

ANNUAL SUSTAINABILITY REPORT 2025





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ABOUT THE REPORT

This Sustainability Report presents SHARRCEM's performance and progress during 2025, reflecting our continued commitment to responsible business practices, ethical governance, environmental stewardship, and social responsibility. It outlines how we advance our sustainability ambitions while creating shared value for our employees, communities, and broader stakeholders.

The report covers the period from 1 January to 31 December and includes all SHARRCEM operations in Kosovo. SHARRCEM, a subsidiary of TITAN S.A. (TITAN Group), operates a cement plant in Hani i Elezit, three nearby quarries supplying raw materials, and fully owned subsidiaries managing cement terminals in Lipjan, Duhël, and Klina.

Furthermore, the report follows the reporting best practices of our parent company, TITAN Group, which provides the overarching framework for incorporating guidance from

the United Nations Conference on Trade and Development (UNCTAD) and the International Integrated Reporting Council (IIRC).

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standards, particularly to support the linkage and disclosure of Key Performance Indicators (KPIs) presented in the ESG Performance section. In addition, the selected ESG KPIs disclosed in this report are aligned with and mapped to the EU European Sustainability Reporting Standards (ESRS).

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





ABOUT TITAN SHARRCEM

This Sustainability Report presents SHARRCEM's TITAN SHARRCEM is Kosovo's sole cement producer and a symbol of industrial resilience, innovation, and progress.

Since its founding in 1936, the company has grown from modest beginnings into a leading force in the cement and building materials sector. In 2010, it became part of the TITAN Group, a global leader in construction and infrastructure materials, operating under a strong commitment to responsibility, integrity, and sustainable growth.

Headquartered in Hani i Elezit with a subsidiary office in Prishtina, TITAN

SHARRCEM plays a crucial role in driving local development while contributing to Kosovo's broader economic and societal needs. The company delivers excellence across manufacturing, transportation, and distribution of cement and related raw materials. Supported by quarries in Dimce and Seqishte and complemented by alternative raw materials sourced from other Kosovo industries, TITAN SHARRCEM continuously strives to reduce its environmental footprint, enhance resource efficiency, and promote a more sustainable construction sector.





2025 HIGHLIGHTS

€100,782,442 Turnover

€6,100,404 Total investments (CAPEX) in 2025

€32,461,520 EBITDA

€760,448 Investments in environment, and
occupational health and safety

231 Number of employees

13 New hires

0,0 LTIFR

50 Number of CSR/Community Engagement initiatives

MESSAGE FROM THE CEO

Dear stakeholders and partners,

2025 has been a year of solid performance and meaningful progress for TITAN SHARRCEM. In a dynamic environment, we remained focused on delivering value responsibly, strengthening our operations, advancing our sustainability priorities, and reinforcing our role as a trusted partner to the construction sector and the communities we serve.

Safety continues to be our highest priority and a core value that guides every aspect of our operations. I am particularly proud that we maintained zero Lost Time Incidents throughout the year, reflecting the discipline and commitment of our people and partners. Equally significant is our achievement of a Green rating in the 360° Safety Audit, a recognition that confirms the strength of our safety culture and our continuous focus on protecting what matters most—our people.

At the same time, we continued to make steady progress in our sustainability journey. From improving energy efficiency and achieving ISO 50001 certification, to advancing circular economy practices and reducing our environmental footprint, we

are taking concrete steps toward a low-carbon and more sustainable future.

Our people remain at the heart of our success. Through ongoing investments in development, wellbeing, and an inclusive work environment, we are fostering a culture where individuals can grow, contribute, and feel valued. This commitment extends beyond our organization, as we continue to engage actively with our communities through impactful initiatives that create lasting social value.

In 2025, we delivered 50 community engagement initiatives, positively impacting over 11,000 individuals. These initiatives reflect our belief that sustainable business success is inseparable from the well-being and progress of society. The recognition we received with the Excellence in Sustainability Integration Award further affirms our commitment to creating meaningful and lasting impact.

Strong governance, transparency, and ethical conduct remain fundamental to how we operate. By upholding high standards across our value chain, we continue to build

trust with our stakeholders and ensure long-term resilience.

As we look ahead, we remain committed to continuous improvement, innovation, and collaboration. With the support of the TITAN Group and the dedication of our people, we are confident in our ability to meet future challenges and continue building a safer, more sustainable, and resilient future.

I would like to sincerely thank our employees, partners, and communities for their trust and contribution throughout this journey.



Sincerely

Behar Disha
Country Manager

MESSAGE FROM THE CEO

Dear Stakeholders,

It is a privilege to address you for the first time as Country Manager of TITAN SHARRCEM, a role I assumed in January 2026. While this report presents our performance in 2025, it also marks a point of continuity, accountability, and renewed commitment to our long-term strategy.

TITAN Group's values, governance framework, and strategic direction remain firmly embedded in our operations.

In line with these principles, SHARRCEM operates in full alignment with European standards and the applicable regulatory framework, ensuring responsible, transparent, and sustainable business practices.

Health and Safety remains our highest priority—non-negotiable and deeply embedded in our culture. We are committed to continuously strengthening proactive safety behaviors, enhancing our management systems, and upholding the highest standards across all operations. In parallel, we are further improving our environmental performance and supporting the Group's broader sustainability objectives.

We are equally committed to contributing to the well-being and development of the communities we serve, creating shared value that extends beyond our direct operations.

Looking ahead, our priorities are clear: strengthening resilience, accelerating sustainable growth, and delivering long-term value for all stakeholders.

I invite you to review this report and share your perspectives, which are important to our continued progress.

Thank you for your continued trust.



Sincerely

Kostika Mihallari
Country Manager

TITAN GROUP AT A GLANCE

TITAN Group is a Belgium-registered company and a leading international business in the building and infrastructure materials industry, with passionate teams committed to providing innovative solutions for a better world.

With most of its activity in the developed markets, the Group employs more than 6,000 people and serves customers in over 25 markets, on four continents. It holds prominent positions in the United States, Europe - including Greece, the Balkans, the United Kingdom, Italy, and France - and the Eastern Mediterranean. The Group also has joint ventures in Brazil and India. With more than 120 years of history, TITAN has always fostered a

family-and entrepreneurial-oriented culture for its employees and works tirelessly with its customers to meet the modern needs of society while promoting sustainable growth with responsibility and integrity.

The Group's commitment to responsible growth is reflected in its net-zero ambition for 2050, its CO₂ reduction targets validated by the Science Based Targets initiative (SBTi), and its continued inclusion in the FTSE4Good Index Series. The Group is listed on Euronext Brussels and Paris, and on Euronext Athens, and its US business is listed on the NYSE.

For more information, visit our website at www.titanmaterials.com.

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

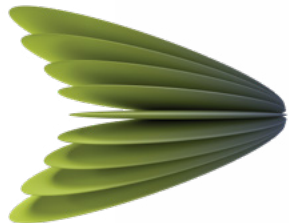


WE DARE

We embrace challenges and set ambitious goals that push boundaries.

We dare to:

- Do challenging work
- Be candid
- Innovate
- Learn

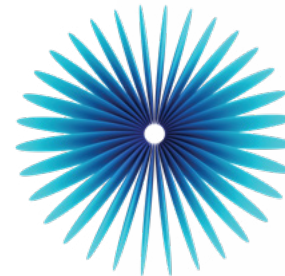


WE BUILD TO LAST

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

PRODUCTS AND VALUE CHAIN

TITAN SHARRCEM provides high-quality cement and building materials serving all segments of the construction industry, including major infrastructure projects, residential housing, commercial developments, and community facilities. Our product portfolio is shaped by business excellence, economic value, and social

responsibility, reflecting the shared values that guide our collaboration with customers and partners. Through advanced technical expertise and continuous innovation, we develop reliable and high-performance solutions that meet the evolving requirements of modern construction. Quality, safety, and sustainability are

embedded throughout the entire production process—from design and manufacturing to delivery. Supported by an efficient and responsible supply chain, we apply rigorous procurement practices, prioritize local stakeholders where possible, and operate in full compliance 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 II/B-M(W-L)52.5N	
	CEM II/C-M (W-P-L)42.5 N	✓
	MC5 Sharrmall (Outsourced production to Usje plant)	✓
	Normal hardening hydraulic road binder EN 13282-2:2013	✓
	Rapid hardening hydraulic road binder EN 13282-1:2013	✓
CO2 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	✓
Safety	ISO 9001:2015 CE MARK Accreditation ISO 17025:2018	✓
Quality	ISO 45001:2018	✓
Accountability	Social Accountability / SA 8000	✓

Beyond products, we provide value-added services:

Technical support / Concrete Solutions Laboratory

TITAN SHARRCEM's "Concrete Solutions" laboratory offers EN-standard concrete and aggregate testing, mix optimization, and on-site diagnostics. In collaboration with Chryso, TITAN SHARRCEM provides innovative admixtures to enhance concrete performance, durability, and sustainability.

TitanUp Costumer Portal

A digital platform for seamless ordering and management of cement.

One Stop Shop

Distributing cements from TITAN's sister companies ANTEA and USJE for flexible solutions.

VALUE CHAIN

As an integral contributor to Kosovo's construction value chain, TITAN SHARRCEM supports the sector's development by delivering reliable, sustainable, and economically efficient building materials and solutions.

The Company's activities cover the full spectrum of cement production, logistics, and market distribution. Manufacturing operations are carried out at the Hani i Elezit plant through a carefully controlled

process encompassing raw material preparation, blending, milling, thermal processing, and final cooling stages. The principal raw materials, limestone and marl, are responsibly extracted from TITAN SHARRCEM's own quarries in Dimce and Seqishte, ensuring quality consistency and supply security.

In parallel, TITAN SHARRCEM actively advances resource efficiency by incorporating suitable alternative raw materials, including bottom ash, fly ash, and pyrite ash sourced from local industrial partners. This approach reduces dependency on virgin resources, minimizes environmental footprint, and strengthens the Company's contribution to circular economy practices and sustainable industrial development.



Raw Material



Supply



Factory/Production



Shipping

OUR CUSTOMERS

At TITAN SHARRCEM, customer requirements and expectations are central to our decision-making and long-term strategy. Their insights and feedback motivate us to consistently enhance the quality of our products, the reliability of our services, and the sustainability of our operations.

Our position as a dependable partner in the construction sector is underpinned by continuous investments in advanced technologies, skilled people, and operational improvements.

These efforts are focused on strengthening performance efficiency, minimizing environmental impact, and safeguarding the health and safety of our employees.

We cultivate long-term relationships by placing customers and business partners at the core of our activities, maintaining open dialogue and offering tailored solutions that create lasting value. Guided by principles of transparency, integrity, and accountability, we ensure our customers remain well-informed and actively involved across all stages of collaboration.



