmental stewardship, we are determined to lead the transition to a low-carbon economy while ensuring the long-term sustainability of our business and the communities we serve.

GHG Emissions Calculation Methodology

Trans-Oil has taken a significant step forward in understanding our environmental impact by calculating our carbon footprint using the IFC CEET (Carbon Emissions Estimation Tool) tool. While this has provided valuable insights, we are determined to further enhance the accuracy and comprehensiveness of our carbon accounting by transitioning to the GHG Protocol methodology, and extend our investigations to Scope 3 as well.

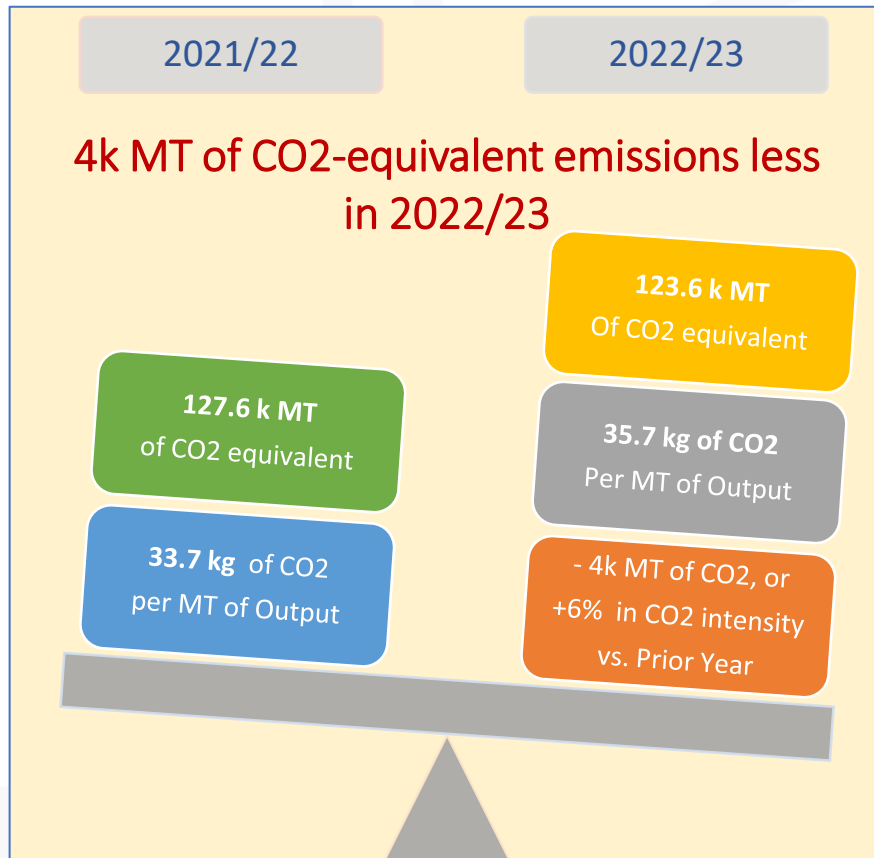
We target at 20% reduction in direct carbon emissions intensity by 2030.

Operations

GRI 305-1 / 305-2 / 305-4

Carbon Footprint

Company contribution with CO₂ equivalent emissions in 2022/23 reporting year, as per estimated calculations for Scope 1 and Scope 2, made up around 123.6k of CO₂ equivalent tone. Compared to previous reporting year, overall Company CO₂ emissions decreased by 3%, or with 4.0k MT of CO₂ equivalent, from 127.6k to 123.6k MT.



Despite the fact that the throughputs and processing volumes have decreased by about 10% in the reporting year vs. PY, the CO₂ eq. emissions have decreased only with 3%. This can be explained by the fact that the commodities needed more drying, cleaning and handling due to quality and the need for longer storage in the conditions of logistical disruptions in the area. It is quite difficult to correlate the energy resources usage with output volumes in agriculture due to plenty of factors that cannot be controlled by human e.g., weather, precipitations, air humidity, assets placement, time of harvesting, prices, available quality and yields, etc.

The biggest CO₂ contributors are the crushing plants and refineries. These facilities' contribution was as much as 90.5% of all Group operations' CO₂ emissions in the reporting period.

The biggest energy source contributor to CO₂ emissions in 2022/23 reporting period was:

- **Fuel**, used in combustion facilities and transport means, with ~ 75.2k tons CO₂ emissions (or 61% of total CO equivalent emissions), 6.9k tons or by 8% less vs. Prior Year; and
- **Electricity** consumption, with ~ 42.5k tons CO₂ emissions (or 34% of total CO equivalent emissions), 4.9k tons or 13% more vs. Prior Year.
- The third biggest contributor with CO₂ equivalent emissions is **landfilled waste** (~4.6k tons of CO₂ or 4%, and with 1.2k tons less vs PY). But taking into consideration that most of this waste is dust and soil from grain cleanings that contain a small portion of organic matter, in the process of storage of this waste less CO₂ equivalent emission are likely to be produced.

Operations

GRI 305-1 / 305-2 / 305-4

Carbon Footprint (Continuation)

If we analyze the structure of used fuel, then we can see that as much as 70.2k MT (or 57%) of CO₂ equivalent emissions have been generated as a result of solid renewable biofuel burning for energy recovery in own boilers (solid biomass fuel). The solid biofuel is sunflower husks, and granules produced from sunflower husks, which is a source of renewable fuel generated by Company own crushing facilities. In this case, the real and relevant Company Carbon Footprint would be of 53.4k MT of CO₂ equivalent emissions (=123.6k - 70.2k).

Operations	2022-2023		
	(tonne CO ₂ eq / yr)	% Split	% vs PY
Scope 1 (total)	81,087	66%	-10%
<i>Fuel Consumption</i>	75,181	61%	-8%
<i>incl. solid biofuel (SF husks)</i>	70,203	57%	-2%
<i>incl. mobile sources</i>	2,786	2%	-21%
<i>Waste</i>	4,547	4%	-21%
<i>Wastewater</i>	310	0%	-67%
<i>Livestock</i>	498	0%	-13%
<i>Refrigeration/AC</i>	550	0%	-1%
Scope 2 (total)	42,523	34%	13%
<i>Purchased Electricity</i>	42,523	34%	13%
Scope 3 (total)	NA	NA	NA
TOTAL:	123,610	100%	-3%



A CO₂ emissions case study:

In 2022/23 reporting year, the crushing plants have produced 118.2k MT of husks from sunflower seeds (SFS) crushing.

59.3k MT of SFS husks have been used in plants' own boiler rooms for thermal energy production (steam for production needs).

The excess of about 58.9k MT have been recycled into biofuel pellets and/or sold to third parties (households and companies) as solid bio-fuel, as an alternative to fossil fuels (mainly gas, coal and diesel oil).

Knowing that the caloric value of 1 MT of SFS husks is ~17,000 MJ, and using the caloric values of different types of fuel, we can calculate the equivalence between these fuels:

- We can see that 1 kg of SF husks can replace up to 0.507 cubic meters of natural gas, or 0.394 L of diesel oil, or 0.630 kg of coal.*
- We can easily estimate and see that 58.9k MT of SFS husks can replace up to 29.9 mln. cubic meters of natural gas, or 23.2 mln. liters of diesel oil, or 37.1 mln. kg of coal.*
- Using the IFC Carbon Emissions Estimation Tool (CEET) for calculating the Scope 1 emissions, and supposing that 58.96k MT of SFS husks were used to replace 1/3 natural gas, 1/3 diesel oil and 1/3 coal, then we can assume that Company crushing facilities has contributed indirectly to avoid another 66.0k MT of CO₂ equivalent emissions that could have been produced by burning fossil fuels.*

The 66.0k MT of CO₂ equivalent fossil emissions that are avoided, practically offset 53.4k MT of CO₂ emissions from fossil fuels, electricity, waste, etc. produced on Company sites, and another 12.6k MT more of CO₂ produced elsewhere.

Operations

GRI 302-1 / 302-3

Energy Efficiency

At Trans-Oil, we recognize the importance of energy efficiency and innovation in driving sustainable business practices. We are committed to continuously improving our energy efficiency across all aspects of our operations through innovative solutions and technologies.

- **Technology Adoption:** We actively invest in state-of-the-art technologies and equipment designed to enhance energy efficiency in our production processes and facilities. From energy-efficient machinery to advanced monitoring systems, we leverage cutting-edge solutions to minimize energy consumption and reduce our carbon footprint.
- **Process Optimization:** We continuously analyze and optimize our production processes to identify opportunities for energy savings and waste reduction.
- **Employee Engagement:** We empower our employees to contribute to energy efficiency initiatives by fostering a culture of innovation and sustainability. We encourage ideas and suggestions for improving energy efficiency, recognizing that innovation often emerges from within our workforce.
- **Partnerships and Collaboration:** We collaborate with industry partners, and technology providers to explore innovative solutions for energy efficiency and sustainability. By sharing knowledge, resources, and best practices, we accelerate the adoption of innovative technologies and drive collective progress towards our energy efficiency goals.
- **Continuous Improvement:** We are committed to ongoing measurement, monitoring, and evaluation of our energy efficiency initiatives to track progress and identify areas for further improvement. Through regular performance reviews and benchmarking against industry standards, we ensure that our efforts remain aligned with our sustainability objectives.

