



The cover features a central white circle with the title '2024 Annual Sustainability Report'. The circle is surrounded by five colored segments: green (top-left), grey (top-right), orange (bottom-right), light grey (bottom), and blue (bottom-left). Each segment contains a different image: a man in a field, a bridge, wind turbines, a waterfall, and industrial machinery.

2024

Annual Sustainability Report

CONTENTS

ABOUT THE REPORT	1
------------------	---

ABOUT US	2
----------	---

MESSAGE FROM THE CEO	3
----------------------	---

UNDERSTANDING TITAN GROUP	4
---------------------------	---

A Legacy of Innovation and Sustainable Growth	4
---	---

Our Values	5
------------	---

PRODUCTS AND VALUE CHAIN	6
--------------------------	---

Our Customers	6
---------------	---

POLICIES AND MANAGEMENT VALUES	9
--------------------------------	---

Delivering Value for All	10
--------------------------	----

MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT	11
--	----

ESG PERFORMANCE REVIEW	14
------------------------	----

Focus Area: De-carbonization and digitalization	15
---	----

Focus Area: Growth-enabling work environment	17
--	----

Focus Area: Positive local impact	23
-----------------------------------	----

Focus Area: Responsible sourcing	29
----------------------------------	----

GOOD GOVERNANCE, TRANSPARENCY, AND BUSINESS ETHICS	31
---	----

FINANCIAL PERFORMANCE REVIEW	33
------------------------------	----

ESG PERFORMANCE STATEMENTS	35
----------------------------	----

GLOSSARY	63
----------	----

ABOUT THE REPORT

Welcome to TITAN SHARRCEM'S 2024 Annual Sustainability Report. As a leader in the cement industry, we are committed to integrating sustainability into our core operations, ensuring transparency, accountability, and long-term positive impact.

This report provides an overview of our sustainability performance from January 1 – December 31, 2024, highlighting key initiatives in environmental stewardship, social impact, and corporate governance. From reducing our carbon footprint to fostering community development, TITAN SHARRCEM, a subsidiary of Titan S.A. - continues to contribute to a more sustainable future in Kosovo.

Sharrcem operates a cement plant in Hani i Elezit, along with three nearby quarries and subsidiaries managing terminals in Lipjan, Duhël, and Klina. The report aligns with sustainability guidance provided by TITAN, the UN Global Compact, the Global Cement and Concrete Association (GCCA), and the UN Sustainable Development Goals (SDGs) 2030.

Furthermore, the report mirrors the best practices of our parent company about reporting, as TITAN provides the framework for incorporating guidance from the United Nations Conference on Trade and Development (UNCTAD), and the IIRC (International Integrated Reporting Council). The report has been prepared with reference to the Global Reporting Initiative (GRI) standards and to the standards outlined by the Sustainability Accounting Standards Board (SASB), in specific for connecting Key Performance Indicators (KPIs) which are included in the ESG Performance KPIs section. Moreover, the selected KPIs as denoted under the list of ESG KPIs section, integral part of this report, are connected and in accordance to the EU ESRS standards.

Note

While TITAN Group participates in the UN Global Compact, Sharrcem's support for its principles is fully consolidated under the parent company's commitment.

Disclaimer

As of May 5, 2025, Titan Cement International S.A., the parent company of the Group, changed its name to **Titan SA**. The name change reflects the Company's broader and forward-looking vision, consistent with its strategic focus on sustainability and the delivery of value-added products and solutions for a sustainable future (we refer to TITAN SA as TITAN Group or simply TITAN in this Report). Additionally, the Company's website domain has been updated to www.titanmaterials.com.



ABOUT US

TITAN SHARRCEM stands as Kosovo’s sole cement plant, an emblem of resilience and progress.

Since 2010, under the stewardship of the TITAN Group, a prominent player in the international building and infrastructure materials sector, TITAN SHARRCEM has championed a vision of societal service intertwined with sustainable growth, guided unwaveringly by principles of responsibility and integrity. With a legacy stretching back to its inception in 1936, TITAN SHARRCEM has evolved from modest beginnings into a beacon of innovation and leadership within the industry. Headquartered in the border town of Hani i Elezit and supported by subsidiary office in Prishtina, the company not only thrives as a cornerstone of the local community but also aspires to meet the broader needs of society.

At the heart of TITAN SHARRCEM’s operations lies a commitment to excellence in manufacturing, transportation, and distribution of cement and associated raw materials. Leveraging resources from quarries in Dimce and Seqishte, alongside embracing alternative raw materials from other Kosovo industries, TITAN SHARRCEM aims to reduce environmental footprint and increase eco-efficiency.

A year in statistics: 2024

81,349,89 €

Amount of money for goods and services paid to suppliers

8,085,810 €

Total investments (CAPEX) in 2024

63,482 €

Local taxes (municipal and property, paid)

3,468,105 €

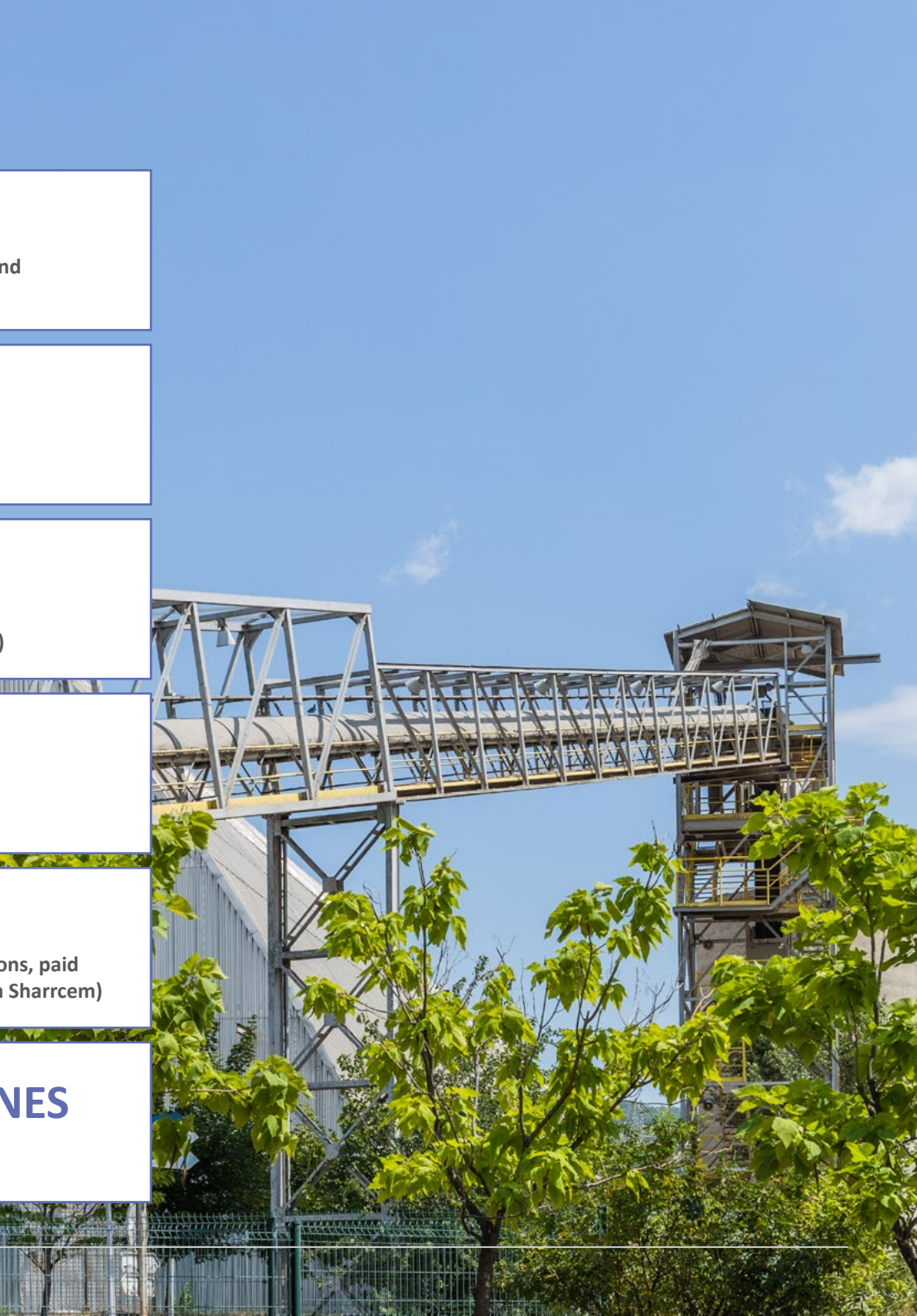
Income corporate taxes

187,109 €

Employee pension contributions, paid (5% of contribution paid from Sharrcem)

761,645 TONNES

Total cement production



MESSAGE FROM THE CEO

Dear Stakeholders, Partners,
and Friends

I am honored to share with you that 2024 has been a year of renewed purpose and tangible progress at TITAN SHARRCEM, a year in which we redefined our identity, reinforced our values, and deepened our impact.

We made significant strides in our journey toward sustainable growth, innovation, and responsibility. In 2024, our efforts translated into strong performance and meaningful progress across all dimensions of sustainability. As we continue to operate in an evolving landscape marked by global challenges and local opportunities, our focus remains clear: to build a more sustainable future, for our people, our community, and our planet.

This year marked a milestone for our organization as we proudly embraced the new corporate identity of TITAN Group, a transformation that reflects our renewed purpose and evolving role in society. Along

with this rebranding, we adopted updated corporate values, which now guide every aspect of our decision-making and operations. Guided by these values, we deepened our commitment to employee engagement and development. Through targeted training programs and the introduction of digital learning platforms like Udemy, Coursera, and PODD, we empowered our teams with future-ready skills. We also maintained our focus on diversity, local hiring, and an inclusive workplace culture that enables every individual to grow and thrive.

Our environmental commitment remained at the forefront of our strategy. In 2024, we were proud to renew our IPPC permit, a clear testament to the transparency and rigor of our operations. We also successfully completed the ISO 14001:2015 environmental audit without any non-conformities, underscoring the strength of our environmental management systems. Through community engagement initiatives, we extended our impact beyond the plant to foster environmental awareness among the next generation.

We advanced our circular economy practices, utilizing over 130,000 tons of secondary raw materials including fly ash, bottom ash, and pyrite ash. At the same time, we continued our shift toward alternative fuels, integrating waste-derived energy sources into our clinker production. These efforts support both our decarbonization targets and Kosovo's broader environmental goals.

Our belief in the transformative power of knowledge and innovation was further exemplified by the launch of the Concrete Laboratory, a milestone investment that enhances material science capabilities and supports collaboration with academic and

industry partners, further strengthened by our exclusive representation of Chryso admixtures in the local market, bringing global expertise and high-performance solutions to advance quality, durability, and sustainability in construction. Complementing this technical advancement was the Frozen Music Project, an artistic and architectural initiative that reimagines cement not merely as a building material, but as a powerful symbol of creativity, identity, and sustainability.

As part of our commitment to growth and inclusivity, TITAN SHARRCEM strengthened community ties through dedicated hiring initiatives. By prioritizing local talent, we welcomed 7 new hires from Hani i Elezit in 2024, supporting both our workforce and the local economy.

We also expanded our internship program with CSR Kosova, offering 17 young professionals hands-on experience in departments like IT, Legal, Laboratory, and Maintenance, helping equip the next generation with skills to succeed in today's workforce.

At TITAN SHARRCEM, sustainability is not a standalone goal, it is embedded in how we operate, innovate, and collaborate. Whether through our health and safety programs, community partnerships, or our commitment to transparency and responsible governance, we strive to lead by example.

I want to thank our employees, contactors, suppliers, community members, friends and partners, who contribute every day to our shared success. Together, and with the strength of TITAN Group behind us, we are building more than cement, we are building a better tomorrow.

Sincerely,



Behar Disha
Country Manager

UNDERSTANDING TITAN GROUP

A Legacy of Innovation and Sustainable Growth

TITAN is a leading international company in building and infrastructure materials, committed to providing innovative, sustainable solutions for homes, buildings, and infrastructure. With over 120 years of history, we continue to evolve, embracing digitalization, low-carbon operations, and cutting-edge construction technologies.

Driven by urbanization and population growth, we leverage our strengths to meet rising global demands. Our customer-centric approach integrates early collaboration, AI-driven efficiencies, and tailored solutions to enhance construction outcomes.

At the heart
of our success
is our people

”

25+
Countries

240
Operational
Sites

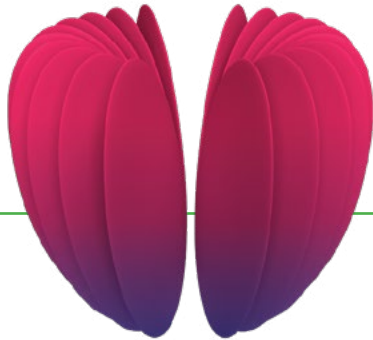
6,000
Employees
thrive in an inclusive, equitable,
and safe workplace.



Our Values

A purpose-led company needs strong values at its core. They shape our culture, drive our actions, and inspire us to fulfill our mission.

Our purpose, to make the world a safe, sustainable, and enjoyable place to live, *is guided by our core values*:

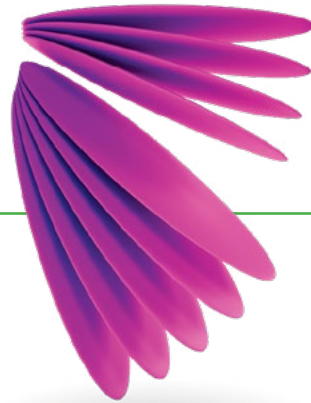


WE CARE

Care is more than a word, it's a responsibility. It defines how we engage with the world and the principles that guide our actions.

We care about:

- Our people
- Our customers
- Our communities and the environment

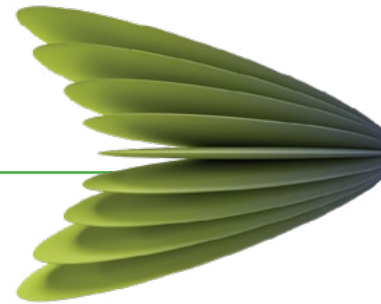


WE DARE

We embrace challenges and set ambitious goals that push boundaries.

We dare to:

- Do challenging work
- Be candid
- Innovate
- Learn



WE BUILD TO LAST

True success is built on a foundation of enduring value.

Building to last means:

- Taking a long-term, mid-term, and short-term perspective
- Fostering teamwork and collaboration
- Driving continuous improvement



WE WALK THE TALK

Actions speak louder than words. Integrity is at the heart of everything we do.

This value is underpinned by:

- Delivering results
- Living our values
- Keeping our promises

These values are the pillars of **Strategy 2026**, driving sustainable, green growth and reinforcing our commitment to responsible progress.

PRODUCTS AND VALUE CHAIN

Products

At TITAN SHARRCEM, we are committed to delivering exceptional quality products and services. From initial design to final delivery, every step of our manufacturing process is carefully executed to ensure reliability, performance, and sustainability.

Our supply chain is structured for efficiency and sustainability, ensuring that we meet the highest standards while minimizing environmental impact. Additionally, we follow rigorous procurement and recruitment policies, prioritizing local stakeholders whenever possible, all while complying with international and European-certified management systems.