POLICIES AND MANAGEMENT VALUES

At TITAN SHARRCEM, we maintain high standards for working conditions through the application of internationally and European-certified management systems. Our SA 8000 certification confirms our commitment to employee well-being and ethical labor practices.

Through the Laboratory for Business Activities (LAB), we provide financial and technical support to small and medium-sized enterprises, contributing to sustainable economic development in Kosovo.

Our operations are governed by the TITAN Group Code of Conduct and Policies, which define clear standards for integrity, compliance, health and safety, environmental and climate responsibility, human rights, whistleblowing, and data

protection, ensuring transparent and responsible business conduct.

TITAN Group's EthicsPoint Whistleblowing Platform

As part of TITAN Group, TITAN SHARRCEM benefits from established systems and processes designed to identify, prevent, and mitigate business ethics risks, while continuously monitoring and addressing concerns related to discrimination, harassment, and other human rights matters.

Employees and external stakeholders have access to the Group's whistleblowing platform, EthicsPoint, which provides a secure, confidential, and anonymous channel for reporting concerns related to actual or suspected misconduct, unethical

behaviour and breaches of law, regulations or company policies.

The platform is available across all TITAN Group subsidiaries and supports the reporting of incidents involving both employees and third parties. EthicsPoint serves as the Group's centralized case-management system, enabling the monitoring and handling of reports throughout their entire lifecycle—from submission and assessment to investigation, resolution, and corrective action.

Individuals who submit reports receive immediate confirmation and can securely follow the progress of their case while maintaining confidentiality and anonymity.



DELIVERING VALUE FOR ALL

At TITAN SHARRCEM, responsible business practices are the foundation of how we create long-term value. Guided by the TITAN Group's leadership in social and environmental performance, we invest purposefully to support our stakeholders and contribute to the UN Sustainable Development Goals 2030. We believe that sustainable growth is inseparable from the well-being of our communities and society at large. This conviction shapes our daily operations, informs our decisions, and guides the allocation of our resources.

The following overview presents our key financial contributions, illustrating how we generate tangible value across economic, social, and environmental dimensions.

TOTAL INVESTMENTS (CAPEX) IN 2025

€ 6,100,404

LOCAL TAXES (MUNICIPAL AND PROPERTY, PAID)

€ 76,936

INCOME CORPORATE TAXES

€ 2,583,963

EMPLOYEE PENSION CONTRIBUTIONS, PAID
(5% OF CONTRIBUTION PAID FROM SHARRCEM)

€ 192,910

INVESTMENTS IN ENVIRONMENT,
AND OCCUPATIONAL HEALTH AND SAFETY

€ 760,448

MATERIALITY ASSESSMENT AND STAKEHOLDER ENGAGEMENT

Material Issues

At TITAN SHARRCEM, materiality assessment is a key tool for identifying sustainability topics that are critical to long-term business success and stakeholder

value. In 2020, the TITAN Group applied the SASB Framework to assess financially material ESG issues and ensure alignment across the Group and its subsidiaries.

Using the SASB Materiality Map®, TITAN SHARRCEM identified Social Capital as its primary material focus, followed by Human Capital, reflecting the importance of community engagement and employee well-being. The assessment resulted in eight high-priority material issues across

the Group's four strategic focus areas. In 2022, the materiality assessment was validated through stakeholder engagement across business units.

The results confirmed the continued relevance of all identified topics, with no changes to the Materiality Matrix. Insights from this process will inform the next materiality review planned for 2026.



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

STAKEHOLDER ENGAGEMENT

TITAN SHARRCEM engages proactively with a broad range of stakeholders to promote transparency, constructive dialogue, and sustainable value creation. Through continuous and open communication, we address stakeholder concerns, align our actions with their expectations, and build long-term partnerships that generate positive economic, social, and environmental impact.

Our key stakeholders include:

- **Employees**

- **Customers**
- **Business partners & suppliers**
- **Local communities**
- **Contractors**
- **Civil Society & Youth**
- **Regulators & authorities**
- **NGOs**

ESG PERFORMANCE REVIEW

In 2025, TITAN SHARRCEM reinforced its commitment to sustainability, translating

ESG ambitions into tangible action. Through strategic initiatives, we advanced environmental stewardship, strengthened community ties, and fostered an inclusive workplace, ensuring long-term positive impact for employees, stakeholders, and society.

As part of the TITAN Group, we continue to pursue our ESG priorities through four key pillars:

- **Decarbonization & Digitalization**
- **Growth-Enabling Work Environment**
- **Positive Local Impact**
- **Responsible Sourcing**



FOCUS AREA: DE-CARBONIZATION AND DIGITALIZATION

Material issue: Climate change and energy efficiency

Decarbonization

During 2025, TITAN SHARRCEM remained committed to climate change mitigation and energy efficiency by integrating low-carbon and sustainable practices across its operations. The Company continued to strengthen its environmental and energy management systems, improving the identification, monitoring, and management of environmental risks and performance.

Certified under ISO 14001 and ISO 50001, and fully compliant with applicable legislation, TITAN SHARRCEM demonstrated strong environmental governance, with all internal and external audits confirming the effectiveness of its systems and no non-conformities identified. Advanced monitoring solutions, including the Continuous Emissions Monitoring System (CEMS) and the MEAC 300 platform, ensured accurate, transparent, and independent emissions tracking. Operating in line with Best Available Techniques (BAT) and the Industrial Emissions Directive, Sharrcem reinforced its commitment to reducing environmental impact, improving energy performance, and

supporting sustainable, low-carbon growth.

ISO 50001 Energy Management Certification

In January 2025, TITAN SHARRCEM proudly achieved ISO 50001 certification for Energy Management. This milestone underscores our commitment to energy efficiency, carbon reduction, and the adoption of international best practices, advancing our journey toward a greener and more sustainable future.

Advancing Environmental Research

In 2025, TITAN SHARRCEM hosted students



from the University of Mitrovica for the research project “Exploring the Potential of Gas Recovery from Lignite Combustion at Kosova B Power Plant.” Guided by our laboratory experts, students conducted hands-on analyses of lignite, fly ash, and bottom ash, gaining practical experience in environmental monitoring. This collaboration highlights TITAN SHARRCEM’s commitment to bridging academia and industry, fostering innovation, and promoting sustainability.

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 2025, 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
- Best Plant 2025 Award
- ISO 45001:2018 AUDIT from Eurocert.

- Safety Improvements based on findings from Audits
- Inspection/Reparation of the buildings covered with metallic sheet
- Monthly control of hydrant system & fire detection system
- Group H&S software EVOTIX implementation
- Safe Driving / road risk assessment and mystery follower
- Rescue Plans for Preheater area/ Dip tubes
- Certification with ISO 45001:2018 for on-site contractors
- Fire Safety training from 3rd party & revision of Emergency crew members
- Medical Checkup was completed
- First Aid training from 3rd party
- Disinfection, Disinsection, Deratization
- Audits from Regional H&S Director for SEE and Group H&S



Promoting a Strong Safety Culture

In recognition of the World Day for Safety and Health at Work, TITAN SHARRCEM held its annual Health & Safety event, celebrating employee and contractor contributions to a safe and healthy workplace.

The event brought together employees, contractors, and local institutions, reinforcing the importance of collaboration in advancing safety standards within our operations and the wider community.

Outstanding individuals were recognized for their commitment and initiatives that continue to strengthen TITAN SHARRCEM's safety culture.

360° Safety Audit and Continuous Excellence

In September 2025, TITAN SHARRCEM successfully completed its annual 360° Safety Audit, earning a green score from the TITAN Group in recognition of strong safety performance and operational discipline.

This achievement coincided with three consecutive years without a Lost Time Incident (LTI), reflecting the shared commitment and vigilance of employees and contractors.

The milestone reinforces our strong safety culture, where health and wellbeing remain integral to everyday operations.

Regional Safety Excellence Recognition – Best Plant Award

During the 2025 TITAN Southeastern Europe Safety Awards, held at the Group Headquarters in Athens and livestreamed across the region, Kosovo – TITAN SHARRCEM was awarded the Best Plant Award in recognition of its outstanding safety performance.

This distinction reflects a consistently strong safety culture, effective risk management practices, and the shared commitment of employees and contractors to maintaining the highest health and safety standards across all operations.

WELLBEING INITIATIVES

Aligned with the TITAN Group's commitment to a safe and supportive workplace, TITAN SHARRCEM promotes the physical, mental, social, and financial well-being of its employees as a core priority. Through a holistic approach, we delivered 51 employee-focused initiatives, including 7 physical well-being, 27 social, 11 financial, and 6 mental health initiatives, reinforcing a positive and resilient work environment.

As part of its ongoing commitment to physical and social well-being, TITAN SHARRCEM organized its biannual blood donation campaigns, reinforcing a strong culture of care and solidarity. Across both campaigns, 110 individuals participated,

including 85 TITAN employees and 25 members of the local community, making a meaningful contribution to public health and lifesaving efforts.

The Employee Assistance Program (EAP) remains a trusted resource, providing confidential professional support to employees and their families in addressing personal, family, and work-related challenges. As part of our long-standing commitment to employee care, the program plays a key role in promoting mental and emotional well-being and supporting overall performance.

In 2025, in alignment with European Mental Health Week, TITAN SHARRCEM

further strengthened this support by offering 10 employees access to up to three psychotherapeutic sessions with a professional psychologist, reinforcing our focus on mental health awareness and care.

Throughout 2025, we continued to enhance employee well-being by promoting work-life balance, raising mental health awareness, and expanding wellness initiatives that support a positive, healthy, and thriving workplace culture.

While some were introduced specifically during the year, several long-standing initiatives continue to be embedded in our wellbeing framework.



PHYSICAL



SOCIAL



FINANCIAL



MENTAL

Material Issue: Employee Engagement and Development

At TITAN SHARRCEM, we recognize that our success is rooted in the dedication and talent of our employees, and we remain committed to fostering their growth and professional development. Through the strategic use of our Human Resources Management System (HRMS), we attract, retain, and cultivate talent that reflects our core values, while leveraging HRMS insights to support data-driven decisions and continuous workforce improvement.

We emphasize local recruitment as a means to contribute to community development and broader economic growth. Our organizational culture is founded on diversity, fairness, and collaboration, creating an inclusive environment where all employees can thrive. By prioritizing people, engagement, and effective HR management, we continue to maximize the potential of our workforce.

In 2025, TITAN SHARRCEM further demonstrated its dedication to employee development through extensive training initiatives. Overall, these initiatives reflect a comprehensive and balanced approach to employee development, including leadership and communication modules, experiential learning programs across key functions, and specialized trainings such as Clinker Cooler Optimization and sales development. This approach is further reinforced through certified and external learning opportunities delivered

in collaboration with institutions such as NEBOSH, VDZ, TITAN Group partners, and digital platforms like Udemy Business and Coursera, ensuring a skilled, engaged, and future-ready workforce.

