

Corporate Occupational Health & Safety Policy

1. Introduction

At Trans-Oil Group of Companies, we strongly believe that people are our most valuable asset. Providing a safe and healthy working environment for all employees, contractors and visitors is a core obligation for us. We are committed to run our operations responsibly, guiding us by the principles of occupational health and safety (OHS) management, risk prevention and continuous improvement.

2. Commitment to Health and Safety

Our commitment is to achieve a workplace environment free from accidents and occupational diseases for all workers, including our employees, contractors and those throughout our supply chains, while meeting the expectations and requirements of our customers and business partners. This belief is deeply embedded within our culture, and extends universally across all aspects of our business activities, from offices to manufacturing sites, contractors and supply chain operations.

3. Key Principles

Our Occupational Health and Safety Policy is based on the following key principles:

- a. **Compliance with Laws and Regulations:** We comply with all applicable national occupational health and safety laws, regulations and industry standards.
- b. **Compliance with Standards:** All of our operations will adhere to applicable international occupational health and safety standards, including IFC performance standards, relevant WB EHS Guidelines, ISO 45001 (Occupational Health and Safety Management System), and other requirements to which the Company subscribes.
- c. **Certification:** We are committed to achieving and maintaining ISO 45001 certification at all crushing plants across the Group to ensure the highest standards of occupational health and safety.
- d. **Setting Objectives and Monitoring Performance:** We set annual OHS objectives for all our operations and contractors, aligned with Company long-term goals. We regularly assess and monitor performance and take necessary actions to ensure continuous improvement.
- e. **Risk Assessment and Management:** We proactively identify, assess and manage risks associated with our operations and contractor activities. This includes conducting regular risk assessments, implementing mitigation and control measures, and continuously monitoring potential hazards.
- f. **Safe Work Practices:** We promote and maintain safe work practices to prevent accidents, injuries and illnesses for our employees and the employees of our contractors. This includes maintaining equipment and facilities, enforcing safety protocol and providing appropriate personal protective equipment (PPE)s.
- g. **Employee Training and Competence:** We believe that our employees are crucial to achieving our health and safety objectives. We provide regular training and ensure that all employees and contractors understand their roles and responsibilities in maintaining a safe work environment.
- h. **Continuous Improvement:** We are committed to the continuous improvement of our OHS management systems. We regularly review and update our practices to enhance our health and safety performance.
- i. **Emergency Preparedness and Response:** We prepare and maintain emergency response plans to effectively manage incidents and emergencies. This includes conducting regular drills and ensuring that all employees and contractors are familiar with emergency procedures.
- j. **Health and Well-being:** We promote the overall health and well-being of our employees through wellness programs, health screenings and supportive workplace practices.

4. Implementation and Monitoring

We implement this policy through the following measures:

- J **Health and Safety Management Systems:** We implement and maintain robust OHS management systems in line with ISO 45001 standards in all operations. We will obtain and maintain OHS third-party certification of all crushing plants.
- J **Training and Competence:** We set clearly defined roles and responsibilities, and provide continuous training programs to ensure that all employees and contractors are knowledgeable about health and safety practices.
- J **Risk Management:** We implement programs to identify, assess and mitigate health and safety risks in the workplace.
- J **Incident Reporting and Investigation:** We establish procedures for reporting and investigating incidents, accidents and near-misses to prevent recurrence.
- J **Health and Safety Audits:** We perform regular health and safety audits to identify areas for improvement and ensure compliance with our management systems.
- J **Stakeholder Engagement:** We engage with and empower our employees and contractors in matters concerning health and safety within the workplace, fostering their participation, feedback and contributions to continuously improve OHS practices and reduce workplace risks.
- J **Resource provision:** We incorporate OHS strategies into the business planning process to guarantee that the management of health and safety risks remains an inherent and integrated component of our operations.

5. Reporting and Accountability

We commit to transparency in our health and safety practices by regularly reporting on our performance and progress. We keep ourselves accountable to our stakeholders through continuous monitoring, evaluation and improvement of our health and safety performance.

6. Review and Continuous Improvement

This policy will be reviewed periodically to ensure its relevance and effectiveness. We are committed to continuous improvement in our OHS practices and adapting to new challenges and opportunities.

7. Conclusion

At Trans-Oil, ensuring the health and safety of our employees and contractors is a fundamental value that guides our actions and decisions. We are dedicated to creating a safe work environment and fostering a culture of safety and well-being.

Responsibility for the successful implementation of this policy belongs to every Trans-Oil Group of Companies employee, at each level and function within the Company.

As Chairman of the Board of Directors and as being authorized for this purpose by the Board of Directors corporate resolution dated 1 July, 2025, I approve this Occupational Health and Safety Policy, and I am committed to upholding it and improving our health and safety performance.

Approved:

Vaja Jhashi

Chairman of the Board of Directors

1 July, 2025