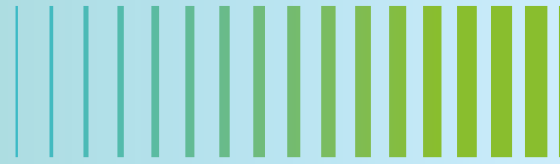




TITAN
ZLATNA PANEGA

TITAN Zlatna Panega

Integrated Annual Report 2024



Building a better world together



This is TITAN Zlatna Panega's eleventh Integrated Annual Report (IAR 2024), covering the period from January 1 to December 31, 2024. The Report has been prepared in line with the principles of the International Integrated Reporting Council's (IIRC) Framework, providing stakeholders with a comprehensive overview of our business performance throughout the year and also the selected KPIs as denoted under the list of ESG KPIs, part of this report, are connected and in accordance to the EU ESRS standard. It consolidates financial results alongside Environmental, Social, and Governance (ESG) disclosures, targets, and achievements for all operations of the parent company, TITAN SA (TITAN Group), in Bulgaria, including Zlatna Panega Cement AD and its subsidiaries, GAEA EAD and GSPB EAD. Our approach

also incorporates the Guidance of the United Nations Conference on Trade and Development (UNCTAD) to link sustainability reporting with the UN Sustainable Development Goals (SDGs), as well as the Sustainability Accounting Standards Board (SASB) Standards and the Global Cement and Concrete Association (GCCA) Sustainability Guidelines. Furthermore, the Report is prepared with reference to the Global Reporting Initiative (GRI) Standards, ensuring transparency, comparability, and alignment with leading global ESG reporting practices.

For more information about the TITAN Group approach and standards, please visit the 2024 TITAN Group Integrated Annual Report: <https://www.titan-cement.com/newsroom/annualreports/>

WE SUPPORT



Note 1: The consolidated financial statements presented in the Annexes of the Report were audited by PricewaterhouseCoopers Audit OOD. The Assurance Statements are available in this Report and online on our website, you may visit here: <https://www.titan.bg>

Note 2: as a disclaimer for the use of the Logo of the UNGC 'We Support': We acknowledge that our parent company TITAN SA participates in the UN Global Compact, and we support the Ten Principles and advancement of the Sustainable Development Goals as well as broader UN goals. We consolidate our support for this initiative fully under our parent's commitment.

Note 3: As of May 5, 2025, and following an EGM approval, "Titan Cement International S.A.", parent company of the Group, changed its Company name to "Titan SA", adopting a name that better reflects its broader and more-forward thinking vision, in line with its commitment to sustainability and the delivery of value-added products and solutions for a sustainable future. Furthermore, the Company's domain name was changed to www.titanmaterials.com.

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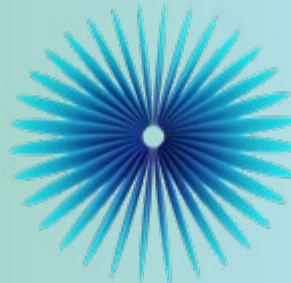
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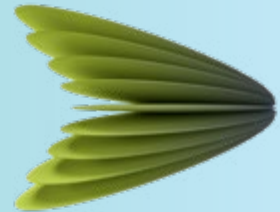
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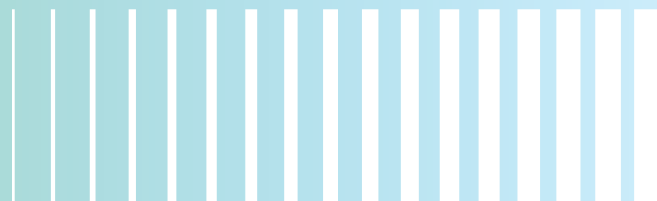
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UNDERSTANDING TITAN ZLATNA PANEGA



2024 Highlights

In 2024, we increased cement sales by 10% and company revenue by 20%. We closed the year with an EBITDA of €21 million, approximately 50% higher than the previous year. Net profit reached €14.6 million, compared to €8.4 million in 2023.

Over the past two years, we recorded the highest level of capital investments since 2012, amounting to €9.0 million in 2024 and €9.3 million in 2023.

Our major projects in 2024 included:

- Rehabilitation of our kilns
- New mobile equipment in our concrete operations
- Construction of a 5 MWh solar park for internal needs, which became operational in June 2024

2024 Financial Highlights

All financial data in this section of the Report refers to Zlatna Panega Cement AD, TITAN's cement and concrete company in Bulgaria.

€79.8m
REVENUE

€21m
EBITDA

€14.6m
NET PROFIT AFTER TAX

€87m
ASSETS

€9m
CAPITAL INVESTMENTS

SUSTAINABILITY (PEOPLE AND ENVIRONMENT) RELATED HIGHLIGHTS

TITAN Zlatna Panega made strong progress in 2024 toward its environmental targets and decarbonization roadmap, aligned with Strategy 2026 and the Group's science-based commitments.

- Maintained gross CO₂ emissions **at 839 kg/ton** of clinker
- Achieved a **4% reduction** in specific electricity consumption per ton of cement compared to 2023
- Achieved **65% thermal substitution** (alternative fuel replacement) for four consecutive months
- Reduced Raw Mill Specific Energy Consumption (SEEC) **by 10%**
- **Recycled 110,000 tons** of industrial waste in clinker, cement, and concrete production
- **Increased** the share of alternative raw materials in total inputs by 19% compared to 2023
- Reached **over 450 people** through the "Drive Safe" program via training, simulators, and evaluations
- **Opened 50+ positions** and onboarded **46 new employees**, including 19 locals, reinforcing commitment to regional development
- Delivered **40+ training hours** per employee

Message from General Manager



2024 was a transformative year for TITAN Zlatna Panega, marked by record-breaking results, strategic milestones, and clear progress toward a more sustainable and future-fit business. We proudly embraced TITAN Group's refreshed identity and renewed our commitment to building a sustainable, responsible, and forward-looking business. Our shared purpose, "Making the world around us a safe, sustainable, and enjoyable place to live," now resonates in every decision. Guided by this purpose, we continue acting according to our four core values: *We care. We dare. We build to last. We walk the talk.*

Solid Performance and Strategic Alignment

TITAN Group achieved outstanding financial results in 2024. At TITAN Zlatna Panega, we mirrored this success by optimizing our operations, enhancing efficiency, and maintaining firm pricing discipline in a dynamic market environment. In 2024, we increased cement sales by 10% and company revenue by 20%. We closed the year with an EBITDA of €21 million, approximately 50% higher than the previous year, and our net profit reached €14.6 million, up from €8.4 million in 2023. These achievements reflect

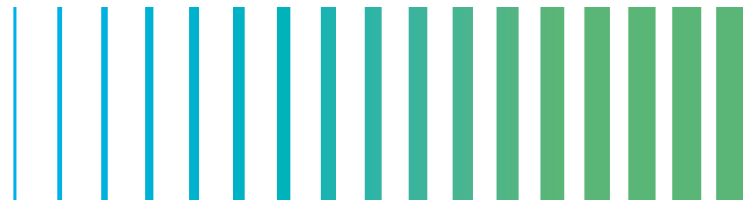
our operational discipline, drive for continuous improvement, and unwavering focus on creating value for our customers.

We actively supported Strategy 2026-TITAN's growth, innovation, and decarbonization roadmap through strategic capital expenditures, performance improvements in our cement and aggregates segments, and deeper integration of alternative materials in our supply chain.

Accelerating Our Sustainability Impact

In 2024, sustainability remained at the heart of our operations, not only as a compliance necessity but as a deeply held responsibility. In 2024, we maintained our gross CO₂ emissions at 839 kg per ton of clinker, aligning closely with the Group's decarbonization targets. Our investments in renewable energy and circular economy practices are now delivering measurable results. We are preparing to introduce biomass fuel streams and complete our Sofia cement terminal in 2025, which will increase logistics efficiency and reduce our overall environmental footprint.

Last year, we made substantial progress in executing TITAN's Strategy 2026, which focuses on growing and



transforming the business while delivering operational excellence and long-term profitability. We expanded our energy capabilities by successfully commissioning a 5 MWh solar park covering 5.6% of the cement plant's total energy needs. Together as a team, we pushed the boundaries of operational efficiency, reducing raw mill-specific energy consumption by 10%, completing major repairs on our two kiln lines, and achieving an average thermal substitution rate of 65% over four months despite technical limitations.

Empowering People, Strengthening Culture, and Engaging Communities

Our people are the foundation of our success. In 2024, we deepened our investment in safety, well-being, and professional development. We delivered over 9,400 hours of training to 263 colleagues at our site, with average participation exceeding 40 hours per employee. Through Group-wide programs like the TITAN Leadership Model, Digital Dexterity, and the TITAN Ideation Challenge, all of us at Zlatna Panega actively contributed to shaping the future of our business.

We recorded zero Lost Time Injuries for the third consecutive year, and our safety program earned us the Regional Award for Best Safety Proposal. Our "Drive Safe" initiative reached over 450 people through training, simulations, and live evaluations, reinforcing our collective responsibility for workplace safety. We have created a dedicated forest fire safety zone around our plant, enhanced with drone surveillance for fire prevention, demonstrating our proactive approach to environmental risk management and safety.

We continued to strengthen our community ties through youth education, vocational training, and cultural engagement. Our internship program welcomed 13 interns who completed more than 4,350 hours of hands-on learning at our site. In parallel, we remained actively engaged in community and cultural life, bridging the values of our business with the traditions of the region we are proud to call home.

Looking ahead

Looking ahead to 2025, we do so with confidence and clarity. We are investing in digital tools, scaling low-carbon technologies, expanding customer-centric solutions, and building stronger communities around us. We aim to exceed 61% thermal substitution and reduce CO₂ emissions below 799 kg per ton of clinker. We plan to strengthen our workforce, particularly in marketing, business development, and technical operations, while continuing to invest in learning, well-being, and engagement. We will further enhance our employer value proposition through smarter onboarding, flexible work models, and team bonding initiatives.

At TITAN Zlatna Panega, we are not only delivering results – we are shaping the future of responsible industry in Bulgaria and beyond by taking bold steps, innovating, and leading by example. This journey is made possible because of our team's dedication, customer trust, and community support. Together, we will continue building a better world that is safer, more sustainable, and more rewarding for everyone. Thank you for your trust, partnership, and shared belief in a better, more sustainable future.

Adamantios Frantzis

General Manager
TITAN Zlatna Panega

OVERVIEW



THE FORCES SHAPING OUR INDUSTRY AND THE OPPORTUNITIES AHEAD

TITAN is a leading international business in the building and infrastructure materials industry. Our passionate teams are committed to providing innovative construction materials, solutions, and the services needed for safe and sustainable homes, buildings, and infrastructure that enable people to enjoy life.

With a rich, 122-year history, our legacy is rooted in innovation and an unwavering commitment to responsible growth. We approach every challenge with an entrepreneurial spirit, focusing on three key areas: ensuring low-carbon operations and supply chains, digitalizing our organization for ultimate efficiency, and delivering cutting-edge solutions to meet our customers' needs.

Strong demand for construction materials and solutions

The need for construction materials and solutions remains robust as urbanization and population growth drive demand for housing and infrastructure. Leveraging our operational strengths, we deliver innovative, sustainable solutions at a fast pace, empowering our customers to advance construction and tackle the challenges and opportunities of a rapidly evolving world.

Customer expectations fuel product innovation

Our commitment to customer-centric innovation is guiding us into both established and emerging areas within the construction industry. By collaborating with customers from the earliest design stages, we gain valuable insights that inform our development of innovative, sustainable products and services as well as advanced AI solutions. This ensures not only peak efficiency but also an enhanced customer experience.

We are developing our talent and building our organization's capabilities to seize opportunities in a dynamic world. This means empowering our teams across all markets to grow with TITAN in a safe, supportive, inclusive, and equitable work environment.

TITAN employs almost 6,000 people and is present in over 25 countries, through a network of more than 240 operational sites on four continents. It holds prominent positions in the USA, Greece, the Balkans, and the Eastern Mediterranean. The Group also has a joint venture in Brazil, and terminals in the UK, France, and Italy, as well as a new joint venture in supplementary cementitious materials (SCMs) in India, established in early 2025.

In an increasingly complex world, we are continuously adapting and evolving to meet the ever-changing needs of society. In collaboration with our stakeholders, we are committed to finding better ways to build and improve quality of life. This commitment drives our approach across key areas, as presented below.

Sustainable solutions for climate change and resource scarcity

We are reshaping our product offerings to meet environmental challenges and support the development of safe, resilient, and sustainable cities. By transitioning to low-carbon, circular construction solutions, we help our customers adopt more sustainable building practices and meet their environmental commitments. This aligns with our science-based climate goals and our ambition for a net-zero, nature-positive world that supports the 1.5°C climate target.

A holistic approach to ESG across the value chain

We view sustainability as a holistic effort, extending beyond our organization to influence the entire value chain. Our portfolio now includes highly sustainable products with strong life-cycle performance, from extraction to delivery. We are continually advancing our ESG performance in alignment with the United Nations Sustainable Development Goals (SDGs) and encouraging our supply chain partners to adhere to our sustainability and ESG standards.

122 YEARS OF SUSTAINABLE GROWTH

Guided by our entrepreneurial spirit and steadfast dedication to sustainable growth, we have expanded beyond our Greek origins in new geographies and new horizons. Our growth journey since 1902:

Foundations

1902

TITAN Cement is founded with the opening of the first cement plant in Elefsina, the first cement-producing unit in Greece

1912

Listing on the Athens Stock Exchange

1951–1957

Rapid growth of exports, which during the period account for over 50% of the Company's sales and approximately 50% of Greece's total cement exports

Growth in Greece

1962

Second plant in Thessaloniki

1968

Third cement plant in Drepano, Patras

1976

Fourth cement plant in Kamari, near Athens

International expansion

1992

60% in Roanoke Cement, Virginia, USA

1998

Cementarnica Usje, North Macedonia

1999

Beni Suef, Egypt (50% joint venture)

2000

100% of Roanoke, Virginia, and Pennsuco, Florida, USA

2002

Kosjeric, Serbia & Alexandria PCC (APCC), Egypt (50% joint venture)

2003

Zlatna Panega, Bulgaria

2019

Titan S.A. becomes TITAN Group's parent company and is listed on Euronext Brussels, Euronext Paris, and the Athens Exchange

2018

75% in Adocim, Türkiye

2016

50% in Cimento Apodi, Brazil (joint venture)

2010

Sharr plant, Kosovo

2008

50% in Adocim, Türkiye (joint venture) & 100% of Beni Suef and APCC Egypt

2007

Greenfield investment, Antea plant, Albania

Recent milestones

2023

→ Increased terminal capacity in Tampa, Florida, and Norfolk, Virginia, USA

→ Cementitious venture, Greece (Aegean Perlites)

→ Corporate Venture Capital fund (set up)

2024

→ Signing of grant agreement with EU Innovation Fund for IFESTOS carbon capture project

Upgrading and expanding the alternative fuel system in Zlatna Panega

→ Kiln rehabilitation

→ Construction of a solar park with a capacity of 5 MWh for internal needs. The solar park commenced operation in June 2024.

2025

→ Titan America is listed on New York Stock Exchange

→ Cementitious joint venture, India

→ Divestment of the 75% in Adocim, Türkiye

A PURPOSE-DRIVEN COMPANY WITH A STRONG SET OF CORE VALUES

OUR PURPOSE **MAKING THE WORLD AROUND US A SAFE, SUSTAINABLE AND ENJOYABLE PLACE TO LIVE**

TITAN's Purpose Statement underscores our capacity to contribute positively to society and improve individual lives, and it embodies the essence of our mission.

OUR MISSION

At TITAN, our mission is to provide innovative construction materials, solutions, and services needed for safe and sustainable homes, buildings, and infrastructure that enable people to enjoy life. We approach every challenge with an entrepreneurial spirit, focusing on three key areas: ensuring low-carbon operations and supply chains, digitalizing our organization for ultimate efficiency, and delivering cutting-edge solutions to meet our customers' needs. Together with all our stakeholders, we are committed to finding better ways to build and to enhance the quality of life. We act every day with integrity, empathy, and environmental accountability to shape a brighter future for all.

THE FOUR CORE VALUES THAT SERVE AS THE BEDROCK OF OUR CULTURE ARE:



WE CARE

For us, care isn't just a word; it's a responsibility that shapes how we engage with the world around us and the ethos that guides our every action.

We care about:

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

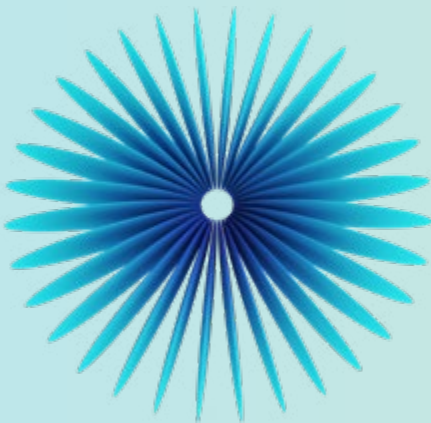


WE DARE

Challenges and ambitious goals don't daunt us; they energize us.

We dare to:

- Do challenging work
- Be candid
- Innovate
- Learn

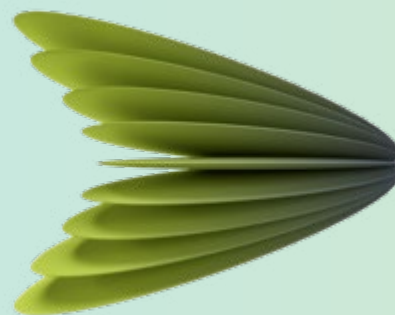


WE BUILD TO LAST

We believe that true success is built on a foundation of enduring value.

Building to last comes with:

- A long-term, mid-term and short-term perspective
- Teamwork and collaboration
- Continuous improvement



WE WALK THE TALK

At the heart of everything we do lies a simple but powerful belief: actions speak louder than words.

This value is underpinned by three elements:

- We deliver results
- We live our values
- We keep our promises

Following the latest review of our strategic direction and priorities, our strategy is founded on the following three pillars:

Deliver

TITAN will leverage its continuous performance improvement track record to deliver operational excellence in manufacturing, the supply chain and customer experience. The Group will thus continue to focus on cost-to-produce and cost-to-serve as well as on providing solutions and superior customer experience across all its businesses.

This operational excellence extends to TITAN's ESG performance, where the Group has achieved a strong environmental, safety and social engagement track record. TITAN's 2025 ESG targets provide a rich and ambitious set of measurable goals in all ESG focus areas – decarbonization and digitalization, growth-enabling work environment, positive local impact and responsible sourcing – all underpinned by good governance, transparency and business ethics.

Decarbonize

TITAN Group was among the first companies in the global cement industry to have its 2030 GHG emissions reduction targets validated by the Science Based Targets initiative (SBTi) as consistent with the levels required to limit the global temperature increase to 1.5°C. Raising our climate ambition even higher, we seek to address not only direct (Scope 1) emissions and indirect emissions from the generation of purchased electricity (Scope 2), but also other indirect emissions in the supply chain (Scope 3). Furthermore, TITAN is committed to reaching net-zero emissions by

2050. TITAN's decarbonization strategy includes a comprehensive set of levers to reduce emissions from cement production by accelerating the use of alternative fuels, substituting clinker with cementitious materials with lower carbon intensity, increasing energy efficiency and optimizing its raw materials mix. The Group will continue to leverage unique assets and competencies, including its proprietary fly ash beneficiation technology, to provide innovative solutions for the future net-zero construction value chain.

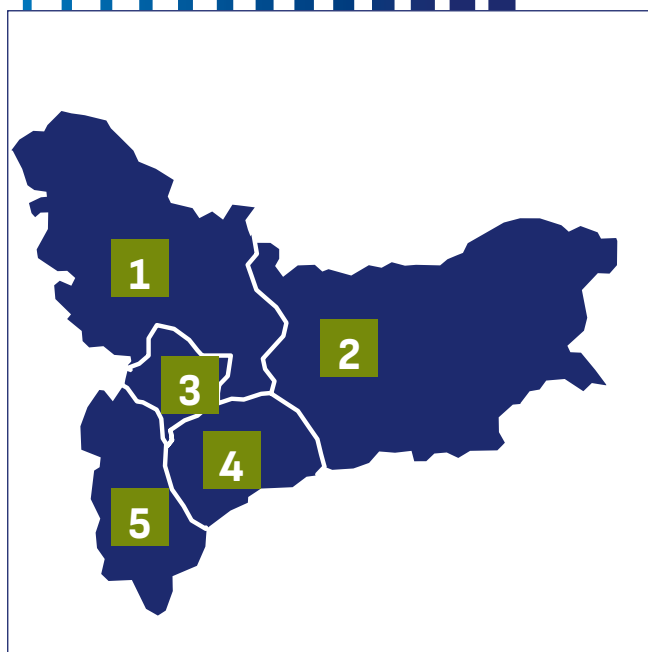
Digitize

TITAN has been among the pioneers in its sector in implementing innovative Artificial Intelligence (AI) digital solutions in its operations. It has already implemented significant innovations with measurable impact, such as its real-time optimization and predictive maintenance solutions for its manufacturing operations. TITAN aims to continue improving its operating performance and customer experience by leveraging big data and AI to develop a digitally empowered and efficient operating model and to provide cutting-edge digital solutions to its customers. TITAN's "cement plants of the future" will fully harness the power of digital technologies and advanced analytics to achieve higher asset productivity and reliability, reduce production inputs and energy consumption, and decrease CO₂ emissions. The Group is also deploying innovative digital solutions for the next generation of supply chain management, with optimized distribution networks, predictive planning, and dynamic logistics operations. Finally, a digitally-enabled customer experience will drive value generation for our cement and concrete business through excellence in customer service.



OUR GLOBAL PRESENCE

OUR PRESENCE IN SEE



Southeastern Europe Cement plants

1. Kosjeric – Serbia
2. Zlatna Panega – Bulgaria
3. Sharr – Kosovo
4. Usje – North Macedonia
5. Antea – Albania

Principal products/ activities key:



Cement



Ready-mix concrete



Aggregates



Dry mortars



Fly ash



Waste management and
Alternative Fuels

Southeastern Europe

5

Integrated
cement plants

7

Ready-mix
plants

19

Quarries

1

Processed
engineered fuel
facility

Principal products/ activities



2024 highlights

SALES

€431.5m

EBITDA

€167.6m

ASSETS

€523.8m

Employees: **1,116**

Number of community engagement
initiatives: **131**

Scope 1 net CO₂ (kg/t cementitious
product): **616.2**

Alternative fuel substitution (%
heat basis): **8.8**

Clinker to cement ratio (%): **71.3**

LTIFR (employees) **0.0**

Increased sales on the back of sustained demand and pricing; enhanced profitability due to softer energy costs, supported by investments targeting energy cost efficiencies.

Regional performance

Sales in the region grew in 2024 by 2%, reaching €431.5 million, driven by increased sales in almost all countries. Demand drivers remained diverse, with most countries growing in the infrastructure segment, while North Macedonia relied more on residential projects and Bulgaria had balanced growth. Pricing in the region was mixed, with small upward pricing adjustments performed in some countries and pricing softness in others. Investments in the energy-efficiency space helped to increase the usage of alternative fuels, while a reduction of in the cost of solid fuels also helped the region to further grow its EBITDA, closing the year at €167.6 million, up 15% year-over-year. For another consecutive year and in line with the Group's strategy, the clinker-to-cement ratio dropped, as we continue to develop new products and the region continued decreasing its carbon footprint.

CASE STUDY

Creating TITAN Quarry Park

In July 2024, TITAN's Bulgarian plant in Zlatna Panega started a biodiversity project. Nearly 50 volunteers built an artificial lake to support local flora and fauna during summer. They also created a recreational area with benches and information boards. Next, local schoolchildren will plant trees and the endangered *Chamaecytisus kovacevii*, and build "insect hotels" and bird feeders. The lake will help in monitoring species and raising environmental awareness among local children.

