2025 Annual Sustainability Report

TRANS-OIL
Group of Companies

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A message from the Chairman of the Board of Directors

Dear Stakeholders,

The past year tested our industry and our organization in very real ways. Climate volatility, geopolitical uncertainty, and constrained operating conditions across parts of our footprint reinforced a simple truth: sustainability is not a separate agenda; it is how resilience is built.

As a group active across the origination, storage, transportation, and processing of grains and oilseeds, Trans-Oil operates at multiple points along the agricultural value chain. This position brings both responsibility and exposure, to environmental conditions, infrastructure reliability, and the safety of our people and partners. In 2025, our focus was therefore on strengthening the foundations of the Group, ensuring that our operations remained controlled, responsible, and aligned with international standards

We concentrated on safety, systems, and long-term capability. I am especially proud that we maintained zero fatalities and zero environmental incidents across the Group, while continuing to improve our safety performance year on year.

We also made important progress in embedding sustainability into how the business is governed and managed. Our sustainability policies were expanded and approved at Board level, internal audit activities were reactivated, and environmental and occupational health management systems were rolled out more broadly across our logistics, storage, and processing operations. These are not symbolic steps. They are the mechanisms that ensure consistency, discipline, and accountability over time.

Environmental performance remains a core priority. Amidst the challenges, we achieved meaningful absolute reductions in emissions, energy and water use, and waste generation. At the same time, targeted investments in modern, efficient processing and logistics infrastructure continued, reinforcing the long-term resilience of our supply chain from farm gate to export corridor.

External validation matters, and we were encouraged by the significant improvement in our ESG risk assessment and by renewed engagement with international financial partners who share our commitment to responsible growth. These signals confirm that our direction is sound and that our efforts are being recognized beyond the organization.

None of this progress would be possible without our people. Their commitment - to safety, to responsible practices, and to the communities in which we operate - remains the driving force behind our sustainability journey.

Looking ahead, we remain focused on building a business that can perform reliably in uncertain conditions, balance productivity with environmental stewardship, and create lasting value across the agricultural value chain. Sustainability, for Trans-Oil Group, is not about short-term results. Rather, it is about ensuring that our operations remain strong, trusted, and relevant for the future.

Sincerely,
Vaja Jhashi

Chairman of the Board of Directors

Report overview

Our sustainability report offers key insights into our environmental, social and economic impact. Through data analysis and stakeholder engagement, it reflects our values, goals and commitment to long-term sustainability and positive community development.

Trans-Oil Group briefly

Founded in 1996

2,475 Employees
(average annual headcount)

More than 50 facilities

- A leading agro-industrial holding in Central and Eastern Europe, with a strong and diversified operational footprint

- A vertically-integrated business model, ensuring oversight and control across the entire value chain

- A robust international client base spanning Europe, the Black Sea region, the Mediterranean, and the MENA region

- Ongoing investments across operations to strengthen efficiency, capacity, and long-term competitiveness

- A sustainability-driven approach, translating strategic commitments into tangible actions across the business

175 railcars, 3 river barges, 2 handy-max type vessels, and 32 trucks

Shipping to more than 20 countries with over one billion population

Operations and offices in over seven countries

2024/2025 Company highlights

2,175 \$m **Revenue** -5.8% vs. PY	**4.9 million MT** **Total Sales** -7.5% vs. PY

41,721
 tCO_2e
 Scope 1 and Scope 2 Emissions
 (excluding biogenic CO_2)
 -29.8% vs. PY

33.58
 $kgCO_2e$/tonne of output
 GHG Emissions Intensity
 +74.6% vs. PY

25.3 \$m
 Capital Investments
 +12.9% vs. PY

212 \$m
 EBITDA
 -stable-

31,034
 tCO_2e
 Biogenic CO_2 Emissions
 -49.8% vs. PY

364.1
 L/tonne of output
 Water Usage Ratio
 +74.3% vs. PY

2,475
 Total Employees
 (average annual headcount)
 -8.3% vs. PY

39.6%
 Women in Management
 +0.4% vs. PY

505,890
 GJ
 Energy Consumption
 -44.8% vs. PY

407.1
 MJ/tonne of output
 Energy Intensity
 +37.3% vs. PY

2.38
 accidents / 10^6 working hours
 Lost Time Accident Rate
 -30.4% vs. PY

3,054
 volunteer man-hours
 Community Benefit
 +75.1% vs. PY

151.5
 kg/tonne of output
 Waste Generation Rate
 -1.5% vs. PY

98.6%
 Waste Recycling Rate
 -0.8% vs. PY

🔵 Economic indicators   🟠 Social indicators   🟢 Environmental indicators

Over time, Trans-Oil has developed from a local grain trading business into a regionally integrated agro-industrial group with operations serving international markets. This evolution has been driven by targeted investments, ongoing technological modernization, and the progressive integration of sustainability considerations into business decisions. Today, the Group operates across the value chain, encompassing agricultural sourcing, processing, logistics, and global distribution. This development underpins our focus on operational reliability, supply chain resilience, and the creation of long-term value for stakeholders and the communities in which we operate.

TRANS-OIL
Group of Companies

1996
Trans-Oil launches in Black Sea region.

2000
Company began its transition from a small trading house to a vertically integrated corporation.

2009
Construction of Moldova's first grain loading terminal in GIFP.

2010
Company launched a greenfield project to construct an oilseeds crushing and oil extraction in South of Moldova.

2015
Group upgraded the press/ preparation division of Floarea Soarelui SA Balti crushing plant increasing the crushing capacity. The Group commenced the new extraction project in Balti crushing.

2016
The Group announced the expansion of its grain export terminal in GIFP, consisting of a new berth on Danube River.

2019
Trans-Oil Group successfully priced a US$300 million Eurobond, a debut for the Company and for Moldova.

2021
The Group acquired the largest oilseed processing plant and the largest grain and logistics business in Serbia.

2022
The Group's greenfield oilseeds crushing plant started its first production in Moldova, GIFP.

2023
With a network of 46 silos and 5 oil production plants in Moldova, Serbia and Romania, Trans-Oil has positioned itself as the agri-business leader in CEE.

2024
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.

2025
Trans-Oil Group completed the acquisition of Frial SA, strengthening its logistics and export infrastructure in the Black Sea region through expanded port and storage capabilities in Constanța, Romania.

Our vision for the future

Trans-Oil envisions a future in which sustainable agricultural production, responsible trade practices, and innovation contribute to global food security and the creation of long-term value for stakeholders. We seek to further develop our vertically integrated agri-business model by progressively embedding sustainability considerations across our operations, from agricultural sourcing to international markets.

Looking ahead, our focus remains on targeted investments in cleaner technologies, enhanced supply chain transparency, and responsible engagement with the communities in which we operate. By aligning our growth trajectory with internationally recognized climate and development objectives and pursuing continuous improvement, we aim to support a resilient, inclusive, and sustainable business over the long term.
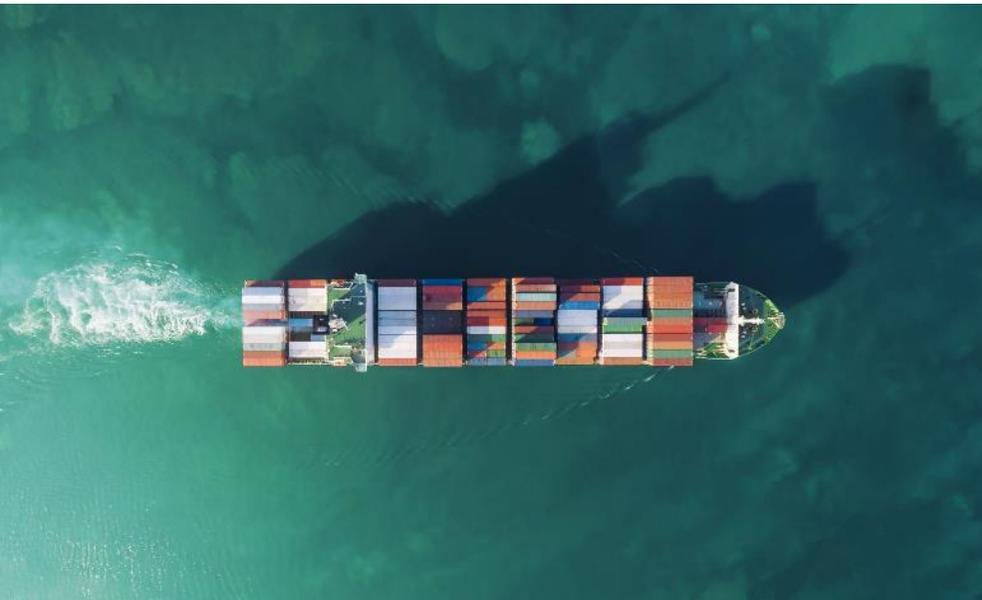
Strategic priorities for a sustainable future

To support the delivery of our long-term vision, Trans-Oil has defined a set of strategic sustainability priorities that guide decision-making and operational planning across the Group:

- **Climate action**
  Reducing greenhouse gas emissions through improved energy efficiency, increased integration of renewable energy sources, and the adoption of climate-resilient practices across the value chain.

- **Sustainable supply chains**
  Strengthening traceability, promoting ethical sourcing, and reinforcing fair labor practices through close collaboration with suppliers, producers, and logistics partners.

- **Innovation and technology**
  Investing in modern production facilities, digital logistics solutions, and data-driven tools to enhance operational efficiency and environmental performance.

- **Resource efficiency**
  Optimizing the use of water and raw materials, improving waste management practices, and advancing circular economy principles to reduce environmental impacts.

- **People and communities**
  Promoting employee health, safety, and inclusion, while contributing to the socio-economic development of the communities in which we operate.

- **Transparency and governance**
  Enhancing ESG governance structures, risk management processes, and stakeholder engagement through consistent, transparent, and credible reporting.

These strategic priorities inform our sustainability roadmap and support the responsible, resilient, and forward-looking development of the Group.

About this report

The data presented in this report is primarily derived from Trans-Oil's internal reporting systems, which are designed to collect, consolidate, and retain information in alignment with key performance indicators informed by the GRI Standards.

All disclosed figures represent the most recent verified data available at the time of publication. In certain cases, totals may be subject to rounding. Where relevant and material, historical data has been restated to reflect improvements in data collection processes, analytical approaches, or validation methodologies. Any such restatements are transparently disclosed and explained within the report.

The structure and content of this report are informed by the materiality assessment conducted in 2024, in accordance with the revised materiality definition under the GRI Standards and taking into consideration the requirements introduced by the European Corporate Sustainability Reporting Directive (CSRD).

Report team

This Sustainability Report was prepared by a cross-functional internal team within Trans-Oil Group, bringing together expertise from sustainability, environmental management, operations, finance, and corporate communications. The team worked collaboratively to ensure the accuracy, completeness, and integrity of the information disclosed, as well as alignment with internationally recognized sustainability reporting practices.

The preparation of the report was coordinated by:

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Who was supported and assisted by:

Alex Hanson – Chief Risk Officer
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Daniel Ruiz – Head of Global Funding and Business Development Solutions
Iulia Deaconu – Group Head of Internal Audit
Oleg Lupasco – Head of Corporate Finance
Rob Monyak – Deputy CEO, Head of Corporate Strategy and Chair of ESG Committee
Svetlana Zarea – Group Human Resources Manager

Report Assurance

As of the reporting period, the information and data disclosed in this report have not been subject to external assurance and are based on internally collected and validated information. Trans-Oil remains committed to transparency and may consider independent external assurance in future reporting cycles.

Report boundaries

This report provides an overview of the sustainability approach, management practices, and performance of Trans-Oil Group of Companies (the "Company", "Trans-Oil" or the "Group") for the 12-month reporting period from 1 July 2024 to 30 June 2025. The report has been reviewed by the Board of Directors and executive management.

As Trans-Oil's fourth sustainability report, it reaffirms the Group's commitment to annual disclosure on key sustainable development topics and the continuous enhancement of transparency and accountability.

Prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards, this report addresses the Group's most significant environmental, social, and governance (ESG) topics and is aligned with its overarching sustainability pillars.

The reporting boundary covers all operations under the Group's operational control, as well as material elements of the supply chain, and excludes special-purpose and holding entities. Environmental key performance indicators (KPIs) include processing, crushing, milling, port terminal operations, storage and handling facilities, and international trading activities.

This report has been prepared with reference to the following frameworks and guidance for non-financial reporting:

- The Global Reporting Initiative (GRI) Standards
- The United Nations Sustainable Development Goals (SDGs)
- The UN Global Compact principles for Communication of Progress
- Guidance from the GRI and the UN Global Compact publication *Integrating the SDGs into Corporate Reporting: A Practical Guide*

Business entities reflecting in the report

Code	Name	Activity	Location
TOI	TOI Commodities SA	Trading company	Switzerland, Geneva
DOC	Danube Oil Company SRL	Oilseed crushing	Moldova, Giurgiulesti
TOR	IM Trans Oil Refinery SRL	Oilseed crushing	Moldova, Ciadar-Lunga
FS	Floarea Soarelui SA	Oilseed crushing	Moldova, Balti
TCT	SC Trans Cargo Terminal SRL	Port grain terminal	Moldova, Giurgiulesti
TBL	ICS Trans Bulk Logistics SRL	Port bulk oil shipment	Moldova, Giurgiulesti
EKG	Elevator Kelley Grains SA	Grain elevator	Moldova, Causeni
AA	Combinatul de Cereale Aur Alb SA	Grain elevator	Moldova, Ciadar-Lunga
CRP	Combinatul de Cereale Prut SA	Grain elevator	Moldova, Ungheni
EIG	Elevatorul Iargara SA	Grain elevator	Moldova, Iargara
FGG	ICS Flograin Group SRL	Grain elevator	Moldova, Floresti
AGG	ICS Anengrain Group SRL	Grain elevator	Moldova, Bulboaca
UCR	ICS Unco-Cereale SRL	Grain elevator	Moldova, Unchitesti
PSA	IM Prut SA	Grain elevator	Moldova, Cania
MGD	Molgranum SRL, Donduseni	Grain elevator	Moldova, Donduseni
MGG	Molgranum SRL, Greceni	Grain elevator	Moldova, Greceni
ULN	ICS Ulei Nord SRL	Grain elevator	Moldova, Otaci
AFN	Agrofloris Nord SRL	Grain elevator	Moldova, Chisinau
RNE	Reniyskiy Elevator ALC	Port grain elevator	Ukraine, Reni
RNL	Reni-Line LLC	Port grain elevator	Ukraine, Reni
GGI	Global Grain International SRL	Trading company	Romania, Bucuresti
HAI	Helios Agri International SA	Oilseed crushing	Romania, Tandarei
VO	Victoria Oil doo	Oilseed crushing	Serbia, Sid
BCI	Balkan Commodities International doo	Trading company	Serbia, Novi Sad
LB	Luka Bačka Palanka doo	Port grain elevator	Serbia, Backa Palanka
ZB	Žito Bačka doo	Complex of silo assets	Serbia, Kula
GX	Granexport doo	Port grain elevator	Serbia, Pancevo

Our sustainability approach

Trans-Oil's sustainability strategy is structured around four core pillars: People, Operations, Supply Chain, and Community. Together, these pillars provide a coherent framework for integrating sustainability considerations across all business activities, supporting long-term resilience, responsible growth, and shared value creation.

- **People**: We place the safety, well-being, and professional development of our employees at the center of our sustainability approach. Our efforts in this area focus on fostering a diverse, inclusive, and equitable workplace, while upholding human rights and ethical labor practices throughout our operations.

- **Operations**: We are committed to reducing the environmental footprint of our industrial activities through continuous improvements in energy efficiency, emissions reduction, and responsible resource management. Operational excellence is a critical enabler of our sustainability objectives, particularly in relation to climate action and responsible production.

- **Supply Chain**: Our supply chain approach emphasizes transparency, traceability, and responsible sourcing. We engage closely with suppliers and business partners to promote high standards of environmental stewardship, ethical conduct, and sustainability risk management across the value chain.

- **Community**: We invest in the long-term development and resilience of the communities in which we operate. Through initiatives supporting education, economic empowerment, and local engagement, we seek to generate positive social impact and ensure that our growth contributes to broader sustainable development outcomes.

Collectively, these pillars guide the implementation of our sustainability strategy and are aligned with internationally recognized frameworks, including the United Nations Sustainable Development Goals (SDGs) and the GRI Standards. By embedding these principles into our governance and operations, we aim to deliver sustainable long-term value while contributing to a more inclusive, equitable, and sustainable future.

Our Sustainable Development

People — Empowering Our Workforce

Operations — Eco-Efficient Practices

4 Core Pillars

Community — Supporting Our Local Areas

Supply Chain — Responsible Sourcing

Stakeholder engagement

At Trans-Oil Group, we recognize stakeholder engagement as a critical component of responsible governance and effective decision-making. Meaningful and ongoing dialogue with stakeholders enables us to better understand the impacts of our activities, incorporate diverse perspectives into our decisions, and strengthen trust-based relationships. This approach supports informed, inclusive outcomes and enhances the credibility and effectiveness of our sustainability initiatives.

Engaging stakeholders allows us to identify concerns at an early stage, anticipate emerging risks and opportunities, and design responses that are aligned with stakeholder expectations and long-term sustainability objectives. Accordingly, stakeholder engagement is embedded within our management processes and is considered a foundational element of responsible business conduct.

To identify relevant stakeholders, we assess individuals and groups that may be affected by, or have the ability to influence, specific projects, decisions, or organizational activities. This ensures that engagement efforts are proportionate, targeted, and focused on those stakeholders most relevant to the topic or activity concerned.

Key criteria applied in the identification and prioritization of stakeholders include:

- The level and nature of impact, whether direct or indirect
- The degree of interest and influence on the Company's activities
- The expertise, knowledge, or resources stakeholders can contribute
- Proximity to and dependency on our operations
- The nature of historical relationships and existing commitments
- Legitimacy and representativeness of stakeholder interests
- Ethical considerations and moral responsibilities to engage
- Applicable legal and regulatory requirements

Through this structured approach, we seek to ensure that our decisions reflect shared values, support transparency, and contribute to long-term value creation for both the Company and its stakeholders.

We engage with a broad range of stakeholders, both directly and indirectly, to communicate our sustainability commitments and to better understand the evolving social, environmental, and economic issues affecting our business, supply chains, and the wider contexts in which we operate.

At a global level, we maintain dialogue with financial institutions, investors, shareholders, customers, and strategic partners. At a local level, we work closely with employees, suppliers, regulators, non-governmental organizations, industry associations, and the communities in which we operate.

This continuous and multi-level engagement supports our ability to remain responsive to changing expectations, identify material risks and opportunities, and develop strategies that are inclusive, resilient, and aligned with long-term sustainability objectives.

Stakeholder engagement hierarchy
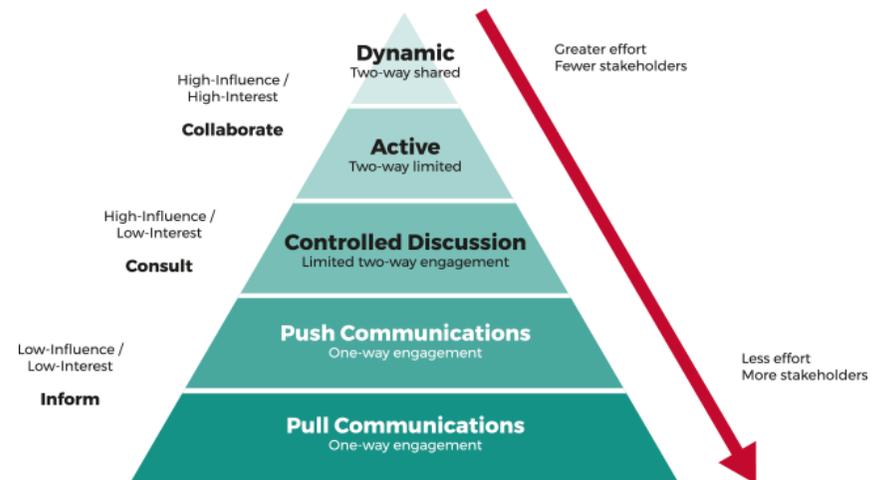
Below we outline selected, non-exhaustive examples illustrating how we engage with our key stakeholder groups across our operations and value chain. These examples reflect the structured and ongoing nature of our stakeholder engagement practices, which are designed to support transparent dialogue, inform decision-making, and address stakeholder expectations in a timely and meaningful manner.

Stakeholder group	How we engage	Areas of interest
Board of Directors, Shareholders	• Board meetings • Management updates • Conference calls	• Economic and financial performance • Investments and diversification • Risk Management and Security • ESG strategy and performance
Development Financial Institutions, Lenders, Asset Management Agencies	• Roadmaps • Meetings / Conference calls • Financial and non-financial reports • Website	• Financial performance and sustainability • ESG strategy and performance • Climate actions and decarbonization • Responsible sourcing practices
Employees	• Employee events • Email • Social media • Materiality survey	• Working conditions • Labor and human rights • Health and well-being • Development
Suppliers	• Local offices and exchange points • Field days, seminars, meetings • Websites, social media • Surveys, questionnaires	• Commodities trade information • Quality and food safety parameters • Traceability • Supplier Code of Conduct • Procurement practices
Customers	• Meetings and call conferences • Price lists • Websites	• Quality and food safety certifications • Sustainable sourcing and traceability • Pricing policy • Climate actions
Local Communities	• Sites or local offices visits • Sponsorships, partnerships or volunteering • Community projects • Websites, social media • Local news	• Local community projects • Safety and environment • Workplaces • Trading of commodities • Health and well-being

Report overview   Our company   Our people   Our operations   Our supply chain   Our communities   Other   GRI Index
Stakeholder engagement

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Stakeholder group	How we engage	Areas of interest
Central and Local Public Authorities	• Annual reporting • Control inspections • Roundtables and meetings • Social media and websites	• Legal compliance • Legal public consultation • Taxes • Socio-economic impacts • New workplaces • Environmental and industrial safety
NGOs, Industry Associations, Unions	• Participation in events, meetings, panels • Reports • Mass media • Websites and social media	• Legal consultation • Green economies and decarbonization • Trainings • Responsible business
Mass Media	• Materiality surveys • Interviews • Statements	• Economic and financial performance • Trading • Compliance and ethics • Procurement practices

The preparation of the 2025 Sustainability Report builds on the Group's established stakeholder engagement processes, drawing primarily on insights obtained through structured engagement activities conducted in prior reporting cycles and updated during the year. These inputs support a continued understanding of stakeholder expectations, emerging sustainability topics, and changes in the operating context.

To ensure ongoing relevance, this foundation was complemented by targeted internal consultations and periodic reviews of sustainability-related information, allowing us to confirm the continued validity of identified priorities and their alignment with applicable reporting standards and regulatory developments.

Material topics identification

Our material topics were reviewed within the context of a dynamic business and regulatory environment, with a focus on environmental, social and governance matters that are most relevant to our operations and value chain. The assessment process integrates internal and external perspectives and informs both strategic focus areas and sustainability disclosures.

Key inputs to the materiality review included:

• Stakeholder feedback from internal and external sources

• Assessment of sustainability-related risks and opportunities

• Review of regulatory requirements and applicable frameworks

• Internal validation with management and key functions

Ongoing engagement commitment

We remain committed to maintaining regular stakeholder engagement to ensure that our sustainability strategy and reporting continue to reflect evolving expectations and areas of greatest relevance. Insights from this ongoing dialogue inform our materiality assessments, support continuous improvement, and guide future sustainability reporting.

Materiality assessment

Following the identification of relevant internal and external stakeholder groups and the determination of key sustainability topics, a structured stakeholder questionnaire was developed as part of the 2023 materiality assessment process. To ensure broad accessibility and meaningful participation across all target countries and stakeholder categories, the questionnaire was translated into five languages: English, Romanian, Serbian, Russian, and Ukrainian. It was subsequently disseminated through multiple communication channels, including direct email outreach, the Company's website, and social media platforms, each accompanied by a tailored invitation encouraging stakeholder engagement.

In total, 87 completed questionnaires were received, representing a diverse range of stakeholder groups and providing a robust basis for assessing stakeholder perspectives.

Distribution of stakeholder responses by stakeholder category

Stakeholder category	Responses
Board of Directors	1
Investors	1
Others	2
NGOs	2
Central and Local Public Authorities	4
Community	7
Customers	11
Suppliers and Contractors	13
Managers	17
Employees	29

The materiality analysis was conducted in alignment with internationally recognized guidelines, incorporating the principles and requirements of the Global Reporting Initiative (GRI) Standards (2021 update), to ensure a structured, transparent, and credible assessment process.

Our process for identifying material topics was grounded in the double materiality concept, a forward-looking approach that considers two complementary dimensions:

- **Impact materiality** assesses the actual and potential environmental, social, and governance (ESG) impacts generated by the Company's activities and business relationships over the short, medium, and long term.
- **Financial materiality** evaluates the actual or potential effects of ESG-related factors on the Company's financial position, performance, and future prospects.

Following this step, ESG topics were prioritized based on their relative significance and relevance to the Company's business strategy, value chain, and stakeholder expectations. Particular emphasis was placed on topics with the greatest potential to generate opportunities or pose risks if not effectively managed across short-, medium-, and long-term time horizons.

As a result of our materiality assessment process, we identified **15 material topics**, comprising five environmental, five social, and five governance topics. These topics reflect the most significant impacts, risks, and opportunities associated with our activities, value chain, and stakeholder expectations.

The identified material topics provide a structured basis for prioritizing our sustainability actions, setting strategic objectives, and guiding disclosures within this report. Each topic is presented in detail on the following pages, outlining its relevance, scope, and linkage to our sustainability strategy and management approach.