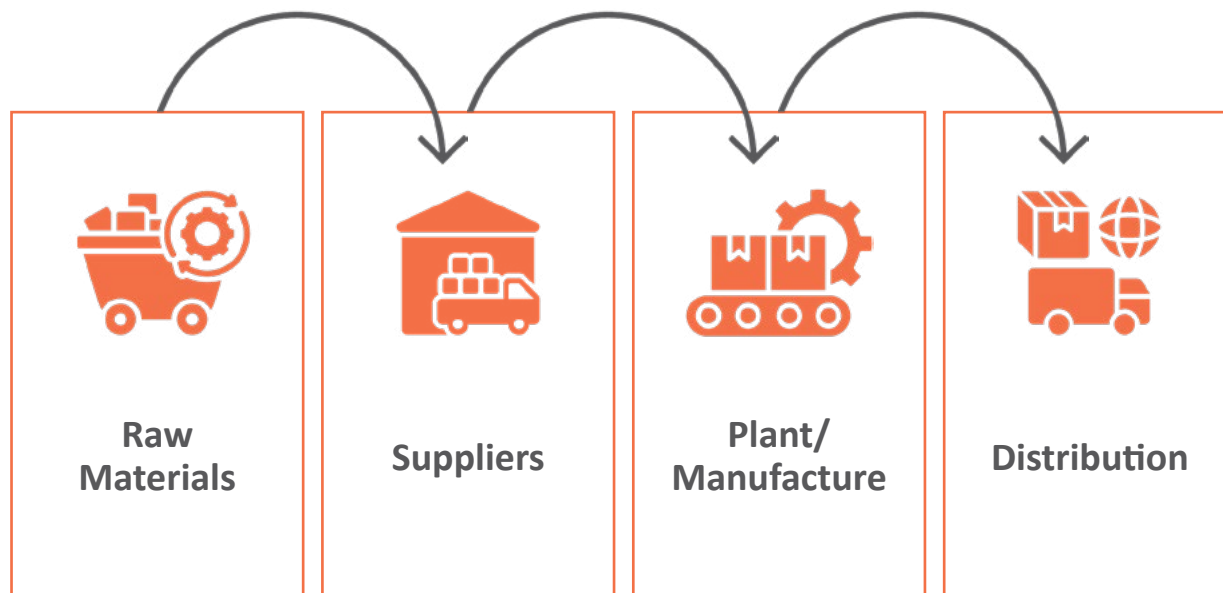
ITEM	MGT SYSTEM/CERTIFICATION	STATUS
All Products/ Cement Types	CEM II/B-M(W-L)42.5R CEM IV/B (P-W)42.5N CEM IV/B (P-W)32.5R CEM II/C-M (W-P-L)42.5 N MC5 Sharrmall (Outsourced production to Usje plant)	✓ ✓ ✓ ✓
CO ₂ Footprint	CO2 Footprint Management System	Incorporated in EMS ISO 14001
Water	Water Management System	Incorporated in EMS ISO 14001
Environment	ISO 14001	✓
Energy Management	ISO 50001	✓
Quality	ISO 9001:2015 CE MARK Accreditation ISO 17025:2018	✓
Safety	ISO 45001:2018	✓
Accountability	Social Accountability / SA 8000	✓

Value Chain

As a key player in Kosovo's value chain, TITAN SHARRCEM is dedicated to providing safe, sustainable, and cost-effective products and solutions for the growing construction industry in Kosovo.

Our operations span the production, transportation, and distribution of cement and raw materials. At our cement plant in Hani i Elezit, we follow a precise manufacturing process that includes crushing, homogenizing, grinding, heating, and cooling raw materials. These materials, primarily marl and limestone, are sourced from our quarries in Dimce and Seqishte.

To further reduce our environmental impact and enhance eco-efficiency, we also integrate alternative raw materials such as bottom ash, fly ash, and pyrite ash from other local industries, reinforcing our commitment to sustainability and circular economy.



Our Customers

At SHARRCEM, every decision we make is inspired by the needs and expectations of our customers.

Their influence drives us to continuously pursue excellence in product quality, service, and sustainability.

Our reputation as a trusted provider is built on significant investments in technology, human resources, and operational initiatives that focus on improving efficiency, protecting the environment, and ensuring the health and safety of our workforce.

We place our clients and partners at the heart of everything we do, actively listening to their needs and delivering solutions that exceed their expectations. With a commitment to transparency, honesty, and responsibility, we ensure our clients are always informed and engaged throughout every step of the process.



POLICIES AND MANAGEMENT VALUES

At TITAN SHARRCEM, we ensure optimal working conditions through International and European Certified Management Systems. Our Eurocert SA 8000 Certification reflects our commitment to employee welfare and ethical labor practices.

TITAN SHARRCEM is the first company in Kosovo to obtain and successfully renew the IPPC permit for a second consecutive year in full alignment with EU directives. Our Eurocert SA 8000 Certification reflects our commitment to employee welfare and ethical labor practices.

Through the Laboratory for Business Activities (LAB), we support small and medium-sized enterprises (SMEs) with financial and technical assistance, reinforcing our role in Kosovo's sustainable growth.

To uphold integrity, accountability, and compliance, we follow TITAN Group's Code of Conduct and Policies, which cover Anti-Bribery & Corruption, Competition Law, Health & Safety, Environmental & Climate Mitigation, Corporate Social Responsibility, Human Rights, Whistleblowing, and Data Protection & Security. By adhering to these principles, we foster a transparent, responsible, and ethical business environment.

Delivering Value for All

TITAN SHARRCEM's dedicated team is committed to improving the world through ethical and responsible business practices.

Inspired by TITAN Group's leadership in social and environmental progress, we invest significant resources to benefit our stakeholders and contribute to the achievement of the UN Sustainable Development Goals 2030.

Our approach to sustainable growth places community and societal well-being at the heart of our operations, with the understanding that our long-term prosperity is deeply connected to the well-being of others.

This belief is reflected not only in our actions but also in the way we allocate our resources. The following table highlights our key financial contributions in 2024, demonstrating how we deliver tangible value across multiple dimensions, ranging from infrastructure and environmental stewardship to employee welfare and community support.

Total investments (CAPEX) in 2024 (€)	8,085,810 €
Local taxes (municipal and property, paid)	63,482 €
Income corporate taxes	3,468,105 €
Employee pension contributions, paid (5% of contribution paid from Sharrcem)	187,109 €
Investments in environment, and occupational health and safety	461,703 €

MATERIALITY ASSESSMENT AND **STAKEHOLDER ENGAGEMENT**

Material Issues

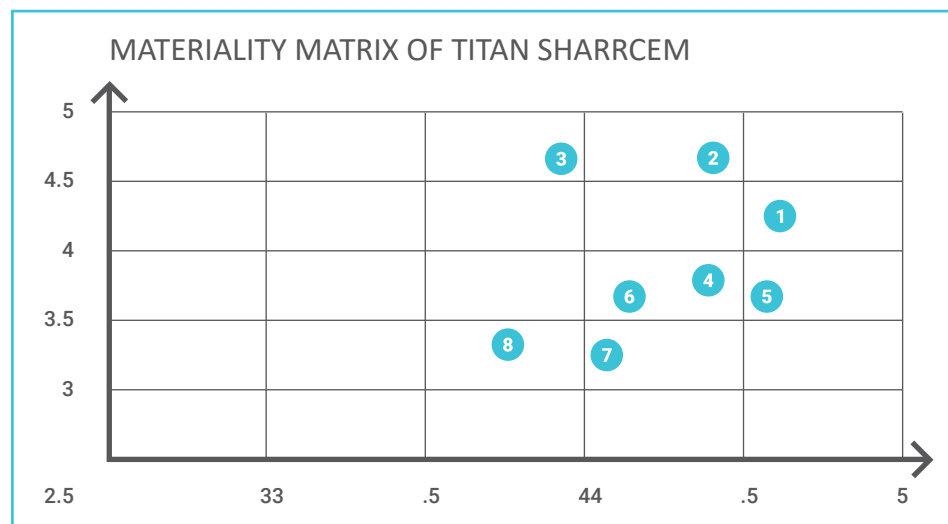
At TITAN SHARRCEM, we prioritize identifying and addressing material issues to drive long-term success and sustainability while fulfilling our commitments to the community and environment.

In 2020, TITAN incorporated the Sustainability Accounting Standards Board (SASB) Framework in preparation of ESG performance statements, in order to appropriately address the more financially material ESG disclosures. The SASB Framework was leveraged for the purpose of connecting the SASB Materiality Map® with the 2020 Group's Materiality Assessment, which allowed for alignment between the Group and its subsidiaries.

Using the SASB Materiality Map, SHARRCEM assessed material issues and their impact. Social Capital emerged as our top priority, reflecting our strong focus on community engagement, followed by Human Capital, which emphasizes employee well-being and engagement.

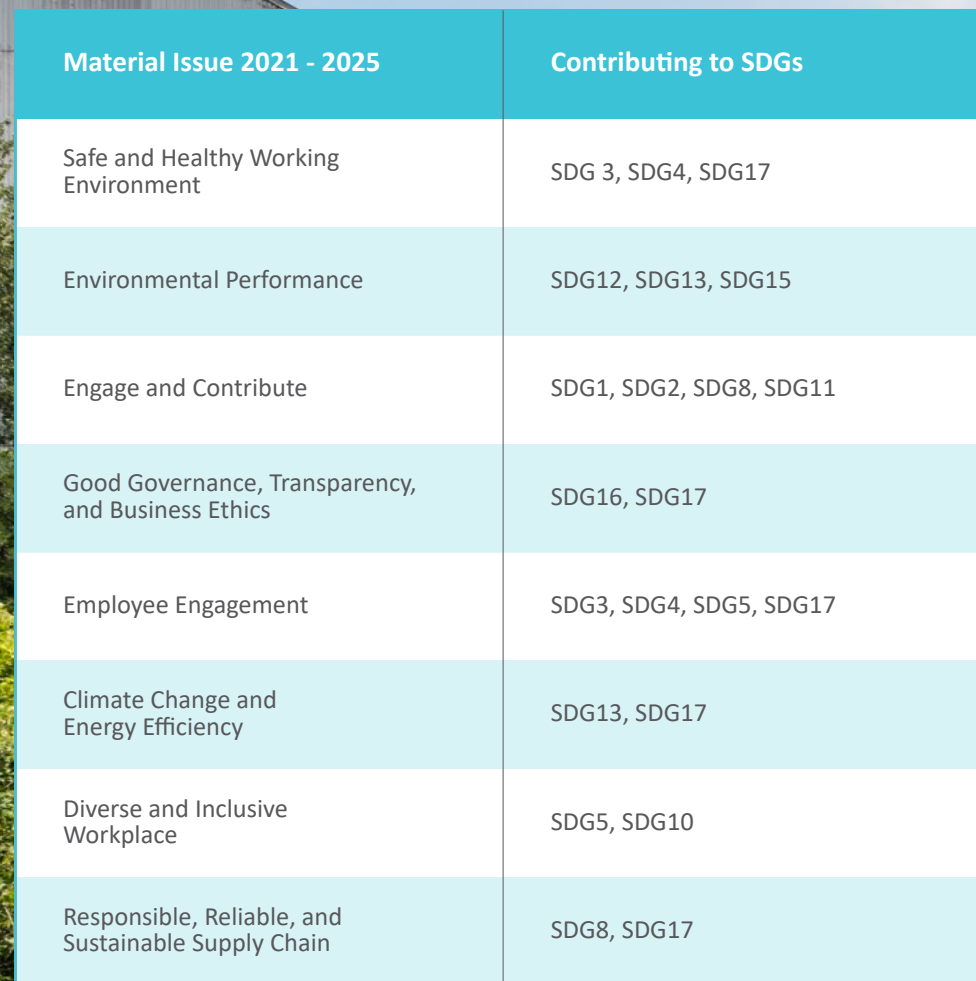
In our 2020 Materiality Assessment, we identified eight high-priority issues within TITAN Group's four Focus Areas. By ranking these issues based on their impact and importance to stakeholders, we reinforce our commitment to sustainability and responsible business practices.

To ensure continued relevance and stakeholder alignment, TITAN Group initiated a validation process of the existing materiality assessments in 2022 across Business Units. SHARRCEM engaged key stakeholders through a Survey Questionnaire to reassess the relevance of its material topics. The feedback confirmed that all previously identified material issues remained valid and aligned with stakeholder expectations. No additional issues were proposed, and no existing topics were challenged. As a result, no changes were made to the 2020 Materiality Matrix. However, SHARRCEM will carry forward the insights from this validation exercise to inform the next materiality cycle planned for 2025.



CORRESPONDING UN-SDGS 2030 TO TITAN SHARRCEM MATERIAL ISSUES

The materiality assessment continues to clearly demonstrate the link between TITAN SHARRCEM's key material topics and their alignment with the United Nations Sustainable Development Goals (SDGs), which aim to foster sustainable growth and development by 2030. As Kosovo remains committed to these global objectives, TITAN SHARRCEM's report maintains its focus on material issues to be addressed by 2025, reflecting their significance within the broader context of the SDGs. Social responsibility and a collaborative approach toward sustainability remain central to Sharrcem's strategy, driving its planned initiatives, actions, and investments.



Material Issue 2021 - 2025	Contributing to SDGs
Safe and Healthy Working Environment	SDG 3, SDG4, SDG17
Environmental Performance	SDG12, SDG13, SDG15
Engage and Contribute	SDG1, SDG2, SDG8, SDG11
Good Governance, Transparency, and Business Ethics	SDG16, SDG17
Employee Engagement	SDG3, SDG4, SDG5, SDG17
Climate Change and Energy Efficiency	SDG13, SDG17
Diverse and Inclusive Workplace	SDG5, SDG10
Responsible, Reliable, and Sustainable Supply Chain	SDG8, SDG17



Stakeholder Engagement

TITAN SHARRCEM actively engages with a diverse group of stakeholders to ensure transparency, collaboration, and sustainable growth. By maintaining open communication, we address their concerns, align our strategies with their expectations, and foster long-term partnerships that have positive impact.

Our stakeholders include:

Employees

Investors and Analysts

Customers

Youth

Local Communities and Governments

NGOs

Regulatory Authorities

Civil Society

Business Partners and Suppliers

Media

Contractors

Academia and Research

Local Authorities



ESG PERFORMANCE REVIEW

In 2024, TITAN SHARRCEM continued to advance its Environmental, Social, and Governance (ESG) performance, reinforcing our commitment to ethical business practices and long-term sustainability

Throughout the year, we launched impactful initiatives that drove meaningful improvements across key areas, ensuring that sustainability remains at the heart of our operations.

Our approach goes beyond commitment—we take action. Through carefully planned and executed initiatives, we integrate environmental responsibility into our business while fostering strong community partnerships. We also prioritize an inclusive and supportive workplace, creating a positive impact on our employees and stakeholders.

As part of the TITAN Group, TITAN SHARRCEM is committed to achieving the ambitious ESG targets set for 2025 and beyond. These goals focus on four key pillars:

1

Decarbonization
& Digitalization



2

Growth-Enabling
Work Environment



3

Positive
Local Impact



4

Responsible
Sourcing



FOCUS AREA: DE-CARBONIZATION AND DIGITALIZATION

Material issue: Climate change and energy efficiency

Climate change and decarbonization

TITAN SHARRCEM is dedicated to a sustainable future, aligning with TITAN Group's vision of "Building a Better World Together." We prioritize environmental education, responsible operations, and pollution prevention to minimize our impact. As part of our commitment to reducing our environmental footprint, we have developed a comprehensive decarbonization plan that supports TITAN Group's roadmap for carbon reduction. We continuously enhance our environmental performance by implementing robust management systems, monitoring progress, and engaging stakeholders in our efforts.

We prioritize transparency by regularly sharing our progress and integrating sustainable practices throughout our operations. The Environmental Management System Audit was carried out on December 16-17, 2024, by the external certification body, EUROCERT, in compliance with the EN ISO 14001:2015 standard. The evaluation of our environmental performance was highly positive, with no issues or non-conformities identified. Furthermore, we consistently monitored emissions from primary sources and took proactive measures to ensure optimal air quality and minimize environmental noise both within and around our facilities and quarries. We also conducted regular monitoring of groundwater and wastewater discharge from our treatment facility to prevent any negative impacts on the local ecosystem from our operations.

Plant managed to decrease the CO₂ emissions through various efforts such as replacement of CEM IV B 42.5 N with CEM II C-M 42.5 N, reducing clinker factor by more than 2% for this type, contributing to reduction of CO₂ by more than 17 kg CO₂/t for this cement and further optimizing the clinker factor for CEM IV B 32.5 R and CEM II B 42.5 R. Additionally, the plant has successfully lobbied with authorities to adopt the new EN 197-5 standard and has successfully certified CEM II C-M 42.5 N and launched in market the new cement type.