Bulgaria

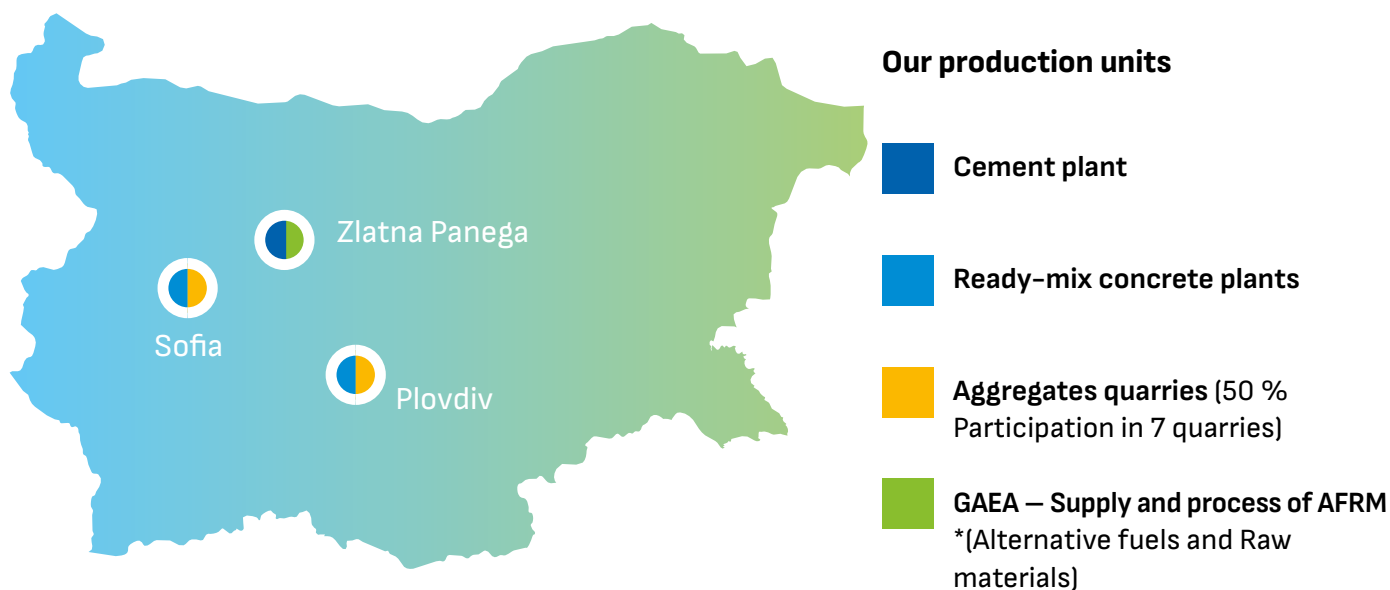
Bulgaria's GDP increased modestly in 2024, by ca. 2.5%. For another year and against the backdrop of the political instability in recent years that has affected public infrastructure projects, the construction market increased at a higher pace, driven mainly by residential and commercial projects in the major cities of the country. TITAN sales grew slightly more than the market, while our ready-mix operations, mainly in Sofia, grew significantly thanks to the increased local demand. Our decarbonization efforts continued during 2024, while following the inauguration of the solar plant that supplies up to 13% of the plant's electricity needs in June 2025, we advanced our decarbonization strategy and mitigated electricity costs.

ESG performance

TITAN Zlatna Panega made significant progress toward its sustainability, safety, and community engagement objectives, with key advancements including the modernization of our alternative fuels line with the addition of a dryer and 3D separator, which enhanced fuel quality and enabled a thermal substitution rate (TSR) of 65% for four consecutive months. Notably, we maintained our three-year health and safety record with zero Lost Time Incidents (LTI) for employees or contractors. Investing in leadership and youth development remained central to our strategy, and we delivered over 1,100 hours of leadership training to 41 managers and invited 14 interns into our workforce.



TITAN ZLATNA PANEGA IS PART OF TITAN GROUP



TITAN Zlatna Panega is a vertically integrated company

TITAN Zlatna Panega (Zlatna Panega Cement AD), part of TITAN Group, is one of Bulgaria's leading manufacturers of high-quality cement and construction materials. The company is vertically integrated by operating Ready-mix Concrete plants in 2 big towns in the country. It participates through joint venture activities in several gravel and sand pits and crushed stone quarries. Our success is ensured by our efforts to optimize our production process and know-how as much as possible.

TITAN Zlatna Panega builds on more than 117 years of cement production and experience

Zlatna Panega Cement AD is the legal entity for our cement operations. In the cement plant in the village of Zlatna Panega, we crush, grind, and feed the raw material to two clinker kilns to produce cement clinker, which is then ground and mixed with gypsum and other constituents and additives to make cement. On the premises of our plant, the subsidiary company Green Alternative Energy Assets (GAEA) EAD operates an installation to produce Processed Engineered Fuel, which we utilize as an Alternative Fuel in our kilns.

TITAN Zlatna Panega operates five Ready-mix Concrete Plants

The Concrete Operations Department of TITAN Zlatna Panega (previously, Zlatna Panega Beton EOOD) in 2023 operated five Ready-Mix Concrete production units in Sofia and Plovdiv as well as one project-based Ready-Mix Concrete (RMC) unit.

Twelve aggregate quarries

Gravel and Sand Pits Bulgaria (GSPB) EAD, a 100% subsidiary of TITAN Zlatna Panega, holds shares in joint ventures that operate 12 quarries for sand, gravel, and crushed stone.

Green Alternative Energy Assets (GAEA)

TITAN Zlatna Panega, through its subsidiary GAEA, supports the development of the circular economy by producing process-engineered fuel (PEF) for the plant. In 2024, the plant co-processed 30 ktons of PEF and 4,9 ktons of end-of-life tires, substituting 40,5 % of its thermal needs only with locally generated waste and in full compliance with its environmental targets. GAEA is TITAN Zlatna Panega's specialist company for waste management and Alternative Fuel production. It operates a processing unit for Processed Engineered Fuel (PEF) and supplies TITAN Zlatna Panega with the necessary Alternative Fuel, and provides tailor-made solutions to waste generators and suppliers. GAEA helps us reduce CO2 emissions and achieve our demanding Alternative Fuel targets.

Our strategic focus: capturing Green Growth

Midway through our 2023–2026 strategy plan, we remain committed to executing our customer-centric Green Growth strategy. Our goal is to become the leading provider of high-performance green building materials and solutions across all our markets, delivering long-term value to our stakeholders and contributing to a safer, more sustainable, and enjoyable world.

To achieve this vision, TITAN Group focuses on delivering operational excellence, decarbonizing its portfolio, and implementing pioneering digital solutions, while delivering a superior customer experience to best meet its customers' evolving needs with unique building material solutions.

As part of Strategy 2026, TITAN Group has committed to an ambitious set of financial and operational targets that will deliver superior returns to its shareholders.

TITAN has achieved a strong financial performance in 2024 and is on track to reach its decarbonization and digitalization objectives.

In 2024, we made significant progress in all four strategic priorities of our Strategy 2026.

Strategic priority	Progress against priority in 2024	
Growing our attractive positions in the USA and Europe	We continued to strengthen our leading market positions in the USA and Europe, striving to capture growth opportunities. While accelerating our organic growth investments for capacity expansion and operational effectiveness, we proceeded with bolt-on acquisitions to expand aggregate and Supplementary Cementitious Materials (SCM) positions, and to further increase RMC presence in key locations in Greece. The listing of our US business is expected to further accelerate strategy implementation and support growth investments in the US market.	
Accelerating new green products and solutions	TITAN Group aims to double its sales of low-carbon products by 2026 compared to 2022. During 2024, the Group achieved new records in alternative fuels usage, continued its commercial transformation by launching new green products such as CEM IV and VELTER™ in Greece, and celebrated the completion of significant capital investments, such as the precalciner project at the Kamari plant, near Athens. Regarding SCMs, we expanded our reach in new markets to diversify our sources of fly ash and slag reserves. The development of the groundbreaking IFESTOS carbon capture project at Kamari continued at fast pace. Moreover, in the USA, Titan America was selected by the US Department of Energy for the funding of a first-of-a-kind innovative clay calcination technology for low-carbon cement production.	
Leveraging the growth potential of digital and new technologies	In 2024, TITAN Group continued to enhance its operational performance and customer experience through digital and AI solutions in manufacturing and logistics. We are on track to digitalize all cement manufacturing operations and ready-mix logistics by 2026, leveraging real-time optimization, predictive maintenance, dynamic logistics, GenAI copilots, and advanced analytics. Additionally, we are exploring new technologies like 3D printing, modular waste heat recovery systems and customer digital portals to further improve performance and customer experience.	
Enabling strategy execution through a local, performance-driven, and talent-enabled operating model	Our strategy execution is fueled by a rich pipeline of strategic initiatives across all regions that are supported by a strong, decentralized, and performance-driven operating model and the expertise of the corporate center. TITAN Group is committed to strong capital allocation discipline while continuing to build new capabilities and distinctive talent throughout the organization.	

Commercial transformation: putting the customer at the center to drive sustainable innovation and growth

In an era when sustainability and environmental responsibility define business success, TITAN has achieved significant progress by transforming its internal operations to meet evolving market needs. At the heart of this transformation lies a deep commitment to placing the voice of the customer at the center of its commercial strategy and the Evergreen commercial transformation program.

Evergreen commercial transformation: listening to customers, leading with innovation

Innovation is driven by understanding ever-shifting customer needs and pain points. To that end, TITAN launched Evergreen, a comprehensive initiative to gather insights, anticipate trends, and adapt its offerings across the Group. By creating open channels for feedback and fostering collaborative partnerships, TITAN has ensured its product development aligns with the growing demand for high-performance and eco-friendly construction solutions.

Key to this effort has been empowering our customers with a diverse palette of sustainable building materials. From low-carbon cement products to innovative construction technologies, TITAN is equipping the industry with essential tools for the creation of a more sustainable, carbon-neutral future.

Internal transformation: a strategic pivot

Meeting these market demands requires more than just product innovation; it necessitates a cultural and operational shift within TITAN. Through targeted investments in R&D, digitalization, and workforce upskilling, the Company is constantly strengthening its ability to deliver cutting-edge solutions. Emphasizing agility and customer-centricity, TITAN is restructuring its processes to foster faster decision-making and greater responsiveness to market changes.

A future-forward vision: shaping the future of construction

Looking ahead, TITAN continues to prioritize sustainability and customer-centric growth. By consistently adapting to market needs and elevating its portfolio of green solutions, the Company is not only meeting today's challenges but is also shaping the future of construction. TITAN's journey exemplifies how internal transformation, guided by customer insight and a commitment to sustainability, can drive meaningful progress in a rapidly evolving industry.

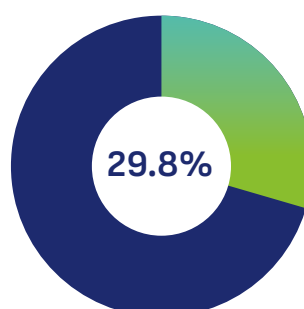
Addressing customers' changing needs: TITAN's path to sustainable solutions and market leadership has just begun

As global demands for sustainability and innovation reshape the construction industry, TITAN has emerged as a trusted partner, dedicated to meeting evolving customer needs. Through strategic investments in branding, market-specific solutions, and enhanced capabilities across sales, marketing, product development, R&D, and digital tools, TITAN is redefining what it means to be customer-centric in a sustainable world.

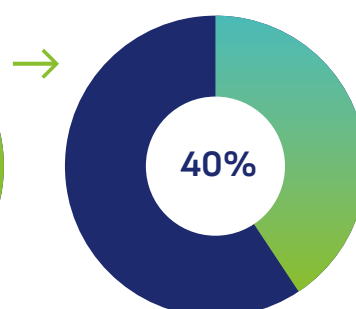
Milestones in sustainability

A cornerstone of TITAN's transformation has been its commitment to increasing the volume of green solutions. The company has set ambitious targets, aiming to boost the share of lower-carbon cement products from 29.8% to 40% by 2026 and more than 60% by 2030. This achievement underscores TITAN's leadership in the transition toward carbon-neutral construction.

Current share
of lower-carbon
cement products
2024



Target share of
lower-carbon
cement products
2026



Key Lower-carbon products

Commercial transformation: in action

CASE STUDY

Focus on Safety at Customer Sites – The SAFETY PARTNER Program, Initiated by the Sales Department

In 2024, TITAN Zlatna Panega placed a strong emphasis on safety at our customers' sites. Through the SAFETY PARTNER program, the Sales team worked in close collaboration with the Logistics department and our clients to raise health and safety standards during cement unloading operations.

We conducted three waves of data collection from drivers, completing over 460 safety checks at various customer locations. We organized health and safety training sessions for the sales team, including practical workshops led by industry experts.

We held in-depth discussions with clients across different risk categories (A, B, and C), helping them identify specific safety hazards and offering clear recommendations for improvement. One such example was a proposal to a client in Butan to install a railing on the weighbridge to prevent falls and injuries to truck drivers during unloading.

We distributed over 100 safety flashcards showcasing best practices and recognized 27 clients with the special "SAFETY PARTNER" award for their active cooperation and commitment to safety.

The results of the program show that more than 20% of sites with previously identified risks improved their safety ratings. This outcome not only confirms the effectiveness of the initiative but also reflects our strong commitment to building a working environment where safety is a shared responsibility and core value.

Fostering innovation

We are driving the transformation of the construction materials industry through pioneering sustainable technologies, products, and practices that shape the future of our built environment.

We envision a world where innovative solutions minimize environmental impact, enhance infrastructure resilience, and promote community well-being. We strive to foster collaboration, continuous learning, and adaptability, empowering our employees, partners, and stakeholders to build a sustainable future together. Our passion for growth and innovation has driven us since our early days. With a growing global population and rapid technological and societal changes, the sector faces new challenges. In this setting, TITAN has made significant strides, turning new ideas into reality, with tangible benefits for the environment, our customers, and stakeholders.

Innovating across three megatrends that are transforming how we build

Sustainability and climate resilience

- Low-CO2 cement and concrete;
- Advanced materials with improved performance and durability;
- Resilient and durable infrastructure;
- Carbon capture utilization and storage (CCUS).

Circularity in the built environment

- Materials recycling and reuse;
- CO2 mineralization;
- Alternative fuels and alternative raw materials;
- Energy efficiency, Renewable Energy Sources, energy storage solutions;
- Water reuse and recycling.

Enhanced performance in the construction value chain

- 3D printing;
- High-performance products;
- Modular construction;
- Restoration, rehabilitation, and repair of the built environment;
- Real-time optimizers (RTOs), preventive maintenance, Al-enabled workforce, quality prediction;
- Smart infrastructure;
- Mix design optimization with AI.

CASE STUDY

Ideation Challenge

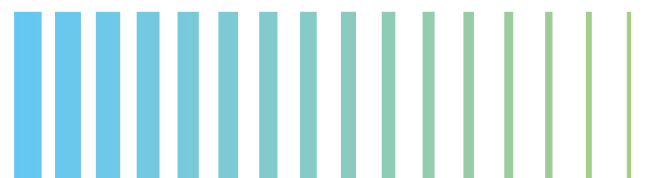
In 2024, we held the second Ideation Challenge. Encouraging another wave of internal entrepreneurship and creativity, our second ideation challenge gathered innovative ideas from many more colleagues across the Group, covering all areas in which we can innovate, ranging from products and services to brand awareness and customer experience, from manufacturing and other core business processes to workplace environment and employee experience. In 2024, our "TITANovators", whose ideas made it to the challenge semifinals, pitched their ideas during a live event, broadcast throughout the Group. Empowered by the slogan "Everyone can innovate", hundreds of our people voted for the best ideas, leading to seven finalist teams who will receive support to develop their concepts in 2025. All ideas under development are inspiring examples of our people's creativity and sense of responsibility toward our customers and communities.

LUMICEM: Glowing Concrete

For the first time, in 2023, the team at Zlatna Panega Cement proudly took part in the first-ever Ideation Challenge launched by TITAN Group. Guided by TITAN's vision that "everyone can innovate," the Bulgarian team proposed LUMICEM, an innovative glow-in-the-dark concrete product. Their idea earned second prize in a Group-wide vote during the management meeting in October 2023. LUMICEM is aligned with cutting-edge architectural trends promoting sustainable and green construction, offering functional and aesthetic benefits. The luminescent concrete captures sunlight during the day and emits a soft glow at night without electricity, making it ideal for applications such as municipal park pathways, cycling lanes, and other elements of urban green infrastructure.

Beyond enhancing visual appeal, LUMICEM supports environmental goals by helping to reduce greenhouse gas emissions, minimize waste, and encourage the use of renewable energy sources, like solar power, contributing to cleaner air and water.

In 2024, the project is still in development, with the team already conducting successful laboratory trials using a proprietary mix formula and locally sourced materials. Thanks to the dedication, expertise, and precision of the team, the initiative has made remarkable progress in under six months, with early results described as outstanding.



CREATING AND SHARING VALUE

We, at TITAN Zlatna Panega, use our capital resources efficiently to drive sustainable, long-term shared value creation through our products and services. We help address social and environmental challenges and contribute to the attainment of the UN SDGs 2030.

A brand rooted in sustainability and innovation

TITAN's brand is more than a name — it is a promise. Grounded in its commitment to sustainability and innovation, TITAN has redefined its identity to reflect eco-conscious values. The introduction of the TITAN Edge brand family marks the beginning of this new era, creating awareness and equity in the market. This brand evolution positions TITAN not just as a supplier of building materials but as a strategic partner for those seeking sustainable construction solutions.

Transforming sales and marketing to engage customers

TITAN's sales and marketing teams have been involved in numerous workshops for the Evergreen project and have undergone a significant transformation to stay ahead of market trends. By leveraging data analytics and customer insights, the Company tailors its outreach and engagement strategies to better anticipate and meet customer needs.

Through the adoption of digital marketing tools, customer relationship management platforms, and personalized communication strategies, TITAN fosters deeper connections, enhancing customer loyalty and driving growth.

Embracing digital tools for a seamless customer experience

Digital transformation is at the forefront of TITAN's customer engagement strategy. By integrating advanced digital tools, the Company enhances every touchpoint in the customer journey.

- **Online platforms:** offering seamless project planning, product selection, and order management.
- **Real-time collaboration:** empowering customers with data and tools to make informed decisions quickly.
- **Data-driven insights:** leveraging analytics to anticipate customer needs and deliver customized solutions.

Tailored solutions for every market segment

TITAN understands that different markets have different needs. Whether supporting residential, commercial, or infrastructure projects, the Company provides tailored solutions that align with the specific demands of each sector.

- **Residential:** focus on energy-efficient materials that enhance durability and comfort.
- **Commercial:** innovative solutions for green buildings and urban spaces.
- **Infrastructure:** high-performance, sustainable materials for large-scale projects.

This targeted approach ensures that every customer receives optimized solutions, designed to meet both technical and environmental requirements.

Material issues for TITAN and its stakeholders

We adhere to the principles of double and dynamic materiality assessment, integrating them into our business strategies to foster long-term sustainability. These approaches enhance stakeholder trust, improve strategic planning, and support efficient resource allocation.

Stakeholder engagement

Engagement with affected and benefited stakeholders across our value chain is central to TITAN's ongoing due diligence process and double

materiality assessment. This includes its processes to identify and assess actual and potential impacts, risks and opportunities and prioritize TITAN material issues. We are engaging with our stakeholders across our locations to obtain a deeper understanding

of their expectations and needs. Mapping what is most material to them and to the business through a double materiality process helps us develop sustainable business strategies and create value that lasts.

Stakeholder group	Engagement approach
Customers	• Customer satisfaction surveys • Marketing and technical consultations • Complaints management
Local communities	• Community engagement plans • Open door policy and stakeholder forums, awareness meetings and campaigns • Volunteering and collaborative actions within communities • Complaints management
Business partners and suppliers and contractors	• Group Policies and Code of Conduct for Procurement • Qualification based on ESG Criteria • Health and Safety and Environmental Management training
Employees	• Training on Group Policies, continuous upskilling and reskilling • Employee performance evaluation and engagement surveys • Group intranet, communication days, webcasts • TITAN EthicsPoint platform for grievance management
NGOs, civil society and youth	• Participation in global and local campaigns, stakeholder forums and conferences • Integrated Annual Report, corporate website, LinkedIn page • Internship programs • Regeneration Academy for Digital Acceleration, “Business days” with universities • Corporate website, LinkedIn page
Academia and research	• Cooperation for research programs • Contribution to academic programs
Regulators, authorities	• Exchange ideas and collaborative actions bilaterally or through associations • Integrated Annual Report, website, press releases
Associations	• Active participation, volunteering, collaboration, exchange of good practices, joint projects
Media	• Open communication, meetings, events, and campaigns • Corporate website, LinkedIn page, press releases
Financial and investment community (shareholders, investors, financial analysts, financial institutions)	• Open communication, press releases, questionnaires and roadshows • Annual General Meeting of Shareholders, Investors’ Day • Integrated Annual Report, corporate website, quarterly webcasts, LinkedIn page
ESG rating agencies	• Integrated Annual Report, corporate website • Feedback on a request basis and unsolicited assessments

Double materiality assessment (DMA)

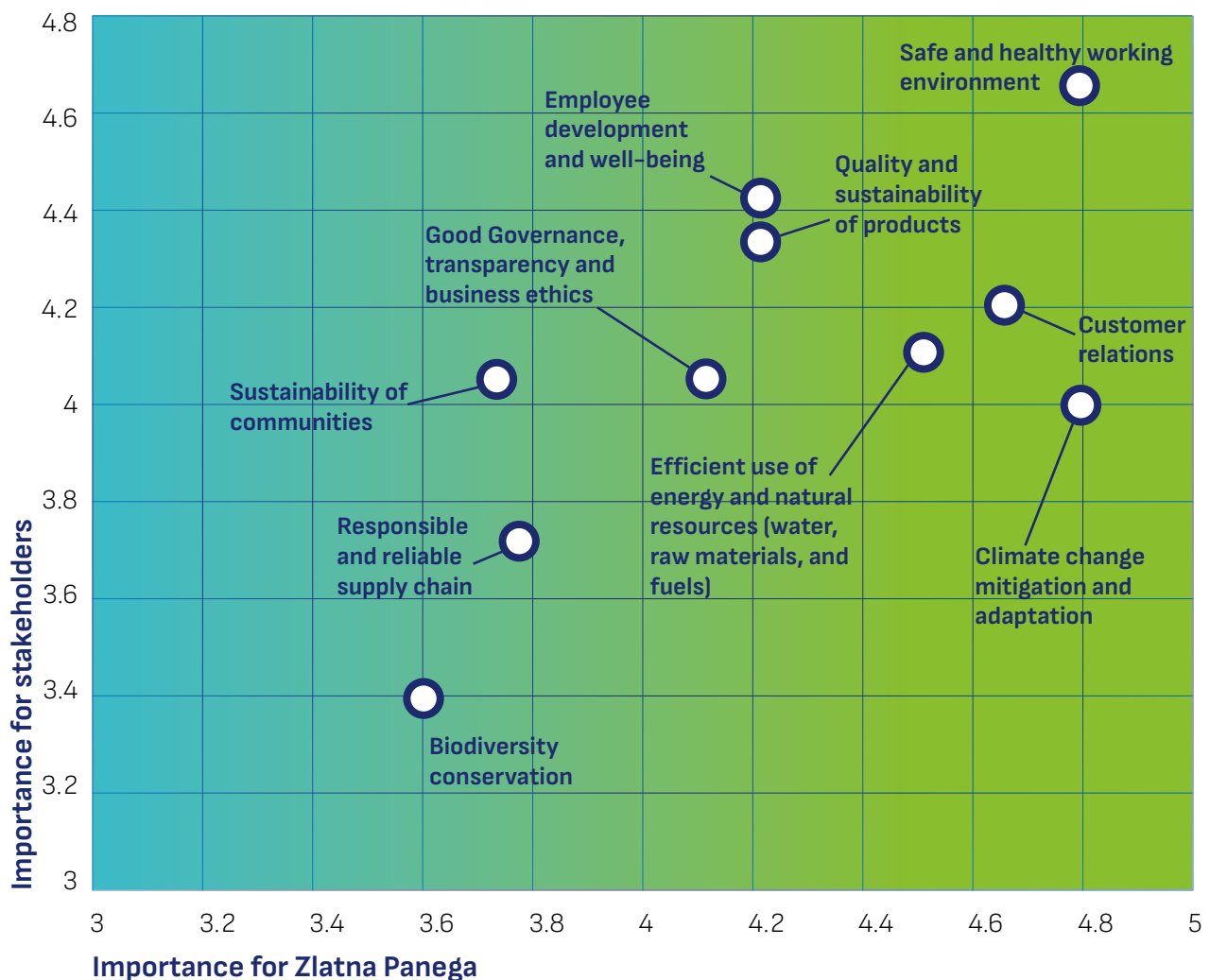
In 2024, we applied the DMA methodology at the Group level in line with the new corporate sustainability reporting directive (CSRD). The principle of double materiality assessment is a methodology used to evaluate the most significant sustainability issues in two directions: the impact of the Company on the environment and society (impact materiality) and the impact of sustainability issues on the Company's financial results (financial materiality).

In recent years, the TITAN Group has adopted a dynamic approach to assessing material issues, combining top-down and bottom-up methodologies within a five-year cycle. The previous materiality assessment was conducted at Group level in 2019, followed by business units' local assessments

in 2021. In 2022, we validated the results with feedback from 157 key local stakeholders. Since 2021, we have embraced the double materiality approach, identifying climate-related risks and opportunities, incorporating the TCFD framework, and disclosing financial impacts through CDP.