ENVIRONMENTAL

Climate Action	Climate action encompasses the Company's efforts to mitigate climate change and manage its impacts. This includes the reduction of greenhouse gas emissions through measures such as the transition to renewable energy sources, improvements in energy efficiency, and the adoption of more sustainable practices across key sectors, including transportation, agriculture, and industrial operations.	Page 8; Page 24; Pages 54-58; Pages 78-79	Operations, Supply chain and Community
Energy Efficiency and Innovation	Energy efficiency and innovation refer to the systematic optimization of energy use through the adoption of more effective and sustainable approaches. This includes the development and deployment of technologies, processes, and operational practices that reduce energy consumption and lower associated emissions.	Page 8; Page 24; Pages 59-61; Page 72	Operations
Water Stewardship	Water stewardship, particularly within oilseed crushing operations, refers to the responsible use, management, and conservation of water resources throughout all stages of production. This approach supports long-term resource sustainability, enhances operational efficiency, and promotes equitable access to water, while minimizing adverse impacts on local water bodies and surrounding ecosystems.	Page 8; Page 24; Pages 62-64; Pages 75-79; Page 83	Operations, Supply chain and Community
Waste Management	Waste management refers to the structured and responsible handling of waste throughout its lifecycle, including collection, transportation, treatment, and final disposal. The approach emphasizes waste prevention and reduction at source, promotes resource recovery through reuse, recycling, and composting, and ensures that residual waste is disposed of in a safe and compliant manner to minimize environmental and potential health impacts.	Page 8; Page 24; Page 62; Pages 64-66; Page 83	Operations, Supply chain and Community
Environment and Biodiversity	Environmental and biodiversity protection involves the conservation of habitats, the prevention of ecosystem degradation, and the promotion of sustainable land use and resource management. This includes efforts to prevent and reduce pollution, address climate-related pressures, and mitigate the impacts of human activities, with the objective of maintaining ecosystem integrity, resilience, and biological diversity.	Page 8; Page 24; Page 53; Pages 67-69; Pages 75-79; Page 83	Operations, Supply chain and Community

SOCIAL

|			
Human Rights, Diversity and Inclusion	Human rights, diversity, and inclusion represent interrelated principles that underpin equality, dignity, and respect for all individuals, irrespective of background, identity, or personal characteristics. Together, these principles guide the Company's approach to fostering fair treatment, inclusive participation, and a workplace culture grounded in mutual respect and non-discrimination.	Page 8; Pages 42-43; Pages 46-47; Pages 75-80	People, Supply chain and Community
Talent Cultivation and Development	Talent cultivation and development encompass the strategies and practices aimed at enhancing individuals' skills, capabilities, and potential. This approach supports continuous personal and professional growth, enables employees to contribute effectively to the Company's performance and long-term success, and fosters positive social outcomes within the communities in which we operate.	Page 23; Page 45; Page 50	People and Supply chain
Occupational Health and Safety	Occupational health and safety (OHS) encompasses the policies, procedures, and practices established to protect the health, safety, and well-being of workers within the workplace. This includes the systematic identification, assessment, and mitigation of occupational hazards, the prevention of work-related injuries and illnesses, and the promotion of safe and healthy working conditions for employees and, where relevant, surrounding communities.	Page 23; Pages 48-51	People, Operations and Community
Product Quality and Food Safety	Product quality and food safety are fundamental to safeguarding consumer health, meeting regulatory and customer requirements, and sustaining Trans-Oil's reputation and credibility within the food industry. These principles underpin our commitment to delivering safe, high-quality products and maintaining trust across the value chain.	Page 23; Pages 70-71	Operations and Community
Responsible Supply Chains	Responsible supply chains refer to the ethical, transparent, and sustainable practices adopted by Trans-Oil to ensure that products and services are sourced, produced, and distributed in a manner that respects human rights, safeguards the environment, and supports social and economic development across the entire value chain.	Page 24; Pages 75-76	Operations and Supply chain

GOVERNANCE

Corporate Governance and Decision-making	Corporate governance refers to the system of rules, practices, and processes through which Trans-Oil is directed and controlled. It defines the relationships among the Company's management, Board of Directors, shareholders, and other stakeholders, and provides the framework for decision-making, oversight, and accountability. Effective corporate governance supports ethical conduct, transparency, and responsible management, ensuring that the Company operates in a manner consistent with legal requirements, stakeholder expectations, and long-term value creation.	Page 8; Pages 32-35	People and Operations
Financial Performance	Financial performance reflects the effectiveness with which the Company deploys and manages its financial resources to achieve strategic objectives, maintain financial resilience, and generate sustainable returns for its stakeholders.	Page 6; Page 36; Page 98	Operations
Employee and Executive Compensation	Employee and executive compensation refers to the structure of financial remuneration and benefits provided to employees and executives in return for their roles, responsibilities, and contributions to the Company's performance and long-term objectives.	Pages 42-43	People
Risk Management and Security	Risk management and security constitute integral elements of Trans-Oil's management framework, focused on the systematic identification, assessment, and mitigation of risks. This approach is designed to protect the Company's assets, ensure business continuity, and safeguard the health, safety, and interests of employees, customers, and other stakeholders.	Page 36; Pages 46-47; Pages 48-49	Operations and Community
Philanthropy and Volunteering	Philanthropy and volunteering represent complementary approaches to addressing social challenges and supporting community development. Philanthropic contributions provide essential financial resources to organizations and initiatives that deliver social value, while employee volunteering offers direct, hands-on support and strengthens social cohesion. Together, these activities contribute to building more resilient and inclusive communities by fostering collaboration, solidarity, and shared responsibility.	Page 23; Pages 86-87; Page 90	Community

Of the 15 material topics identified through the assessment process, eight emerged as the most significant. These topics are positioned in the upper-right quadrant of the materiality matrix, reflecting their high relevance both in terms of impact and financial materiality.
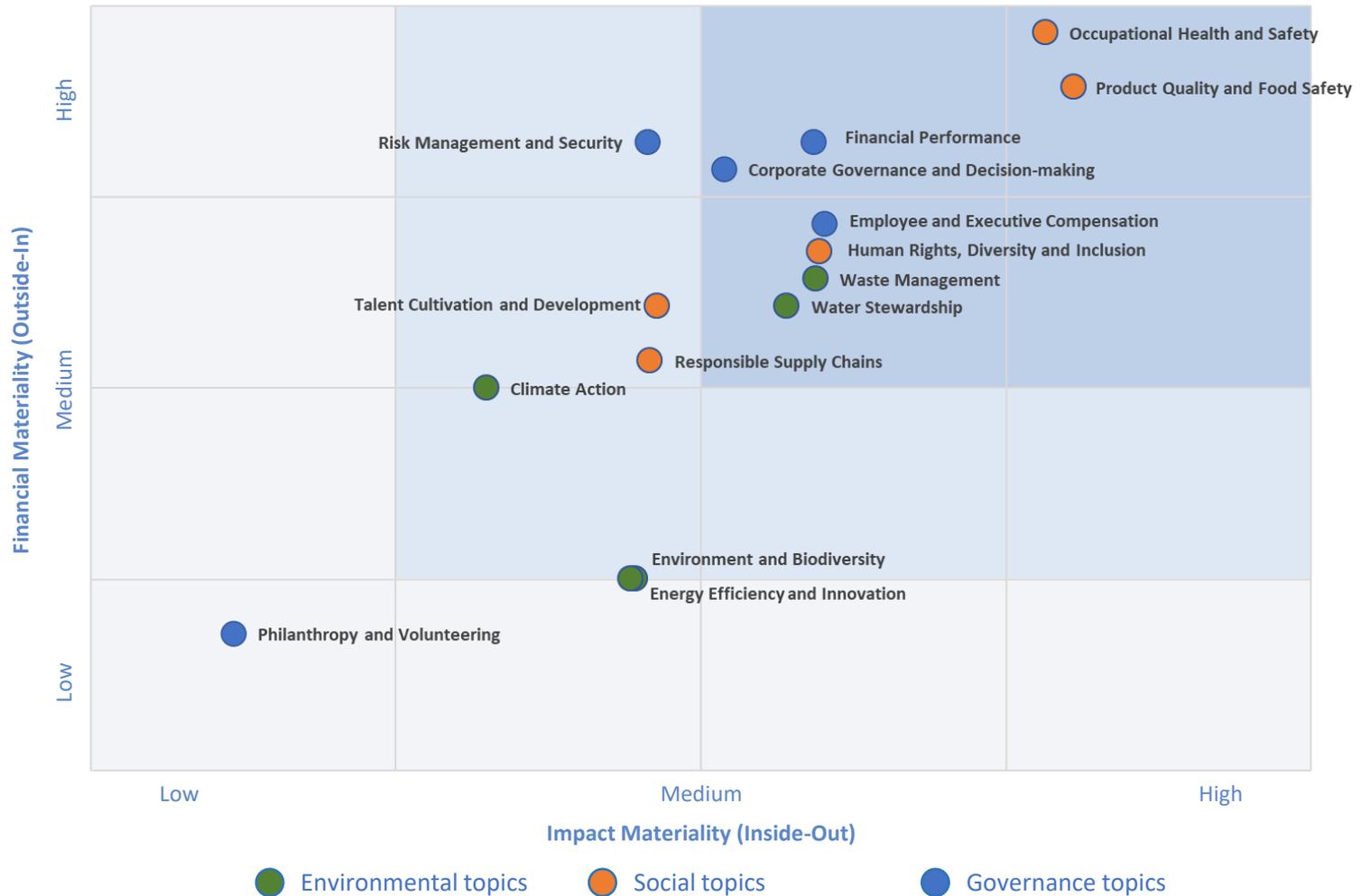
Alignment with Sustainable Development Goals (SDGs)

At Trans-Oil, alignment with the United Nations Sustainable Development Goals (SDGs) is a fundamental element of our sustainability strategy. We integrate the SDG framework into our corporate vision by embedding relevant goals and targets into strategic planning, operational decision-making, and stakeholder engagement processes. Through our agricultural, processing, and logistics operations, we seek to contribute meaningfully to sustainable development outcomes at global, regional, and local levels. This alignment supports a coherent approach to managing environmental, social, and economic impacts, while reinforcing our commitment to responsible growth and long-term value creation.

Economic sustainability

We contribute to sustainable economic development in Moldova, Romania, Serbia and Ukraine through targeted and measurable actions aligned with the United Nations Sustainable Development Goals (SDGs). These efforts are integrated into our business strategy and operational activities, supporting inclusive growth, value creation, and long-term economic resilience across the regions in which we operate.

Economic SDGs

SDG 8 – Decent Work and Economic Growth
We provide employment to an average of 2,475 employees across our operations, offering fair remuneration, safe working conditions, and continuous training programs that support skills development in both rural and industrial areas.

SDG 9 – Industry, Innovation and Infrastructure
We pursue the continuous modernization of our grain terminals, oilseed processing facilities, and transportation networks to enhance efficiency, optimize cost structures, and strengthen access to international markets for local producers.

SDG 12 – Responsible Consumption and Production
We advance sustainable production by optimizing the use of resources, minimizing waste across processing activities, and upholding rigorous quality and environmental standards throughout our supply chain.

Social responsibility

At Trans-Oil, we are committed to generating positive social outcomes through targeted and measurable actions aligned with the core Social Sustainable Development Goals (SDGs). Our approach focuses on creating value for employees, suppliers, and communities by promoting decent work, inclusive growth, access to opportunities, and respect for human rights across our operations and value chain.

By embedding social considerations into our policies, management systems, and daily practices, we seek to contribute to long-term social resilience and shared prosperity in the regions where we operate. The following priorities illustrate how our activities support key Social SDGs and translate our commitments into tangible outcomes.

Social SDGs

SDG 1 – No Poverty
We support poverty reduction by creating stable and fairly remunerated employment opportunities in rural areas and by integrating a broad network of local farmers into global supply chains, strengthening local economies.

SDG 2 – Zero Hunger
We enhance food security by investing in rural agriculture, linking local producers to global markets, and producing essential food and feed products that support local consumption and international supply chains.

SDG 3 – Good health and Well-being
We ensure high standards of food safety and product quality for customers and consumers, while safeguarding employee health through robust safety protocols, regular medical examinations, and workplace well-being measures.

SDG 5 – Gender Equality
We promote gender equality by ensuring equal opportunities across all roles, embedding diversity and inclusion principles into our policies, and actively increasing female representation in leadership and management positions.

SDG 7 – Affordable and Clean Energy
We promote clean energy by improving energy efficiency across our operations and supplying renewable biofuels to local communities, thereby reducing reliance on fossil fuels and supporting access to affordable and sustainable energy.

Environmental performance

We are committed to minimizing our environmental footprint by embedding sustainable practices across our operations and supply chain, while actively supporting the achievement of global environmental objectives.

Biosphere SDGs

SDG 6 – Clean Water and Sanitation
We ensure responsible water use through closed-loop systems and on-site wastewater treatment at all production facilities, thereby minimizing wastewater generation and protecting local water resources.

SDG 13 – Climate Action
We are reducing our carbon footprint by enhancing energy efficiency, transitioning to cleaner fuels, and investing in more sustainable logistics solutions to lower emissions across our operations.

SDG 15 – Life on Land
We protect terrestrial ecosystems through responsible sourcing practices, the prevention of land degradation, and compliance with environmental standards that support biodiversity conservation and soil health.

Our actions demonstrate a sustained commitment to environmental stewardship and reflect our contribution to the advancement of global environmental goals, supporting long-term sustainability for our business, the communities in which we operate, and the systems on which we depend.

Partnerships for sustainability

SDG 17 – Partnerships for the Goals
Achieving sustainable development requires strong, inclusive, and transparent partnerships. Through collaboration with suppliers, customers, governments, and civil society, we seek to build resilient partnerships that support economic growth, social equity, and environmental stewardship, while contributing to the achievement of the United Nations Sustainable Development Goals.

Sustainability Development Strategy

To translate our sustainability vision into measurable action, Trans-Oil has defined a set of objectives and targets under its Corporate Sustainability Development Strategy for 2025-2030. These objectives address priority areas across our people, operations, supply chain, and communities, and are designed to guide implementation, monitor progress, and support accountability over time.

Our people objectives

Our people-related objectives focus on fostering a safe, inclusive, and supportive working environment, strengthening skills and capabilities, and promoting fair employment practices.

	Unit	Baseline 2022/23	2024/25
We are committed to maintaining at least 40% women in management positions	%	43.9%	39.6%
All our crushing plants will be ISO 45001 certified by the end of 2026	№	0	1
We are committed to maintaining zero employee fatalities	№	0	0
We aim to reduce by 50% lost time accidents rate by the end of 2030	accidents / 10^6 hours	3.03	2.38
We aim to achieve an average of 25 training man-hours delivered to employees by the end of 2030	training hours / employee	12.25	6.61
We aim to reach 0% gender pay gap for equal work by the end of 2030	%	< 6%	1.4%

Our community objectives

Our community-related objectives focus on managing the social and environmental interface of our operations, with an emphasis on product quality and safety, environmental stewardship, local engagement, and contributions to community development in the regions where we operate.

	Unit	Baseline 2022/23	2024/25
We aim at zero quality, food safety, environmental or safety incidents by the end of 2030	№	3	0
All our crushing plants will be ISO 9001 and ISO 22000 certified by the end of 2026	№	2	3
All our crushing plants will be ISO 14001 certified by the end of 2026	№	0	1
We aim to engage in 3 environmental and social partnerships with key stakeholder and local communities by the end of 2027	№	0	0
We aim to offer 10,000 volunteer hours annually to support our communities by the end of 2030	hours	1,318	3,054
We target 70 ha of forests to be restored or created in cooperation with local authorities by the end of 2030	ha	0.2	12.8
We aim to increase our investments in communities by 10% annually by the end of 2030	USD	231,891	130,063
We aim to fund 5 college scholarships in sustainable agriculture or sustainable development for young people by the end of 2030	№	0	0
We target zero severe road-traffic accidents with own cars, trucks, railway wagons and vessels by the end of 2030	№	1	0

Our operations objectives

Our operational objectives address the environmental footprint and resource efficiency of our activities, with a focus on energy use, greenhouse gas emissions, water management, waste, and the continuous improvement of production and logistics processes across the Group.

	Unit	Baseline 2022/23	2024/25
We will develop and submit near-term and long-term decarbonization targets to the Science Based Targets initiative (SBTi) for validation by the end of 2027	-	-	-
All our crushing plants will be ISO 50001 certified by the end of 2028	№	0	0
We aim to reduce by 20% the direct carbon emissions intensity by the end of 2030	$kgCO_2e$/tonne of output	37.89	58.56
We aim to reduce by 20% the energy usage ratio by the end of 2030	MJ/tonne of output	294.20	407.15
We aim at 85% of all energy used in our operation to be generated from renewable sources by the end of 2030	%	67.62%	61.53%
We aim to reduce by 20% the water usage ratio in all our crushing plants by the end of 2030	L/tonne of output	729.9	1,504.5
We aim to reduce by 20% the quantity of wastewater discharge in all our crushing plants by the end of 2030	m^3	295,415	198,171
We aim to reduce by at least 10% the waste generation rate by the end of 2028	kg/tonne of output	133.40	151.45
We aim to reduce by 50% the quantity of landfilled solid waste by the end of 2028	tonnes	3,061.1	2,681.4
We are committed to maintaining a waste recycling rate above 97%	%	99.34%	98.58%
We aim to reduce by 10% the average weight of our PET (polyethylene terephthalate) bottles by the end of 2030	g	24.3	23.9
We target 30% of total PET bottles used by our plants to be from recycled/renewable materials by the end of 2030	%	0%	0%

Our supply chain objectives

Our supply chain objectives focus on promoting responsible sourcing, transparency, and risk management across our value chain, while strengthening collaboration with suppliers, transporters, and other business partners to support ethical practices, resilience, and operational continuity.

	Unit	Baseline 2022/23	2024/25
We target 80% of commodity suppliers to accept and sign our Supplier Code of Conduct with ESG principles by the end of 2027	%	57%	TBD*
We target 80% of new suppliers to provide/fill-in ESG self-assessment by the end of 2027	%	0%	0%
We target 500 farmers to be trained on conservation and regenerative agriculture by the end of 2028	№	0	0
We will facilitate 500 extensive soil sampling and analysis on farmland by the end of 2028	№	100	100
We target 20% of key agricultural commodities to be sourced in line with sustainable agricultural principles[1] by the end of 2030	%	-	0.5%
We target 500 primary suppliers of key commodities to be audited on ESG principles and criteria at least once by 2030	№	0	0
We aim to ensure that 100% of commodities sourced are deforestation-free and conversion-free	%	-	100%
We target 80% of crushing plants raw materials to be sourced locally[2] by the end of 2030	%	TBD*	TBD*

[1] Any of third-party certifications: ISCC, Global GAP, GRASP, GMP, Organic, Rainforest Alliance, Fair Trade International, etc.
[2] Within a radius of less than 500 km
* Value to be confirmed following data validation

Our company

People are central to Trans-Oil's success. We prioritize their well-being, growth and development, recognizing them as key drivers of our company. With a diverse, inclusive workforce, we foster innovation, collaboration and a shared commitment to excellence and integrity.

Our company

Trans-Oil Group of Companies is a leading agro-industrial group headquartered in the Republic of Moldova, with operations across Central and Eastern Europe, including Romania, Serbia, and Ukraine, as well as a trading office in Switzerland. Founded in 1996, we have developed into a fully integrated enterprise covering grain origination, oilseed processing, storage, logistics, and international commodity trading.

We employ an average of 2,475 people, primarily engaged in vegetable oil production, as well as grain origination and logistics activities. All core operational assets are fully owned and operated by the Group, enabling end-to-end control across the value chain.

Our industrial footprint includes five oilseed crushing facilities—three in Moldova, one in Romania, and one in Serbia—with a combined annual processing capacity of nearly 1.5 million metric tons of oilseeds. Our sunflower oil brands, including FLORIS and ISKON, hold leading positions in local markets and are progressively expanding their presence across Europe, Asia, Africa, and the Middle East.

In addition, we manage 46 inland grain storage elevators across Moldova, Romania, and Serbia, providing total storage capacity more than 1.3 million metric tons. Our logistics network is complemented by two export terminals located in Giurgiulești (Moldova), Reni (Ukraine), and two terminals in Serbia, with an aggregate annual throughput capacity exceeding 6 million metric tons.

Trans-Oil Group of Companies sources, processes, and supplies high-quality agricultural products, including grains, oilseeds, vegetable oils, and animal feed, serving both local and international markets. Across its vertically integrated operations, the Group promotes sustainable and responsible practices that support environmental stewardship, drive economic growth, and contribute to social development throughout its value chain.
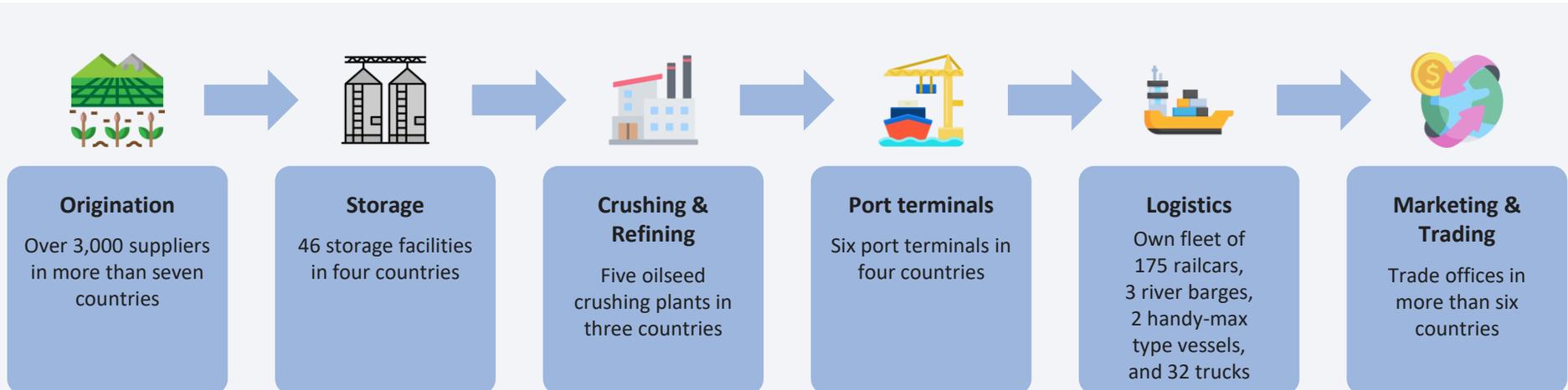
Optimizing the value chain for efficiency and sustainability

We continuously work to enhance the efficiency, sustainability, and value of our integrated value chain, from agricultural sourcing to final delivery. Be exercising direct control over each stage, we reduce environmental impacts, support local producers, and reliably meet the needs of customers across international markets.

Our vertically integrated value chain comprises the following key stages:

- Origination
  We source agricultural commodities directly from farmers and producer cooperatives, supporting primary production while ensuring traceability, quality control, and long-term supplier relationships.

- Storage
  Our network of inland storage facilities, strategically connected to railway infrastructure, ensures the safe handling, preservation, and efficient preparation of commodities for onward transportation.

- Crushing and refining
  We own and operate oilseed crushing plants and refineries that produce a diversified range of vegetable oils, meals, and by-products, applying consistent quality, safety, and environmental standards.

- Port terminals
  Our port terminal network provides direct access to global export routes, supporting timely, flexible, and efficient delivery to international markets.

- Logistics
  Our fully integrated logistics system enables end-to-end monitoring of commodities, from farm gate to final customer, ensuring product integrity, safety, and operational reliability throughout the supply chain.

- Marketing and trading
  Leveraging market expertise and long-standing partnerships, we market and trade agricultural commodities across a wide range of geographies, connecting producers with global demand.

Origination	**Storage**	**Crushing & Refining**	**Port terminals**	**Logistics**	**Marketing & Trading**
Over 3,000 suppliers in more than seven countries	46 storage facilities in four countries	Five oilseed crushing plants in three countries	Six port terminals in four countries	Own fleet of 175 railcars, 3 river barges, 2 handy-max type vessels, and 32 trucks	Trade offices in more than six countries

Sales and export destinations

We maintain a strong and diversified customer base and conduct international commodity trading across Europe, the Black Sea region, the Mediterranean, and the Middle East and North Africa (MENA).

Our geographically diversified customer portfolio provides flexibility in commercial operations and enables us to respond efficiently to changing market conditions. Sales in MENA region continue to expand, driven by increased contract volumes with existing partners and entry into new markets.

Sales to European Union are primarily supplied from Moldova and Central and Eastern Europe (CEE), benefiting from applicable Free Trade Agreements, the CEE region represents an attractive end-consumer market, supporting by our bottled oil production and established retail distribution channels.

These regions serve distinct strategic roles within our commercial model: mature European markets provide stability and regulatory alignment; Central and Eastern Europe combines proximity to production assets with growing consumer demand; and MENA markets offer long-term growth potential supported by demographic trends and structural food import needs.

During the reporting year, export sales accounted for 87% of total external revenue, underlining the central role of international markets in our commercial activities. Revenue from the top five customers accounted for approximately 18.46% of total revenue, while revenues from a single external customer amounted to approximately USD 98.7 million, distributed across Origination and Marketing and Crushing and Refining segments.

Overall, this diversified geographic and customer structure enhances flexibility in marketing operations, supports revenue stability, and mitigates exposure to regional demand volatility, regulatory changes, and evolving trade flows.

Population figures shown on the map indicated the approximate size of end-consumer markets served and do not represent the number of customers or counterparties.
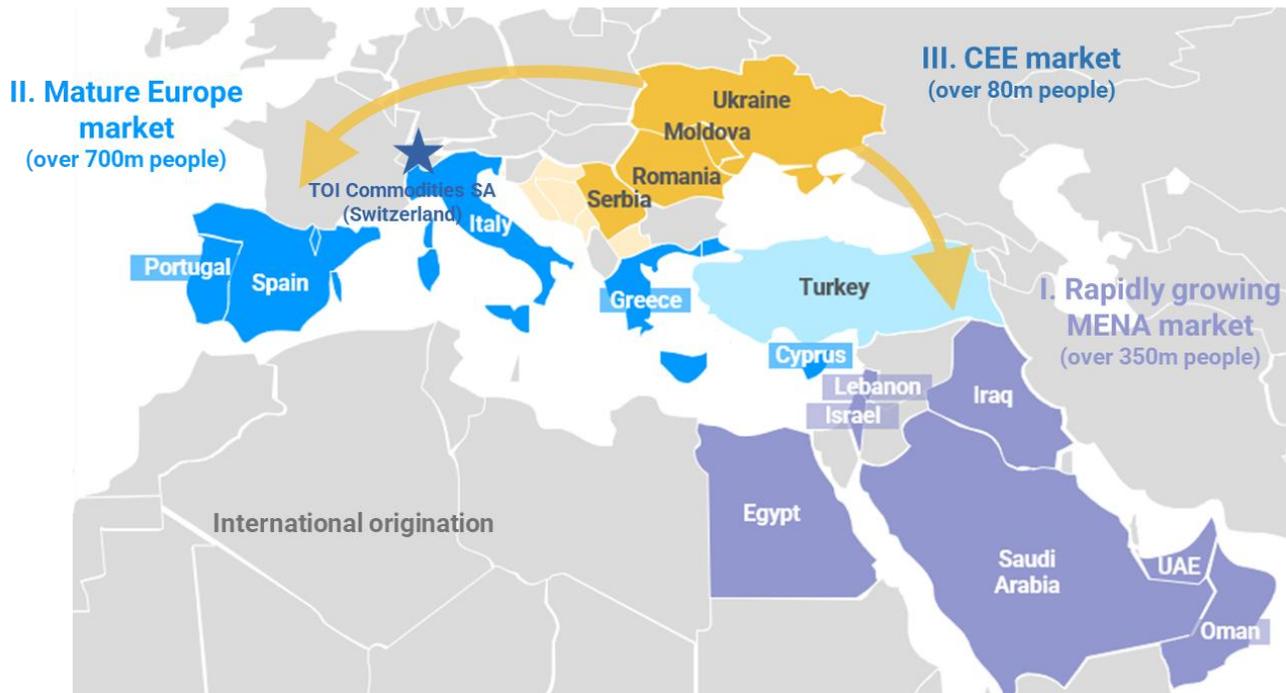
Our core values and ethical principles

In all our internal and external relationships, we are guided by principles of integrity, transparency, mutual respect, and long-term cooperation. These core values shape our culture, inform our decisions, and underpin the way we conduct business across all levels of the organization.

Leadership – we view leadership not as a function of position or title, but as the ability to inspire others, encourage growth, and drive positive change. We lead with integrity, empathy, and a clear sense of purpose.

Teamwork – we believe in the strength of collaboration. By bringing together diverse perspectives and capabilities, supporting one another, and working toward shared objectives, we achieve stronger and more sustainable outcomes.

Growth – fundamental driver of our progress. It broadens our perspectives, challenges us to exceed our limits, and enables both individual development and the long-term advancement of the Company.

Learning – we value continuous learning as a key enables of adaptability and innovation. Lifelong learning supports personal developments, strengthens competencies, and fosters continuous improvement in a dynamic operating environment.

Continuous improvement – we strive to improve our performance every day. A commitment to continuous improvement underpins operational excellence, encouraging innovation, accountability, and the pursuit of highest standards.

Quality – we are committed to excellence in everything we do. Attention to quality, precision, and consistency guides our work, ensuring that our products, services, and decisions meet the highest standards.

At Trans-Oil, we are committed to upholding the highest ethical standards across all aspects of our business. Our conduct is guided by a clear set of principles that promote integrity, accountability, and respect in our interactions with employees, business partners, customers, shareholder, and the communities in which we operate.

These ethical principles include:

- Honesty – we carry out our duties and obligations with honesty, integrity, and professionalism, ensuring that our actions are lawful, responsible, and trustworthy.

- Integrity – we apply the highest standards of professional conduct to all activities, acting consistently and responsibly in our relationships with colleagues, clients, business partners, and communities.

- Fairness – we uphold principles of fairness and equal opportunity, treating all stakeholders with respect and without discrimination.

- Transparency – we conduct our activities in a transparent manner, maintaining open, accurate, and timely communication with employees, shareholders, investors, and business partners.