Establishment of the Concrete Laboratory



In May 2024, TITAN SHARRCEM took a significant step toward innovation and sustainability with the opening of its state-of-the-art Concrete Laboratory. This milestone reinforces the company's commitment to enhancing technical services while contributing to carbon footprint reduction in the construction sector.

The laboratory provides advanced testing and analysis of aggregates and concrete, helping customers optimize mix designs and maximize cement performance. Accredited by DAK according to ISO/IEC 17025, it ensures high standards of competence, impartiality, and consistency in testing. As the exclusive representative of Chryso admixtures in the local market, TITAN SHARRCEM further strengthens its position in delivering quality and innovation. Chryso, part of the Saint-Gobain Group, is a global leader in construction chemicals. This cooperation enhances our technical support capabilities and gives customers access to high-performance admixtures that improve workability, durability, and sustainability.



Enhancing Efficiency with Real-Time Optimization

At TITAN SHARRCEM, we have improved our production processes by implementing a Real-Time Optimization (RTO) system at the Raw Mill, Cement Mill and Kiln. This upgrade has strengthened efficiency, process stability, and overall plant performance.

The system utilizes real-time data analysis, predictive modeling and Artificial Intelligence to make precise adjustments, reducing energy consumption, minimizing process variations, and improving product quality. These improvements allow us to meet production targets more effectively while using resources more efficiently.

By adopting advanced digital tools, we continue to optimize operations and enhance reliability. The successful implementation of RTO supports ongoing automation and process improvements, reinforcing our commitment to efficiency and sustainability in cement manufacturing.



Frozen Music Project – Architecture Competition



Encouraging the next generation of architects and engineers to embrace sustainability, TITAN SHARRCEM introduced the Frozen Music Project, a design competition focused on eco-friendly construction solutions. The initiative invited architecture and civil engineering students to develop innovative designs for the plant's entrance, using sustainable practices with cement as a core material.

The competition served as a platform to push the boundaries of sustainable design, aligning with TITAN SHARRCEM's vision of promoting environmental responsibility in the construction sector. A total of 13 student groups from the University of Prishtina and the University for Business and Technology participated, with one winning team from each university awarded €5,000 during a celebration event in November 2024.

By fostering creativity and awareness of green building solutions, the project aimed to inspire young professionals to develop forward-thinking, environmentally conscious designs. Through the Frozen Music Project, TITAN SHARRCEM reinforces its dedication to sustainability, education, and innovation, ensuring that future generations are equipped with the knowledge and inspiration to contribute to a greener built environment.



Open Day



In the framework of Frozen Music Project, TITAN SHARRCEM hosted an Open Day event for architecture students from the University of Prishtina "Hasan Prishtina" and UBT, introducing them to the Frozen Music Architecture Design Competition.

The students toured the cement factory and its facilities, including the entrance, that would be reimaged based on the winning design. The event provided valuable insights to the students, supporting both their academic development and their participation in the competition.

TITAN SHARRCEM continues to foster young talent, offering scholarships, internships, and employment opportunities, particularly in sustainability-focused fields.



Digital Transformation through SAP Implementation

In 2024, we took a major step in our digital transformation by successfully launching SAP on January 1st. After two decades of using legacy systems such as Sun Systems, COSWIN, and SAT Weighbridge, we have transitioned to SAP, a state-of-the-art ERP solution, along with TSI for dispatching.

This upgrade enhances our operational efficiency and streamlines processes. The new systems are fully integrated with Titan UP, our customer portal, which simplifies order management and provides valuable insights, improving customer interactions.

By implementing SAP, we have digitalized core business processes, standardized operations across the organization, and improved data consolidation and real-time reporting. These advancements enable faster, more informed decision-making, ensuring we continue to deliver greater value to our customers and stakeholders while driving innovation and operational excellence.



Cybersecurity Enhancements

In 2024, TITAN SHARRCEM made notable progress in enhancing its cybersecurity framework to protect the confidentiality, integrity, and availability of its digital systems. Key measures included strengthening the IT infrastructure through improved configurations, additional security layers, and network segmentation to limit potential vulnerabilities. Wireless networks were upgraded to support more secure and reliable access for both internal and guest users.

Operational technology systems also saw improvements with the integration of new security tools aimed at better risk management and threat detection. Meanwhile, employee awareness remained a core focus, with regular phishing simulations and targeted training sessions for higher-risk users to reinforce secure behaviors. These actions reflect TITAN SHARRCEM's proactive approach to adapting to evolving cyber threats and maintaining a secure digital environment.

FOCUS AREA: GROWTH-ENABLING WORK ENVIRONMENT

Material issue: Safe and healthy working environment for our employees and business partners along the value chain

Health and Safety

At TITAN SHARRCEM, safety remains our top priority. We recognize the inherent risks in cement production and quarry operations and are committed to protecting our employees, contractors, and stakeholders through continuous improvements. With the support of TITAN Group, we have strengthened our Health & Safety policies, ensuring a proactive approach to risk management, accident prevention, and incident reoccurrence mitigation.

Our comprehensive safety framework includes dedicated health and safety engineers across all manufacturing units, systematic incident investigations, proactive planning, and ongoing training programs. We emphasize measurable safety targets, progress monitoring, and continuous assessments conducted by certified safety professionals at all operational sites. Strict adherence to established safety procedures, regular training, and awareness campaigns are essential components of our safety culture.

In 2024, TITAN SHARRCEM has continued to build on its strong safety record, maintaining zero Lost Time Incidents (LTI) for both personnel and contractors. Our proactive approach, enhanced monitoring systems, and employee engagement in safety initiatives have been instrumental in fostering a safer and healthier working environment. We remain committed to strengthening our safety culture, ensuring that all employees and partners operate under the highest standards of occupational health and safety.

H&S PERFORMANCE HIGHLIGHTS

Zero LTI-s

Green 360 Audit

Rescue plans for Confined space & working at height project

Safety Improvements based on findings from Audits

Safety driving campaign / training & evaluation of the drivers

Structural Improvements (civil works action plan)

Upgrade of oil liquid starter for raw mill motor 2.2 mw

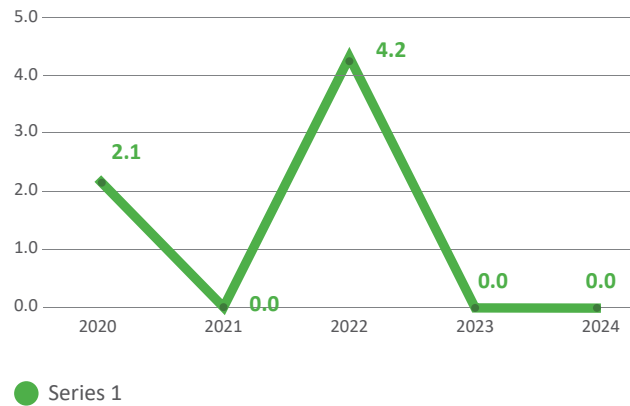
Inspection/Reparation of the buildings covered with metallic sheet

Rescue tools

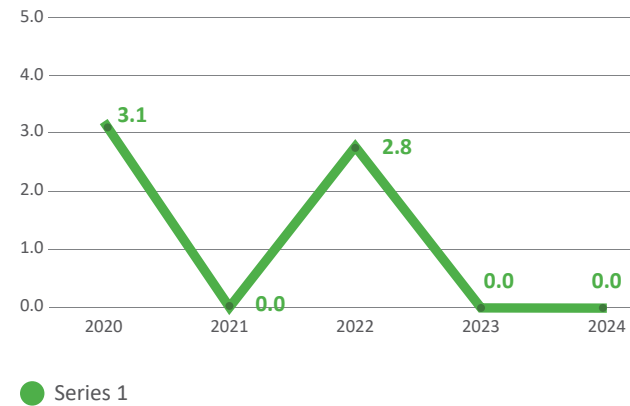
Upgrade of burner (fail-safe)

KPIs-Lagging

LTIFR-Our Personnel

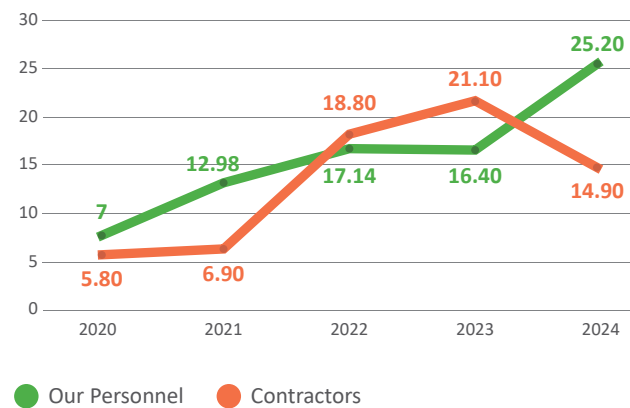


LTIFR-Contractors



KPIs-Leading

Training hours/Employee



Best Team to Promote Health and Safety Event

As part of its ongoing commitment to workplace safety and employee well-being, TITAN SHARRCEM organized the Best Team to Promote Health and Safety event.

This initiative aimed to recognize and reward teams that demonstrated outstanding success in implementing health and safety practices, reinforcing a culture where safety is a shared value.

The event was attended by approximately 50 participants, including representatives from TITAN SHARRCEM, the local community of Hani i Elezit, and various institutions and organizations. Key attendees included local government officials, representatives from health and safety institutions, law enforcement agencies, and industry partners.

During the event, several individuals were recognized for their exceptional contributions to workplace safety. As a token of appreciation, each awarded team member received a reward.



Best Initiatives and Continuous Improvement Award

TITAN SHARRCEM received the Best Initiatives and Continuous Improvement Award for its health and safety performance throughout 2024.

This recognition from the TITAN Group reflects our ongoing commitment to protecting the health and safety of all employees and contractors. It highlights the continuous efforts of our team to implement effective practices and foster a strong safety culture across our operations.

At SHARRCEM, safety remains a top priority. This award encourages us to maintain our focus on continuous improvement and active participation in Group-wide safety initiatives, as we work to ensure a safe and healthy work environment for everyone.

First Aid Training:

Enhancing Workplace Safety and Emergency Preparedness

A comprehensive first aid training session was conducted by a certified trainer from the Kosovo Red Cross, equipping participants with vital life-saving skills. This initiative was designed to enhance workplace safety and preparedness, ensuring that employees can respond effectively in emergency situations.

The training covered a wide range of essential topics, including the legal responsibilities of providing first aid, assessing and ensuring safety at the scene of an emergency, and administering immediate care to injured individuals. Participants received hands-on instruction in cardiopulmonary resuscitation (CPR), techniques for controlling severe bleeding, and proper wound management. Additionally, they were trained to handle various medical emergencies, reinforcing their ability to act swiftly and confidently when needed.

With 118 employees and contractors participating in the training, the program significantly expanded TITAN SHARRCEM's emergency response capacity. By providing a large number of participants with crucial first aid training, this program significantly boosts workplace safety and emergency readiness, helping to create a safer environment for everyone.





WELLBEING INITIATIVES

Upholding TITAN Group's commitment to a safe and supportive work environment, we prioritize the physical, mental, social, and financial well-being of our employees. These efforts remain a key focus throughout 2024 and beyond. During the year, SHARRCEM organized 3 initiatives focused on physical wellbeing, 13 social, 5 financial, and 3 mental health initiatives to holistically support its workforce.

In line with our commitment to physical and social wellbeing, SHARRCEM hosted its annual blood donation campaign on company premises, where a total of 112 individuals participated—80 of whom were TITAN employees and 32 members of the local community. This initiative not only supports public health but also reinforces our culture of care and solidarity.

The Employee Assistance Program (EAP) continues to serve as a valuable resource, offering confidential professional support for employees and their families facing personal, familial, or work-related challenges. Building on a long-standing tradition of employee care, the program plays a crucial role in promoting mental and emotional wellness while enhancing overall productivity.

This year, we are further strengthening wellbeing initiatives by fostering work-life balance, increasing mental health awareness, and expanding wellness activities that contribute to a positive and thriving workplace culture.

 Physical	 Social	 Financial	 Mental
<ul style="list-style-type: none"> • Company Doctor • Medical checkups • Training for Healthy Food • Preventive Checkups designed for Female Employees (PAP test and breast ultrasound) 	<ul style="list-style-type: none"> • Blood Donation (two rounds a year) 	<ul style="list-style-type: none"> • Health Insurance • Life Insurance • Free meals • Vouchers • Religious Holiday Gift • Free coffee and tea 	<ul style="list-style-type: none"> • EAP • Thrive

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Our company recognizes that its success is driven by the collective efforts of its employees, and we are committed to their growth and development.

Through our Human Resources Management System (HRMS), we strategically attract, retain, and nurture talent that aligns with our core values. Insights from the TITAN HRMS support data-driven decision-making and continuous improvement in our workforce management. We prioritize local hiring to contribute to community development and economic growth. Our organizational culture is built on principles of diversity, fairness, and collaboration, fostering an inclusive environment where all employees can thrive. By focusing on people, engagement, and effective HR management, we remain dedicated to maximizing the potential of our workforce.

In 2024, TITAN SHARRCEM demonstrated a strong commitment to employee development by providing extensive training opportunities for its employees.



8,153
training hours

provided by our company



233
employee
successfully trained



686 hours

dedicated to training
female employees



19
female
employees



7,467 hours

allocated to training
male employees



214
male
employees

Training retreat in Albania

Strengthening bonds and empowering growth

SHARRCEM continues to invest in employee development through a valued partnership with a renowned Austrian institution. In 2024, the program expanded to include all Professional Development Program (PDP) participants. A highlight was the retreat in Albania, which combined team-building activities and workshops to strengthen collaboration, communication, and a supportive workplace culture. Of the 65 employees enrolled in the PDP, 45 took part in the retreat, reflecting strong engagement and commitment to personal and professional growth.

Mental Health Training

As part of TITAN SHARRCEM's well-being initiatives, we conducted a Mental Health Training session to raise awareness and equip employees with tools to prioritize their psychological health. The training covered key topics such as the fundamentals of mental well-being, psychosomatic disorders, early detection of mental health concerns, and issues like depression, anxiety, and panic attacks.

A key focus was Mental Health First Aid, teaching participants to recognize warning signs, provide initial support, and encourage professional help when needed. This initiative fosters a supportive and empathetic work environment, ensuring employees have the skills to promote mental health and well-being in the workplace. A total of 62 employees participated in the training, demonstrating strong engagement and reinforcing our collective commitment



Training on Well-Being

189 employees took part in a four-day training focused on well-being, fitness, and nutrition. The program combined theory and practice, covering safe lifting techniques, balanced diets, and the health effects of smoking. Interactive sessions challenged common views on food intolerance and dieting, fostering open discussion and reinforcing SHARRCEM's commitment to a healthy workplace culture.



Breast Cancer Awareness – Pink Month Initiative

As part of its ongoing commitment to employee well-being and community engagement, SHARRCEM actively supported Pink Month, a global initiative dedicated to raising awareness about breast cancer. In collaboration with the Municipality of Hani i Elezit and local health institutions, SHARRCEM facilitated access to awareness and preventive healthcare activities for its female employees.

Throughout the month, free medical check-ups, including ultrasound examinations conducted by a Radiology Specialist, were made available. Additionally, employees had the opportunity to attend a theater performance and an educational lecture delivered by a specialized surgeon, focusing on preventive measures for breast cancer, reinforcing SHARRCEM's commitment to preventive care and employee well-being.



Women's Empowerment Retreat

To support personal growth and team cohesion, TITAN SHARRCEM organized a retreat for 15 female employees, inspired by their feedback. The retreat provided a unique opportunity for professional and personal development in a serene natural setting.

The program featured expert-led training sessions, mindfulness activities, and guided yoga and meditation classes, fostering a holistic approach to well-being. By creating a space for reflection, learning, and team bonding, Sharrcem reinforced its commitment to supporting employees' overall well-being and professional growth.