Through the DMA, we identified key material matters by evaluating the associated impacts, risks, and opportunities (IROs). This assessment considered two perspectives: impact materiality, which examines TITAN's effects on the environment and society, and financial materiality, which assesses the potential future impact of these topics on TITAN's financial success. By combining these perspectives, the concept of double materiality was achieved. Through the process, we prioritized 14 sustainability matters of material importance to TITAN, based on impact materiality, financial materiality, or both. Integrating the DMA with the overall corporate risk assessment was crucial, enhancing both processes and aligning financial impact criteria.

Materiality Matrix valid in 2024



TITAN Group ESG Targets

Focus Areas

Since 2021 TITAN Zlatna Panega adopted the approach and contributed to the achievement of TITAN's Environmental, Social and Governance (ESG) targets 2025 and beyond, focusing on four pillars defined as material for TITAN Group. In this Report, under the section of Management review for ESG performance, we present our progress by connecting our high-priority material issues with the Focus Areas of TITAN.

TITAN Group Focus Area	DE-CARBONIZATION AND DIGITALIZATION	GROW THE WORK ENVIRONMENT	POSITIVE LOCAL IMPACT	RESPONSIBLE SOURCING
TITAN Group Ambition	We will transform our business, focusing on resilience, innovation and on building solutions to serve our customers more efficiently as we move towards a carbon-neutral, digital world	We will cultivate an inclusive culture with equal opportunities for all our people to grow professionally within a safe and healthy work environment	We will enable our business operations and our people worldwide to contribute to the prosperity of our local communities with respect to their social and environmental concerns	We will empower our business ecosystems to incorporate sustainability considerations in their business decisions and daily behaviors, while using natural resources responsibly

Connecting TITAN Zlatna Panega's material issues to TITAN Group Focus Areas

All disclosures for our performance KPIs for the areas of Environment, Social, and Governance in 2024 are restructured by following the outcomes of the materiality assessment at the Group level, using the "compass" of TITAN's Focus Areas: 1. De-carbonization and Digitalization; 2. Growth-enabling work environment; 3. Positive local impact; and 4. Responsible sourcing. All underpinned by 5. Good governance, transparency, and business ethics. The respective KPIs for ESG performance

are aligned with the most relevant material issues under each of the Focus Areas. The approach for our ESG Statements aims at providing to external as well as internal stakeholders with an efficient flow of metrics, around disclosures of performance that are focused on TITAN's materiality framework and connected with TITAN's targets for 2025 and beyond.

VALUE CREATION IN 2024

We are engaging with our stakeholders to obtain a deeper understanding of their expectations and needs. Mapping what is most material to them and to the business through a double materiality process helps us develop sustainable business strategy and create value that lasts.

Together with our stakeholders, we effectively address critical challenges and play our part in building a better and more sustainable future together.

We actively collaborate with international organizations to address global sustainability challenges within the framework of the UN Sustainable Development Goals for 2030. TITAN Group is a Participant of the UN Global Compact (UNGC) and a core member of CSR Europe and the Global Cement and Concrete Association (GCCA).

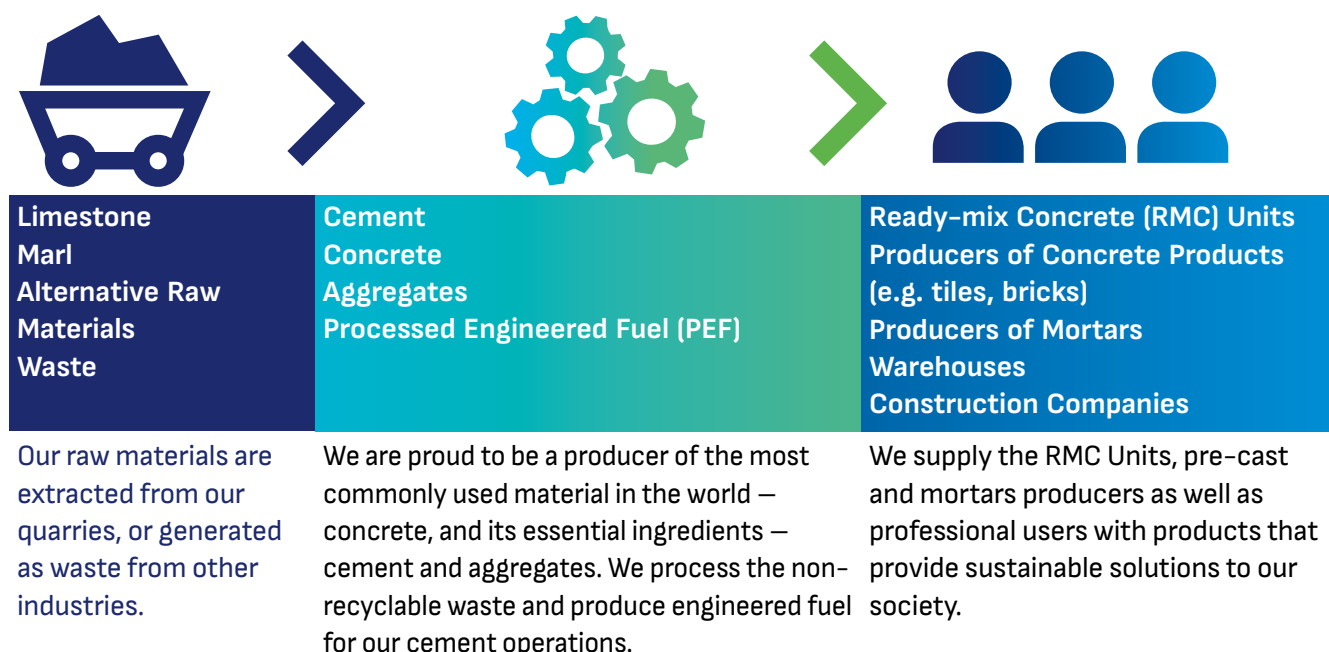
In 2024, we contributed to the attainment of the SDG 2030 that we recognized as relevant to our business and material issues for our stakeholders.

Terms related to the Value Creation Indicators are adopted from the Glossary for Value Creation Core Indicators (ESG Statement 1) reporting on the contribution towards the attainment of the Sustainable Development Goals (in short, UNCTAD Guidance, ed.2019), and incorporated under TITAN standards. Detailed figures for those are given in the Social Performance KPIs and Environmental Performance KPIs, see table 2.5.10, p. 82 from this report:

MAPPING OF OUR VALUE CHAIN: SUSTAINABLE PRODUCT AND DELIVERY TO CUSTOMERS

We ensure quality and durable products, maintain high standards in management, promote ethical

business practices, and invest in the future growth of our operations. The infographics below outline the way we produce reliable products and deliver those to our customers and suppliers.



Key Indicators	Amounts in Million EUR	Stakeholders	
Value added	€19.9m	Employees, customers, suppliers, shareholders and investors	
Net value added	14.6m	Employees, customers, suppliers, shareholders and investors	
Total spend on suppliers, local, national, and international, for goods and services	€47.1m	Suppliers and contractors	
Taxes to national and local authorities	€1.1m	Governments and authorities (central and local)	
Payments in cash, as dividends and other types, to shareholders and minorities	€12.0m	Shareholders	
Total spend on donations and social engagement initiatives	€0.10m	Communities, academia and educational organizations, civil society and society at large	
Green Investment	€4.2m	Communities, youth, and society at large	
Alternative fuels	34 075	tons	
Salaries, (contributions to) pensions, and social benefits, including additional benefits beyond those provided by law	7.2m	Employees and their families, local communities	
Investments in the training of direct employees, as total expenditures at the Group level	€0.09m	Employees and their families	
Internships	13	Employees and their families, local communities, and youth	
R&D and Innovation Collaborative efforts	€0.2m	Employees, customers	
Investments for the Group's future growth	€9.0m	Employees, customers	

WORKING TOGETHER FOR SUSTAINABLE DEVELOPMENT

TITAN Group is an active participant in global collaborative initiatives and international organizations, aiming to contribute to the shaping of the sustainable world of tomorrow.

Sustainability is an integral part of our business, and we achieve it with the help of our stakeholders. Reflecting that philosophy, we at TITAN Zlatna Panega respond to the growing sustainability challenges. By participating in global partnerships and organizations,

TITAN Group aims to address the challenges of the UN Sustainable Development Goals for 2030. TITAN Group is part of the UN Global Compact, a member of CSR Europe, and the Global Cement and Concrete Association (GCCA).

Our commitment to socially responsible policies enables us to enhance our corporate strategy and observe successful examples of sustainable development as we aim to contribute to the well-being of all our stakeholders.

Along this road, we are encouraged by our most important partners who have demonstrated international relationships, expertise, and enviable achievements in sustainable development.



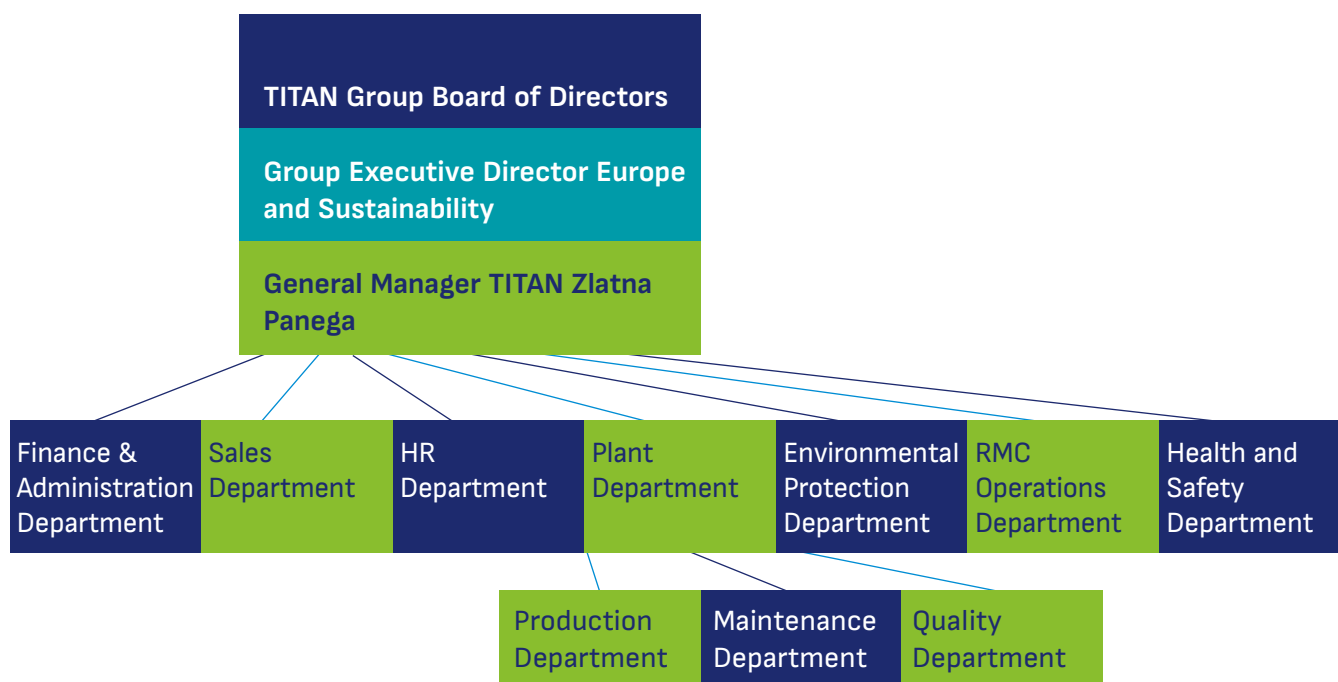
MANAGEMENT REPORT



CORPORATE GOVERNANCE AND RISK MANAGEMENT

Organizational structure, boards and committees

The management of the company is coordinated by the Executive Committee of the TITAN Group and guides, monitors, and supports the implementation of business strategy and policies:



BOARD OF DIRECTORS (BoD)

TITAN Zlatna Panega is a joint-stock company registered under Bulgarian law. It operates with a one-tier corporate governance system and has a five-member Board of Directors (BoD). Four members are non-executive, and the General Manager is the sole executive member.

The Board of Directors oversees the implementation of the company's business plan, sets the strategy, and ensures its execution, considering the stakeholders' materiality assessment. It monitors the company's performance against targets and takes necessary actions to meet those goals, except for matters within the authority of the General Meeting of Shareholders, as required by law.

In 2023, TITAN Zlatna Panega's BoD consisted of the following members:

Paniaras Yoannis	Group Executive Director Europe and Sustainability
Panagopoulos Christos	Regional Director Eastern Mediterranean Region
Frantzis Adamantios	General Manager TITAN Zlatna Panega
Dikaïos Grigorios	Chief Financial Officer TCI
Petkidis Loukas	Deputy Group CFO / Regional Finance Director SEE & EM

COMMITTEES

We have set up four committees operating in different areas to strengthen and improve the sustainability management of TITAN Zlatna Panega. The committees receive strategy and policy guidance from the Group Executive Director Europe and Sustainability, who is a member of the Group Executive Committee.

RISK MANAGEMENT

Financial and sustainability-related risks

TITAN Zlatna Panega operates in an environment where different types of risk exist; those must be identified, prevented, or reduced. Effective risk management is essential for the achievement of the company's strategic goals and long-term sustainable development. The company has developed agile systems for monitoring, eliminating, or minimizing various potential and significant risks.

TYPE OF RISK	IMPORTANCE OF RISK	MITIGATING ACTIVITIES
MARKET CONDITIONS AND CARBON LEAKAGE RISK	The company operates in a very competitive environment, with several domestic and foreign competitors. The market is susceptible to carbon leakage from imports, while local demand depends significantly on the general economic conditions in the country.	TITAN Zlatna Panega improves operational effectiveness, implements techniques, and invests in technologies aimed at reducing dependence on fossil fuels and decreasing its carbon footprint, thus reducing costs. The company optimizes its recipes and develops new products in line with the Group decarbonization strategy, keeping the same products characteristics and meeting the expectations of the customers.
CLIMATE CHANGE MITIGATION RISK	The transition to a low-carbon economy in the EU, streamlined by the relevant policy and regulatory changes and followed by the introduction of new technologies, is the main climate-related risk for TITAN Zlatna Panega. It may result in a significant increase in capital expenditures and operating costs and lower the competitiveness of imported or other construction products, which do not bear the burden of the Greenhouse Gas (GHG) cost. The carbon footprint of the products in the portfolio of TITAN Zlatna Panega is comparable to the average in the EU; thus, the company's exposure to a transition risk toward a low-carbon economy is high.	TITAN Group closely monitors relevant regulatory developments and takes proactive measures to mitigate potential negative consequences. A scenario-modelling approach has been adopted for the examination of possible outcomes (transitional risks) and the identification of appropriate roadmaps of mitigating actions for the safeguarding of the Group's business resilience (see TITAN Group IAR 2024) TITAN Zlatna Panega has developed a robust decarbonization roadmap with clear milestones and objectives. The company mitigates the climate-related transition risk by directing the investments to projects that will decrease the carbon footprint of its our operations, continuously assess the energy efficiency of the production process and strives for improvements, designs a product mix with a view of constantly decreasing carbon footprint. Furthermore, the company has introduced an internal carbon pricing for the long-term and short-term strategy. We follow the TITAN Group Environmental Policy and Climate Change Mitigation Strategy, targeting for specific net CO ₂ emissions. EU Emissions Trading System (ETS) related issues are in the scope of the BU Management Committee.

TYPE OF RISK	IMPORTANCE OF RISK	MITIGATING ACTIVITIES
LIQUIDITY RISK	The company is not exposed to any significant liquidity risks.	The company has adequate revolving lines to cover cash needs. As of December 31, 2024, the company has revolving credit facilities of €12.8 million, of which there have been no drawdowns. These funds are to cover working capital requirements, primarily for seasonal fluctuations.
CREDIT RISK	The company is not exposed to any significant credit risks. Receivables from customers come from a wide customer base.	The company closely monitors its customers' financial status, and on this basis, it sets a credit limit for each customer. Additional collateral from customers is required to secure payments. Impairment of receivables is applied in the case of inability of the customers to settle the amounts owed to the company.
FOREIGN CURRENCY EXCHANGE RISK	The company faces a currency risk with payments to foreign suppliers or in the case of using foreign currency credits.	All credit lines of the company are in local currency, and most of the operating costs, except for solid fuels, are in local currency. Thus, the receivables from customers are hedged naturally as they are almost entirely in local currency.
PRODUCTION COSTS VARIATION RISK	Fuel, electricity, and raw material costs form the largest segment of the company's production costs. Price changes in conventional fossil fuels pose the risk of considerable variation in production costs among domestic and foreign suppliers (who operate in a market where electricity prices are significantly lower), and increase carbon leakage pressures.	To mitigate this risk, the company will continue investing in equipment, aiming to reduce electricity consumption, decrease conventional fuel utilization, and increase the Alternative Fuels substitution rate.
HEALTH AND SAFETY RISK	Cement companies represent heavy industrial environments, which have occupational health risks.	The company recognizes Health and Safety as its priority and its main goal is zero occupational accidents. The company implements ISO 45001 Health and safety management standard which provides a structured framework for ensuring a safe and healthy workplace. All risks related to the company's activities are systematically assessed and the applied measures for mitigation are constantly monitored, assessed, and updated on a timely basis. The company employs experienced Health and Safety professionals and provides regularly training programs to all employees.
LABOUR MARKET RISK	The high unemployment rate in the region, where the company operates, leads to its depopulation. As a result, it becomes more difficult to hire employees for operational positions. The company recognizes the importance of trade unions and workers' associations in improving working conditions and protecting labor rights.	The near future response is to develop links with professional schools in the region and explore new locations in the region for potential employees. The company collaborates efficiently with both trade unions – the Confederation of Independent Trade Unions in Bulgaria and Podkrepa. Union's representatives are involved in the committees, dealing with working conditions in the company, and have the opportunity to express their views and proposals.



TYPE OF RISK	IMPORTANCE OF RISK	MITIGATING ACTIVITIES
ENVIRONMENTAL RISK	TITAN Zlatna Panega's operations are subject to extensive national and EU environmental laws and regulations. These may impose increasingly stringent obligations and restrictions regarding, among other things, land use, remediation, air emissions, waste treatment, water use, and production of chemicals. The costs of complying with these laws and regulations are likely to increase over time. The company is operating on the territory of a karst area, supplying the neighboring villages with water. Part of the main quarry for the cement production is located within a NATURA 2000 protected habitat. The company utilizes a variety of waste as substitutes to natural raw materials and fossil fuels.	TITAN Zlatna Panega complies with all environmental regulations and conditions. With a view to continuously managing the environmental impact of its operations, the company applies an environmental management system to monitor and report its environmental impact. The company is making exceptional efforts to reduce the risk of impact to the water bodies in the area of the cement plant. It has built facilities for the purification and filtration of wastewater and carries out regular monitoring of the quality of surface and ground waters and the water consumption. The operations of the cement plant are covered by a Water management plan. TITAN Zlatna Panega has a biodiversity management plan at the Zlatna Panega Quarry, developed in alignment with the GCCA Sustainability Guidelines for Quarry Rehabilitation and Biodiversity Management, and has a program for biodiversity protection and enhancement. All activities, including the use of wastes as alternative fuels and raw materials, are subject to strict procedures of monitoring, evaluation and control, being part of the integrated management system of the company.

ESG PERFORMANCE REVIEW

An overview of our performance on the environmental, social, and governance pillars, and our ESG statements.



ESG performance overview

As presented on pages 68–84, TITAN sets ambitious Environmental, Social and Governance (ESG) targets for 2024 and beyond, underscoring its enduring commitment to sustainability and value creation for all. They focus on four pillars — Decarbonization and digitalization, a growth-enabling work environment, positive local impact and responsible sourcing — all of which are underpinned by good governance, transparency and business ethics. The ESG performance review section of the Management report provides a detailed overview of our annual performance and progress toward meeting our ESG targets. For each of the issues that have been identified as material for TITAN and its stakeholders, we present the foundations that we have built on and describe our management approach to addressing these issues, highlighting important achievements recorded throughout the year.

Focus area:

Decarbonization and digitalization

Material issues:

- Climate change, mitigation and adaptation
- Efficient use of energy and natural resources

"Life isn't about waiting for the storm to pass. It's about learning to dance in the rain." — Vivian Greene.

Climate change is one of the most significant challenges of our time, and it is felt by all of us, whether through extreme storms, heat waves, or mounting environmental issues.

Human activity, especially industry, plays a role in this process. But it's equally valid that industry is part of the solution.

As individuals working in heavy industries, we recognize our responsibility and strive to minimize our environmental impact. We invest in greener

technologies, aim to cut carbon emissions, and seek new ways to operate more sustainably.

TITAN Group supports the Paris Agreement and the UN Sustainable Development Goals for 2030 and is committed to providing carbon-neutral concrete by 2050.

Short-term targets for 2030 include:

- A 22.8% reduction in gross direct emissions per ton of cement product (Scope 1) compared to 2020
- A 58.1% reduction in indirect emissions from electricity consumption (Scope 2) compared to 2020

The Science-Based Targets initiative has validated these targets to limit global warming to 1.5°C above pre-industrial levels.

TITAN Zlatna Panega updates its decarbonization roadmap yearly to align with the national economic context and help meet the Group's 2030 goals.

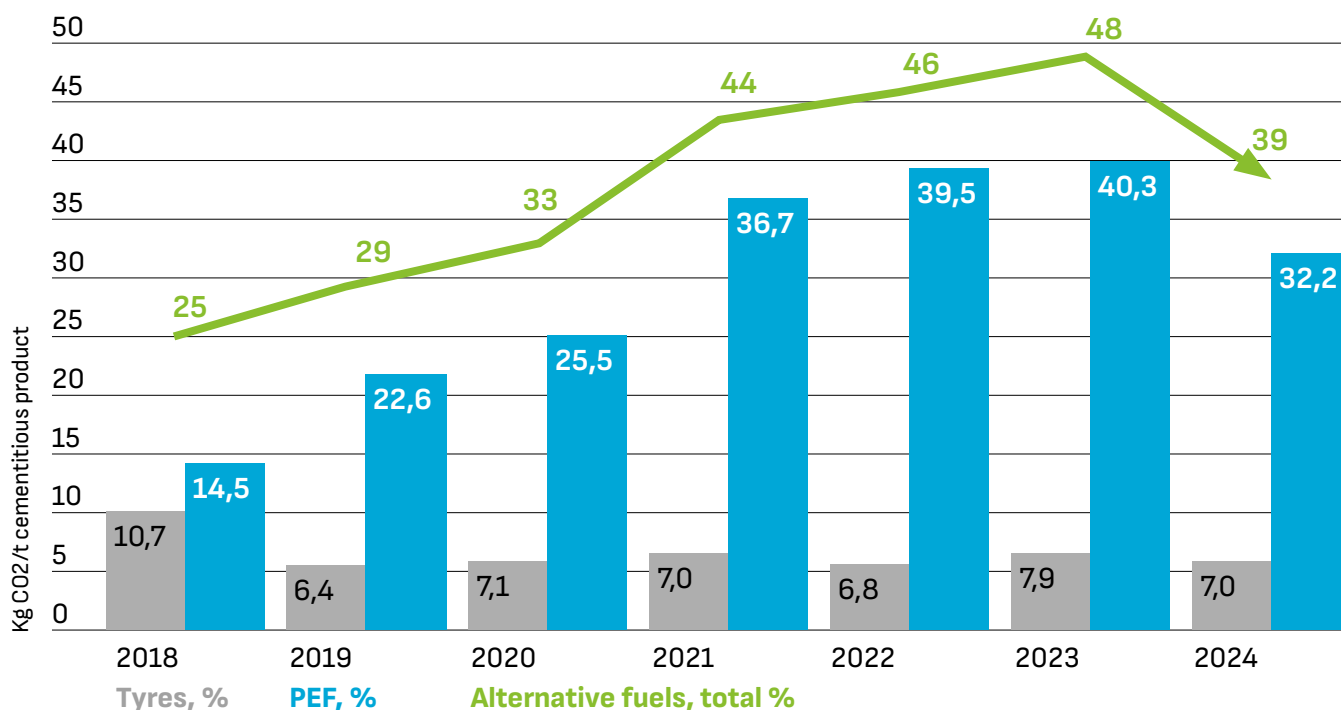
Key steps include:

1. Lowering clinker content in the final product (clinker-to-cement ratio)
2. Increasing the share of heat from alternative fuels
3. Improving energy efficiency through optimization of cement and clinker production

The use of non-recyclable waste as part of the energy mix in the Kiln Department continues to be essential for reducing our CO₂ emissions. For another consecutive year, we relied on our partner companies in Bulgaria. In this way, we could utilize over 34,000 tons of waste that could not be recycled and would otherwise have gone to landfills.