By prioritizing energy efficiency and fostering a culture of innovation, Trans-Oil aims to lead the way towards a more sustainable future while driving business growth and competitiveness.

In the reporting period, the Company has used 1308683 GJ of energy from different energy sources, -8% vs. PY. The main energy contributors are solid bio-fuel (sunflower husks and granules) about 77% used in boilers of crushing plants and of a few other operations, purchased electricity about 20%, natural gas about 3% and other sources, less the 1%. The energy usage intensity rate was of 378 MJ per ton of output, slightly above PY, +1%.

Sum of Total	Energy Consumption, (GJ) including ...	% Electrical	% Natural Gas	% Sunflower Hulls and Pellets	% Diesel	% Other fuel type
Short						
GRAND TOTAL	1308683	20%	3%	77%	1%	0%
CY Target:	1563753	25%	4%	70%	1%	0%
PY Actual:	1417654	19%	6%	73%	2%	0%
CY Act vs Tgt:	-16%	-21%	-33%	10%	-58%	133%
CY Act vs PY:	-8%	4%	-56%	6%	-77%	28%

No coal is used at any Company operation

Company vehicles (car, trucks of different size and destinations, tractors, forklifts and locomotives), have used 1.09 mln. liters of fuel in the reporting period. About 43% is petrol and 57% diesel fuel. The average fuel consumption per 100 Km made up about 19.1 L/100 km, +9% vs. PY. This is mainly due to better fuel evidence, reporting but also due to the mix of vehicles used.

Trans-Oil's ongoing commitment to sustainability is evident in its long-term investments, which include acquiring state-of-the-art energy-efficient equipment for its crushing plants.

Operations

GRI 3-3 / 303-1 / 303-2

Water Stewardship

At Trans-Oil, we recognize the critical importance of water as a finite and essential resource for all life and ecosystems. Hence, the Company has drafted a Corporate Water Stewardship Policy with clear commitments regarding practicing efficient water management and ensuring the sustainability of this invaluable resource in the future.

Water for Trans-Oil is a critical resource essential for various facets of our business, spanning from agricultural irrigation to industrial processes. As a cornerstone of our operations, we prioritize sustainable water management practices, ensuring efficient use, conservation, and responsible stewardship of this vital resource. Through proactive measures and innovative solutions, we aim to enhance productivity while safeguarding the environment for future generations.

Water resource management for Trans-Oil involves a comprehensive approach aimed at ensuring the sustainable utilization of water across all aspects of our operations. This includes:

- **Water Recycling and Reuse:** Investing in technologies and infrastructure for treating and recycling water used in industrial processes, reducing freshwater intake and minimizing discharge of wastewater into the environment.
- **Environmental Monitoring and Compliance:** Conducting regular assessments of water quality and quantity to ensure compliance with regulatory standards and mitigate any adverse impacts on ecosystems and local communities.
- **Community Engagement and Stakeholder Collaboration:** Engaging with local communities, authorities, and other stakeholders to understand their water-related concerns, incorporate their feedback into decision-making processes, and foster collaborative initiatives for sustainable water management.

- **Investment in Water Conservation:** Implementing measures to minimize water loss during transportation, storage, and distribution processes, such as repairing leaks in pipelines and optimizing water storage facilities.
- **Educational Campaigns:** Raising awareness about water usage is essential for promoting responsible water stewardship and encouraging our employees to adopt water-saving practices.
- **Long-term Planning and Risk Assessment:** Conducting regular assessments of water-related risks and vulnerabilities, such as water scarcity or regulatory changes, to develop contingency plans and ensure the resilience of our operations in the face of evolving water challenges.

By integrating these strategies into our operations, Trans-Oil is committed to responsible water resource management, balancing the needs of our business with the imperative to safeguard water availability and quality for current and future generations.



Operations

GRI 3-3 / 303-3 / 303-4 / 303-5

Water Management

Trans-Oil Group operations use water mainly for processing, hygienic and household needs.

The biggest Group water consumers are the crushing plants that use water for steam production for processing needs. These use as much as 95% of all water used by the Group.

Group operations withdraw water from underground wells, from municipal water supply systems, and from surface resources. All operations that exploited water underground wells or from surface sources have necessary valid water permits. The operations that supply water from municipal systems have valid contracts with water suppliers. All water intake points are provided with calibrated water meters for water consumption monitoring.

In 2022/23 reporting year, Company operations used a total quantity of water of 637.2k m3, by 4% less than PY.

Sum of Total	Total Water Used, (m3) including ...	From Municipal Net	From Own Well	From Surface Sources including for irrigation
Short					
GRAND TOTAL	637232	204732	402275	30225	351
CY Target:	676900	215700	426200	35000	0
PY Actual:	664366	236105	428261	0	0
CY Act vs Tgt:	-6%	-5%	-6%	-14%	100%
CY Act vs PY:	-4%	-13%	-6%	100%	100%

About 63% of the used water was fresh water extracted from underground wells, 32% from municipal systems and 5% from surface sources.

Sum of Total	Total Water Used, (m3) including ...	From Municipal Net	From Own Well	From Surface Sources including for irrigation
Short					
GRAND TOTAL	637232	204732	402275	30225	351
Share, %		32%	63%	5%	0.1%

Although the quantity of water used overall by Company has decreased in the reporting year, Water Usage Ratio has increased slightly vs. PY level by 5%, from 175.2 to 184.1 L of water per MT of output, due to less outputs delivered.

On the other hand, the Water Usage Ratio for crushing plants, that are the biggest water consumers, has improved vs. PY by 18%, from 615.1 to 504.0 L of water per MT of crude oil produced.

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	504.0	512.5	615.1	-2%	-18%

The total quantity of wastewater effluents is 303.1 k m3, and 67% is discharged to municipal sewer systems and 33% is discharged to surface water after treatment. More than 78% of wastewater are treated on-sites before discharge.

Wastewater is periodically sampled and tested for compliance with local and IFC requirements, for further investigation and corrective actions.

Operations

GRI 3-3 / 306-1 / 306-2 / 306-3 / 306-5

Waste Management

At Trans-Oil, we recognize the importance of effective waste management in preserving the environment, conserving resources, and safeguarding public health. Through comprehensive waste reduction, recycling, and disposal initiatives, we are committed to minimizing our environmental footprint and promoting a circular economy. By implementing innovative technologies, engaging employees, and collaborating with partners and communities, we strive to achieve our waste management goals while advancing sustainable practices and contributing to a cleaner, healthier planet for future generations.

Our waste management approach is based on the waste management hierarchy.

The Waste Hierarchy



Trans-Oil Group, being a big agro-industrial holding, generates different types of waste in the process of its daily activities and production operations. Waste consists mainly of by-products and non-hazardous waste (~99%), such as sunflower husks, meals, ashes, refinery sediments and fatty acids from curing and refinery processes; seeds and grain cleaning from storage facilities, scrap metal from maintenances, used tires, paper and plastic waste from packaging, storage and maintenance activities. Waste generation is an input, processing and output volume related indicator. There is technological waste that cannot be reduced to a greater extent, or cannot be reduced without huge efforts and costs, e.g., husks, meal, grain cleanings. Another fact is the impurities (foreign matter) from raw materials purchased for processing.

In 2022/23 reporting period, as much as 353.8k MT of solid waste has been generated and disposed by all Company subsidiaries, 85% more than PY.

Sum of Total	Quantity of Solid Waste Generated (t), including ...	Landfilled	Delivered for Recycling	Re-Used	Used for Energy Recovery
Short					
GRAND TOTAL	353817	3061	205902	86402	58453
CY Target:	239514	4900	166692	7500	60422
PY Actual:	190951	3812	106090	21262	59787
CY Act vs Tgt:	48%	-38%	24%	1052%	-3%
CY Act vs PY:	85%	-20%	94%	306%	-2%

Operations

GRI 3-3 / 306-1 / 306-2 / 306-3 / 306-5

Waste Management (Continuation)

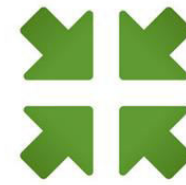
The overall waste generation rate has increased by +102%, from 50.4 kg of waste per ton of output to 102.2 kg. This was mainly due to volumes reported by new operations, Danube Oil Company S.R.L. and Global Grain International S.R.L., commodities with impurities and improved evidence.

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	102.2	66.4	50.4	53.8%	102.8%

Main types of waste, by method of management are:

- **Landfilled waste**, is mainly seeds and grains' cleanings, the fraction that contains mostly dust and soil, and almost no organic matters. This waste is generated in the process of seeds and grains cleaning and aspiration, from storage areas and territory housekeeping and from office activities. Before disposal, this waste is accumulated and stored in aspiration bunkers, waste containers or bins. Disposal of this waste is based on contractual agreement with local authorities that manage the landfills. Landfilled waste makes up 3.1k tons or 0.9%, and has decreased vs. PY by 20%. The waste that contains a certain part of organic matter is separated, stored in designated places or warehouses and then delivered as feedstock or fuel to individuals or other households.