FOCUS AREA: POSITIVE LOCAL IMPACT

*Material issue:
Environmental performance*



Environment

In our daily operations, we prioritize effective environmental management by adhering to industry standards, minimizing pollution, and implementing corrective measures to prevent any environmental impact resulting from our activities.

We continuously strive to enhance our environmental performance, even in the face of challenging economic conditions. Our aim is to deepen our understanding of the environmental challenges specific to SHARRCEM, while establishing robust environmental management systems to monitor and measure our progress. By engaging stakeholders, transparently reporting on our performance, and embedding sustainable practices into our operations, we foster a culture of continuous improvement.

For the second time, TITAN SHARRCEM has been awarded the IPPC (Integrated Pollution Prevention and Control) permit in Kosovo. Issued by the Ministry of Environment and Spatial Planning, this permit underscores our continued commitment to monitoring and mitigating environmental impacts. It also reflects the transparency of our operations and our consistent alignment with industry standards. Further demonstrating this commitment, the Environmental Management System Audit was conducted on December 16–17, 2024, by the external certification body EUROCERT, in accordance with the EN ISO 14001:2015 standard. Our performance was highly evaluated, with no findings or non-conformities, reaffirming the effectiveness of our environmental management practices.



Air Emissions

TITAN SHARRCEM maintained its commitment to continuous environmental monitoring through its established Continuous Emission Monitoring System (CEMS), operational since 2013. In 2024, the annual average concentrations of SO_x and NO_x emissions from the kiln stack remained significantly below the Emission Values (EV) and Emission Limit Values (ELV) set by local and EU regulations, as well as by the IPPC permit.

Demonstrating our proactive approach, a feasibility study for NO_x reduction was conducted in 2024 by YARA Automation Technologies. The findings of the study will inform the next phase, which involves the implementation of targeted measures to further reduce emissions and enhance environmental performance.

SO_x [mg/Nm³]

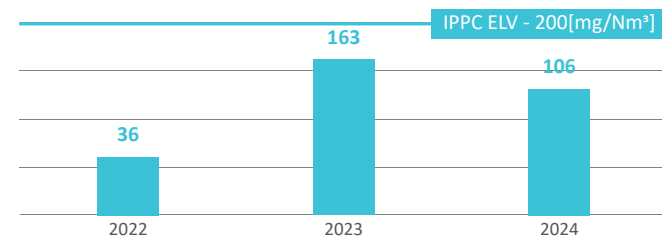


Figure 2 SO_x Emissions

NO_x [mg/Nm³]

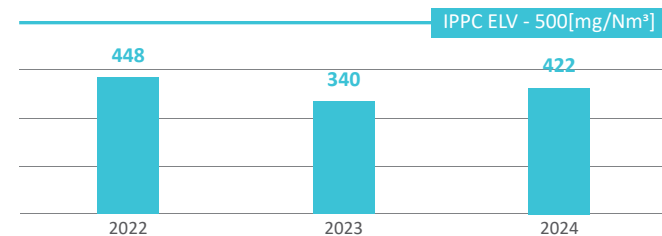


Figure 1 NO_x Emissions



Dust Emissions

There are two sources of dust in cement plant, respectively:

a. Point Source Dust:

Point Source Dust refers to the particles released from specific sources like the kiln, cooler, and cement mill stacks. Our measurements show that these emissions are well below the legal limits. To keep dust levels low, we use bag filters that are regularly maintained to ensure they are working properly.

b. Fugitive Dust:

Fugitive Dust refers to the total particulates emitted from non-defined and non-continuous sources such as from activities like loading and unloading materials, cleaning, and maintenance. It can also be caused by the wind. To reduce this type of dust, we use methods like spraying water, using dust control products, and making sure equipment is in good condition.

Dust-Kiln [mg/Nm³]

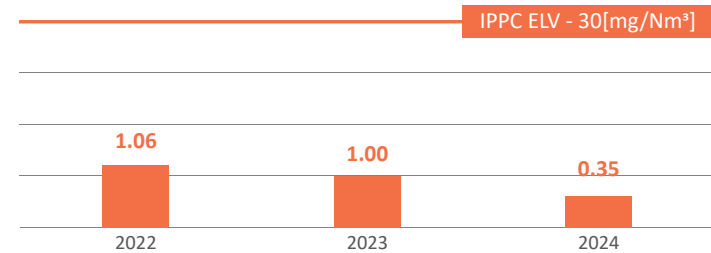


Figure 3 Dust Emissions - Kiln

Dust-Clinker Cooler [mg/Nm³]

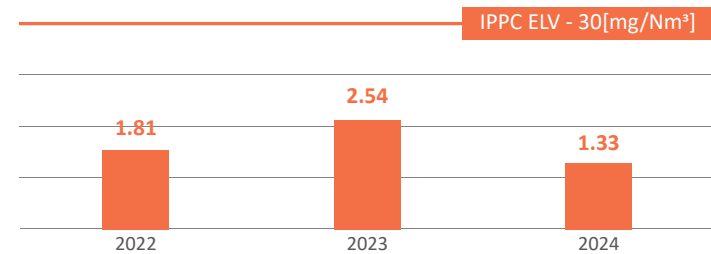


Figure 4 Dust Emissions - CC

Dust-Cement Mill 2 [mg/Nm³]

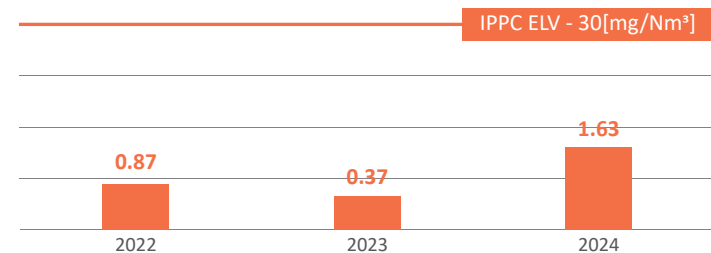


Figure 5 Dust Emissions - CEM2



Earth Day 2024



TITAN SHARRCEM marked Earth Day by engaging second-grade children from Hani i Elezit schools in a comprehensive environmental awareness program.

The event aimed to promote sustainability and environmental conservation through various educational sessions. These included an introduction to the significance of Earth Day, climate change awareness with discussions on causes, consequences, and mitigation strategies, and practical tips on tree planting, waste management, and eco-friendly transportation. An interactive Q&A session was also held to reinforce the children's understanding.

In addition to the educational components, the program featured hands-on activities such as crafting Earth Day-themed paper hats and brochures, drawing, and coloring. Participants also planted small trees in front of the municipality building. To further highlight their commitment to the environment, Sharrcem employees conducted a cleanup around the plant premises.



World Environment Day 2024



In celebration of World Environment Day, the Environment Department of SHARRCEM organized an educational visit for high school students from Hani i Elezit to Kitka Wind Park in Kosovo.

This initiative aimed to enhance the students' understanding of renewable energy sources and emphasize the importance of sustainable practices in energy production, as well as to foster environmental awareness among high school students.

Moreover, the study visit to Kitka Wind Park was a significant success, fulfilling its objective to educate and inspire young minds about the importance of renewable energy. By exposing students to cutting-edge technology and sustainable practices, SHARRCEM and the Environment Department made a meaningful contribution to environmental education and advocacy. This initiative not only celebrated World Environment Day but also planted the seeds for a more sustainable future through education and awareness.



Quarries rehabilitation and biodiversity

In 2024, the quarry underwent rehabilitation, which involved filling the pit with 1,320,733 tons of overburden. The total cost for the rehabilitation process/filling the pit, amounted to roughly 3,406,604 Euros.

According to the biodiversity risk assessment that was conducted in 2020 for all Group sites with the use of the Integrated Biodiversity Assessment Tool (IBAT, <https://ibatalliance.org/>), none of the SHARRCEM Quarries has been identified as inside or in proximity to (or part of) areas of high biodiversity value. Therefore, no specific Biodiversity Management Plans are required for our sites.

FOCUS AREA: POSITIVE LOCAL IMPACT

LAB (Laboratory for Business Activities)

For over a decade, the LAB Program, supported by SHARRCEM, has played a key role in rural development in the Municipality of Hani i Elezit. Since 2020, the program has expanded its focus from agroforestry to also include private sector investments, aiming to enhance productivity, support innovation, and create sustainable employment through co-financing of technological equipment and startup initiatives.

For 2024, LAB planned a budget of €84,760 to cover its activities. Within this framework, the program supported 16 farmers in launching or expanding businesses in beekeeping, livestock, fruit cultivation, poultry farming, and agricultural equipment. In response to a severe hailstorm, LAB also funded the replacement of nine greenhouses for 11 affected farmers.

The program approved four additional business projects in 2024—three for business expansion and one for an innovative medical equipment startup. In partnership with the Municipality of Hani i Elezit and CNVP, LAB co-financed a forest management project, treating five hectares in Dheu i Bardhe and supplying woodchips for heating two local schools.

The program also facilitated technical support, field monitoring, training in agriculture and horticulture, and concluded contracts with 12 suppliers to deliver necessary equipment and inputs.

Strengthening rural infrastructure and sustainable agriculture through beekeeping

Our efforts to support local agriculture and promote sustainable practices remain a key priority. Through targeted infrastructure improvements, we aim to create an environment that fosters entrepreneurship and economic growth in rural communities. Enhanced infrastructure enables farmers to access the tools and resources necessary to modernize and scale their operations, unlocking new business opportunities and contributing to a more resilient agricultural sector. As part of this initiative, 5 direct beneficiaries were supported, and the total cost of the initiative amounted to 6,000 Euro.

In parallel, we support initiatives such as beekeeping, which not only generate valuable products like honey and other bee-derived goods but also play an essential ecological role in crop pollination. This contributes directly to food security and supports biodiversity, reinforcing the sustainability of our agricultural systems.

Independent Local Advisory Board (ILAB/BOPAL)

Building trust and fostering collaboration with local stakeholders and communities continues to be a cornerstone of SHARRCEM's social responsibility efforts. Since its establishment in 2011, the Independent Local Advisory Board (ILAB) has served as a vital platform for inclusive and transparent engagement. Comprising representatives from the Municipality, civil society organizations, and local residents, ILAB is responsible for overseeing the fair allocation of TITAN SHARRCEM's community development fund to areas identified as priorities for support. In 2024, SHARRCEM allocated 25,000 euros to BOPAL to support the implementation of these community development initiatives. In 2024, SHARRCEM reinforced its partnership with

ILAB through the implementation of several community development initiatives. The primary focus for the year was on supporting local sports clubs. A total of 126 individuals, as part of the supported sports clubs, benefited from the sponsorships, which included four clubs dedicated to football, karate, and wrestling. This collaboration underscores SHARRCEM's continued commitment to promoting social well-being and fostering youth engagement through sports.

Children's Board

SHARRCEM's Children's Board initiative is dedicated to raising awareness among local children about health, safety, and environmental responsibility. Implemented in partnership with local authorities and stakeholders, the program emphasizes high-quality educational content that encourages clean environments, personal well-being, and road safety. Aimed at reaching approximately 2,500 young individuals, the initiative aims to foster positive behaviors and attitudes that will benefit both the children and the broader community. During 2024, among other activities, SHARRCEM—together with the Children's Board—continued the School Psychologist Program and organized the Children's Day celebration in conjunction with SHARRCEM's anniversary.

Celebrating legacy and future: Sharrcem's 88th anniversary and Children's Day

In June 2024, SHARRCEM, in close cooperation with the Children's Board, commemorated its 88th anniversary in conjunction with Children's Day, demonstrating its enduring commitment to the community and to future generations. In partnership with the Municipality of Hani i Elezit, the Directorate of Culture, and local schools, SHARRCEM organized a vibrant children's program at the House of Culture featuring an engaging educational theater show, "Hana dhe Dielli," enjoyed by around 430 children from HIE Municipality schools, singing, traditional dance, and poetry recitations by local students.

A highlight was the presentation of a painting by local children, symbolizing the strong bond between SHARRCEM and the community. The company also distributed balloons in the colors of the new TITAN logo and took creative photographs of community children, representing its refreshed corporate identity and future ambitions.

School Psychologist Program

As part of its commitment to youth well-being, SHARRCEM, through the Children's Board, funded the annual salary of a psychologist to serve all schools in the Municipality of Hani i Elezit.

This initiative directly benefited around 2,200 students by providing professional social and emotional support. The psychologist plays a key role in helping students navigate developmental challenges and personal crises, such as bullying or parental separation, reinforcing SHARRCEM's dedication to fostering a healthy and supportive learning environment.



Further Actions for Positive Local Impact



Enhancing emergency healthcare access – Sharrcem's donation of the auto-ambulance

In response to the need for better emergency healthcare, Sharrcem donated an auto-ambulance to the Public Medical Center in Hani i Elezit Municipality. This donation aims to enhance healthcare access and improve service delivery. The initiative highlights the impact of corporate philanthropy on public health and community well-being, demonstrating SHARRCEM's commitment to social responsibility. This initiative stands to benefit all residents of Hani i Elezit – approximately 10,000 people – by ensuring that emergency medical services are available to everyone whenever needed.



Community road infrastructure support

We contributed to the improvement of local road infrastructure as part of our ongoing commitment to community development. This initiative, which focused on repairing and upgrading key roadways, aimed to enhance the safety, accessibility, and connectivity of the local area. With an investment of €10,940, the project was carried out in collaboration with local stakeholders, strengthening neighborhood ties and having a direct positive impact on residents' daily lives. This investment is part of a broader strategy to support local infrastructure development and promote sustainable, long-term community growth. We remain committed to working with our partners to deliver lasting, meaningful improvements to the communities we serve.



Internship Program

SHARRCEM actively participates in initiatives that support youth development, including the Kosovo Generation Unlimited program and other internship schemes. In 2024, a total of 17 interns benefited from internship opportunities at SHARRCEM, gaining practical experience and valuable professional skills. The interns were placed in the IT, Laboratory, Legal, and Maintenance departments, where they received hands-on training relevant to their fields of study. The Internship Program under the Kosovo Generation Unlimited initiative is supported by the UNICEF Program in Kosovo and the Swedish International Development Agency. Implemented by the CSR Kosovo Network, this program seeks to foster a multi-sectoral coalition that contributes to a shared agenda for transforming the labor market in Kosovo. Its primary goal is to create meaningful opportunities for young people by addressing unmet needs in education, skill development, and access to employment.

FOCUS AREA: RESPONSIBLE SOURCING

Material issue: Environmental performance



Water Management

The Water Management System outlines the plant's water network, including supply and discharge processes, assigns responsibilities for consistent monitoring and reporting, and promotes efficient management of the entire water cycle. Investments in water recycling systems and upgrades to the existing water networks have contributed to more efficient water usage.

Moreover, the implementation of a water management systems, along with the installation of new flow meters for improved monitoring, have enhanced the overall tracking of water usage and consumption reporting. These improvements have resulted in an approximate 50% reduction in water consumption compared to the previous year.

The wastewater treatment plant (WWTP) has been in operation since 2016. SHARRCEM monitors the quality of liquid effluents on a quarterly basis through accredited laboratories. The WWTP has operated continuously without issues, and the chemical analysis results of discharged water have consistently met the targets and limits defined by Administrative Instruction AI-02/2022. Regular monitoring is also conducted on the Dimce stream, where the treated water is discharged.

In 2024, a feasibility study for surface water treatment was conducted, with the next step being the implementation of the project.



Waste Management and Circular Economy

Significant investments have been made in waste management. The old clinker building has been reconstructed and repurposed into a covered storage facility, contributing to the further reduction of fugitive dust emissions. Additionally, the steam boiler building has been renovated to serve as a dedicated storage area for electronic devices, toners, and oils, with all necessary safety measures implemented to ensure secure storage.

Improvements have also been made to the designated waste area, which has been reorganized into clearly defined zones based on waste type and marked with appropriate signage.