Employees received a total of 9,150 hours of training, including 2,468 hours for female employees and 6,681 hours for male employees. A total of 221 employees benefited from these development programs, comprising 24 women and 197 men participants, reflecting our ongoing commitment to building skills and supporting professional growth across the organization.

Empowering TITAN SHARRCEM Women Through an Inspiring Retreat

TITAN SHARRCEM's women employees participated in an inspiring retreat designed to foster growth, well-being, and collaboration. Through mindfulness, emotional intelligence, yoga, and team-building activities, participants strengthened their skills, built strong connections, and gained tools to thrive both personally and professionally. This initiative highlights our commitment to empowering women and celebrating their vital role in our success.



New On-Site Ambulance Facility

In 2025, SHARRCEM inaugurated a new on-site ambulance facility to enhance workplace safety and ensure timely medical support for employees. This initiative reinforces our commitment to employee health and well-being by

providing immediate assistance in case of medical emergencies.

Year-End Engagement and Recognition Event

TITAN SHARRCEM closed the year with a festive celebration, bringing

employees together to reflect on shared achievements and teamwork.

The event provided an opportunity to recognize and thank our people for their dedication and contributions throughout the year.



Stand-Up Comedy Night with Valon Sylá

TITAN SHARRCEM closed the year on a joyful note by hosting a Stand-Up Comedy Night with Valon Sylá at the Cultural Center in Hani i Elezit. The event brought together employees, municipal leaders, and community representatives, providing an opportunity to connect, celebrate shared achievements, and enjoy a night of laughter and camaraderie.



Women Empowerment Program

As part of TITAN SHARRCEM's ongoing Women Empowerment Program, a two-day training was held to strengthen the growth, confidence, and leadership skills of our female employees. Led by clinical psychologist Dr. Fitim Uka, the sessions focused on Executive Presence and Public Speaking for Influence, and Leading with Emotional Intelligence. This initiative underscores TITAN SHARRCEM's commitment to nurturing talent, unlocking potential, and fostering an inclusive workplace where women can thrive as leaders and changemakers.



Team-building retreat in Albania

During the reporting period, TITAN SHARRCEM organized a three-day team-bonding retreat in Berat, Albania, bringing together around 80 employees from across all functions.

Designed as a cultural and social experience, the initiative strengthened informal collaboration, trust, and cross-functional communication during a period of organizational transformation.

Delivered in partnership with the Austrian Institute of Excellence, the retreat combined light development sessions with group challenges and cultural immersion, resulting in improved team cohesion, openness, and a stronger sense of unity and belonging.

Wellbeing Workshop

In December 2025, TITAN SHARRCEM delivered a dedicated employee wellbeing session focused on strengthening physical health and financial confidence.

Led by Dr. Rita Parashumti, the initiative provided practical guidance on active lifestyles, nutrition, mobility exercises, and healthy financial habits to support overall wellbeing and stress reduction.

Employees were also equipped with a digital toolkit, including exercise guidance and a four-week nutrition plan, reinforcing SHARRCEM's commitment

to holistic wellbeing, resilience, and sustainable performance.

Material issue: Diverse and Inclusive Workplace

As part of the TITAN Group, TITAN SHARRCEM is committed to fostering a diverse, inclusive, and bias-free workplace where everyone is treated fairly and has equal opportunities to grow and succeed. We believe that diversity strengthens innovation, performance, and our ability to serve our communities.

Our approach is guided by the Group Diversity, Equity, and Inclusion (DE&I)

Policy, adopted in 2022, which provides a common framework for promoting respect, inclusion, and equal opportunity across the organization. A key focus area is gender diversity, with a Group objective to increase female representation in leadership roles, talent pipelines, and new hires by 20% compared to the 2020 baseline.

TITAN SHARRCEM continues to strengthen women participation through internal development and career advancement opportunities. During the reporting period, women accounted for 38.5% of new hires, while the share of women in management stands at 5.26%.



FOCUS AREA: POSITIVE LOCAL IMPACT

Material Issue: Environmental Performance

ENVIRONMENT

Over the past year, we have made meaningful progress in strengthening our commitment to environmental sustainability. Through targeted initiatives in energy efficiency, waste management, water conservation, and emissions control, we have continued to reduce our environmental impact and move closer to achieving our long-term sustainability goals.

We remain committed to maintaining high standards of environmental responsibility,

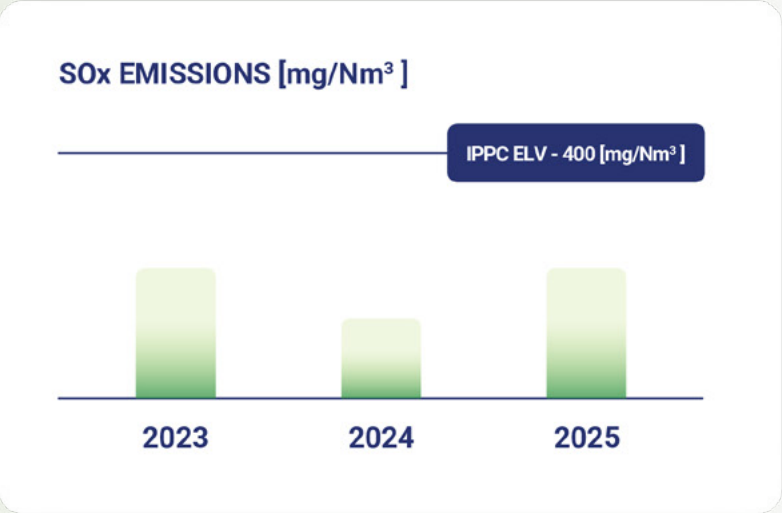
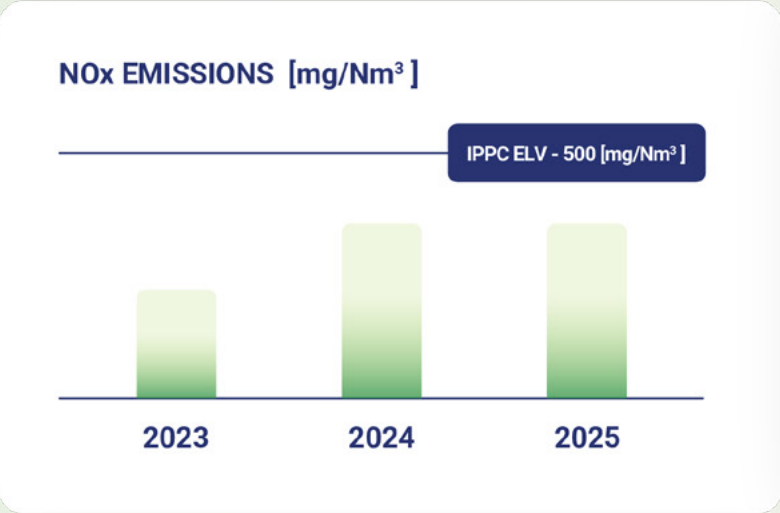
complying with both local and international regulations, and continuously improving our operational processes. In the coming years, our efforts will focus on further reducing emissions, strengthening recycling initiatives, and lowering our overall environmental footprint.

AIR QUALITY

Air quality was continuously monitored through the Continuous Emission Monitoring System (CEMS), ensuring accurate real-time data collection from the kiln stack. Sulphur Oxides (SOx) and Nitrogen Oxides (NOx) remained significantly below both the regulatory Emission Limit Values (ELVs) and applicable permit requirements, in full compliance with national and EU legislation under the IPPC framework.

As part of ongoing environmental improvement efforts, a specialist study completed in 2024 identified additional NOx reduction opportunities. The associated capital investment was approved during the reporting period, with implementation scheduled for 2026, reflecting a proactive approach to further emissions reduction.

Ambient air quality monitoring in the Hani i Elezit area, conducted by the Kosovo Hydrometeorological Institute, recorded no exceedances during the year. Internal self-monitoring around the plant and quarry further confirmed that all key air quality parameters remained within legal limits, demonstrating effective control of air emissions and strong environmental performance.



DUST

There are two main sources of dust in a cement plant, which are actively managed through a combination of technical controls and operational best practices:

a. Point Source Dust:

Point Source Dust originating from defined locations such as kiln, cooler, and cement mill stacks, remain well below applicable regulatory limits, supported by high-efficiency bag filters and regular maintenance of filtration systems.

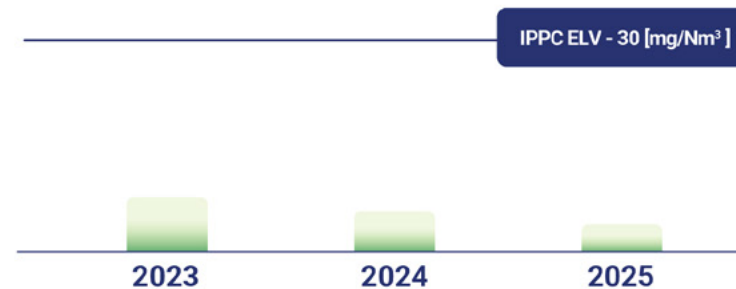
b. Fugitive Dust:

Fugitive dust consists of particulate matter emitted from non-defined and non-continuous sources. These emissions are typically associated with specific conditions and operational activities, such as wind effects, loading and unloading operations, cleaning activities, and maintenance work.

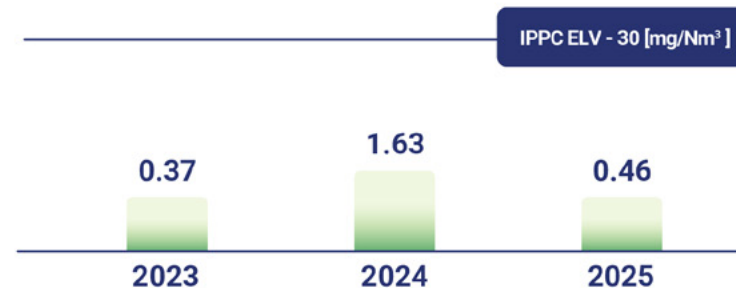
DUST - KILN [mg/Nm³]



DUST - C.COOLER [mg/Nm³]



DUST - C.MILL 2 [mg/Nm³]



Truck Wheel Washing System for Dust Control and Community Protection

As part of our continuous efforts to minimize environmental impact and support the well-being of surrounding communities, we have installed a Truck Wheel Washing System at our Dimce quarry.

All trucks and vehicles existing at the site are required to pass through the wheel

washing system. This effective measure significantly reduces the transfer of dust, mud, and material residues onto public roads, helping prevent environmental pollution while enhancing road cleanliness and safety for the wider community. This initiative has been positively received by local community, reflecting our shared commitment to a cleaner environment. It has also been welcomed by drivers, who benefit from improved vehicle cleanliness as part of their daily operations.



