

## Corporate Diversity and Inclusion Policy

### 1. Introduction

At Trans-Oil Group of Companies, we recognize that diversity and inclusion are essential to building a resilient, innovative and responsible organization. We are committed to fostering a workplace where all individuals are respected, valued, and empowered to contribute fully, regardless of their background, identity or personal characteristics. This policy reflects our commitment to promoting diversity, ensuring inclusive practices across our operations, and creating equal opportunities for all employees, contractors, and supply chain partners. This policy applies to all employees, including temporary workers, contractors, suppliers and business partners across all entities and operations of Trans-Oil Group of Companies.

### 2. Commitment to Diversity and Inclusion

Trans-Oil Group is committed to building a workplace culture that embraces diversity and promotes inclusion at every level of the organization. Trans-Oil Group has a zero tolerance for discrimination, harassment, retaliation or any form of exclusion in the workplace. We believe that a diverse workforce enhances creativity, strengthens decision-making and improves organizational performance. Our commitment applies to all aspects of our operations, including recruitment, employment practices, professional development, leadership opportunities and engagement with contractors and suppliers.

### 3. Key Principles

Our Diversity and Inclusion Policy is guided by the following key principles:

- a. Leadership Responsibility for Inclusion:** Managers and senior executives play an essential role in ensuring inclusive behaviors, supporting collaboration and creating a respectful and supportive work environment for all employees.
- b. Respect and Dignity for All:** We promote a workplace culture based on respect, dignity and fairness. All employees and stakeholders must be treated with respect, free from discrimination, harassment or exclusion.
- c. Equal Opportunities:** We ensure equal opportunities in recruitment, employment, promotion, compensation and professional development for all individuals regardless of race, ethnicity, gender, age, disability, religion, nationality, sexual orientation, gender identity or any other legally protected characteristic.
- d. Equal Pay for Equal Work:** We adhere to the principle of equal pay for equal work and ensure that compensation is determined based on objective criteria, applied transparently and without prejudice.
- e. Diverse Workforce:** We actively encourage diversity within our workforce by promoting inclusive hiring practices and supporting the participation of individuals from different backgrounds, experiences and perspectives.
- f. Inclusive Workplace Culture:** We strive to create an inclusive working environment where employees feel safe, valued and encouraged to express their ideas, perspectives and experiences.
- g. Employee Participation and Engagement:** We encourage open dialogue, constructive collaboration and the active participation of employees at all levels of the organization.
- h. Inclusive Communication and Collaboration:** We foster respectful communication and collaboration across teams, functions and cultures to strengthen understanding and cooperation throughout the organization.
- i. Fair and Objective Decision-Making:** Employment-related decisions are based solely on merit, qualifications, performance and organizational needs, ensuring fairness and transparency.

- j. Awareness and Capacity Building:** We strengthen awareness of diversity and inclusion through training programs, internal communication and leadership engagement aimed at strengthening inclusive behaviors and eliminating unconscious bias.
- k. Family Support:** We support employees with family responsibilities and encourage initiatives that facilitate a smooth return to work following parental leave, helping employees successfully reintegrate into the workplace.
- l. Support for Vulnerable and Underrepresented Groups:** We champion initiatives that support the participation, development and retention of individuals from underrepresented or vulnerable groups within our workforce.

#### 4. Implementation and Monitoring

We implement this policy through the following measures:

- **Policy Communication:** This policy is communicated to all employees, contractors, suppliers and relevant stakeholders to ensure awareness and adherence.
- **Training and Awareness Programs:** We provide regular training and awareness programs to promote inclusive behavior and strengthen understanding of diversity and inclusion principles.
- **Mentorship and Knowledge Sharing:** We encourage mentorship and knowledge-sharing programs that support professional development and promote inclusion across our diverse workforce.
- **Inclusive Leadership Development:** We enhance leadership practices that foster respect, collaboration and inclusion, and encourage managers to create supportive environments where diverse perspectives are valued and considered in decision-making.
- **Inclusive Recruitment and Career Development:** The Company strives to support diversity within the workforce by encouraging fair and inclusive recruitment, development and career advancement practices that attract and support talent from diverse backgrounds.
- **Ownership:** The Human Resources function is the owner of this policy and is responsible for its implementation, monitoring and periodic review. In collaboration with senior management, Human Resources oversees the application of this policy, monitors compliance across the organization and reports on its implementation.
- **Monitoring and Evaluation:** We periodically review our workforce practices and organizational culture to assess the effectiveness of diversity and inclusion initiatives. These monitoring activities are designed not only to measure progress but also to continuously improve the working environment, ensuring that any practices which could undermine our values or inclusive workplace culture are promptly identified and addressed.