Less than 1%
of waste landfilled



REDUCE



REUSE



RECYCLE

- **Re-used waste**, is mainly construction waste and waste wood from building maintenances, that is lately used as material to rehabilitate bad access roads or as fuel instead of wood or coal to heat buildings.
- **Waste used for energy recovery**, is sunflower seeds husks used in own boiler rooms for energy generation (steam) for production and heating needs.
- **Recycled waste**, is mainly by-products such as sunflower seeds husk, cake, meal and refinery waste from seeds crushing and oil extraction. This is stored in special storage bunkers before delivery. Meal is mainly exported or sold locally for animal feed. Part of sunflower seeds husks are processed on crushing sites into granules or pellets and/or sold to individuals and households as solid renewable bio-fuel. Other types of recycled waste generated and managed in the reporting period are scrap metal from equipment maintenance, plastic, paper and cardboard, wood. This waste is sold to authorized collection companies.
- **Hazardous waste**, this is mainly waste tires, lamps, waste batteries, waste oil and laboratory used chemicals and materials. In the reporting period, about 13.8 tons of hazardous waste, or less than 0.004% has been generated and managed. Hazardous waste is collected separately in safe conditions with limited access and are disposed to authorized vendors based on contracts or expedition bills.
- Apart from this, 10.6 k tons of **liquid waste** (wastewater sludge) have been evacuated through authorized municipal wastewater treatment plants for further neutralization on filtration fields.

Operations

GRI 3-3 / 306-1 / 306-2 / 306-3 / 306-5

Waste Management (Continuation)

Waste Recycling Rate in 2022/23 reporting year has been maintained at the same level, at 99%, and remain to be pretty high.

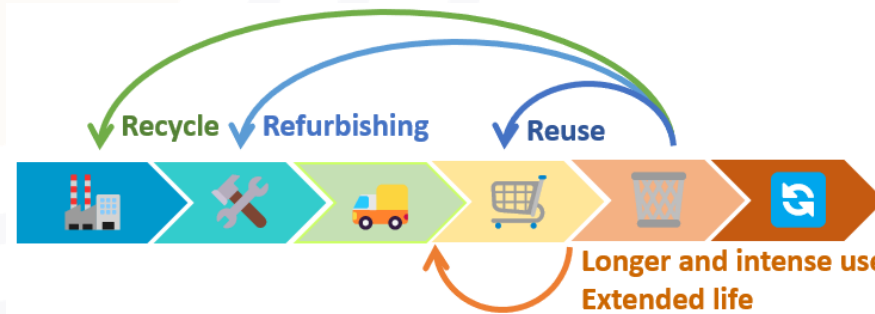
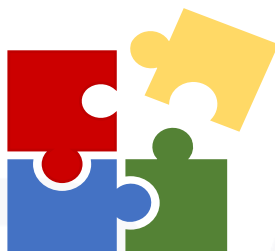
Sum of Total	Solid Waste Recycling Rate, (%)	Target for Solid Waste Recycling Rate	Prior Year, Solid Waste Recycling Rate	Solid Waste Recycling Rate vs. Target	Solid Waste Recycling Rate vs. Prior Year
Short					
GRAND TOTAL	99.1%	98.0%	98.0%	1.2%	1.2%

As a result of waste segregation and recycling, several operations report money gains from waste sales for reuse or recycling by third parties. At least 5 operations have reported money gains from waste sales and an overall gain of more than 245.5k USD, except sales of by-products.

Packaging Waste

Company crushing plants and flower mills with packaging processes have adhered to national collective systems regarding the producer extended liability in order to assume the obligations for packaging waste recovery from the market and recycling. These operations have contracts with authorized associations for taking over the responsibility for packaging waste management.

They have paid the membership contributions and have made all necessary reporting to relevant authorities, and got registered with environmental authorities.



Nevertheless, Company operations do a lot of things to reduce waste and technological losses, and provide for recycling options:

- **Improve** quality control competence and equip laboratories with newer testing equipment to determine commodities' quality;
- **Monitor** goods quality (humidity, impurities, infestation) through the whole value chain, during reception and storage;
- Try to **secure** suppliers that use modern technologies of crop production and harvesting and encourage them to use modern harvesting technologies;
- **Upgrade** separation equipment with new and modern one;
- Try to **avoid** overhandling of seeds and grains to reduce crushing and mechanical deteriorations;
- Waste generated from grains and seeds cleaning services of some elevators and grain storage facilities are **returned** back to customers, whenever possible.
- Hazardous waste is **returned** to suppliers that have extended producer liability, where applicable;
- **Repair** and overhaul conveyors and bucket loaders, to reduce grains and seeds spills and crushing and turning them into waste;
- **Avoid** and recommend suppliers not to use wheeled bucket loaders for seeds especially and grain to avoid seeds and grains crushing;
- **Training** and awareness related to material handling, waste segregation and management.

Operations

GRI 305

Industrial Incidents and Accidents

As a consequence of an incident that has taken place at “Danube Oil Company” S.R.L., the new crushing facility in the Free International Port of Giurgiulesti, involving the collapse of 2 metal silo bins for cake storage, and a subsequent fire due to autoignition of the material stored in the other silo bin, because of the impossibility to unload the silo in due time, the activity of the plant has been partially stopped for 2 months, until finishing a full investigation, causes and consequences elimination. The cessation of operation has mainly affected the sunflower cake storage area.

The authorities have checked the operations of the processing facility and identified certain deviations from the technical requirements related to the hazardous productions. However, the processing facility has not been classified as hazardous by the supervisory body at the moment of operation’s inception. For the good order’s sake, Trans-Oil’s technical team applied for new authorizations to let the facility run as a hazardous industrial facility. After all incident causes and consequences have been eliminated, the plant has been granted all permissions and authorizations for operation. Danube Oil Company had to pay a 6’000 MDL (around 315 USD) fine.

The incident has been investigated by a cross functional and international team to identify the real root causes. The cause of the incident was a mix of design faults, construction deficiencies and exploitation mistakes.

As a result of this incidents, nobody has suffered any injuries nor any other material losses or activity interruption. The plant, other Company facilities and other companies from the port has remained operational all the time.

Following this incident, we have taken immediate and decisive action to address the situation, mitigate its impacts, and prevent recurrence. Our priority is the safety and well-being of our employees, communities, and the environment.

Another 8 road traffic accidents that involved Company vehicles have happened and investigated in the reported period, including 7 light fleet accidents and 1 rail road accident.

The railway accident has been investigated in collaboration with the Rail Ways of Moldova that are responsible for the railways and wagons maintenance, and necessary corrective and preventions measures have been planned for implementation.

None of the accidents has resulted in any victims. Just light repairable material losses.

The increased number of road traffic accidents vs. previous year is explained by the efforts to improve improving evidence and transparency in reported information.



Operations

GRI 2-27

Legal Compliance

Company and its' operations have mechanisms in place of revising and monitoring legal requirements on an on-going basis, including existing, new and amended legal acts, and provide for compliance.

Company has in its organizational structure legal experts to ensure that all operations operate within the bounds of the law and adheres to regulations relevant to its industry.

There are experts and other functions keeping abreast of legal developments, assessing the Company's practices against legal standards, and implement necessary changes to ensure compliance. This includes areas like environmental and labor laws, data protection regulations, industry-specific regulations, economic and finance, and more.

Company and its operations are often subjected to legal due diligence analysis by independent third parties, checking all necessary permits and other mandatory documents for implementing its activities.

Company maintains a tool for monitoring the availability and validity of all mandatory permits, other mandatory document and optional certificates. At the end of the reporting period, 471 such documents and document groups were integrated and controlled using the centralized monitoring tool.

In the reporting period, 213 mandatory documents have been renewed and issued by relevant state or local authorities and other institutions, including permits, authorizations, certificates, contracts, consents, etc.

There are just two main environmental authorizations that are pending. The operations have submitted all necessary documentation to local authorities and waiting for their decisions.

Authorities' Control Inspections

In the reporting period, as far as 84 control inspections have been performed at Company operations by state control bodies. As a result, only 7 Notice of Violation (NOV) have been raised and a fine of 315 USD was paid.

Notice of Violation (NOVs) Incidence

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	0.11	100%	-27%

Notice of Violation Severity

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	45.0	0.0	27.8	100%	62%

As a result of two environmental and safety incidents mentioned earlier in this report, the Government has disposed unannounced inspection at all crushing plants, elevators and silos in Moldova:

- 6 out of 17 Company sites have been visited by environmental, fire safety and industrial safety inspectors and inspection notes have been drafted.
- 2 NOVs have been issued and no fines or other restrictions have applied.

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. All disagreements have been solved through mutual agreements and reaching compromise.

Operations

GRI 3-3 / 305

Product Quality and Food Safety

Product quality and food safety are key focus areas for Trans-Oil, and we maintain stringent measures to ensure the highest standards of quality and safety within all our operations. Here's how we prioritize product and food safety:

- **Quality Assurance Systems:** We have robust quality assurance systems in place to monitor and control all stages of production, processing, and distribution. This includes rigorous testing, inspection, and monitoring procedures to ensure that our products meet or exceed regulatory standards and industry best practices.
- **Compliance with Regulations:** Trans-Oil is committed to full compliance with all relevant regulations and standards governing product and food safety. We closely monitor changes in regulations and continuously update our practices to ensure compliance with evolving requirements.
- **Traceability and Transparency:** We prioritize traceability and transparency in our supply chain to track the origin and movement of raw materials, ingredients, and finished products. This enables us to quickly identify and address any potential safety issues and provide accurate information to consumers and regulators.
- **Hygiene and Sanitation Practices:** We adhere to strict hygiene and sanitation practices in all our facilities, including cleaning and disinfection protocols, personal protective equipment requirements, and employee training programs. Maintaining clean and sanitary conditions is essential for preventing contamination and ensuring product safety.
- **Supplier Management:** We work closely with our suppliers to ensure that they meet our stringent safety and quality standards. This includes conducting supplier screenings, verifying certifications, and implementing quality assurance protocols to ensure the safety of raw materials and ingredients used in our products.