In 2024, we encountered a series of serious failures and critical repairs affecting our main equipment. As a result, some of our annual targets were not met. However, one of these goals—replacing 61% of the heat generated by conventional fuels in the kilns with heat from alternative fuels—was achieved every month. In March, April, May, and June, we exceeded 61% monthly substitution, with May exceeding 70%.

Alternative fuels substitution rate, %

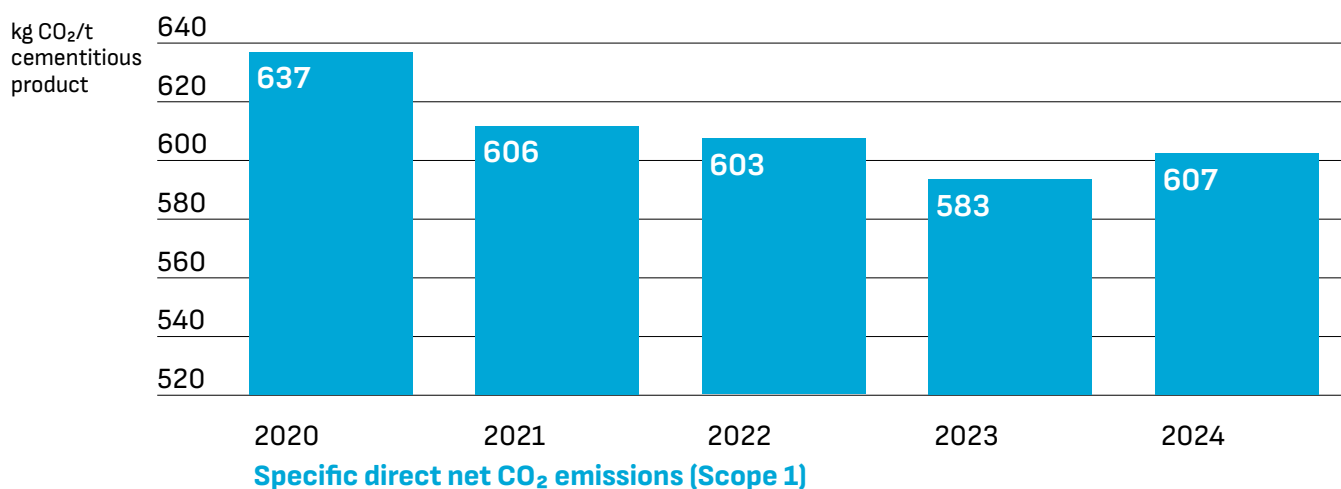


Although we did not achieve our annual carbon emission reduction targets and returned to 2021 levels, during the months in which we managed to substitute more than 61% of conventional fuels with alternative ones, we reached net specific CO₂ emission levels between 489 and 513 kg per ton of cement product.

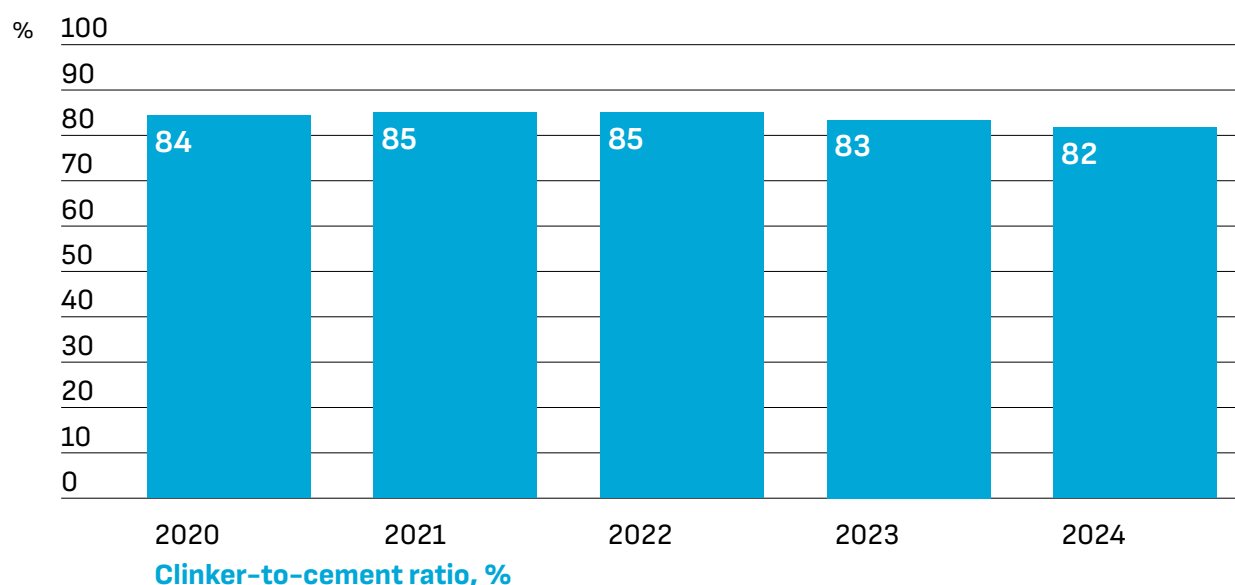
This is a small step toward achieving the company's decarbonization goals.

The biomass content in the fuel mix remains high thanks to industrial waste derived from the processing of biological raw materials. Its high content in the used waste, combined with energy efficiency measures, is the most effective tool for reducing CO₂ emissions from fuels in cement plants.

Specific direct net CO₂ emissions (Scope 1)



Clinker-to-cement ratio, %



Regarding the specific emissions from electricity used on site (Scope 2 emissions), we reduced their levels by nearly 38% compared to 2023, with part of this achievement attributed to the commissioning of our new solar park in mid-2024, which supplied approximately 6% of the electricity used at the plant.

We also expanded the scope of monitoring and calculating Scope 3 carbon emissions by including those from business travel. Scope 3 emissions account for approximately 20% of the company's total carbon footprint, and detailed monitoring of all emission sources enables us to manage them more effectively.

Material issue:

● Innovation with emphasis on digitalization and decarbonization

Innovation with emphasis on decarbonization

As of January 1, 2024, the Company implemented SAP HANA, a new integrated system used by all companies in the TITAN Group. This project has helped to improve and standardize business processes, introduce better practices and access a more advanced ERP system.

TITAN remained strongly committed to investing in research, development and innovation

activities in 2023, covering the entire value chain of manufacturing and distributing cement, concrete and cement-based products, with a focus on decarbonization, digitalization and competitiveness.

TITAN Group's activities in innovation in 2023 addressed all conventional levers to improve our carbon footprint, namely thermal energy efficiency, fuel switching and reducing the clinker-to-cement ratio. Regarding clinker reduction through the increased use of supplementary cementitious materials (SCMs), we extended the range of material sources with a minimal or zero-carbon footprint under evaluation in all our locations.

At the same time, TITAN Group continued to advance innovatively to improve our carbon footprint, emphasizing carbon capture, utilization and sequestration, and hydrogen technologies.

Digitalization

Digitalization is a strategic objective for TITAN and Industry 4.0 provides TITAN with a great opportunity. Big data, analytics and artificial intelligence will transform the cement industry. TITAN is one of the pioneers in the digital transformation of the sector, especially in cement manufacturing. Digital technologies can unlock significant value and change the landscape in the cement industry. TITAN believes that investing in the digitalization of its operations will enable it to compete successfully in the new operating model that technology is creating for industry.

TITAN established its Group Digital Center of Competence in 2020 to further strengthen the Group's capabilities to develop and implement new digital solutions, with an emphasis on the manufacturing, supply chain and customer domains, built on the foundation of an integrated data platform and a new flexible and agile working model for its operations.

In the manufacturing domain, the Group Digital Center of Competence continued the rollout of existing Artificial Intelligence-based Real Time Optimizer solutions for its cement manufacturing lines and developed new ones. The Real Time Optimizers, which are both sourced from external partners as well as developed in-house, allow for increased output per production equipment as well as reduced energy consumption. As of 2022, the Group Digital Center of Competence has installed Real Time Optimizers in TITAN Zlatna Panega. In addition, TITAN is rolling out a machine-learning-based failure prediction system tailored to the operating environment of cement plants, thus increasing their reliability and reducing the cost of unplanned maintenance. As of 2022, this system has been installed in TITAN Zlatna Panega.

Predictive maintenance (PdM)

Maintenance plays an important role in the industrial sector, as its costs can represent a significant percentage of the production costs of cement plants.

Effective maintenance strategies avoid unexpected production shutdowns, reduce costs and extend the useful life of equipment.

For more than seven years, Zlatna Panega's team has been working with a predictive maintenance application that makes it possible to avoid unforeseen costs and improve equipment performance.

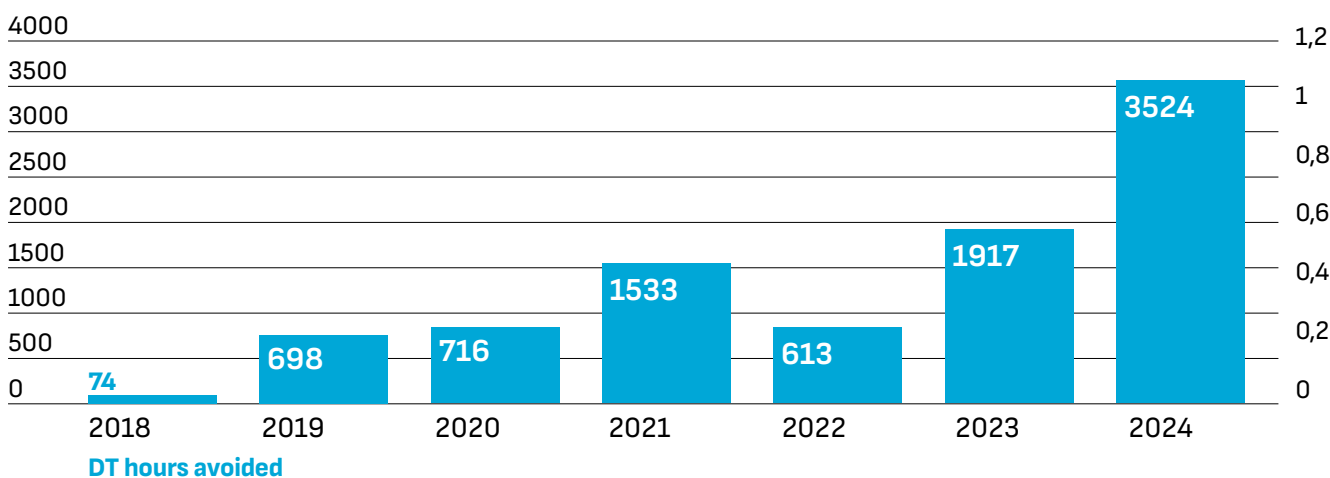
Predictive maintenance is a proactive approach that uses real-time data and an AI algorithm to identify patterns and anomalies that can escape the human eye.

Using the app as part of a maintenance improvement strategy enables downtime to be reduced or unplanned downtime to be minimized, allowing continuous operation and avoiding large repair costs.

In addition, the application enables the team in Zlatna Panega to improve the allocation of available resources, ensuring that the workforce is used in the most efficient way possible.

Predictive maintenance is changing the mindset at the cement plant, ensuring efficiency, safety, avoiding the cost of repair work, and improving equipment performance. Leveraging the power of real-time information flow and data analytics, the plant in Zlatna Panega maintains a competitive edge in an ever-evolving industrial world.

Downtime Avoided



Downtime Avoided Average (All time): **9,075 hours** (average prevented/avoided stay over seven years)

Downtime Avoided Average in 2024: **3,524 hours** (Refers to all equipment)

Kiln Downtime Avoided: **1,748 hrs**

Clinker Loss Avoided (based on kilns' downtime): **101,386 tons**

Cement Loss Avoided (based on cement mills' downtime): **18,268 tons**

Quality and sustainability of products Customer relations

TITAN Zlatna Panega operates five concrete production facilities in Sofia and Plovdiv. Our concrete business offers a wide range of products and services. They are tailored to customer needs – high-performance, shotcrete, waterproof, corrosion and frost-resistant floor screed. We develop and provide on-the-market solutions for floor screed, cement granular mixture, concrete with low thermal heat and high strength, and shotcrete. They are used in Bulgaria for reference buildings and infrastructure projects that improve the social environment and people's standard of living. We specialize in high-rise construction and meet the modern requirements for long-lasting buildings with high strength and a lower carbon footprint.

Innovation in manufacturing

Our state-of-the-art R&D laboratory is a project that aims to increase engagement with decarbonization goals in cement and concrete production. With a total capital expenditure (CAPEX) of EUR 190,000, the project envisions the establishment of a research and development laboratory focused on creating new products – concretes, types of cement, and other low-carbon construction materials.

The initiative is part of a long-term sustainable development strategy, emphasizing the application of circular economy principles and innovations with reduced carbon impact. The project aims to meet the growing market and customer demands for sustainable, "green" building materials that combine high quality with minimal environmental footprint.

Main projects

The projects we successfully implemented in 2024 give us reason to feel motivated for our future development.

Here is one of them:

In 2024, with an investment of 3.7 mln. EUR, the design of a photovoltaic park with a capacity of 5 MWp was completed, which will supply renewable energy to the cement plant's production facilities. The park was commissioned in mid-2024 and supplied approximately 6% of the electricity used at the plant. With its launch, the company reduces Scope 2 CO₂ emissions by approximately 2.5 thousand tons per year.

"The clearly defined goals in our decarbonization plan are a driver of our work. We innovate and develop new products with a low carbon footprint. Our people work with a mission. They are engaged, motivated, and adaptable to change. That's why the group chooses us to further invest in innovation."

Resilience of IT infrastructure and cyberattacks

To address cybersecurity risk, TITAN has implemented an Information Security Management Framework, which includes Group Information Security policies, procedures, and guidelines following the ISO 27001 standard. TITAN has invested in an ongoing cybersecurity awareness program carried out annually for all TITAN employees to alert them about proper cyber hygiene and the possible security risks associated with their actions and to help them identify the cyberattacks they may encounter in daily operations.

Furthermore, TITAN has a comprehensive security program and has implemented and maintains security systems, including security information and event management (SIEM), web filtering, next-generation firewalls, intrusion protection, multifactor authentication, email protection, and Endpoint Detection and Response (EDR).

Security indicators (KPIs) are used to measure and improve information security status.

The Cybersecurity Strategy and Strategic Plan is managed by a cybersecurity organization with appointed information security managers and a direct link to top management boards, where the execution progress status is regularly reported. The main cybersecurity actions that took place in 2024 include Group projects and operations carried out in TITAN Zlatna Panega, including

- **Vulnerability management**
- **External and Internal Penetration tests**
- **Implementation of new security controls (SIEM, EDR)**
- **Phishing simulation exercises**
- **Security awareness training**
- **Improvement of security measurements**

TITAN constantly reduces vulnerabilities and promotes secure infrastructure design by enhancing existing proactive prevention capabilities and building new ones for rapid detection and response. In 2024, the company did not experience any security breaches.

Focus area:

Growth-enabling work environment

Material issues:

- Safe and Healthy Working Environment
- Increasing the commitment of TITAN employees and contractors to maintaining and improving working conditions

Sustainability – people and environment. Highlights in 2024

For over three years, there have been no workplace accidents at any of TITAN's locations in Bulgaria, either involving TITAN personnel or contractor personnel.

Safety is the focus of our decisions and policies.

Thanks to our colleagues, TITAN Zlatna Panega achieves its goals despite the challenges in which we live and work.



In 2024, all business operations achieved certain safety assessment indicator values.

We expanded our safety scope to include activities related to our contractors and customers. The focus was placed with the implementation of the DriveSafe initiative, which continued in 2025 as an integrated road safety prevention activity.

We have introduced a high visibility concept in workwear, combining multi-factor protection to protect against chemicals, static build-up, burning and hot dusts and gases.

TITAN Zlatna Panega is committed to maintaining the best working environment that fosters employee development and ensures its people's safety, efficiency, productivity, and physical and mental well-being.

Improving the working environment has been a constant commitment for TITA.

- We have achieved more than three years without accidents involving our employees and contractors, specifically:

- **Cement plant operations achieved**

- 1406 days without accidents with our employees
- 1175 days without accidents with our contractors

- **Concrete operations achieved**

- 1333 days without accidents with our employees
- 6291 days without accidents with our contractors



● Continued implementing the “Next Step in Safety” program to improve the management of the riskiest activities.

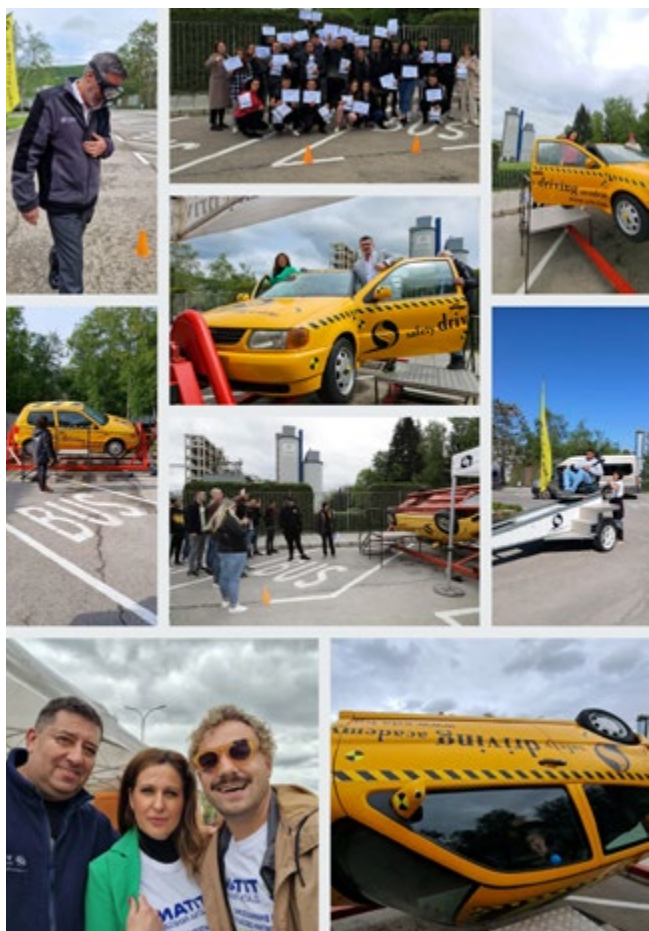
● We conducted two new studies and assessments for explosion and fire protection (internal and external) and a special HAZOP study with the help of top-class external experts. As a result, we planned and will implement the follow-up improvement plans by the end of 2025.

● We conducted the “Road Safety” initiative. We systematized transportation processes into categories, defining individual responsibilities and specific improvement plans for each. We included an assessment of our clients’ sites (planned for 2024) and conducted training and evaluating of our transport contractors. We also implemented a ‘Mystery follower’ programme. We conducted two campaigns with practical exercises and simulators for our employees, contractors and representatives from local community schools.

● For the fourth consecutive year, in 2024, all companies from TITAN Zlatna Panega successfully passed an external independent evaluation and confirmed full compliance with the international standard ISO 45001: 2018 Occupational Health and Safety requirements.

Our greatest pride is the commitment of the people at TITAN Zlatna Panega and their willingness to be active, critical, and part of improving the working environment.

At the end of the year, we celebrated and reported that all our operations in Bulgaria achieved the set target indicators for safety monitoring and assessment.



Business Unit Bulgaria	Own personnel		Contractors		In total		
KPIs for safety	2024	2023	2024	2023	Target	2024	2023
Near misses	31	31	20	13	48	51	45
Training hours	5560	5245	6609	5208	NA	12169	10453
Training hours per person	23.40	21.89	35.21	27.46	15	28.64	24.35
% of technical personnel >8h/year	99%	97%	100%	92%	90%	99%	95%
Unsafe acts & Unsafe conditions	1845	1807	231	240	850	2076	2047
Safety walks & Safety audits	465	507	59	109	216	524	613
% of SW/SA with findings>3	100%	96%	100%	100%	90%	100%	98%
Completed actions on time %	81%	87%	81%	94%	80%	81%	88%
Completed RCA on time %	90%	97%	91%	97%	90%	90%	97%

In 2024, we tracked a metric based on six individually trackable areas¹ to assess executive engagement. The goal was for at least 80% of the included managers to achieve at least satisfactory performance – we achieved 96% engagement.

	Number of leaders	The number of leaders reached 80%	Rate
BU Management Engagement Rate	28	27	96%
Plant's Management Engagement Rate	22	21	95%
RMC Management Engagement Rate	6	6	100%

In 2024, we continued to motivate employees to submit improvement suggestions, focusing on their implementation. As a result of the team's efforts, 48 safety improvements were proposed and 27 (56%) were implemented.

At the regional level, TITAN Southeast Europe received, for the second time since the programme began in 2023, recognition and an award for the best safety improvement proposal for 2024. The innovative approach of using a drone equipped with a thermal camera to preventively and regularly survey the territory of both the plant and the surrounding area for early identification of potential fires brought the team success in the regional safety competition.

¹ -The number of occupational accidents in the manager's team should be zero, with the indicator being 40% important.

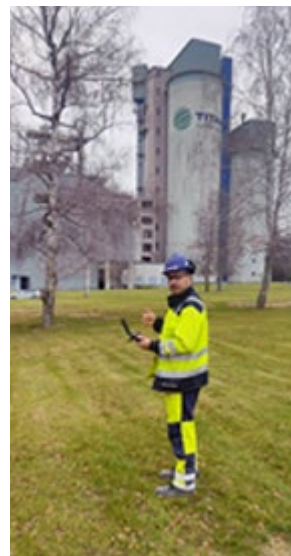
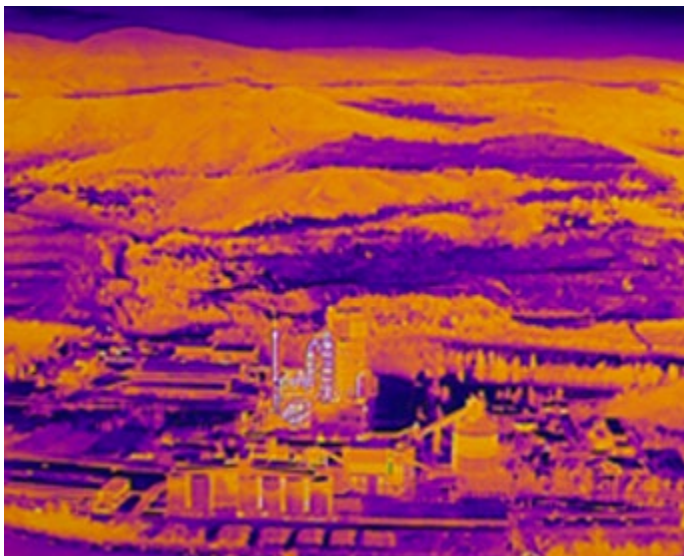
-Conducted safety walks – goal 100% of the planned – importance 10%.

- Timely preparation of all (100%) safety plans or risk assessments with an importance of 10%.

- Personally reporting at least one near-miss incident with an importance of 10%.

- Personally conducting at least one training (importance of this part of the indicator 10%) and having at least 90% of their team complete it (importance of this part of the indicator 10%).

- Motivating their teams to submit at least one proposal from every 10 employees (or at least one in the case of smaller teams) with an importance of the indicator 10%.



For all locations with more than 10 people permanently present, we have provided training and state-of-the-art autonomous defibrillators.



In 2024, we continued to support our contractors with a permanent presence at the cement plant and worked together to update and monitor their safety targets. With our support, they achieved the following results:

CONTRACTORS	Reported near-misses	Near-misses target	Conducted safety walks	Target for safety walks	Target Hours of training per person	Target for hours of training per person
TOTAL	15	8	109	96	16.94	15

We have designed a sound training program and updated it to align with each department's needs, legal requirements, and the strategy of the TITAN Group. In 2024, 12,169 hours of health and safety training were provided to personnel working on TITAN's premises (employees and contractors). This represents an increase of about 20% compared to 2023.

Once again, the employees' performance was closely linked to the "5 Safety Goals."² These are individuals and teams for all levels in the company, closely linked and accounting for over 30% of the overall employee assessment.

"The people we work with, and their well-being, are our greatest responsibility. Our safety efforts are not

limited to the legal requirements but are based on our desire and aspiration for the prevention and safe execution of each activity, regardless of its priority. We believe every incident is preventable and therefore safety is at the heart of every decision we make," shares Adamantios Frantzis, General Manager of TITAN Zlatna Panega.

The greatest prize is the safety of our people, and in 2024, we achieved it again. We believe safety is not about protecting you from something, but for something. It allows us to experience and preserve the greatest moments in our lives.

"Safety is not about protecting you from something, but for something."

Material issues:

- Employee development and Well-being
- Diverse and inclusive workplace

At TITAN Zlatna Panega, we are committed to providing stable and long-term employment in compliance with national and European legislation, as well as the principles of the UN Global Compact.