Waste is managed in accordance with proper disposal and recycling practices: general waste is sent to landfill by a licensed company; scrap materials are collected and recycled by an authorized company; torn cement bags are collected and recycled by a licensed operator; and plastic packaging is similarly removed and recycled. Wooden pallets are reused internally by the company for the distribution of finished products.



Circular Economy

We remain committed to embracing the circular economy by reducing, reusing, recycling, and recovering materials and energy to protect natural resources, lower CO₂ emissions, and manage waste efficiently. As part of our sustainability strategy, optimizing resource use continues to be a top priority.

At TITAN SHARRCEM, we understand the importance of leveraging secondary raw materials such as fly ash, bottom ash, and pyrite ash. Since 2011, we have consistently invested in partnerships with third-party facilities to ensure maximum utilization of these resources.

In 2024, we utilized approximately 121,583 tons of fly ash, 6,299 tons of bottom ash, and 2,277 tons of pyrite ash. These efforts directly contribute to reducing waste generation and mitigating our environmental footprint.

We are also advancing our efforts to partially substitute fossil fuels with alternative fuels in our production processes. Our goal is to use Alternative Fuels—sourced from municipal, commercial, and industrial waste—as an sustainable energy source in our production process. This transition strongly contributes to broader environmental goals and delivers significant social benefits to our community.

SUPPLY CHAIN, LOCAL CONTRACTORS AND SUPPLIERS

Material issue: Responsible, Reliable, And Sustainable Supply Chain

At SHARRCEM, we place great importance on our supply chain and local partners, recognizing their essential role in our operations. As a member of the TITAN Group, we are committed to a holistic approach to sustainability, both within our organization and across our extended network. While delivering a more sustainable product portfolio with outstanding performance throughout its life cycle—from raw material extraction to final delivery—we continuously enhance our Environmental, Social, and Governance (ESG) performance in line with the United Nations Sustainable Development Goals (SDGs).

As part of this commitment, we actively promote ESG compliance among our supply chain partners, encouraging alignment with TITAN's sustainability and ESG supplier criteria.

In 2024, most key suppliers for global procurement categories and individual business units across all countries where the TITAN Group operates were integrated into the supplier qualification process, which utilizes defined ESG criteria under TITAN's standards. This initiative aims to establish a responsible, transparent, and sustainable supply chain.

At SHARRCEM, all 12 of our key suppliers entered and completed the qualification process in 2024. Each supplier was assessed against TITAN's ESG standards and either met the criteria or implemented a clear improvement plan. Furthermore, all 12 suppliers have been formally introduced to TITAN's ESG standards and received training in the application of these criteria. These standards have now been embedded into their contractual obligations, reinforcing our shared commitment to sustainable development.



GOOD GOVERNANCE, TRANSPARENCY, AND BUSINESS ETHICS WORK ENVIRONMENT

TITAN SHARRCEM operates under TITAN Group’s comprehensive, risk-based Compliance Program, ensuring a strong governance framework. This program includes regular training, continuous monitoring, and oversight mechanisms. Through TITAN’s Due Diligence System, we thoroughly analyze, assess, and screen third parties to identify and mitigate risks such as sanctions exposure and integrity concerns.

Code of Conduct

Our Code of Conduct, together with TITAN Group’s policies, provides clear rules, standards, and guidelines for employees, vendors, and customers. These documents ensure compliance with internal requirements and external regulations, addressing critical areas such as anti-bribery, human rights, and health and safety.

Commitment to Human Rights

At SHARRCEM, we are committed to upholding human rights throughout all aspects of our operations, in line with United Nations guidelines and TITAN’s internal policies. We employ tools such as EthicsPoint® to confidentially address workplace misconduct. Our commitment to transparency and governance is reflected in our SA 8000 certification — a distinction that made us the first company in Kosovo to achieve this standard. Through biannual third-party audits, we ensure continued compliance, with standards also extended to our contractors. This certification reinforces our

alignment with TITAN Group’s Human Rights Policy. In 2024, 35 employees received a total of 9 hours of training on human rights to further strengthen awareness and implementation across our operations.

Efforts in Communication and Policy Compliance

Our policies are designed to foster a culture of integrity, ethical conduct, and sustainability, ensuring compliance with both internal standards and external regulations. Key policies, including the Code of Conduct and those of TITAN Group, are regularly communicated to employees, vendors, and customers. This communication is reinforced through targeted training programs and resources that support understanding and compliance across all stakeholder groups. In 2024, 47 individuals received a total of 83 hours of training on Compliance, while 6 employees participated in trainings on Anti-Bribery and Corruption. ILAB through the implementation of several community development initiatives. The primary focus for the year was on supporting local sports clubs. A total of 126 individuals, as part of the supported sports clubs, benefited from the sponsorships, which included four clubs dedicated to football, karate, and wrestling. This collaboration underscores SHARRCEM’s continued commitment to promoting social well-being and fostering youth engagement through sports.

Governance Structure and CSR Commitment

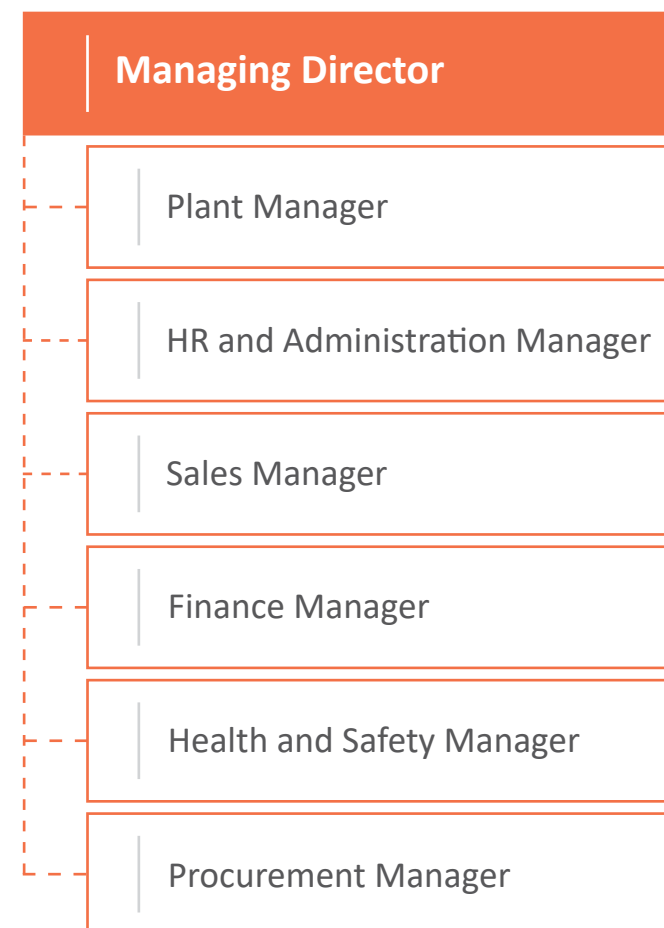
At SHARRCEM, effective governance is fundamental to achieving our strategic objectives and ensuring long-term sustainability. We operate under a single-tier governance structure, which enables the Management Board to make timely and informed decisions that drive our business forward.

To support this structure, we have established several boards and committees responsible for overseeing key

operational areas. Our Corporate Social Responsibility (CSR) governance framework is particularly integral, ensuring that environmental stewardship, social impact, and stakeholder engagement remain central to our decision-making.

The CSR Board plays a vital role in maintaining active dialogue with employees and stakeholders, helping align our initiatives with shared values and expectations. This approach fosters transparency, accountability, and continuous improvement across all areas of our operations.

Management Structure



MEMBERSHIPS

As part of our ongoing commitment to responsible business conduct and sustainable development, SHARRCEM actively participates in key national and international business associations, including the European Investors Council and the Kosovo CSR Network.

EIC – European Investors Council

The European Investors Council – EIC, is a not-for-profit association, founded by Investors from European Union member states and EFTA countries. EIC is a unique business association that unites European investors from EU and EFTA countries under a common mission - to enhance the investment climate in Kosovo by advocating for improved legislation and better business practices at the technical level. It aims to identify and address critical barriers that European investors encounter in Kosovo. EIC was established with the goal of facilitating investment initiatives in Kosovo and responsibly contributing to the creation of an efficient business environment. Sharrcem takes pride in its significant contribution to the EIC, aligning with our dedication to fostering a thriving and resilient Kosovo.

In May 2024, EIC organized the 1st Sustainable Investment Forum: Navigating the Path to a Greener Future. The event convened leaders across sectors to explore strategies for promoting sustainable investment and driving transformational change. As part of the program, our Country Manager, Mr. Behar Disha, joined the panel discussion titled “Sustainable Investment – Dialogue and Implementation of the Green Deal.” The conversation highlighted the essential role of policy, cross-sector collaboration, and innovation in advancing sustainable finance and delivering on the Green Deal’s ambitions.



Kosovo CSR Network

SHARRCEM continues to play a leading role in advancing corporate social responsibility in Kosovo through its co-founding and active leadership in the Kosovo CSR Network. The network serves as a collaborative platform for companies and organizations committed to sustainable development, responsible business conduct, and meaningful social impact. In 2024, the Network intensified its efforts to promote awareness and joint action on key sustainability challenges, including human rights, labor practices, environmental responsibility, anti-corruption, and broader social issues.

Among the year’s highlights, SHARRCEM’s representative Mr. Vigan Sylejmani, serving as Deputy Chair of the Board, took part in the 2024 CSR Europe Annual Meetings in Brussels. Organized within the European Sustainable Industry Summit, the event convened over 200 participants and 40 C-level speakers from across Europe to address the evolving EU regulatory landscape on sustainability and share best practices for shaping the future of responsible business in Europe. SHARRCEM’s active participation reflects its ongoing commitment to contributing to policy dialogue and driving sustainable transformation at both national and European levels.

In 2024, as Deputy Chair of the Board, Mr. Sylejmani also served as a member of the expert panel responsible for evaluating and selecting the winning businesses for the CSR Awards 2024. Additionally, SHARRCEM supported the CSR Awards ceremony, which was organized under the patronage of CSR Europe in October 2024.



FINANCIAL PERFORMANCE REVIEW

Turnover	€	108,612,163
Total assets	€	49,078,643
EBITDA	€	38,061,311
Profit (loss) after taxes	€	27,876,640
Capital Expenditure	€	8,085,810
Investments in environment, and occupational health and safety	€	461,703

ESG Performance Statements

TITAN's approach for ESG Performance reporting, and adopted by Sharrcem SH.P.K. in this Report

The approach of the Sharrcem SH.P.K. to ESG Performance reporting is consistent with voluntary commitments of TITAN to the IIRC principles, UNGC Ten Principles, the GCCA Charter and Guidelines, and TCFD recommendations, and provides a connection with the Sustainability Accounting Standards Board (SASB) Framework.

Changes in the structure and content of the 2022 Integrated Annual Report (IAR) ESG Statements New Key Performance Indicators (KPIs) and other disclosures under each focus area:

- Growth-enabling work environment: Parental leave programs, and Employees with disabilities KPIs in Table 2.2.
- Positive local impact: Total use of land related to quarries rehabilitation in Table 2.3.
- Responsible sourcing: Energy consumption and production for total amount of energy consumed within the organization, % share of electricity consumed. Waste management as % per type of treatment (composted, recycled, or landfilled). See Table 2.4.
- Good governance, transparency, and business ethics: for training hours on anti-bribery and corruption (Table 2.5.1), revenues from sustainability-related products and % share of net sales from sustainability-related products in Table 2.5.2. We added Table 2.5.10 'Value Creation Indicators', and introduced the new Table 2.5.11 'Connecting our Disclosures with TITAN COP according to the enhanced platform of the UNGC'. Our COP is a stand-alone report and publicly available under the UNGC platform (references and link to the web site in Table 2.5.11).

The use of 'average yearly' exchange rate for all TITAN subsidiaries', the Sharrcem SH.P.K. currency in 2022 was in accordance with TITAN's accounting policy for the foreign currency translation, in specific for the income and expenses for statements of profit or loss and comprehensive income.

See the Notes below for facilitating the ESG performance statements review (in connection with KPIs under Tables 2.1, 2.2, 2.3, 2.4, and 2.5.1).

Assurance: Specific KPIs included in the scope of the assurance engagement by Third Party Independent Auditors.

GCCA: Specific KPIs calculated according to sector commitments integrated by TITAN, following the GCCA Charter and Framework Guidelines. See Table 2.5.9.

UNGC: TITAN follows the reporting requirements for the UN Global Compact concerning Communication on Progress (COP) according to the Enhanced platform and Guidance published by the UNGC in 2022. The BU is covered by the COP of the Parent company of TITAN Group (TITAN Cement International). See table 2.5.11.

UNCTAD: TITAN has adopted under its reporting framework the applicable KPIs according to the Guidance on Core Indicators for Sustainability and SDG Impact Reporting (latest publication 2022).

TCFD: TITAN reports according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

SASB: TITAN aligns with the requirements of the Sustainability Accounting Standard Board (SASB), which merged with the International Integrated Reporting Council (IIRC) in 2021 to form the Value Reporting Foundation (VRF). In 2022 the VRF was consolidated under the International Financial Reporting Standards (IFRS) Foundation to support the work of the International Sustainability Standards Board (ISSB).

Guidelines for KPIs and other disclosures

Table 2.5.9 "Sector and Other Standards for the Non-financial disclosures in 2022" provides detailed references for guidance documents for the sector (GCCA) and other global institutions (UNCTAD and UNGC) which are incorporated in the reporting approach of TITAN. Connections of KPIs are exemplified under the ESG performance statements for all focus areas of Decarbonization and Digitalization (see Table 2.1), Growth-enabling work environment (Table 2.2), Positive local impact focus area (Table 2.3), Responsible sourcing (Table 2.4), and Good governance, transparency, and business ethics (Tables 2.5.1 and 2.5.10), specifically for the reporting guidance according to UNGC COP see Table 2.5.11.