- **Risk Management:** Trans-Oil employs comprehensive risk management strategies to identify, assess, and mitigate potential risks to product and food safety. This includes conducting risk assessments, implementing preventive controls, and developing contingency plans to address potential hazards and minimize their impact on product safety.
- **Continuous Improvement:** We regularly review and evaluate our processes, procedures, and performance metrics to identify areas for improvement and implement corrective actions to enhance safety and quality.

At Trans-Oil, we understand the importance of product and food safety to our consumers, our reputation, and the integrity of our brands. We are dedicated to upholding the highest standards of safety and quality in everything we do, ensuring that our products are safe, nutritious, and of the highest quality for our customers.



Operations

GRI 3-3 / 305

Product Quality and Food Safety *(Continuation)*

All Company crushing plants have implemented quality and food safety management systems:

- 2 out of 5 crushing plants are KOSHER or HALAL certified;
- 3 out of 5 plants are ISO 9001 certified,
- All 5 plants are ISO 22000 or HACCP certified,
- All 5 plants are GMP certified.

New and more certifications are to come in the close future.

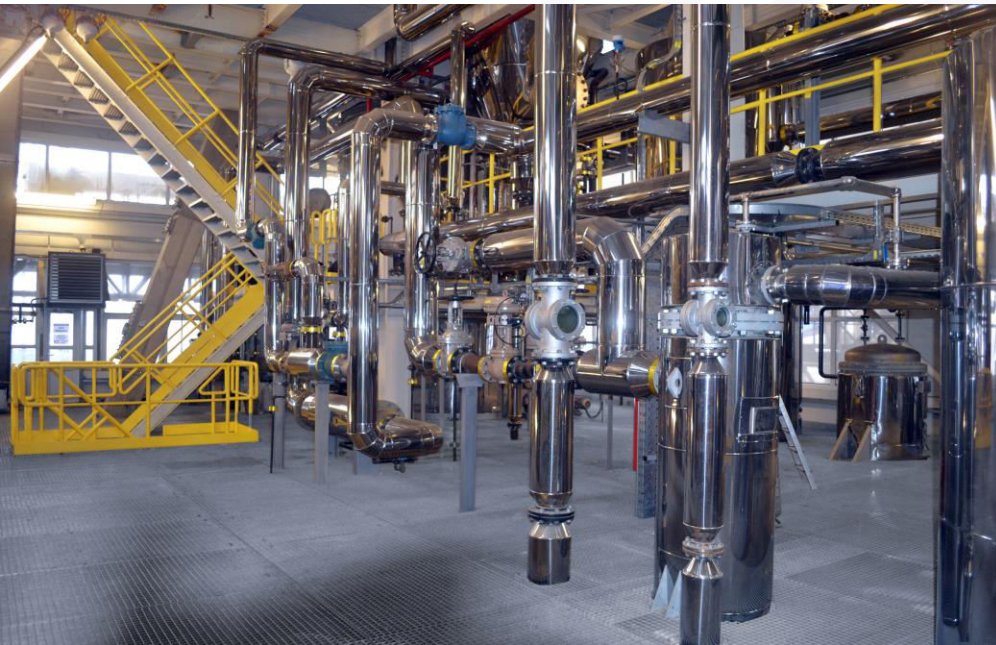
Trans-Oil's consumers consistently appreciate the superior quality of its products, while its trademarks FLORIS and ISKOM enjoy widespread recognition across the markets they serve.

Trans-Oil is proud to announce that the widely known and appreciated FLORIS brand has recently added a few more awards to its list.

These are the "Trademark of the Year 2022" and the "Quality Achievement Award 2022", received within the most prestigious and important event of the Moldovan business – the Moldovan Business Gala.

The event is organized every year by the Chamber of Commerce and Industry of the Republic of Moldova (CCI of Moldova) in partnership with the State Agency on Intellectual Property (AGEPI), the National Anticorruption Centre (NAC), the United Nations Population Fund (UNFPA), the Moldovan Standards Institute (ISM) and the National Accreditation Centre of Moldova (MOLDAC).

Such news confirms the Company's path, gives strength and inspiration to grow and perform further, thus bring the product and the local market to the highest level, to the benefit of the consumer and the national economy.



For the first time in the Republic of Moldova, Trans-Oil Group company "Floarea Soarelui" S.A., has received the certification of the Chinese authorities for the export to China of vegetable oil and meal.

This denotes the high quality of all production standards and technologies.

The event provides an opportunity to exploit the potential of one of the largest markets in the world and to further promote Moldova and its products.

Operations

GRI 3-3 / 305

Product Quality and Food Safety (Continuation)

ISKON oil is the recognizable consumer brand of Victoria-Oil factory (Šid, Serbia). ISKON is an edible sunflower oil of the highest quality, with more than 70 million bottles produced per year. The bottling and packaging equipment of Victoria-Oil factory has a capacity of 14 000 liters of oil per hour.

Exceptional sales results were achieved both on the local market of Serbia and through exports to Austria, Slovakia, Italy, the Netherlands, Slovenia, Hungary, Greece, Croatia, Bosnia and Herzegovina, Montenegro, Macedonia and Albania. The numerous consumer and industry awards and recognitions attest the quality of ISKON oil.

The competitive advantage both at home and abroad is guaranteed by the implementation of numerous international standards: ISO 9001, HACCP, ISO 14001, OHSAS 18001, KOSHER, HALAL, IFS Food, GMP+B2 and ISCC.

Besides the refined oils segment, Victoria-Oil achieves significant sales figures by exporting other products such as refined and unrefined oils of sunflower seeds, soya, rapeseeds, mixed vegetable oils, meal, vegetable lecithin, etc., positioning the company as one of the largest net exporters in Serbia. ISKON oil holds a share of 75% of the total production figures of Victoria-Oil factory, according to the year 2021 data.

Victoria-Oil is a modern factory, with a highly performing equipment, oriented to a final product – ISKON edible refined bottled oil. As of the year 2021 Victoria-Oil factory is a part of Trans-Oil Group.

ISKON contains all the natural properties of the sunflower seed, primarily high vitamin E content as well as a favorable fatty acid composition. Stability additives are not added to ISKON oil because all the antioxidants are preserved during the production process and the packaging itself provides a protected atmosphere, additionally ensuring the durability of the oil.



Iskon Sunflower oil

VICTORIAOIL DOO

is granted the 2020

**SUPERIOR
TASTE AWARD**
★ ★



**International
Taste Institute**



Certified by the International Taste Institute's jury of the world's best Chefs & Sommeliers.

Operations

GRI 305

The 100th anniversary of the founding of FLOAREA SOARELUI S.A.

In 2022 we have celebrated the 100th anniversary since the founding of FLOAREA SOARELUI S.A. and the FLORIS brand. We still can't believe it, but it's been 100 years of success and beautiful achievements.

S.A. FLOAREA SOARELUI, part of the international Trans-Oil Group, is the largest sunflower oil producer in the Republic of Moldova with innovative technology and equipment. The pride of the Company - the brand FLORIS, has become a true Ambassador of Moldova, being present in over 37 countries around the world.

The Company follows the principle of sustainable development and export-oriented, with a share of over 90% of total production, which also guarantees the country's food security.

This was possible with the effort and dedication of about 550 employees to the development of the company, the city and the whole country, every single day.



The History of FLOAREA SOARELUI S.A. with Focus on Advanced Technologies

The history of FLOAREA SOARELUI S.A. starts from the No. 1 oil plant, which was founded in 1922.

By the beginning of 1939, 119 workers were employed at the vegetable oil plant of the Volman brothers. The company had a powerful boiler, a modern steam engine and a diesel engine at that time. According to the Union of Industrialists of Romania, the Volman brothers' factory was the largest oil producer in the entire country.

Until 1994, this company was a state enterprise. At the end of 1994, the collective of the enterprise and the state, represented by the Ministry of Privatization, founded the FLOAREA SOARELUI Joint Stock Company.

Since 2014 the Group has invested in modernization: in 2014-2015 fully replaced the boiler and dehulling units; in 2018-19 the Group commissioned the new extraction unit, in 2023 the Group has started the building of a modern brand-new bottling line with storage facilities for bottles oil.



Supply chain

At Trans-Oil, we recognize the critical role of our suppliers in our sustainability journey. We are committed to partnering with suppliers who share our values of environmental stewardship, social responsibility, and ethical business practices. Together, we work towards sustainable sourcing, fostering transparent relationships, and driving positive impact across our supply chain. By collaborating with sustainable suppliers, we aim to create value for our stakeholders while contributing to a more sustainable future.



