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Corporate Sustainable Sourcing Policy

1. Introduction

At Trans-Oil Group of Companies, we are committed to promoting sustainability throughout our supply chain. Our policy is guided by the principles of ethical procurement, environmental stewardship and social responsibility, aiming to ensure that our sourcing practices support a sustainable future.

2. Commitment to Sustainable Sourcing

We recognize our responsibility to source materials and products in a manner that minimizes environmental impact and promotes positive social outcomes. This commitment extends to all aspects of our supply chain, from the selection of suppliers to the procurement of commodities, goods and services.

3. Key Principles

Our Sustainable Sourcing Policy is based on the following key principles:

- a. **Compliance with Laws and Regulations:** We comply with all applicable laws, regulations and industry standards related to sourcing and procurement. We strive to exceed compliance requirements whenever possible.
- b. **Environmental Stewardship:** We prioritize sourcing practices that reduce environmental impact. This includes selecting suppliers who demonstrate a commitment to sustainability, such as reducing emissions, conserving natural resources and minimizing waste.
- c. **Social Responsibility:** We are committed to promoting fair labor practices and respecting human rights throughout our supply chain. We seek to partner with suppliers who uphold ethical labor standards, provide safe working conditions and engage in fair trade practices.
- d. **Ethical Procurement:** We adhere to the highest standards of integrity and transparency in our sourcing activities. We expect our suppliers to conduct business ethically, including practices related to anti-corruption, fair competition and respect for intellectual property rights.
- e. **Supplier Diversity:** We seek to engage diverse suppliers, including those owned by minorities, women, veterans and other underrepresented groups, to promote diversity in our supply chain.
- f. **Sustainable Products and Materials:** We prioritize the procurement of products and materials that are sustainably produced, have a lower environmental impact and are responsibly sourced. This includes certified organic, recycled and low-carbon products.
- g. **Supplier Engagement and Collaboration:** We will work collaboratively with our suppliers to promote sustainability throughout the supply chain. We will engage in open communication and provide support to help suppliers improve their sustainability performance.
- h. **Continuous Improvement:** We are committed to the continuous improvement of our sourcing practices. We regularly review and update our policies to enhance our sustainability performance and adapt to new challenges and opportunities.

4. Implementation and Monitoring

We implement this policy through the following measures:

- **Supplier Selection:** We will establish criteria for selecting and evaluating suppliers based on their sustainability practices and performance.

- **Supplier Audits:** We will conduct regular audits and assessments of suppliers to ensure compliance with our sustainability standards.
- **Training and Capacity Building:** We will provide training and resources to our procurement team and suppliers to promote sustainable sourcing practices.
- **Sustainable Procurement Programs:** We will develop and implement programs to increase the procurement of sustainable products and materials.
- **Performance Monitoring:** We will establish metrics and systems to monitor the sustainability performance of our supply chain and identify areas for improvement.

5. Reporting and Accountability

We commit to transparency in our sourcing practices by regularly reporting on our performance and progress. We hold ourselves accountable to our stakeholders through continuous monitoring, evaluation and improvement of our sustainable sourcing initiatives.

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 sustainable sourcing practices and adapting to new challenges and opportunities.

7. Conclusion

At Trans-Oil, promoting sustainable sourcing is an imperative commitment that guides our actions and decisions. We are dedicated to creating a positive impact through responsible sourcing practices and contributing to a sustainable 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 Sustainable Sourcing Policy, and I am committed to upholding it and improving our sustainable sourcing performance.

Approved:

Vaja Jhashi

Chairman of the Board of Directors

1 July, 2025

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Group of Companies