Our core values and ethical principles define our identity and guide the way we conduct our business. They shape our corporate culture, inform decision-making at all levels, and underpin our commitment to responsible, ethical, and sustainable business practices.
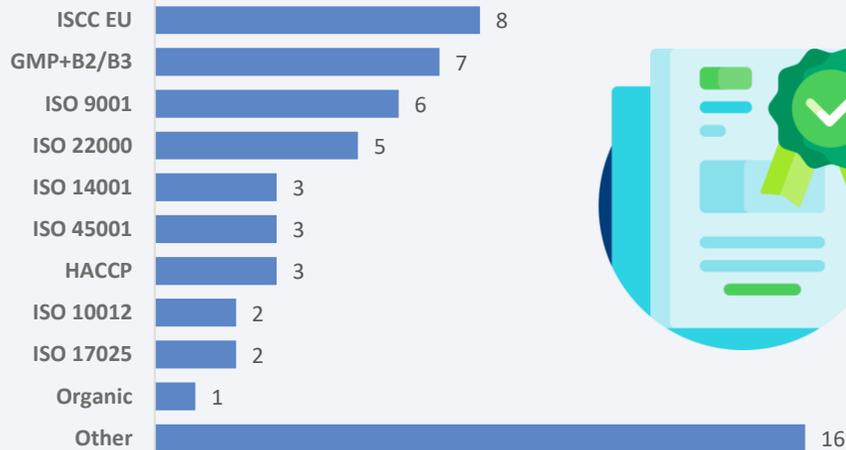
Certifications and awards

We have achieved and maintained a total of 56 certifications across our operations, representing an increase of two certifications compared to the prior year. These certifications span a broad range of internationally recognized standards and reflect our continued commitment to quality, food safety, environmental stewardship, and social responsibility.

Our certification portfolio demonstrates alignment with global sustainability expectations and provides assurance regarding the robustness of our management systems and operational controls. It also underscores our focus on transparency, accountability, and consistent performance across all areas of our business.

As we continue to expand and strengthen our certification coverage, we remain committed to continuous improvement, driving positive change across our operations, and creating long-term value for our stakeholders and the environment.

NUMBER OF CERTIFICATES

Certificate	Number
ISCC EU	8
GMP+B2/B3	7
ISO 9001	6
ISO 22000	5
ISO 14001	3
ISO 45001	3
HACCP	3
ISO 10012	2
ISO 17025	2
Organic	1
Other	16

Our sunflower oil brands **FLORIS** and **ISKON** have received consistent recognition over time for product quality, taste, and consumer trust through a range of national and international awards. These distinctions reflect our long-standing focus on quality management, technological excellence, and adherence to high production standards.

Notable recognitions include:

- **FLORIS** was awarded the Grand Gold medal within the "Heritage of the Republic of Moldova" category at the Trademark of the Year competition (Consumer Recognition nomination) in 2012.

- **ISKON** received the Superior Taste Award from the International Taste Institute, with awards granted across multiple year, including first recognition in 2014 and the most recent award in 2024.

- **FLORIS** received the Grand Prix – Gold Mercury at the Trademark of the Year competition (Reputation and Trust nomination) in Chișinău in 2014.

- **ISKON** has received multiple gold medals for quality at the International Agricultural Fair, as well as repeated gold distinctions under the Ruža Kvaliteta quality awards.

- **FLORIS** was named Trademark of the Year 2022 and received Quality Achievement Award 2022 during the Moldovan Business Gala, one the country's leading business recognition events.

- **FLORIS** received an international distinction for technological and product quality excellence in the "Quality of Sunflower Oil" category during the Summit on Sunflower Oil: Industry and Technology in 2017.

In addition to these recognitions, our brands have received numerous other national and international awards over the years. Collectively, these distinctions provide external validation of our commitment to consistent product quality, continuous improvement, and consumer confidence across our markets.

Industry engagement and memberships

Being actively involved in industry associations enables us to stay informed about market developments, exchange knowledge, and collaborate with peers to advance shared objectives. These memberships provide valuable platforms for learning, networking, and constructive dialogue, while also allowing us to contribute to the ongoing development and resilience of the agro-industrial sector.

As a key participant in the agro-industrial value chain, particularly in oilseed crushing, grain handling, logistics, and global commodities trading, we engage with respected national and international organizations that support responsible business practices and strengthen our sustainability efforts. Our participation in these associations reflects our continued commitment to quality, innovation, transparency, and long-term value creation.

We are active members of the following industry associations and platforms:

- American Chamber of Commerce in Moldova
- Chamber of Commerce and Industry of the Republic of Moldova
- Employers' Association "Moldcontrol"
- Association of Exporters and Importers of Agricultural and Cereal Products "Agrocereale"
- American-Central European Business Association
- International Sunflower Association (ISA)
- Chamber of Commerce and Industry of Serbia
- Association Serbia Grains
- Poslovno udruženje Žitounija
- Ekostar Pak

In addition, we have already initiated the process to join the United Nations Global Compact and aim to finalize it by the end of June 2026, reinforcing our commitment to internationally recognized principles in the areas of human rights, labor standards, environmental responsibility, and anti-corruption. This planned step reflects our ambition to further align our operations with global sustainability frameworks and to contribute positively to responsible and inclusive economic development.

In 2024, Trans-Oil participated in the National Conference "Circular Economy in the Republic of Moldova," engaging with industry peers, policymakers, and international experts to discuss sustainability reporting, ESG integration, and the alignment of corporate strategy with evolving regulatory expectations.

As part of these engagements, Trans-Oil also took part in the IFC workshop "Advancing Climate-Smart Agriculture: Unlocking Carbon Markets and Agritech Innovation in Moldova," which provided practical insights into global best practices.

We also took part in sustainability-focused seminars and webinars organized by leading ESG and market intelligence providers, including S&P Global, Assent, Sphera, and Verdantix, supporting continuous learning and alignment with international sustainability standards.

Governance and Sustainability Framework

The Board of Directors is the highest governing body of the Trans-Oil Group, responsible for setting the Company's strategic direction, overseeing overall performance, and ensuring the effectiveness of corporate governance. The Board provides guidance on the Group's long-term vision, values, and sustainability objectives, supporting responsible and sustainable value creation.

The Board comprises five members, from which 3 of them are independent, each contributing extensive experience across a range of sectors, including agribusiness, finance, logistics, law, and international trade. This diversity of expertise supports balanced oversight and informed decision-making, aligned with the Group's strategic priorities and stakeholder expectations.

Board of Directors

Vaja Jhashi
CEO and Founder of Trans-Oil Group
- Graduated from Moscow State University and Cairo University, holds MBA degree from Indiana University

Tommy Gade Jensen
Non-executive Director
- Senior Advisor at Oaktree Capital Management responsible for Agri & Food sector
- Previously CEO of Bunge EMEA in 2012-2017 and held various senior management positions at Bunge since 2003

Independent Directors

Alain Stephane Dorthe
Independent Director
- Formerly Head of Credit Division, First Vice-President, at Banque de Commerce et de Placements (BCP), Genève
- Formerly Head of internal audit, Senior Vice-President at Discount Bank & Trust Company and Credit Director at UBS Zurich

Cem Osmanoglu
Independent Director
- Independent financial consultant
- Formerly Head of Trade Finance Department at BCP Banque de Commerce et de Placements

Asif Chaudhry
Independent Director
- Vice-President for International Programs in Washington State University
- Formerly US ambassador to Republic of Moldova in 2008-2011, Vice-President of Commodity Credit Corporation of Foreign Agricultural Services in 2006-2008

Guided by principles of integrity, accountability, and forward-looking leadership, the Board of Directors provides strategic direction for the Group by approving overall strategy and key priorities, and by regularly reviewing financial and non-financial performance to ensure progress toward strategic objectives. Its oversight ensures that ethical considerations and long-term sustainability remain integral to decision-making and operational excellence.

The Board meets at least quarterly, with additional meetings convened as required. Meetings may be held in person or through telecommunication methods, ensuring effective governance and timely decision-making.

We operate under a formal charter (Articles of Association) in accordance with applicable legislation which defines the protection of shareholder rights, the clear allocation of responsibilities among the Annual General Meeting of Shareholders, the Board of Directors, and executive management, as well as commitments to transparency and timely disclosure of information.

The Board oversees the procedures applied by management for the preparation and publication of key corporate and financial reports, including the Annual Report, Annual Accounts, and interim financial statements. In line with the Company Law of the Republic of Cyprus, the Board supervises internal controls related to external financial reporting, with all audits conducted in accordance with International Financial Reporting Standards (IFRS) and reviewed by the Audit Committee.

As part of our Sustainability Development Strategy 2030, diversity at leadership is monitored as a key governance indicator. This reflects our broader commitment to inclusive decision-making and balanced representation with the Group's governance framework.

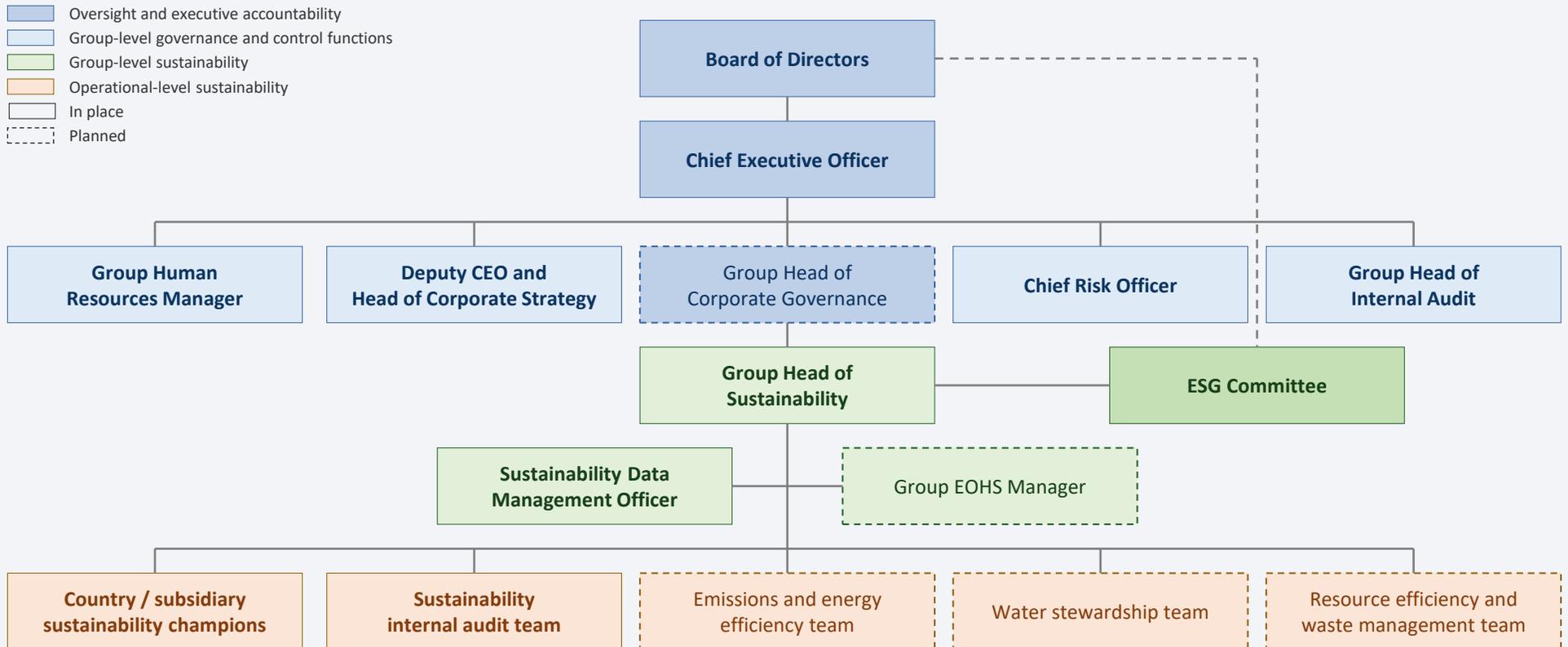For more detailed information, you can refer to the full By-Laws document: Trans-Oil Board of Directors By-Laws.

Sustainability Framework

We have established a sustainability governance structure designed to support effective oversight and management of environmental, social, and economic responsibilities across the Group. This structure provides clear governance, defined roles, and appropriate competencies to support the implementation of our sustainability strategy.

Dedicated sustainability committees operate within this framework to provide focused guidance, coordination, and oversight on key sustainability topics. These committees support the integration of sustainability considerations into business operations and decision-making, while promoting consistency across subsidiaries.

Through this governance approach, we embed sustainability at the core of our strategic planning and operational processes, ensuring alignment with recognized best practices and stakeholder expectations.

Legend:
- Oversight and executive accountability
- Group-level governance and control functions
- Group-level sustainability
- Operational-level sustainability
- In place
- Planned

Board of Directors

Chief Executive Officer

Group Human Resources Manager | **Deputy CEO and Head of Corporate Strategy** | Group Head of Corporate Governance | **Chief Risk Officer** | **Group Head of Internal Audit**

Group Head of Sustainability | **ESG Committee**

Sustainability Data Management Officer | Group EOHS Manager

Country / subsidiary sustainability champions | **Sustainability internal audit team** | Emissions and energy efficiency team | Water stewardship team | Resource efficiency and waste management team

Our sustainability functions play a central role in embedding ESG principles into day-to-day operations and long-term strategic planning. Their responsibilities include developing and implementing sustainability policies, setting and monitoring ESG targets, ensuring regulatory compliance, supporting cross-functional initiatives, and driving continuous improvement in areas such as resource efficiency, climate impacts, community engagement, and workplace health and safety. These functions also support transparent reporting and stakeholder communication, helping to align business performance with sustainable development objectives.

Group Head of Corporate Governance *(Compliance, ESG, IT, Legal & Security)*	Provides Group-wide oversight to ensure robust governance, regulatory compliance, ethical conduct, and effective management of ESG, legal, IT, and security matters, supporting transparency, accountability, and long-term value creation.
Group Heads of Functional Areas *(Deputy CEO, HR, Risk, Internal Audit, etc.)*	Exercise functional leadership and accountability within their respective areas, ensuring effective implementation of Group policies, controls, and objectives in line with approved mandates, roles, and responsibilities.
ESG Committee	Provides oversight and strategic guidance on ESG matters, including policy review, risk and opportunity assessment, target setting, performance monitoring, and ESG reporting, and regularly informs the Board on ESG progress.
Group Head of Sustainability	Leads the development and execution of the Group's sustainability strategy, coordinating sustainability initiatives across operations and ensuring alignment with business objectives, regulatory requirements, and stakeholder expectations.
Sustainability Data Management Officer	Oversees the collection, validation, analysis, and reporting of sustainability-related data, supporting performance monitoring, informed decision-making, and accurate sustainability disclosures.
Group EOHS Manager	Oversees environmental, occupational health, and safety performance across all operations, ensuring the effective implementation of EOHS management systems, risk controls, and continuous improvement initiatives.
Country / Subsidiary Sustainability Champions	Act as local focal points for sustainability implementation, coordinating the integration of environmental, occupational health and safety, supply chain, and management system requirements into day-to-day operations, supporting data collection, performance monitoring, and the execution of Group sustainability objectives at country and subsidiary level.

We have established an **Environmental, Social and Governance (ESG) Committee** to provide oversight, guidance, and strategic direction for the integration of ESG considerations into our business operations, decision-making, and corporate culture. The Committee supports the advancement of sustainable business practices, social responsibility, and ethical governance across the Group.

The ESG Committee's responsibilities include:

- Reviewing and assessing ESG-related policies, practices, and performance indicators

- Identifying emerging ESG trends, risks, and opportunities relevant to the company

- Developing and recommending ESG objectives, targets, and key performance indicators

- Overseeing the integration of ESG considerations into strategy, operations, and risk management

- Supervising the preparation and publication of ESG disclosures and reports

- Facilitating engagement with stakeholder on ESG-related matters

- Providing guidance to management on ESG challenges and opportunities

- Reporting regularly to the Board of Directors on ESG performance and progress

The ESG Committee meets on a regular basis, or as required, in both in-person and virtual formats. Agendas are circulated in advance, and meeting minutes are documented to support effective governance and informed decision-making.

To strengthen oversight of sustainability-related risks, controls, and performance, we established a **sustainability internal audit team**. This team supports independent oversight of internal controls, risk management processes, and compliance with sustainability policies and applicable regulatory requirements. It provides assurance and objective insight to senior management and the Board, reinforcing transparency, accountability, and continuous improvement.

Building on this foundation, and to further support the implementation of our sustainability strategy and promote consistent practices across subsidiaries, we plan to establish additional cross-functional and cross-company sustainability teams focused on key operational and environmental priorities. These teams are intended to enhance collaboration, accountability, and the consistent application of sustainability standards across the company.

Planned sustainability-focused teams include:

- **Occupational health and safety team**, intended to operate at both facility and Group levels to promote a strong safety culture, conduct risk assessments, implement preventive measures, and support compliance with applicable health and safety standards.

- **Emissions and energy efficiency team**, planned to monitor and reduce greenhouse gas emissions and energy consumption across facilities by identifying efficiency improvement opportunities, implementing energy-efficient practices, tracking performance, and promoting best practices in line with applicable regulations and standards.

- **Water stewardship team**, intended to oversee responsible water use and conservation, including monitoring consumption, identifying reduction initiatives, and ensuring compliance with environmental requirements.

- **Resource efficiency and waste management team**, planned to optimize the use of resources, reduce waste generation, increase recycling rates, and ensure safe, compliant waste handling and disposal across operations, thereby minimizing environmental impact.

Risk management approach

We apply a focused, collaborative, and protective approach to risk management to support the identification and management of risks that may affect our operations, markets, and financial performance. Risk considerations are embedded into day-to-day activities and management processes, supporting operational stability, business continuity, and responsible decision-making.

Our approach to risk management is implemented through a set of integrated practices across the Group, including:

- Ongoing monitoring and reporting, including daily and periodic reporting processes, to track internal and external factors that may influence market positions, operational performance and continuity of operations.

- Risk-based management practices embedded in ISO-certified systems, whereby risks related to quality, food safety, environmental performance, and occupational health and safety are systematically identified, assessed, and managed in line with the requirements of internationally recognized standards.

- Development of a stronger and more sustainable risk culture, emphasizing transparency, accountability, and ownership within functions and business units, and reinforcing awareness of risk-related responsibilities across the organization.

- Change management initiatives, ensuring that risks associated with operational changes, investments, innovation, and business development are considered and addressed as part of planning and implementation processes.

Risk management at Trans-Oil extends beyond financial and market risks to include quality and food safety, environmental sustainability, and occupational health and safety. Through our ISO 9001, ISO 14001, ISO 22000, and ISO 45001 certified management systems, risk-based thinking is applied at key operational processes, requiring the identification of relevant risks and opportunities, the implementation of appropriate controls, and the periodic review of effectiveness.

As part of this approach, we implement a Board-approved **Anti-Bribery and Anti-Corruption Policy**, reflecting our zero-tolerance approach to bribery and corruption across all operations and jurisdictions. The policy applies to employees, management bodies, and business partners, establishes clear expectations for ethical conduct, and is supported by internal monitoring processes and confidential reporting channels.

Internal Audit serves as a key assurance mechanism within this approach, independently reviewing the adequacy and effectiveness of internal controls, risk mitigation measures, and compliance with policies and procedures. The internal audit function works in close coordination with risk management and governance bodies, providing objective insights, identifying improvement opportunities, and supporting corrective actions.

Through this integrated and forward-looking approach, we strengthen our ability to anticipate and manage risks, remain agile in a dynamic operating environment, and support the Group's long-term sustainability and growth.

External ratings and market recognition

Our performance and risk profile are subject to regular external assessment by independent ESG and credit rating agencies. These evaluations provide third-party insights into our sustainability practices, governance, financial resilience, and overall business performance, and support transparency for investors and other stakeholders.

In the reporting period, Trans-Oil Group recorded a significant improvement in its ESG assessment by Sustainalytics. The ESG risk score improved from 45.3 to 37.4, reflecting progress across environmental, social, and governance dimensions. As a result, the Group moved from the Severe Risk category to the High Risk category. The assessment also reflected an improved relative positioning within the food and agricultural sector, indicating strengthened ESG performance compared to industry peers.

In parallel, the Group's financial strength and risk management practices were recognized by international credit rating agencies. In 2024, Fitch Ratings upgraded Trans-Oil's Long-Term Foreign Currency Issuer Default Rating (IDR) and Long-Term Local Currency IDR to 'B+', with a Stable Outlook. The rating actions reflected improvements in business scale, geographic diversification, logistics capabilities, and market position, particularly in Moldova and the wider Central and Eastern Europe region.

Separately, S&P Global Rating upgraded the Group's long-term issuer credit rating from 'B-' to 'B'. This upgrade followed the successful issuance of USD 550 million in senior secured notes maturing in 2029, which enabled the full refinancing of existing debt and significantly reduced near-term refinancing risk. The rating agency highlighted the Group's asset base, export-oriented business model, and improving financial flexibility.

Together, these independent assessments demonstrate growing confidence in the Group's sustainability trajectory, governance framework, and financial resilience. They reinforce the effectiveness of our risk management approach and support continued access to international capital markets, while providing stakeholders with transparent, comparable benchmarks of performance.
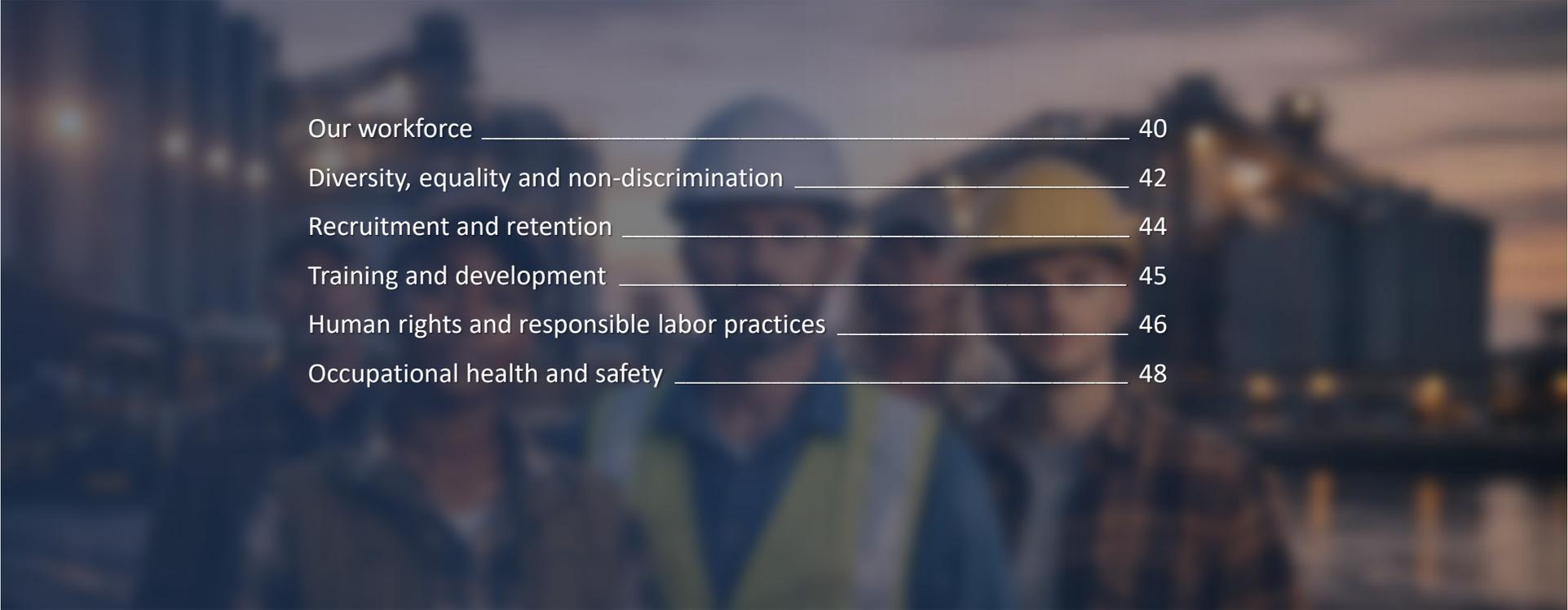

Vaja Jhashi, CEO and Founder of Trans-Oil Group:

"Trans-Oil's rating upgrades underscore 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.

These upgrades reflect our unwavering focus on delivering value to investors while maintaining a robust financial profile. They also reaffirm our position as a reliable partner in the agribusiness sector and strengthen our ability to serve customers across key markets."

Our people

People are central to Trans-Oil's success. We prioritize their well-being, growth and development, recognizing them as key drivers of our company. With a diverse, inclusive workforce, we foster innovation, collaboration and a shared commitment to excellence and integrity.

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Our people

Our people are fundamental to the safe, efficient, and responsible operation of Trans-Oil's activities across all geographies. The scale and diversity of our operations require a structured approach to workforce management that addresses health and safety, skills development, equal opportunity, and respect for human and labor rights, while supporting operational continuity and long-term business performance.

We manage people-related topics through Group-wide policies, management systems, and monitoring processes that apply across all entities under our operational control. These frameworks support fair employment practices, workforce development, constructive social dialogue, and the prevention of adverse labor and human rights impacts. Performance is regularly reviewed using workforce data, internal controls, and grievance mechanisms, enabling continuous improvement and alignment with our Sustainability Development Strategy.

Our approach to people management contributes to several United Nations Sustainable Development Goals, reflecting the social dimensions of our operations and our responsibility as an employer in the regions where we operate.

1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	17 PARTNERSHIPS FOR THE GOALS

Fair employment and income stability

We support income security through fair remuneration practices, stable employment arrangements, and compliance with applicable labor standards across our operations.

Workplace health and safety

We prioritize employee health and safety through structured occupational health and safety management systems, preventive measures, training, and continuous monitoring.

Training and skills development

We invest in training and professional development to strengthen technical, managerial, and safety-related competencies, supporting workforce capability and long-term employability.

Equal opportunities and non-discrimination

We promote equal opportunities and non-discrimination across recruitment, development, and remuneration, supported by policies, monitoring of gender balance, and grievance mechanisms.
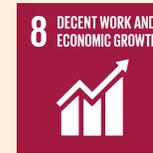
Responsible labor practices

We uphold internationally recognized labor standards, including freedom of association, prohibition of child and forced labor, and safe working conditions, supporting decent work across our operations.

Collaboration and social dialogue

We engage with employees, trade unions, suppliers, authorities, and other stakeholders to strengthen labor practices, compliance, and continuous improvement across the Group.

Our workforce

Our workforce reflects the scale and geographic diversity of our agro-industrial operations across multiple countries. Employees and contractors support a wide range of activities, including oilseed processing, grain handling and storage, port terminal operations, transportation services, and corporate functions. We monitor workforce composition to help ensure that employment practices remain fair, transparent, and aligned with operational and business requirements. This includes tracking employee distribution by business unit, country, gender, and employment type, supporting workforce planning, skills development, and the maintenance of a stable and resilient organization.

During the 2024/2025 reporting year, the total number of employees decreased by 8% compared to the previous reporting period.

This change reflects a combination of lower operational activity in certain business units and efficiency measures implemented across parts of our industrial operations. The workforce data presented in this section is based on the average annual headcount for the reporting year, providing a consistent basis for comparison across periods. Contractors are not included, as their employment conditions and workforce management practices are not fully under our operational control.

Moldova accounted for the largest share of our workforce, representing 62.3% of total employees, followed by Serbia with 24.7%. Romania, Ukraine, and Switzerland together accounted for the remaining 13.0% of employees. Compared to the previous reporting year, the relative share of employees in Moldova decreased slightly, reflecting reduced operational activity in certain business units and a corresponding adjustment in workforce levels.

Employees by geographical distribution and gender (average annual headcount)
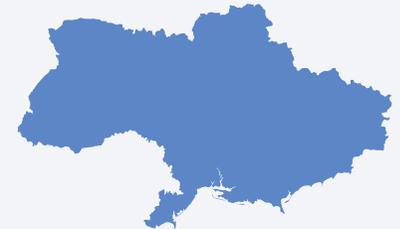
Moldova	Romania	Serbia	Switzerland	Ukraine
1541 employees	**191** employees	**612** employees	**17** employees	**114** employees
Men: 1,117	**Men**: 112	**Men**: 492	**Men**: 10	**Men**: 80
Women: 424	**Women**: 79	**Women**: 120	**Women**: 7	**Women**: 34

Our workforce is composed of employees engaged under different contractual arrangements, reflecting operational requirements and business continuity needs. Employment contracts are classified as open-ended (permanent) and fixed-term (temporary) in accordance with applicable labor legislation in the countries where we operate. The breakdown below presents the distribution of employees by contract type, based on the average headcount during the reporting year.

The number of employees engaged under fixed-term contracts decreased by 25% compared to the previous reporting period. This change reflects lower operational activity in certain business units, which resulted in the non-renewal of a portion of temporary employment contracts.