TITAN SHARRCEM Participated in the Kosovo CSR Network's Earth Day Campaign

For Earth Day 2025, TITAN Sharrcem joined the Kosovo CSR Network campaign, reinforcing the role of industry in building a greener future. The company was recognized for advancing sustainability by combining legacy with innovation to reduce carbon emissions and deliver eco-friendly solutions. Country Manager Behar Disha emphasized that sustainability is a core direction, driven by clean energy, circular economy practices, and digital innovation.

Sharrcem's participation reflects its ongoing leadership in promoting responsible and sustainable industry practices.



Earth Month at TITAN SHARRCEM

As part of Earth Month, TITAN SHARRCEM welcomed students from Dardania High School in Hani i Elezit for an educational visit focused on sustainability.

Our Environmental Officer, presented the company's environmental commitments and ongoing actions to protect the planet.

Students toured the plant, shared ideas on the Promise Wall, and received eco-friendly, recyclable gifts. The visit fostered awareness and inspiration, highlighting the important role of youth in driving positive environmental change.



World Environment Day 2025 – Together for a Greener Future

To mark World Environment Day 2025, TITAN Sharrcem partnered with the Municipality of Hani i Elezit and students from “Ilaz Thaçi” School to revitalize Lepenci Park, a green space originally donated by the company.

World Cleanup Day – Standing Together for a Cleaner Future

On the occasion of World Cleanup Day, SHARRCEM participated in the nationwide campaign organized by Let's Do It Kosova, in cooperation with the Municipality of Hani i Elezit and other local stakeholders.

SHARRCEM employees volunteered their time and effort to clean areas surrounding the plant, collecting and properly disposing of waste to

contribute to a cleaner and healthier environment for the local community.

This initiative reflects our strong commitment to environmental protection, community responsibility, and the promotion of a culture of volunteerism within our organization.

Through collective action, we continue to demonstrate that small actions can create meaningful, long-lasting impact.



Bringing Students Closer to Industry

TITAN SHARRCEM hosted students from the Faculty of Applied Sciences in Ferizaj for an educational visit. Participants explored firsthand how our Quality and Environment Departments implement and maintain ISO 9001 and ISO 14001 standards. This initiative reinforces SHARRCEM's commitment to knowledge-sharing, education, and supporting the development of future professionals familiar with industry best practices in quality and environmental management.



QUARRIES REHABILITATION AND BIODIVERSITY

In 2025, the quarry underwent rehabilitation, which involved filling the pit with 801,841 tons of overburden. The total cost for the rehabilitation process/filling the pit, amounted to roughly 2,290,000 Euros. Beyond filling the pit, additional activities are planned within the framework of the Quarries Rehabilitation Plan, including site leveling and infrastructure restoration (roads, drainage, and electrical networks) from late 2026 to 2028, tree planting to be completed by the end of 2027, and the phased return of land to its owners in line with contractual agreements between December 2027 and 2029.

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.

Material issue: Engaging and Contributing to our Local Communities

TITAN SHARRCEM implements long-term, locally tailored initiatives in line

with the CSR policy of TITAN Group. During 2025, the company implemented a total of 50 CSR and community engagement initiatives, contributing to social and environmental development in Hani i Elezit through knowledge sharing, technical support, and financial assistance. These initiatives benefited around 11,464 people, reflecting the wide-reaching impact of our programs.

Guided by the TITAN ESG Performance System and the Community Engagement Plan (CEP) framework, all initiatives of 2025 were systematically assessed to ensure alignment with our material topics and the priorities of local stakeholders.

As a result, 100% of initiatives achieved Inform, Consult, and Involve levels of engagement, 98% reached Collaborate, and 90% achieved Empower levels. We recognize that our long-term success is closely linked to the well-being of the communities and value chains we serve.

By strengthening collaboration with local suppliers and advancing responsible practices through SA 8000 certification, TITAN SHARRCEM remains committed to improving living standards and fostering sustainable regional development as an ongoing, long-term effort.

In 2025, TITAN SHARRCEM was honored with the CSR Award – Excellence in Sustainability Integration at the annual

Kosovo CSR Awards, organized by Kosovo CSR Network. This recognition highlights our leadership in embedding sustainability into our business strategy and acknowledges the lasting environmental and social impact of our initiatives in support of the Sustainable Development Goals.





COMMUNITY ENGAGEMENT IN ACTION – 2025 SNAPSHOT



EDUCATION

- Art Challenge: “My Hani i Elezit in 2050”
- Child Safety Awareness Trainings
- Homework Help Circle – Math Tutoring Program
- Inspiring the Next Generation – Frozen Music Teams Visit Athens
- Intern for a Day – Empowering Local Youth
- Internship Program – Empowering Local Youth
- Isa Boletini University Students Visit SHARRCEM
- Student Learning Visit on ISO Standards at SHARRCEM
- TITAN SHARRCEM Partners with UMIB to Boost Vocational Education
- UMIB Students Conduct Environmental Sample Analysis at SHARRCEM
- Young Engineers – Bricks Challenge Program
- Youth Art Workshops
- Educational Visit to the Bear Sanctuary for Children with Special Needs



CULTURAL & COMMUNITY LIFE

- CROSSROADS FEST – An Artistic Night at SHARRCEM
- Golden Years Gathering – Honoring Our Elders
- Lighting Up the Festive Season in Hani i Elezit
- Mini-Film Night for Families – Outdoor Cinema Experience
- New Year Presents for Community Children
- Sharrcem’s Birthday & World Children Day
- Stand-Up Comedy Night – Celebrating Shared Success
- Refugee Wagon Restoration Project
- A Tree for Every Legacy – Honoring Our Retirees



HEALTH, SAFETY & WELL-BEING

- Blood Donation 2025
- Free Cardiology Services at the Family Medical Center
- Free Radiology Services – Pink October Campaign
- Inspiring Journeys – Pink October Story-Sharing Session
- Oral Hygiene Awareness
- Women (Community) Mental Health Wellbeing
- World Day for Health and Safety at Work 2025
- First Aid Kits Donation
- Inauguration of On-Site Ambulance Facility & European Mental Health Week
- Supporting PEMA – Enhancing Care for Children with Special Needs
- Supporting SOS Children’s Village Kosovo
- Enhancing Accessibility and Safety at the Center of Culture



ENVIRONMENT

- Earth Day 2025 – Sustainability Event with Dardania High School
- Community Clean-Up – Let's Do It Kosova Campaign
- Recycling Art Project – Environmental Awareness
- World Environment Day 2025 – Together for a Greener Tomorrow
- Green Schools Starter Kits – Classroom Lighting Upgrade
- New Water Pump Donation – Gorance Village
- Drinking Water Support – Hani i Elezit Kindergarten
- Kosovo Green Business & Industry Summit (co-organization)



LOCAL/SOCIAL ECONOMIC DEVELOPMENT

- LAB – Laboratory for Business Activities
- LAB Strengthens Support for Farmers Through Partnership with the Municipality of Hani i Elezit
- Supporting Community Through Local Sports Sponsorships
- National Job & Career Fair 2025
- BOPAL – Independent Local Advisory Board



STRATEGIC PARTNERSHIPS

- SHARRCEM Partner at SHARE Architects Kosovo
- Hosting Researchers – IMGC 2025 Conference
- Participation in Kosovo CSR Network Campaign



Young Engineers – Bricks Challenge Program

As part of its commitment to advancing quality education and fostering future-ready skills, TITAN SHARRCEM launched the Young Engineers – Bricks Challenge Program for sixth-grade students from schools in Hani i Elezit, in collaboration with Young Engineers Prishtina. Implemented over a five-month period, the program engaged 100 students in a structured and immersive STEM learning experience.

Through interactive, hands-on sessions using LEGO® motorized models, students explored fundamental engineering and mechanical concepts, including gears, pulleys, motion, force, and energy.

The program's experiential "learning-by-doing" approach encouraged curiosity, teamwork, and creative problem-solving, making complex concepts accessible and engaging.

By introducing students to STEM disciplines at an early stage, this initiative contributes to building foundational skills, nurturing innovation, and inspiring the next generation of engineers and problem-solvers within the local community.



Sharrcem's Birthday & World Children Day

To mark SHARRCEM's 89th anniversary and Children's Day, the company welcomed over 430 children from Hani i Elezit for a day filled with cultural, educational, and recreational activities.

The program featured traditional dances, an artistic performance at the House of Culture, a theater show, music, mascots, face painting, and ice cream, along with personalized gifts for each child.

In addition, around 1,000 children benefited from accompanying activities organized outside the theater program, further

extending the reach and impact of the celebration across the community.

The event was delivered in collaboration with the Municipality of Hani i Elezit, the Directorate of Education, local schools, and SHARRCEM employees, reflecting the company's strong commitment to community engagement and shared celebration.



CROSSROADS FEST – Advancing Culture and Community Engagement

TITAN SHARRCEM supported the inaugural CROSSROADS Festival in Hani i Elezit, organized by the NGO "Dua," as general sponsor and actively supported the successful delivery of this three-day event. The international event brought together local residents, youth, and international artists, transforming the town into a vibrant space for culture, dialogue, and collaboration under the motto "The border is not a division, but a meeting point." As part of its contribution,

SHARRCEM hosted one of the festival's main evenings within its premises, turning an industrial setting into a unique cultural venue featuring the audio-visual performance "Sounds of the Horizon" and the "EX 99" Art Gallery.

This initiative reflects SHARRCEM's commitment to strengthening cultural life, fostering cross-border cooperation, and engaging communities through meaningful partnerships.

Golden Years Gathering – Honoring Our Elders

As part of its commitment to social inclusion, SHARRCEM organized a special gathering for pensioners from Hani i Elezit, bringing together around 50 elderly community members for a day of warmth, connection, and appreciation.

The Management Committee, together with the organizing team, had the privilege of sharing a meal, exchanging stories, and enjoying lighthearted activities with the guests – honoring their lifelong contributions and reinforcing intergenerational bonds within the community.

At TITAN SHARRCEM, we are dedicated to fostering communities where every generation is respected, valued, and remembered.



Kosovo Green Business & Industry Summit

TITAN SHARRCEM proudly partnered with the Kosovo CSR Network for the Kosovo Green Business and Industry Summit 2025 in Prishtina, a key platform connecting business leaders, institutions, and policymakers to advance Kosovo's green transition.

The Summit featured panels and discussions on decarbonization, circular economy, ESG integration, and low-carbon solutions, and marked the launch of a new national platform supporting sustainability practices across the private sector. This partnership reflects SHARRCEM's ongoing commitment to fostering sustainable business practices

and contributing to a greener, more competitive Kosovo.