We focus on building sustainable employment relationships by creating conditions for professional development and employee retention. We believe that investing in our people and nurturing their potential is a strategic priority that directly contributes to the company's success.

We foster an inclusive organizational culture, free from bias, where diversity is valued, and everyone is treated

fairly and given equal opportunities to grow and thrive.

As part of the heavy industry sector in Bulgaria, TITAN Zlatna Panega operates in a traditionally male-dominated field. Nevertheless, we take pride in the fact that 27.39% of our workforce are women — a clear indication that gender is not a barrier to professional achievement in our company.

Gender equality is also well represented at the leadership level, with women holding 39.29% of managerial positions. This reflects our strong commitment to equal opportunities and diversity across all areas of the organization.

² – Goal: No accidents at work; Indicator: No workplace accident and no contributing accident to another

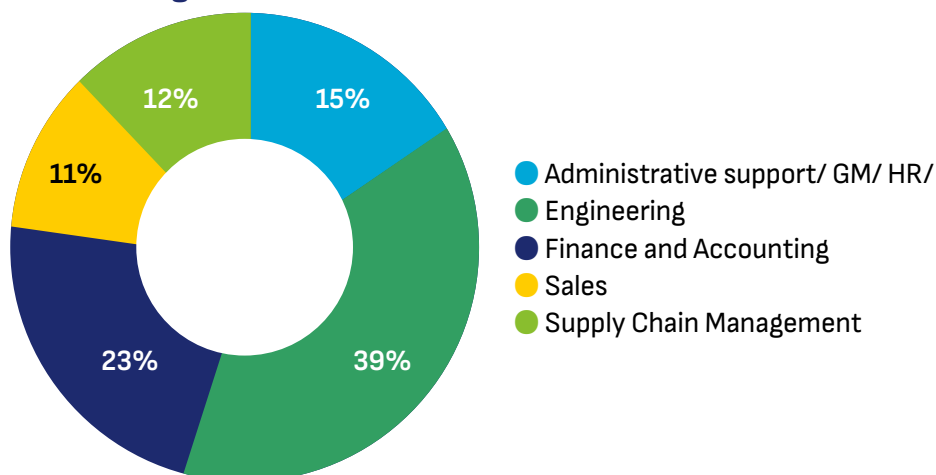
– Goal: Compliance with essential safety rules during work; Indicator: Zero violations of the procedures of the order system and the requirements of the LOTOTO

– Goal: Attend all planned trainings; Indicator: 100% participation in the planned training for the employee

– Goal: Implementation of assigned tasks and safety measures; Indicator: At least 80% of assigned safety measures and tasks are to be completed

– Goal: Reporting hazards and suggestions for improvement; Indicator: At least two hazards and at least one suggestion for improvement should be reported by each employee

Percentage of women by function in TITAN Zlatna Panega 2024



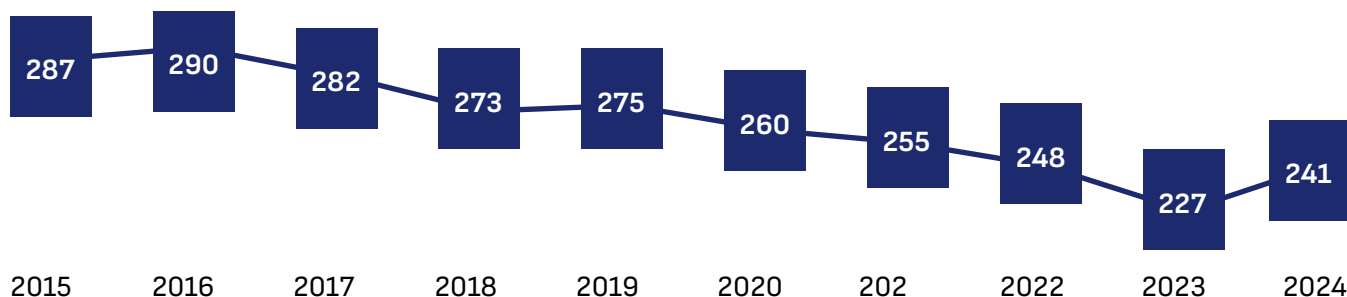
In 2024, TITAN Zlatna Panega continued to play a key role in supporting economic stability in one of Bulgaria's regions affected by depopulation and high unemployment. The year brought additional challenges, with two big factories in and near the area being shut down, further intensifying the social and economic pressure on the local population.

Against this backdrop, our company remained a

reliable and resilient employer, offering long-term employment, security, and development opportunities.

It was a year of intensified recruitment efforts – we opened more than 50 job positions and welcomed 46 new employees, 19 of whom are residents of the local community. This reflects our ongoing commitment to regional development and to creating meaningful opportunities for people who call this region home.

Direct employment TITAN Zlatna Panega 2015 – 2024



Despite the challenges associated with recruitment in the region where we operate, in 2024, we successfully attracted and onboarded professionals with the relevant expertise. Their integration not only supported existing teams but also strengthened our operational capacity across multiple departments.

With the help of these new colleagues, we were able to:

- Reinforce our engineering and technical teams;
- Address staffing needs for newly created and vacant roles in our Concrete Operations.
- Support the restructuring and development of the Procurement function;

- Fill a key engineering role focused on the research and development of our existing products, as well as the creation of new ones.

We strongly believe that developing and enhancing the expertise of our employees is key to achieving stable and sustainable business outcomes.

At TITAN Zlatna Panega, we foster a work environment that encourages innovation and the generation of ideas for process improvements. We highly value creativity and practical thinking that can simplify and enhance daily operations. We believe that innovation begins with people, which is why we actively support our employees in turning their ideas into real-life solutions.

In this spirit of innovation, in 2024, TITAN Zlatna Panega took part in the Group-wide initiative “The Ideas Challenge.” Representatives from our engineering team reached the semi-final stage with their project focused on producing cement using metallurgical waste materials. Their idea was selected as one of the top entries through a vote held across the entire Group. This achievement highlights the creativity and technical strength of our teams.

At TITAN Zlatna Panega, we believe that in addition to fostering innovation, active employee participation and feedback are essential for building a strong, engaged, and continuously evolving work environment.

In 2024, we participated in the Group-wide Employee Engagement Survey — an initiative aimed at collecting insights from colleagues across the Group, identifying key focus areas for targeted improvement, and highlighting the organization’s strengths that we should continue to develop and reinforce.

TITAN Zlatna Panega had an exceptionally strong presence in the survey, which was conducted online — 98% of our employees in the country took part, sharing their perspectives on important topics related to the workplace and organizational culture.

The following were identified as key strengths in Bulgaria:

- Clear & Promising Direction
- Wellbeing
- Quality & Customer Focus
- Diversity & Inclusion

Based on the results, an Action Plan is developed and implemented in 2025 to support the sustainable growth of our teams, addressing specific needs, and continuing to build a positive, productive, and inclusive work environment.

We are confident that when our people feel heard and engaged, they contribute even more meaningfully to the success of the organization.

At TITAN Zlatna Panega, we believe that employee training and development is a strategic investment in our future. We are committed to fostering a culture of continuous learning and actively encourage our colleagues to grow throughout their professional journey.

In 2024, we introduced two new online learning platforms — Udemy and Coursera — enabling our teams to further enhance their knowledge and build critical skills in key business areas.

More than 120 employees gained access to the platforms and collectively dedicated over 700 hours to learning across a wide range of professional topics.

Through these initiatives, we continue to support our teams in their pursuit of growth, development, and long-term success.

In 2025, we will also launch our third digital learning platform — PODD.

This intuitive training tool will support employees in identifying their strengths and development opportunities across various dimensions of digital literacy.

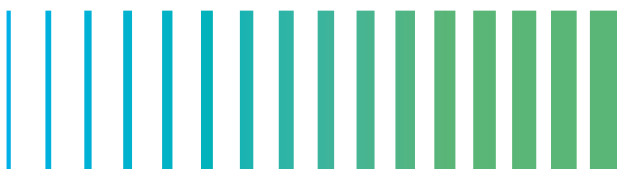
PODD will contribute to building essential digital skills, helping our people adapt effectively and thrive in today’s fast-paced and constantly evolving work environment.

Health and safety in the workplace are among our top priorities. We invest significant time and resources in this area.

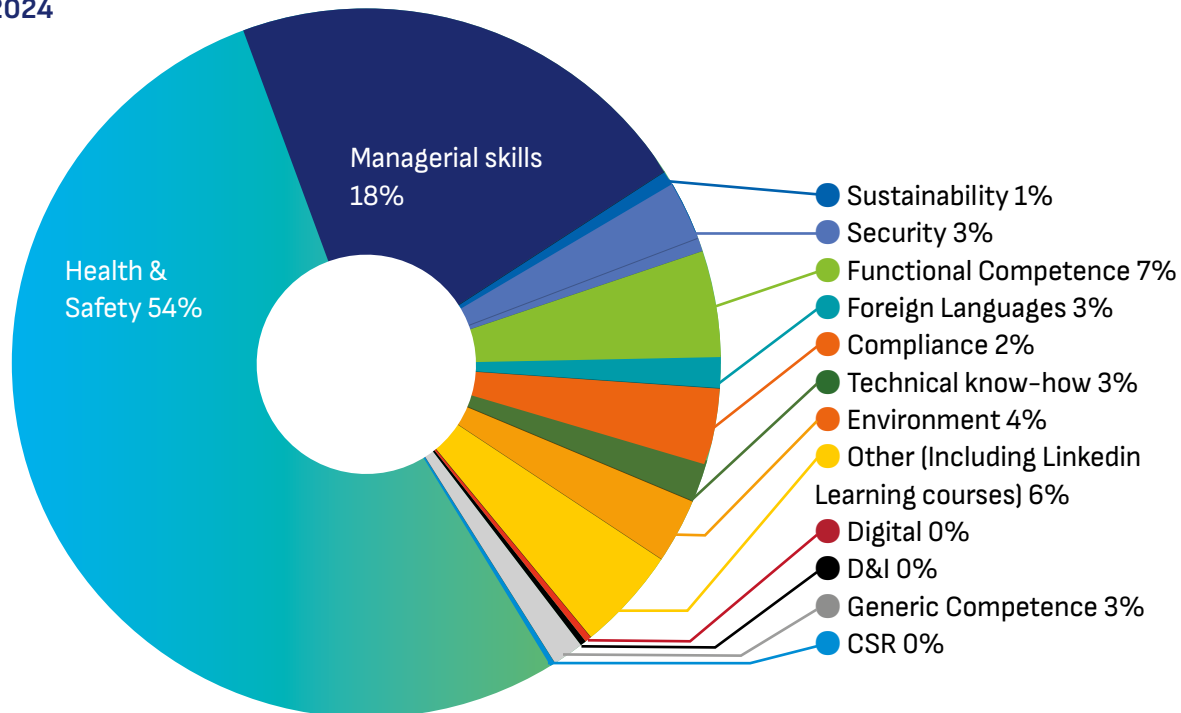
During the reporting period, we dedicated 5,091 hours to health and safety training, representing 53.7% of the total training hours (9,467 hours).

The remaining hours were focused on the development of key technical, leadership, and soft skills.

The training categories are illustrated in the chart below. A total of 263 employees participated in various training initiatives, with an average of 39 training hours per employee.



Trainings per category, % 2024



In 2024, we focused on developing leadership skills, communicating Titan's refreshed purpose and values, and supporting young professionals. Over 40 people managers completed 1,200 hours of leadership training through Blanchard Leadership Academy and the Group's Rising Leaders and SWIFT programs. We also spent 64 hours communicating our revised purpose and values to 64 participants while building capacity in Decarbonization, Sales Transformation, and Digitalization.

management skills training our line leads, foremen and supervisors. Participants engaged in collaborative workshops and interactive sessions designed to enhance their leadership skills and align their approaches. This initiative aimed to foster a cohesive leadership culture, ensuring all managers are equipped with the comprehensive tools to lead their teams successfully. The program included modules focused on key areas such as:

Zlatna Panega || Leadership Academy

A total of 47 managers took part in the Blanchard Leadership Academy, including for the first time at

- Introduction to leadership
- Management essentials
- Situational leadership
- Team Leadership
- Conversational capacity





Recruitment & Interviewing skills || Training

To effectively meet the increasing demands in recruitment, we organized a two-day training to equip managers involved in the hiring process with essential skills. The program covered key topics, including:

- Clarifying the division of responsibilities between the Human Resources department and hiring managers.

- Examples of good and inappropriate interview questions.
- Breakdown of the job description aimed at creating clear and attractive job postings.
- Practical exercises on interviewing techniques and simulations of the recruitment process based on actual positions within the company.

The training was attended by 30 participants, generating a total of 420 training hours.



Successful Youth Initiatives Internship Program at Zlatna Panega Cement

Shaping the Future of the Industry

At Zlatna Panega Cement, we believe that investing in the younger generation is essential for the success and innovation within our industry. Our internship program is designed to provide aspiring professionals with practical experience and valuable knowledge about the cement production process. In 2024, **13 interns participated in the summer program.**



Finance/ IT/ HR 4



Supply Chain Management 4



Engineering 5

We had the pleasure of organizing a plant tour for all interns from various departments. Our guide and lecturer was Alexander Popov, Head of the Cement Mills. This tour offered the interns insight into the complex processes at our production facilities. Alexander provided a detailed explanation of each step of cement manufacturing, from raw material extraction to the final product. His expertise and passion for the profession were captivating, leaving a lasting impression on our interns.

During the tour, we had the opportunity to observe the machinery in operation and to learn about the strict safety and quality control measures we implement to ensure employee safety and maintain the highest standards for our product. This hands-on experience is invaluable, complementing the theoretical knowledge the interns have gained through their academic studies.

After the tour, we gathered for lunch, where we had the chance to discuss impressions and experiences from the program. It was encouraging to hear their positive feedback:

"I am returning for the second consecutive year for an internship at Zlatna Panega Cement because of

the amazing team of professionals in the laboratory, who are always ready with a smile to answer any question, even if asked multiple times," — shared Mihaela Zheleva, intern at the Chemical Laboratory.

"The internship at the plant allows me to apply what I have learned in practice and to follow accounting processes in a real work environment," said Kaloyan Krastev, intern in the Accounting Department.

"During my initial meeting with the team at Zlatna Panega Cement, I received very detailed information about the tasks and responsibilities I would have during the internship. I am very happy that my work in the company has fully met my expectations." — Stella Velikova, intern in the Warehousing Department, shared with us.

At Zlatna Panega Cement, we believe that everyone is a leader, regardless of their position. Every young person has potential. It must be nurtured and valued. We know how to do that. By providing opportunities to gain real experience and knowledge from experienced specialists, we are not only investing in their future but also in the future of the cement industry.



High school students visit and take a plant tour

At the beginning of July, we welcomed a group of 10th-grade students from the Sofia High School of Construction, Architecture, and Geodesy "Hristo Botev" to our plant. This visit was organized as part of the school's practical program and aimed to connect their classroom learning with real industry practices.

The day started with a series of presentations. Our Plant Manager, Milen Stanoev, gave an overview of the plant's operations, followed by Ekaterina Shilegarska, our Environmental and Sustainability Manager, who discussed our initiatives for environmental protection and reducing our carbon footprint. The Head of R&D, Iva Tsenova, shared interesting details about the latest innovations and technologies related to our products.

After the presentations, the students toured the plant, visiting key workshops. They also enjoyed the view from the quarry overlooking the plant. During the tour, our excellent colleagues Alexander Popov – Head of Cement Mills, and Petko Petkov – Head of Quarry and Crushing, explained the production process and business specifics. The students asked

many questions with great interest, gaining a deeper understanding of the industry.

"I really enjoyed the trip to the Zlatna Panega plant. The initial lectures were interesting. Then, during the tour, they told us about the plant and the responsibilities of different teams. It was very interesting." – Yordan, 16 years old.

"I really liked that they explained everything in detail and showed us all the factory facilities up close. It was very interesting to watch and listen to the video about how cement is baked. The best day of my internship so far!" – Alexander, 16 years old.

The visit ended with lunch, giving the students a chance to share their experiences and discuss what they had learned. They left inspired and eager to gain even more knowledge about the construction materials industry.

Our team was thrilled to welcome such an enthusiastic group. We hope this experience will positively impact their academic and career paths. We look forward to encouraging more educational opportunities like this in the future.



Summer Stroi.Academy 2024

TITAN Zlatna Panega participated in the Summer Stroi.Academy for the fifth consecutive year. The academy was held from 4 to 7 July in Gabrovo. Each year, the academy, organized by Hobelix Ltd., provides students from schools with specialized study of construction and architecture with the opportunity to gain practical skills and experience.

This year, Eng. Anna Acheva-Vasileva – a civil engineer from TITAN Zlatna Panega – was the veterans' mentor (students who participated in previous editions of the academy are the veterans) again. Together with their mentors, the veterans made a cat out of concrete with TITAN cement. The project demonstrated the creativity and skills of the group and attracted the attention of many students and mentors. In addition to improving their practical skills, the students made valuable contacts with industry professionals during the academy. Milen Stanoev, Plant Manager of the Zlatna Panega plant, also did a presentation for the students.

"We at TITAN Zlatna Panega build to last with our products, so the famous Gabrovo cat – a symbol of

Gabrovo's sense of humor, will remain on the square to watch over what is happening," – said Eng. Anna Acheva-Vasileva.

During the four-day academy, the students solved tasks provided by experts from different companies. The tasks were aimed at developing practical skills and upgrading the knowledge of the young builders. The young people had the opportunity to receive support for their future professional careers from their mentors and the experts who were part of the academy.

The academy ended with a special surprise – a concert by the band SkandaU. The concert brought joy and positive emotions among the students and became the perfect finale for this inspiring and fruitful project.

The TITAN Zlatna Panega team is proud to have once again contributed to the development of young talents in the construction industry and is looking forward to the next edition of Summer Stroi.Academy. The company truly believes that investing in the education and support of young professionals is key to the industry's future.



Focus area:

Environmental positive
impact

Material issue:

● Positive Environmental Impact

*"There is a book
always open to
all eyes: nature."*

— Jean-Jacques Rousseau

Air Emissions:

The cement plant and the company's concrete batching units are equipped with state-of-the-art dust removal systems. We primarily use fabric filters, ensuring dust emissions remain below 10 mg/Nm³. The filters on both kilns at the cement plant are hybrid systems – a combination of electrostatic and fabric filters.

In 2024, TITAN Zlatna Panega managed to maintain the positive trend and even improve the cement plant's strong performance in terms of limiting primary emissions associated with cement production—namely, dust, NO_x (nitrogen oxides), and SO_x (sulfur oxides).

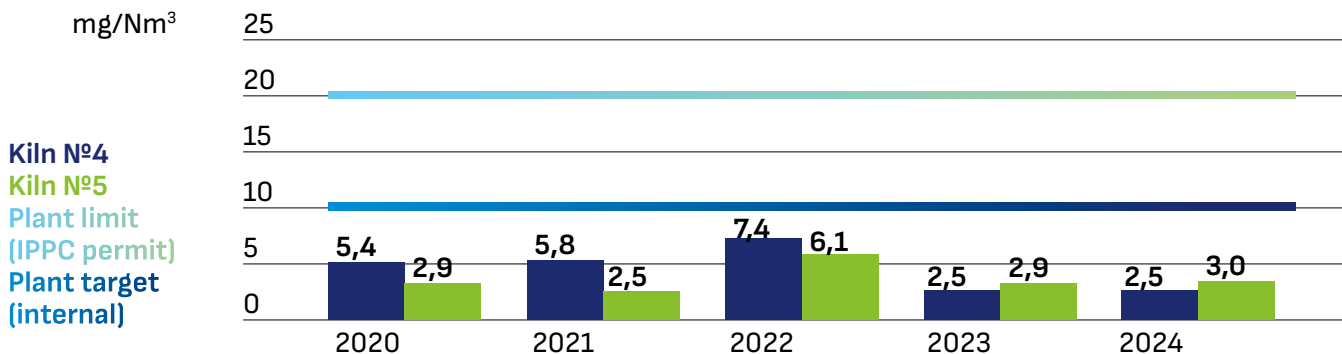
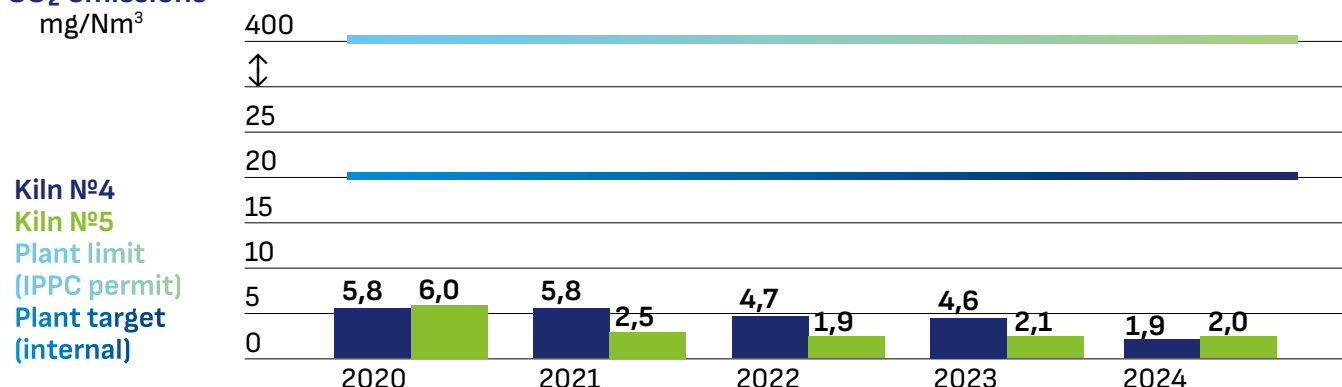
As our integrated environmental permit stated, 100% of dust emissions from both kilns were below 3 mg/Nm³, compared to the permitted limit of 20 mg/Nm³.

- Specific dust emissions decreased by 18%
- Nitrogen oxide emissions by 3%
- Sulfur oxide emissions by 29%, compared to their 2023 levels

To maintain these low emission levels, we apply the best available techniques for producing cement, lime, and magnesium oxide, as required by Directive 2010/75/EU of the European Parliament. NO_x emissions are controlled via a Selective Non-Catalytic Reduction (SNCR) system.

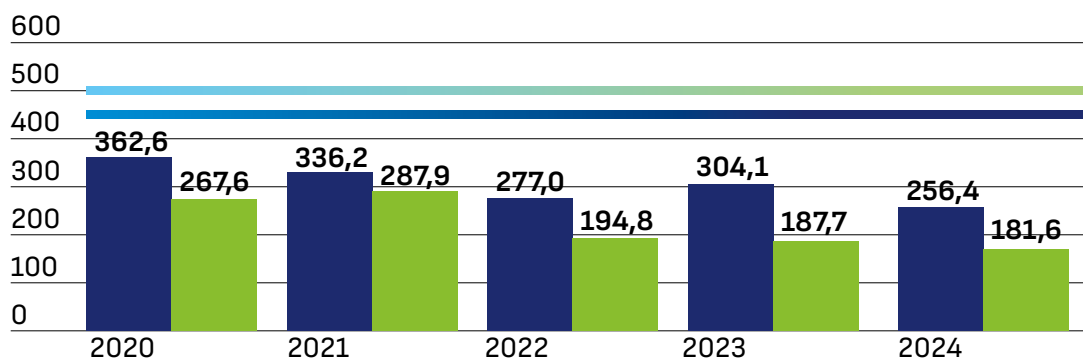
Good preventive maintenance and continuous monitoring of emissions from our facilities support our efforts to keep them well below legal requirements and in line with our corporate goals.

Dust emissions

SO₂ emissions

NOx emissionsmg/Nm³

Kiln №4
Kiln №5
Plant limit
(IPPC permit)
Plant target
(internal)



Biodiversity management

Our production activities and the extraction of the necessary raw materials take place close to areas designated as part of the Natura 2000 network, which protects specific natural habitats. This obliges us to take a proactive approach to sustainable production and to pay special attention to biodiversity.

In this regard, the cement industry is taking a step forward. When we talk about sustainability, we refer to reducing emissions, saving energy, and turning towards sustainable investments, particularly those aligned with the European Taxonomy for Sustainable Finance. This taxonomy, for the first time, adopts the concept of double materiality – the impact of business activities on the environment and society, as well as how these activities are affected by sustainability requirements.

In its section on biodiversity, the European Taxonomy aims to enhance the understanding of how companies impact biodiversity and ecosystems, both negatively and positively.

How did we identify biodiversity as a key topic for us?

For the area surrounding the plant and the two quarries (Zlatna Panega and Koritna), we conducted a biodiversity screening using the IBAT tool for key biodiversity areas and protected territories, as included in the World Database on Protected Areas (WDPA).

The screening showed that within a 10 km radius of Zlatna Panega, there are:

- Two Natura 2000 zones
- Two natural landmarks
- One protected area

The closest of these is the Karlukovo Protected Area, located directly adjacent to the southwestern border of the Zlatna Panega quarry. This area is designated for the protection of critical habitats.