Employees by geographical distribution, contract type and gender (average annual headcount)

	2023/24	2024/25	CY vs. PY
Moldova	1,729	1,541	-10.9%
Open-ended contracts	1,587	1,443	-9.1%
Fixed-term contracts	142	98	-31.0%
Romania	204	191	-6.4%
Open-ended contracts	187	182	-2.7%
Fixed-term contracts	17	9	-47.1%
Serbia	624	612	-1.9%
Open-ended contracts	547	542	-0.9%
Fixed-term contracts	77	70	-9.1%
Switzerland	17	17	–
Open-ended contracts	17	17	–
Fixed-term contracts	0	0	–
Ukraine	125	114	-8.8%
Open-ended contracts	123	113	-8.1%
Fixed-term contracts	2	1	-50.0%
Trans-Oil Group	2,699	2,475	-8.3%
Open-ended contracts	2,461	2,297	-6.7%
Fixed-term contracts	238	178	-25.2%

	2023/24	2024/25	CY vs. PY
Open-ended contracts	2,461	2,297	-6.7%
Men	1,800	1,663	-7.6%
Women	661	634	-4.1%
Fixed-term contracts	238	178	-25.2%
Men	185	148	-20.0%
Women	53	30	-43.4%
Trans-Oil Group	2,699	2,475	-8.3%
Men	1,985	1,811	-8.8%
Women	714	664	-7.0%

Compared to the previous reporting period, the number of male employees decreased by 8.8%, including reductions of 137 employees engaged under open-ended contracts and 37 under fixed-term contracts. The number of female employees decreased by 7%, comprising reductions of 27 open-ended and 23 fixed-term contracts. These changes primarily reflect lower operational activity in certain business units.

Diversity, equality and non-discrimination

At Trans-Oil, managing diversity, equal opportunity, and non-discrimination is essential to ensuring fair employment practices, attracting and retaining skilled employees, and maintaining a respectful and inclusive workplace. Failure to manage these aspects effectively could result in unequal treatment, discrimination, reputational risks, and reduced workforce engagement.

We are committed to providing equal employment opportunities and preventing discrimination across all aspects of employment, including recruitment, development, remuneration, and career progression. Employment-related decisions are based on objective criteria such as qualifications, skills, performance, and business needs, without regard to gender, age, ethnicity, disability, or other personal characteristics.

This commitment is formalized through our Corporate Equality and Anti-Discrimination Policy and is further supported by our Corporate Gender-Based Violence and Harassment Prevention Policy, Corporate Policy on Employee Roles and Responsibilities, Corporate Employee Motivation, Compensation and Engagement Policy, and Corporate Employees Promotion Policy. Together, these frameworks apply across the Group and extend to employees, contractors, and business partners, setting out our principles on equal opportunity, non-discrimination, fair compensation, inclusion, respectful conduct, accountability, and employee engagement in the workplace.

In line with our Sustainability Development Strategy Objectives and Targets, we are committed to maintaining at least 40% of women in management positions and we aim to reach 0% gender pay gap for equal work by the end of 2030.

To implement this commitment in practice, we integrate diversity, equal opportunity, and non-discrimination principles into our people management process, including:

- Merit-based recruitment, promotion, and remuneration practices using objective and role-based criteria

- Equal access to training, professional development, and career progression opportunities

- Measures to prevent discrimination, harassment, and gender-based violence, supported by clear internal procedures

- Reasonable accommodation to support employees with disabilities, where operationally feasible

- Awareness and training activities on equality, diversity, and respectful workplace behavior

- Confidential reporting and grievance mechanisms that enable concerns to be raised without fear of retaliation, with reported cases investigated and addressed in line with internal processes

These measures apply across all Group entities and are supported by internal oversight and clearly defined responsibilities.

We monitor the effectiveness of our approach through workforce data analysis, internal reviews, and oversight mechanisms. This includes tracking workforce composition by category and gender, reviewing remuneration structures, monitoring gender pay gaps, and assessing grievance handling outcomes. Insights from this monitoring inform ongoing improvements to our employment practices and help ensure alignment with our commitment to diversity, equal opportunity, and non-discrimination.

During the reporting year, no incidents of discrimination or gender-based violence were reported, consistent with the previous reporting periods.
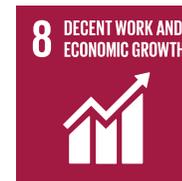

Aligned with UN Sustainable Development Goals 5 and 8

During the 2024/2025 reporting year, management positions accounted for approximately 24% of the total workforce, with women representing close to 40% of these roles. The remaining positions, primarily operational and support functions, were composed of 77.1% men and 22.9% women.

Employees categories by gender (% of the average annual headcount)
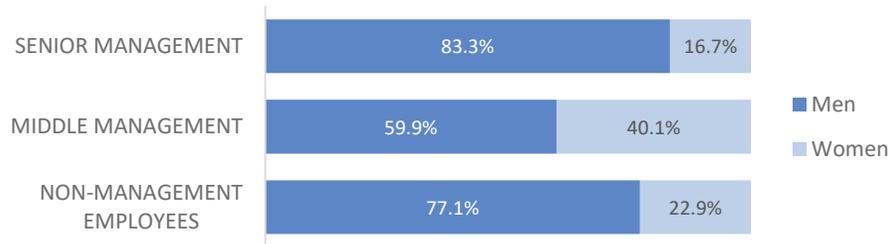
The composition of the Board of Directors remained unchanged during the reporting year and consisted of five members, all of whom were men.

In addition, we seek to foster inclusion for specific employee groups. Where operationally feasible and aligned with role requirements, we recruit and support persons with disabilities and provide reasonable accommodations and resources to enable effective participation in the workplace. As of the current reporting year, employees with confirmed disabilities represented approximately 1.5% of our workforce, remaining stable compared to the previous year.

Our workforce comprises from more than ten nationalities, reflecting the diverse cultural contexts in which we operate. This diversity contributes to a broad range of perspectives, skills, and experiences across the Group's operations. Our people represent a rich blend of cultures and backgrounds that support collaboration, operational effectiveness, and long-term development.

We also recognize the importance of gender diversity in leadership and governance and the role that diverse perspectives play in effective decision-making and organizational performance. Considerations related to board composition and leadership diversity remain part of our broader governance discussions.

Beyond workforce representation, we assess diversity and equal opportunity through indicators that reflect fairness in employment outcomes. In line with our role-based and non-discriminatory remuneration practices, we monitor gender pay gaps to better understand potential differences in average remuneration between women and men.

As part of our approach to promoting equal pay and fair remuneration practices, we carried out a gender pay gap analysis during the 2024/2025 reporting year, covering approximately 65% of our workforce.

Gender pay gap by employee category (%)
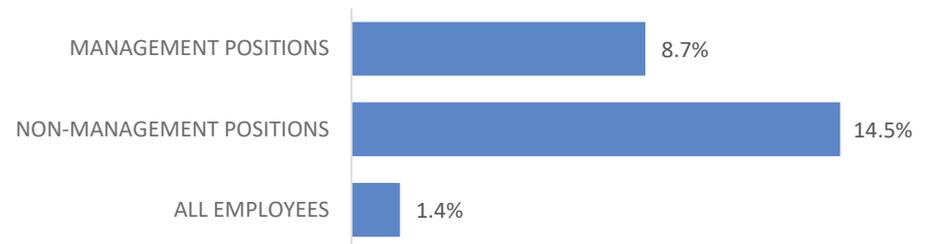
Insights from this analysis, together with workforce composition data and internal oversight mechanisms, inform ongoing reviews of remuneration structures, career progression practices, and workforce development measures, supporting equal opportunity and fair pay practices across the Group.

Recruitment and retention

We, Trans-Oil Group, believe that effective workforce recruitment and retention are essential to maintaining operational continuity, safety, and long-term business performance. Our activities rely on a wide range of technical, operational, and professional skills, and the availability of qualified personnel varies across regions, particularly in rural areas where access to specialized talent may be more limited. If not managed effectively, workforce shortages or high turnover may affect productivity, knowledge retention, and employee engagement.

Our approach to workforce recruitment and retention is guided by transparent, structured, and merit-based employment practices that are designed to support equal access to job opportunities and foster long-term workforce stability. These principles are formalized through our Corporate Recruitment, Selection and Hiring Policy, which applies across the Group and governs all hiring activities.

In practice, recruitment and retention are managed through integrated workforce planning processes that balance current operational requirements with long-term skills needs. Key elements of this approach include:

- Transparent and merit-based recruitment and selection practices using objective, role-based criteria
- Compliance with applicable labor legislation and employment standards in the countries where we operate
- A balanced approach between internal mobility and external recruitment to support career development while ensuring access to required skills
- Onboarding process designed to support effective integration of employees into the workplace
- Workforce planning aligned with operational needs, business continuity, and efficiency objectives

We assess the effectiveness of our recruitment and retention approach through regular analysis of workforce data and oversight processes. This includes monitoring trends related to workforce size, hiring and separation patterns, contract types, and turnover across business units and geographies. Insights from this monitoring are used to inform ongoing adjustments to workforce planning, recruitment practices, and skills development initiatives, supporting a resilient and sustainable workforce over time.

During the 2024/2025 reporting year, new employee hires decreased significantly compared to the previous reporting period. Employee separations also declined slightly over the same period. Workforce movements during the year reflected internal adjustments in job roles and staffing arrangements in response to changes in operational requirements, rather than broad workforce reductions.

Employee turnover and workforce movements

	2023/24	2024/25	CY vs. PY
New employee hires	460	257	-44.1%
Employee separations	541	522	-3.5%
Voluntary separations	395	342	-13.4%
Involuntary separations	146	180	+23.3%
Employee turnover rate	20.2%	21.2%	+1.1%
Voluntary turnover rate	14.7%	13.9%	-0.8%

Looking ahead, we continue to focus on strengthening workforce resilience through investment in training and skills development, cooperation with educational institutions, and initiatives aimed at improving the attractiveness of careers in the agri-business sector. These actions support the availability of qualified personnel and contribute to maintaining a stable and capable workforce aligned with the Group's long-term business needs.

Training and development

We operate in an agro-industrial environment where workforce knowledge and skills are essential to safe, efficient, and compliant operations. The technical complexity of our production processes and the presence of occupational and environmental risks require a structured and consistent approach to training and development. Insufficient or inconsistent training may increase the likelihood of safety incidents, operational disruptions, and non-compliance, while effective training supports improved performance, workforce capability, and operational resilience.

To manage these risks and support workforce development, we apply a structured approach to training and development guided by the Corporate Employee Training and Development Policy. This framework establishes common principles for building technical, managerial, and leadership capabilities and for aligning learning activities with operational requirements and our long-term business objectives.

We implement this training and development framework through the following core actions:

- Making training opportunities available across roles, functions, and organization levels, supporting fair access to professional development and career progression
- Designing training programs to strengthen technical, managerial, and leadership competencies, considering job requirements, operational risks, and business priorities
- Prioritizing training initiatives that support workplace efficiency, productivity, and innovation in evolving operational requirements
- Integrating training in digital tools and emerging technologies into learning programs and linking development activities to performance assessments

In line with our Sustainability Development Strategy Objectives, we aim to achieve 25 hours of training per employee per year by the end of 2030.

We monitor the effectiveness of our training and development approach through participation data and training-related performance indicators. Insights from this monitoring inform ongoing adjustments to training coverage, content, and delivery, with the aim of strengthening operational efficiency, workplace safety, and opportunities for professional development across the Group.

During the 2024/2025 reporting year, we delivered a total of **16,237 training hours** to employees. Approximately 67% of these hours were provided to employees working at oilseed processing facilities, reflecting the higher technical complexity of operations and the corresponding training requirements in these environments.

Average hours of training per year per employee

2022/23	2023/24	2024/25
12.25	7.49	6.61
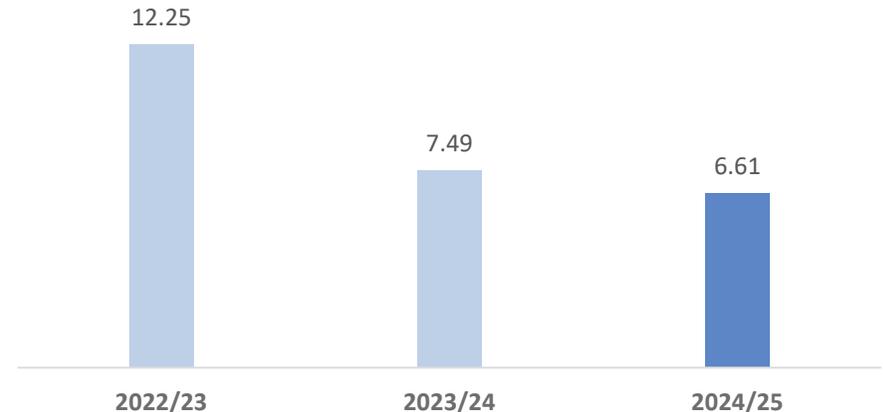
Compared to previous reporting period, total training hours decreased by 19% primarily within storage operations. This reduction was driven by operational efficiency measures and lower activity volumes, including the prioritization of strategically located warehouses and grain elevators. As a result, training needs in facilities with reduced operational intensity were lower, while employees benefited from more stable work schedules and improved work-life balance.

Human rights and responsible labor practices

At Trans-Oil, we recognize the importance of respecting human rights and upholding responsible labor practices across our operations and business relationships. Our activities involve diverse workforce, contractors, and service providers, and we seek to ensure that fundamental labor rights are respected and that work is carried out in a manner consistent with internationally recognized human rights.

Our commitment to human rights and responsible labor practices is formalized through our Corporate Human Rights Policy and related internal policies, which set expectations regarding freedom of association, the prohibition of child labor and forced labor, and the respectful and lawful conduct of personnel. These expectations apply across all our operations.

To give effect to this commitment, we integrate human rights considerations into our employment practices, contractor engagement process, and site-level management controls. We seek to identify and prevent potential adverse impacts related to labor practices through internal oversight, communication, and use of grievance and reporting mechanisms that allow concerns to be raised and addressed.

We monitor the effectiveness of our approach through management oversight, internal reviews, and the handling of grievances related to labor and human rights matters. During the reporting period, **no incidents or violations related to human rights** were identified. Where issues are identified, we take appropriate corrective actions to address risks and strengthen our practices. Through this approach, we aim to support fair, lawful, and responsible working conditions across our operations and business relationships.

Freedom of association and social dialogue

We respect the rights of employees to freedom of association and collective bargaining, in accordance with applicable national legislation and internationally recognized labor principles. We recognize that constructive dialogue between employees and management is a key element of responsible labor practices and contributes to a stable and respectful working environment.

Across our operations, employees are free to exercise their rights to join or refrain from joining workers' representative organizations. We do not interfere with these rights and do not engage in practices that would restrict or discourage lawful employee representation or collective dialogue.

Where formal collective bargaining arrangement or trade unions are present, we engage in dialogue in line with applicable legal frameworks and established procedures. Compliance with these principles is supported through internal oversight and grievance mechanisms. Any concerns related to freedom of association or collective bargaining can be raised through existing reporting mechanisms and are reviewed and addressed in line with our internal process.

Freedom of association indicators

	2023/24	2024/25	CY vs. PY
Trade union membership (%)	19.9%	18.4%	-1.5%
Collective bargaining coverage (%)	75.3%	76.7%	+1.4%

During the 2024/2025 reporting year, no incidents of restrictions on freedom of association or collective bargaining were identified, consistent with the previous reporting periods.

Prevention of child labor or forced labor

Our approach to preventing child labor and forced or compulsory labor is integrated into our employment practices and business relationships. Recruitment and human resources procedures are designed to comply with applicable minimum age requirements, lawful employment conditions, and working time regulations in the countries where we operate.

Expectations related to lawful and ethical employment practices extend beyond our own operations. Requirements on the prohibition of child labor and forced labor are embedded in our Supplier Code of Conduct and apply to suppliers, contractors, and service providers engaged in our activities. These expectations are communicated through contractual arrangements and engagement processes.

Compliance with these requirements is supported through management oversight and existing reporting and grievance mechanisms. Any concerns related to child labor or forced labor may be raised through these channels and are reviewed and addressed in line with our internal processes.

During the 2024/2025 reporting year, no incidents of child labor or forced or compulsory labor were identified within our operations or reported through our grievance mechanisms. This is consistent with previous reporting periods.
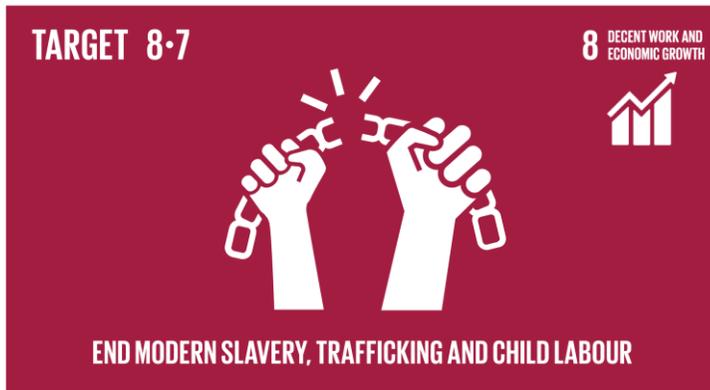
Security practices and respect for human rights

Security arrangements are implemented at certain sites to protect employees, contractors, assets, and operations. Depending on site-specific requirements, security services may be provided by internal personnel or external service providers.

Our approach to security is guided by respect for human rights and is embedded in the Group's internal policies, including the Corporate Human Rights Policy and Code of Conduct. These policies apply to all employees, including those performing security-related functions, and set clear expectations regarding lawful conduct, respect for human dignity, and appropriate behavior in the course of duties.

Where external security providers are engaged, human rights expectations are reflected in contractual arrangements and reinforced through the Supplier Code of Conduct. Suppliers and contractors are expected to comply with applicable laws, site rules, and human rights requirements.

To support responsible security practices, we focus on the following key elements:

- Alignment of security activities with internal policies and applicable legal requirements
- Oversight of security services to ensure appropriate conduct
- Integration of human rights considerations into the engagement and management of security personnel

Security activities are subject to supervision and internal oversight arrangements. Any concerns or incidents related to security practices may be raised through Group's established reporting and grievance mechanisms and are reviewed in line with internal processes.

During the 2024/2025 reporting year, no incidents involving human rights violations by security personnel were reporting, consistent with previous reporting periods.

Occupational health and safety

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.

Given the complexity and scale of our agro-industrial operations, occupational health and safety is a material topic for us. Our activities involve occupational risks that, if not effectively managed, may result in workplace injuries and accidents, occupational illnesses, operational disruptions, and non-compliance with applicable requirements. Managing these risks is essential to protecting our workforce and ensuring the continuity of our operations.

We are committed to promoting and maintaining safe work practices to prevent work-related accidents, injuries, and illnesses for all people working under our control. This commitment is formalized through our Corporate Occupational Health and Safety Policy, which sets out key principles and requirements applicable across all Group entities.

To manage our occupational health and safety impacts, we implement a range of measures designed to prevent incidents and improve workplace safety. These include an occupational health and safety management system, health and safety training programs for employees, contractors, and visitors, structured risk identification and mitigation programs, regular health and safety audits, and active engagement with employees and contractors on occupational health and safety matters.

Through these measures, we aim to reduce work-related injuries, enhance workplace safety, and support the overall health and well-being of our workforce. We assess the effectiveness of our approach by monitoring key occupational health and safety performance indicators, reviewing audit results, and considering worker feedback to identify areas for improvement.

Occupational health and safety management system

We have implemented an occupational health and safety (OHS) management system aligned with ISO 45001 to ensure a consistent and systematic approach to managing occupational health and safety risks across the Group. The system provides a structured framework for hazard identification, risk assessment and incident management, the development and implementation of safe work procedures, mandatory training and awareness programs, emergency preparedness, contractor safety requirements, and mechanisms for monitoring performance and continuous improvement. It is supported by documented corporate policies, risk assessment methodologies, and clearly defined roles and responsibilities at all organizational levels.

This management system applies to all activities under our operational control, including grain handling and storage, drying and cleaning processes, oilseed crushing and refining, port terminal operations, maintenance activities, laboratories, and administrative facilities. In line with our Group-wide approach, the system covers all categories of workers, including employees, contractors, and visitors engaged under our supervision, with no exclusions.

To ensure effective implementation and oversight, we support the operation of the management system through regular internal audits, workplace inspections, and compliance checks at entity level. Facilities certified to ISO 45001 are additionally assessed by independent third-party auditors in accordance with the certification cycle, with audit results reviewed by management and used to guide continuous improvement in occupational health and safety performance across the Group.

As of the end of the reporting period, three of our facilities were certified to ISO 45001, including one oilseed crushing plant and two port terminals, representing approximately 22% of our workforce. Building on this progress, we aim to extend ISO 45001 certification to all oilseed crushing facilities by the end of 2026, which is expected to increase coverage to approximately 56% of our employees.

Hazard identification, risk assessment and incident management

We apply a structured approach to identify, assess and manage workplace hazards across all sites. Hazards are identified during inspections, walk-arounds, reviews of incidents and near misses, and through input from workers and supervisors. Employees and contractors are encouraged to report unsafe conditions without fear of reprisal.

Risk assessments are performed routinely through scheduled inspections and periodic reviews, and on a non-routine basis when operational change occur, before high-risk work, or following incidents. Hazards are evaluated using our severity–likelihood method, and risks are prioritized so that significant hazards are addressed first.

Key elements of our risk management approach include:

- **Hazard identification**: we recognize hazards related to equipment, materials, tasks and the working environment, supported by regular inspections and worker input

- **Risk assessment**: we evaluate the hazards using structured method that considers likelihood and severity, applied both routinely and when operational changes or incidents occur

- **Control measures**: we implement engineering, procedural and behavioral controls, prioritizing actions that eliminate or replace hazards at their source

- **Safe work procedures**: we develop instructions for critical tasks, updated when operations change or when investigations indicate the need for stronger controls

- **Worker engagement**: we promote worker participation in inspections, task briefings and discussions on risk assessments, reinforcing shared responsibility for safety

- **Training and awareness**: we provide training on hazard recognition, safe work practices and proper use of protective equipment

Control measures follow the hierarchy of controls and are selected according to their effectiveness. Responsibilities for implementing and maintaining controls are clearly assigned within each entity.

Occupational health and safety management system hierarchy of controls
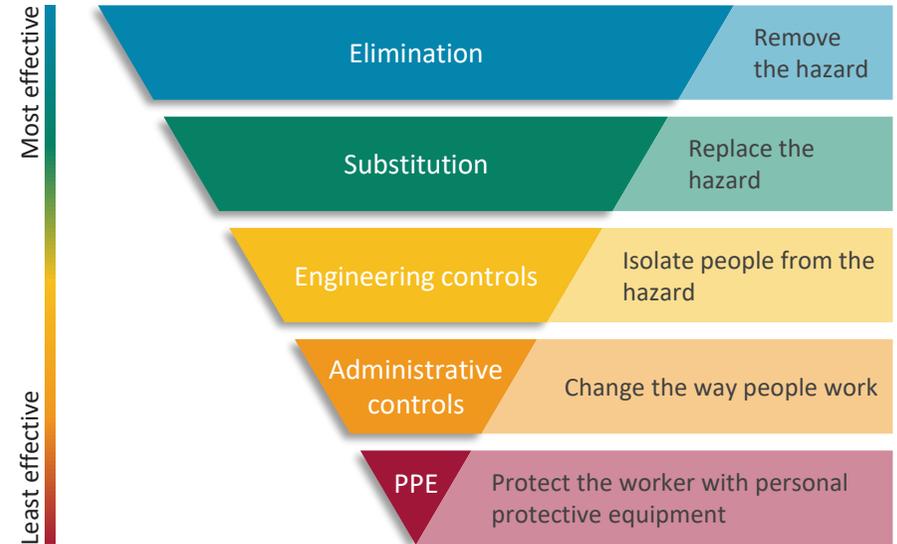
We investigate incidents and near misses to identify root causes and define corrective and preventive actions, with lessons learned shared across sites and integrated into procedures and risk assessments. Emergency preparedness is supported through site-level response plans and periodic drills, helping ensure readiness for potential incidents.

Through this integrated approach, hazard identification, risk assessment, and incident management are embedded into day-to-day operations across the Group.

Occupational health services and worker health promotion

We aim to provide working conditions that support the health, safety, and well-being of our workforce across all Group operations. Occupational health services support the identification of work-related health risks and the prevention of exposure through periodic medical examinations, fitness-for-work assessments for roles involving elevated hazards, and on-site first-aid readiness.

These services support the early identification of potential health effects related to factors such as noise, dust, chemicals, and physical strain. Where relevant, medical recommendations are considered in workplace improvements and preventive measures. Workers can access occupational health services during working hours and trained first-aid responders are available on site, with external emergency medical services engaged when additional care is required.

Number of medical examinations performed

	2024/25	CY vs. PY
Employment medical examinations	153	-32.0%
Regular and unplanned medical examinations	1,117	+5.5%
Total medical examinations	1,270	-1.1%

We maintain workplace conditions to promote a healthy and comfortable working environment. Measures such as improved ventilation and lighting, upgraded sanitary and rest facilities, and ergonomic adjustments help reduce exposure and support day-to-day well-being. Findings from workplace inspections, incident reviews, and worker feedback are used to inform further preventive actions.

Access to non-occupational medical care is available through national healthcare systems in the countries where we operate. In addition, we implement voluntary health promotion initiatives where appropriate, focusing on preventive practices such as seasonal health awareness, hydration, and general hygiene, and making these initiatives available to all workers on a voluntary basis.

All personal health-related information is handled confidentially and is not used for favorable or unfavorable treatment of workers.

Worker participation, consultation, communication and training

Worker participation and competence are essential elements of our occupational health and safety approach. We actively encourage workers to raise safety concerns, report unsafe conditions, and propose improvements without fear of reprisal. Their input is considered when identifying hazards, reviewing risks, updating procedures, and planning preventive measures. Participation also takes place during workplace inspections, task briefings, and post-incident reviews, where workers contribute practical insights to help prevent recurrence.

To support structured consultation, formal management–worker committees operate as Group entities. These bodies bring together representatives of management and the workforce to discuss occupational health and safety matters, review risk assessments, and agree on appropriate control measures. Through these mechanisms, workers' perspectives are systematically reflected in occupational health and safety decision-making.

We communicate occupational health and safety information through regular meetings, toolbox talks, briefings, and internal communication channels. Workers are informed about identified hazards, safe work practices, investigation findings, and changes to procedures that may affect their health and safety.

Training supports both participation and effective risk management. All new workers receive induction training covering site-specific hazards, emergency arrangements, and expected safe behaviors. Job-specific training is provided when workers take on new tasks, operate equipment, or are exposed to new risks, and refresher training is used to reinforce safe practices and address changes in procedures. Contractors and visitors receive appropriate safety information before accessing operational areas.

Managing occupational health and safety impacts in the value chain

We work with contractors and service providers whose activities may present occupational health and safety risks when performed on our sites. To prevent and mitigate these risks, we require contractors to comply with the same safety rules, site instructions, and access controls that apply to our employees.

Before commencing work, contractors receive information on site-specific hazards, required personal protective equipment, and emergency procedures. For activities involving elevated risks, additional safety briefings, authorizations, or permit-to-work arrangements are used to support safe execution.

Contractor activities are supervised to verify compliance with applicable health and safety requirements and to address unsafe conditions or behaviors in a timely manner. Incidents involving contractors are investigated in the same manner as employee incidents, and lessons learned are shared across sites and incorporated into preventive measures to strengthen controls.

Work-related injuries and ill health

During the 2024/2025 reporting year, we recorded 9 work-related accidents involving employees, representing a 44% reduction compared to previous reporting period. Two of these incidents resulted in severe outcomes, and no fatal accidents or cases of work-related ill health were recorded during the period. In addition, one serious work-related accident involving a contractor occurred during the reporting period.

All accidents were investigated to identify root cause and define corrective and preventive actions. Findings from these investigations were used to strengthen existing controls, update procedures where necessary, and reinforce training and supervision measures to reduce the likelihood of recurrence.

In line with our Corporate Sustainability Development Strategy Objectives and Targets, we are committed to maintaining zero employee fatalities and we aim to reduce by 50% LTIFR by the end of 2030, vs 2022/2023 baseline.

Our Lost Time Injury Frequency Rate (LTIFR), calculated as the number of recordable lost time injuries per 1,000,000 hours worked, decreased for employees from 3.42 to 2.38, representing a reduction of approximately 30% compared to the previous reporting period.