FOCUS AREA: RESPONSIBLE SOURCING

**Material issue: Environmental
performance**

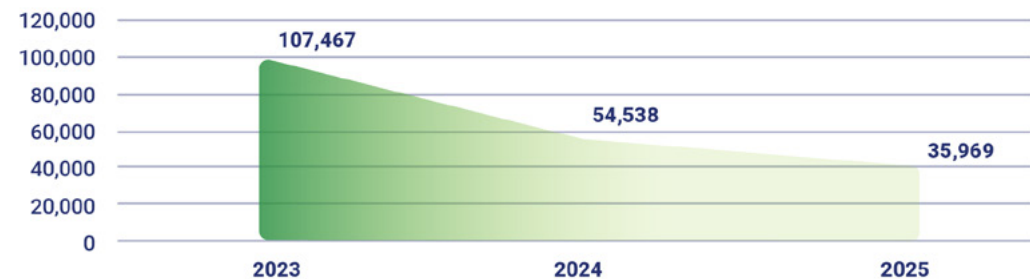
WATER MANAGEMENT

TITAN SHARRCEM continued to strengthen its water management practices in 2025, ensuring efficient use, reliable monitoring, and transparent reporting of water resources. Through targeted investments in water recycling systems and improvements to network infrastructure, the Company enhanced water efficiency and reinforced control over its overall water balance.

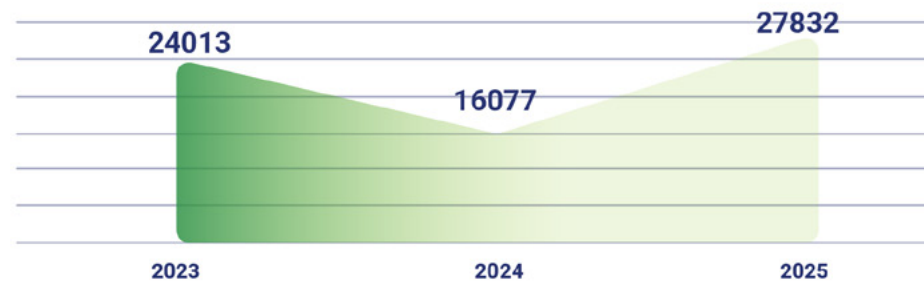
The Wastewater Treatment Plant (WWTP), operational since 2016, functioned continuously without interruptions, supporting consistent treatment performance. Regular monitoring by accredited laboratories confirmed that all discharged water met the regulatory requirements set under Administrative Instruction AI-02/2022. Additionally, periodic assessments of the receiving body ensured ongoing environmental compliance.

These efforts reflect TITAN SHARRCEM's commitment to responsible water management and strong environmental performance, aligned with sustainable resource use and regulatory standards.

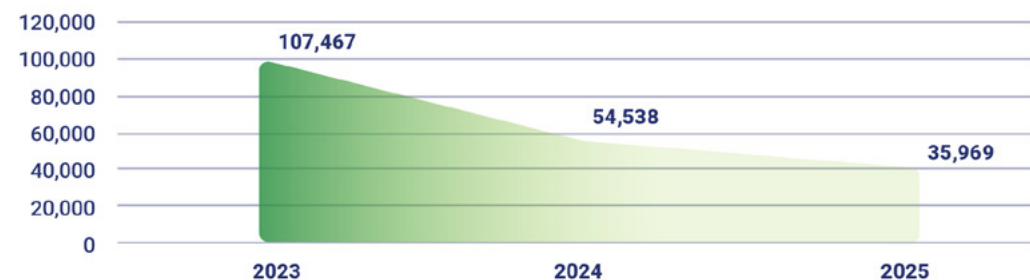
TOTAL WATER CONSUMPTION [M³/Y]



TOTAL WATER DISCHARGE FROM WWTP [M³/Y]



SPECIFIC WATER CONSUMPTION FOR CEMENTS PRODUCTIONS [l/t cementitious]



WASTE MANAGEMENT AND CIRCULAR ECONOMY

During 2025, TITAN SHARRCEM continued to advance its waste management and circular economy practices by strengthening waste segregation and promoting efficient material handling across the plant. The introduction of dedicated containers for metallic and wooden waste improved organized collection, storage, and disposal processes. The Company maintained established

waste management practices, ensuring that all waste streams are handled responsibly through licensed partners. Key materials such as scrap metal, plastic packaging, torn cement bags, and wooden pallets are systematically collected and recycled, while demolition waste is reused for quarry refilling. Mixed municipal waste is disposed of in

compliance with regulatory requirements, and kiln brick materials are recovered and reused where possible.

Through these measures, TITAN SHARRCEM reinforces its commitment to reducing waste, promoting recycling, and supporting circular economy principles in its operations.

WASTE GENERATION								
YEAR	Mix domestic waste (t/y)	Scrap (t/y)	Refractory bricks (t/y)	Cem. Torn bags (t/y)	Paper and packaging waste (t/y)	Waste from demolition (t/y)	Wooden pallets (t/y)	Waste Oil (t/y)
WASTE CODE	200108	170405	101308	150101	150101	885032	150103	130205
2025	58.05	34.46	81.83	7.96	6.37	0.53	4.96	8.66

CIRCULAR ECONOMY

TITAN SHARRCEM is committed to advancing circular economy principles by prioritizing the reduction, reuse, recycling, and recovery of materials and energy. This approach supports the protection of natural resources, reduction of CO₂ emissions, and more efficient waste management, fully integrated into the Company’s sustainability strategy. A key focus is the optimized use

of alternative raw materials such as fly ash, bottom ash, and pyrite ash, contributing to reduced reliance on natural resources and improved environmental performance.

In 2025, we utilized approximately 144,000 tonnes of fly ash, bottom ash, and pyrite ash in clinker and cement production. All of these materials were previously considered

waste, as they are by-products of other industries, including electricity generation and metallurgical manufacturing. By incorporating these materials into our production process, we contribute to reducing waste generation in the country while simultaneously improving our environmental footprint.

Material issue: Responsible, Reliable, And Sustainable Supply Chain

SUPPLY CHAIN AND LOCAL CONTRACTORS AND SUPPLIERS

At TITAN 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 remain 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.

During 2025, most key suppliers for global procurement categories and individual business units across all countries where

the TITAN Group operates have been integrated into the supplier qualification process, which utilizes defined ESG criteria under TITAN's standards. This ongoing initiative aims to establish and maintain a responsible, transparent, and sustainable supply chain.

At TITAN SHARRCEM, all 12 of our key suppliers successfully entered and completed the qualification process in 2024, and this compliance has been maintained throughout 2025.

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 remain embedded in their contractual obligations, reinforcing our shared commitment to sustainable development and continuous improvement.



GOVERNANCE, TRANSPARENCY, AND BUSINESS ETHICS

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, respect for human rights is embedded across all areas of our operations, guided by United Nations principles and TITAN Group policies. We maintain mechanisms such as EthicsPoint® to enable the confidential reporting and handling of workplace misconduct

Our strong focus on transparency and responsible governance is demonstrated through our SA 8000 certification, making SHARRCEM the first company in Kosovo to achieve this standard. Compliance is continuously monitored through biannual third-party audits, with requirements also applied to our contractors.

This certification further confirms our alignment with TITAN Group's Human Rights Policy.

COMMUNICATION AND POLICY COMPLIANCE

Our policies are structured to promote integrity, ethical behavior, and sustainability, ensuring alignment with both internal standards and external regulatory requirements.

Core policies, including the Code of Conduct and those of TITAN Group, are consistently communicated to employees, vendors, and customers. This communication is supported by targeted training initiatives and accessible resources that enhance understanding and encourage compliance among all stakeholder groups.

In 2025, a total of 38 individuals completed 277 hours of training on Compliance, while 7 employees took part in dedicated Anti-Bribery and Corruption trainings.

GOVERNANCE STRUCTURE AND CSR COMMITMENT

At SHARRCEM, effective governance underpins the achievement of our strategic priorities and supports long-term sustainability. We operate within a single-tier governance structure, allowing the Management Board to make informed and timely decisions that guide our business performance. This structure is complemented by dedicated boards and committees that oversee key areas of our operations. In particular, our Corporate Social Responsibility (CSR) governance framework plays a central role in integrating environmental responsibility, social contribution, and stakeholder engagement into our decision-making processes. The CSR Board is instrumental in fostering ongoing dialogue with employees and external stakeholders, ensuring that our initiatives reflect shared priorities and expectations. Through this approach, we strengthen transparency, accountability, and continuous improvement across our operations.

MANAGEMENT STRUCTURE

MANAGING DIRECTOR

PLANT MANAGER

HR AND
ADMINISTRATION MANAGER

SALES MANAGER

FINANCE MANAGER

HEALTH AND
SAFETY MANAGER

PROCUREMENT MANAGER

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.

KOSOVO CSR NETWORK

Kosovo CSR Network continues to play an important role in advancing responsible and sustainable business practices across Kosovo. TITAN SHARRCEM is an active member of the Network, contributing to its mission and supporting initiatives that promote responsible business, sustainability, and positive impact.

Our commitment to this shared vision is further reflected in the leadership role of our HR & Administration Manager, **Vigan Sylejmani**, who, following the election of the new Board of Directors by the Assembly of Members in December 2025, was appointed **Chair of the Kosovo CSR Network**. Through his leadership, TITAN SHARRCEM continues to actively contribute to strengthening the culture of corporate social responsibility and sustainable business practices in Kosovo.

EIC (EUROPEAN INVESTMENT COUNCIL)

The European Investors Council (EIC) continues its important work

in promoting a more competitive, sustainable, and investment-friendly business environment in Kosovo. TITAN SHARRCEM actively engages with the Council by supporting initiatives that contribute to strengthening Kosovo's business environment.

In 2025, TITAN SHARRCEM sponsored the launch of the EIC's 2025 White Book, a publication presenting recommendations and practical proposals to improve Kosovo's business climate and support sustainable economic development.