#### 5. Reporting and Accountability

We encourage employees, contractors, suppliers and stakeholders to report any concerns related to discrimination, exclusion or unfair treatment through established reporting mechanisms at [TO | Complaints and Speak Up](#). All reports will be handled confidentially and investigated appropriately. The Company strictly prohibits retaliation against any individual who raises concerns or reports potential violations of this policy in good faith.

We are committed to maintaining transparency and accountability in implementing this policy and continuously improving our inclusion and diversity practices.

## 6. Review and Continuous Improvement

This policy will be reviewed periodically to ensure its relevance, effectiveness and alignment with international standards, evolving regulatory requirements and organizational objectives.

## 7. Conclusion

At Trans-Oil, we believe that embracing diversity and fostering inclusion strengthens our organization and contributes to sustainable business success. We are committed to building a workplace where everyone has the opportunity to contribute, grow and succeed.

Responsibility for the successful implementation of this policy belongs to every Trans-Oil Group of Companies employee at all levels and functions within the Company.

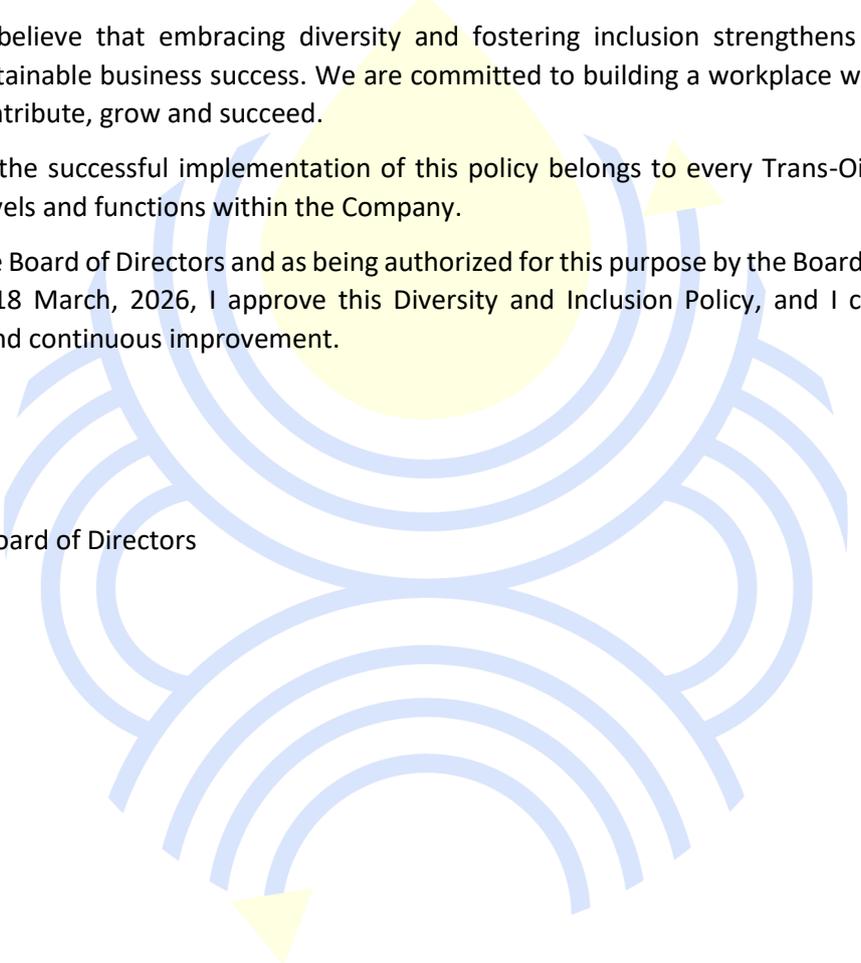
As Chairman of the Board of Directors and as being authorized for this purpose by the Board of Directors corporate resolution dated 18 March, 2026, I approve this Diversity and Inclusion Policy, and I commit to its effective implementation and continuous improvement.

Approved:

**Vaja Jhashi**

Chairman of the Board of Directors

18 March, 2026



**TRANS-OIL**  
Group of Companies