

SUSTAINABILITY REPORT 2024

TOSYALI ALGERIA

The 2024 Sustainability Report outlines the environmental, social, and economic performance of Tosyali Algeria. This document serves as a reaffirmation of the company's commitment to fostering a responsible and transparent industrial sector, aligned with stakeholder expectations and global sustainability imperatives

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I.Presentation of Tosyali Algeria

Historical

Tosyall Algeria is the leader in the steel industry in Algeria. The integrated complex is located in the industrial zone of Bethioua, 30 km from Oran, the second largest city in the country.

In 2013, an initial investment of $500 million was devoted to the creation of units for the production of concrete reinforcing bars, one of the most demanded construction materials in the country. The initial production capacity was 1.2 million tonnes per year, covering 28% of domestic demand and thereby reducing imports, resulting in considerable foreign exchange savings. Tosyali Algeria uses the country's ferrous waste as raw material, which benefits the environment and promotes the use of local resources.

This investment has created more than 1,000 direct jobs in the region, significantly reducing unemployment. Tosyali Algeria also offers high value-added positions and interesting career opportunities for graduates of local technical universities.

In 2015, faced with strong demand and imports of wire rod, an investment of $250 million was made to build a wire rod production unit. This created jobs and helped meet 60% of the national requirement for wire rod, used to manufacture various products such as wire mesh, wire, nails, screws, etc.

In 2018, Tosyali Algeria continued its development with investments exceeding 2.5 billion euros. The third phase of the project aims to increase the production capacity of concrete bars with a steel mill with a capacity of 2.2 million tonnes of liquid iron for the production of billets. Two new concrete round rolling mills will be powered by this new steelworks.

To integrate iron ore into the finished product, Tosyali Algeria has set up a pellet production unit with an annual capacity of 4 million tonnes. This unit powers the largest direct reduction unit in the world, capable of producing 2.5 million tonnes per year of HDRI and CDRI (Hot and Cold Direct Reduced Iron).

Tosyali Algeria has the world's largest DRI production facility with an annual capacity of 2.5 million tonnes and the largest arc furnace powered by DRI, breaking world production records with 2.23 million tonnes in 2020 , 2.28 million tonnes in 2021 and 2.2 million tonnes in 2022.

Vision

As a steel company, our vision is to contribute to a sustainable future globally by producing integrated green steel in our factory based on technology, innovation, research and development, as well as clean energy resources in Algeria. Tosyali Algeria shares the same objectives as Algeria: promoting the country's mineral wealth, developing a steel industry with high added value, creating jobs in this sector, strengthening the qualifications of human resources, reducing dependence on imports and encouraging exports. .

Assignment

In line with our sustainable development goals, as one of the most important and strategic integrated steel production centers in the Mediterranean and Africa, we are committed to providing examples of excellence in the global steel industry by producing high quality green steel products with a reduced carbon, water and ecological footprint every day.

Values

Solidarity around sustainable societal and cultural projects reflects the human dimension of our action. The promotion of skills, the development of natural resources while respecting the environment, and the performance of our industry guide our resolute actions towards success.

Green Steel

Tosyali Algeria is recognized among the most environmentally friendly facilities in the world for green steel production, thanks to its DRI production and use of the most advanced technologies.

II.Tosyali Algeria's commitment to Sustainable Development

In a global context where sustainability has become a major concern, Tosyali Algeria recognizes the importance of its responsibility towards stakeholders and the environment. The company is committed to adopting sustainable practices and integrating responsible principles into its business strategy, through the Tosyali Sustainability Policy SUSTP-SUST-001. This includes reducing its environmental footprint, promoting employee health and safety, contributing to the economic development of local communities and establishing transparent and accountable governance.

Tosyali Algeria strives to act realistically and proactively to face sustainability challenges and to create a positive impact in its operations. In terms of responsible governance, it is committed to respecting ethical standards, fighting against corruption, conflicts of interest and unfair practices. Environmentally, Tosyali Algeria is committed to monitoring and reducing its greenhouse gas emissions, implementing sustainable waste management and maximizing the efficiency of its resources. Regarding the social aspect, Tosyali Algérie is committed to permanently respecting workers' rights and promoting diversity, equity and inclusion within its company. On the economic level, Tosyali Algeria actively contributes to the economic and social development of local communities. Regarding responsible purchasing, Tosyali Algeria strives to strengthen its supplier selection criteria by integrating sustainability considerations into its purchasing process.