FINANCIAL PERFORMANCE REVIEW

TURNOVER	€ 100,782,442
TOTAL ASSETS	€ 50,508,195
EBITDA	€ 32,461,520
PROFIT (LOSS) AFTER TAXES	€ 23,067,550
CAPITAL EXPENDITURE	€ 6,100,404
INVESTMENTS IN ENVIRONMENT, AND OCCUPATIONAL HEALTH AND SAFETY	€ 760,448

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	

	Additional issues material to stakeholders based on the last materiality validation in 2022	
		Kosovo
1		•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	2025	2024	2023	ESRS	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	0.32	0.40	0.37	E1-6	•	•	305-1	•	•	EM-CM-110a.1	SDG 9.4
1.2	Scope 1 specific gross CO ₂ emissions	kg/t cementitious product	532.4	565.3	566.9		•	•	305-4		•		
1.3	Scope 1 gross CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0				305-1				
1.4	Scope 1 gross CO ₂ emissions covered under limiting regulations	%	0.0	0.0	0.0			•		•		EM-CM-110a.1	
1.5	Scope 1 net CO ₂ emissions	million t	0.31	0.40	0.37		•	•		•	•		
1.6	Scope 1 specific net CO ₂ emissions	kg/t cementitious product	532.4	565.3	566.8		•	•	305-4		•		
1.7	Scope 1 net CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0				306-1				
1.8	Scope 2 CO ₂ emissions ³	million t	0.05	0.06	0.05	E1-6	•	•	305-4		•		SDG 9.4
1.9	Scope 2 specific CO ₂ emissions	kg/t cementitious product	85.4	92.1	79.0	E1-6	•	•	305-2				
1.10	Scope 2 CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0				305-3		•		
1.11	Scope 3 CO ₂ emissions ^{4,8}	kt	67.9	59.5	48.4	E1-6	•				•		
1.12	Category 1 - Purchased goods and services ⁹	kt	6.2	7.6	9.8		•				•		
1.13	Category 3 - Fuel and energy related activities	kt	37.4	30.0	24.8	E1-5	•				•		
1.14	Category 4 - Upstream transportation and distribution	kt	15.1	11.6	7.0		•				•		

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
1.15	Category 6 - Business travels	kt	0.0	0.0	0.0		•						
1.16	Category 7 - Employee commuting	kt	0.0	0.2	0.0		•						
1.17	Category 9 - Downstream transportation and distribution	kt	9.3	10.1	6.8		•						
1.18	Scope 3 specific CO2 emissions ⁸	kg/t cementitious product	114.8	84.4	74.7	E1-6	•		305-4				
1.19	Scope 3 CO ₂ emissions coverage rate	% clinker production	100.0	100.0	100.0				305-3				
1.20	Conventional fossil fuels substitution rate	% Heat	100.0	100.0	100.0	E1-5	•		302-3	•	•		
1.21	Alternative fuel substitution rate	% Heat	0.0	0.0	0.0		•			•	•	EM-CM-130a.1	
1.22	Biomass in fuel mix ⁵	% Heat	0.0	0.0	0.0		•			•	•	EM-CM-130a.1	
1.23	Fuel mix, energy consumption for clinker and cement production	% Heat	100.0	100.0	100.0	E1-5		•			•		SDG 7.2
1.24	Conventional fossil fuels	% Heat	100.0	100.0	100.0	E1-5		•			•		SDG 12.2
1.25	Coal, anthracite, and waste coal	% Heat	0.0	0.0	0.0			•			•		SDG 13.1
1.26	Petroleum coke	% Heat	97.9	99.2	98.4			•			•		
1.27	Lignite	% Heat	0.0	0.0	0.0			•			•		
1.28	Other solid fossil fuel	% Heat	0.0	0.0	0.0			•			•		
1.29	Natural gas	% Heat	0.0	0.0	0.0			•			•		
1.30	Heavy fuel (ultra)	% Heat	2.1	0.8	1.6			•			•		
1.31	Diesel oil	% Heat	0.0	0.0	0.0			•			•		
1.32	Gasoline, LPG (Liquified petroleum gas or liquid propane gas)	% Heat	0.0	0.0	0.0			•			•		
1.33	Alternative fossil and mixed fuels	% Heat	0.0	0.0	0.0	E1-5	•	•		•	•		
1.34	Tyres	% Heat	0.0	0.0	0.0		•	•		•	•		
1.35	RDF	% Heat	0.0	0.0	0.0		•	•		•	•		

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
1.36	Impregnated saw dust	% Heat	0.0	0.0	0.0		•	•		•	•		
1.37	Mixed industrial waste	% Heat	0.0	0.0	0.0		•	•		•	•		
1.38	Other fossil based and mixed wastes (solid)	% Heat	0.0	0.0	0.0		•	•		•	•		
1.39	Biomass fuels	% Heat	0.0	0.0	0.0	E1-5	•	•		•	•		
1.40	Dried sewage sludge	% Heat	0.0	0.0	0.0		•	•		•	•		
1.41	Wood, non-impregnated saw dust	% Heat	0.0	0.0	0.0		•	•	302	•	•		
1.42	Agricultural, organic, diaper waste, charcoal	% Heat	0.0	0.0	0.0		•	•		•	•		
1.43	Other	% Heat	0.0	0.0	0.0		•	•		•	•		
1.44	Alternative fuels consumption (total)	t	0.0	0.0	0.0		•	•	302	•	•	EM-CM-130a.1	
1.45	Clinker to cement ratio	%	64.6	66.2	66.8	E1-6	•	•			•		
1.46	Moderate carbon products ⁶	% cement production	100.0	100.0	100.0	E1-6					•		
1.47	Green (lower carbon) products ^{1,7}	% cement production	96.7	12.5	16.7	E1-6					•		

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	2025	2024	2023	ESRS	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	S1-14	•	•	403-9	•			SDG 3.6
2.2	Employee fatality rate	#/10 ⁴ persons	0.0	0.0	0.0		•	•		•			SDG 3.8
2.3	Contractor fatalities	#	0	0	0	S1-14	•	•		•			SDG 4.3
2.4	Third-party fatalities	#	0	0	0		•	•		•			SDG 8.8
2.5	Employee Lost Time Injuries (LTIs)	#	0	0	0	S1-14	•	•		•			
2.6	Employee Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	0.0		•	•		•		EM-CM-320a.1	
2.7	Employee lost working days ⁴	d	0	0	0	S1-14	•	•					
2.8	Employee Lost Time Injuries Severity Rate ⁴	d/10 ⁶ h	0.0	0.0	0.0		•	•		•			
2.9	Contractor Lost Time Injuries (LTIs)	#	0	0	0		•	•		•			
2.10	Contractor Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	0.0		•	•		•		EM-CM-320a.1	
All activities													
2.11	Near misses	#	49	47	40	S1-14		•				EM-CM-320a.1	SDG 3.6
2.12	Training man-hours on health and safety / employee ⁵	h/person	21.94	25.3	16.7			•	403-5	•			SDG 3.8
2.13	Training man-hours on health and safety / contractor ⁵	h/person	15.4	14.9		S1-13, S1-14		•		•			SDG 4.3
2.14	Expenditures for Health and Safety ²	€	896,657	564,919	778,829			•	201-2	•			SDG 8.8
Cement production activities													
2.15	Employee fatalities	#	0	0	0	S1-14	•	•	403-9	•			SDG 3.6
2.16	Employee fatality rate	#/10 ⁴ persons	0.0	0.0	0.0		•	•		•			SDG 3.8
2.17	Contractor fatalities	#	0	0	0		•	•		•			SDG 4.3

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement production activities													
2.18	Third-party fatalities	#	0	0	0		•	•		•			SDG 8.8
2.19	Employee Lost Time Injuries (LTIs)	#	0	0	0		•	•		•			
2.20	Employee Lost Time Injuries Frequency Rate (LTIFR)	#/10 ⁶ h	0.0	0.0	0.0		•	•		•		EM-CM-320a.1	
2.21	Employee lost working days	d	0	0	0		•	•					
2.22	Employee Lost Time Injuries Severity Rate	d/10 ⁶ h	0.0	0.0	0.0		•	•		•			
2.23	Contractor Lost Time Injuries (LTIs)	#	0	0	0		•	•		•			
2.24	Wellbeing initiatives for employees ^{1,2}	#	51	13	13	S1-10							
2.2.2 Material issue: Diverse and inclusive workplace													
2.25	Average employment ⁶	#	231	229	243	S1-6		•	2-7b				SDG 5.4
2.26	Number of employees by year end,	#	231	235	244			•					SDG 8.5
Employee turnover / gender, avg.													
2.27	Females	#	26	23	0.0				401-1				SDG 8.6
2.28	Males	#	205	212	1.8								SDG 8.8
Employee turnover / age ^{2,7}													
2.29	Under 30 ²	%	6.25	1	0.0	S1-6			401				SDG 10.3
2.30	Between 30-50 ²	%	1.2	4.0	0.0								
2.31	Over 50 ²	%	11.36	15	2.6								
2.32	Employees left ⁷	#	17	25	4			•					
Employees left / age													
2.33	Under 30	#	1	1	0				401-1				
2.34	Between 30-50	#	1	3	0								
2.35	Over 50	#	15	21	4								

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Employees left / gender													
2.36	Females	#	2	1	0	S1-6			401-1				SDG 5.4
2.37	Males	#	15	24	4								SDG 8.5
2.38	Employee new hires, avg. ⁷	%	5.63	6.4	0.8			•					SDG 8.6
2.39	Employee new hires ⁷	#	13	15	2			•					SDG 8.8
Employee new hires / gender ⁷													
2.40	Females	#	5	7	0	S1-6		•	401-1				SDG 10.3
2.41	Males	#	8	8	2			•					
New hires / age ⁷													
2.42	Under 30	#	6	10	2			•	401-1				
2.43	Between 30-50	#	7	5	0			•					
2.44	Over 50	#	0	0	0			•					
Employment / type ⁷													
2.45	Full time	#	13	15	2	S1-6		•					
2.46	Part Time	#	0	0	0			•	2-7f				
2.47	Temporary	#	0	0	0			•					
Employment / category ⁷													
2.48	Senior managers	#	2	2	2	S1-6		•	2-7.				
2.49	Managers	#	17	17	16			•					
2.50	Administration/technical	#	67	64	63			•					
2.51	Semi-skilled/unskilled	#	145	152	163			•					
Employment / age													
2.52	Under 30	#	16	16	8	S1-6			2-7.				
2.53	Between 30-50	#	83	76	80								

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Employment / age													
2.54	Over 50	#	132	143	156								
Employment / gender ⁷													
2.55	Females	#	26	23	17	S1-6		•	2-7.				
2.56	Males	#	205	212	227			•					
2.57	Share of women in employment, avg. ⁷	%	11.26	10	7			•	405-1				SDG 5.4
2.58	Share of women in management, avg. ⁷	%	5.26	5.0	5.6			•		•			SDG 8.5
2.59	Share of women in Senior Management, avg. ⁷	%	0.0	0.0	0.0			•		•			SDG 8.6
2.60	Number of employees with disabilities, Group ^{1,2}	#	5	5	5	S1-12							SDG 8.8
2.61	Number of parental leaves ^{1,2}	#	3	4	1	S1-15							SDG 10.3
2.2.3 Material issue: Continuous development of our people													
2.62	Training investment / (trained) employee, avg. ^{3,7}	€	226.16	181	309	S1-13		•	404-1	•			SDG 4.3
2.63	Training investment ³	€	49982	42,201	71,477			•		•			SDG 4.4
Training investment / gender ⁷													
2.64	Females	€	3496	4,582	11,399			•	404-1	•			SDG 5.1
2.65	Males	€	46486	37,619	60,078			•		•			SDG 5.5
2.66	Trained employees, total ⁷	#	221	233	231			•					SDG 8.5
2.67	Share of trained employees, avg. ⁷	%	95.67	99	95			•					SDG 10.2
2.68	Share of trained female employees (in total female employees), avg. ⁷	%	92.31	95.0	76.5			•					SDG 10.3
Trained employees / category ⁷													
2.69	Senior Managers	#	1	2	1								SDG 16.5
2.70	Managers	#	15	16	16								
2.71	Administration/technical	#	67	65	61								
2.72	Semi-skilled/Unskilled	#	138	150	153				404-1				