Employees work-related accidents and LTIFR

	2022/23	2023/24	2024/25
Work-related accidents	15	16	9
Lost Time Injury Frequency Rate (LTIFR)	3.03	3.42	2.38

■ Work-related accidents   ■ Lost Time Injury Frequency Rate (LTIFR)
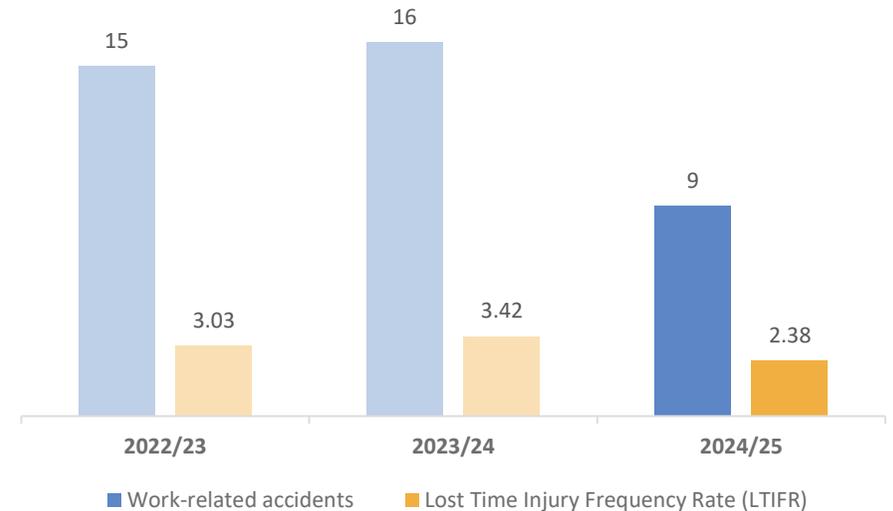
For contractors, despite a decrease of approximately 75% in total hours worked, one lost time accident resulted in a LTIFR of 13.17 per 1,000,000 hours worked, compared to zero in the previous reporting period. Contractor incidents are reviewed and addressed through the same investigation and corrective action processes applied to employee incidents, with a focus on strengthening preventive measures and oversight.

Our operations

Sustainability is central to Trans-Oil's operations. We uphold environmental, social and ethical responsibility across our value chain, continuously innovating to reduce our footprint, support communities, and ensure a sustainable future.

Our operations

Our operations represent a central interface between Trans-Oil's business activities and their environmental, safety, and quality impacts. As a vertically integrated agro-industrial group, our processing, storage, logistics, and trading activities require responsible management of energy, water, raw materials, and waste, alongside systems ensuring product quality, food safety, and regulatory compliance. All facilities are located within designated economic, industrial, and commercial areas, such as industrial zones, free economic areas, and port infrastructure, and are provided with sanitary protection zones in line with legal requirements and good practices, ensuring impacts are reduced and maintained within acceptable limits.

We manage operational sustainability through structured systems, defined policies, and ongoing performance monitoring to reduce resource intensity, mitigate environmental risks, and maintain compliance, in line with our Corporate Environmental Policy. During the reporting period, none of our operating sites or new projects were subject to biodiversity or environmental impact assessments; however such assessment may be conducted in accordance with applicable local legislation where required. Our activities do not involve operations typically associated with land degradation, desertification, or soil sealing.

During the reporting period, priorities included climate protection, energy efficiency, responsible resource use, waste and water management, and product integrity. These interlinked areas are addressed through coordinated controls, investments, certifications, and monitoring processes, supporting continuous improvement and long-term operational sustainability.

| 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 |

Responsible water stewardship

We manage water use and wastewater across our operations through efficiency measures, controlled processes, and compliance with applicable treatment and discharge requirements.

Energy efficiency and energy sourcing

We focus on improving energy efficiency across production and logistics while increasing the use of renewable and cleaner energy sources where feasible.

Modern and resilient operations

We invest in modern production technologies and logistics infrastructure to enhance operational efficiency, safety, and long-term asset resilience.

Efficient use of resources

We promote responsible resource use through waste reduction, recycling, and circular economy practices supported by structured monitoring systems.

Managing climate-related impacts

We integrate climate considerations into operational management, energy decisions, and investment planning to reduce emissions and manage climate-related risks.

Protecting ecosystems

We seek to minimize land-related impacts of our operations through environmental controls and initiatives supporting ecosystem restoration and biodiversity protection.

Climate protection

As an agro-industrial group operating in climate-sensitive value chains, we recognize that our contribution to greenhouse gas emissions and exposure to climate-related risks must be addressed in a structured and transparent manner.

Our climate approach is defined by the Corporate Climate Change and Net Zero Policy, which commits the Group to reducing greenhouse gas emissions, improving energy and resource performance, and progressing toward net-zero emissions through innovation, collaboration, and continuous improvement.

By actively investing in efficiency improvements and low-emission solutions, we strengthen the resilience of our sourcing, production, and export operations, while reducing exposure to carbon-related regulation, cost volatility, supply chain disruption, and reputational risks. Climate protection considerations are therefore embedded in our operational management, technology choices, and investment decision-making across the Group.

Strategic climate objectives

In support of our climate ambition and Sustainable Development Strategy, we have established the following measurable objectives:

- To develop and submit near- and long-term greenhouse gas emissions reduction targets to Science Based Targets initiative (SBTi) for validation by the end of 2027
- To reduce Scope 1 and Scope 2 carbon emissions intensity by at least 20% by the end of 2030, relative to the 2022/2023 baseline.

These objectives provide a structured framework for monitoring progress and guiding investment and operational decisions.

Climate protection is managed through an integrated set of practices embedded within our environmental and operational management systems, including:

- Systematic identification and quantification of Scope 1 and Scope 2 GHG emissions across operations
- Implementation of energy efficiency measures in production, storage, and logistics activities
- Gradual integration of renewable and cleaner energy sources where technically and economically feasible
- Consideration of climate-related risks and opportunities within capital investment and modernization projects

Progress on climate protection is tracked through defined key performance indicators, including total and intensity-based GHG emissions, energy consumption metrics, and the share of energy from renewable sources. Performance data are collected through internal reporting systems and reviewed periodically to identify trends, prioritize corrective actions, and inform management decisions. Internal audits, certification processes (such as ISO-aligned energy and environmental management systems), and regular policy reviews support ongoing enhancement of our climate management approach. Through this structured and iterative process, we aim to strengthen transparency, improve performance over time, and ensure that climate protection remains an integral element of our long-term sustainability strategy.

Scope 1 emissions comprise direct greenhouse gas (GHG) emissions from our operations. These include emissions from fixed combustion equipment, such as grain dryers, boilers, and heaters; mobile combustion sources, including internal transport and company vehicles; emissions arising from waste and wastewater management activities; fugitive emissions from air-conditioning and refrigeration systems; and emissions associated with the management of our small pig farming operations in Moldova.

During the reporting period, our Scope 1 emissions amounted to 7,815.9 tCO_2e. Carbon dioxide from biogenic sources (CO_2b) accounted for 31,034.6 tCO_2e, reflecting the significant use of solid biomass and other renewable fuels within the Group's operations. Fossil carbon dioxide emissions (CO_2f) amounted to 3,616 tCO_2e, originating mainly from combustion of gas, diesel, gasoline, and propane. In addition, non-CO_2 greenhouse gases contributed materially to total Scope 1 emissions, with methane (CH_4) emissions of 2,987.1 tCO_2e, nitrous oxide (N_2O) emissions of 659.9 tCO_2e and hydrofluorocarbons (HFCs) emissions of 552.8 tCO_2e.

Scope 1 greenhouse gas emissions by emissions source and reporting period (tCO_2e)

	2023/24	2024/25	CY vs. PY
Stationary combustion	2,969.6	3,074.0	+3.5%
Mobile combustion	1,845.3	1,152.9	-37.5%
Process sources	2,321.5	2,008.8	-13.5%
Fugitive sources	552.8	552.8	–
Agricultural sources	899.0	1,027.4	+14.3%
Total Scope 1	8,588.2	7,815.9	-9.0%
Biogenic emissions	61,829.8	31,034.6	-49.8%

The high share of biogenic emissions reflects our operational structure, particularly the use of oilseed processing by-products as solid biomass fuel. While biogenic emissions are reported separately in accordance with reporting standards, they remain relevant for transparency and completeness of Scope 1 disclosure.

The remaining fossil and non-CO_2 emissions represent the primary focus of our direct emission reduction efforts.

Scope 2 emissions are indirect GHG emissions associated with the generation of purchased energy consumed in our operations. These emissions arise from purchased electricity used across our processing, storage, logistics and administrative facilities.

During the reporting year, our electricity consumption amounted to approximately 38,000 MWh, corresponding to 33,905.4 tCO_2e. This represents a 33.3% decrease compared to previous reporting period, primarily reflecting reduced operational activity. Approximately 75% of total Scope 2 emissions originated from our oilseed processing facilities, confirming the higher energy intensity of these operations relative to other business segments.

Although we do not yet hold contractual agreements for the purchase of green electricity, our Serbian oilseed processing facility, Victoria Oil, avoided 439.2 tCO_2e using electricity generated by on-site photovoltaic installations. Building on this experience, we plan to further expand our renewable electricity capacity through the development of a photovoltaic plant at our oilseed processing facility in Țăndărei, Romania, with an installed capacity of approximately 1.95 MWp, which is expected to reduce greenhouse gas emissions by around 1,500 tCO_2e per year.

In parallel, we are preparing a similar renewable energy initiative in the Republic of Moldova at our Floarea Soarelui oilseed crushing facility in Bălți. The project includes the installation of a photovoltaic system with an initial capacity of approximately 0.752 MWp, with a short-term expansion potential to 1.1 MWp, designed primarily to supply electricity for the new rapeseed crushing line currently under development. By integrating on-site renewable electricity generation into this modernization project, we aim to support the decarbonization of processing operations, improve energy self-sufficiency, and reduce exposure to electricity price volatility.

Scope 1 and Scope 2 greenhouse gas emissions by reporting period (tCO_2e)

	2023/24	2024/25	CY vs. PY
Scope 1	8,588.2	7,815.9	-9.0%
Scope 2	50,842.3	33,905.4	-33.3%
Total Scope 1 + 2	59,430.5	41,721.3	-29.8%

Emissions were calculated based on activity data and recognized emission factors derived from authoritative sources, including the IPCC Guidelines, the UK BEIS emission factor database, and Covenant of Mayors location-based electricity emission factors.

Scope 3 emissions consists of indirect GHG emissions occurring across our value chain, including purchased goods and services, fuel- and energy-related activities not included in Scope 1 and Scope 2, upstream and downstream transportation and distribution, business travel, waste generated in operations, and other relevant categories in accordance with GHG Protocol.

Due to data availability constraints and methodological challenges associated with value chain emissions, our Scope 3 disclosure includes Category 1 – Purchased goods and services (covering commodities we purchase and handle through our operations), as well as fuel- and energy-related activities not included in Scope 1 and Scope 2. For the reporting year, total Scope 3 emissions amounted to 1,039,121 tCO_2e.

Although Scope 3 emissions are not under our direct operational control, they constitute a significant component of our overall climate impacts and transition risk profile. We continue to strengthen data collection processes, expand methodological coverage, and enhance engagement with suppliers and partners to improve the transparency, comparability, and reliability of our Scope 3 reporting over time.

GHG emissions intensity is used as a key performance indicator to assess the relationship between greenhouse gas emissions and operational output, enabling meaningful comparability across reporting periods and business segments. The indicator reflects changes in both emission levels and production volumes, providing insight into the efficiency of our operations and the effectiveness of emission management measures.

During the reporting period, our Scope 1 and Scope 2 GHG emissions intensity amounted to 33.58 $kgCO_2e$ per tonne of output, representing an increase of 14.35 $kgCO_2e$ per tonne compared to the previous reporting period. This variation was primarily driven by lower operational activity levels, as a significant share of emissions originates from fixed energy sources, including boilers, compressors, lighting, and climate control systems, which remain in operation even at lower production volumes.

Consequently, during periods of reduced output, GHG intensity expressed per tonne of product may appear less favorable, even when absolute GHG emissions decline.

GHG emissions intensity by reporting period ($kgCO_2e$/tonne of output)

2024/25	33.58
2023/24	19.23

$kgCO_2e$ per tonne of output
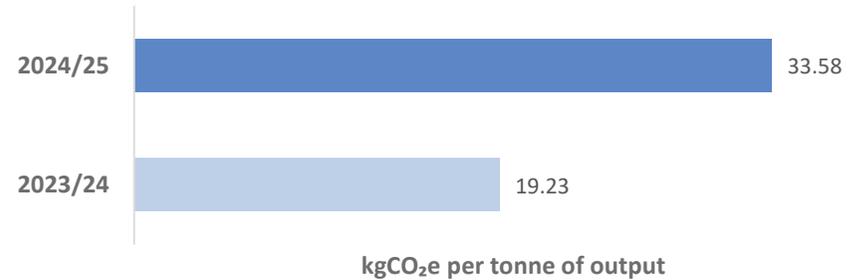
In contrast, GHG intensity per unit of revenue decreased by 25.4% compared to the previous year. This trend reflects a shift in the relative contribution of emission scopes, with a growing proportion of emissions occurring within Scope 3. This development further underlines the increasing importance of Scope 3 accountability and the need to extend emission management and reduction effort beyond direct operational boundaries.

GHG emissions intensity by reporting period ($kgCO_2e$/million USD of revenue)

2024/25	19.18
2023/24	25.73

$kgCO_2e$ per million USD of revenue
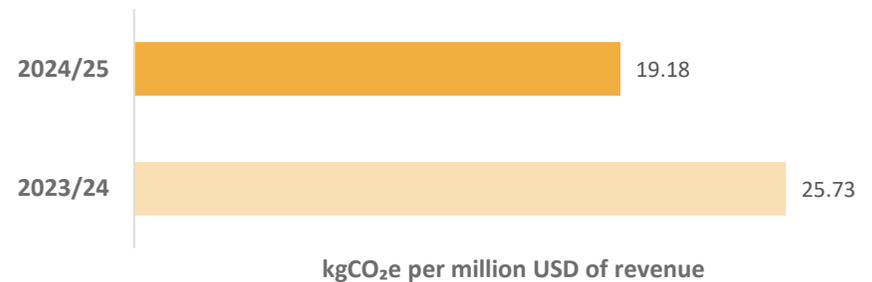
Greenhouse gas (GHG) emissions by gas type (tCO₂e)

Category	CO_2f (tCO₂e)	CO_2b (tCO₂e)	CH_4 (tCO₂e)	N_2O (tCO₂e)	NF_3 (tCO₂e)	SF_6 (tCO₂e)	HFCs (tCO₂e)	PFCs (tCO₂e)	Other (tCO₂e)	Total (tCO₂e)
Stationary combustion	2,476	30,963	263	335	0	0	0	0	0	3,074
Mobile combustion	1,140	72	1	12	0	0	0	0	0	1,153
Process sources	0	0	2,009	0	0	0	0	0	0	2,009
Fugitive sources	0	0	0	0	0	0	553	0	2,137	553
Agricultural sources	0	0	714	313	0	0	0	0	0	1,027
Total Scope 1	**3,616**	**31,035**	**2,987**	**660**	**0**	**0**	**553**	**0**	**2,137**	**7,816**
Purchased electricity										33,905
Purchased steam										0
Purchased heating										0
Purchased cooling										0
Total Scope 2										**33,905**
Purchased goods and services										1,035,865
Capital goods										0
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)										3,257
Upstream transportation and distribution										0
Waste generated in operations										0
Business travel										0
Employee commuting										0
Upstream leased assets										0
Downstream transportation and distribution										0
Processing of sold products										0
Use of sold products										0
End-of-life treatment of sold products										0
Downstream leased assets										0
Franchises										0
Investments										0
Total Scope 3										**1,039,121**

Categories highlighted in grey are currently not calculated or are not applicable to our operations

Total GHG emissions intensity, including Scope 3 emissions, amounts to 0.50 kgCO₂e per USD of revenue.

The inclusion of Scope 3 emissions is essential to ensure a comprehensive representation of our climate impact, as value chain activities—particularly purchased goods—constitute a significant share of our overall emissions profile. We remain committed to progressively improving the accuracy and completeness of Scope 3 data, strengthening supplier engagement, and integrating value chain decarbonization considerations into our broader climate strategy.

During the reporting period, we conducted an assessment of ozone-depleting substance (ODS) emissions to confirm their relevance to our operations. The analysis indicated that ODS emissions are not material, with total releases amounting to 81.9 kg of CFC-11 equivalent.

We also monitored emissions of key air pollutants arising primarily from stationary combustion, grain drying, mobile equipment, and grain handling operations across our elevators, oilseed processing facilities and port terminals.

Combustion-related inorganic pollutants, mainly nitrogen oxides (NOx) and sulfur oxides (SOx), remained an important category of operational emissions. In 2024/2025, NOx emissions totaled 41.4 tonnes and SOx 4.3 tonnes, both declining by over 40% compared to the previous reporting year, reflecting reduced fuel consumption and improved operational efficiency.

Particulate matter (PM) represented the most significant air emission category, driven by both combustion processes and grain handling activities such as loading, unloading, and material transport. Total PM emissions amounted to approximately 291.6 tonnes in 2024/2025, including 169.3 tonnes from combustion and process sources and an additional 122.3 tonnes from grain handling operations. Within this category PM_{10} accounted for 136.1 tonnes and $PM_{2.5}$ for 59.2 tonnes. Overall PM emissions decreased substantially year-on-year, reflecting lower operational volumes and continued investments in dust control measures.

Volatile and persistent organic pollutants remained comparatively limited. Non-methane volatile organic compounds (NMVOCs) total 95.3 tonnes, primarily associated with fuel combustion. Persistent organic pollutants (POPs) were minimal, amounting to 10.9 kg, with only trace quantities detected across individual compounds.

Hazardous air pollutants (HAPs) – dominated by carbon monoxide from combustion processes – total 186.0 tonnes, almost entirely consisting of CO emissions. Heavy metals such as lead (8.79 kg), cadmium (4.03 kg), mercury (0.19 kg), and chromium (7.2 kg) were present only in trace quantities.

Other emissions, including ammonia, amounted to 0.48 tonnes, reflecting minor contributions from combustion activities.

Overall, the significant reduction across most pollutant categories during the reporting year was primarily driven by decreased operational activity levels, improved fuel efficiency, and ongoing modernization of combustion and dust control systems.

Ozone-depleting substances (ODS) were calculated using U.S. EPA conversion factors to CFC-11 equivalent. Emissions of air pollutants, including inorganic gases, particulate matter, organic pollutants, heavy metals, and other atmospheric emissions, were estimated in accordance with the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2023.

Energy use efficiency

Energy efficiency is a material topic for Trans-Oil Group due to the energy-intensive nature of our agro-industrial operations, including oilseed processing, grain handling, storage, and port logistics.

When effectively managed, energy consumption improves asset performance, reduces operating costs, and strengthens resilience to market fluctuations, while insufficient control may lead to higher costs, increased emissions, operational inefficiencies, and regulatory and reputational risks. For these reasons, we integrate energy efficiency considerations into our daily operations and investment decision-making processes across the Group.

Our approach is guided by the Corporate Energy and Resource Efficiency Policy, which sets out our commitment to responsible energy use, compliance with applicable legal requirements, and continuous improvement of energy performance across all operations. The policy applies to all business activities, including production sites, offices, contractors, and procurement processes, and reflects our intention to align energy management with recognized international practices, including energy management systems consistent with ISO 50001 principles.

Our energy-related objectives

In line with our Sustainability Development Strategy, we aim to:

- Achieve ISO 50001 certification for all oilseed crushing plants by the end of 2028
- Reduce the overall energy intensity of our operations by 20% compared to the baseline year by the end of 2030
- Source at least 85% of our total energy consumption from renewable energy sources by the end of 2030

These objectives support both operational efficiency and our long-term energy transition pathway.

How we manage energy performance

We address energy-related impacts through a combination of technical, operational, and behavioral measures, including:

- Systematic identification of major energy-consuming processes and equipment at each site
- Optimization of production processes, including the efficient use of electricity, fuels, compressed air, and steam
- Integration of energy efficiency criteria into capital expenditure planning and procurements decisions
- Awareness-raising and training for employees to promote energy-efficient practices and responsible use of resources
- Engagement with contractors to ensure alignment with our energy and resource efficiency requirements

Energy consumption is monitored at site level through dedicated performance indicators, including total energy use and energy intensity, which enables us to track trends, identify inefficiencies, and assess progress against our energy objectives. The results of this monitoring inform operational decisions, corrective actions, and investment planning, while insights from implemented measures are systematically incorporated into technical solutions and operating practices, supporting continuous improvement in our energy performance.
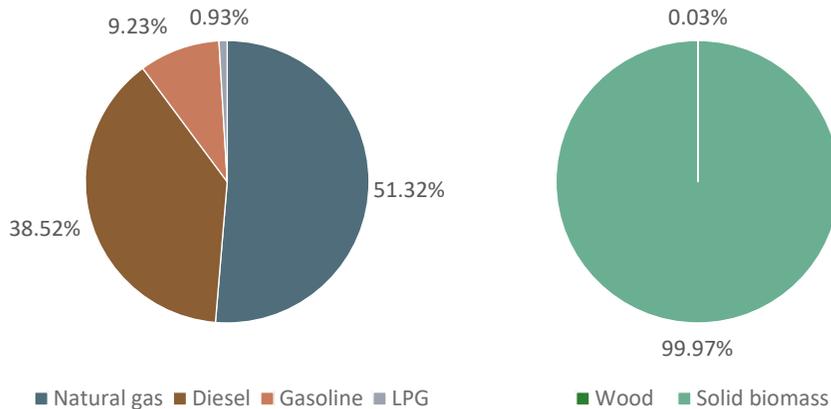
Energy consumption

During the 2024/2025 reporting period, fuel consumption accounted for approximately 72.4% of the Group's total energy consumption, amounting to 366,197 GJ. This represents a 45.6% decrease compared to the previous reporting period, primarily reflecting lower overall operational activity as well as changes in the operational weighting across business segments.

Renewable fuels represented nearly 85% of total fuel consumption, equivalent to 309,697 GJ. The renewable share consisted predominantly of oilseed processing by-products, classified as solid biomass, with more than 99.9%. Compared to the prior reporting period, renewable fuel consumption declined by 49.9%, driven mainly by reduced oilseed processing volumes, which resulted in lower availability and utilization of processing by-products.

Fuel consumption mix by energy source category (%)

9.23%   0.93%
0.03%
51.32%
38.52%
99.97%

■ Natural gas ■ Diesel ■ Gasoline ■ LPG   ■ Wood ■ Solid biomass

Fuel consumption is converted to energy units using conversion factors from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. The chart presents the percentage distribution of fuel consumption within renewable and non-renewable energy source categories.

A similar trend was observed in electricity consumption, which decreased by 42.4% compared to the previous reporting period, reflecting the same underlying reduction in operational activity.

Electricity consumption by reporting period (GJ)

253,812.5 GJ   242,679.7 GJ

139,692.8 GJ

2022/23   **2023/24**   **2024/25**
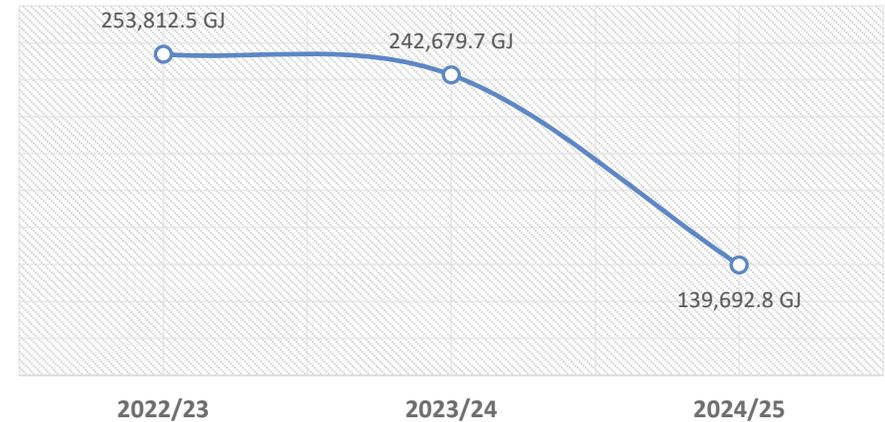
Electricity consumption reflects electricity purchased and consumed within Trans-Oil Group's operational control boundaries. Data are expressed in GJ and converted using standard conversion factors.

Despite a significant reduction in oilseed processing activity during the reporting period, this segment remained the Group's largest energy consumer. Oilseed processing accounted for approximately 75% of total electricity consumption and nearly 95% of total fuel consumption, confirming its position as the most energy-intensive activity.
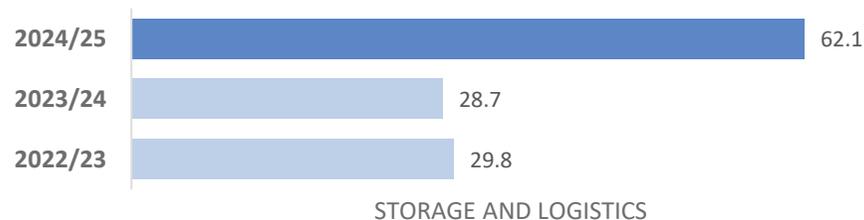
Storage and logistics operations represented the second-largest share of energy use, accounting for almost 25% of electricity consumption and around 4.5% of fuel consumption. The remaining energy consumption was attributable to administrative facilities.

Energy intensity is used as a key performance indicator to monitor energy efficiency, with output volumes, expressed in tonnes, applied as the normalization factor. As previously noted, oilseed processing remains the most energy-intense activity, with an average intensity of approximately 1,066 MJ per tonne of output. Storage and logistics operations exhibit significantly lower energy intensity, consuming around 62 MJ per tonne of output, approximately 17 times less than oilseed processing.

Compared with the previous reporting period, overall energy intensity increased, primarily because of lower operational activity. This trend reflects the relatively high share of fixed energy consumption, including boilers, compressors, lighting, and climate control systems, which remains in operation regardless of production volumes. Consequently, during periods of reduced output, energy efficiency indicators expressed per tonne of product may appear less favorable, even when absolute energy consumption declines.

Energy intensity by reporting period and activity (MJ/tonne of output)

	STORAGE AND LOGISTICS
2024/25	62.1
2023/24	28.7
2022/23	29.8

	OILSEED PROCESSING
2024/25	1,065.8
2023/24	776.9
2022/23	785.1

Overview of energy efficiency indicators of the Trans-Oil Group of Companies, as at 30/06/2025

	Unit	2022/23	2023/24	2024/25	CY vs. PY
Energy consumption	GJ	1,019,060.1	916,099.2	505,890.3	-44.8%
Energy intensity per production output	MJ/t	294.2	296.4	407.1	+37.3%
Energy intensity per million USD revenue	GJ/$m	477.5	396.6	232.6	-41.4%
Electricity consumption	GJ	253,812.5	242,679.7	139,692.8	-42.4%
Fuel consumption	GJ	765,247.6	673,419.5	366,197.6	-45.6%
Fuel consumption – renewable energy sources	GJ	689,045.9	617,574.9	309,697.1	-49.9%
Fuel consumption – non-renewable energy sources	GJ	76,201.7	55,844.6	56,500.4	+1.2%
Wood and wood waste	GJ	795.6	756.6	93.6	-87.6%
Solid biomass	GJ	688,250.3	616,818.3	309,603.5	-49.8%
Natural gas	GJ	36,034.1	20,557.6	28,997.5	+41.1%
Diesel	GJ	30,984.2	27,158.6	21,765.6	-19.9%
Gasoline	GJ	8,041.2	7,335.5	5,214.4	-28.9%
LPG	GJ	1,142.2	792.9	522.9	-34.0%

Responsible consumption and production

Responsible consumption and production is a material priority for Trans-Oil Group due to the scale and diversity of our agro-industrial operations, which depend on significant volumes of water, generate wastewater, and produce various waste streams and by-products. Our ability to manage these resources responsibly directly affects environmental protection, regulatory compliance, operational efficiency, and our relationship with communities and customers.

By managing water and waste effectively, we reduce environmental pressure on local ecosystems, protect water quality, optimize resource use, and lower long-term operating costs. If these topics are not properly managed, we face increased risks related to water scarcity, pollution, regulatory sanctions, reputational damage, and inefficient use of valuable materials. These potential impacts make responsible resource management an essential component of our sustainability strategy.