As part of its future projects, here is how Tosyali Algérie plans to realize its commitments through the Tosyali Algérie sustainability policy SUSTP-SUST-001:

1. Responsible environmental management:
   - Comply with all legal requirements for air emissions and hazardous air pollutants, including GHGs, by implementing appropriate measures and controls.
   - Adopt practices aimed at preserving and improving biodiversity in all its activities, favoring environmentally friendly technologies and methods.
   - Respond proactively and transparently to all environmental complaints, taking appropriate corrective action to minimize the impact of our activities on the environment.
   - Implement effective and sustainable waste management practices, promoting recycling, reuse and reduction at source, in accordance with current standards and regulations.
   - Promote the recovery of waste, by investing in technologies and processes to recover and reuse materials efficiently and responsibly.

2. Reduction of carbon footprint:
   - Implement additional initiatives to reduce the carbon footprint, including through investments in cleaner and more efficient technologies.
   - Adopt ISO 50001 energy management systems and improve the energy efficiency of facilities.
   - Increase the use of recycled materials and promote circularity in the value chain.

3. Commitment to employee health, safety and well-being:
   - Guarantee a safe and healthy working environment for all its employees, strictly complying with all occupational health and safety laws and regulations.
   - Implement training and awareness programs on occupational risks, aimed at preventing workplace accidents and promoting the physical and mental well-being of its employees.
   - Ensure fair and competitive remuneration conditions for all its employees, ensuring salaries and benefits consistent with industry standards and legal requirements.
   - Promote equal opportunities and combat all forms of discrimination in the recruitment and human resources management process, by promoting diversity and inclusion.

4. Commitment to employee development and support:
   - Implement deeper training and professional development programs to strengthen employee engagement.
   - Promote the health and well-being of employees by promoting work-life balance.
   - Oppose child labor and human rights violations.

5.The economic, social and community contribution:
   - Explore opportunities for sustainable economic development in local communities where Tosyali Algérie is present, seeking to create jobs and support local economic growth in a responsible manner.
   - Establish partnerships with social enterprises, support local projects and promote social innovation, contributing to the sustainable economic and social development of local communities.
   - Increase community engagement by strengthening engagement with local communities, supporting social, economic and environmental initiatives that benefit society as a whole, and fostering collaboration and partnership with local stakeholders.

6. Responsible practices throughout the supply chain:
   - Foster responsible practices by encouraging the use of sustainable materials, waste reduction and product traceability throughout the supply chain, to minimize environmental impact and promote sustainability.
   - Promote ethical business practices and collaborate with suppliers to improve supply chain sustainability, ensuring that its business activities benefit both the company and its stakeholders, while adhering to standards of ethics and social responsibility.

III.Governance

Sustainability governance is based on the direct involvement of the General Management and the integration of issues into the decision-making process.