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Trained employees / age group													
2.73	Under 30	#	17	15	10			•	404-1				
2.74	Between 30-50	#	76	78	74			•					
2.75	Over 50	#	128	140	147			•					
2.76	Training hours	#	9,149	8,153	9,928	S1-13		•		•			
2.77	Average training hours / employee (over the total number of direct employees), and breakdown per gender ⁴	h/person	39.61	35.0	40.7			•	404-1	•			SDG 4.3
2.78	Average female	#	94.92	72	71								SDG 4.4
2.79	Average male	#	32.59	46	38								SDG 5.1
Training hours / subject													
2.80	Company onboarding	#	0	18	0	S1-13			404-1				SDG 5.5
2.81	Compliance	#	277	70	95					•			SDG 8.5
2.82	Sustainability	#	19	39	20					•			SDG 10.2
2.83	Decarbonization ^{1,2}	#	32	0	0								SDG 10.3
2.84	Digital & IT ²	#	463	137	776								SDG 16.5
2.85	Environment	#	74	142	112								
2.86	Foreign languages	#	28	0	0								
2.87	Functional competence	#	123	344	78								
2.88	Generic competence	#	1193	13	181								
2.89	Health and Safety	#	5069	5,789	3,969								
2.90	Managerial skills	#	515	960	3,938								
2.91	Other	#	1279	353	299								
2.92	Security	#	3	14	20								
2.93	Technical know-how	#	74	262	440								

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Training hours / subject													
2.94	Share of employees with performance evaluation, avg.	%	32.9	27.7	27.9				404-3				
2.95	Share of female employees with performance evaluation, avg. ²	%	53.85		47.1				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 XIBV 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	2025	2024	2023	2022	ESRS	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		E1-8/ E1-9	•		305-7	•		EM-CM-120a.1	SDG 3.9
3.2	Specific dust emissions	g/t clinker	1.2	0.9	1.3		E1-9	•			•		EM-CM-120a.1	SDG 9.4
3.3	Specific NOx emissions	g/t clinker	783.9	1,066.9	790.4		E1-9	•			•		EM-CM-120a.1	
3.4	Specific SOx emissions	g/t clinker	299.0	295.0	379.2		E1-9	•			•		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		E2-1			3-3	•			
All activities														
3.6	Environmental complaints ²	#	0	1	0	0	E2-4			3-3				
Rehabilitation														
Cement production and aggregates activities														
3.7	Sites with rehabilitation plans ³	%	100.0	100.0	100.0	100.0	E4-5	•	•	304-3			EM-CM-160a.1	SDG 15.3
3.8	Total land use ^{1, 3}	million m ²	0.1	0.2	0.3	n/a	E4-4			304-1a ii			EM-CM-160a.2	SDG 15.4
3.9	Rehabilitated areas over affected areas (cumulative) ^{1, 3, 6}	%	66.4	38.2	23.2	21.8	E4-5		•	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	75.0	E2-1		•	3-3.			EM-CM-160a.1	SDG 15.a
Biodiversity														
Cement production and aggregates activities														
3.11	Sites in high biodiversity value areas ^{3, 4}	#	0	0	0	0	E4-2	•	•	304-1			EM-CM-160a.1	

Code	ESG Performance Indicators	Unit	2025	2024	2023	2022	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Biodiversity														
Cement production and aggregates activities														
3.12	Sites with biodiversity management plans ^{3, 5}	#	0	0	0	0	E4-5	•	•	304-3			EM-CM-160a.1	SDG 15.3 SDG 15.4
3.13	Sites with biodiversity management plans	%	-	-	-	-		•	•				EM-CM-160a.1	SDG 15.9 SDG 15a
Investments in environmental protection														
All activities														
3.14	Environmental expenditures across all activities ⁷	million €	3.0	0.3	0.5	0.7	E2-3		•	201-2av	•			SDG 7b
3.15	Environmental management	million €	0.1	0.0	0.1	0.0	E2-1		•		•			SDG 9.4
3.16	Reforestation	million €	0.1	0.0	0.0	0.0	E4-5		•		•			
3.17	Rehabilitation	million €	2.3	0.0	0.1	0.3			•		•			
3.18	Environmental training and awareness building	million €	0.0	0.0	0.0	0.0	E2-2		•		•			
3.19	Application of best available technologies	million €	0.5	0.3	0.3	0.0	E1-4		•		•			
3.20	Waste management	million €	0.0	0.0	0.0	0.3	E5-4		•		•			
2.3.2 Material issue: Social positive impact														
3.21	Donations ⁸	€	353523.04	164,514	203,915		S3-4		•	2-29	•			SDG 2.1
3.22	Donations in cash ⁸	€	347523.04	164,514	203,915				•	413-1	•			SDG 2.3
3.23	Donations in kind ⁸	€	6000	0	0				•		•			SDG 4.3
3.24	Employees from local community, avg.	%	65	72.2	65.2		S3-3			2-29				SDG 4.4
3.25	Internships	#	17	17	10		S1-1		•	2-8				SDG 9.3
3.26	New entry level jobs from internships/traineeships	#	-	2	0		S3-3		•	2-29				
3.27	Internships from Local Community, avg.	%	52	52.9	70.0		S3-4							

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
2.3.2 Material issue: Social positive impact													
3.28	Key operations with Community Engagement Plans related to material issues and Group policies	#	1	1	1			•	2-29	•			
3.29	Total number of Initiatives under Community Engagement Plans ¹	#	50	24	9								
3.30	Total number of Participants to Community Engagement Plans ^{1, 2}	#	223	126	71								
3.31	TITAN Employees, volunteers to Community Engagement Plans ¹	#	90	44	20								
3.32	Social investment (in cash and in kind) for community initiatives ^{1, 2}	million €	353523.0	181,479	149,818				2-29				
3.33	Blood donations (TITAN employees, business partners and communities) ¹	#	110	112	116				203-2				
2.3.3 Material issue: Economic positive impact													
3.34	Local Spend, avg. ^{1, 8}	%	73	81	76.9	G1-1		•	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	2025	2024	2023	ESRS	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 m³	0.0	0.1	0.1	E3-5	•	•					SDG 6.3
4.2	Water withdrawal (total, by source) ²	million m³	0.1	0.1	0.1	E3-4	•	•		•		EM-CM-140a.1	SDG 6.4
4.3	Groundwater	million m³	0.1	0.1	0.1							EM-CM-140a.1	SDG 6.5
4.4	Municipal water	million m³	0.0	0.0	0.0							EM-CM-140a.1	
4.5	Rainwater	million m³	0.0	0.0	0.0							EM-CM-140a.1	
4.6	Surface water	million m³	0.0	0.0	0.0							EM-CM-140a.1	
4.7	Quarry water used (from quarry dewatering)	million m³	0.0	0.0	0.0								
4.8	Ocean or sea water	million m³	0.0	0.0	0.0								
4.9	Waste water	million m³	0.0	0.0	0.0	E3-6							
4.10	Water discharge (total, by destination) ³	million m³	0.0	0.0	0.0		•	•		•			
4.11	Surface (river, lake)	million m³	0.0	0.0	0.0								
4.12	Sub-surface water (well)	million m³	0.0	0.0	0.0								
4.13	Ocean or sea	million m³	0.0	0.0	0.0								
4.14	Off-site treatment	million m³	0.0	0.0	0.0								
4.15	Other ^{4,5}	million m³	0.0	0.0	0.0								
4.16	Water recycled (total) ¹	million m³	0.6	0.7	0.7	E3-6							
4.17	Water demand covered with recycled water ¹	%	910	91.2	84.1	E3-7							
Cement and cementitious production activities													
4.18	Water consumption (total)	million m³	0.0	0.1	0.1	E3-5	•	•					SDG 6.3
4.19	Water withdrawal (total) ²	million m³	0.1	0.1	0.1	E3-4						EM-CM-140a.1	

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement and cementitious production activities													
4.20	Water discharge (total) ³	million m³	0.0	0.0	0.0	E3-6							
4.21	Water recycled (total)	million m³	0.6	0.7	0.7	E3-7	•	•		•		EM-CM-140a.1	
4.22	Specific water consumption	l/t cementitious product	60.8	77.4	168.0	E3-5	•	•		•			
4.23	Specific water consumption	l/t cement	52.1	71.6	156.8	E3-5	•	•		•			
4.24	Water demand covered with recycled water	%	91.0	91.2	84.1	E3-7							
All Activities													
4.25	Thermal energy consumption	TJ	1,264	1,562	1,432	E1-5	•	•		•		EM-CM-130a.1	SDG 7
4.26	Thermal energy consumption ¹	% of total	85.4	85.7	85.6	E3-6							SDG 12
4.27	Electrical energy consumption	TJ	219	261	240	E3-7	•	•		•		EM-CM-130a.1	
4.28	Electrical energy consumption ¹	% of total	14.6	14.3	14.4	E3-5							
4.29	Total energy consumption ¹	TJ	1,503	1,823	1,672	E3-7							
Cement production activities													
4.30	Percentage of production covered by ISO50001 or energy audits	% clinker production	0.0	0.0	0.0	E1-7		•			•		SDG 7.2
4.31	Specific thermal energy consumption	kcal/kg clinker	883	835	820	E1-6	•	•		•	•		SDG 7.3
4.32	Specific electrical energy consumption	kWh/t cement	87.7	95.1	96.2	E1-6					•		SDG 9.4
4.33	Renewable energy as part of total electrical energy consumption ⁵	% Electrical energy consumed	12.7	11.5	6.5	E1-5					•		SDG 12.2
All Activities													
4.34	Natural raw materials extracted (total, wet)	million t	0.6	0.7	0.8	E5-3		•					SDG 12.2
4.35	Raw materials extracted for clinker and cement production	million t	0.6	0.7	0.8			•					
4.36	Raw materials extracted for aggregates	million t	0.0	0.0	0.0			•					