Supply chain

GRI 2-6 / 414-1

Our Responsible Sourcing Approach

At Trans-Oil, we are dedicated to managing our supply chain in a manner that promotes sustainability, resilience, and ethical practices. We are committed to working closely with our suppliers to ensure that our sourcing practices align with our environmental and social responsibility goals. This includes prioritizing suppliers who share our commitment to sustainable practices, such as minimizing greenhouse gas emissions, conserving water resources, promoting fair labor standards, and reducing waste throughout the supply chain. By collaborating with our partners and leveraging innovative technologies, we aim to continuously improve the sustainability performance of our supply chain, mitigate risks, and create value for our stakeholders while contributing to a more sustainable future for the communities in which we operate.

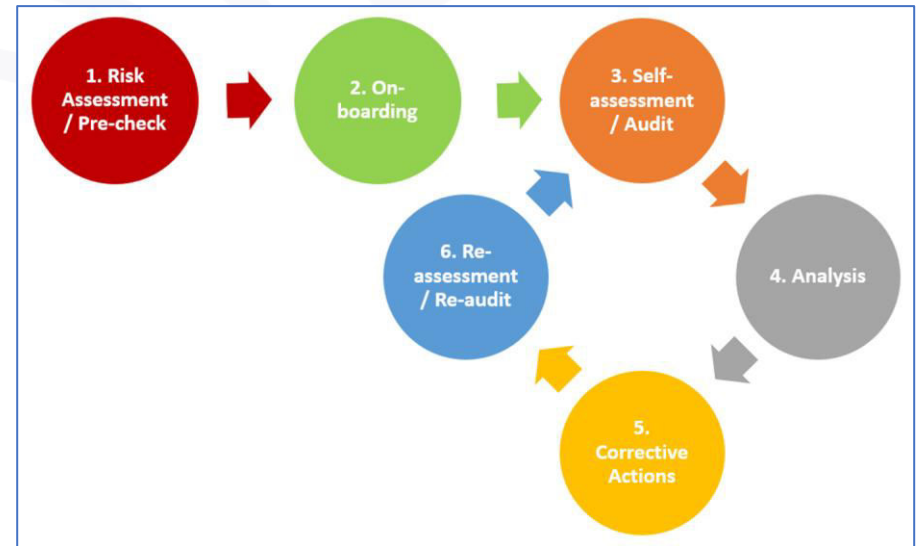
At Trans-Oil, we prioritize compliance with regulatory requirements and maintaining the highest standards of integrity and transparency in all our business dealings. Our Know Your Customer (KYC) process is designed to verify the identity of our customers, assess their risk profile, and detect and prevent any potential illicit activities, such as money laundering or corruption practices. By implementing robust KYC procedures, we aim to protect our business, safeguard against financial crime, and uphold trust and confidence among our stakeholders. Our KYC practices are regularly reviewed and updated to ensure alignment with evolving regulatory standards and best practices in the industry, demonstrating our commitment to responsible and ethical business conduct.

A second step in demonstrating our commitment regarding the sustainable supply chain, is the documentation and publication on Company website of our [Corporate Sustainable Sourcing Policy](#) and [Supplier Code of Conduct](#) with our sustainability expectation to suppliers.

Next step would be the integration and implementation of a more complex Supplier Management Program. This program will enable us to systematically evaluate, monitor, and improve the performance of our suppliers in alignment with our sustainability goals.

Supplier assessment/re-assessment, analysis and monitoring activities, will be an on-going process, and the list of accepted suppliers will be a dynamic one, new suppliers coming in and suppliers being excluded, in order to promote and improve sustainability in the supply chain.

In the reporting year, no extensive screening and auditing of suppliers has been performed so far.



The concept of Supplier Management Program is explained on next page.

Supply chain

GRI 2-6



Risk assessment / Pre-check

First of all, we will assess the regions / countries of supply from sustainability point of view. This will allow us to identify countries and markets that will need increased attention and a special approach to environmental, social and governance aspects.



Supplier On-boarding

As per the results from the risk assessment and pre-check, we will further establish the sourcing strategy. If the region or country will be known for its significant environmental, social or ethical issues, then we will refrain from initiation of any cooperation. If no significant risks will be found, the on-boarding process will start and suppliers will be offered our [Corporate Sustainable Sourcing Policy](#) and [Supplier Code of Conduct](#) with our ESG commitments and expectations, which suppliers will be required to acknowledge, sign and commit to.



Self-assessment / Audit

At the beginning of business cooperation, suppliers will be required to disclose sustainability performance or to complete a self-assessment questionnaire with environmental, social and governance criteria. Depending on available resources and competences, part of suppliers will be audited to validate the disclosed information in self-assessment questionnaires or otherwise.



Analysis

A Company team composed of sustainability and commercial functions will analyze the disclosed information in the self-assessment questionnaires or audit reports to identify sustainability deficiencies and areas for improvement. Based on this analysis, suppliers will be included in the list of accepted suppliers and will be assigned different sustainability risk categories.



Corrective Actions

Based on deficiencies and areas for improvement identified, suppliers will be required to draw-up and commit corrective or improvement action plans. During the period of acceptance, the suppliers will be monitored related to the progress made vs. the agreed action plans until next assessment or audit.



Re-assessment / Re-audits

Re-assessment and re-audits will be planned based on supplier risk level assigned at the analysis stage of the process. Re-assessments and re-audits will be performed to monitor overall performance of suppliers, to follow-up on the agreed action plans and confirm continuous improvement. Repeated serious noncompliance are disqualifying conditions and will lead as well to termination of the commercial relationship.

Supply chain

GRI 2-6 / 304-1 / 304-2

Supply Chain Management

Company sustainable sourcing policy states that all acquisitions of commodities shall favor primary producers and suppliers that are legally registered entities, perform full legal activities, who strive to improve their environmental and social performance, and manage land that has an agricultural destination. This fact is checked and provided with objective documented evidence during suppliers screening and before each harvesting and acquisition campaign. The acquisition volumes are correlated with the area of land the suppliers are providing documented evidence for. If a supplier is trying to sell more than normally possible to harvest on the owned land, than additional investigation is made up to refusal to source the commodities.

Most commodities are originated locally, in countries where Company has its operations, and are sourced directly from local farmers and traders. All suppliers are legal entities, registered under local law, with a good reputation. The contracts are signed with each supplier separately and are registered in the electronic database of the Company.

Commodities are produced on fields that, as per legal requirements, have an agricultural destination, and have not been subjected of any deforestation or significant natural habitat or biodiversity conversion. Company avoids to source its commodities from countries or regions that have been subject of massive deforestation, significant conversion of natural habitats or where the human rights are not fully respected.

Company offers price premium for proved ecological and organic commodities produced by local farmers, and in the future will promote and support the acquisition of certified organic and sustainably grown produce.

Suppliers are made aware of environmental and biodiversity aspects through the [Supplier Code of Conduct](#) that contains clear commitments and principles related to environmental and biodiversity preservation.

Commodities suppliers are advised and encouraged to implement sustainable agriculture practices to protect soil fertility, reduce the use of pesticides, protect species and beneficial insects, to create new or restore tree protection strips, etc. Available materials related to how to implement these practices are permanently disseminated to Company suppliers via the network of storage facilities and acquisition managers.

Adopting sustainable agriculture has considerable advantages for farmers, especially in the conditions when prices for inputs (fuel, equipment, fertilizers, crop protection products) are higher, and the demand and price premium for ecological clean and organic raw material is increasing.

As part of its commitments and climate changes actions, Company has adopted a [Deforestation-free Supply Chain Policy Statement](#) for dissemination and implementation by Company suppliers of commodities.



Supply chain

GRI 2-6 / 408-1 / 409-1

Supply Chain Management (Continuation)

Company has documented and implements policies and procedures with clear commitments and rules related to human rights protection, among which prohibiting any kind of forced labor and use of child labor. These commitments and rules related to human rights are included in [Corporate Sustainable Sourcing Policy](#) and [Supplier Code of Conduct](#).

The vast majority of suppliers are seeds and grain suppliers. Growing of seeds and grains, due to using agricultural equipment and implementation of modern growing and harvesting technologies, became less and less labor-intensive process. Company's agricultural partners and suppliers, do not use any form of forced, compulsory or child labor as defined by ILO. All employees and workers are free, and can leave the employer whenever they decide, following the procedures as specified in the countries' Labor Codes and Company Employee Regulations, and Company encourages the creation of educational and training programs for education of young people.

The forced and child labor risk in Trans-Oil supply chain has been assessed as MINOR, since growing and harvesting of commodities (grains and seeds) is a mechanized process, and not manual labor intensive.

Using child labor or forced labor will be a disqualifying criterion during supplier screening or assessments.

GRI 2-8 / 403-8

Contractor Management

Company operations use contractor services mainly for big construction projects, equipment installation and adjustment, sophisticated equipment maintenance, for transportation services and a few cases of security services. All operational processes related to the core business activity e.g., sourcing, conditioning, storage of commodities, processing into oil and flour, transshipment activities are done by Company operations' specialist and employees.

Still, the level of awareness and Company level of influence over the contractors are reduced due to local and sector specifics.

For contractor safety, Company has developed a Contractor Safety Management program with different controls in place, such as:

- 1) Hazards identification and risk assessment of works to be performed;
- 2) Contractor qualification and competences assessment;
- 3) Signing the contractual agreement;
- 4) Signing the [Contractor Code of Conduct](#) with safety rules and requirements.