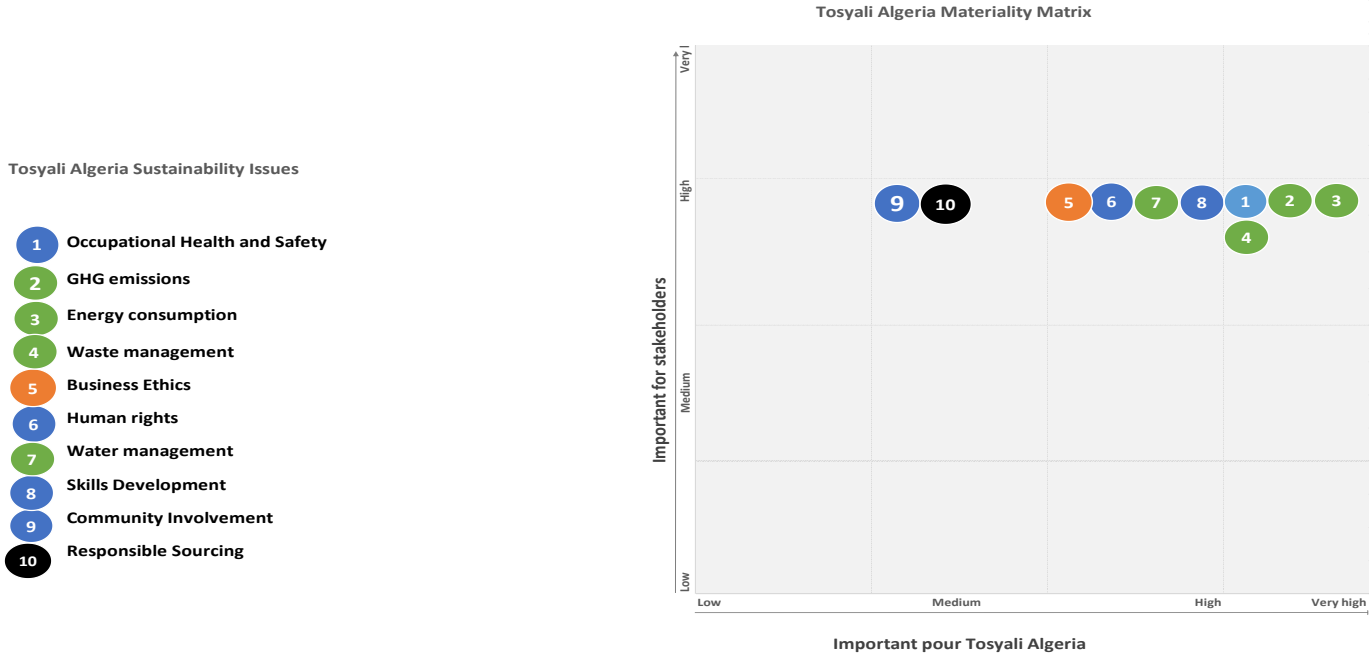
The company relies on:

- An integrated management system (ISO 14001, ISO 45001, ISO 50001),
- Internal and external audits,
- Periodic management reviews.

Responsibilities are divided between the HSE, Human Resources, Production and Purchasing departments, ensuring a cross-functional approach.

This organization allows for structured risk management and guarantees continuous performance improvement.

1. Materiality Analysis



2. Business ethics

Tosyali Algeria places integrity and transparency at the heart of its governance, considering ethics as a daily commitment to protect the interests of all its stakeholders. The Code of Ethics (ER-SUST-001) provides a framework for these behaviors to actively prevent corruption and conflicts of interest in the context of its activities

3. Human rights

Tosyali Algeria places respect for human dignity at the core of its industrial model. This commitment is formalized in our Sustainability Policy **(SUSTP-SUST-001**), aligned with the standards of the ILO and the United Nations. We guarantee fair working conditions, zero tolerance for child labor or forced labor, and continuous vigilance to prevent any abuse within our operations.
To ensure transparency, a confidential grievance mechanism is available to all via the following address: Stakeholder.claim@tosyalidz.com.

To monitor compliance with human rights, key performance indicators have been established.

N°	Indicators	2023	2024
1	Total number of discrimination cases	0	0
2	Number of human rights gaps observed or reported.	0	0
3	Unfair wage claims	0	0

4. Alert and report collection mechanism

Tosyali Algeria reaffirms its commitment to responsible governance through the establishment of an independent and accessible reporting system. This system allows all stakeholders to report any concerns relating to ethics, human rights, safety or working conditions via the dedicated address: **Stakeholder.claim@tosyalidz.com.**

This mechanism guarantees total confidentiality, impartiality of treatment and strict absence of retaliation. By reviewing each communication transparently and diligently, Tosyali transforms this feedback into opportunities for continuous improvement to strengthen its sustainability goals and ensure participatory management where every voice is heard.

5. Risk identification and assessment

Through its materiality matrix, Tosyali Algeria identifies the environmental, social, economic and responsible sourcing issues deemed relevant for its strategy. These issues are evaluated according to their importance to the company and its stakeholders, while taking into account the relevant requirements of the latter.

Once these issues have been identified, Tosyali Algeria carries out an analysis of the risks and opportunities associated with them. These risks and opportunities are assessed based on their severity and likelihood, then classified and prioritized accordingly.

Then, appropriate actions aimed at mitigating risks or preventing serious harm are implemented.