Our approach is guided by two complementary corporate policies: the Corporate Water Stewardship Policy and the Corporate Waste Management and Circular Economy Policy. Together, they define our commitments to water efficiency, water quality protection, waste reduction, recycling, reuse, and continuous improvement across all operations.

Objectives linked to responsible consumption and production

Our objectives support both water stewardship and circular resource management, including:

- Reducing water use intensity across all crushing plants by 20% and decrease wastewater effluent volumes by 20% by the end of 2030 compared to 2022/2023 baseline

- By the end of 2028, we target a reduction of at least 10% in waste generation rate and a 50% decrease in landfilled waste compared to 2022/2023 baseline year, while maintaining a recycling rate above 97%

- In our bottling operations, we aim for at least 30% of PET (polyethylene terephthalate) bottles to be produced from recycled materials and to reduce the average bottle weight by 10% by the end of 2030 vs. 2022/2023 baseline year

Performance is monitored through structured internal systems that track water withdrawal, consumption and intensity, wastewater volumes, and waste generation by treatment route, including recycling, reuse, energy recovery and landfill. These indicators enable consistent assessment of resource efficiency and waste performance across operations, as well as comparison over time between sites, supporting informed operational decision-making and continuous improvement.

Data are regularly reviewed at both site and Group level to identify performance trends, deviations, and opportunities for improvement, which are discussed with operational teams and translated into targeted actions. Annual objectives are refined in line with achieved results, operational developments, and evolving regulatory expectations.

Insights from audits, inspections, incidents, and improvement initiatives are embedded into procedures, training activities, and investment planning, ensuring that responsible consumption and production is approached as a continuous improvement process integrated into daily operations.

Water and effluents

We apply a holistic water stewardship approach that covers water sourcing, use, treatment, and discharge. Our water management framework is built on the following principles:

- Efficient and responsible water use across all processes

- Protection of water quality through controlled wastewater treatment and discharge

- Assessment and management of water-related risks

- Continuous improvement supported by monitoring and innovation

- Collaboration with stakeholder and local communities to address shared water challenges and support initiatives that enhance water sustainability

In the 2024/2025 reporting period, total **water withdrawal** amounted to 452,356 m³, of which 86.5% was sources from groundwater, with the remainder supplied by municipal water systems. All withdrawn water is classified as freshwater and no water was withdrawn from areas identified as having high or extremely high baseline water stress[1].

Water withdrawal by activity type (m³)

	2023/24	**2024/25**	**CY vs. PY**
Oilseed processing	613,956	420,386	-31.5%
Storage and logistics	7,953	7,407	-6.9%
Other facilities[2]	23,782	24,563	+3.3%
Total water withdrawn	645,691	452,356	-29.9%

[1] The only Group entity located in an area classified as having high or extremely high baseline water stress is the Romanian head office in Bucharest. Due to the purely administrative nature and limited scale of this facility, its water consumption accounts for less than 1% of the Group's total water withdrawal. Accordingly, for reporting purposes, the Group considers that effectively all water withdrawal occurs in areas with baseline water stress levels below high.

[2] Includes administrative facilities and a small-scale pig farming operation located in Moldova.

During the reporting period, **total water discharge** amounted to 203,179 m³, of which 58% was released into surface water bodies and 42% was directed to municipal sewer systems or external wastewater treatment plants. Nearly 98% of total discharges originated from oilseed processing facilities, which operate under strict regulatory requirements for effluent quality.

Wastewater generated across our operations is managed in accordance with applicable environmental regulations and permit requirements. Effluents are treated through appropriate on-site or municipal treatment systems to ensure compliance with established discharge quality standards.

Water discharge by activity type (m³)

	2023/24	**2024/25**	**CY vs. PY**
Oilseed processing	281,893	198,171	-29.7%
Storage and logistics	7,276	3,033	-58.3%
Other facilities	1,872	1,975	+5.5%
Total water discharged	291,041	203,179	-30.2%

Based on the most recent available process wastewater analyses at discharge points, total **emissions to water** were estimated at 10.3 tonnes of total suspended solids (TSS), 22.9 tonnes as chemical oxygen demand (COD), 6.1 tonnes expressed as biochemical oxygen demand (BOD_5), 4.15 tonnes of nitrogen, 0.36 tonnes of phosphorus, and 3.66 tonnes of oil and grease.

We continuously refine our operational processes to limit unnecessary water consumption and enhance overall water efficiency. By reviewing production parameters, maintaining equipment integrity, and strengthening monitoring and control practices, we identify and address sources of avoidable losses. These actions enable us to preserve water resources while supporting reliable, high-quality and environmentally responsible operations across the Group.

Consistent with the trends observed for other water indicators, oilseed processing facilities account for the highest share of water consumption, representing 89.2% of the Group's total water use of 249,177 m³.

Water consumption by activity type (m³)

	2023/24	**2024/25**	**CY vs. PY**
Oilseed processing	332,063	222,215	-33.1%
Storage and logistics	677	4,374	+546.3%
Other facilities	21,910	22,588	+3.1%
Total water consumed	354,650	249,177	-29.7%

Water consumption is systematically monitored at the entity level across all locations. At our oilseed crushing facilities, we implement targeted measures to optimize water resource use, including process water recirculation and reuse. As a result, the **water recycling and reuse rate** reached 18.2% during the reporting period, representing an improvement of 2% compared to the previous reporting year.

During the reporting period, **water intensity** increased from 114.76 to 200.54 m³ per 1,000 tonnes of output. Although both production volumes and total water consumption declined year on year, water use decreased at a slower rate. This reflects the relatively fixed nature of water demand for non-production activities, including hygiene and sanitation, safety cleaning, equipment washing, and other essential operational support functions that do not scale proportionally with output levels.

Waste and by-products

As a large agro-industrial group, Trans-Oil generates a wide range of waste stream arising from daily operational and production activities. The majority consists of reusable, recyclable, or otherwise recoverable non-hazardous by-products, including husks and meal, ash, refinery sediments, and fatty acids from crushing and refining

processes. Additional waste streams include seeds and grain cleaning from storage facilities, scrap metal from maintenance activities, used tires, and paper and plastic waste generated through packaging, storage, and routine operational support activities.

Our waste management approach follows the waste hierarchy and circular economy principles: prevention, reduction, reuse, recycling, and responsible disposal.

Key elements of our waste management system include:

- Waste reduction through process optimization, efficiency improvements, and minimization of resource use
- Prioritization of reuse and recycling of by-products, including husks, meal, and refinery residues
- Controlled handling, storage, and disposal of hazardous waste through authorized contractors
- Integration of circular economy principles into process design, operational planning, and investment decisions
- Cooperation with suppliers and contractors to improve waste performance across the value chain
- Systematic monitoring and reporting of waste generation, recycling rates, and resource efficiency to support objective setting and continuous improvement
- Employee training and awareness on waste management and circular economy practices to ensure consistent implementation across operations

During the 2024/2025 reporting year, total waste generation across Group operations amounted to 188,184 tonnes, representing a decrease of 60.4% compared to previous reporting period. Hazardous waste accounted for only 1.7 tonnes, corresponding to less than 0.001% of total waste generated, and was securely collected in restricted-access areas and disposed of exclusively through

authorized service providers under contractual agreements or official expedition documentation.

Quantity of waste generated by waste type (tonnes)

	2023/24	2024/25	CY vs. PY
Non-hazardous waste	475,393.6	188,182.3	-60.4%
Hazardous waste	7.3	1.7	-76.9%
Total waste generated	475,400.8	188,184.0	-60.4%

A significant share of this volume consists of oilseed processing by-products, such as oilseed meal, husks, and other organic residues. Oilseed processing facilities contributed 89.1% of total waste generated, followed by storage facilities with 10.6%, while port terminal operations and regional offices together accounted for less than 1% of total waste.

In addition, 2,979 tonnes of liquid waste, primarily wastewater sludge, were evacuated to authorized municipal wastewater treatment plants for further neutralization through controlled filtration fields.

Waste generation is closely correlated with operational activity levels, particularly in oilseed processing operations, which remain the primary source of waste.

Beyond direct waste generation, we also implemented waste prevention measures at the product design stage. During the reporting year, the average weight of our PET bottles was reduced by 1.3% compared to 2022/2023 reporting year, contributing to a reduction in downstream plastic waste associated with packaging.

The **waste generation intensity**, expressed as kilograms of waste generated per tonne of output, decreased slightly compared to the previous reporting period, reaching 151.5 kg per tonne of output. This improvement reflects enhanced operational efficiency, improved material utilization, and ongoing efforts to optimize production processes and minimize waste generation at source.

Waste generation rate by reporting period (kg of waste/tonne of output)

	2022/23	2023/24	2024/25
	133.4	153.8	151.5
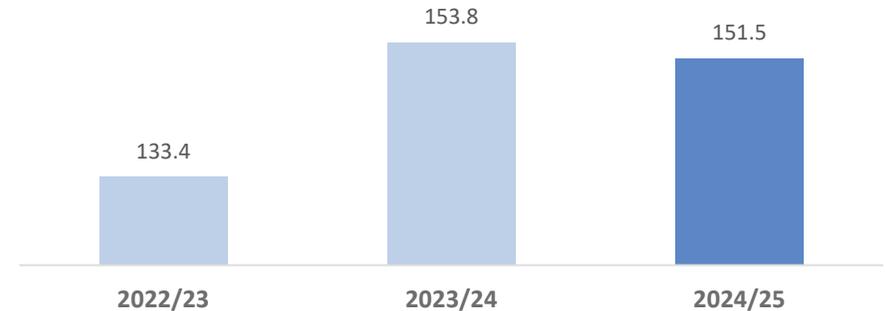
During the reporting period, 185,500.9 tonnes of non-hazardous waste were reused, recycled or used for energy recovery, representing almost 99% of total waste generated. Of this amount, 14.4% was managed within the Group's own operations, while remaining 85.6% was reused or recycled by external companies.

Quantity of non-hazardous waste generated by waste management type (tonnes)

	2023/24	2024/25
Reused or recycled by the company	2,104.2	54.5
Used for energy recovery	53,104.2	26,605.3
Disposed at landfills	2,921.4	2,681.4
Delivered to other companies for recycling	417,263.8	158,841.1

Reused waste primarily consists of construction debris and waste wood generated from building maintenance activities. These materials are repurposed for the rehabilitation of access roads or used as substitute for heating, replacing conventional wood or coal.

Waste directed to energy recovery mainly includes sunflower seed husks, which are utilized as biomass fuel in the Group's boiler rooms to generate steam for production processes and space heating.

Recycled waste predominantly comprises oilseed processing by-products, including sunflower seed husks, cake, meal, and refinery residues generated during seed crushing and oil extraction. These materials are temporarily stored in designated bunkers prior to dispatch. Sunflower meal is primarily exported or sold on the domestic market as animal feed. Part of the sunflower husks is further processed into granules or pellets at crushing facilities and marketed as solid renewable biofuel to households and individual consumers.

Additional recycled waste streams include scrap metal from equipment maintenance, plastics, paper, cardboard, and wood, all of which are transferred to authorized recycling and collection companies.

Our oilseed crushing plants that operate packaging processes participate in national collective systems for extended producer responsibility, ensuring the recovery and recycling of packaging waste in accordance with applicable legal requirements. We maintain contractual agreements with authorized associations that manage packaging waste obligations on our behalf.

Overview of waste management indicators of the Trans-Oil Group of Companies, as at 30/06/2025

	Unit	2022/23	2023/24	2024/25	CY vs. PY
Waste generated	t	462,063.0	475,400.8	188,184.0	-60.4%
Waste generation rate	kg/t	133.4	153.8	151.5	-1.5%
Non-hazardous waste	t	462,049.2	475,393.6	188,182.3	-60.4%
Reused or recycled by the company	t	194,633.5	2,104.2	54.5	-97.4%
Used for energy recovery	t	58,453.1	53,104.2	26,605.3	-49.9%
Disposed at landfills	t	3,061.1	2,921.4	2,681.4	-8.2%
Delivered to other companies for recycling	t	205,901.5	417,263.8	158,841.1	-61.9%
Hazardous waste	t	13.8	7.3	1.7	-76.9%
Waste recycling rate*	%	99.3%	99.4%	98.6%	-0.8%

* The waste recycling rate includes waste streams that are reused, recycled, or directed to energy recovery.

Responsible operations and product safety

At Trans-Oil, the safety of our people, the integrity of our operations, and the quality of our products are fundamental to responsible business conduct and long-term value creation. We apply a structured and preventive approach to managing operational risks, ensuring compliance with applicable legal and regulatory requirements, and safeguarding product quality and food safety across all activities.

Our framework integrates occupational and road safety management, incident prevention and response, regulatory compliance oversight, responsible chemical management, maritime transport safety controls, and robust quality and food safety systems. These efforts are supported by the Company's Corporate Responsible Chemicals Usage Policy, which establishes requirements for the safe handling, storage, and use of hazardous substances, and the Corporate Ship Vetting Policy, which ensures that maritime transport partners meet strict safety, environmental, and operational standards. Through continuous monitoring, internal controls, and engagement with competent authorities, we seek to identify risks early, address non-conformities effectively, and maintain high operational and product standards.

Industrial incidents and accidents

Guided by our commitment to rigorous safety protocol, proactive risk management, and continuous operational oversight, we prioritize preparedness and resilience across all our operations. To support this approach, we conduct regular emergency scenario drills across our facilities to ensure effective incident management and response readiness.

These exercises simulate a range of potential risk situations, enabling our teams to test response procedures, enhance coordination, and identify opportunities for improvement. The drills cover key emergency scenarios, including fire and explosion risks, chemical spills and environmental contamination, severe weather and disaster, workplace injuries and medical emergencies, and road traffic incident involving Company vehicles.

Through the systematic execution and review of these drills, we strengthen our incident response capabilities, reduce operational risks, and ensure that our personnel remain well prepared to manage emergency situations. Ongoing training and continuous refinement of response protocols contribute to a safer, more secure, and resilient operating environment.

During the reporting period, an operational incident occurred at the Danube Grain Terminal within the Port Terminal Danube in Giurgiuleşti, Republic of Moldova. During vessel maneuvering, a third-party chartered vessel contacted the terminal's loading bridge, causing material damage to the facility.

No injuries or casualties were recorded among the vessel crew, port personnel, or other third parties. Following the incident, the affected terminal operations were temporarily suspended as a precautionary measure, as the damage prevented the facility from operating under normal conditions.

We promptly coordinated with port authorities, insurers, and technical specialists to assess the damage, implement safety measures, and carry out remediation works in line with applicable safety, environmental, and regulatory requirements, ensuring the safe resumption of operations.

The incident caused no environmental harm and was reviewed through our incident management and continuous improvement processes, reinforcing the importance of preventive controls, navigational safety, and infrastructure protection in port and logistics operations.

Road traffic accidents

During the current reporting period, no road traffic accidents involving company-owned or operated vehicles were recorded. No injuries, material damage, or third-party impacts occurred, reflecting the continued effectiveness of our road safety controls and preventive measures.

This outcome builds on the progress achieved in previous years and reflects our ongoing focus on driver training, vehicle maintenance, route planning, and operational discipline. Road safety risks are continuously monitored, and preventive measures are embedded into daily logistics and transport operations to reduce both accident likelihood and potential severity, in line with the principles set out in our Corporate Fleet Eco and Safety Policy.

While the absence of incidents demonstrates strong performance, we remain committed to continuous improvement in road traffic safety. We continue to review safety practices, monitor leading indicators, and reinforce a culture of accountability to ensure sustained risk mitigation across our transport activities.

Number and incidence rate (accidents/million km) of vehicle accidents

	2022/23	2023/24	2024/25
Accidents	8	2	0
Incidence rate	1.40	0.37	0.00

■ Accidents   ■ Incidence rate
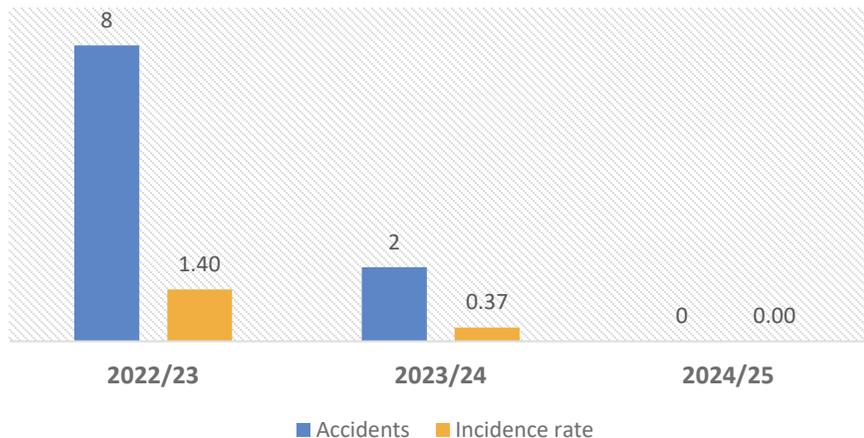
Legal compliance approach

We have established structured mechanisms to systematically review, monitor, and ensure compliance with applicable legal and regulatory requirements, including existing, newly introduced, and amended regulations. This proactive approach supports continuous alignment with evolving legal frameworks and regulatory expectations.

A dedicated team of legal experts ensure that our operations adhere to applicable industry-specific regulations and operate within established legal boundaries. Supported by specialized internal functions, this team monitors regulatory developments, assesses compliance with evolving legal requirements, and implements necessary adjustments. Key focus areas include environmental and labor legislation, data protection, financial regulations, and other relevant regulatory obligations.

Our operations are regularly subject to independent legal due diligence reviews, which verify the validity and completeness of mandatory permits and compliance documentation.

To further strengthen compliance oversight, we operate a centralized monitoring system that tracks the availability and validity of essential permits, documents, and selected voluntary certifications. As of the end of the reporting period, 729 documents and document groups were actively managed within this system.

During the reporting year, 168 mandatory documents were renewed or newly issued by relevant national and local authorities and other competent institutions, including permits, authorizations, certificates, contracts, and consents.

We remain committed to maintaining full compliance with all applicable legal and regulatory requirements across our operations. Through continuous monitoring, proactive engagement with competent authorities, and timely implementation of regulatory changes, we seek to ensure ongoing legal conformity, mitigate compliance risks, and uphold responsible business practices.

Authorities' control inspections

We cooperate proactively and transparently with public authorities to ensure compliance with applicable legal and regulatory requirements across all our operations. Regular inspections by competent authorities form an integral part of our compliance assurance framework and support continuous improvement in operational practices.
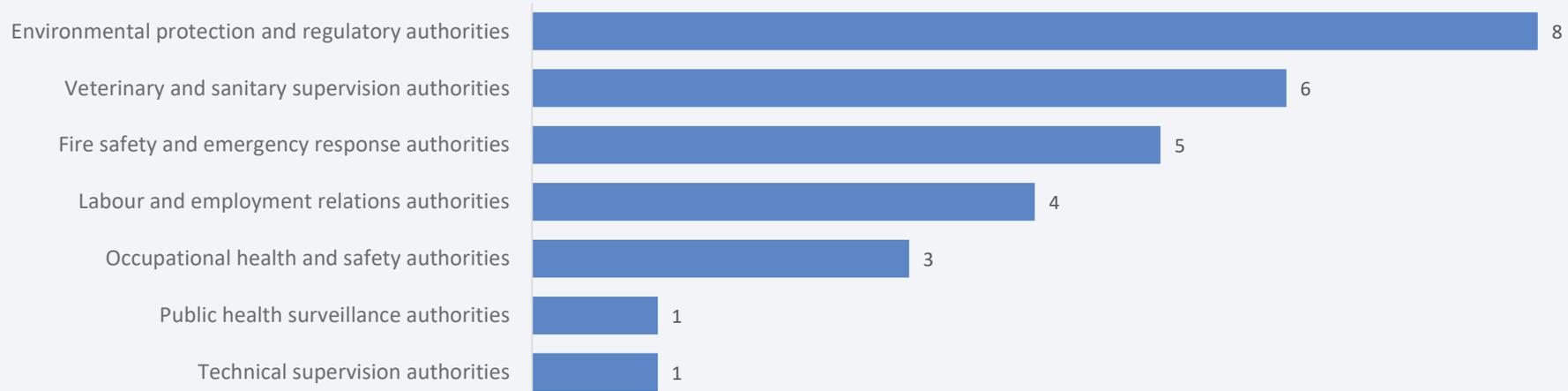
During the reporting period, a total of 28 control inspections were conducted at Company operations by state control bodies. Most of these inspections focused on the following areas:

- Environmental protection and regulatory compliance
- Veterinary and sanitary supervision
- Fire safety and emergency response
- Labor and employment relations

As a result of these inspections, two Notices of Violation (NOVs) were issued, compared to three in the previous reporting period. This corresponds to a decrease in the NOV incidence rate (number of violations per inspection) from 0.079 in the prior year to 0.071 in the current reporting period. No material violations or financial penalties were imposed on any Company subsidiary. The findings primarily related to minor non-conformities and general recommendations, which were addressed through corrective actions and process improvements.

These inspection outcomes demonstrate the continued effectiveness of our compliance management approach and reinforce our commitment to maintaining high standards of regulatory compliance, transparency, and responsible business conduct across all operations.

NUMBER OF INSPECTIONS

Authority	Number
Environmental protection and regulatory authorities	8
Veterinary and sanitary supervision authorities	6
Fire safety and emergency response authorities	5
Labour and employment relations authorities	4
Occupational health and safety authorities	3
Public health surveillance authorities	1
Technical supervision authorities	1

Product quality and food safety

At Trans-Oil, product quality and food safety are fundamental to our operations and underpin consumer confidence in our products. Guided by our Corporate Quality and Food Safety Policy, we apply stringent controls across all stages of production, processing, and distribution, supported by robust compliance systems, proactive risk management, and a commitment to continuous improvement to safeguard product integrity and food safety.

- **Quality assurance systems** – we have established and maintain robust quality assurance frameworks to monitor, control, and verify all stages of the supply chain. These systems incorporate advanced testing, inspection, and monitoring protocols to ensure compliance with regulatory requirements and recognized industry best practices.

- **Regulatory compliance and standards** – we maintain full compliance with applicable food safety regulations and certification standards and continuously adapt our processes to reflect evolving legal and regulatory requirements. This ensures consistent alignment with national and international food safety expectations.

- **Supply chain traceability and transparency** – we prioritize traceability and transparency across the entire supply chain, enabling us to track raw materials, ingredients, and finished products. This approach supports the early identification and resolution of potential safety issues and ensures accurate, timely information for consumers and regulators.

- **Hygiene and sanitation excellence** – strict hygiene and sanitation protocols are implemented across all operations, including routine cleaning and disinfection procedures, appropriate use of protective equipment, and regular employee training. These measures minimize contamination risks and preserve product integrity.

- **Supplier management and oversight** – we work closely with suppliers to ensure that all raw materials and ingredients meet stringent quality and safety standards. Supplier screening, engagement, and quality assurance processes strengthen the reliability and integrity of our sourcing practices.

- **Risk management and preventive controls** – comprehensive risk management processes are applied to identify, assess, and mitigate potential threats to product quality and food safety. Through preventive controls, contingency planning, and regular risk assessments, we reduce the likelihood and impact of safety incidents.

- **Commitment to continuous improvement** – we continuously evaluate and enhance our processes using performance indicators, audits, and quality assessments. This commitment drives ongoing improvements in food safety performance, operational excellence, and product consistency.

We recognize that product quality and food safety are essential to brand integrity and sustainable business performance. Through strong governance, proactive supplier engagement, and continuous innovation, we remain dedicated to delivering safe, reliable, and high-quality products that meet the expectations of our customers and stakeholders.

Certifications and food safety standards

Trans-Oil's oilseed crushing plants operate in full alignment with internationally recognized quality and food safety certification schemes, ensuring compliance with stringent industry and regulatory requirements. Our facilities are certified under ISO 9001, ISO 22000, HACCP, GMP, Halal, Kosher, and IFS Food standards, demonstrating a strong and sustained commitment to quality management, food safety, and international regulatory compliance.

These certifications confirm the implementation of robust hygiene practices, comprehensive traceability systems, and effective risk mitigation measures across our operations, reinforcing confidence in the safety, integrity, and consistency of our products.

Product quality and food safety performance

During the reporting period, Trans-Oil recorded zero quality- or food safety-related complaints, incidents, or product recalls across all operations and markets. This performance highlights the effectiveness of our quality management systems, strict regulatory compliance, and proactive risk management approach. Through continuous monitoring and adherence to high operational standards, we ensure that all products meet stringent safety and quality requirements, strengthening customer trust and reinforcing our position as a reliable and responsible industry leader.

Trusted brands across European markets

Our sunflower oil brands **FLORIS** and **ISKON** have established a strong and lasting presence in European markets, underpinned by consistent product quality, reliability, and consumer trust. Their reputation has been built over time through disciplined production processes, strict food safety controls, and adherence to internationally recognized quality standards across the value chain.

Beyond formal certifications and awards, the strength of these brands lies in their ability to consistently meet evolving consumer expectations for purity, safety, and responsible production. Robust quality management systems, traceability measures, and proactive risk management practices ensure that products delivered to European customers meet high regulatory and market requirements.

The sustained market acceptance of FLORIS and ISKON reflects Trans-Oil's broader commitment to operational excellence, continuous improvement, and responsible manufacturing. By aligning product quality with sustainability principles and transparent business practices, we continue to reinforce consumer confidence and strengthen the long-term resilience of our brands in competitive European markets.

Advancing efficiency and food safety

Trans-Oil continues to invest in modernization and technological upgrades across its crushing operations to enhance efficiency, operational safety, and food quality standards. A major milestone in this program was the successful commissioning of a new oil bottling facility at JSC Floarea Soarelui in Moldova, which is now fully operational and equipped with state-of-the-art automation and safety systems.

The facility operates two fully automated bottling lines designed to ensure high precision, consistency, and operational efficiency. These lines are fitted with dry conveyor systems to reduce moisture-related risks and safeguard product integrity, as well as enclosed conveyors that further enhance food safety by minimizing contamination risks and ensuring compliance with stringent industry and regulatory standards.

To support efficient workflows, a dedicated storage area for packaging materials has been integrated upstream of the bottling and packing lines, optimizing inventory management and material handling. In addition, a new rack-type finished goods warehouse has been commissioned, featuring automated racking systems with self-moving platforms that enable high-speed, organized, and automated product storage and dispatch.

Building on these achievements, Trans-Oil has initiated a new modernization project at the same facility aimed at upgrading the oilseed crushing operation to enable the processing of rapeseed alongside existing oilseed streams. This upgrade will further strengthen operational flexibility, support product diversification, and enhance the resilience of the Group's processing platform.

Through these completed and ongoing investments, we reinforce our commitment to operational excellence, food safety, and continuous improvement, ensuring the reliable supply of high-quality products that meet evolving market and regulatory expectations.

Our supply chain

Trans-Oil values the role of suppliers in its sustainability journey. We tend to partner with those who uphold environmental, social and ethical standards, fostering transparency and driving positive impact across our supply chain. Together, we create value and contribute to a more sustainable future.

Our supply chain

Trans-Oil recognizes that a resilient, transparent, and responsible supply chain is fundamental to long-term business success and sustainable development. Our supply chain connects thousands of agricultural producers with global markets and plays a critical role in delivering high-quality, responsibly sourced commodities while managing environmental, social, and governance (ESG) risks.

We work closely with our suppliers to promote ethical conduct, environmental stewardship, and respect for human rights throughout the value chain. Clear expectations are established through a structured sustainability framework, enabling transparency, accountability, and continuous improvement across sourcing, processing, logistics, and trading activities.

Our approach is guided by a structured sustainability framework that prioritizes risk-based supplier engagement, deforestation-free and conversion-free sourcing, resource efficiency, and compliance with international standards. Through progressive targets, capacity-building initiatives, and enhanced monitoring, we seek to strengthen supplier performance, support sustainable agricultural practices, and build long-term partnerships that create shared value.

By integrating sustainability into our supply chain strategy, Trans-Oil aims to mitigate risks, enhance operational resilience, and contribute positively to environmental protection, social well-being, and economic development across the regions in which we operate.