ESG Performance Statements

1. Material Issues

	TITAN Group	Kosovo
1.	Future-ready business model for a carbon-neutral world	Safe and healthy working environment for our employees and business partners along the value chain
2.	Safe and healthy working environment	Environmental performance
3.	Good governance, transparency and business ethics	Engaging and contributing to our local communities
4.	Diverse and inclusive workplace	Good governance, transparency, and business ethics
5.	Positive local social, economic and environmental impact	Employee engagement and development
6.	Innovation with emphasis on digital and decarbonization	Climate change and energy efficiency
7.	Continuous development of our people	Diverse and inclusive workplace
8.	Reliable and sustainable supply chain	Responsible, reliable, and sustainable supply chain
9.	Resource efficiency, recycling and recovery, contributing to circular economy	Future-ready business model for a carbon-neutral world

	Additional issues material to stakeholders based on the last materiality validation in 2022	
		Kosovo
1.		<ul style="list-style-type: none"> •Customer Welfare •Customer Privacy •Data Security •Access & Affordability •Product Design & Lifecycle Management

Level of Material Issues:

2. ESG Key Performance Indicators (KPIs)

2.1 Focus area: De-carbonization and Digitalization

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.1.1 Material Issue: Future-ready business model in a carbon-neutral world														
Cement and cementitious production activities														
1.1	Scope 1 gross CO ₂ emissions ²	million t	0.40	0.37	0.35	0.3	0.3	●	●	305-1	●	●	EM-CM-110a.1	SDG 9.4
1.2	Scope 1 specific gross CO ₂ emissions	kg/t cementitious product	565.3	566.9	1	1	1	●	●	305-4		●		
1.3	Scope 1 gross CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0	100.0	100.0			305-1				
1.4	Scope 1 gross CO ₂ emissions covered under limiting	%	0.0	0.0	0.0	0.0	0.0		●		●			
1.5	Scope 1 net CO ₂ emissions	million t	0.40	0.37	0.35	0.3	0.3	●	●		●	●		
1.6	Scope 1 specific net CO ₂ emissions	kg/t cementitious product	565.3	566.8	597.9	578.2	596.7	●	●	305-4		●		
1.7	Scope 1 net CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0	100.0	100.0			305-1				
1.8	Scope 1 gross CO ₂ emissions ²	million t	0.06	0.05	0.07	0.1	0.1	●	●		●	●		
1.9	Scope 2 specific CO ₂ emissions	% clinker production	92.1	79.0	125.3	129.3	125.7	●	●			●		
1.10	Scope 2 CO ₂ emissions coverage rate	kg/t cementitious product	100.0	100.0	100.0	100.0	100.0							
1.11	Scope 3 CO ₂ emissions ^{4, 8}	% clinker production	59.5	48.4	59.8	52.6	37.2	●				●		
1.12	Category 1 - Purchased goods and services ⁹	kt	7.6	9.8	6.6	14.1	6.5	●				●		
1.13	Category 3 - Fuel and energy related activities	kt	30.0	24.8	36.1	25.0	16.1	●				●		
1.14	Category 4 - Upstream transportation and distribution	kt	11.6	7.0	8.8	6.4	5.5	●				●		
1.15	Category 6 - Business travels	kt	0.0	0.0	0.0	0.0	0.0	●				●		
1.16	Category 7 - Employee commuting	kt	0.2	0.0	0.2	0.1	0.1	●				●		
1.17	Category 9 - Downstream transportation and distribution	kt	10.1	6.8	8.1	7.1	9.0	●				●		

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
1.18	Scope 3 specific CO ₂ emissions ^a	kg/t cementitious product	84.4	74.7	102.3	95.5	67.0	●		305-4		●		
1.19	Scope 3 CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0	100.0	100.0			305-3				
1.20	Conventional fossil fuels substitution rate	% Heat	100.0	100.0	100.0	100.0	100.0	●	●	302-3	●	●		
1.21	Alternative fuel substitution rate	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●	EM-CM-130a.1	
1.22	Biomass in fuel mix ^a	% Heat	100.0	100.0	100.0	100.0	100.0	●	●		●	●	EM-CM-130a.1	
1.23	Fuel mix, energy consumption for clinker and cement production	% Heat	100.0	100.0	100.0	100.0	100.0		●			●		SDG 7.2
1.24	Conventional fossil fuels	% Heat	100.0	100.0	100.0	100.0	100.0		●			●		SDG 12.2
1.25	Coal, anthracite, and waste coal	% Heat	0.0	0.0	0.0	0.0	0.0		●			●		SDG 13.1
1.26	Petroleum coke	% Heat	99.2	98.4	98.0	97.9	96.8		●			●		
1.27	Lignite	% Heat	0.0	0.0	0.0	0.0	0.0		●			●		
1.28	Other solid fossil fuel	% Heat	0.0	0.0	0.0	0.0	0.0		●			●		
1.29	Natural gas	% Heat	0.0	0.0	0.0	0.0	0.0		●			●		
1.30	Heavy fuel (ultra)	% Heat	0.8	1.6	1.9	2.0	3.2		●			●		
1.31	Diesel oil	% Heat	0.1	0.0	0.1	0.1	0.1		●			●		
1.32	Gasoline, LPG (Liquified petroleum gas or liquid propane gas)	% Heat	0.0	0.0	0.0	0.0	0.0		●			●		
1.33	Alternative fossil and mixed fuels	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.34	Tyres	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.35	RDF	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.36	Impregnated saw dust	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.37	Mixed industrial waste	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.38	Other fossil based and mixed wastes (solid)	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.39	Biomass fuels	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
1.40	Dried sewage sludge	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.41	Wood, non-impregnated saw dust	% Heat	0.0	0.0	0.0	0.0	0.0	●	●	302-3	●	●		
1.42	Agricultural, organic, diaper waste, charcoal	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.43	Other	% Heat	0.0	0.0	0.0	0.0	0.0	●	●		●	●		
1.44	Alternative fuels consumption (total)	t	0	0	0	0	0	●	●	302	●	●	EM-CM-130a.1	
1.45	Clinker to cement ratio regulations	%	66.2	66.8	67.5	67.5	68.3	●	●			●		
1.46	Moderate carbon products ⁶	% cement production	100.0	100.0	100.0	99.0	98.2					●		
1.47	Green (lower carbon) products ^{1,7}	% cement production	12.5	16.7	9.4	2.9	3.4					●		

Notes

Notes for specific KPIs

1. New indicator. More details you may find in the section "TITAN's approach for ESG Performance reporting" section.
2. Direct CO₂ emissions related to the operation of TITAN's clinker, cement, and cementitious production facilities.
3. Indirect CO₂ emissions related to emissions released for the production of the electrical energy consumed at TITAN's clinker, cement and cementitious production facilities. For their calculation, we use emission factors provided by the supplier of the electrical energy (market based) or other publicly available data sources (location based).
4. Indirect CO₂ emissions related to the emissions of the supply chain.
- 5.% of energy originated from biomass over the total thermal energy consumption.
6. Moderate carbon products refer to produced cement types with a carbon footprint that is at least 10.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.
7. Green (lower carbon) products refer to produced cement types with a carbon footprint that is at least 25.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.
8. Scope 3 analysis covers 6 (out of 15) categories, namely purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, business travel, employee commuting and downstream transportation and distribution, that are considered relevant to cement activities according to the GCCA analysis.
9. Scope 3 Category 1 emissions do not include emissions related to services like data services, professional services, maintenance services, catering services, security services, cleaning services, etc. as there are not considered to contribute significantly to the overall Scope 3 emissions while reliable relevant information are not readily available.

Connection of KPIs with the SASB Standards

Connection of ESG performance indicators with metrics according to SASB Standards, specifically:

- EM-CM-110a.1 under the topic "Greenhouse Gas Emissions" for Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations.
- EM-CM-130a.1 under the topic "Energy Management" for total energy consumed, percentage grid electricity, percentage alternative, and percentage renewable."

2.2 Focus area: Growth-enabling work environment

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.2.1 Material issue: Safe and healthy working environment														
All activities														
2.1	Employee fatalities	#	0	0	0	0	0	●	●	403-9	●			SDG 3.6
2.2	Employee fatality rate	#/10 ⁴ persons	0.0	0.0	0.0	0.0	0.0	●	●		●			SDG 3.8
2.3	Contractor fatalities	#	0	0	0	0	1	●	●		●			SDG 4.3
2.4	Third-party fatalities regulations	#	0	0	0	0	0	●	●		●			SDG 8.8
2.5	Employee Lost Time Injuries (LTIs)	#	0	0	2	0	1	●	●		●			
2.6	Employee Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	4.2	0.0	2.1	●	●		●		EM-CM-320a.1	
2.7	Employee lost working days ⁴	d	0	0	22	0	29	●	●					
2.8	Employee Lost Time Injuries Severity Rate ⁴	d/10 ⁶ h	0.0	0.0	46.4	0.0	59.6	●	●		●			
2.9	Contractor Lost Time Injuries (LTIs)	#	0	0	1	0	1	●	●		●			
2.10	Contractor Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	2.8	0.0	3.1	●	●		●		EM-CM-320a.1	
All activities														
2.11	Near misses	#	47	40	36	36	14		●				EM-CM-320a.1	SDG 3.6
2.12	Training man-hours on health and safety / employee ⁵	h/person	25.3	16.7	15.1	22.2			●	403-5	●			SDG 3.8
2.13	Training man-hours on health and safety / contractor ⁵	h/person	14.9	21.1	18.8	6.9	5.8		●		●			SDG 4.3
2.14	Expenditures for Health and Safety ²	€	564,919	778,829	669,673	524,537	332,556		●	201-2	●			SDG 8.8
Cement production activities														
2.15	Employee fatalities	#	0	0	8.1	0	0	●	●	403-9	●			SDG 3.6
2.16	Employee fatality rate	#/10 ⁴ persons	0.0	0.0	0.0	0.0	0.0	●	●		●			SDG 3.8
2.17	Contractor fatalities	#	0	0	0	0	1	●	●		●			SDG 4.3

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement production activities														
2.18	Third-party fatalities	#	0	0	0	-	0	●	●		●			SDG 8.8
2.19	Employee Lost Time Injuries (LTIs)	#	0	0	2	0	1	●	●		●			
2.20	Employee Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	4.2	0.0	2.1	●	●		●		EM-CM-320a.1	
2.21	Employee lost working days	d	0	0	22	0	29	●	●					
2.22	Employee Lost Time Injuries Severity Rate	d/10 ⁶ h	0.0	0.0	46.4	0.0	59.6	●	●		●			
2.23	Contractor Lost Time Injuries (LTIs)	#	0	0	1	0	1	●	●		●			
2.24	Wellbeing initiatives for employees ^{1,2}	#	13	13	17	9	7							

2.2.2 Material issue: Diverse and inclusive workplace

2.25	Average employment ⁶	#	229	243	242	237	241		●	2-7b				SDG 5.4
2.26	Number of employees by year end,	#	235	244	246	236	239		●					SDG 8.5
Employee turnover / gender, avg.														SDG 8.6
2.27	Females	#	23.0	0.0	0.0	0.0	0.0			401-1				SDG 8.8
2.28	Males	#	212.0	1.8	4.8	2.2	1.8							SDG 10.3
Employee turnover / age ^{2,7}														
2.29	Under 30 ²	%	1.0	0.0	7.0	0.0	0.0			401-1				
2.30	Between 30-50 ²	%	4.0	0.0	2.4	0.0	1.1							
2.31	Over 50 ²	%	15.0	2.6	5.3	3.4	2.1							
2.32	Employees left ⁷	#	25	4	11	5	4		●					
Employees left / age														
2.33	Under 30	#	1	0	1	0	0			401-1				
2.34	Between 30-50	#	3	0	2	0	1							

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Employees left / age														
2.35	Third-party fatalities	#	21	4	8	5	3							
Employees left / gender														
2.36	Females	#	1	0	0	0	0			403-9				
2.37	Males	#	24	4	11	5	4							
2.38	Employee new hires, avg. ⁷	%	6.4	0.8	8.1	0.8	0.0		●					
2.39	Employee new hires ⁷	#	15	2	20	2	0		●					
Employee new hires / gender ⁷														
2.40	Females	#	7	0	5	1	0		●	403-9				
2.41	Males	#	8	2	15	1	0		●					
New hires / age ⁷														
2.42	Under 30	#	10	2	10	2	0		●	401-1				
2.43	Between 30-50	#	5	0	7	0	0		●					
2.44	Over 50	#	0	0	3	0	0		●					
Employment / type ⁷														
2.45	Full time	#	15	2	20	2	0		●	2-7.				
2.46	Part Time	#	0	0	0	0	0		●					
2.47	Temporary	#	0	0	0	0	0		●					
Employment / category ⁷														
2.48	Senior managers	#	2	2	1	2	2		●	2-7.				
2.49	Managers	#	17	16	17	16	16		●					
2.50	Administration/technical	#	64	63	63	55	54		●					

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Employment / category ⁷														
2.51	Semi-skilled/unskilled	#	152	163	166	163	167		●					
Employment / age														
2.52	Under 30	#	16	8	13	5	7			2-7.				
2.53	Between 30-50	#	76	80	83	82	87							
2.54	Over 50	#	143	156	150	149	145							
Employment / gender ⁷														
2.55	Females	#	23	17	17	12	11		●	2-7.				
2.56	Males	#	212	227	229	224	228		●					
2.57	Share of women in employment, avg. ⁷	%	10.0	7.0		5.1	4.6		●	405-1				SDG 5.4
2.58	Share of women in management, avg. ⁷	%	5.0	5.6		5.6	5.6		●		●			SDG 8.5
2.59	Share of women in Senior Management, avg. ⁷	%	0.0	0.0		0.0	0.0		●		●			SDG8.6
2.60	Number of employees with disabilities, Group ^{1, 2}	#	5	5		5	5							SDG 8.8
2.61	Number of parental leaves ^{1, 2}	#	4	1		0	1							SDG 510.3
2.2.3 Material issue: Continuous development of our people														
2.62	Training investment / (trained) employee, avg. ^{3, 7}	€	181	309		96	38		●	404-1	●			SDG 4.3 SDG 4.4
2.63	Training investment ³	€	42,201	71,477		22,600	8,126		●		●			SDG 5.1 SDG 5.5
Training investment / gender ⁷														SDG 8.5 SDG 10.2
2.64	Females	€	4,582	11,399		3,755	1,560		●	404-1	●			SDG 10.3 SDG 16.5
2.65	Males	€	37,619	60,078		18,845	6,566		●		●			
2.66	Trained employees, total ⁷	#	233	231		236	213		●					
2.67	Share of trained employees, avg. ⁷	%	99.0	95.0		100.0	89.1		●					

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Training investment / gender ⁷														
2.68	Semi-skilled/unskilled	%	95.0	76.5		91.7	81.8		●					
Trained employees / age group														
2.69	Senior Managers	#	2	1		2	17			404-1				
2.70	Managers	#	16	16		16	2							
2.71	Administration/technical	#	65	61		53	54							
2.72	Semi-skilled/Unskilled	#	150	153		165	140							
Trained employees / age group														
2.73	Under 30	#	15	10		5	7		●	404-1				SDG 4.3 SDG 4.4
2.74	Between 30-50	#	78	74		90	85		●					SDG 5.1 SDG 5.5
2.75	Over 50	#	140	147		141	121		●					SDG 8.5 SDG 10.2
2.76	Training hours	#	8,153	9,928	6,429	5,622	3,673		●		●			SDG 10.3 SDG 16.5
2.77	Average training hours / employee (over the total number of direct employees), and breakdown per gender ⁸	h/person	35.0	40.7	43.8	23.8	15.4		●	404-1	●			
2.78	Average female	#	72	71	27	15	11							
2.79	Average male	#	46	38	28	24	16							
Training hours / subject														
2.80	Company onboarding	#	18	0	24	0	0			404-1				
2.81	Compliance	#	70	95	271	879	201				●			
2.82	Sustainability	#	39	20	8	6	5				●		EM-CM-320a.1	
2.83	Decarbonization ^{1,2}	#	0	0	20	N/A	N/A							
2.84	Digital & IT ²	#	137	776	119	47	94							
2.85	Environment	#	142	112	4	21	0							

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.86	Foreign languages	#	0	0	66	0	52							
2.87	Functional competence	#	344	78	79	34	20							
2.88	Generic competence	#	13	181	0	1	0							
2.89	Health and Safety	#	5,789	3,969	3,708	4,150	2,910							
2.90	Managerial skills	#	960	3,938	1,193	90	24							
2.91	Other	#	353	299	754	104	247							
2.92	Security	#	14	20	28	0	0							
2.93	Technical know-how	#	262	440	154	291	120							
2.94	Share of employees with performance evaluation, avg.	%	27.7	27.9	28.9	30.1	27.2			404-3				
2.95	Share of female employees with performance evaluation, avg. ²	%		47.1	47.1	58.3	54.5			405-1				

Notes

Notes for specific KPIs

1. New indicator. More details you may find in the section "TITAN's approach for ESG Performance reporting" and in the below:

• "Decarbonization" was introduced as a new subject area and presented separately in this report for the first time, whereas in the past respective subjects to GHG emissions were covered under Environment.

2. Relevant information is not available for the specific years denoted as 'n/a'.

3. For the definition see Table 2.5.10 "Value Creation Indicators".

4. Figure(s) for 2020 adjusted to include previously unreported data.

5. The KPI was calculated for closing of the reporting period 2022 in accordance with the practice for all Safety data, being the use of "Average Employment" (see Note 6 below). This is consistent with all years prior to 2022. As exception, the KPI for "Performance by activity" was calculated by using the figures of "Number of employees by year end", due to different data consolidation criteria and methodology, but with insignificant impact on the results.

6. The calculation was made according to Belgian Law (sec. 165 XIVB of RD of 30 January 2001).

7. KPIs calculated on the basis of "Average Employment" data for year 2018. Since 2019 the specific KPIs have been calculated on the basis of the number of employees as of 31 December for each year. Figures for the KPI "Share of trained female employees (in total female employees)" which were calculated above 100% (because of the Turnover for Females, or other reasons) needed to be reported as 100% (adjusted to 100% of female employees).