IV. Environmental, Social and Economic Performance

1. Environmental performance

1.1 Environmental Management Approach in Tosyali Algeria:

At Tosyali Algeria, our commitment to environmental management is the cornerstone of our sustainable development strategy. As a leading steel producer, we recognize our responsibility to minimize our environmental footprint and contribute positively to the planet.

Our environmental management program is designed to integrate sustainable practices into all facets of our operations, ensuring compliance with national and international environmental regulations while continually striving for improvement. Successfully maintaining ISO 14001 certification in June 2024 demonstrates our commitment to maintaining a robust environmental management system.

Maintaining ISO 14001 Certification: An Important Step in Environmental Management

Maintaining ISO 14001 certification is an essential step for TOSYALI ALGERIA. This internationally recognised standard defines the requirements for an effective Environmental Management System (EMS) and provides us with a structured framework to consistently manage our environmental responsibilities, thereby supporting the environmental pillar of sustainability.

In 2024, the certificate maintenance process involved a thorough audit of our environmental policies, procedures and practices. Our ability to continuously meet the rigorous requirements of ISO 14001 is a testament to our sustainable commitment and proactive approach to environmental management.

Systematic Risk Management

In 2024, we continued, strengthened and refined our mechanisms for identifying and assessing environmental risks. Maintaining the certificate requires not only the continuity of existing practices, but also a regular reassessment of their relevance. As a result, we have updated our environmental analyses, better anticipated potential impacts and improved our risk management plans, ensuring even more proactive management.

Compliance and Improvement

Over the year of 2024, we increased our compliance with legal, regulatory, and other applicable requirements. Internal and external audits have made it possible to verify the robustness of our EMS and to identify areas for improvement. Our approach is no longer limited to compliance with obligations: it is now oriented towards a constant optimization of our environmental performance, consolidating our culture of continuous improvement.

Sustainable Use of Resources

As part of maintaining the certification, we have intensified our actions to optimize the consumption of water, energy and raw materials. Energy efficiency, loss reduction and resource recovery initiatives have been strengthened, allowing us to better control our environmental impacts. These efforts contribute directly to our sustainability goals and to reducing our ecological footprint.

Pollution Prevention

Maintaining the certificate in 2024 required a thorough review of our pollution prevention measures. We have strengthened air emissions control, improved our waste management practices and optimized the treatment of liquid discharges. These actions have reduced the risk of contamination and ensured safe and environmentally friendly operation.

Stakeholder Engagement

Stakeholder engagement is a key pillar of ISO 14001 and remains at the heart of our priorities in 2024. We continued to involve our employees, partners, suppliers, authorities and local communities in our environmental initiatives. Awareness sessions, regular communications and consultations with stakeholders have strengthened their active participation in the system.

Transparency and Accountability

Maintaining certification is based on a rigorous monitoring, control and audit system. In 2024, our EMS was subject to extensive internal audits as well as the external audit of the certifying body. The positive results of these assessments are a testament to the company's transparency, discipline and responsibility in managing its environmental aspects. They confirm TOSYALI ALGERIA's ability to maintain a level of excellence in line with international requirements.

1.2 Initiatives to reduce atmospheric emissions and greenhouse gases (GHG)

At Tosyali Algeria, we are firm in our commitment to minimize environmental impact and spearhead sustainable steel production. Our comprehensive approach to reducing air emissions incorporates cutting-edge practices and innovative projects. Key initiatives and practices include:

Use of natural gas:

We prioritize the use of natural gas in our steel production processes. Natural gas, being a cleaner energy source compared to traditional fossil fuels, leads to reduced pollutant emissions and a reduced environmental footprint.

Future integration of green hydrogen:

In the future, we plan to replace natural gas with green hydrogen in our production processes. Green hydrogen, produced from renewable energy sources, promises to significantly reduce our carbon emissions and improve our sustainability.

New Electric Arc Furnace (EAF) Steel Plant: Production of Slabs for Flat Steel

In 2024, Tosyali Algeria commissioned a new steel mill dedicated exclusively to the production of slabs, to be further processed into flat steel in our Hot Strip Mill (HSM) unit.

This new installation incorporates a latest-generation electric arc furnace (EAF), recognized for its superior energy efficiency and above all for its extremely low carbon footprint compared to conventional blast furnace-based processes.