1 NO POVERTY	**2 ZERO HUNGER**	**8 DECENT WORK AND ECONOMIC GROWTH**	**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**	**13 CLIMATE ACTION**	**17 PARTNERSHIPS FOR THE GOALS**
Supporting sustainable livelihoods We contribute to income stability in sourcing regions by engaging with local producers and suppliers and promoting fair, lawful, and transparent sourcing practices.	**Sustainable agricultural production** We support responsible agricultural practices that enhance productivity, protect soil health, and contribute to stable food and feed supply chains.	**Responsible labor practices in the supply chain** We expect suppliers to comply with internationally recognized labor standards, including the prohibition of child and forced labor and respect for freedom of association.	**Responsible sourcing and traceability** We promote responsible production through supplier screening, traceability, certification schemes, and requirements for compliance with environmental and social standards.	**Reducing climate-related supply chain risks** We integrate climate considerations into sourcing decisions and encourage practices that reduce emissions and enhance resilience within agricultural supply chains.	**Collaboration with suppliers and stakeholders** We work collaboratively with suppliers, certification bodies, customers, and other stakeholders to strengthen sustainability performance across the value chain.

Our responsible sourcing approach

At Trans-Oil, we are committed to developing a sustainable, resilient, and responsibly managed supply chain. We engage proactively with our suppliers to ensure that sourcing practices are aligned with our environmental and social responsibility objectives, while continuously reinforcing the robustness of our supply chain management approach.

Our commitment is reflected in the prioritization of suppliers that demonstrate responsible environmental and social practices, including the reduction of greenhouse gas emissions, efficient use of water resources, responsible waste management, and respect for internationally recognized labor standards. Through structured supplier engagement and the implementation of our Supplier Code of Conduct, we promote continuous improvement in sustainability performance across the supply chain.

These efforts focus on enhancing resource efficiency, strengthening compliance and performance monitoring, and embedding responsible sourcing principles into procurement processes. By doing so, we aim to mitigate environmental and social risks, enhance operational resilience, and contribute to measurable improvements in sustainability outcomes throughout our value chain.

As part of our commitment to responsible and sustainable sourcing, we are progressively strengthening our supply chain governance framework through the implementation of dedicated policies, procedures, and management tools. These initiatives are designed to embed environmental and social expectations into supplier relationships and enhance oversight across the value chain.

Key elements of this framework include:

- **Corporate Sustainable Sourcing Policy and Supplier Code of Conduct**
  We have established and published a Corporate Sustainable Sourcing Policy and Supplier Code of Conduct, which define our expectations regarding environmental protection, labor practices, ethical conduct, and regulatory compliance.

These documents are publicly available on the Company's website and serve as reference point for suppliers, providing clear guidance on responsible sourcing requirements.

- **Supplier management program**
  We are advancing the implementation of our supplier management program aimed at systematically assessing, monitoring, and improving supplier performance against defined sustainability criteria. This program is intended to support risk-based supplier segmentation and facilitate targeted engagement aligned with our sustainability objectives.

- **Ongoing supplier assessment and monitoring**
  Supplier re-assessment and performance monitoring are envisaged as continuous processes. The approved supplier base will be dynamically updated to reflect performance outcomes, with new suppliers evaluated prior to onboarding and underperforming suppliers subject to corrective actions or disengagement where necessary. This approach is intended to progressively raise sustainability standards across the value chain.

While progress has been made in establishing the foundations of responsible sourcing, we recognize that our supply chain sustainability framework continues to evolve. Planned enhancements include expanded supplier screening, the phased introduction of audit and verification mechanisms, and strengthened performance monitoring over time.

Trans-Oil works with more than 3,000 agricultural suppliers globally, ranging from small family-owned farms to large agribusiness enterprises. This diversified supplier base supports the reliability of raw material supply for our operations, while highlighting the need for scalable supply chain sustainability management.

During the reporting year, comprehensive supplier auditing was not yet implemented at scale. Nevertheless, strengthening supplier assurance remains a priority as we further develop our sustainable sourcing approach.

Trans-Oil continues to advance its sustainable sourcing system to promote responsible, ethical, and transparent supply chain practices. Our approach is based on a structured and phased implementation model, designed to enable systematic supplier evaluation, onboarding, and oversight, while supporting continuous improvement across the supply chain. This system includes:

- **Risk assessment and pre-screening**
  The process begins with an assessment of sourcing regions and countries from an environmental, social, and governance (ESG) perspective. This assessment identifies heightened sustainability risks and determines where enhanced oversight is required, enabling early risk mitigation and informed sourcing decisions.

- **Supplier onboarding**
  Supplier onboarding is guided by the outcomes of the risk assessment. Regions assessed as presenting significant ESG risks are excluded from supplier engagement, while sourcing from lower-risk regions may proceed. All suppliers entering into commercial relationships with Trans-Oil are required to contractually comply with the Corporate Sustainable Sourcing Policy and the Supplier Code of Conduct.

- **Supplier self-assessment and audits**
  Following onboarding, suppliers are required to disclose sustainability-related information or complete a structured self-assessment covering environmental, social, and governance criteria. Where resources allow, a risk-based sample of suppliers will be subject to audits to validate self-reported information and assess compliance with established requirements.

- **Analysis and sustainability categorization**
  Results and audit findings are reviewed by a cross-functional team comprising sustainability and commercial functions. This review identifies gaps, risks, and improvement opportunities, and informs the classification of suppliers into risk categories that determine the level of monitoring and engagement.

- **Corrective actions and continuous monitoring**
  Suppliers with identified deficiencies are required to develop and implement corrective action plans with defined timelines and responsibilities. Progress is monitored throughout the acceptance period, with ongoing compliance tracking maintained until the next assessment or audit cycle to support continuous performance improvement.

- **Re-assessments and re-audits**
  Periodic re-assessments and audits are conducted based on supplier risk profiles. These evaluations verify progress against corrective actions and reinforce sustained compliance. Repeated or severe non-compliance may result in supplier disqualification and termination of commercial relationships.

As the sustainable sourcing system continues to evolve, further enhancements are planned to strengthen accountability, transparency, and effectiveness. Future developments will focus on expanding supplier screening, increasing audit coverage, and reinforcing verification mechanisms to support responsible sourcing across the supply chain.
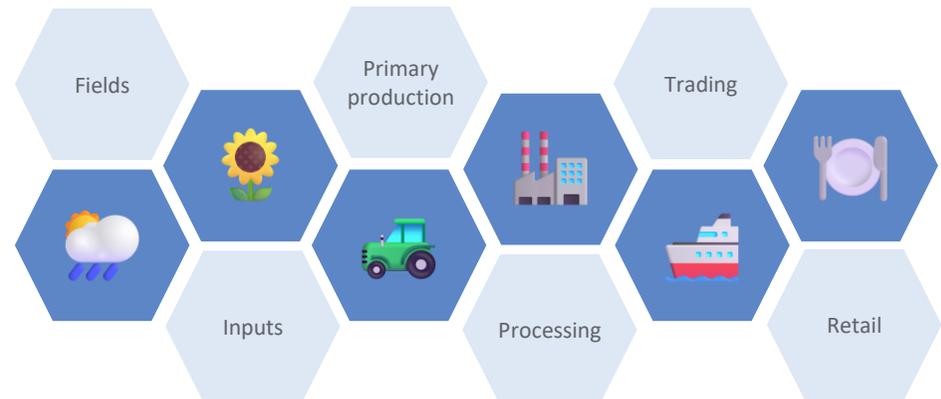
Company sourcing practices

The Company's sustainable sourcing policy is designed to ensure that all commodity acquisitions prioritize primary producers and suppliers that meet defined legal, environmental, and social criteria, including:

- Are legally registered entities operating in full compliance with applicable national legislation
- Manage land that is legally designated for agricultural use
- Demonstrate a commitment to continuous improvement in environmental and social performance

Compliance with these requirements is verified through objective, documented evidence as part of the supplier screening process and prior to each harvesting and acquisition campaign. Acquisition volumes are assessed against the documented agricultural land area provided by suppliers. Where offered quantities exceed the volumes reasonably attributable to declared land holdings, the Company undertakes additional verification, which may result in the refusal to source the commodities concerned.

The majority of commodities are sourced locally within the countries where the Company operates, primarily through direct engagement with farmers and traders. All suppliers are legally registered entities with established market presence and compliance with local regulatory requirements. Supplier contracts are executed on an individual basis and securely recorded within the Company's electronic contract management system.

The Company requires that all commodities originate from land legally designated for agricultural use and with no history of deforestation, significant habitat conversion or biodiversity loss. In line with this approach, the Company does not source commodities from countries or regions associated with widespread deforestation, significant habitat conversion, or systematic human rights violations. These requirements are further supported by the Company's Corporate Biodiversity

Conservation Policy and Corporate Animal Welfare Policy, which establish principles for protecting habitats, maintaining ecosystem integrity, and promoting responsible treatment of animals within agricultural value chains.

To further promote sustainable production, the Company offers price premiums for certified ecological and organic commodities sourced from local farmers. Future initiatives are planned to expand support for the procurement of certified organic and sustainably produced raw materials.

Suppliers receive guidance on environmental protection and biodiversity responsibilities through the Company's Supplier Code of Conduct, which defines clear principles and expectations for environmental stewardship. In addition, the Company actively encourages the adoption of sustainable agricultural practices that enhance soil fertility, reduce pesticide use, protect biodiversity, and establish or restore tree protection strips. Guidance materials are disseminated on an ongoing basis through the Company's network of storage facilities and acquisition managers.

Sustainable agricultural practices also present economic benefits for producers, particularly in the context of rising input costs for fuel, equipment, fertilizers, and crop protection products. At the same time, growing market demand for ecologically produced and organic raw materials, together with associated price premiums, further supports the business case for sustainable farming.

As part of its climate-related commitments, the Company has adopted a Deforestation-Free Supply Chain Policy to reinforce responsible sourcing practices. This policy is communicated to all commodity suppliers and forms an integral part of the Company's broader approach to environmental sustainability.

Environmental and social aspects in the agricultural supply chain

Trans-Oil has established and implements policies and procedures that reflect clear enforceable commitments to the protection of human rights and the environment across its agricultural supply chain. These commitments are embedded in the Corporate Sustainable Sourcing Policy, the Corporate Responsible Agricultural Commodities Supply Policy, the Corporate Responsible Crop Protection Products and Fertiliser Usage Policy, and the Supplier Code of Conduct, which all suppliers are required to comply with as a condition of commercial engagement.

From a social perspective, Trans-Oil maintains a zero-tolerance approach toward all forms of forced labor, compulsory labor, child labor, and other forms of human exploitation. The majority of the Company's suppliers are engaged in the cultivation of oilseeds and grains, a sector that has become increasingly mechanized through the adoption of modern agricultural equipment and technologies for planting, cultivation, and harvesting. As a result, labor intensity has decreased and the social risks traditionally associated with manual agricultural work have been significantly reduced.

Trans-Oil expects all agricultural suppliers and partners to comply with internationally recognized labor standards, including the principles of the International Labour

Organization (ILO). Workers employed by suppliers are required to be engaged freely and voluntarily, with the legal right to terminate employment in accordance with applicable national labor laws and internal employment regulations. Compliance with these requirements is reinforced through supplier screening, contractual obligations, and ongoing engagement.

In parallel, environmental considerations form an integral part of Trans-Oil's agricultural sourcing approach. The Company strictly prohibits sourcing commodities linked to deforestation, significant habitat conversion, biodiversity loss, or other forms of environmental degradation. Suppliers engaged in such practices are excluded from the supply chain, and these violations constitute disqualifying criteria under the Company's sourcing strategy. Responsible use of crop protection products and fertilisers by suppliers is further governed by the Corporate Responsible Crop Protection Products and Fertiliser Usage Policy.

Trans-Oil further encourages its agricultural partners to adopt sustainable farming practices that protect soil health, reduce the use of agrochemicals, safeguard biodiversity, and maintain or restore landscape features. Environmental expectations and responsibilities are clearly communicated through the relevant corporate policies and the Supplier Code of Conduct and are supported by ongoing guidance disseminated via the Company's acquisition managers and storage facility network.

Beyond risk mitigation, Trans-Oil actively promotes positive social contributions within sourcing regions. Suppliers are encouraged to support youth development initiatives, including access to education and vocational training, contributing to long-term community resilience and workforce development in agricultural areas.

Through continuous monitoring, supplier engagement, and enforcement of sourcing policies and the Supplier Code of Conduct, Trans-Oil seeks to ensure that both social and environmental risks within its agricultural supply chain remain low. The Company remains committed to responsible sourcing practices that respect human rights, protect ecosystems, and support sustainable livelihoods throughout the value chain.

Supply chain certifications

All five of the Company's crushing plants maintain valid International Sustainability and Carbon Certification (ISCC) certification for their supply chain operations. ISCC is a globally recognized certification system that ensures the sustainability, traceability, and integrity of biomass and bioenergy supply chains. Certification under ISCC confirms compliance with stringent environmental and social requirements and supports responsible production and trade practices.

The ISCC system integrates the requirements of the German Sustainability Regulations and the European Union Renewable Energy Directive, providing a practical, transparent, and internationally applicable framework for sustainability and traceability. Our crushing plants have consistently maintained ISCC certification over multiple years and remain committed to preserving this certification as part of our long-term responsible sourcing and sustainability strategy.

In addition, Victoria Oil, located in Šid, Serbia, has collaborated with Nestlé on a project focused on regenerative agriculture and greenhouse gas (GHG) emissions reduction. The initiative aimed to monitor emissions performance and support the adoption of more sustainable farming practices among selected suppliers.

As part of this project, three key agricultural suppliers were engaged to implement regenerative sustainability-oriented practices. Victoria Oil, supported these suppliers in preparation of certification under the Farm Sustainability Assessment (FSA) standard. Subsequently, the participating farms were integrated into the ISCC certification process, ensuring alignment with equivalent requirements for sustainability, traceability, and emissions-related performance.

This approach allowed the Company to streamline certification efforts while maintaining robust assurance over environmental and social performance within the agricultural supply chain, reinforcing the role of certification as a key tool for transparency, risk management, and continuous improvement.

Contractor management approach

We primarily engage contractors to perform non-core activities, including large-scale construction works, equipment installation and modifications, specialized maintenance of technical assets, transportation services, and security operations. All core business activities, such as commodity sourcing, conditioning, storage, processing into oil and flour, and transshipment, are carried out exclusively by our own employees and technical specialists.

While local market conditions and industry-specific factors may limit the degree of direct operational control over contractors, we apply a structured approach to contractor oversight to ensure compliance with applicable safety, environmental, and regulatory requirements. This approach is implemented through our Contractor Safety Management Program, which establishes minimum standards and control measures applicable to all contractor engagements.

Pre-authorization and safety controls

Prior to engagement, contractors are subject to qualification and authorization process designed to assess technical competence, safety performance, and compliance readiness. This process includes:

- Evaluating contractor qualifications and competencies relevant to the scope of work
- Executing contractual agreements that define roles, responsibilities, and safety obligations
- Requiring formal acceptance of the Contractor Code of Conduct, which specifies mandatory safety and behavioral requirements
- Identifying hazards and assessing risks associated with contractor-performed activities

Ongoing safety oversight and compliance

Once authorized, contractors are required to comply with continuous safety and environmental control measures before and during the execution of works, including:

- Controlled site access for contractor personnel
- Safety induction, training, and hazard communication
- Verification of the integrity of tools, equipment, and machinery
- Application of permit-to-work systems, where relevant
- Incident reporting, investigation, and corrective action procedures
- Workplace inspections and on-site safety supervision
- Monitoring of contractor safety and environmental performance
- Regular coordination meetings and implementation of agreed improvement actions

Through these structured policies, procedures, and oversight mechanisms, we seek to ensure that contractor activities are conducted in alignment with our internal standards and legal requirements, thereby safeguarding worker health and safety, minimizing environmental risks, and protecting business continuity and integrity.

During the 2024/2025 reporting year, we engaged, on average, 61 contractor organizations per month, representing an average of 136 contractor workers per month. Contractor activities accounted for a total of 75,906 worked hours, corresponding to approximately 41.25 full-time equivalent (FTE) positions over the reporting period.

Our communities

Trans-Oil is committed to building sustainable communities by supporting education, healthcare and infrastructure. Through partnerships and engagement, we empower local populations, promote inclusivity and drive long-term social impact.
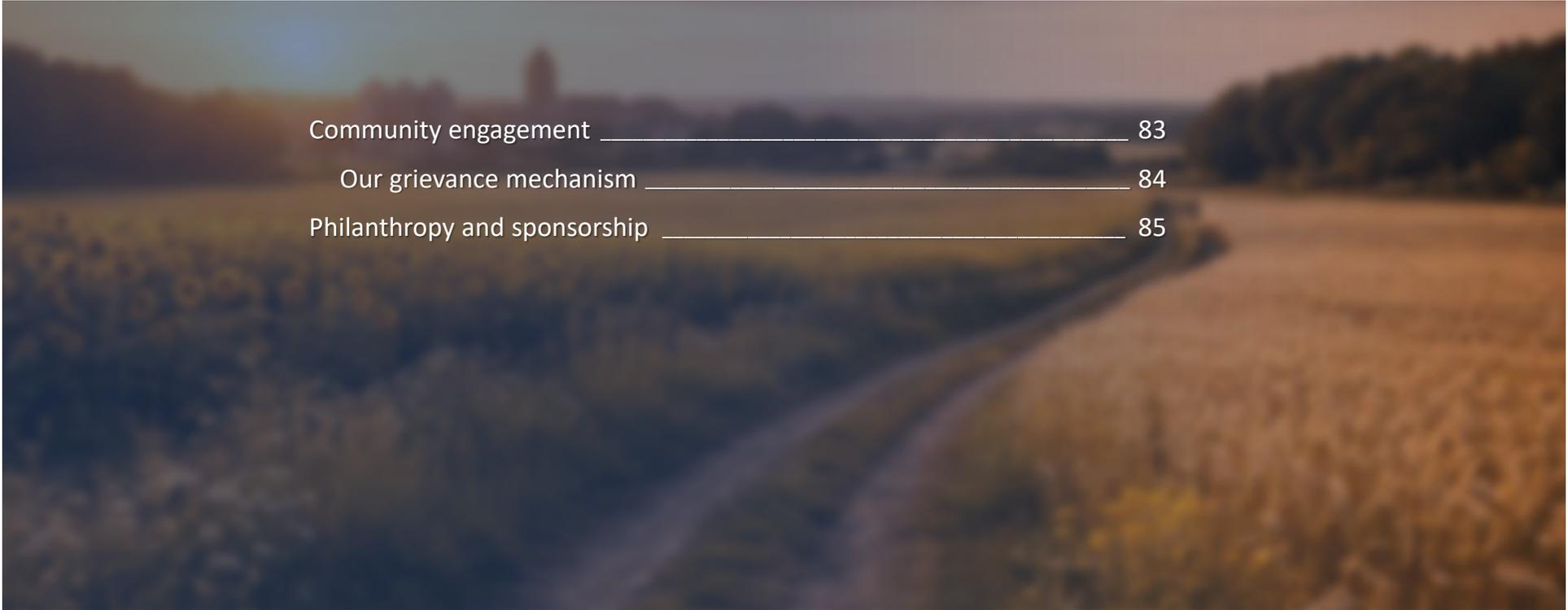
Our communities

Trans-Oil's operations are closely connected to the social, environmental, and economic conditions of the communities in which we operate. As a responsible agro-industrial group, we recognize our role in contributing to local development, supporting social well-being, and engaging transparently with stakeholders affected by our activities.

Our approach to community engagement is grounded in regular dialogue with local authorities, community representatives, civil society organizations, and other stakeholders. Through structured engagement, grievance mechanisms, and targeted social initiatives, we seek to understand local priorities, manage potential impacts, and contribute positively to community resilience. Our community investments and

partnerships are designed to complement public initiatives, support vulnerable groups where appropriate, and foster long-term trust and cooperation.

These activities reflect the social and environmental dimensions of our engagement with communities across our operating regions and support the responsible management of local impacts.

Supporting local socio-economic development

We contribute to local economic stability through employment, tax contributions, and targeted community investments that support vulnerable groups and essential social infrastructure.

Supporting food systems and agricultural communities

Through our core activities and community initiatives, we contribute to stable agricultural supply chains and support local producers and food-related social initiatives.

Promoting community well-being and safety

We support community well-being through health- and safety-related initiatives, responsible operations, and engagement aimed at minimizing adverse impacts on local populations.

Protecting local water resources

We manage water-related impacts and support environmental initiatives, including afforestation and land restoration, that contribute to water protection and ecosystem health.

Responsible behavior and awareness

We promote responsible practices through community engagement, environmental initiatives, and awareness-raising activities that encourage resource efficiency and responsible consumption.

Collaboration with local stakeholders

We work in partnership with local authorities, educational institutions, civil society organizations, and other stakeholders to deliver community initiatives aligned with shared development objectives.

Community engagement

Community engagement represents a fundamental element of Trans-Oil's approach to responsible business conduct. We acknowledge that our activities influence the social, environmental, and economic conditions of the communities in which we operate, and we therefore seek to maintain open, constructive, and transparent relationships with local stakeholders.

Through regular dialogue with community representatives, local authorities, and civil society organizations, we aim to understand local priorities, expectations, and concerns. These interactions provide valuable insight into the specific characteristics and development needs of our operating regions, enabling us to better align our activities with local contexts and contribute in a manner that is relevant and appropriate.

Community engagement is embedded within our corporate culture and decision-making processes. We view collaboration with stakeholders not as a standalone obligation, but as an integral component of long-term value creation. By acting as a responsible operator and reliable partner, we seek to support community development while strengthening trust and mutual understanding across the regions where we conduct our operations.

Contributing to environmental restoration through afforestation

During the reporting year, we continued to support national efforts to restore degraded land and enhance biodiversity through employee participation in afforestation initiatives. In March 2025, our employees joined the National Afforestation Campaign (*Marea Plantare Națională*), contributing to tree-planting activities across multiple regions in the Republic of Moldova.

Planting activities were carried out in locations including Bălți, Fălești, Florești, Dondușeni, Otaci, Ceadâr-Lunga, Căușeni, as well as Sîrma, Leova and Giurgiulești (Cahul). Working in cooperation with local authorities and community representatives, our teams planted thousands of saplings, including species such as acacia, oak and Turkish cherry, selected for their suitability to local ecological conditions.

These activities formed part of a broader national objective to rehabilitate degraded land and increase forest coverage, contributing to ecosystem restoration, soil protection and climate resilience. Employee engagement in these initiatives supports our environmental commitments by translating policy principles into practical action at local level.

We consider afforestation initiatives an important component of our approach to environmental stewardship and community cooperation, and we continue to encourage employee participation as part of our broader sustainability agenda.

Enhancing community engagement and local safety cooperation

During the reporting period, we strengthened our community engagement framework through the adoption of new policies aimed at enhancing relationships with stakeholders. Our Corporate Neighborhood Policy establishes principles for transparent communication, active dialogue, and collaboration with neighboring communities to address concerns and promote local development. In parallel, our Corporate Responsible Land Acquisition and Resettlement Policy sets our clear commitments to fair, transparent, and inclusive land acquisition processes that respect the rights and interests of affected stakeholders.

In addition to these policy commitments, our emergency response teams at several operational sites regularly participate in joint drills with local authorities and community emergency services.

These exercises strengthen preparedness, support knowledge sharing, and contribute to the safety of both our facilities and surrounding communities.

Economic impact and local development contribution

Several of Trans-Oil's operations are among the major employers and fiscal contributors in the regions where the Group is present. Through the payment of taxes and statutory charges to both local and national budgets, we contribute to public revenues that support economic activity, the provision of essential infrastructure, and broader community development initiatives.

Our grievance mechanism

We recognize that effective grievance management is an essential component of responsible business conduct and a key element of our engagement with employees, communities, suppliers, contractors, and other stakeholders. Our activities, including industrial operations and logistics, may give rise to concerns related to environmental, social, or operational impacts. Maintaining accessible and credible grievance channels enables us to identify concerns at an early stage, address them in a timely manner, and strengthen trust with affected stakeholders.

Our grievance mechanism is designed to capture, assess, and address concerns in a fair, transparent, and consistent manner. It applies to all Trans-Oil Group of Companies' operations and is available to both internal and external stakeholders. The mechanism supports the identification of emerging issues, contributes to the prevention of adverse impacts, and informs continuous improvement of our management practices.

In addition, we maintain an internal whistleblowing framework governed by a dedicated Whistleblowing Policy, which provides employees and other eligible parties with secure and confidential channels to report concerns related to misconduct, legal violations, or unethical behavior. This framework complements the broader grievance mechanism by strengthening protection for individuals who raise concerns in good faith and ensuring that sensitive matters can be addressed independently and confidentially.

The framework is further supported by the **Confidential Survivor-Centered Grievance procedure**, which establishes detailed processes for the intake, assessment, investigation, and resolution of sensitive grievances, including discrimination, harassment, and SEAH-related concerns. The procedure is grounded in principles of confidentiality, non-retaliation, impartiality, survivor-centered support, and data protection, and defines clear roles, timelines, secure case management practices, and performance monitoring requirements to ensure consistent and responsible handling of reported concerns.

Stakeholders may submit grievances, including anonymous reports, through multiple channels to ensure accessibility and inclusiveness:

- The Complaints and Speak Up tool available on the Company website
- Written submissions via the designated Company email address
- Telephone calls to the Company office
- Physical grievance boxes located at Company sites, supported by clear instructions and standardized forms

Key principles of our grievance mechanism:

- **Proactive stakeholder engagement:** We maintain ongoing communication with stakeholders through meetings, consultations, and feedback tools, where applicable, to identify concerns at an early stage.
- **Accessible grievance channels:** Clear and accessible channels are available for submitting grievances, including hotlines, online forms, and local feedback mechanisms.
- **Timely handling and resolution:** All grievances are reviewed promptly and fairly. We seek timely resolution through dialogue, mediation, or other appropriate actions, with regular communication to affected parties.
- **Learning and improvement:** Reported concerns are analyzed to identify trends and root causes. Findings inform corrective actions and improvements to our practices.
- **Constructive dialogue:** We engage with affected stakeholders to support constructive dialogue and collaborative solutions, fostering trust and accountability.

By combining preventive engagement with responsive grievance handling, we reinforce our commitment to continuous improvement and stakeholder trust.

Addressing community grievances

We view grievance data as an important management input. Reported concerns are periodically analyzed to identify recurring themes, underlying causes, and potential systemic issues. Insights gained are used to refine internal controls, adjust engagement approaches, and strengthen preventive measures, thereby reducing the likelihood of recurrence.

During the reporting year, no community grievances were recorded through our grievance channels. This represents an improvement compared to the previous reporting period, when two grievances were received. While the absence of reported grievances may indicate improved engagement and issue prevention, we continue to promote awareness of our grievance mechanism and to encourage stakeholders to raise concerns.

We remain committed to maintaining open dialogue and continuously enhancing the effectiveness of our grievance mechanism as part of our broader approach to transparency, accountability, and responsible business practices.

Philanthropy and sponsorship

We continued to support community development and social well-being in the regions where we operate through targeted philanthropy, sponsorships, and educational initiatives. Our approach prioritizes initiatives that address community needs, promote inclusion, and strengthen long-term social resilience, while remaining aligned with our values and operational footprint.

During the reporting year, our community engagement activities focused primarily on education, social solidarity, and support for vulnerable groups. Through our subsidiaries and local partnerships, we provided financial and in-kind contributions to educational institutions, charitable organizations, and community-led initiatives. These actions were designed to complement public and civil society efforts and to contribute to local social infrastructure without substituting for public responsibilities.

A key area of engagement during the year was education and youth development. We supported early childhood and school education through donations of technical and educational equipment to local institutions, implemented in cooperation with specialized educational providers.

We also maintained our involvement in charitable and solidarity-driven initiatives, including participation as a sponsor in nationally and internationally recognized charity events, such as IWCM International Charity Bazaar 2024. These initiatives focused on supporting hospitals, displaced persons, and individuals facing social or economic vulnerability, particularly during the winter period. Our contributions were provided primarily through structured charity platforms, ensuring transparency and alignment with clearly defined social objectives.

Beyond direct donations, we actively promoted responsible behavior and collective action during periods of broader societal challenge. In the context of national energy supply constraints, we encouraged employees, partners, and communities to adopt energy-saving practices, reinforcing the importance of shared responsibility and resource efficiency.