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
Cement production activities													
4.37	Materials consumption (total, dry)	million t	0.8	1.0	0.9	E5-3		•					SDG 12.2
4.38	Extracted (natural) raw materials consumption (dry)	million t	0.7	0.8	0.8								SDG 12.4
4.39	Alternative raw materials consumption (dry)	million t	0.1	0.1	0.1								SDG 12.5
4.40	Alternative raw materials use (of total raw materials consumed)	% Dry	16.2	13.4	11.9		•			•			
4.41	Alternative raw materials rate (based on clinker-to-cement equivalent factor)	% Dry	18.7	16.6	15.2		•	•		•			
All Activities													
4.42	Waste disposal (total, wet)	t	212	269	327	E5-4		•		•		EM-CM-150a.1	SDG 12.2
4.43	Non-hazardous waste (total)	t	212	269	327			•		•		EM-CM-150a.1	SDG 12.4
4.44	Hazardous waste (total)	t	0	0	0			•		•		EM-CM-150a.1	SDG 12.5
4.45	Externally recycled waste materials (total, wet)	t	141	185	243			•		•			
4.46	Reused	t	9	0	31								
4.47	Recycled	t	132	185	212								
4.48	Recovered	t	0	0	0								
4.59	Waste disposal, breakdown by destination-usage (wet)	% w/w	100.0	100.0	100.0			•		•		EM-CM-150a.1	SDG 12.2
4.50	Reuse	% w/w	4.3	0.0	9.5			•		•		EM-CM-150a.1	SDG 12.5
4.51	Recycled	% w/w	62.3	68.9	64.8			•		•		EM-CM-150a.1	
4.52	Recovered (including energy recovery)	% w/w	0.0	0.0	0.0			•		•		EM-CM-150a.1	
4.53	Incineration	% w/w	0.0	0.0	0.0			•		•		EM-CM-150a.1	
4.54	Landfilled	% w/w	31.6	31.1	25.6			•		•		EM-CM-150a.1	
4.55	Composted	% w/w	0.0	0.0	0.0			•		•		EM-CM-150a.1	

Code	ESG Performance Indicators	Unit	2025	2024	2023	ESRS	GCCA	UNGC	GRI	UNCTAD	TCFD	SASB	SDGs and Targets
All Activities													
4.56	Other (incl. storage)	% w/w	1.7	0.0	0.0			•		•		EM-CM-150a.1	
Cement production activities													
4.57	Integrated cement plants with “Zero Waste to Landfill” certification	% clinker production	0.0	0.0	0.0								SDG 12.2 SDG 12.4
2.4.2 Material Issue: Reliable and Sustainable Supply Chain													
All Activities													
2.58	Key suppliers meeting TITAN ESG standards ^{5,6}	%	100.0	100.0									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 2025	Performance 2024	Reporting Standards
Compliance and business ethics					
5.1	Percentage of unionised employees (%)		67.97	69.78%	SDG 5.5 SDG 16.5 SDG 16.6 SDG 16.7 UNGC UNCTAD SASB
5.2	Percentage of employees covered by Collective Bargain Agreements (CBAs)	2	96.97	34.36	
5.3	Average number of hours of training on subjects related to Compliance, per employee	3	1.2	0.35	
5.4	Anti-bribery and corruption training	1, 3	25 h	175 h	

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.

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.

2.5.3 ESG Polices and Code of Conduct						
	Unit	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						.
Conflict of Interest 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						.

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.

¹Total 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	235,939.98
TOTAL			235,939.98

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 € 235,939.98 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		
Sector Association or Initiative	Guidelines and other documents of reference	Published
GCCA ¹	• Sustainability Charter • Sustainability Framework Guidelines • Sustainability Guidelines for the monitoring and reporting of safety in cement and concrete manufacturing. This document has been agreed within the GCCA to have extended application to concrete and other related activities [Pillar 1] • Sustainability Guidelines for the monitoring and reporting of CO₂ emissions from cement manufacturing [Pillar 2] • Sustainability Guidelines for the monitoring and reporting of water in cement manufacturing [Pillar 4] • Sustainability Guidelines for the monitoring and reporting of emissions from cement manufacturing [Pillar 4] • Sustainability Guidelines for co-processing fuels and raw materials in cement manufacturing [Pillar 5] • Sustainability Guidelines for quarry rehabilitation and biodiversity management [Pillar 4] • Guidance for Sustainable Supply Chain Management [Pillars 1, 3 and 5]	Latest edition (publications between 2019 and 2021)
Supplementary to the GCCA standards: (Previously) WBCSD/CSI	• Recommended Good Practices for: (a) Contractor Safety, and (b) Driving Safety • Cement Sector Scope 3 GHG Accounting and Reporting Guidance	2009 2016
UNCTAD ²	Guidance on Core Indicators for Sustainability and SDG Impact Reporting	2022
UNGC COP ³	Questionnaire Guidebook for the COP	2022

Notes

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			
Value Creation Core Indicators ¹	Unit	2025	2024
Total spend on suppliers, local, national and international for goods and services ^{2a}	million €	75.55	81.35
% local spend of TITAN ^{2b}	%	72.97	81.02
Taxes to national and local authorities ³	million €	36.83	38.77
Payments in cash to shareholders and minorities ³	million €	17.5	27.47
Social investment (in cash and in kind) for community initiatives ⁴	million €	0.35	0.18
Alternative fuels and raw materials	million t	0.14	0.13
Salaries, (contributions to) pensions, and social benefits, including additional benefits beyond those provided by law ⁵	million €	4.59	4.61
Investments in training of direct employee ⁶	million €	0.08	0.08
Internships	#	17	17
Capital expenditures ⁷	million €	6.1	8.09

Notes

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

Notes for the standards, guidance, and terms used

Most terms related to the Value Creation Core Indicators were adopted from the "Guidance on Core Indicators for entity reporting on the contribution towards the attainment of the Sustainable Development Goals" (in short: UNCTAD Guidance, 2022), and incorporated under the TITAN standards. The related terms are outlined here and connected with the KPIs in the Index above. The figures for the Value Creation Core Indicators are provided in "Understanding TITAN, Creating and sharing value".

1. The economic KPI value created and distributed to key stakeholders has been calculated using the United Nations UNCTAD Guidance on Core indicators for entity reporting on the contribution towards the attainment of the Sustainable Development Goals (2022 edition).

2a. According to TITAN Standards and the application of the IFRS, and in accordance with the approach for "% local spend of TITAN".

2b. The ratio of spend on local suppliers over the total spend on all suppliers, as a percentage. Costs of local procurement are a general indicator of the extent of an entity's linkages with the local economy (UNCTAD Guidance, 2022). Local are those suppliers which provide goods or services to TITAN and have company tax registration inside the country of interest, same as the country of TITAN BUs location and tax registration. For countries with a governmental structure characterized as federation-of-states this applies specifically today to the USA, where different states have local governments and vast geographical extent, the term local refers to those suppliers with company tax registration in the same state with the tax registration of the BU or location of operations, and also in the states which are neighboring to the state of the BU or location of operations (the definition is applicable to TITAN's operations in the USA, for the above KPI figure). TITAN discloses the respective KPI with historical data in Table 2.3 of the ESG Performance Statements.

3. According to TITAN Standards and the application of the IFRS, see Financial Statements.

4. "Social investment" as total expenditures incurred in cash and in kind, and investments of funds (both capital expenditures and operating ones) for TITAN BUs' community initiatives. See Table 2.3.2 related to Community Engagement Plans for details. Target beneficiaries were stakeholders in the broader communities, while TITAN employees from local communities were included as beneficiaries of specific initiatives for community engagement. Also, with reference to Table 2.3.2 the amount of "Donations" is reported as equivalent to charitable/voluntary donations and investments of funds (the approach is in line with the UNCTAD Guidance, 2022).

5. According to TITAN Standards and the application of the IFRS, see Financial Statements.

6. Total expenditures including the direct and indirect costs of training for direct employees (including costs such as trainers' fees, training facilities, training equipment, related travel costs etc.) reported also per employee and per year, and broken down by employee category (UNCTAD Guidance, 2022). TITAN discloses the respective KPI with historical data in Table 2.2 of the ESG Performance Statements.

7. Capital expenditures, commonly known as CapEx, are funds used by a company to acquire, upgrade, and maintain physical assets such as property, buildings, an industrial plant, technology, or equipment.

2.5.11 Connecting our disclosures with the TITAN COP according to the enhanced platform of the UNGC			
Sections ¹	Question ¹	UNGC Principles ¹	Reference to the Report ¹
Governance	G1: Board/senior management engagement	1,7,10	Understanding TITAN About the report Overview Performance highlights: Good governance, transparency, and business ethics Management report Corporate Governance and risk management: Corporate Governance Statement ESG Performance review: Good governance, transparency, and business ethics ESG performance statements: TITAN's approach for ESG Performance reporting, and Tables 2.5.1, 2.5.3.
	G2: Publicly stated commitment		
	G3: Code of conduct		
	G4: Individual or group responsible		
	G5: Formal structure		
	G6 and G.6.1: Risk assessment processes		
	G7 and G7.1: Due diligence		
	G9: Lessons		
	G10: Executive pay linked to sustainability performance		
	G12: Sustainability reporting	1,3,7,10	
	G8 and G8.1: Raising concerns about the company's conduct		
	G11: Board composition		
	G13: Information assurance	10	
Human Rights ²	HR1: Material topics	1,2	Understanding TITAN Overview Performance highlights: Focusing on material issues and stakeholder engagement Management report Corporate Governance and risk management ESG Performance review: Good governance, transparency, and business ethics ESG performance statements: Tables 1.1, 2.5.1, 2.5.3 - 2.5.7, 2.5.9.
	HR2 and HR2.1: Policy commitment		
	HR3: Stakeholder engagement		
	HR4: Prevention/mitigation		
	HR5: Training		
	HR6: Prevention/mitigation progress assessment		
	HR8: Practical actions		

2.5.11 Connecting our disclosures with the TITAN COP according to the enhanced platform of the UNGC			
Sections ¹	Question ¹	UNGC Principles ¹	Reference to the Report ¹
Labour	L1 and L1.1: Policy commitment	3,4,5,6	Understanding TITAN Overview Performance highlights: Good governance, transparency, and business ethics ESG Performance Management report Corporate Governance and risk management ESG Performance review: Good governance, transparency, and business ethics ESG performance statements: Tables 2.2.1, 2.2.2., 2.2.3, 2.5.1, 2.5.3-2.5.7, 2.5.9.
	L2: Stakeholder engagement		
	L3: Prevention/mitigation		
	L4: Training		
	L5: Prevention/ mitigation progress assessment		
	L9: Injury frequency		
	L10: Incident rate		
	L11: Remedy		
	L12: Practical actions		
	L1.2: Freedom of association and collective bargaining		
	L6: Collective bargaining agreements	3,4,6	
	L7: Women in managerial positions	6	
Anti-corruption	AC1 Compliance programme	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.
	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		

2.5.11 Connecting our disclosures with the TITAN COP according to the enhanced platform of the UNGC			
Sections ¹	Question ¹	UNGC Principles ¹	Reference to the Report ¹
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		
	E16: Air pollution		
	E17: Waste		
	E18: Hazardous waste	7,8,9	
	E7: R&D investment in low-carbon products and services		
	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)			

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 Standards

- 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			
Countries with TITAN kry operations sorted by Transparency International CP Index 2023			
Country	CPI 2023 rank	CPI 2022 rank	Change in rank ²
Kosovo	83	84	▲

Notes

- 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



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