Connection of KPIs with the SASB Standards

Connection of ESG performance indicators with the metric EM-CM-320a.1 according to SASB Standards, under the topic (area) "Workforce Health and Safety": Specifically, the connection concerns the KPIs of near misses and frequency rate for full-time employees, and contract employees."

2.3 Focus area: Positive local impact

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.3.1 Material issue: Environmental positive impact														
Air emissions														
Cement production activities														
3.1	Coverage rate continuous measurement	%	100.0	100.0	100.0	100.0	100.0	●	●	305-7			EM-CM-120a.1	SDG 3.9
3.2	Specific dust emissions	g/t clinker	0.9	1.3	3.1	3.8	10.4	●	●				EM-CM-120a.1	SDG 9.4
3.3	Specific NOx emissions	g/t clinker	1,066.9	790.4	1,306.0	1,055.0	1,294.4	●	●				EM-CM-120a.1	
3.4	Specific SOx emissions	g/t clinker	295.0	379.2	104.1	36.2	91.8	●	●				EM-CM-120a.1	
3.5	Integrated cement plants and cement grinding plants with certified Environmental Management System (ISO 14001 or similar)	% of plants	100.0	100.0	100.0	100.0	100.0		●	3-3.				
All activities														
3.6	Environmental complaints ²	#	1	0	2	1	0			3-3.				
Rehabilitation														
Cement production and aggregates activities														
3.7	Sites with rehabilitation plans ³	%	100.0	100.0	100.0	100.0	100.0	●	●	304-3			EM-CM-160a.1	SDG 15.3
3.8	Total land use ^{1, 3}	million m ²	0.2	0.3	0.3	n/a	n/a			304-1a ii			EM-CM-160a.2	SDG 15.4
3.9	Rehabilitated areas over affected areas (cumulative) ^{1, 3, 6}	%	38.2	23.2	21.1	21.2	21.8		●	304-1			EM-CM-160a.2	SDG 15.9
3.10	Sites with Environmental Management System (ISO14001 or similar) ³	%	100.0	100.0	100.0	66.0	75.0		●	3-3.			EM-CM-160a.1	SDG 15a
Biodiversity														
Cement production and aggregates activities														
3.11	Sites in high biodiversity value areas ^{3, 4}	#	0	0	0	0	0	●	●	304-1			EM-CM-160a.1	SDG 15.3 SDG 15.4
3.12	Sites with biodiversity management plans ^{3, 5}	#	0	0	0	0	0	●	●	304-3			EM-CM-160a.1	SDG 15.9
3.13	Sites with biodiversity management plans	%	-	-	-	-	-	●	●				EM-CM-160a.1	SDG 15a

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Investments in environmental protection														
All activities														
3.14	Environmental expenditures across all activities ⁷	million €	0.3	0.5	0.1	0.1	0.7		●	201-2av	●			SDG 7b
3.15	Environmental management	million €	0.0	0.1	0.1	0.0	0.0		●		●			SDG 9.4
3.16	Reforestation	million €	0.0	0.0	0.0	0.0	0.0		●		●			
3.17	Rehabilitation	million €	0.0	0.1	0.0	0.0	0.3		●		●			
3.18	Environmental training and awareness building	million €	0.0	0.0	0.0	0.0	0.0		●		●			
3.19	Application of best available technologies	million €	0.3	0.3	0.0	0.0	0.0		●		●			
3.20	Waste management	million €	0.0	0.0	0.0	0.0	0.3		●		●			
2.3.2 Material issue: Social positive impact														
3.21	Donations ^a	€	164,514	203,915	194,125	159,071	166,262		●	2-29.	●			SDG 2.1
3.22	Donations in cash ^a	€	164,514	203,915	194,125	159,071	166,262		●	413-1	●			SDG 2.3
3.23	Donations in kind ^a	€	0	0	0	0	0		●		●			SDG 4.3
3.24	Employees from local community, avg.	%	72.2	65.2	65.4	67.8	67.4			2-29.				SDG 4.4
3.25	Internships	#	17	10	15	8	3		●	2-8.				SDG 9.3
3.26	New entry level jobs from internships/traineeships	#	2	0	0	1	0		●	2-29.				
3.27	Internships from Local Community, avg.	%	52.9	70.0	73.3	87.5	100.0							
3.28	Key operations with Community Engagement Plans related to material issues and Group policies	#	1	1	1	1	1			2-29.				
3.29	Total number of Initiatives under Community Engagement Plans ¹	#	24	9	15	15	9		●		●			
3.30	Total number of Participants to Community Engagement Plans ^{1, 2}	#	126	71	229	182	181							
3.31	TITAN Employees, volunteers to Community Engagement Plans ¹	#	44	20	96	88	n/a							

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
3.31	TITAN Employees, volunteers to Community Engagement Plans ¹	#	44	20	96	88	n/a							
3.32	Social investment (in cash and in kind) for community initiatives ^{1,2}	million €	181,479	149,818	136,890	129,188	140,155			2-29.				
3.33	Blood donations (TITAN employees, business partners and communities) ¹	#	112	116	87	50	51			203-2.				
2.3.3 Material issue: Economic positive impact														
3.34	Local Spend, avg. ^{1,8}	%	81.0	76.9	82.2	77.2	75.7		●	204-1	●			

Notes

Notes for specific KPIs

1. Relevant information is not available for the specific years denoted as 'n/a'.
2. Specifically, with regard to the KPIs of Total number of Participants to Community Engagement Plans (CEPs), TITAN Employees as volunteers to Community Engagement Plans, and Total amount of 'social investment' for the implementation of Community Engagement Plans related to the KPI Key operations with CEPs connected with material issues and Group policies these were incorporated for the first time in the ESG performance statements in the TITAN IAR 2020. In 2022 TITAN progressed further with the alignment of BUs for implementing the Framework Guidance for CEPs which was introduced for the first time in 2021. Actions were focused on the collection and consolidation of data for the KPIs of ""Participants"" and ""Beneficiaries"" of CEPs, with respective definitions as below: -""Participants"" are persons who had active involvement (engagement) in the initiatives for Community Engagement, and the figure includes the sum of the number of persons of two sub-categories: (a) Direct Employees who volunteered, or/and had active role because of their position/role in the BU organization, and (b) Partners (Local Authorities, Specialists e.g., Academia or other Experts, NGOs, Suppliers and Contractors, and possibly also Customers etc.). -""Beneficiaries"" are persons who – directly or indirectly – have received or will receive benefits from the initiatives for Community Engagement. In order to estimate this figure, the BU requires to have an overall view of the initiative, and the impacts this has in the local community. The number of Beneficiaries may include also some of the Participants.
3. Coverage includes all quarries attached to cement plants and quarries for aggregates production, which are wholly-owned and under full management control of TITAN. Since 2021, all Titan Cement Egypt quarries have been excluded from the baseline and the calculations of the respective local impact indicators, as they are no longer considered to be under full management control of TITAN due to changes in mining legislation in the country.
4. Active quarries within, containing or adjacent to areas designated for their high biodiversity value, see Table ""TITAN Group Quarry Sites with High Biodiversity Value"".
5. Active quarries with high biodiversity value where biodiversity management plans are actively implemented, see Table ""TITAN Group Quarry Sites with High Biodiversity Value"".
6. Calculated as the percentage of the impacted/disturbed quarry areas that have been rehabilitated (total and cumulative), aggregated at Group level. 2020 was the initial year for disclosing data for this indicator.
7. Total amount of expenditures (capital and operational) for those investments whose primary purpose is the prevention, reduction and elimination of pollution and other forms of degradation to the environment (UNCTAD Guidance, 2022). In 2022 TITAN incorporated in this disclosure the figure of total capital expenditures (Capex) which are aligned with the EU Taxonomy Regulation, in specific projects for meeting the Technical Screening Criteria for the environmental objectives of climate change mitigation and climate change adaptation.
8. For definitions related to ""Social investment"" (in cash and in kind) for community initiatives", ""Donations"", and ""Local Spend"", see Table 2.5.10.

Connection of KPIs with the SASB Standards

Connection of ESG performance indicators with metrics according to SASB Standards, specifically:

- EM-CM-120a.1 under the topic (area) ""Air Quality"" for air emissions of pollutants including NOx, SOx, particulate matter (PM10), dioxins/furans, volatile organic compounds (VOCs), polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals.
- EM-CM-160a.1 and EM-CM-160a.2 under the topic (area) ""Biodiversity Impacts"" for the environmental management policies and practices for active sites, and terrestrial acreage disturbed, percentage of impacted area restored. See also Table ""TITAN Group Quarry Sites with High Biodiversity Value"" part of the ESG performance statements.

2.4 Focus area: Responsible sourcing

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.4.1 Material issue: Resource efficiency, recycling and recovery, contributing to circular economy														
All activities														
4.1	Water consumption (total)	million m ³	0.1	0.1	0.1	0.1	0.1	●	●	403-9				
4.2	Water withdrawal (total, by source) ²	million m ³	0.1	0.1	0.2	0.1	0.1	●	●		●			
4.3	Groundwater	million m ³	0.1	0.1	0.2	0.1	0.1							
4.4	Municipal water	million m ³	0.0	0.0	0.0	0.0	0.0							
4.5	Rainwater	million m ³	0.0	0.0	0.0	0.0	0.0							
4.6	Surface water	million m ³	0.0	0.0	0.0	0.0	0.0							
4.7	Quarry water used (from quarry dewatering)	million m ³	0.0	0.0	0.0	0.0	0.0							
4.8	Ocean or sea water	million m ³	0.0	0.0	0.0	0.0	0.0							
4.9	Waste water	million m ³	0.0	0.0	0.0	0.0	0.0							
4.10	Water discharge (total, by destination) ³	million m ³	0.0	0.0	0.0	0.0	0.0	●	●		●			
4.11	Surface (river, lake)	million m ³	0.0	0.0	0.0	0.0	0.0							
4.12	Sub-surface water (well)	million m ³	0.0	0.0	0.0	0.0	0.0							
4.13	Ocean or sea	million m ³	0.0	0.0	0.0	0.0	0.0							
4.14	Off-site treatment	million m ³	0.0	0.0	0.0	0.0	0.0							
4.15	Other ^{4, 5}	million m ³	0.0	0.0	0.0	0.0	n/a							
4.16	Water recycled (total) ¹	million m ³	0.7	0.7	0.7	0.6	0.6							
4.17	Water demand covered with recycled water ¹	%	91.2	84.1	78.2	87.5	85.1							

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement and cementitious production activities														
4.18	Water consumption (total)	million m³	0.1	0.1	0.1	0.1	0.1	●	●					SDG 6.3
4.19	Water withdrawal (total)²	million m³	0.1	0.1	0.1	0.1	0.1						EM-CM-140a.1	SDG 6.4
4.20	Water discharge (total)³	million m³	0.0	0.0	0.0	0.0	0.0							SDG 6.5
4.21	Water recycled (total)	million m³	0.7	0.7	0.7	0.6	0.6	●	●		●		EM-CM-140a.1	
4.22	Specific water consumption	l/t cementitious product	77.4	168.0	237.9	127.7	144.3	●	●		●			
4.23	Specific water consumption	l/t cement	71.6	156.8	215.1	112.0	133.7	●	●		●			
4.24	Water demand covered with recycled water	%	91.2	84.1	78.2	87.5	85.1							
All Activities														
4.25	Thermal energy consumption	TJ	1,562	1,432	1,268	1,224	1,237	●	●		●		EM-CM-130a.1	SDG 7
4.26	Thermal energy consumption¹	% of total	85.7	85.6	85.1	85.7	85.8							SDG 12
4.27	Electrical energy consumption	TJ	261	240	222	204	205	●	●		●		EM-CM-130a.1	
4.28	Electrical energy consumption¹	% of total	14.3	14.4	14.9	14.3	14.2							
4.29	Total energy consumption¹	TJ	1,823	1,672	1,489	1,428	1,442							
Cement production activities														
4.30	Percentage of production covered by ISO50001 or energy audits	% clinker production	0.0	0.0	0.0	0.0	0.0		●		●			SDG 7.2
4.31	Specific thermal energy consumption	kcal/kg clinker	835	820	810	843	809	●	●		●	●		SDG 7.3
4.32	Specific electrical energy consumption	kWh/t cement	95.1	96.2	94.8	90.1	94.9				●			SDG 9.4
4.33	Renewable energy as part of total electrical energy	% Electrical energy consumed	11.5	6.5	5.4	5.3	5.3				●			SDG 12.2
All Activities														
4.34	Natural raw materials extracted (total, wet)	million t	0.7	0.8	0.8	0.5	0.5		●					SDG 12.2
4.35	Raw materials extracted for clinker and cement production	million t	0.7	0.8	0.8	0.5	0.5		●					
4.36	Raw materials extracted for aggregates	million t	0.0	0.0	0.0	0.0	0.0		●					

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement production activities														
4.37	Materials consumption (total, dry)	million t	1.0	0.9	0.8	0.8	0.8		●					SDG 12.2
4.38	Extracted (natural) raw materials consumption (dry)	million t	0.8	0.8	0.7	0.7	0.7							SDG 12.4
4.39	Alternative raw materials consumption (dry)	million t	0.1	0.1	0.1	0.1	0.1							SDG 12.5
4.40	Alternative raw materials use (of total raw materials consumed)	% Dry	13.4	11.9	13.3	12.0	13.4	●			●			
4.41	Alternative raw materials rate (based on clinker-to-cement equivalent factor)	% Dry	16.6	15.2	16.4	14.3	13.4	●	●		●			
All Activities														
4.42	Waste disposal (total, wet)	t	269	327	283	370	110		●		●		EM-CM-150a.1	SDG 12.2
4.43	Non-hazardous waste (total)	t	269	327	283	370	110		●		●		EM-CM-150a.1	SDG 12.5
4.44	Hazardous waste (total)	t	0	0	0	0	0		●		●		EM-CM-150a.1	
4.45	Externally recycled waste materials (total, wet)	t	185	243	216	306	106		●		●		EM-CM-150a.1	
4.46	Reused	t	0	31	4	22	18						EM-CM-150a.1	
4.47	Recycled	t	185	212	212	284	88						EM-CM-150a.1	
4.48	Recovered	t	0	0	0	0	0						EM-CM-150a.1	
4.49	Waste disposal, breakdown by destination-usage (wet)	% w/w	100.0	100.0	100.0	100.0	100.0		●		●		EM-CM-150a.1	
4.50	Reuse	% w/w	0.0	9.5	1.5	6.0	16.4		●		●		EM-CM-150a.1	
4.51	Recycled	% w/w	68.9	64.8	74.8	76.6	80.6		●		●		EM-CM-150a.1	
4.52	Recovered (including energy recovery)	% w/w	0.0	0.0	0.0	0.0	0.0		●		●		EM-CM-150a.1	
4.53	Incineration	% w/w	0.0	0.0	0.0	0.0	0.0		●		●		EM-CM-150a.1	
4.54	Landfilled	% w/w	31.1	25.6	23.7	17.4	3.0		●		●		EM-CM-150a.1	
4.55	Composted	% w/w	0.0	0.0	0.0	0.0	0.0		●		●		EM-CM-150a.1	
4.56	Other (incl. storage)	% w/w	0.0	0.0	0.0	0.0	0.0		●		●		EM-CM-150a.1	

Code	ESG Performance Indicators	Unit	2024	2023	2022	2021	2020	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement production activities														
4.57	Integrated cement plants with “Zero Waste to Landfill” certification	% clinker production	0.0	0.0	0.0	0.0	0.0							SDG 12.2 SDG 12.4
2.4.2 Material Issue: Reliable and Sustainable Supply Chain														
All Activities														
4.58	Key suppliers meeting TITAN ESG standards ^{5,6}	%	100.00		n/a	n/a	n/a							SDG 6 SDG 7 SDG 12 SDG 13

2.5 Good governance, transparency and business ethics

2.5.1 Governance Core Indicators

Code	Governance Core Indicators	Notes	Performance 2024	Reporting Standards
	Compliance and business ethics			
5.1	Scope 1 gross CO ₂ emissions ²	0.40	0.3	EM-CM-110a.1
5.2	Scope 1 gross CO ₂ emissions ²	0.40	0.3	EM-CM-110a.1
5.3	Scope 1 specific gross CO ₂ emissions	565.3	1	
5.4	Scope 1 gross CO ₂ emissions coverage rate	100.0	100.0	

Additional Notes

4. TITAN does not operate in or near areas of conflict, according to data of the Uppsala Conflict Data Program UCDP - see the website: Uppsala Conflict Data Program (uu.se).

