

Corporate Fleet Eco and Safety Policy

1. Introduction

At Trans-Oil Group of Companies, we are committed to promoting a culture of safety and environmental responsibility within our fleet operations, including our contractors. By integrating safety and eco-friendly practices, we aim to create a fleet that prioritizes both people and the environment.

2. Commitment to Fleet Eco and Safety Practices

We recognize our responsibility to minimize our environmental impact and to ensure the safety and well-being of our drivers, employees, contractors and the communities in which we operate. This commitment extends to all aspects of our fleet operations, including vehicle selection, maintenance and driver behavior.

3. Key Principles

Our Fleet Eco and Safety Policy is based on the following key principles:

- a. **Compliance with Laws and Regulations:** We comply with all applicable national laws and regulations related to road safety and vehicle operation.
- b. **Vehicle Selection and Maintenance:** We prioritize the selection of fuel-efficient and low-emission vehicles to reduce our environmental footprint. Regular maintenance and inspections are conducted to ensure that all vehicles operate safely and efficiently.
- c. **Alternative Fuels and Technologies:** We will explore and adopt where feasible alternative fuels and advanced vehicle technologies to reduce our carbon footprint.
- d. **Driver Training and Competence:** We provide comprehensive training for our drivers to promote safe driving behaviors and eco-friendly practices. This includes training on fuel-efficient driving techniques, defensive driving and adherence to safety protocols.
- e. **Setting Objectives and Monitoring Performance:** We set annual and long-term environmental and safety objectives for our fleet operations, aligned with Company goals. We regularly assess and monitor performance and take necessary actions to ensure continuous improvement.
- f. **Fuel Efficiency and Emission Reduction:** We implement measures to improve fuel efficiency and reduce emissions, such as optimizing route planning, reducing idling times and using advanced telematics to monitor and manage vehicle performance.
- g. **Zero Tolerance for Impaired Driving:** The consumption of substances that impair driving ability is strictly prohibited while operating Company vehicles.
- h. **Use of Mobile Devices:** Employees must not use mobile devices without hands-free capabilities while driving. Urgent communication should be addressed in a safe location.
- i. **Risk Management:** We proactively identify, assess and manage risks associated with our fleet operations. This includes conducting regular risk assessments, implementing control measures and continuously monitoring potential hazards.
- j. **Emergency Preparedness and Response:** We prepare and maintain emergency response plans to effectively manage incidents and emergencies involving our fleet. This includes conducting regular drills and ensuring that all drivers are familiar with emergency procedures.

k. Stakeholder Engagement: We actively engage with stakeholders, including employees, customers, contractors, suppliers and the community, to understand and address environmental and safety concerns. We encourage open communication and collaboration to promote eco-friendly and safe fleet operations.

4. Implementation and Monitoring

We implement this policy through the following measures:

-)] **Environmental and Safety Management Systems:** We implement and maintain robust management systems in line with ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety) standards, IFC performance standards, and relevant WB EHS Guidelines.
-)] **Training and Competence:** We provide continuous training programs to ensure that all drivers and employees that drive Company vehicles are knowledgeable about driving eco-friendly and safe practices.
-)] **Fuel Management:** We implement programs to monitor and manage fuel consumption and emissions.
-)] **Incident Reporting and Investigation:** We establish procedures for reporting and investigating incidents, accidents and near-misses to prevent recurrence.
-)] **Audits and Reviews:** We perform regular audits and reviews of our fleet operations and contractors to identify areas for improvement and ensure compliance with our management systems.

5. Reporting and Accountability

We commit to transparency in our fleet eco and safety practices by regularly reporting on our performance and progress. We hold ourselves accountable to our stakeholders through continuous monitoring, evaluation and improvement of our fleet's environmental 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 fleet eco and safety practices and adapting to new challenges and opportunities.

7. Conclusion

At Trans-Oil, promoting environmental sustainability and ensuring the safety of our fleet operations is a fundamental commitment that guides our actions and decisions. We are dedicated to creating a positive impact and contributing to a sustainable and safe future.

Responsibility for the successful implementation of this policy belongs to every Trans-Oil Group of Companies relevant 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 Fleet Eco and Safety Policy, and I am committed to upholding it and improving our fleet eco and safety performance.

Approved:

Vaja Jhashi

Chairman of the Board of Directors

1 July, 2025