What studies did we conduct?

Over the years, we at Zlatna Panega Cement have conducted several in-depth biodiversity studies in the area, which go beyond standard legal requirements.

The first such study was carried out in 2009 by the British company Atkins. It covered the existing Zlatna Panega quarry, its eastern expansion, and an area southwest of the quarry. This study gave us a more detailed understanding of the plant life around us and particular protected species inhabiting the surrounding territories.

At the end of 2020, we launched two projects to build upon the information already gathered: (a) a Net Impact Assessment (NIA) on biodiversity, and (b) An Ecosystem Services Assessment.

The NIA was an important project for us as it allowed us to assess the previous (baseline), current, and future biodiversity conditions in the operating quarry, the reclamation measures already implemented, and to plan necessary actions to achieve a positive impact on biodiversity in the area once operations are complete.

TESSA helped us better evaluate the potential future uses of the ecosystems in the area to be reclaimed. We decided to focus on assessing the provision and regulation of ecosystem services that the reclaimed zone could offer to society, such as water supply, erosion and flood control, carbon storage, pollination, and more.

All the studies conducted over the years have helped us to create, follow, adapt, and improve our Biodiversity Management Plan.

How Has Our Strategy Evolved Over the Years, and What Did We Add in 2024?

Over the years, our company's strategy has inevitably been influenced by biodiversity-related issues.

One of the first decisions made was to carry out the reclamation of quarry benches where extraction activities had ceased immediately after their depletion rather than waiting to complete the entire quarry operation, as initially planned in the Reclamation Plan.

In 2024, we once again undertook reforestation of a depleted bench at the Zlatna Panega quarry, planting 740 downy oak saplings cultivated in our nursery.

Our work on the NIA and TESSA projects highlighted the need to restore some lost native forest habitats, such as oak forests, to achieve a net positive impact on biodiversity after mineral extraction ends at the quarry. Local community preferences also favour forest habitat restoration, but the consensus was reached that the region's characteristic grassland habitats must also be preserved and expanded.

The experimental initiative launched in 2021 to create semi-natural dry grassland and shrubland on limestone using various reclamation methods continued into 2024, with monitoring and assessment of test plots. Some plots demonstrated significant potential to develop into "important orchid habitats," a conservation priority under the EU Habitats Directive. This makes them especially valuable for the rehabilitation of disturbed areas.

A key factor in conserving biodiversity in the area is the inclusion of the local community in educational programs and activities related to biodiversity restoration, maintenance, and enhancement.

In March 2024, our Green Eco Academy continued its outreach, educating children from schools in the villages of Zlatna Panega, Rumyantsevo, Brestnitsa, and the town of Yablanitsa on the theme "Water—Without It, We CanNot Live," focusing on water conservation and wastewater treatment. In April, we organized training sessions on karst and karst formations for children from schools in Rumyantsevo and Yablanitsa.

As per tradition, with children from Rumyantsevo and Oreshene, we restocked the Zlatna Panega River with fish and learned about sustainable fishing practices that care for the environment.

When it comes to biodiversity, every action matters. That's why, in 2024, we created an artificial lake within the Zlatna Panega quarry to provide water for wild animals during the hot and dry summer months. We built a small recreational area with benches and informational boards alongside the lake. The goal is for the water body to become a habitat for water-loving species from the local flora and fauna. At the same time, the information boards raise public awareness about the region's unique geomorphological features and rich biodiversity.

Key Environmental Indicators Related to Biodiversity

As part of the TITAN Group's commitments to the UN Sustainable Development Goals, the company has set specific targets to improve the environmental status of the areas where it operates production facilities. Some of the 2025 targets are directly related to the protection and restoration of biological diversity:

- 100% of raw material quarries must have reclamation plans for disturbed land, and 25% of the affected areas must be reclaimed.
- 100% of sites in areas with rich biodiversity must have biodiversity management plans.

By the end of 2024, all quarries operated by Zlatna Panega Cement AD had reclamation plans. The proportion of reclaimed land is aligned with the company's specific goal in Bulgaria. In 2025, we will continue with the gradual reclamation of those parts of the quarries where raw materials have been extracted to meet our plant's 2025 biodiversity target.

The Zlatna Panega quarry is in an area rich in biodiversity. A Biodiversity Management Plan has been developed and implemented on-site, including all relevant actions and initiatives to preserve and, where possible, enhance biodiversity.

Material issues:

- Sustainability of local communities
- Social positive impact

In 2024, TITAN Zlatna Panega reaffirmed its steadfast commitment to building strong, sustainable communities. Our approach has always been based on collaboration and open dialogue, making sure every action aligns with the needs of those around us. This vision also supports the **TITAN Group's goal to fully integrate Community Engagement Plans (CEPs) into all key operations by 2025**, connecting them with stakeholder material issues and the **UN Sustainable Development Goals (SDGs) for 2030**.

We launched **15 initiatives, engaging over 334 participants, including many of our employees, and reached 2,417 beneficiaries**. These efforts represented not just a financial investment but a social one that directly improved lives in the communities we serve. In total, we invested **€51,987** in these initiatives, demonstrating how our donations are a core part of our overall community engagement. Every euro we contribute supports projects that bring people together, educate the next generation, and protect our environment.

- **15 initiatives**
- **334 participants**
- **Total number of beneficiaries – 2,417 people**
- **Total cost: €51,987**

Stakeholder engagement practices were more active in 2024. We coordinated 15 initiatives to engage with our stakeholders and contribute to the sustainability of our communities, investing a total of about €51,987. More than 300 people participated in the initiatives and actions, many of whom were volunteers or TITAN Zlatna Panega's employees. We reached almost 2,500 people as beneficiaries in our communities.

Sustainability of Communities: TITAN Zlatna Panega's Commitment to Education, Environment, and Youth Initiatives

Sustainability in communities is a multifaceted issue that encompasses environmental stewardship, quality education, and the active engagement of youth in community development. TITAN Zlatna Panega has demonstrated a strong commitment to fostering sustainable communities through a series

of initiatives that integrate environmental care, education, and youth participation.

"When a company invests not only in its operations but in people's future, it builds more than infrastructure – it builds trust and opportunity."

— Marinela Markova, Headmaster of "Georgi Benkovski" Secondary School in Teteven.

Empowering Education & Inspiring Young Minds

Education remained one of our top focus areas. We partnered with schools and NGOs to create opportunities that empower youth, improve their skills, and open doors to new possibilities. Through programs like the **Summer START Academy in Brestnitsa**, where children explored career options and learned soft skills, and our **Career Orientation Program in Teteven**, which introduced students to real-world industrial jobs, we provided young people with the tools to imagine and chase a better future.

TITAN Zlatna Panega has continuously invested efforts and resources in educational programs for years. We proactively seek and support NGOs and schools working for modern education. We support the cause of providing affordable and quality Bulgarian education for children in the region where we work. The plant operations in Zlatna Panega are in an area with significant unemployment. Large groups of people in local communities live on the edge of poverty. We purposefully organize and support many initiatives to provide better opportunities for people from local communities for development and professional realization.

TITAN Zlatna Panega's commitment to youth development extends beyond formal education. The company has supported numerous initiatives aimed at engaging young people in meaningful community activities. Through its partnership with Teach for All, TITAN has played a crucial role in enhancing educational opportunities for students in underserved areas. This collaboration has not only improved access to quality education but has also inspired young people to become active contributors to their communities.

Summer START Academy in Brestnitsa

TITAN Zlatna Panega supported the initiative for the third consecutive year in the name of a better future for the local community's children. The cause reflects the company's commitment to the holistic development of the region, which begins with the education of young people. Company representatives at the opening were Dilyan Georgiev, Head of Administrative Services and CSR. They congratulated the students and teachers and wished them fulfilling and enjoyable summer activities.

The main focus of the academy's program was knowledge of the Bulgarian language and mathematics. In addition to these, the program included activities for understanding and adopting soft skills, such as teamwork, effective communication, and emotional intelligence.

The theme of the 2024 edition was "Career Orientation." The focus of the activities allowed students to explore different professions and learn more about them firsthand. The children met with established professionals who shared about their

work and inspired them to continue their education and development.

Among them were representatives from TITAN Zlatna Panega. "We are proud to be a place that brings together such dedicated professionals, who serve as role models for young people," said Dilyan Georgiev, Head of Administration & CSR at TITAN Zlatna Panega.

For most of the students, this was their first encounter with the fields in which our colleagues operate. Thus, the children were able to familiarize themselves with diverse opportunities in the job market and learned that the skills for one position are applicable in many other areas. In this way, our colleagues helped them build new perspectives and contributed to their worldview development.

In addition to learning about some of the work at the plant, the children also discovered what it is like to be a police officer, firefighter, and doctor, thanks to meetings organized by the academy's teachers.

Total number of Participants	Total number of Participants who were TITAN Zlatna Panega employees	Total number of Beneficiaries
51	10	121



Fostering Creativity & Safety

Creativity and innovation also played key roles. By supporting **cinema education** at Neofit Rilski United School in Dermantsi, we helped students present their short films at an international festival, fostering artistic talent and environmental awareness. Similarly, our **safety driving campaign** helped future drivers adopt responsible behavior on the road, a vital investment in community safety and well-being.

Support for Cinema Education in Dermantsi

In 2024, TITAN Zlatna Panega reinforced its commitment to creative education by supporting students from Neofit Rilski United School in Dermantsi — the only school in Bulgaria offering a dedicated cinema education module — for their participation in the international festival Encounters of Young European Cinema. Through this

unique program, students develop skills in filming, editing, and visual storytelling, culminating in the presentation of their short films on an international stage. TITAN's sponsorship enabled the students to travel and showcase their work to an audience of peers, educators, and cinema professionals from across Europe. One of the featured films focused on a joint environmental initiative with TITAN aimed at protecting pollinators — a theme that aligns with the company's broader sustainability strategy.

This initiative not only fosters the development of creative and technical abilities but also builds confidence and self-expression among young people, encourages a deeper connection to environmental responsibility, and promotes cultural exchange by connecting students with international mentors and peers. TITAN's support is a reflection of its belief in the power of education, the arts, and community engagement to inspire meaningful, lasting change.

Total number of Participants	Total number of Participants who were TITAN Zlatna Panega employees	Total number of Beneficiaries
10	4	157



Career Orientation Program in Teteven – 2024/2025 school year

In the 2024/2025 school year, TITAN Zlatna Panega launched a career orientation program in collaboration with Georgi Benkovski Secondary School in Teteven. The initiative aims to connect students with over 20 company professionals who will present their career paths and demonstrate how classroom knowledge translates into real-world industrial applications.

As part of the program, students will visit the Zlatna Panega cement plant to meet industry experts, explore the working environment, and gain first-hand insight into the labour market's challenges

and opportunities. These activities are designed to expose young people to technical professions and inspire them to consider future careers in the industrial sector.

The initiative involves 90 students and 10 teachers. Its goal is to raise awareness about the cement industry, present real career opportunities, and motivate students to pursue professional growth within their local region.

"I never thought about engineering before visiting the plant. Now I want to study more and maybe work here one day!"

— Michael, 9th grade student, "Georgi Benkovski" Secondary School in Teteven.

Total number of Participants*	Total number of Participants who were TITAN Zlatna Panega employees*	Total number of Beneficiaries*
39	3	103

* The data covers only 2024



Safety Driving campaign

Almost 50 students from two schools – the National Professional High School of Forestry and Woodworking “Sava Mladenov” in Teteven and Secondary School “Vasil Levski” in Yablanitsa – took part in TITAN Zlatna Panega’s safety driving campaign. The campaign, “Drive Carefully. Arrive Safely,” emphasizes key rules for safe driving and supports future drivers in their professional development.

The high school students had the opportunity to participate in the first initiative of the “Drive Carefully. Arrive Safely” campaign, which was implemented with the assistance of Safety Driving Academy Ltd., founded by Dimitar Iliev, Bulgaria’s eight-time rally champion. He has led his driving school for many years, where thousands of drivers have improved their skills.

Within one day, the students went through various simulators and experienced various stressful situations on the road, such as car rollovers and frontal collisions. The 17-year-old students received important lessons on proper behavior and attitude on the road. Under the guidance of experts from Dimitar Iliev’s team, the

students experienced the feeling during crises and realized the importance of wearing seat belts in both the front and rear seats. The future young drivers also tested the frontal collision simulator, which recreated the force of the so-called “whiplash impact.”

“We are delighted to be part of the TITAN Zlatna Panega campaign and contribute to improving the safety of employees and young people who are yet to become drivers. The goal of the simulators is to demonstrate that while accidents cannot be completely avoided, it is possible to prevent their fatal consequences by taking all necessary precautions,” commented the team of Dimitar Iliev’s experts.

“The driving simulator made me understand how one mistake can change everything on the road.”

— Georgi Georgiev, “Vassil Levski” Secondary School in Yablanitsa.

The joint initiative with the Safety Driving Academy began the extensive “Drive Carefully, Arrive Safely” campaign of TITAN Zlatna Panega, which will continue in 2025.

Total number of Participants	Total number of Participants who were TITAN Zlatna Panega employees	Total number of Beneficiaries
331	114	391



Caring for the Environment

Environmental care is another core aspect of our work. From outdoor eco-lessons for local students to initiatives that restore habitats and protect pollinators, we ensured that the younger generation understands the importance of caring for nature and is inspired to become environmental stewards.

Every year, TITAN Zlatna Panega's Environment & Sustainable Development team leads outdoor eco-lessons with over 100 students from local communities. These field-based activities include tree planting, restoring bee habitats, stocking water bodies with fish, installing beehives, and protecting pollinators. This hands-on approach has a significant impact: students develop a strong sense of responsibility and empathy for nature while boosting their environmental literacy. Through immersive participation, young learners gain not just knowledge

but a deeper connection with the ecosystems around them.

This initiative reflects TITAN's broader environmental strategy, which includes:

- Continual environmental performance management by top leadership
- Biodiversity protection and restoration around its facilities
- Active monitoring and improvement of water, air, and ecosystem health

By engaging youth directly with nature, TITAN Zlatna Panega goes beyond compliance, actively nurturing the next generation of environmental stewards and strengthening its mission to enhance both community well-being and ecological resilience.

"Planting a tree felt like planting hope for the future."
— Young Eco-Lesson Participant



Investing in the Future

Our financial contributions reflected the depth of this commitment. **In 2024 alone, we donated €104,572.78 – €98,524 in cash and €6,048 in kind.** These contributions went beyond immediate aid; they were deliberate investments in education, environment, youth empowerment, and community resilience.

These contributions reflect TITAN Zlatna Panega's ongoing dedication to enhancing the well-being of local communities, further supporting initiatives in education, environmental care, and youth development.

"We are proud to support initiatives that give back more than they take, creating value for generations to come."

— Dilyan Georgiev, Head of Administrative Services & CSR, TITAN Zlatna Panega.



Total Financial Contribution:

€ 156,559.78

(Donations €104.572.78 + CEP Initiatives €51.987)

Key Areas of Focus



Education &
Youth Development



Environmental
Care & Biodiversity



Community
Safety & Skills

2024 Results



15 Initiatives
implemented



334 Participants
(incl. 127 TITAN employees)



€ 104,572.78
in donations (cash & inkind)



€ 51,987
invested in CEP initiatives



Focus area:

Responsible Raw Material Consumption/ Sourcing

Material issue:

● Efficient Use of Energy and Natural Resources

"A goal should scare us a little and excite us a lot." — Joe Vitale

Water Resource Management

Protecting and conserving water resources is our responsibility and one of our top priorities. The specific goals of the cement plant for effective water management by 2025 are as follows:

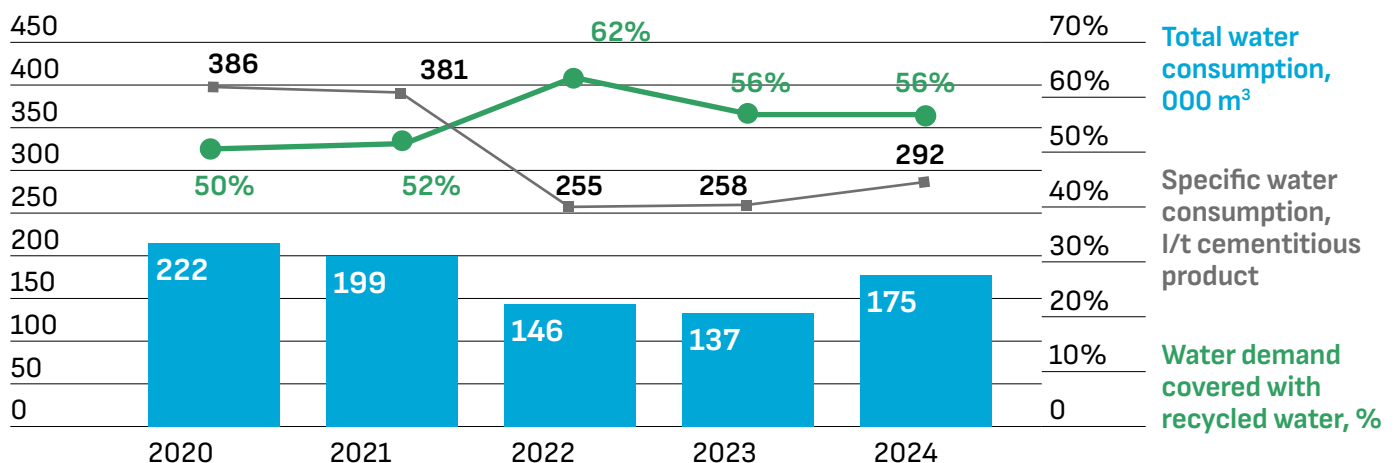
- Water consumption must not exceed 350 litres per ton of cement product.
- 60% of water consumption must be supplied from recycled water.

In 2024, our water performance remained stable. The specific water consumption was 292 litres per

ton of cement product, significantly lower than the maximum target of 350 litres/ton. Nearly 30% of the freshwater used in the cement plant was allocated to irrigation and maintenance of the extensive green areas. During the year, 53% of the required water resource was supplied from recycled sources.

These achievements result from our continuous efforts toward efficient water management, including actions to reduce consumption and proper maintenance of the water supply network, sewage system, and the plant's closed-loop water system.

Water consumption



We ensure high-quality treatment of wastewater generated at the production site through the use of various treatment facilities:

- A three-stage wastewater treatment plant for domestic wastewater.
- A flotation unit for the treatment of industrial wastewater.
- A system of sludge-oil separators for purifying rainwater runoff from the site.

In addition, we regularly monitor the quality of the discharged wastewater. All parameters monitored in 2024 complied with the specific emission limits stated in the company's relevant discharge permit.

Material issue:

● Use of Energy and Natural Resources

Following the energy efficiency audit conducted at our plant in 2022, we continued implementing its recommendations throughout the past year. The improvements in 2024 led to a 4% reduction in specific electricity consumption per ton of cement compared to 2023.

In 2024, a 5 MWp photovoltaic park was constructed to supply renewable energy to part of the cement plant's production facilities. The facility became operational in June, providing nearly 6% of the plant's electricity consumption.

Resource efficiency is one of our core priorities, along with energy efficiency. We strive to minimize the use of natural resources by substituting some raw materials with waste.

In 2024, we recycled 110,000 tons of waste from various industries in Bulgaria and used them as additives in clinker, cement, and concrete production. This approach saved approximately the same amount of natural raw material extraction and contributed to the country's circular economy. The share of alternative raw materials as a proportion of total raw materials used in clinker and cement production increased by 19% compared to 2023.

Material issue:

● Positive Local Economic Impact

At the heart of our business strategy is the commitment to support and nurture the local community. We focus on improving the quality of life and fostering economic growth in the areas where we operate. By partnering with local suppliers, we

create long-term relationships that drive sustainable development.

With the digitalization of our internal processes and the integration of a unified, group-wide database, we can now track and analyze local spending more effectively. This enhancement allows us to engage local suppliers in tenders across multiple factories within the TITAN Group.

In 2024, local spending accounted for 52.08% of our total expenditures. The reason for the lower percentage of local spending is due to the significant number of capital investments, which involve substantial expenses outside the local market.

We are aiming to increase the result of our ongoing investment in projects that prioritize local businesses for the provision of materials, structures, and services. This strategy not only ensures the timely delivery of competitive products and services but also reduces the risks of delays and supply chain disruptions. Ultimately, it strengthens the sustainability of our operations and makes a meaningful contribution to the local economy.

	Business Units in the same Country– Bulgaria	
EUR	ZPC	GAEA
Local Spend	24 040 061	117 900
Total Spend	46 170 604	117 900
% local	52.08%	100.00%
% international	47.92%	0.00%
Total Country	52.20%	

	2024	2023	2022	2021	2020	2019
% Local expenditure in relation to total expenditure	52.20%	79.50%	79.04%	77.89%	83.46%	77.14%

Commitment to Strong Local Partnerships

At Titan Zlatna Panega, we remain committed to fostering and strengthening long-term, mutually beneficial relationships with our local suppliers and partners. This remains a top strategic priority for our operations.

Reliable and Sustainable Supply Chain

In 2024, Titan advanced its efforts to enhance supply chain efficiency, placing a stronger emphasis on the sustainability of global procurement categories. Key focus areas included optimizing our supplier base, cultivating long-term partnerships, and continuously evaluating supplier performance. These initiatives are essential to managing overall costs, ensuring

transparency, and promoting sustainable practices throughout the entire supply chain.

Our Group Procurement Policy underpins this approach, embedding core principles centered on social, ethical, and environmental responsibility. Titan consistently updates its Group Code of Conduct for Procurement to align with evolving policies and best practices. This Code of Conduct is publicly available on Titan's official website.

Furthermore, Titan is actively expanding its environmental, social, and governance (ESG) criteria to identify and assess key suppliers. These expanded ESG metrics are aligned with the Global Cement and Concrete Association (GCCA) guidelines for sustainable supply chain management, as well as the UN Global Compact's Ten Principles.

In line with the GCCA's guidance, Titan designates key suppliers as critical suppliers—those that account for approximately 80% of total procurement spend within each business unit. For these identified key/critical suppliers at both the business unit and global level, the ESG evaluation process is already underway.

Material issue:

● Reliable and sustainable supply chain

TITAN continued its Group Procurement transformation program by further improving the sourcing efficiency of the global categories while focusing more extensively on supply chain sustainability topics. Supplier landscape optimization, building and maintaining long-term supplier relationships, and a holistic review of supplier performance (including sustainability) are key elements for enabling "total cost" optimization, transparency of value creation and propagation of sustainability practices in the supply chain.

TITAN's Group Procurement Policy is the cornerstone of this initiative, which sets forth the fundamental principles governing Procurement in the Group, incorporating upgraded procurement practices that enhance the Group's commitment to being a socially responsible, ethical, and environmentally sensitive business organization.

TITAN updated its Group Code of Conduct for Procurement to bring it in line with the Group

Procurement Policy. The Group Code of Conduct was published on TITAN's website and implemented in TITAN Zlatna Panega.

The newly developed ESG criteria are in line with the GCCA guidelines for Sustainable Supply Chain management and the 10 UN Global Compact principles.

TITAN defines key suppliers as critical suppliers (according to GCCA Guidance for Sustainable Supply Chain management) with a meaningful level of spend (i.e. 80%) for each TITAN business unit. Key suppliers for the global categories and the individual business units have been identified and a process of ESG evaluation has been initiated.

In 2024, we engaged a total of 16 key suppliers. Following targeted ESG training sessions and structured assessments, 6 of these suppliers have successfully met TITAN's ESG standards—representing 37.5% of our supplier base. This outcome reflects solid progress, as it brings us close to 50% of our initial KPI target of achieving 70% compliance. While the current result falls short of the final target, it is a positive indicator of the impact of our ESG training program (with 60 hours delivered and 6 suppliers trained) and our assessment processes, which have already covered 10 suppliers. Looking ahead, we are committed to accelerating this progress and aim to ensure that at least 70% of our key suppliers meet the ESG standards by next year through strengthened engagement, contractual obligations, and capacity-building initiatives.

Focus area:

Good governance,
transparency, and
business ethics

Good governance, transparency, and business ethics

Through sound corporate governance, we aim to ensure that every management decision is aligned with our purpose and our core values, takes due account of our sustainability considerations, and

serves the best interests of our stakeholders. Our ESG targets for 2025 and beyond, in direct alignment with our commitment to the UN Sustainable Development Goals (SDGs) and the UN Global Compact, are underpinned by strong governance, transparency, and business ethics.

Sustainability is embedded firmly in our strategy through the regular review of all issues that are material to the business and our stakeholders, the definition of appropriate actions and targets, and the adherence to environmental, social, and governance policies. Our two governance bodies, the Board of Directors and the Group Executive Committee, oversee the implementation of our strategy and sustainability imperatives and reflect the culture of good governance, transparency, and business ethics that is prevalent across the Group.