After authorizing the contractor, before starting and during the work:

- 5) Contractor employees access control;
- 6) Training and hazards communication;
- 7) Tool and equipment safety and integrity control;
- 8) Permit to work system, where applicable and required;
- 9) Incident reporting and investigation;
- 10) Workplace inspection and control on sites;
- 11) Contractor environmental and safety performance monitoring;
- 12) Meeting and agreeing improvement actions plans.

Supply chain

GRI 2-8 / 403-8 / 403-9

Contractor Management (Continuation)

In the reporting year, Company operations have reported collaboration with around 200 contractors providing services, mainly commodities transportation from fields and between Company sites, construction activities, equipment maintenance and adjustments, security.

About 650 contractor employees have been working on permanent, temporary and occasional basis for the Company, on-site and off-site its operations. These employees were mainly male, due to the specifics of worked performed.

Two Lost Time Accidents (LTA) occurred involving contractor workers during construction activities at one of the Company's crushing plants. The subsidiary had performed all necessary safety measure before employment, including service agreement, additional agreement with E&S provisions ([Contractor Code of Conduct](#)), contractor employees induction training and training records, allocation under their control of the construction site, daily inspection of construction site.

Sum of Total	Code	Target for Number of Workplace Accidents	Prior Year, Number of Workplace Accidents	Number of Workplace Accidents vs. Target	Number of Workplace Accidents vs. Prior Year
Short		0	1	100%	100%
GRAND TOTAL	2	0	1	100%	100%

We don't hold information related to contractors' employees work-related accidents that might have happened outside Company sites.

Nevertheless, all controls and procedures in place, in 2022/23 reporting year, 2 serious accidents have happened involving 2 contractors' employees.

Nevertheless, the number of accidents with contractor employees has doubled, the accident incidence rate per million worked hours has reduced almost twice. This can be explained by the and reporting, and increased number of contractors worked hours. integration of Serbian and Romanian operations into OHS record keeping

Sum of Total	Accident Incidence Rate (Accidents / mln. Working Hours)	Target for Accident Incidence Rate	Prior Year, Accident Incidence Rate	Accident Incidence Rate vs. Target	Accident Incidence Rate vs. Prior Year
Short	4.7	0	8.7	100%	-46%
GRAND TOTAL	4.7	0	8.7	100%	-46%

Neither contractor nor Labor Inspection that has investigated the accidents have any claims or objections to the Company operation.

As per Company policies and site's procedures, EOHS Officers make inspections of contractor activity and follow up with their management on every misconduct of EHS rules breach.



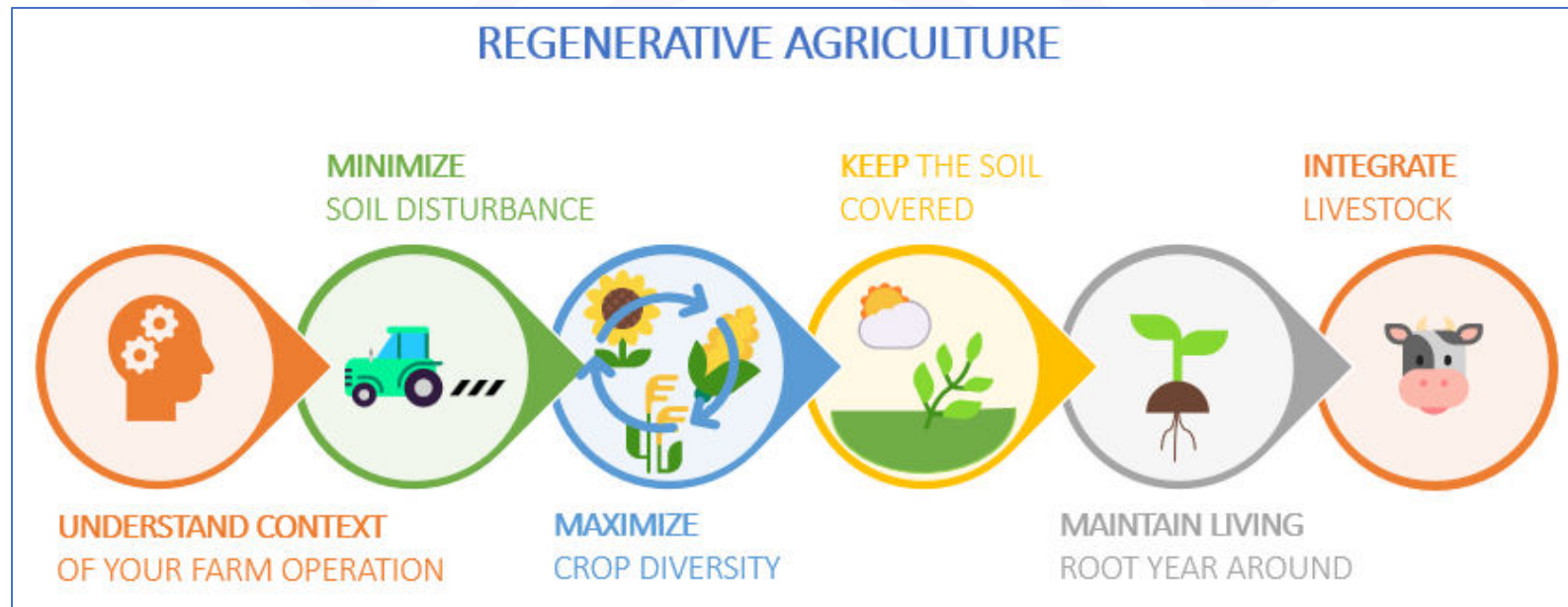
Supply chain

GRI 2-6

Supply Chain Certifications

Victoria-Oil doo, Šid has been involved with Nestle in a pilot project related to regenerative agriculture and reduction of CO2 emissions in order to monitor and contribute to the reduction of GHG emissions. For this project, three main suppliers of Victoria-Oil doo have been selected to implement sustainable and regenerative agriculture technics. Victoria-Oil doo, being the holder of the Farm Management Group (FMG), has fully involved in preparing these three suppliers for later certification according to the requirements of the FSA standard (Farm Sustainability Assessment).

All 5 crushing plants hold valis ISCC (International Sustainability and Carbon Certification) for the supply chain. The ISCC is a globally recognized certification scheme that verifies the sustainability and traceability of biomass and bioenergy. It ensures that products meet strict environmental and social criteria, promoting responsible production and trade practices. The ISCC is an advanced certification system that implements the requirements of the German Sustainability Regulations and the European Union's Renewable Energy Directive. The objectives of ISCC are to establish an internationally oriented, practical and transparent system for the certification of biomass and bioenergy. Trans-Oil crushing plants have been certified in the past years, and will do this in the future.



Community

At Trans-Oil, we believe in building sustainable communities alongside our operations. We are committed to fostering positive social impact by investing in local initiatives, supporting education, healthcare, and infrastructure development. Through partnerships and community engagement, we strive to empower and uplift the people living in areas where we operate. By prioritizing the well-being and prosperity of communities, we aim to create lasting value, promote inclusivity, and contribute to the sustainable development of society as a whole.



Community

GRI 2-26 / 413-1

Community Engagement Approach

Community engagement is fundamental to Trans-Oil's mission and values. We recognize that our operations impact the communities where we operate, and we are committed to fostering positive relationships, listening to community needs, and working together to create shared value.

By engaging with local stakeholders, including residents, community leaders, and civil society organizations, we gain valuable insights into the social, environmental, and economic dynamics of the areas in which we operate. This understanding enables us to tailor our strategies and initiatives to address local priorities and contribute meaningfully to community development.

Our commitment to community engagement is not just a responsibility, it is a core part of who we are as a company. We strive to be a good neighbor, a respected partner, and a positive force for change in the communities where we live and work.

At Trans-Oil, we recognize the importance of effectively managing both proactive and reactive grievances to ensure responsible and sustainable operations. To achieve this, we have implemented a comprehensive grievance mechanism that addresses the needs of our stakeholders and promotes positive engagement with the communities where we operate.

Our grievance mechanism is designed to:

- **Proactively Engage with Stakeholders:** We proactively engage with stakeholders through various channels such as community meetings, consultation sessions, and surveys to identify potential concerns and gather feedback on our operations. By actively seeking input from stakeholders, we aim to anticipate and address issues before they escalate.

- **Provide Transparent Channels for Grievances:** We have established transparent and accessible channels for stakeholders to raise grievances, complaints, or concerns. These channels include dedicated grievance hotlines, online submission forms, and community feedback mechanisms to ensure that stakeholders can easily report issues and seek resolution.
- **Facilitate Timely Response and Resolution:** Upon receiving grievances, our team promptly assesses and responds to each case with a commitment to fairness, transparency, and accountability. We strive to resolve grievances in a timely manner through dialogue, mediation, or other appropriate means, ensuring that stakeholders are kept informed throughout the process.
- **Learn and Improve:** We view grievances as opportunities for learning and improvement. We systematically analyze and document grievances to identify underlying causes, trends, and patterns, allowing us to implement corrective actions, improve our practices, and prevent similar issues from recurring in the future.
- **Promote Dialogue and Collaboration:** Our grievance mechanism fosters open dialogue and collaboration between Trans-Oil and our stakeholders. We actively engage with grievants to understand their perspectives, explore solutions collaboratively, and build trust-based relationships grounded in mutual respect and understanding.