Thanks to this advanced technology, our new steel mill directly contributes to:

- Strengthen the domestic capacity for flat steel production,
- Increasing industrial integration within our complex,
- Reducing CO_2 emissions per tonne of steel produced,
- Support our commitments to decarbonization and responsible steel manufacturing.

The entry into operation of this steel plant represents a major step in our strategy to transition to low-carbon steel production, aligned with international Green Steel standards.

Carbon footprint and impact of transport:

We have diligently prepared Environmental Product Declarations (EPDs) to provide transparent and comprehensive information on the environmental impacts of our products. In addition, we actively calculate the scope of our carbon footprint, encompassing Scope 1, Scope 2 and Scope 3 emissions, to gain a comprehensive understanding of our greenhouse gas emissions across the entire value chain. This includes a thorough assessment of transport impacts, ensuring that we consider emissions from the delivery of raw materials to the distribution of finished products.

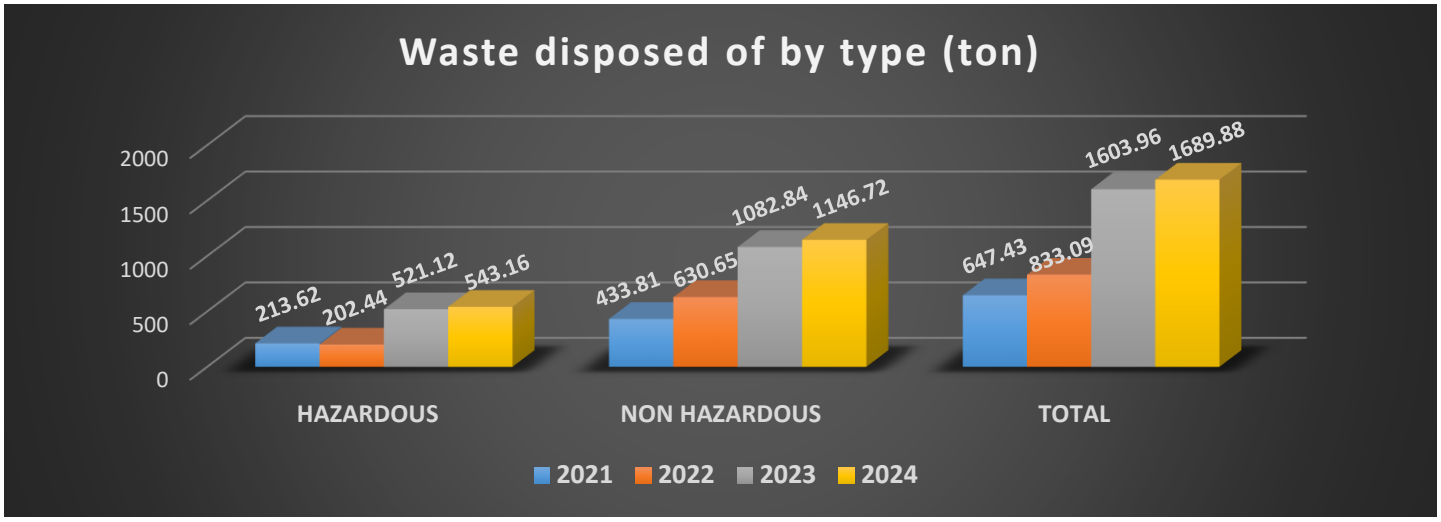
Partnership with ONEDD:

We continued our collaboration with the National Office for the Environment and Sustainable Development (ONEDD) to carry out quarterly checks on atmospheric emissions. This partnership ensures that our air quality management practices are regularly reviewed and validated by an authoritative body.

1.3 Waste Management

Post-consumer waste management

In 2024, we have entered into agreements with service providers specializing in waste collection, in order to guarantee the most environmentally friendly solutions for waste treatment. These partnerships underline our commitment to sustainable waste management and are fully in line with our long-term environmental goals. As a result, we have achieved total control of our waste, concluded by the destocking of all special and special hazardous waste and being exempted from paying the destocking incentive tax, set up by the Algerian authorities.