Conducting our business with respect, accountability and responsibility

We are strongly committed to conducting business with the highest standards of transparency, accountability, and responsibility. Integrity and ethical business practices are embedded in TITAN's culture and are reflected in the way that we operate in all parts of the world. Our Code of Conduct and Group Policies convey the principles, rules of conduct and standards in all strategic areas and provide guidelines to employees and external business collaborators to ensure compliance with the applicable internal and statutory rules. Our Group Policies include, but are not limited to, Anti-Bribery and Corruption, Conflict of Interest, Competition Law, Global Sanctions, Occupational Health and Safety, Environmental and Climate Mitigation, Corporate Social Responsibility, Human Rights, Whistleblowing, Protection of Personal Data, Information Security, Diversity, Equity and Inclusion, Respect in the Workplace, and Procurement topics, including a Group Code of Conduct for Procurement. All of our policies are directly and easily accessible by all our employees in the corporate intranet and are also available on the Group's corporate website (<https://www.titan-cement.com/about-us/corporate-governance/group-policies/>).



Compliance program and policies

A strong culture of compliance & integrity reflects our adherence to regulatory compliance and our dedication to ethical business practices. During 2024, special attention was placed on assurance activities and systems to ensure compliance with regulatory, sustainability, and other integrity risks. Operated consistently, the Third-Party Due Diligence System enables the corporate analysis, assessment, and enhanced screening of third parties, as well as the identification of red flags in relation to sanctions, and negative impacts on human rights, environmental and other integrity risks.

A six-member Supervisory Committee at Group level, which includes the Chairman of the Audit and Risk Committee, oversees the investigation and handling of reports, ensuring confidentiality, independence and non-retaliation for whistleblowers. Awareness and training are key components of the Group Compliance Program.

In total, during 2024, **4,774 compliance training hours were conducted for 1,169 employees.**

Whistleblowing policy

The Whistleblowing Policy of TITAN Zlatna Panega ensures that employees, contractors, and stakeholders can confidentially report any unethical, illegal, or inappropriate behavior within the company. The policy encourages transparency and accountability by providing a secure and anonymous channel for reporting concerns without fear of retaliation. All reports are thoroughly investigated, and appropriate actions are taken to address any issues. TITAN Zlatna Panega is committed to maintaining high ethical standards and protecting the integrity of its operations through this policy.

In 2024, our Group Whistleblowing Policy was revised to strengthen our system for receiving and managing whistleblowing concerns, ensuring greater transparency and accountability. The EthicsPoint platform, a uniform, anonymous, and strictly confidential channel for reporting incidents of noncompliance, reiterates TITAN's openness and transparency, safeguarding good governance and integrity. The platform, open to all Group employees, third parties and interested stakeholders, ensures that incidents are reported, examined, and resolved with a remedy plan when necessary.



Anti-bribery and corruption

Doing business with absolute transparency and integrity, and demonstrating accountability to the utmost degree, are strong and non-negotiable commitments in TITAN Group and TITAN Zlatna Panega. They comprise indispensable parts of our long-lasting culture and robust ethical standards. The effective management of governance and ethics considerations, and deterring bribery and corruption risks are considered fundamental to the implementation of our sustainability strategy and the achievement of our 2025 objectives.

Our zero-tolerance stance against bribery and corruption across TITAN Group is confirmed through a consistent management approach and a strong governance structure prescribed in the Group Corporate Governance Charter. It is supported by a comprehensive framework of tools, controls, and deterrence mechanisms, overseen by the Audit and Risk Committee, a Board Committee comprised of non-executive and independent Board members. The Group Compliance and Anti-Fraud Department, part of Group Internal Audit, Risk, and Compliance, maintains overall responsibility for monitoring compliance risks and coordinating relevant control activities, in cooperation with management and the Legal Department.

The TITAN Group Code of Conduct and Anti-Bribery and Corruption Policy, introduced in TITAN Zlatna Panega, sets forth the principles, rules, and responsibilities, and provides specific guidance for the preventive and detective procedures in place

to mitigate risk. Risk assessment activities and the detection of negative events and red flags associated with third parties who perform services for or on behalf of TITAN Group are undertaken through the Third-Party Due Diligence System, a highly automated, structured set of activities and control mechanisms.

In 2024, TITAN Zlatna Panega delivered a total of 164 training hours to 89 employees under the Compliance category, which includes training on key policies such as the TITAN Group Code of Conduct and the Anti-Bribery and Corruption Policy. More specifically:

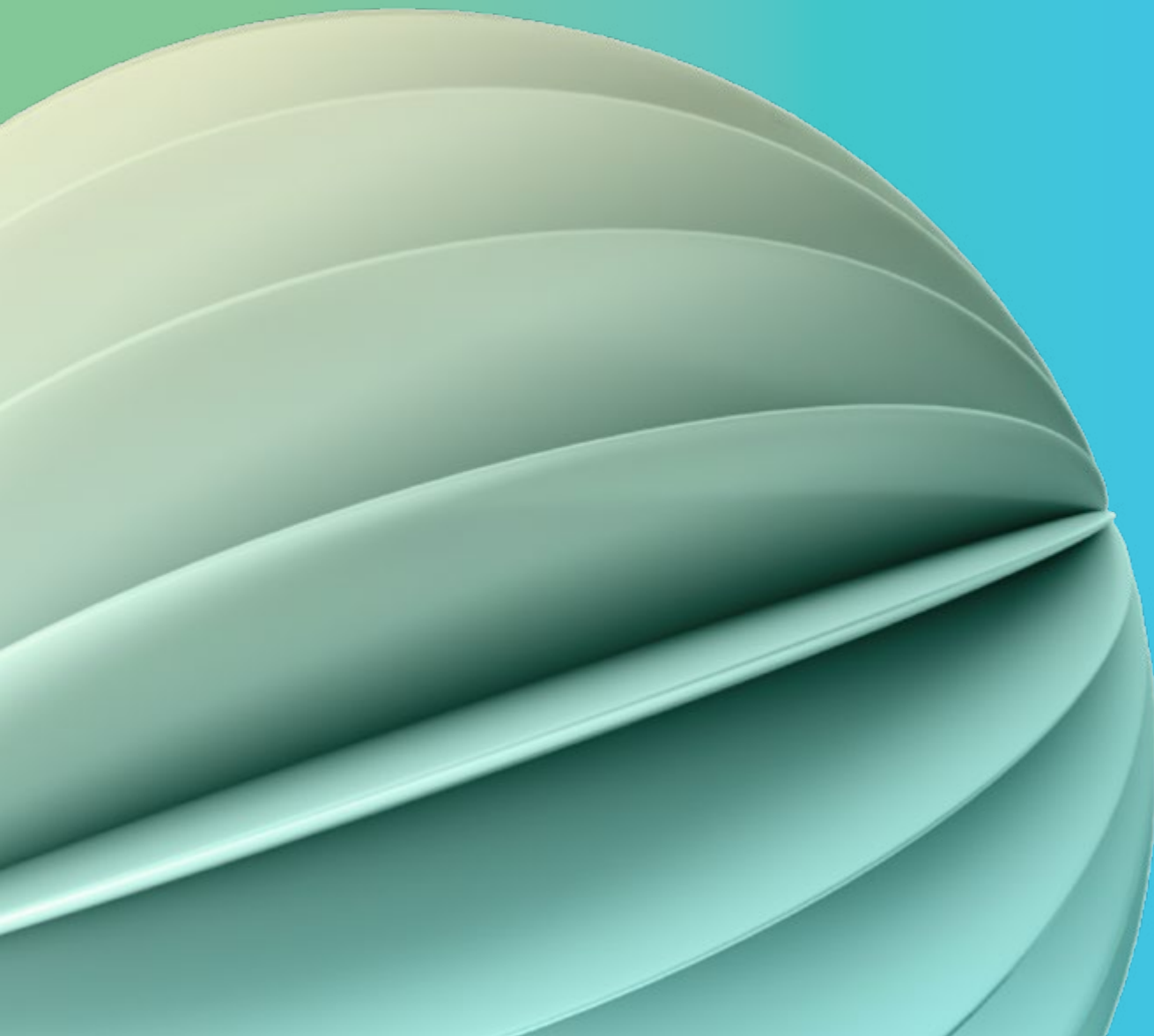
- TITAN Group Code of Conduct: 42 employees – 21 hours
- Anti-Bribery and Corruption Policy: 5 employees – 3 hours

These trainings are reported in Success Factors, where PDP employees have access. Training modules are also automatically assigned for periodic recertification. Additionally, all newly hired employees receive these policies upon onboarding and sign a declaration confirming receipt and understanding. This process is part of the induction procedure but is not formally classified as training in our system.

This structured and consistent approach ensures that all employees understand and adhere to our high ethical standards and are equipped to act in alignment with our zero-tolerance policy toward bribery and corruption.



ESG STATEMENT REVIEW



Environmental, social, and governance (ESG) performance statements

TITAN's approach for ESG Performance reporting, and adopted by TITAN Zlatna panega in this Report

The approach of the TITAN Bulgaria 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 TITAN Bulgaria 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.

NGC: 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 2023. 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 2023 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.

1. Material Issues

TITAN Group	Bulgaria
1 Future-ready business model for a carbon-neutral world	Safe and healthy working environment
2 Safe and healthy working environment	Customer relations
3 Good governance, transparency and business ethics	Employee development and wellbeing
4 Diverse and inclusive workplace	Climate change mitigation and adaptation
5 Positive local social, economic and environmental impact	Quality and sustainability of products
6 Innovation with emphasis on digital and decarbonization	Efficient use of energy and natural resources (water, raw materials, and fuels)
7 Continuous development of our people	Good governance, transparency and business ethics
8 Reliable and sustainable supply chain	Sustainability of communities
9 Resource efficiency, recycling and recovery, contributing to circular economy	Responsible and reliable supply chain
10	Biodiversity conservation
Additional issues material to stakeholders based on the last materiality validation in 2022	
1	•Visual impacts •Data Security •Business Model Resilience •Customer Welfare

Level of Material Issues:**Notes****About definitions:**

The boundaries of reporting for every material issue are defined by the principles of 'strategic focus and future orientation', 'connectivity of information', 'stakeholder relationships', 'materiality', 'conciseness', 'reliability and completeness', and 'consistency and comparability', aligned with the guidance of the International Integrated Reporting Council (IIRC)¹:

Strategic focus and future orientation

TITAN's integrated annual report provides insight into the organization's strategy, and how it relates to its ability to create value in the short, medium and long term and to its use of and effects on the Capitals (Financial, Manufacturing, Intellectual, Human, Social and Relationship and Natural capital). We highlight inside the report significant risks, opportunities and dependencies flowing from the organization's market position and business model.

Connectivity of information

We aim to address the connection between financial and non-financial information in the report, in order to present a holistic picture of the combination, interrelatedness and dependencies between the factors that affect the organization's ability to create value over time. The report provides connectivity of information throughout management reporting, analysis, and decision-making.

Stakeholder relationships

TITAN provides insights into the nature and quality of the organization's relationships with its key stakeholders, including how and to what extent the organization understands, takes into account and responds to their legitimate needs and interests. The report presents the approach

for stakeholder engagement, which ensures their feedback and provides useful insights about matters that are important to them, including economic, environmental, and social issues that also affect the ability of the organization to create value.

Materiality

A matter is material if it is of such relevance and importance that it could substantively influence the assessments of providers of financial capital about the organization's ability to create value over the short, medium, and long term. In determining whether a matter is material, TITAN's senior management and those charged with governance to consider whether the matter substantively affects, or has the potential to substantively affect, the organization's strategy, its business model, or one or more of the capitals it uses or affects.

Conciseness

TITAN's report includes sufficient context to understand the organization's strategy, governance, performance, and prospects without being burdened with less relevant information that is redundant in nature. Disclosures about material matters include concise information supports the above. We also seek a balance in our report between conciseness and the other Guiding Principles, in particular completeness and comparability.

Reliability and completeness

The report includes all matters related to our material issues and provides both positive and negative information with respect to TITAN's performance across all focus areas of our materiality framework, in a balanced way and without material error. The reliability of TITAN's disclosures is enhanced by mechanisms of robust internal control and reporting systems, stakeholder engagement,

internal audits and implementation of internal processes and standard operating practices, and the independent (external) assurance verification by third-party auditors. With regard to completeness, TITAN ensures that all material information has been identified with consideration given to the materiality of our sector, which was integrally part of the assessment in the last materiality cycle (2020).

Consistency and comparability

We ensure consistency of the reported disclosures by safeguarding that TITAN's reporting policies are followed consistently from one reporting period to the next unless a change is needed in order to improve the quality of information. This includes reporting the same key performance indicators assuming they continue to be material across reporting periods. When making significant changes we promptly explain the reason and describe (and quantify if practicable and material) their effect. With regard to comparability of reported information is intended to enable comparison with other organizations to the extent it is material to the organization's own ability to create value over time. About comparability, the information in TITAN's report is presented in a way that enables comparison with other organizations in the same sector, following the agreed common framework of guidelines for sustainability performance in the areas of health & safety and environment, providing information according to standardized performance KPIs with common definitions across all companies in the sector and using benchmark data, such as industry or regional benchmarks.

1. Source: 'The International <IR> Framework' (IIRC, January 2021). Further information about the IIRC can be found on its website www.theiirc.org.

2. TITAN uses the equivalent term "significance".

2. ESG Key Performance Indicators (KPIs)

2.1 Focus area: De-carbonization and Digitalization

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	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	0,4	0,4	0,4	E1-6 44(a), 45(a), 48(a)	●	●	●	●	305-1	EM-CM-110a.1	SDG 9.4 SDG 9.4
1.2	Scope 1 specific gross CO ₂ emissions	kg/t cementitious product	680,7	670,6	680,8		●	●		●	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	%	100,0	100,0	100,0			●	●			EM-CM-110a.1	
1.5	Scope 1 net CO ₂ emissions	million t	0,4	0,3	0,3		●	●	●	●			
1.6	Scope 1 specific net CO ₂ emissions	kg/t cementitious product	606,6	582,6	602,8		●	●		●	305-4		
1.7	Scope 1 net CO ₂ emissions coverage rate	% clinker production	100,0	100,0	100,0								
1.8	Scope 2 CO ₂ emissions ³	million t	0,03	0,0	0,0	E1-6 44(b), 45(b), 49(a)	●	●	●	●	305-2		
1.9	Scope 2 specific CO ₂ emissions	kg/t cementitious product	45,2	58,4	48,0	E1-6 44(b), 45(b), 49(a)	●	●		●	305-4		
1.10	Scope 2 CO ₂ emissions coverage rate	% clinker production	100,0	100,0	100,0						305-2		
1.11	Scope 3 CO ₂ emissions ^{4,8}	kt	345 792,0	87,8	76,1	E1-6 44(c), 45(c), 51	●			●	305-3		
1.12	Category 1 - Purchased goods and services ⁹	kt	33,1	5,2	5,4		●			●			
1.13	Category 3 - Fuel and energy related activities	kt	28,4	31,4	24,0		●			●			
1.14	Category 4 - Upstream transportation and distribution	kt	12,9	5,8	5,4		●			●			
1.15	Category 6 - Business travels	kt	345 664	0,0	0,0		●			●			
1.16	Category 7 - Employee commuting	kt	0,8	0,8	0,6		●			●			
1.17	Category 9 - Downstream transportation and distribution	kt	52,8	44,7	40,7		●			●			
1.18	Scope 3 specific CO ₂ emissions ⁸	kg/t cementitious product	214,1	165,6	133,2	E1-6 44(c), 45(c), 51	●			●	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	60,7	51,9	53,6		●	●	●	●			
1.21	Alternative fuel substitution rate	% Heat	39,3	48,2	46,4		●	●	●	●		EM-CM-130a.1	
1.22	Biomass in fuel mix ⁵	% Heat	13,5	16,3	17,2		●	●	●	●		EM-CM-130a.1	
1.23	Fuel mix, energy consumption for clinker and cement production	% Heat	100,0	100,0	100,0			●		●			SDG 7.2 SDG 12.2 SDG 13.1
1.24	Conventional fossil fuels	% Heat	60,7	51,8	53,6			●		●	302-3		
1.25	Coal, anthracite, and waste coal	% Heat	51,3	48,5	51,4			●		●			
1.26	Petroleum coke	% Heat	0,0	0,0	0,0			●		●			
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	9,2	3,1	2,1			●		●			
1.30	Heavy fuel (ultra)	% Heat	0,0	0,0	0,0			●		●			

2. ESG Key Performance Indicators (KPIs)**2.1 Focus area: De-carbonization and Digitalization**

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
1.31	Diesel oil	% Heat	0,1	0,2	0,2			●		●			
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	39,3	48,2	46,4		●	●	●	●			
1.34	Tyres	% Heat	7,0	7,9	6,8		●	●	●	●			
1.35	RDF	% Heat	0,0	40,3	39,5		●	●	●	●			
1.36	Impregnated saw dust	% Heat	0,0	0,0	0,0		●	●	●	●			
1.37	Mixed industrial waste	% Heat	32,3	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		●	●	●	●			
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		●	●	●	●			
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	34 075	35 392	35 650		●	●	●	●		EM-CM-130a.1	
1.45	Clinker to cement ratio	%	82,0	86,6	84,5		●	●		●			
1.46	Moderate carbon products ⁶	% cement production	49,6	45,0	35,7					●			
1.47	Green (lower carbon) products ^{1,7}	% cement production	19,3	18,4	12,7	E1.9 69(b), AR81				●			

Notes**Notes for specific KPIs**

1. New indicator. More details you may find in the section TITAN's approach for ESG Performance reporting section.
2. Direct CO₂ emissions related to the operation of TITAN's clinker, cement, and cementitious production facilities.
3. Indirect CO₂ emissions related to emissions released for the production of the electrical energy consumed at TITAN's clinker, cement and cementitious production facilities. For their calculation, we use emission factors provided by the supplier of the electrical energy (market based) or other publicly available data sources (location based).
4. Indirect CO₂ emissions related to the emissions of the supply chain.
5. % of energy originated from biomass over the total thermal energy consumption.
6. Moderate carbon products refer to produced cement types with a carbon footprint that is at least 10.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.
7. Green (lower carbon) products refer to produced cement types with a carbon footprint that is at least 25.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.

8. Scope 3 analysis covers 6 (out of 15) categories, namely purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, business travel, employee commuting and downstream transportation and distribution, that are considered relevant to cement activities according to the GCCA analysis.
9. Scope 3 Category 1 emissions do not include emissions related to services like data services, professional services, maintenance services, catering services, security services, cleaning services, etc. as there are not considered to contribute significantly to the overall Scope 3 emissions while reliable relevant information are not readily available.

Connection of KPIs with the SASB Standards

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

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

2.2 Focus area: Growth-enabling work environment

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	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 88(b)	●	●	●		403-9		SDG 3.6
2.2	Employee fatality rate	#/104 persons	0,0	0,0	0,0		●	●	●				SDG 3.8
2.3	Contractor fatalities	#	0	0	0	S1-14 88(b)	●	●	●				SDG 4.3
2.4	Third-party fatalities	#	0	0	0		●	●	●				SDG 8.8
2.5	Employee Lost Time Injuries (LTIs)	#	0	0	0		●	●	●				
2.6	Employee Lost Time Injuries Frequency Rate (LTIFR)	#/106 h	0,0	0,0	0,0		●	●	●			EM-CM-320a.1	
2.7	Employee lost working days ⁴	d	0	0	0	S1-14 88(e)	●	●					
2.8	Employee Lost Time Injuries Severity Rate ⁴	d/106 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)	#/106 h	0,0	0,0	0,0		●	●	●			EM-CM-320a.1	
All activities													
2.11	Near misses	#	51	46	38			●				EM-CM-320a.1	SDG 3.6
2.12	Training man-hours on health and safety / employee ⁵	h/person	23,4	21,9	22,3			●	●		403-5		SDG 3.8
2.13	Training man-hours on health and safety / contractor ⁵	h/person	53,3	27,5	18,9			●	●				SDG 4.3
2.14	Expenditures for Health and Safety ²	€	710 238		247 551			●	●		201-2		SDG 8.8
Cement production activities													
2.15	Employee fatalities	#	0	0	0		●	●	●				SDG 3.6
2.16	Employee fatality rate	#/104 persons	0,0	0,0	0,0		●	●	●				SDG 3.8
2.17	Contractor fatalities	#	0	0	0		●	●	●				SDG 4.3
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)	#/106 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/106 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}	#				S1-10, S1-13, S1-14					403-6		
2.2.2 Material issue: Diverse and inclusive workplace													
2.25	Average employment ⁶	#	230	233	251	S1-6, 50(d,ii)		●			2-7b		SDG 5.4
2.26	Number of employees by year end,	#	241	227	248	S1-6, 50(a)		●					SDG 8.5
	Employee turnover / gender, avg.	%	8,70	10,32	8,06	S1-6, 50(c)		●					SDG 8.6
2.27	Females	%	30	25	20,0						401-1		SDG 8.8
2.28	Males	%	70	75	80,0								SDG 10.3
	Employee turnover / age ^{2,7}												
2.29	Under 30 ²	%	20,00	16,67	0,0						401-1		
2.30	Between 30-50 ²	%	65,00	66,67	0,7								
2.31	Over 50 ²	%	15,00	16,67	0,3								
2.32	Employees left ⁷	#	20	24	30	S1-6, 50(c)		●					
	Employees left / age												
2.33	Under 30	#	4	4	1	S1-6, 50(c)					401-1		
2.34	Between 30-50	#	13	16	21								
2.35	Over 50	#	3	4	8								

2.2 Focus area: Growth-enabling work environment

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
	Employees left / gender												SDG 5.4 SDG 8.5 SDG 8.6 SDG 8.8 SDG 10.3
2.36	Females	#	6	6	8	S1-6, 50(c)					401-1		
2.37	Males	#	14	18	22								
2.38	Employee new hires, avg. ⁷	%	20,00	13,73	10	S1-1, AR.17(f)		●					
2.39	Employee new hires ⁷	#	46	32	24			●					
	Employee new hires / gender⁷												
2.40	Females	#	11	12	8			●			401-1		
2.41	Males	#	35	20	16			●					
	New hires / age⁷												
2.42	Under 30	#	6	8	7			●			401-1		
2.43	Between 30-50	#	27	21	16			●					
2.44	Over 50	#	13	3	1			●					
	Employment / type⁷												
2.45	Full time	#	241	227	248	S1-6, 50(a)		●			2-7f		
2.46	Part Time	#	0	0	0			●					
2.47	Temporary	#	2	4	3			●					
	Employment / category⁷												
2.48	Senior managers	#	2	2	4			●			2-7f		
2.49	Managers	#	26	23	23			●					
2.50	Administration/technical	#	95	90	93			●					
2.51	Semi-skilled/unskilled	#	118	112	128			●					
	Employment / age	#											
2.52	Under 30	#	21	22	21						2-7		
2.53	Between 30-50	#	117	120	129								
2.54	Over 50	#	103	85	98								
	Employment / gender⁷												
2.55	Females	#	66	65	70	S1-6, 50(a)		●			2-7		
2.56	Males	#	175	162	178			●					
2.57	Share of women in employment, avg. ⁷	%	27,39	28,6	28,2	S1-9, 66(a)		●			405-1		
2.58	Share of women in management, avg. ⁷	%	39,29	36,0	40,7			●	●				
2.59	Share of women in Senior Management, avg. ⁷	%	0,0	0,0	0,0			●	●				
2.60	Number of employees with disabilities, Group ^{1,2}	#	7	13	12								
2.61	Number of parental leaves ^{1,2}	#	8	8	11								
2.2.3 Material issue: Continuous development of our people													
2.62	Training investment / (trained) employee, avg. ^{3,7}	€	368	171	268			●	●		404-1		SDG 4.3 SDG 4.4
2.63	Training investment ³	€	96 858	41 515	67 519			●	●				SDG 5.1 SDG 5.5
	Training investment / gender⁷												SDG 8.5 SDG 10.2 SDG 10.3 SDG 16.5
2.64	Females	€	30 939	10 914	485			●	●		404-1		
2.65	Males	€	65 918	30 601	183			●	●				
2.66	Trained employees, total ⁷	#	263	243	259	S1-13, 83(a)		●					
2.67	Share of trained employees, avg. ⁷	%	100,0	100,0	100,0			●					
2.68	Share of trained female employees (in total female employees), avg. ⁷	%	100,0	100,0	92,9	S1-13, 83(a,b)		●					
	Trained employees / category⁷												
2.69	Senior Managers	#	2	3	3	S1-13, 83, AR.79					404-1		
2.70	Managers	#	26	26	23								
2.71	Administration/technical	#	104	92	98								
2.72	Semi-skilled/Unskilled	#	131	122	135								
	Trained employees / age group												

2.2 Focus area: Growth-enabling work environment

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
2.73	Under 30	#	23	20	28			●			404-1		SDG 4.3
2.74	Between 30-50	#	124	117	127			●					SDG 4.4
2.75	Over 50	#	116	106	104			●					SDG 5.1
2.76	Training hours	#	9 467	8 253	9 960	S1-13, 83(b), and AR 78		●	●				SDG 8.5
2.77	Average training hours / employee (over the total number of direct employees), and breakdown per gender ⁴	h/person	39,0	36,1	38,9			●	●		404-1		SDG 10.2
2.78	Average female	#	40,0	27,0	33								SDG 10.3
2.79	Average male	#	39,0	36,4	41								SDG 16.5
	Training hours / subject												
2.80	Company onboarding	#	0,0	0,0	0	S1-13, 82, AR.78					404-1		
2.81	Compliance	#	163,6	243,1	216				●				
2.82	Sustainability	#	52,1	20,0	4				●				
2.83	Decarbonization ^{1,2}	#	0,0	26,5	51								
2.84	Digital & IT ²	#	25,7	397,0	24								
2.85	Environment	#	371,5	392,0	134								
2.86	Foreign languages	#	213,6	50,0	35								
2.87	Functional competence	#	705,8	272,7	189								
2.88	Generic competence	#	276,2	954,0	3 048								
2.89	Health and Safety	#	5 091,0	5 357,0	5 637								
2.90	Managerial skills	#	1 708,4	116,0	31								
2.91	Other	#	541,9	23,3	2								
2.92	Security	#	10,7	33,8	51	S1-13, 82, AR.79							
2.93	Technical know-how	#	306,4	368,0	540	S1-13 AR 82							
2.94	Share of employees with performance evaluation, avg.	%	100,0	100,0	47,2	S1-13, AR.77					404-3		
2.95	Share of female employees with performance evaluation, avg. ²	%	100,0	100,0	36,1								

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 2021 adjusted to include previously unreported data.