By implementing a grievance mechanism that addresses both proactive and reactive grievances, Trans-Oil demonstrates our commitment to continuously improving our grievance management processes to uphold our values, meet stakeholder expectations, and contribute positively to the communities we serve.

Community

GRI 203-2 / 413-1

Community Engagement Approach

Trans-Oil has a mechanism for recording and monitoring grievances, including from employees, community, suppliers, contractors, etc. Any employee, community member or other stakeholder can access the “[General complaints and speak up](#)” tool on Company website, can submit an e-mail, can call Company office or can drop grievances, including anonymous, using available instructions, forms and grievances boxes on sites.

Grievances Handling

In the reporting year there have been registered 4 grievances from local community. These have been treated with great attention and followed accordingly until acceptable results. The grievances are considered closed since the root cause for one relevant grievance have been eliminated. For the other three grievances, the investigations performed by authorities and independent laboratories have proved their groundless:

Sum of Total	Code	No of Grievances, including from ...	Target for No of Grievances	Prior Year, No of Grievances	No of Grievances vs. Target	No of Grievances vs. Prior Year
Short						
GRAND TOTAL		4	0	1	100%	300%

1. Floarea Soarelui S.A. crushing plant from Balti, MD.

The grievance came from a community member that has his home in the sanitary protection area of the industrial zone. The subject of the grievance was the “smell of petrol” from the sewer waters. The grievance was handled with Environmental Protection Inspection who came on site for an inspection and to collect wastewater and storm water samples for investigation. The inspection and water investigation didn’t show any deviations from the limits. Moreover, the sewer system provides connection of more enterprises in the area, including car services and car washings. This resident is permanently complaining on various aspects and on different economic agents.

Community

GRI 203-2

Grievances Handling *(Continuation)*

2. Danube Oil Company S.R.L. from Giurgiulesti Free Economic Area, MD.

Two grievances came from a community member that has his house close to the free economic area. The subjects of the grievances were 1) “the noise from production equipment” and 2) “the smell of fried sunflower seeds”.

During the production start-up, the crushing plant has performed noise measure at workstations. No deviation from the limits were detected. After these grievances, the plant has asked the Center for Public Health to perform additional investigation of the ambient noise, during the day and night, at the border to the complaining resident. No deviation from the admissible limits were detected.

As for the “smell of fried seeds” the Center for Public Medicine have no capabilities to perform such investigation. The plant has asked the Environmental Investigation Laboratory to perform air quality investigation on the territory of the crushing plant. No deviations from the limits have been detected.

The resident has his house close to Giurgiulesti Free Economic area, where there are as well other economic residents, near an international road connecting Ukraine, Moldova and Romania, and near the customs office between Moldova and Romania, where lots of trucks are moving.

3. Danube Oil Company S.R.L. from Giurgiulesti Free Economic Area, MD.

The grievance was related to the smell of smoke during the fire that has taken place on the territory of the crushing plant, at the silo bin for sunflower cake storage.

The crushing plant and the Environmental Agency agreed to monitor air quality during this incident. As per investigation reports conclusion, only Phenol has exceeded the limits on the territory of the crushing plant, near the fire, but has not exceeded any limits out of the sanitary protection area of 300 m.

After the fire was extinguished, the crushing plant has repeated the investigation for air quality and all parameter have been found within limits.



Community

GRI 203-2 / 413-1

Philanthropy and Sponsorship

Trans-Oil has always been looking to improve and develop the communities and the livelihood of the people that interacts with. In the reporting year more than 230k USD has been donated to local communities in form of money, vegetable oil, fuel granules and other goods.

- In accordance with the decision of the shareholders of Trans-Oil Group to develop a socially oriented business, “Floarea Soarelui” S.A. donated 20.000 bottles of FLORIS oil to Giurgiuleşti village (Republic of Moldova). Another quantity of 20.000 bottles of FLORIS oil was donated to Cahul district (Republic of Moldova).
- In 2023 Trans-Oil Group reaffirmed the social orientation of the business and the support provided to the citizens of the Republic of Moldova, and has capped the price for FLORIS bottled oil at 29.1 MD lei (VAT included) for a bottle until the date of 01.09.2023.
- A quantity of 3 000 tons of pellets (produced from granulated sunflower seeds shells) has been donated by the vegetable oil factories of Trans-Oil Group in the Republic of Moldova. The donation contributed to covering the bio-fuel shortage for 85 public institutions of the Republic of Moldova during the heating season. The Commission for Emergency Situations of the Republic of Moldova stated that this decision will support the achievement of the national policy objectives in the field of energy efficiency and the promotion of the use of the renewable energy sources.
- The Serbian crushing plant “Victoria Oil” d.o.o. has donated to local authorities around 1k Euro to help restore the city park after the 2023 summer storm.

Trans-Oil has participated as well in other partnership actions with its key partners and suppliers, donating money and goods for different other social development programs.

- “Global Grain International” SRL, Romanian subsidiary of Trans-Oil Group, acted as a sponsor of and participant in the EuroGrainHub Exchange & Forum which was held on April 26-28, 2023, in Bucharest, Romania, that has gathered in on place different stakeholders - farmers, traders, input suppliers, animal and feed industry, to logistics, storage, innovations, etc.

> 230k EUR donations to support and develop local communities in 2022/23.

GRI 207-1

Many of the Company operations are the biggest employers and tax payers in the countries and localities they operate, paying taxes to local and central budgets for local development.



Community

GRI 203-2 / 304-3 / 413-1

We Protect Nature to Leave a Beautiful Legacy

Trans-Oil is pleased to announce that, through a fruitful collaboration and concerted efforts, we have planted a young forest on a designated piece of land in 2022.

This initiative was made possible through our partnership with RIKIPAL Company, a manufacturer of wooden packaging whose pallets have been utilized in bottling our refined oil for several years. For each pallet procured, we've allocated one Leu, which was subsequently directed to MoldSilva for tree planting initiatives. Consequently, FLOAREA SOARELUI S.A., a member of the Trans-Oil Group, contributed to an increase of 600 trees in the forested area of the Republic of Moldova in 2022.

It's noteworthy to mention that RIKIPAL Company does not utilize Moldovan wood in its production processes.

Upholding our environmental ethos, we are committed to perpetuating such endeavors, no matter how small, to safeguard our planet. We recognize our duty to operate sustainably, safeguarding nature to leave behind a lasting legacy and a healthier environment for generations to come.



Trans-Oil's commitment to community well-being extends to its active involvement in tree planting initiatives. By partnering with local organizations and leveraging resources, Trans-Oil strives to enhance green spaces and foster environmental sustainability for the benefit of the community.

Community

GRI 410-1

Security of Company Sites and Assets

All Company sites are protected by security guards that are present on site 7/7 and 24/24. Most of Company subsidiaries have own employees to provide site security. These employees are treated as any Company employee in terms of employment, benefits, medical screening, training, etc.

Security guards are working in shifts: 12 hours of service followed by 24 hours of rest, as per labor legislation. Depending on the size of the site and activity intensity, the shifts consist of 2 or more guards. A few Company subsidiaries have contracted security serviced from specialized security providing agencies, and these are managed as contractors.

All security guards have security and firefighting working instructions, and are periodically trained about how to perform their duties safely, how to react in different situations and how to protect Company assets. The guards are equipped with necessary means to perform their duties, as well as to be able to alert relevant state competent organizations in due time. They have mobile phones or walkie-talkie devices, list of emergency phone numbers, lanterns, whistles, access to firefighting equipment.

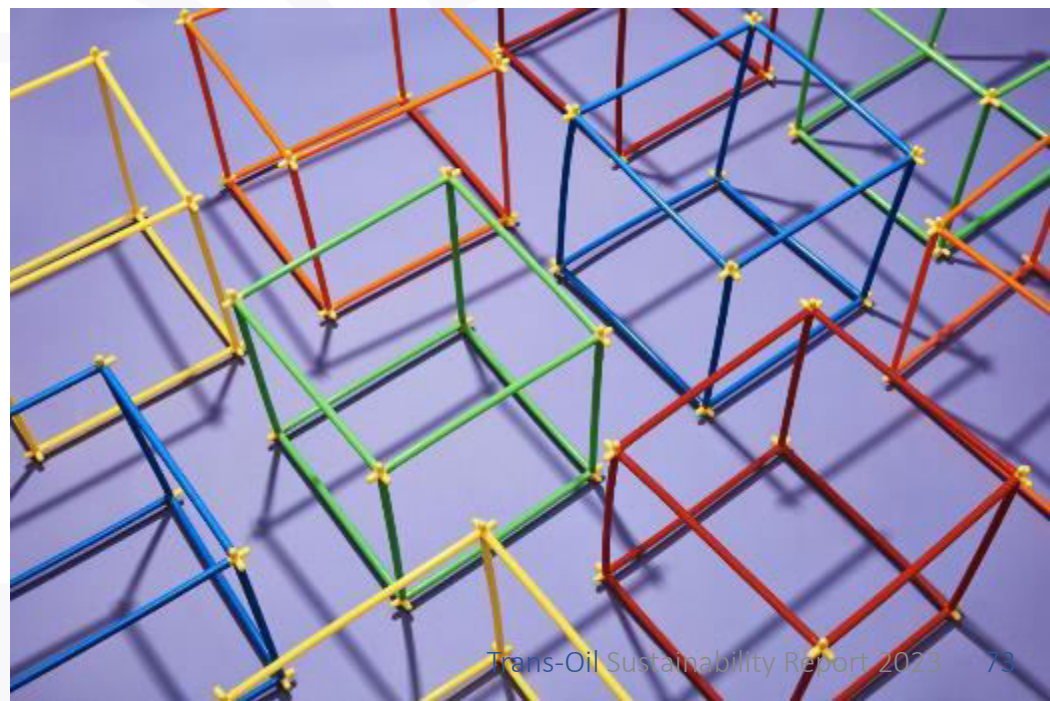
None of the guards are provided nor permitted to hold firearms and don't hold any fighting means (knives, rods, sticks, etc.).