5. In 2022 TITAN followed an enhanced process of receiving feedback from our stakeholders in each country of operation by promoting the principles of open and structured communication and implemented a project for validating the existing materiality matrix on the level of each BU. For details see the section “Focusing on material issues” of this report, and more specific the “Dynamic Materiality”. About outcomes of the BUs Validation Materiality Project 2022 see Table 1.1 “Material issues”, part of the ESG performance statements. About background work: Preparatory work on the analysis and the assessment of the Materiality Assessment for all countries of operation was completed in 2020, including focused research in each country by a third party. This process enabled the engagement of TITAN's management in each country, and the due diligence at BU level with respect to human rights and indigenous peoples' rights and possible related conflicts. The country-level research concluded that no matters of conflict with respect to the above had emerged or are expected. No new information on the subject matter was noted in the press/media in any of the countries of our operations, either in 2021 or in 2022.

6. In 2022 TITAN continued the development by operating a dedicated Group e-platform to record our community initiatives and actions at each BU level, as well as to facilitate the self-assessment and alignment of BUs with Group targets and key priorities. Community Engagement Plans are implemented in all countries where we operate, covering programs of initiatives for contributing to the sustainability of local communities and enhance the engagement with our stakeholders, aiming at long-term positive impacts for communities and the society. See the section “Social Positive Impact” in the Management Report for the assessment of TITAN's community engagement initiatives across all countries of operations in 2022. No incidents were recorded in 2022 concerning site shutdowns or project delays due to non-technical factors, such as those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict.

Connection of KPIs and other disclosures with the SASB Standards

- The disclosures of Note 6 (above) about the percentage of employees covered by collective bargaining agreements and number and duration of strikes and lockouts cover the requirements for reporting according to the SASB Standards for the topic (area) of “Labor Relations” and in more specific the metrics (KPIs) EM-MM-310a.1 and EM-MM-310a.2.

Notes for specific KPIs

1. New indicator.

2. In 2022 this percentage reached 50.33% [Group figure], slightly decreased compared to 52.3% [Group figure] in 2021.

3. Average number of hours of training per employee and per year, on policies & internal procedures of TITAN (priority being on the Code of Conduct, Policies for Human Rights, Anti-Bribery, GDPR, although this list should not be considered as exhaustive). The KPI is calculated as total hours of training in the subject areas, divided by the total number of employees. TITAN categorizes these training subjects under the overall subject area: “Compliance” (see Table 2.2 “Focus area: Growth-enabling work environment”, for the KPI “Training hours per subject, Group total”). TITAN also provides the total number of hours for anti-bribery and corruption training in 2022, connected with the above. This information is extracted from the human resources management system in each country and consolidated on Group level following the same rules and practices as the above data for compliance trainings.

2.5.3 ESG Polices and Code of Conduct

Code	New or Updated in 2023	TITAN Focus Areas mostly relevant				
		Decarbonization and Digitalization	Growth-enabling work environment	Positive local impact	Responsible sourcing	Good governance, transparency and business ethics
Code of Conduct			•			•
Code of Conduct of Procurement	•			•	•	•
Group Policies						
Anti-Bribery and Corruption Policy						•
Competition Law Compliance Policy						•
Corporate Social Responsibility (CSR) Policy						•
Protection of Personal Data Policy				•		
Diversity Equity and Inclusion (DE&I) Policy			•			•
Environmental Policy (Climate change incl.)	•		•			
Human Rights Policy		•		•	•	
Information Security Policy			•	•	•	•
Occupational Health and Safety (OH&S) Policy		•				•
Procurement Policy			•			
Sanctions Policy				•	•	
Whistleblowing Policy						•
Whistleblowing Policy						•

2.5.4 Group Management Systems

Area	Kosovo
Health & Safety	ISO 45001 All operations (3 terminals excluded)
Environment	ISO 14001 All operations
Quality	ISO 9001 All operations
Energy	
Social	GHRMS/SF and SA 8000 All operations

2.5.5 Political contributions and fines and other non-monetary sanctions

Country	Political contributions ¹ (in Euros)	Significant fines ² (in Euros)	Total number of non-monetary sanctions ²
Kosovo	0	0	0

Notes

Connection of KPIs and other disclosures with the SASB Standards

The above disclosures cover the requirements for reporting according to the SASB Standards for 'Pricing Integrity and Transparency' and in more specific the metric (KPI) EM-CM-520a.1. 'Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities'.

2.5.6 Environmental Audits

Area		Kosovo
Environmental Management System	External	1
	Internal	2
Energy Management System/Energy audits	External	0
	Internal	0
CO ₂ emissions	External	1
	Internal	2
Waste Management	External	1
	Internal	0
Complaints	External	1
	Internal	2
Permitting	External	1
	Internal	2
Other	External	1
	Internal	2
TOTAL	External	6
	Internal	10

2.5.7 Consolidated Report on Payments to Governments for extractive operations

Legal entity	Country	Payment type	Amount (€)
SHARRCEM SH.P.K.	Kosovo	Extraction Royalties	254,093
TOTAL			254,093

Notes

TITAN Cement International S.A. hereby reports, in accordance with article 3:33 of the Belgian Companies and Associations Code, that TITAN Cement Group during 2022 has paid to Governments (i.e. national, regional or municipal authorities of EU Member States and third countries) the total amount of €254093,0 for extractive operations as presented in the above table. As specified in article 6:2 par. 2 of the Royal Decree dated 29 April 2019 on the execution of the Belgian Companies and Associations Code, the limit for disclosing the respective data is set at 100,000€ as a single payment or as a series of related payments.

2.5.9 Sector and Other Standards for the Non-financial disclosures in 2022

Notes

Country	Political contributions ¹ (in Euros)	Total number of non-monetary sanctions ²
Kosovo	0	0

1. The Global Cement and Concrete Association (GCCA) has built its Sustainability Charter around five (5) Sustainability Pillars, to encompass the full sustainability spectrum for its work purposes: Pillar 1: Health and Safety, Pillar 2: Climate Change and Energy, Pillar 3: Social Responsibility, Pillar 4: Environment and Nature and Pillar 5: Circular Economy. The terminology of the 'Pillars' is specific to the GCCA Charter of commitments for member companies, and details are available in the Charter and Framework Guidelines in the GCCA website: <https://gccassociation.org/sustainability-innovation/sustainability-charter-and-guidelines/>. TITAN continued efforts in 2022 for implementing the GCCA 2050 Roadmap to Net Zero Concrete "Concrete Future" and focused on SBTi Targets for the 1.5 degrees scenario, while continuing active participation in various working groups and contributing with knowhow and expertise, in line with its practice since the foundation of the Sectoral Association. In 2022 TITAN participated in the first GCCA Compliance Charter Audit, with purposes including (a) supporting members in developing implementing their sustainability strategy (focused but not limited to GCCA obligations), (b) enabling the assessment of members' sustainability performance and benchmark with peer companies, (c) Identifying areas where the GCCA guidelines and charter need to be clarified or strengthened.

2. The UNCTAD Guidance provides meaningful connections of KPIs with the most relevant SDGs and specific targets for each SDG, and is leveraged under the reporting approach of TITAN for all focus areas of De-carbonization and Digitalization, Growth-enabling work environment, Positive local impact focus area, Responsible sourcing, and Good governance, transparency, and business ethics.

3. The Guidance of the UNGC COP was enhanced in 2022 and is considered essential for reporting on progress with respect to TITAN's commitments for the UNGC Ten Principles. See Table 2.5.11 for details on the UNGC COP guidance and specific connections with KPIs and other disclosures in this Report. Overall: Tables 2.1, 2.2, 2.3, 2.4, 2.5.1, 2.5.10, and 2.5.11 provide references and connections for the standards under the above Notes (1), (2) and (3).

2.5.10 Value creation indicators

Notes

Value Creation Core Indicators ¹	Unit	2024
Total spend on suppliers, local, national and international for goods and services ^{2a}	million €	81.35
% local spend of TITAN2b	%	81.02
Taxes to national and local authorities ³	million €	38.77
Payments in cash to shareholders and minorities ³	million €	27.47
Social investment (in cash and in kind) for community initiatives ⁴	million €	0.18
Alternative fuels and raw materials	million t	0.13
Salaries, (contributions to) pensions, and social benefits, including additional benefits beyond those provided by law ⁵	million €	4.61
Investments in training of direct employee ⁶	million €	0.08
Internships	#	17
Capital expenditures ⁷	million €	8.09

The following Notes are inclusive of definitions for terms used specifically for value creation and distribution to stakeholders."

Sections¹	Question¹	UNGC Principles¹	Reference to the Report¹
Environment	E1 and E1.1: Policy commitment	7,8	Understanding TITAN Overview Performance highlights ESG Performance Management report Corporate Governance and risk management ESG Performance review: Focus areas: De-carbonization and Digitalization, Growth-enabling work environment, Positive local impact, Responsible sourcing Good governance, transparency, and business ethics ESG performance statements: Tables 2.1.1, 2.3.1. and TITAN Group Quarry Sites with High Biodiversity Value supplement table, also Tables 2.4.1, 2.5.2, 2.5.3.
	E2: Stakeholder engagement		
	E3: Prevention/mitigation		
	E4: Prevention/mitigation progress assessment		
	E4.1: Goals and targets		
	E4.2: Measuring progress against targets		
	E6: Greenhouse gas emissions		
	E6.1: Scope 3 emissions detail		
	E14: Conversion of natural ecosystems		
	E16: Air pollution		
	E17: Waste		
	E18: Hazardous waste		
	E7: R&D investment in low-carbon products and services	7,8,9	
	E8: Climate adaptation		
	E9: Renewable energy		
	E10: Low carbon products/services		
	E11: Water withdrawal and consumption		
	E12: Water intensity		
	E13: Sites in or adjacent to key biodiversity areas		
	E15: Ecosystem restoration and protection		
	E20: Practical actions		
	E: Sector (Construction & materials)		

Sections¹	Question¹	UNGC Principles¹	Reference to the Report¹
Anti-corruption	AC1 Compliance programme AC1.1 Year of programme review AC2 Policy AC3 Training AC3.1 Training frequency AC4 Compliance monitoring AC5 Incidents of corruption AC6 Measures to address suspected incidents of the corruption AC7 Collective action against corruption AC8 Practical actions	10	Understanding TITAN Performance highlights Management report Corporate Governance and risk management ESG Performance review: Good governance, transparency and business ethics ESG performance statements: Tables 2.5.1, 2.5.3-2.5.7, 2.5.9.

Notes

1. The connection among the 'Questions' under the COP with specific codification under the different areas of the Questionnaire, and the Ten Principles of the UNGC is facilitated by references in the Report (including the ESG performance statements). About connection to the SDGs, see the references to Tables 2.1, 2.2, 2.3, 2.4, and 2.5, of the ESG performance statements.

2. With reference the area of Human Rights: TITAN does not operate in or near areas of conflict, according to data of the Uppsala Conflict Data Program UCDP - see the web site: Uppsala Conflict Data Program (uu.se). In 2022 TITAN implemented a project for validating the existing materiality matrix on the level of each BU (see section "Focusing on material issues"), which enabled the engagement of TITAN's management in each country, and the due diligence on BU level with respect to human rights and indigenous peoples' rights and possible related conflicts. No matters of conflicts with respect to the above emerged or are expected. No new information on the subject matter was noted in the press/media in any of the countries of our operations. No incidents were recorded in 2022 concerning site shutdowns or project delays due to non-technical factors, such as those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict.

Connection of KPIs and other disclosures with the SASB Standar

- With reference to above Note 4, we cover the requirements for reporting according to the SASB Standards for two topics (areas): "Security, Human Rights and Rights of Indigenous Peoples" and in more specific the metrics (KPIs) EM-MM-210a.1, EM-MM-210a.2, and EM-MM-210a.3, and "Community Relations", in more specific the metrics (KPIs) EM-MM-210b.1, and EM-MM-210b.2, concerning the discussion of process to manage risks and opportunities associated with community rights and interests.

- Concerning the topic (area) of "Business Ethics and Transparency" and in specific the connection with the metric (KPI) EM-MM-510a.2, see supplement Table "Transparency International - Corruption Perception Index 2022".

Transparency International - Corruption Perception Index

Notes

Countries with TITAN key operations sorted by Transparency International CP Index 2023			
Country	CPI 2023 rank	CPI 2022 rank	Change in rank²
Kosovo	83	84	▲

1. According to the above Table there were no operations of TITAN's subsidiaries in countries with lower ranking than Egypt, in 2023. There were in total 45 countries which ranked lower, in positions between 136 and 180 in 2023. This disclosure covers the requirements for reporting according to the SASB Standards for 'Business Ethics and Transparency' and in more specific the metric (KPI) EM-MM-510a.2 'Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index'.

2. Symbols for the change in rank explained:

- ▲ Improving conditions in the country reflected by the decrease of rank
- ▼ Deteriorating conditions in the country reflected by the increase of rank

GLOSSARY

Financial

EBITDA: corresponds to operating profit plus depreciation, amortization and impairment of tangible.

CAPEX: is defined as acquisitions of property, plant and equipment, right of use assets, investment property and intangible assets.

Non-Financial

COP: the Communication on Progress is intended as a mechanism to inform, in a standardized format of an annual report, company stakeholders (e.g., investors, consumers, civil society, and governments) on progress made in implementing the Ten Principles of the United Nations Global Compact.

CSR Europe: the leading European business network for Corporate Sustainability and Responsibility. The network supports businesses and industry sectors in their transformation and collaboration towards practical solutions and sustainable growth.

GCCA: The Global Cement and Concrete Association is a CEO-led industry initiative established in 2018, representing the global voice of the sector. The GCCA took over the role of the former CSI Project of the WBCSD and has carried, since January 1 2019, the work programs and sustainable development activities of the CSI, with key objectives to develop and strengthen the sector's contribution to sustainable construction across the value chain, and to foster innovation in collaboration with industry, associations and key experts-stakeholders.

IBAT: The Integrated Biodiversity Assessment Tool, developed through a partnership of global conservation leaders including BirdLife International, Conservation International and IUCN, provides key decision-makers with access to critical information on biodiversity priority sites, to inform decision-making processes and address potential impacts.

IIRC: The International Integrated Reporting Council is a global coalition of regulators, investors, companies, standard setters, the accounting profession, academia and NGOs. The coalition promotes communication about value creation as the next step in the evolution of corporate reporting.

SDGs: the Sustainable Development Goals are a collection of 17 global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The SDGs, set in 2015 by the United Nations General Assembly and intended to be achieved by the year 2030, are part of UN Resolution 70/1, the 2030 Agenda.

UNCTAD: The United Nations Conference on Trade and Development is a United Nations body responsible for dealing with economic and sustainable development issues with a focus on trade, finance, investment and technology, in particular for helping developing countries to participate equitably in the global economy.

UNGC: the United Nations Global Compact is a voluntary initiative based on CEO commitments to implement universal commitments to implement universal take steps to support UN goals. 'Ten Principles' are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

WBCSD: the World Business Council for Sustainable Development is a global, CEO-led organization of over 200 leading businesses working together to accelerate the transition to a sustainable world, helping member companies to become more successful and sustainable by focusing on the maximum positive impact for shareholders, the environment and societies.