Treatment method (post-consumer waste)	2022	2023	2024	Total
INCINERATION, CO-INCINERATION (ton)	38.36	236.36	236	510,72
RECYCLING, REUSE (ton)	795.09	1367.6	1453.88(1)	3616.57
Total	**833.45**	**1603.96**	**1689.88**(1)	**4127.29**

(1) The amount of waste increased in 2024 as new units were launched

Internal recycling of scrap metal:

In 2024, the quantity of scrap from rolling mills and smelting plants is 93097.08 tons, compared to 107,095 tons in 2023.

Significant progress in recycling

In 2024, our beneficiation plant allowed us to recycle a significant amount of by-products. Specifically, we recycled 104,637 tons of by-products generated.

Recycling of shredding waste

In 2024, we managed to recycle 31,569 tons of shredding waste, a significant increase from the 8,975 tons recycled in 2023. This progress illustrates the effectiveness of our waste management strategies and confirms our commitment to sustainably reducing our environmental footprint.

1.4 Energy consumption

Our efforts to manage and reduce energy consumption are multifaceted and focus on audits, certifications, and renewable energy. In 2024, we obtained ISO 50001 certification, an international recognition that attests to our commitment to responsible energy management. This certification allows us to implement a systematic and structured approach, ensuring the continuous improvement of our energy performance reducing energy waste, reducing operational costs and reducing our carbon footprint.

Energy consumption	2020	2021	2022	2023	2024
Electricity (kWh)	2 323 780 000	2 355 928 000	2 382 751 000	2 706 358 000	3 183 715 076
Naturel Gaz (m3)	794 747 590	786 306 624	821 477 386	842 520 315	969 138 266

These initiatives collectively strengthen our sustainability efforts by reducing energy consumption, reducing greenhouse gas emissions and minimizing our environmental impact. Achieving ISO 50001 certification will standardize our energy management practices, ensuring continuous improvement in energy performance. Integrating solar energy into our operations will significantly reduce our reliance on fossil fuels, as solar energy is a clean, renewable resource that generates zero emissions during operation. Despite the increase in energy consumption over the years, mainly due to new energy units, our initiatives and audits aim to reverse this trend by improving energy efficiency and integrating renewable energy sources, demonstrating our commitment to responsible energy management and environmental management.

The SEER International Electricity and Renewable Energy Exhibition

Tosyali Algeria participated in the 7th edition of the SEER International Electricity and Renewable Energy Exhibition, which was held in SAFEX - ALGIERS.

During this exhibition, we presented TOSYALI ALGERIA's commitment to the environment and renewable energy. We also presented a large-scale project that TOSYALI ALGERIA plans to implement: the installation of solar panels on the roofs of its new buildings.

1.5 Water and wastewater management

Our liquid discharge control facilities include industrial water treatment plants operating in a closed loop to ensure efficient treatment and recycling of industrial water, and a domestic water treatment plant using biological treatment with three BIOMASSE systems, two large BIOMASSE systems of approximately 100 m² each, and two small, integrated into 40 m² underground collection pools. We also use an oil/water separator for mechanical workshop operations and settling tanks for sedimentation and settling processes. The monitoring of liquid discharges is carried out in compliance with national standards through regulatory control with the ONEDD (National Observatory for the Environment and Sustainable Development). To reduce water consumption, we add shallow circulation filters to various systems to maintain water quality by separating pollutants, minimizing the need for fresh water.

In addition, our wastewater recovery facility, commissioned in 2024, has recovered 2,500 tonnes of the 7,000 tonnes of water discharged daily during the water preparation process. In the facilities of Steel Plant 2, approximately 720 tons of water used daily in the slag cooling process will come from the wastewater collected and transferred to the slag area using a suitable pump, thus reducing fresh water consumption.

By integrating these processes into our operations, annual consumption has been significantly reduced compared to 2022 and 2023.

Units	Water consumption (m^3/ton P)		
	2022	2023	2024
Rollingmill 01	1,63	1,71	1,14
Rollingmill 02	1,53	1.16	0,61
Rollingmill 03	1,53	1.18	0,64
Wire Rod	1,52	1.20	0,67
Melt shop 01	2.03	1,69	1,61
Melt shop 02	1,71	1,69	1,59
DRI	1,87	1.9	2,24
Beneficiation	0,12	0,24	0,17
Pellet	0,13	0,13	0,16

Water Consumption (m3)				
2020	2021	2022	2023	2024
11 247 658	15 334 558	15 428 939	15 268 713	15 207 548

Despite the commissioning of new production units, water consumption in 2024 did not increase. This result reflects the effectiveness of the water recovery and reuse measures put in place.