All Company sites are fenced and provided with access gates that can be closed. Moreover, all sites are provided with nonstop video supervision that communicates with Company head offices and security departments. On most sites, in main buildings fire and security automatic alarm systems are available with fire detectors and panic buttons. The alarm systems are connected to centralized dispatchers that are available and operable 7/7 and 24/24. In case of an alarm, the dispatchers, depending on the alarm reason will alert fire or police.

The main duties of security guards are to provide controlled access on Company sites, to control the movement of materials and goods, control the traffic of trucks on sites, and monitor the territories and buildings for fire safety and security conditions.

Security guards are those to respond quickly and effectively to emergencies such as fires, medical incidents, accidents, or security threats. They may initiate emergency procedures, contact emergency services, and assist in evacuations.

No security breaches have been registered at any Company operation, nor any complaints from community on security guards in the reporting year.





Other relevant information

Other relevant information

GRI 2-5

Report Assurance

The report for the year ending 30/06/2023 lacks third-party assurance, but the information and data have been cross-checked with other relevant Company reports and validated by cross-functional officers and by the ESG committee.

Report Audience

This report has been prepared to be provided to a wide range of stakeholders, including but not limited to:

- Board of Directors;
- Investors and shareholders;
- Lenders and DFIs;
- ESG analysts and rating agencies;
- Central and local public authorities and regulators;
- Suppliers and contractors;
- Customers;
- Employees and labor unions;
- Non-governmental organizations (including agricultural and food unions and associations);
- Mass media.

Some of the images used in this report are sourced from the internet and are believed to be in the public domain or used under fair use provisions. If you believe any image has been used improperly, please contact us at so that we can resolve the issue promptly.

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Feedback and Contact Details

Trans-Oil will provide feedback to all interested stakeholders about the information contained within this Report.

Feedback can be submitted via the contact details below and on 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

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Key Performance Indicators

OUR PEOPLE				
Metrics	Act 2020-2021	Act * 2021-2022	Act 2022-2023	Est 2023-2024
Number of Employee Workplace Accidents, including:	0	11	15	0
- Fatalities	0	0	0	0
- Severe accidents	0	1	2	0
- Lost time Accidents	0	10	13	0
Accident Incidence Rate (No of accidents / mln Worked Hours)	0	2.27	3.03	0
Accident Severity Rate (No of Accident Lost Days /No. of Accidents)	0	45	39	0
Occupational Disease Rate (%)	0%	0%	0%	0%
Women Employment Rate (%)	29%	28%	27%	> 30%
Employees Under 18 Years Rate (%)	0%	0%	0%	0%
Employees with Disabilities Rate (%)	2.8%	1.7%	1.5%	> 2%
Employee Turnover Rate (%) including:	22%	24%	23%	< 17%
- Voluntary Turnover Rate	11%	16%	15%	< 14%
Number of Grievances from Employees	0	0	0	0
Employee Training Hours	17.3	11.6	12.2	15.0
Overtime Hours to Regular Hours Rate	NA	4%	2.9%	3%
Night Hours to Regular Hours Rate	NA	17%	16.1%	16%
Medical Leave Incidence (Sick Days / Employee)	14.8	9.0	8.5	8.3
Medical Leave Severity (Sick Days / Medical Case)	19.0	12.4	12.7	12.5
Total OHS Related Expenses, (USD / ton of Output)	0.26	0.13	0.16	0.20

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

Key Performance Indicators (Continuation)

COMMUNITY TRUST				
Metrics	Act 2020-2021	Act * 2021-2022	Act 2022-2023	Est 2023-2024
Number of Contractor Workplace Accidents, including:	0	1	2	0
- Fatalities	0	1	0	0
- Severe accidents	0	0	2	0
- Lost time Accidents	0	0	0	0
Number of Road Truck Accidents	0	4	7	0
Environmental and Safety Incidents	0	3	4	0
Number of Grievances from Community	0	1	4	0
CO2 Emission Intensity (Kg CO2/ton of Output)	57.8	33.7	35.7	35.0
CO2 Emission from renewable sources (%)	54%	56%	57%	58%
Water Usage Ratio (L/t Output)	251.2	175.2	184.0	180.0
Energy Usage Ratio (Mj/t of Output)	582.1	374.0	377.8	300.0
Waste Generation Rate (Kg/t of Output)	144.4	50.4	102.2	99.1
Waste Recycling Rate (%)	97.9%	98.0%	99.1%	98.0%
Chemicals Usage Ratio (Kg/t of Output)	0.50	0.31	0.31	0.30
- Hexane Usage Ratio (Kg/t of Raw Material Input)	0.65	0.74	0.73	0.70
Total Environmental Related Expenses, (USD / ton of Output)	0.66	1.68	0.95	1.00
Number of Volunteer Man-Hours	672	1078	1318	1450
Community Investments (USD)	58420	348827	231891	250000

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

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 2: General Disclosures 2021	2-1 Organizational details	Trans-Oil Group of Companies, page 75 and official website page with contacting information Primary Contacts ; page 22 ; Aragvi Holding International Ltd is the majority shareholder of TOGC, domiciled in Cyprus. It was formed on 21 June 2012. The controlling shareholder is Vaja Jhashi, who is also TOGC's Chief Executive Officer. He owns 87.5% of the shares of Aragvi Holding International Ltd. Other 12,5% of shares are owned by Oaktree Capital Management LLP entity which joined TOGC in June 2019 as a minority shareholder. TOGC has issued a 144A/Reg S \$500 million 2026 8.45% notes listed on the Irish Stock Exchange since April 2021.
	2-2 Entities included in the organization's sustainability reporting	Page 9
	2-3 Reporting period, frequency and contact point	Page 9 ; Page 75 https://transoilcorp.com/en/company-overview/
	2-4 Restatements of information	No restatements of information included
	2-5 External assurance	Page 10 ; Page 75
	2-6 Activities, value chain and other business relationships	Pages 22-24 , 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 61-66 .
	2-7 Employees	Pages 33 ; Page 37
	2-8 Workers who are not employees	Page 64-65 , Contractor Management

GRI Context Index

GRI Standard	Disclosure	Description / Reference
GRI 2: General Disclosures 2021 (Continuation)	2-9 Governance structure and composition	Pages 27-29
	2-11 Chair of the highest governance body	Page 27-28
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 27
	2-13 Delegation of responsibility for managing impacts	Page 28
	2-22 Statement on sustainable development strategy	Page 6
	2-23 Policy commitments	Refer to Trans-Oil Company website, Code of Conduct and Sustainability page " Our people "; Page 25 ; Pages 33-36
	2-26 Mechanisms for seeking advice and raising concerns	Page 36 ; Page 68
	2-27 Compliance with laws and regulations	Page 55
	2-28 Membership associations	Page 21 ; Page 26
	2-29 Approach to stakeholder engagement	Pages 12-14
	2-30 Collective bargaining agreements	Page 38
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 15 ; Page 19-20
	3-2 List of material topics	Pages 15-18
	3-3 Management of material topics	Pages 27-29 ; Pages 34-36 ; Pages 39-42 ; Pages 49-50 ; Pages 51-53 ; Pages 56-58

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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 21 ; Page 26 ; Page 69-72
GRI 207: Tax 2019	207-1 Approach to tax	Page 7 ; Page 71
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 48
	302-3 Energy intensity	Page 7 ; Page 48 ; Page 77
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 49
	303-2 Management of water discharge related impacts	Page 49
	303-3 Water withdrawal	Page 50
	303-4 Water discharge	Page 50
	303-5 Water consumption	Page 50
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 22 ; Page 63
	304-2 Significant impacts of activities, products and services on biodiversity	Page 22 ; Page 63
	304-3 Habitats protected or restored	Page 72

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GRI Standard	Disclosure	Description / Reference
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 46-47
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 46-47
	305-4 GHG emissions intensity	Page 7 ; Pages 46-47 ; Page 77
	305-5 Reduction of GHG emissions	Page 45
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pages 51-53
	306-2 Management of significant waste related impacts	Pages 51-53
	306-3 Waste generated	Pages 51-53
	306-5 Waste directed to disposal	Pages 51-53
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 37 ; Page 76
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Pages 37-38
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 39-42
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 40
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 43

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 43
	403-6 Promotion of worker health	Page 42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 41
	403-8 Workers covered by an occupational health and safety management system	Page 39 ; Pages 64-65
	403-9 Work-related injuries	Page 41 ; Page 65
	403-10 Work-related ill health	Page 42
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 37
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 37 ; Pages 39-41 ; Page 43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 34-35
	405-2 Ratio of basic salary and remuneration of women to men	Page 38
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 36

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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 38
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 34 ; Page 64
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 71
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 68-69 ; Pages 71-72
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 61