5. The KPI was calculated for closing of the reporting period 2023 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 2023. As exception, the KPI for "Performance by activity" was calculated by using the figures of "Number of employees by year end", due to different

data consolidation criteria and methodology, but with insignificant impact on the results.

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

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

Connection of KPIs with the SASB Standards

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

2.3 Focus area: Positive local impact

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	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		●	●			305-7	EM-CM-120a.1	SDG 3.9 SDG 9.4
3.2	Specific dust emissions	g/t clinker	6,7	7,9	15,6		●	●				EM-CM-120a.1	
3.3	Specific NOx emissions	g/t clinker	530,1	559,3	520,0		●	●				EM-CM-120a.1	
3.4	Specific SOx emissions	g/t clinker	4,8	6,6	6,0		●	●				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			●					
All activities													
3.6	Environmental complaints ²	#	1	1	3						3-3		
Rehabilitation													
Cement production and aggregates activities													
3.7	Sites with rehabilitation plans ³	%	100,0	100,0	100,0		●	●			304-3	EM-CM-160a.1	SDG 15.3
3.8	Total land use ^{1,3}	million m ²	1,0	1,0	0,9						304-1a.ii	EM-CM-160a.2	SDG 15.4 SDG 15.9
3.9	Rehabilitated areas over affected areas (cumulative) ^{1,3,6}	%	5,1	4,0	2,1			●			304-1	EM-CM-160a.2	SDG 15a
3.10	Sites with Environmental Management System (ISO14001 or similar) ³	%	100,0	100,0	100,0			●			3-3	EM-CM-160a.1	
Biodiversity													
Cement production and aggregates activities													
3.11	Sites in high biodiversity value areas ^{3,4}	#	1	1	1	E4-5 35	●	●			304-1	EM-CM-160a.1	SDG 15.3
3.12	Sites with biodiversity management plans ^{3,5}	#	1	1	1	E4-5	●	●			304-3	EM-CM-160a.1	SDG 15.4 SDG 15.9
3.13	Sites with biodiversity management plans	%	100,0	100,0	100,0	E4-4 29, E4-5	●	●				EM-CM-160a.1	SDG 15a
Investments in environmental protection													
All activities													
3.14	Environmental expenditures across all activities ⁷	million €	3,1	6,5	5,5			●	●		201-2av		SDG 7b SDG 9.4
3.15	Environmental management	million €	0,3	0,7	0,6			●	●				
3.16	Reforestation	million €	0,0	0,0	0,1			●	●				
3.17	Rehabilitation	million €	0,1	0,1	0,0			●	●				
3.18	Environmental training and awareness building	million €	0,01	0,01	0,01			●	●				
3.19	Application of best available technologies	million €	2,3	5,5	4,8			●	●				
3.20	Waste management	million €	0,4	0,2	0,1			●	●				
2.3.2 Material issue: Social positive impact													
3.21	Donations ⁸	€	104 573	20 273	11 662			●	●		2-29 203-1 203-2 413-1		SDG 2.1 SDG 2.3 SDG 4.3 SDG 4.4 SDG 9.3
3.22	Donations in cash ⁸	€	98 524	13 224	7 278			●	●				
3.23	Donations in kind ⁸	€	6 048	7 049	4 384			●	●				
3.24	Employees from local community, avg.	%	0,8	0,8	0,8						2-29 413-1		
3.25	Internships	#	13	6	13			●			2-8		
3.26	New entry level jobs from internships/traineeships	#	1	3	6			●			2-29		

2.3 Focus area: Positive local impact

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
3.27	Internships from Local Community, avg.	%	84,6	66,7	84,6								SDG 2.1
3.28	Key operations with Community Engagement Plans related to material issues and Group policies	#						●	●		2-29 413-1		SDG 2.3 SDG 4.3 SDG 4.4 SDG 9.3
3.29	Total number of Initiatives under Community Engagement Plans ¹	#	15	6	7								
3.30	Total number of Participants to Community Engagement Plans ^{1,2}	#	2417	1602	99								
3.31	TITAN Employees, volunteers to Community Engagement Plans ¹	#	334		34								
3.32	Social investment (in cash and in kind) for community initiatives ^{1,2}	million €	0,05	0,05	0,0						2-29 203-1 203-2 413-1		
3.33	Blood donations (TITAN employees, business partners and communities) ¹	#	0	0	0						203-2		
2.3.3 Material issue: Economic positive impact											SDG 2.1, 2.3, 4.3, 4.4, 9.3, 17.17		
3.34	Local Spend, avg. ^{1,8}	%		11,0	11,0			●	●		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.

TITAN Group Quarry Sites with High Biodiversity Value

Site	Country	Raw Material use	Location	Status	Biodiversity Management Plan	Notes
Zlatna Panega Quarry	Bulgaria	Cement	Zlatna Panega	Inside area for protection of freshwater ecosystems (wetlands) on local/state level	YES	Baseline assessment by an Initial Ecological Scoping Study (ATKINS). A structured BMP was developed in end 2013 acc. to CSI Guidance; implemented in 2014

Notes

1. The above table is complementary to the Table 2.3, "Focus area: Positive local impact", and specifically for the Indicators: 3.41. Sites in high biodiversity value areas, 3.42. Sites with biodiversity management plans (number), 3.43. Sites with biodiversity management plans (percentage).

2. The above table includes the needed disclosures for supporting TITAN's performance monitoring and reporting according to the sectoral commitments (GCCA Sustainability Guidelines for Quarry Rehabilitation and Biodiversity Management, May 2020). This information, combined with the disclosures under the respective section of this report, also covers the requirements for reporting according to the SASB Standards for "Biodiversity Impacts" and in more specifically the KPI EM-CM-160a.1 Description of environmental management policies and practices for active sites..

2.4 Focus area: Responsible sourcing

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
2.4.1 Material issue: Resource efficiency, recycling and recovery, contributing to circular economy													
All Activities													
4.1	Water consumption (total)	million m ³	0,2	0,2	0,2	E3-4 28(a)	●	●			303-5		SDG 6.3
4.2	Water withdrawal (total, by source) ²	million m ³	0,3	0,3	0,2		●	●	●		303-3	EM-CM-140a.1	SDG 6.4 SDG 6.5
4.3	Groundwater	million m ³	0,1	0,1	0,1							EM-CM-140a.1	
4.4	Municipal water	million m ³	0,01	0,01	0,0							EM-CM-140a.1	
4.5	Rainwater	million m ³	0,0	0,0	0,0							EM-CM-140a.1	
4.6	Surface water	million m ³	0,2	0,2	0,1							EM-CM-140a.1	
4.7	Quarry water used (from quarry dewatering)	million m ³	0,0	0,0	0,0								
4.8	Ocean or sea water	million m ³	0,0	0,0	0,0								
4.9	Waste water	million m ³	0,0	0,0	0,0								
4.10	Water discharge (total, by destination) ³	million m ³	0,1	0,1	0,1		●	●	●		303-4		
4.11	Surface (river, lake)	million m ³	0,1	0,1	0,1								
4.12	Sub-surface water (well)	million m ³	0,0	0,0	0,0								
4.13	Ocean or sea	million m ³	0,0	0,0	0,0								
4.14	Off-site treatment	million m ³	0,002	0,003	0,0								
4.15	Other ^{4,5}	million m ³	0,0	0,0	0,0								
4.16	Water recycled (total) ¹	million m ³	0,3	0,3	0,4								
4.17	Water demand covered with recycled water ¹	%	52,8	53,4	59,6								
Cement and cementitious production activities													
4.18	Water consumption (total)	million m ³	0,2	0,1	0,1	E3-4 28(a)	●	●			303-5		SDG 6.3
4.19	Water withdrawal (total) ²	million m ³	0,2	0,2	0,2						303-3	EM-CM-140a.1	SDG 6.4 SDG 6.5
4.20	Water discharge (total) ³	million m ³	0,1	0,1	0,1						303-4		
4.21	Water recycled (total)	million m ³	0,3	0,3	0,3	E3-4 AR28(c)	●	●	●			EM-CM-140a.1	
4.22	Specific water consumption	l/t cementitious product	292,0	258,0	255,0	E3-3, E3-4 28(a), AR31	●	●	●		303-5		
4.23	Specific water consumption	l/t cement	280,0	256,9	264,1	E3-4 28(a), AR31	●	●	●				
4.24	Water demand covered with recycled water	%	55,8	55,8	62,3	E3-4 AR28(c)							
All Activities													
4.25	Thermal energy consumption	TJ	2 075	1 755	1 861	E1-5 37	●	●	●		302-1	EM-CM-130a.1	SDG 7 SDG 12
4.26	Thermal energy consumption ¹	% of total	88,9	88,4	88,0								
4.27	Electrical energy consumption	TJ	260	231	255		●	●	●			EM-CM-130a.1	
4.28	Electrical energy consumption ¹	% of total	11,1	11,6	12,0								
4.29	Total energy consumption ¹	TJ	2 335	1 986	2 116	E1-5 37							
Cement production activities													
4.30	Percentage of production covered by ISO50001 or energy audits	% clinker production	100,0	100,0	100,0			●		●	3-3		SDG 7.2 SDG 7.3
4.31	Specific thermal energy consumption	kcal/kg clinker	1 018	957	915		●	●	●	●	302-3		SDG 9.4 SDG 12.2
4.32	Specific electrical energy consumption	kWh/t cement	110,0	114,4	123,1					●			
4.33	Renewable energy as part of total electrical energy consumption ⁵	% Electrical energy consumed	28,0	28,0	22,8					●	302-1		
All Activities													
4.34	Natural raw materials extracted (total, wet)	million t	0,9	0,7	0,8	E5-4 31(a)		●			301-1		SDG 12.2
4.35	Raw materials extracted for clinker and cement production	million t	0,9	0,7	0,8			●					

2.4 Focus area: Responsible sourcing

Code	ESG Performance Indicators	Unit	2024	2023	2022	ESRS	GCCA	UNGC	UNCTAD	TCFD	GRI	SASB	SDGs and Targets
4.36	Raw materials extracted for aggregates	million t	0,0	0,0	0,0	E5-4 31(a)		●					SDG 12.2
Cement production activities													
4.37	Materials consumption (total, dry)	million t	0,9	0,8	0,8	E5-4		●			301-1		SDG 12.2
4.38	Extracted (natural) raw materials consumption (dry)	million t	0,8	0,7	0,8								SDG 12.4 SDG 12.5
4.39	Alternative raw materials consumption (dry)	million t	0,1	0,1	0,1								
4.40	Alternative raw materials use (of total raw materials consumed)	% Dry	11,2	9,4	8,4		●		●				
4.41	Alternative raw materials rate (based on clinker-to-cement equivalent factor)	% Dry	13,7	11,9	10,9		●	●	●				
All Activities													
4.42	Waste disposal (total, wet)	t	2 413	6 124	4 791			●	●		306-3	EM-CM-150a.1	SDG 12.2 SDG 12.4 SDG 12.5
4.43	Non-hazardous waste (total)	t	2 395	6 110	4 786			●	●			EM-CM-150a.1	
4.44	Hazardous waste (total)	t	18	14	5			●	●			EM-CM-150a.1	
4.45	Externally recycled waste materials (total, wet)	t	2 049	3 546	374			●	●		306-4		
4.46	Reused	t	0	0	0								
4.47	Recycled	t	2 049	3 546	374								
4.48	Recovered	t	0	0	0								
4.49	Waste disposal, breakdown by destination-usage (wet)	% w/w	100,0	100,0	100,0			●	●		306-4	EM-CM-150a.1	SDG 12.2 SDG 12.5
4.50	Reuse	% w/w	0,0	0,0	0,0			●	●			EM-CM-150a.1	
4.51	Recycled	% w/w	84,9	57,9	7,8			●	●			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			●	●		306-5	EM-CM-150a.1	
4.54	Landfilled	% w/w	15,1	42,1	92,2			●	●			EM-CM-150a.1	
4.55	Composted	% w/w	0,0	0,0	0,0			●	●			EM-CM-150a.1	SDG 12.2 SDG 12.5
4.56	Other (incl. storage)	% w/w	0,0	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						3-3		SDG 12.2 SDG 12.4
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2.4.2 Material Issue: Reliable and Sustainable Supply Chain**All Activities**

4.58	Key suppliers meeting TITAN ESG standards ^{5,6}	%	n/a	n/a	n/a	G1-2, 15, AR.2(c)					308-1		SDG 6 SDG 7 SDG 12 SDG 13
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Notes**Notes for specific KPIs**

1. New indicator. More details can be found in the section TITAN's approach to ESG Performance reporting.
2. Total withdrawal also includes quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities.
3. Total discharge also includes quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities.
4. Refers to the quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities.
5. Relevant information is not available for the specific years denoted as 'n/a'.
6. TITAN progressed in 2022 according to the internal Roadmap for Sustainable Supply Chain as described in the management report under the focus area Responsible Sourcing, and material issue Reliable and sustainable supply chain.

Connection of KPIs with the SASB Standards

Connection of ESG performance indicators with metrics according to SASB

Standards, specifically:

- EM-CM-130a.1 under the area Energy Management for total energy consumed, percentage grid electricity, percentage alternative, and percentage renewable.
- EM-CM-140a.1 under the area Water Management for total fresh water withdrawn, percentage recycled, percentage in regions with high or extremely high baseline water stress. See also Table TITAN Group Cement Plant Sites within water-stressed Areas part of the ESG performance statements.
- EM-CM-150a.1 under the area Waste Management for amount of waste generated, percentage hazardous, percentage recycled.
- Connection of the disclosures under Note 7 of the above Notes for specific KPIs, about the 2022 progress aligned with the Sustainable Supply Chain Roadmap of TITAN cover the requirements for reporting according to the SASB Standards for the area Business Ethics and Transparency and more specifically the metric (KPI) EM-MM-510a.1. The connection concerns the description of the management system for prevention of corruption and bribery throughout the value chain.

TITAN Group Cement Plant Sites within water-stressed Areas

Site	Country	Water Stress (Baseline)
Zlatna Panega	Bulgaria	>80%

Notes

1. The water risk assessment for all TITAN Group sites was conducted in 2020 with the use of the World Resources Institute's (WRI) Aqueduct tool.
2. The above table presents the cement plant sites (as the larger water users among Group activities) that operate within water-stressed areas, namely the areas where the Baseline Water Stress Indicator is >40%, as classified by the Aqueduct tool.
3. The Water Stress Indicator measures the ratio of total water withdrawals to available renewable surface and groundwater supplies.

Higher values indicate more competition among users.

4. This information for the activities that operate in water-stressed areas, combined with the disclosures under the section 'Non-financial performance overview' of this report, also covers the requirements for reporting according to the SASB Standards for 'Water Management' and more specifically the KPI EM-MM-140a.1 (1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress.

2.5 Good governance, transparency and business ethics**2.5.1 Governance Core Indicators**

Code Governance Core Indicators		Notes	Performance 2023	Reporting Standards
Compliance and business ethics				SDG 5.5 SDG 16.5 SDG 16.6
5.1	Percentage of unionised employees (%)		37,4%	SDG 16.7
5.2	Percentage of employees covered by Collective Bargain Agreements (CBAs)	2	n/a	UNGC
5.3	Average number of hours of training on subjects related to Compliance, per employee	3	1,00	UNCTAD
5.4	Anti-bribery and corruption training	1, 3	0,60	SASB

Notes for specific KPIs

1. New indicator.
2. In 2024, this percentage reached 35.7% [Group Indicator], increasing slightly from 34.76% [Group Indicator] in 2023.
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.

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, 2022 or in 2023.

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 the Group level following the same rules and practices as the above data for compliance training.

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 2023 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 Policies and Code of Conduct

	New or Updated in 2023	TITAN Focus Areas mostly relevant				
		Decarbonization and Digitalization	Growth-enabling work environment	Positive local impact	Responsible sourcing	Good governance, transparency and business ethics
Code of Conduct			●			●
Code of Conduct of Procurement	●			●	●	●
Group Policies						
Anti-Bribery and Corruption Policy						●
Competition Law Compliance Policy						●
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	Bulgaria
Health & Safety	ISO 45001 All operations (1 terminal excluded)
Environment	ISO 14001 All operations
Quality	ISO 9001 All operations (2 quarries excluded)
Energy	ISO 50001 All RMC units Energy audits 1 integrated cement plant
Social	GHRMS/SF All operations

2.5.6 Environmental Audits

Area		Bulgaria	Total
Environmental Management System	External	8	126
	Internal	23	143
Energy Management System/ Energy audits	External	0	11
	Internal	0	10
CO ₂ emissions	External	3	13
	Internal	0	9
Waste Management	External	1	12
	Internal	0	0
Complaints	External	0	7
	Internal	0	2
Permitting	External	2	16
	Internal	3	5
Other	External	2	75
	Internal	0	14
TOTAL	External	16	260
	Internal	26	183

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
Bulgaria	0	0	0

Notes

Connection of KPIs and other disclosures with the SASB Standards

The above disclosures cover the requirements for reporting according to the SASB Standards for 'Pricing Integrity and Transparency' and in more specific the metric (KPI)

EM-CM-520a.1. 'Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities.'

2.5.7 Consolidated Report on Payments to Governments for extractive operations

Legal entity	Country	Payment type	Amount (€)
Zlatna Panega Cement AD	Bulgaria	Concession Fees	210 000
		TOTAL	210 000

2.5.9 Sector and Other Standards for the Non-financial disclosures in 2023

Sector Association or Initiative	Guidelines and other documents of reference	Published
GCCA¹	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 CO ₂ 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:	Recommended Good Practices for: (a) Contractor Safety, and (b) Driving Safety	2009
(Previously) WBCSD/CSI	Cement Sector Scope 3 GHG Accounting and Reporting Guidance	2016
UNCTAD²	Guidance on Core Indicators for Sustainability and SDG Impact Reporting	2022
UNGC COP³	Questionnaire Guidebook for the COP	2022
TCFD	Guidance on Core Indicators for Sustainability and SDG Impact Reporting	Latest edition (publications between 2016 and 2021)
TNFD		
GRI Standards	Reporting with reference to the Global Reporting Initiative (GRI) standards for the period 1 January 2023 to 31 December 2023	
SASB	"Reporting in connection with the SASB standards, with reference to the amended version published by IFRS Foundation in 2023 for the sectors of construction materials, and metals & mining"	2023
ESRS	Reporting with reference to the ESRS sustainability reporting standards 2023/2772	2023

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	2024	2023	2022
Total spend on suppliers, local, national and international for goods and services ^{2a}	million €	47,1	37,0	42,3
% local spend of TITAN ^{2b}	%	52,08	79,1	79,1
Taxes to national and local authorities ³	million €	1,1	5,4	1,1
Payments in cash to shareholders and minorities ³	million €	12,0	3,1	0,0
Social investment (in cash and in kind) for community initiatives ⁴	million €	0,1	0,02	0,01
Alternative fuels and raw materials	million t	34 630	36 011	35 936
Salaries, (contributions to) pensions, and social benefits, including additional benefits beyond those provided by law ⁵	million €	7,2	6,5	6,1
Investments in training of direct employee ⁶	million €	0,1	0,1	0,1
Internships	#	13,0	6	13
Capital expenditures ⁷	million €	9,0	9,3	5,7

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

Notes

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 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		
	G8 and G8.1: Raising concerns about the company's conduct	1,3,7,10	
	G11: Board composition	16	
	G13: Information assurance	10	
Human Rights²	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		
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	

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		
	E14: Conversion of natural ecosystems		
	E16: Air pollution		
	E17: Waste		
	E18: Hazardous waste		
	E7: R&D investment in low-carbon products and services	7,8,9	
	E8: Climate adaptation		
	E9: Renewable energy		
	E10: Low carbon products/services		
	E11: Water withdrawal and consumption		
	E12: Water intensity		
	E13: Sites in or adjacent to key biodiversity areas		
	E15: Ecosystem restoration and protection		
	E20: Practical actions		
	E: Sector (Construction & materials)		
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			

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 to 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 2023.

Transparency International – Corruption Perception Index

Countries with TITAN key operations sorted by Transparency International CP Index 2023

Country	CPI 2023 rank	CPI 2022 rank	Change in rank ²
Bulgaria	72	78	↓

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



Independent Auditor's Report

To the Shareholders of "Zlatna Panega Cement" AD

Our opinion

We have audited the separate financial statements of "Zlatna Panega Cement" AD (the "Company"), which comprise the separate statement of financial position as at 31 December 2024, and the separate statement of comprehensive income, the separate statement of changes in equity and the separate statement of cash flows for the year then ended, and the notes to the separate financial statements, comprising material accounting policy information and other explanatory information.

In our opinion, the separate financial statements present fairly, in all material respects, the separate financial position of "Zlatna Panega Cement" AD as at 31 December 2024, and separate financial performance and separate cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the separate financial statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Company in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and the ethical requirements of the Independent Financial Audit and Assurance of Sustainability Reporting Act that are relevant to our audit of the separate financial statements in Bulgaria. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code and the ethical requirements of the Independent Financial Audit and Assurance of Sustainability Reporting Act.

Information other than the separate financial statements and auditor's report thereon

Management is responsible for the other information. The other information comprises the separate Annual Activity Report, prepared by the management in accordance with Chapter Seven of the Accountancy Act but does not include the separate financial statements and our auditor's report thereon.

Our opinion on the separate financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the separate financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the separate financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Additional matters to be reported under the Accountancy Act

In addition to our responsibilities and reporting in accordance with ISAs, in relation to the separate Annual Activity Report, we have also performed the procedures added to those required under ISAs in accordance with the "Guidelines regarding the new and enhanced auditor reporting and communication by the auditor" of the professional organization of registered auditors in Bulgaria, i.e. the Institute of Certified Public Accountants (ICPA). These procedures refer to testing the existence, form and content of this other information to assist us in forming an opinion on whether the other information includes the disclosures and reporting provided for in Chapter Seven of the Accountancy Act and in the Public Offering of Securities Act applicable in Bulgaria.

Opinion in connection with art. 37, paragraph 6 of the Accountancy Act

Based on the procedures performed, our opinion, is that:

- a) the information included in the separate Annual Activity Report for the financial year for which the separate financial statements are prepared is consistent with those separate financial statements.
- b) the separate Annual Activity Report has been prepared in accordance with the requirements of Chapter Seven of the Accountancy Act and of art. 100(m), para 7, point 2 of the Public Offering of Securities Act.

Responsibilities of management for the separate financial statements

Management is responsible for the preparation and fair presentation of the separate financial statements in accordance with International Financial Reporting Standards as adopted by the European Union and for such internal control as management determines is necessary to enable the preparation of separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the separate financial statements

Our objectives are to obtain reasonable assurance about whether the separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these separate financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the separate financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the separate financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the separate financial statements, including the disclosures, and whether the separate financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Tsvetana Tsankova

Registered Auditor responsible for the audit



Boryana Dimova

Managing Director

PricewaterhouseCoopers Audit OOD

Registered audit entity №085

9-11, Maria Luiza blvd.,

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29 April 2025

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