In parallel, we continued to support industry and professional platforms through sponsorship of sector-specific conferences and events, including 2025 Baltic Grains & Oils Conference in Riga and 10th International Conference BLACK SEA OIL TRADE 2024 in Bucharest. These engagements aim to facilitate dialogue, knowledge exchange, and collaboration across the agri-food and logistics value chain, contributing indirectly to sector resilience and responsible market development.

We regularly review the scope and outcomes of our community investments to ensure relevance and effectiveness. Feedback from local partners and participating institutions is used to refine future engagement priorities and to strengthen the alignment between our social contributions and community expectations.

Supporting local communities is an integral part of our long-term development approach. Since June 2012, Trans-Oil has invested approximately $145 million in expanding and modernizing its operational asset base, including processing, storage, and port infrastructure. These investments have strengthened operational reliability, supported employment, and contributed to economic activity in the regions where we operate.

In parallel, we provide access to pre-crop financing facility designed to support business partners with timely working capital during critical stages of their operating cycles. The program has a financing limit of up to $43 million and enables counterparties to secure essential inputs and manage liquidity needs more effectively, helping reduce short-term financial constraints and support operational continuity.

Through this combination of long-term infrastructure investment and targeted financial support mechanisms, we seek to strengthen value chain resilience, maintain stable business relationships, and contribute positively to local economic development in the communities where we operate.

Other relevant information

Sustainability dashboard

OUR PEOPLE	2022/2023	2023/2024	2024/2025
Number of employee work-related accidents	15	16	9
- Fatal accidents	0	0	0
- Severe accidents	2	1	2
- Lost time accidents	13	15	7
Lost Time Accidents Rate (number of accidents per 1 mln. worked hours)	3.03	3.42	2.38
Accidents Severity Rate[1] (number of accident lost days per accident)	64.87	27.50	28.89
Occupational Disease Rate (%)	0%	0%	0%
Women Employment Rate (%)	27.4%	26.5%	26.9%
"White Collar" Rate (%)	25.5%	22.7%	23.9%
Incidents of Child or Forced Labor	0	0	0
Employees with Disabilities Rate (%)	1.7%	1.5%	1.5%
Employee Turnover Rate (%)	23.5%	20.2%	21.2%
Number of Grievances from Employees	0	0	0
Employee Training Hours (hours per employee per year)	12.25	7.49	6.61
Overtime Hours to Regular Hours Rate (%)	2.9%	2.6%	2.1%
Night Hours to Regular Hours Rate (%)	16.1%	14.9%	12.0%
Medical Leave Incidence (sick days per employee)	8.50	8.08	9.18
Medical Leave Severity (sick days per medical case)	12.68	13.07	13.40
Total Occupational Health & Safety Expenses (USD per tonne of output)	0.16	0.16	0.30

[1] Accident Severity Rate is calculated as the total number of lost workdays divided by the number of recordable accidents. Accordingly, lost days attributable to an accident continue to affect the indicator in the reporting year in which the accident originally occurred. The figures for reporting years 2022/2023 and 2023/2024 were restated to align with this methodology, as one accident that occurred in 2022/2023 continued to generate lost days that had previously been recorded in subsequent reporting periods.

Sustainability dashboard

OUR COMMUNITY	2022/2023	2023/2024	2024/2025
Number of Contractor Workplace Accidents	2	0	1
- Fatal accidents	0	0	0
- Severe accidents	2	0	1
- Lost time accidents	0	0	0
Number of road truck accidents	8	2	0
Environmental and safety incidents	3	0	0
Number of grievances from community	4	2	0
Total greenhouse gas emissions intensity (kgCO$_2$e / tonne of output)	37.89	39.24	58.56
GHG emissions from fossil fuels (kgCO$_2$e / tonne of output)	17.98	19.23	33.58
GHG emissions from renewable energy sources (%)	52.5%	51.0%	42.7%
Water usage ratio (L/tonne of output)	184.0	208.9	364.1
Energy usage ratio (MJ/tonne of output)	294.2	296.4	407.1
Waste generation rate (kg/tonne of output)	133.4	153.8	151.5
Chemicals usage ratio (kg/tonne of output)	0.31	0.33	0.38
Total environmental-related expenses (USD per tonne of output)	0.95	0.50	1.06
Number of volunteer man-hours	1,318	1,744	3,054
Community investments (USD)	231,891	259,090	130,063

Report information

The Sustainability Report for the year ended 30 June 2025 has not been subject to independent third-party assurance. All information and data disclosed have been internally reviewed and verified through consistency checks against other relevant Company reports and have been validated by cross-functional functions and the ESG Committee.

Report audience

This report is intended to serve a broad range of stakeholders with an interest in Trans-Oil's sustainability approach, performance, and governance, including:

- Board of Directors;
- Investors and shareholders;
- Lenders and development finance institutions (DFIs);
- ESG analysts and rating agencies;
- Public authorities and regulators at central and local levels;
- Suppliers and contractors;
- Customers;
- Employees and labor unions;
- Non-governmental organizations, including agricultural and food-related Associations; and
- Media representatives.

Some images included in this report have been sourced from publicly available online materials or generated using artificial intelligence tools and are believed to be used in accordance with applicable public domain, licensing, or fair use provisions. If any image is considered to have been used inappropriately, please contact the Company so that the matter can be reviewed and addressed promptly.

Company ownership and capital structure

Aragvi Holding International Ltd, domiciled in Cyprus, is the majority shareholder of TOGC. Established on 21 June 2012, it is controlled by Vaja Jhashi, TOGC's Chief Executive Officer, who holds 85% of its shares. The remaining 15% is owned by Oaktree Capital Management LLP, which became a minority shareholder in June 2019. Since April 2021, TOGC has issued 144A/Reg S $500 million 2026 8.45% notes, listed on the Irish Stock Exchange.

Feedback and contact details

Trans-Oil welcomes feedback from all stakeholders on the information in this report. Feedback and inquiries can be submitted via the contract details below or through the Company's website.

Contact for Feedback

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Vitalie Bivol,

Group Head of Sustainability

Email: vitalie.bivol@transoilcorp.com

GRI Index

GRI Standard	Disclosure	Reference / Description			
GRI 2: General Disclosures 2021	2-1 Organizational details	[Page 91](#)			
	2-2 Entities included in the organization's sustainability reporting	[Page 10](#)			
	2-3 Reporting period, frequency and contact point	[Page 10](#); [Page 91](#)			
	2-4 Restatement of information	**Indicator**	**Reason for the restatement**	**Effect of the restatement**	**Page reference**
		Employees number	Correction of an inaccurate headcount reported for one entity in the 2023/2024 reporting period.	The total number of employees for 2023/2024 increased from 2,693 to 2,699.	[Page 41](#)
		Voluntary employee turnover rate	Two categories of voluntary employee separations were previously omitted from the 2023/2024 turnover calculation and were subsequently included.	The voluntary turnover rate for 2023/2024 increased from 12.2% to 14.7%.	[Page 44](#)
		Trade union membership and collective bargaining coverage	Data for 2023/2024 were revised to include previously unavailable information for entities operating in Serbia.	Trade union membership for 2023/2024 changed from 20.0% to 19.9%, while collective bargaining coverage increased from 61% to 75.3%.	[Page 46](#)
		Product output	Certain input from handling, storage, and processing activities was omitted from the 2023/2024 calculation as has been subsequently included.	Product output for 2023/2024 increased from 3,007,062 to 3,090,304 tonnes, resulting in corresponding adjustments to intensity indicators expressed per tonne of output.	[Page 56](#) [Page 61](#) [Pages 64-66](#) [Pages 89-90](#)

GRI Standard	Disclosure	Reference / Description			
GRI 2: General Disclosures 2021 *(Continued)*	2-4 Restatement of information *(Continued)*	**Indicator**	**Reason for the restatement**	**Effect of the restatement**	**Page reference**
		Scope 1 emissions and Scope 2 emissions	GHG emissions for all reporting years were recalculated following a methodological update using more accurate and activity-specific emission factors. In addition, biogenic emissions are now reported separately in line with the GHG Protocol.	For 2023/2024, Scope 1 emissions decreased from 71,741 to 8,588.2 tCO_2e, with an additional 61,829.8 tCO_2e reported as biogenic emissions. Scope 2 emissions increased from 41,072 to 50,842.3 tCO_2e.	Page 55
		GHG emissions intensity (Scope 1 and Scope 2)	The calculation methodology was revised in line with the GHG Protocol to measure emissions intensity using only Scope 1 and Scope 2 emissions, excluding biogenic emissions.	For 2023/2024, Scope 1 and Scope 2 GHG emissions intensity decreased from 37.5 $kgCO_2e$ per tonne of output to 19.23 $kgCO_2e$ per tonne of output.	Page 56 Page 90
		Energy consumption and energy intensity	Energy data were recalculated following a methodological update of energy conversion factors based on more specific parameters from IPCC 2006 Guidelines, corrected as of July 2023. Energy consumption, intensity, including breakdown by fuel type, was updated for all reporting years.	For 2022/2023, total energy consumption changed from 1,308,683 to 1,019,060.1 GJ and energy intensity from 378 to 294.2 MJ per tonne of output. For 2023/2024, total energy consumption changed from 1,177,044 to 916,099.2 GJ and energy intensity from 391.4 to 296.4 MJ per tonne of output.	Page 61 Page 90
		Water usage ratio	The indicator was recalculated following the revision of product output for 2023/2024.	The water usage ratio for 2023/2024 decreased from 214.7 to 208.9 liters per tonne of output.	Page 90

GRI Standard	Disclosure	Reference / Description			
GRI 2: General Disclosures 2021 *(Continued)*	2-4 Restatement of information *(Continued)*	**Indicator**	**Reason for the restatement**	**Effect of the restatement**	**Page reference**
		Water intensity	A new indicator was introduced to align with the GRI definition of water consumption (withdrawal minus discharge).	The previous indicator "water usage ratio" was replaced by "water intensity" in the Water and effluents section, while "water usage ratio" continues to be presented in the dashboard section.	Page 64 Page 90
		Non-hazardous waste	2023/2024 waste data were revised due to misplaced waste streams and previously omitted and duplicated values.	Total non-hazardous waste for 2023/2024 increased from 447,189 to 475,393.6 tonnes. Landfilled waste changed from 2,957 to 2,921.4 tonnes; waste delivered to other companies for recycling from 168,354 to 417,263.8 tonnes; waste reused or recycled by the company from 221,013 to 2,104.2 tonnes; and waste used for energy recovery from 54,865 to 53,104.2 tonnes.	Page 65 Page 66
		Waste generation rate	The indicator was recalculated following revisions to non-hazardous waste quantities and product output for 2023/2024.	The waste generation rate for 2023/2024 increased from 148.7 to 153.8 kg of waste per tonne of output.	Page 65 Page 66 Page 90
		Accidents severity rate	The methodology was updated so that lost days attributable to an accident are recorded in the reporting year in which the accident originally occurred.	The accident severity rate for 2022/2023 changed from 39 to 64.87 lost days per accident, and for 2023/2024 from 44 to 27.50 lost days per accident.	Page 89

GRI Standard	Disclosure	Reference / Description			
GRI 2: General Disclosures 2021 *(Continued)*	2-4 Restatement of information *(Continued)*	**Indicator**	**Reason for the restatement**	**Effect of the restatement**	**Page reference**
		GHG emissions from renewable energy sources	The indicator was recalculated following a change in the calculation methodology.	The share changed from 57% to 52.5% for 2022/2023 and from 56% to 51.0% in 2023/2024.	Page 90
		Total occupational health & safety expenses	The indicator was recalculated following the revision of product output for 2023/2024.	Total occupational health & safety expenses for 2023/2024 changed from 0.17 to 0.16 USD per tonne of output.	Page 89
		Total environmental-related expenses	The indicator was recalculated following the revision of product output for 2023/2024.	Total environmental-related expenses for 2023/2024 changed from 0.51 to 0.50 USD per tonne of output.	Page 90
	2-5 External assurance	Page 9; Page 91			
	2-6 Activities, value chain and other business relationships	Pages 26-27; Pages 74-80			
	2-7 Employees	Pages 40-41			
	2-8 Workers who are not employees	Page 80			
	2-9 Governance structure and composition	Pages 32-36			
	2-10 Nomination and selection of the highest governance body	Members of the Board of Directors are elected by the General Meeting of Shareholders. The Board may provide recommendations to shareholders regarding Board nominations, based on predefined criteria covering expertise, experience, independence, and alignment with the Board of Directors Profile. Appointments and reappointments are subject to term limits and periodic evaluation of individual performance and overall Board composition to ensure an appropriate balance of skills, independence, and diversity. Board of Directors By-Laws			

GRI Standard	Disclosure	Reference / Description
GRI 2: General Disclosures 2021 *(Continued)*	2-11 Chair of the highest governance body	Page 32
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 32
	2-13 Delegation of responsibility for managing impacts	Pages 34-35
	2-14 Role of the highest governance body in sustainability reporting	Page 10; Pages 32-35
	2-15 Conflict of interest	The Board of Directors By-Laws require Board members to promptly disclose any actual or potential conflicts of interest to the Chairman of the Board. Directors with a conflict are excluded from related discussions and decision-making. Transactions involving conflicts of interest must be conducted on arm's-length terms and, where applicable, approved by the General Meeting of Shareholders. The Board oversees the identification and management of conflicts of interest involving both Board and Management team members. Board of Directors By-Laws
	2-16 Communication of critical concerns	In accordance with the Board of Directors By-Laws, critical concerns related to governance, including internal disputes and conflicts of interest involving Board members, are addressed by the Board of Directors, under the coordination of the Chairman of the Board. Board of Directors By-Laws
	2-17 Collective knowledge of the highest governance body	The Board of Directors By-Laws define a formal Board of Directors Profile setting out the required mix of expertise, experience, and independence. Newly appointed Board members participate in an induction program covering the Company's business, financial reporting, legal framework, and governance responsibilities. The Board also conducts periodic reviews to identify additional training or education needs, ensuring that the collective knowledge and competencies of the Board remain appropriate for effective oversight of the Company. Board of Directors By-Laws

GRI Standard	Disclosure	Reference / Description
GRI 2: General Disclosures 2021 *(Continued)*	2-18 Evaluation of the performance of the highest governance body	In accordance with the Board of Directors By-Laws, the Board conducts at least an annual evaluation of its own performance, the performance of its individual members, and the functioning of its committees. Board of Directors By-Laws
	2-19 Remuneration policies	The detailed remuneration policy, including its principles, performance linkages, and disclosure of remuneration ratios, has not yet been fully elaborated. During 2026, the Group plans to develop and formalize a comprehensive remuneration policy covering the governance bodies and Management team, in line with applicable governance requirements and best practice. Until this policy is finalized, remuneration arrangements are governed by the processes set out in the Board of Directors By-Laws and approved by the General Meeting of Shareholders.
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	Page 3
	2-23 Policy commitments	The Company's Code of Conduct, Human Rights Policy, and other key internal policies are publicly available on the Group's website. All policies are reviewed and approved by the Chairman of the Board of Directors. Policy commitments are communicated to employees and relevant stakeholders through induction processes, training sessions, and periodic awareness activities to support consistent understanding and application across the Group.
	2-24 Embedding policy commitments	Policy commitments are embedded through induction programs, training, and awareness activities, supporting their consistent application across the organization in daily operations and decision-making.
	2-25 Processes to remediate negative impacts	Page 84
	2-26 Mechanism for seeking advice and raising concerns	Page 84
	2-27 Compliance with laws and regulations	Pages 68-69
	2-28 Membership associations	Pages 20-22; Page 31

GRI Standard	Disclosure	Reference / Description
GRI 2: General Disclosures 2021 *(Continued)*	2-29 Approach to stakeholder engagement	Pages 12-14
	2-30 Collective bargaining agreements	Page 46
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 14; Page 15
	3-2 List of material topics	Pages 16-19
	3-3 Management of material topics	The management approach for each material topic is disclosed at the beginning of, or integrated within, the respective topic-specific disclosure.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 6 Consolidated financial statements for the year ended 30 June 2025
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Page 6; Page 20; Page 84; Pages 86-87
GRI 207: Tax 2019	207-1 Approach to tax	Page 6; Page 84
	207-4 Country-by-country reporting	Consolidated financial statements for the year ended 30 June 2025
GRI 302: Energy 2016	3-3 Management of energy	Page 59
	302-1 Energy consumption within the organization	Page 60
	302-3 Energy intensity	Page 61
	302-4 Reduction of energy consumption	Pages 60-61

GRI Standard	Disclosure	Reference / Description
GRI 303: Water and Effluents 2018	3-3 Management of water and effluents	Page 62; Page 63
	303-1 Interactions with water as a shared resource	Page 62; Page 63
	303-2 Management of water discharge-related impacts	Page 62; Page 63
	303-3 Water withdrawal	Page 62
	303-4 Water discharge	Page 62
	303-5 Water consumption	Page 64
GRI 304: Biodiversity 2016	3-3 Management of biodiversity	Corporate Biodiversity Conservation Policy
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 26; Page 53; Page 77
	304-2 Significant impacts of activities, products and services on biodiversity	Page 53; Pages 77-79
	304-3 Habitats protected or restored	Page 83
GRI 305: Emissions 2016	3-3 Management of emissions	Page 54
	305-1 Direct (Scope 1) GHG emissions	Page 55, Page 57

GRI Standard	Disclosure	Reference / Description
GRI 305: Emissions 2016 *(Continued)*	305-2 Energy indirect (Scope 2) GHG emissions	Page 55, Page 57
	305-3 Other indirect (Scope 3) GHG emissions	Page 56, Page 57
	305-4 GHG emissions intensity	Page 56
	305-5 Reduction of GHG emissions	Pages 55-56
GRI 306: Waste 2020	3-3 Management of waste	Page 62; Page 64
	306-1 Waste generation and significant waste-related impacts	Page 62; Page 64
	306-2 Management of significant waste-related impacts	Page 62; Page 64
	306-3 Waste generated	Pages 65-66
	306-4 Waste diverted from disposal	Pages 65-66
	306-5 Waste directed to disposal	Pages 65-66
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Pages 75-79
	308-2 Negative environmental impacts in the supply chain and actions taken	Pages 75-79

GRI Standard	Disclosure	Reference / Description
GRI 401: Employment 2016	3-3 Management of employment	[Page 44](#)
	401-1 New employee hires and employee turnover	[Page 44](#)
GRI 403: Occupational Health and Safety 2018	3-3 Management of occupational health and safety	[Page 48](#)
	403-1 Occupational health and safety management system	[Page 48](#)
	403-2 Hazard identification, risk assessment, and incident investigation	[Page 49](#)
	403-3 Occupational health services	[Page 50](#)
	403-4 Worker participation, consultation, and communication on occupational health and safety	[Page 50](#)
	403-5 Worker training on occupational health and safety	[Page 50](#)
	403-6 Promotion of worker health	[Page 50](#)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	[Page 51](#)
	403-8 Workers covered by an occupational health and safety management system	[Page 48](#)

GRI Standard	Disclosure	Reference / Description
GRI 403: Occupational Health and Safety 2018 *(Continued)*	403-9 Work-related injuries	Page 51
	403-10 Work-related ill health	Page 51
GRI 404: Training and Education 2016	3-3 Management of training and education	Page 45
	404-1 Average hours of training per year per employee	Page 45
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 45
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of diversity and equal opportunity	Page 42
	405-1 Diversity of governance bodies and employees	Page 43
	405-2 Ratio of basic salary and remuneration of women to men	Page 43
GRI 406: Non-discrimination 2016	3-3 Management of non-discrimination	Page 42
	406-1 Incidents of discrimination and corrective actions taken	Page 42
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of freedom of association and collective bargaining	Page 46
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 46; Page 75; Page 80

GRI Standard	Disclosure	Reference / Description
GRI 408: Child Labor 2016	3-3 Management of child labor	Pages 46-47
	408-1 Operations and suppliers at significant risk for incident of child labor	Page 47; Page 75; Page 80
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of forced or compulsory labor	Pages 46-47
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 47; Page 75; Page 80
GRI 410: Security Practices 2016	3-3 Management of security practices	Pages 46-47
	410-1 Security personnel trained in human rights policies or procedures	Page 47
GRI 413: Local Communities 2016	3-3 Management of local communities	Page 83
	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 83-84; Pages 86-87
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pages 75-79

Annex — Principal Adverse Impact (PAI) Indicators Mapping

This Annex provides an overview of how the Sustainability Report of Trans-Oil Group of Companies addresses the Principal Adverse Impact (PAI) indicators defined in Annex I of the EU Regulation 2022/1288. The tables below maps each indicator to the relevant disclosures, metrics, and sections of this report.

Mandatory Principal Adverse Impact (PAI) Indicators – SFDR Annex I

PAI Indicator (SFDR Annex I)	Metric	Unit	Status	Report reference	Notes
1. GHG emissions	Scope 1 GHG emissions	tCO_2e	Reported	p. 55	Scope 3 emissions are partially calculated, currently covering the most significant category. The scope of calculation will be expanded in future reporting.
	Scope 2 GHG emissions	tCO_2e	Reported	p. 55	
	Scope 3 GHG emissions	tCO_2e	Reported	p. 56	
	Total GHG emissions	tCO_2e	Reported	p. 57	
2. Carbon footprint	Carbon footprint	tCO_2e	Reported	p. 57	Same scope and coverage as reported GHG emissions.
3. GHG intensity	GHG intensity (Scope 1 and 2)	$kgCO_2e$ / million USD of revenue	Reported	p. 56	
	GHG intensity (Scope 1 and 2)	$kgCO_2e$ / tonne of product output	Reported	p. 56	
	GHG intensity (Scope 1–3)	$kgCO_2e$ / USD of revenue	Reported	p. 57	
4. Exposure to companies active in the fossil fuel sector	Revenue derived from activities related to fossil fuels	–	Not applicable	–	The company is not active in the fossil fuel sector.
5. Share of non-renewable energy consumption and production	Non-renewable energy consumption	GJ	Reported	pp. 60–61	

Mandatory Principal Adverse Impact (PAI) Indicators – SFDR Annex I (continued)

PAI Indicator (SFDR Annex I)	Metric	Unit	Status	Report reference	Notes
6. Energy consumption intensity per high impact climate sector	Energy consumption per revenue	GJ / million USD of revenue	Reported	p. 61	
	Energy consumption per output	MJ / tonne of product output	Reported	p. 61	
7. Activities negatively affecting biodiversity-sensitive areas	Operations located in or near biodiversity-sensitive areas	Qualitative	Reported	p. 53	
8. Emissions to water	Tonnes of emissions to water generated	tonnes	Reported	p. 63	
9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste generated	tonnes	Reported	pp. 64–65	The company does not generate radioactive waste.
10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Confirmed violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	Qualitative	Reported	pp. 20–22, 31, 39, 46, 47, 53, 74, 82, 84–85	No incidents or violations identified during the reporting period.
11. Processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	Qualitative	Reported	pp. 31, 36, 39, 42, 46–48, 53, 74–80, 82, 84–85, 97	Group policies and grievance/whistleblowing mechanisms supporting compliance with UNGC principles and OECD Guidelines.

Mandatory Principal Adverse Impact (PAI) Indicators – SFDR Annex I (continued)

PAI Indicator (SFDR Annex I)	Metric	Unit	Status	Report reference	Notes
12. Unadjusted gender pay gap	Average unadjusted gender pay gap	%	Reported	p. 43	
13. Board gender diversity	Composition of the Board of Directors by gender	Qualitative	Reported	p. 43	
14. Exposure to controversial weapons	Revenue derived from the manufacture or sale of controversial weapons	–	Not applicable	–	The company is not involved in the manufacture or sale of controversial weapons.

Additional (Voluntary) Principal Adverse Impact (PAI) Indicators Reported

PAI Indicator	Metric	Unit	Status	Report reference	Notes
Emissions of inorganic pollutants	Direct emissions of inorganic pollutants	tonnes	Reported	p. 58	
Emissions of air pollutants	Direct emissions of air pollutants	tonnes	Reported	p. 58	
Emissions of ozone-depleting substances	ODS emissions	kg CFC-11 equivalent	Reported	p. 58	Assessed and determined to be not material.
Carbon emission reduction initiatives	Climate transition and emission reduction targets	Qualitative and quantitative	Reported	pp. 24, 54–55	
Breakdown of energy consumption by type of non-renewable sources of energy	Energy consumption by non-renewable energy source	GJ	Reported	pp. 60–61	
Water usage and recycling	Water consumption	m³	Reported	p. 64	
	Water recycling and reuse rate	%	Reported	p. 64	
Water management policies	Existence of water management policy	Qualitative	Reported	p. 62	
Exposure to areas of high water stress	Operations located in high water stress regions	Qualitative	Reported	p. 63	Assessed and determined to be not material.
Chemicals production activities	Revenue derived from the production of chemicals	–	Not applicable	–	The company is not engaged in the production of chemical substances.
Land degradation, desertification, soil sealing	Operations contributing to land degradation, desertification or soil sealing	Qualitative	Not applicable	pp. 53, 77–79	Not applicable to own operations; addressed through responsible supply chain management.

Additional (Voluntary) Principal Adverse Impact (PAI) Indicators Reported (continued)

PAI Indicator	Metric	Unit	Status	Report reference	Notes
Sustainable land or agriculture practices	Sustainable land/agriculture practices or policies	Qualitative	Reported	pp. 77–79	
Sustainable ocean/seas practices	Sustainable ocean/seas practices or policies	Qualitative	Reported	p. 67	
Non-recycled waste ratio	Non-recycled waste	tonnes	Reported	pp. 65–66	
Natural species and protected areas	Operations affecting threatened species	Qualitative	Reported	p. 53	
	Existence of biodiversity protection policy	Qualitative	Reported	p. 77	
Deforestation	Existence of policy to address deforestation	Qualitative	Reported	p. 77	
Share of securities not issued under Union legislation on environmentally sustainable bonds	Share of securities in investments not issued under Union legislation on environmentally sustainable bonds	–	Not applicable	–	
Workplace accident prevention policies	Existence of workplace accident prevention policy	Qualitative	Reported	p. 48	
Rate of accidents	Lost time injury frequency rate (LTIFR)	Accidents per 1 mln. worked hours	Reported	p. 51	
Number of days lost to injuries, accidents, fatalities or illness	Accidents severity rate	Accident lost days per accident	Reported	p. 89	
Supplier code of conduct	Existence of supplier code of conduct	Qualitative	Reported	p. 75	

Additional (Voluntary) Principal Adverse Impact (PAI) Indicators Reported (continued)

PAI Indicator	Metric	Unit	Status	Report reference	Notes
Grievance/complaints handling mechanism related to employee matters	Existence of grievance/complaints handling mechanism	Qualitative	Reported	pp. 84–85	
Whistleblower protection	Existence of policy on the protection of whistleblowers	Qualitative	Reported	p. 85	
Incidents of discrimination	Confirmed incidents of discrimination	Qualitative	Reported	p. 42	No incidents of discrimination identified during the reporting period.
Excessive CEO pay ratio	Average ratio of the annual total compensation for the highest compensated individual to the median annual total compensation for all employees (excluding the highest-compensated individual)	–	Not disclosed	–	
Human rights policy	Existence of human rights policy	Qualitative	Reported	p. 46	
Due diligence	Due diligence process to identify, prevent, mitigate and address adverse human rights impacts	Qualitative	Reported	pp. 68, 75–79	
Measures for preventing trafficking in human beings	Existence of policy against trafficking in human beings	Qualitative	Reported	p. 46	

Additional (Voluntary) Principal Adverse Impact Indicators (PAI) Reported (continued)

PAI Indicator	Metric	Unit	Status	Report reference	Notes
Operations and suppliers at significant risk of incidents of child labor	Risk and number of incidents of child labor	Qualitative	Reported	p. 47	No incident of child labor identified during the reporting period.
Operations and suppliers at significant risk of forced or compulsory labor	Risk and number of incidents of forced or compulsory labor	Qualitative	Reported	p. 47	No incidents of forced or compulsory labor identified during the reporting period.
Number of identified cases of severe human rights issues and incidents	Confirmed human right incidents	Qualitative	Reported	p. 46	No human rights-related incidents identified during the reporting period.
Anti-corruption and anti-bribery policies	Existence of anti-corruption and anti-bribery policy	Qualitative	Reported	p. 36	
Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery	Identified insufficiencies in actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery	–	Not disclosed	–	
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	Number of convictions and amount of fines for violations of anti-corruption and anti-bribery laws	–	Not disclosed	–	