1.6 Environmental awareness and improved training

As part of our commitment to sustainability, we have significantly increased our efforts in environmental awareness and education. This progress is reflected in both the outreach planning initiatives and the internal and external training programs we have implemented.

Environmental Awareness Planning:

Topics covered: Waste management, environmental policy and environmental aspects.

Target audience: Existing and new workers during safety induction.

Year	2022	2023	2024
Participants number	446	671	1872

Internal and External Training:

Training topics and participation:

External training	2022	2023	2024
Sustainable Development CSR & ISO NA 26000	/	20	10
ISO 14001 Standards	79	56	115
Chemical risk	67	101	/
Master's Degree in Quality, Health, Safety and Environment	12	/	/
Environment Delegate	16	/	/
Waste management	184	/	403
Environmental issues related to reducing the consumption of natural resources and energy	/	/	15
Total	**358**	**177**	**543**

Internal training	2022	2023	2024
Industrial waste management	/	/	**709**

The total number of participants in external and internal training courses has increased sharply compared to previous years, from 177 in 2023 to 1,252 in 2024. A new themehas been integrated into the external training courses: "Environmental issues related to thereductionof the consumption of natural resources and energy". In addition, more than 700 workers have benefited from in-house training dedicated to waste management specific to our facilities.

1.7 Engagement in environmental partnerships

In addition to our collaboration with ONEDD to perform comprehensive measurements of air emissions and liquid discharges, and the CNTPP as a support for our technical studies, further collaborations and partnerships were developed in 2024, as well as participation in environmental events, including:

Collaboration PNUD ALGERIA:

In 2024, a collaboration was initiated with UNDP, the National Coordinator of the project for the development of the First Biennial Transparency Report (BTR1) as well as the Fourth National Communication, combined with Algeria's Second Biennial Transparency Report (NC4&BTR2) on climate change. This initiative, led by the Ministry of Environment and Renewable Energy in partnership with UNDP, aims to establish the national inventory of greenhouse gases (GHGs) of the industrial sector in Algeria.

Collaboration with SONATRACH: Tosyali Algeria's investments in green energy: hydrogen

Tosyalı Algeria has signed a memorandum of understanding with Sonatrach, Africa's leading energy group and a major player in the sector globally, regarding the production of green hydrogen in Algeria for a sustainable future and its use in the steel industry.

Green Talk event organised by BNP Paribas El-Djazair

On 28 October, Tosyali participated in the Green Talk event organised by BNP Paribas El-Djazair, where we reaffirmed our commitment to environmental responsibility. This event provided an opportunity to discuss sustainability strategies and present our current and future initiatives to reduce our carbon footprint, as well as the challenges related to the modernization of our facilities. We shared our vision for greener steel, including strategies for energy transition, energy efficiency, decarbonization and improved waste management.

1.8 Other projects to improve biodiversity and reduce ecotoxicity

We are committed to protecting and enhancing biodiversity through several key initiatives:

Medabra Slag Dump Area Rehabilitation: We are actively rehabilitating the Medabra slag dump area to restore natural habitat and promote ecological balance.

Creation of green spaces: Within our factory premises, we have created 135,000 square meters of green spaces. These green spaces contribute to the local ecosystem by providing habitats for various species and improving air quality.

Tree Planting Initiative: We have a strategic plan to plant more than 1000 trees annually in the vicinity of Tosyali, Algeria

This initiative aims to improve local biodiversity and sequester carbon, contributing to our overall environmental sustainability goals.

Active participation in events organized by the Forestry Directorate:

Tosyali Algeria is actively committed to playing a major role in the events organized by the Directorate of Forests. This participation illustrates the company's commitment to the preservation and enhancement of biodiversity.

2. Social performance

2.1 Employee health and safety Introduction



The health and safety of employees is a strategic priority for Tosyali Algeria. The company takes a proactive approach based on risk prevention, regulatory compliance and continuous improvement. Through a management system in accordance with ISO 45001:2018, Tosyali Algeria is committed to protecting the life, physical integrity and well-being of all its employees, subcontractors and partners working on the site. This commitment is reflected in concrete actions and a human-centred continuous improvement mechanism.

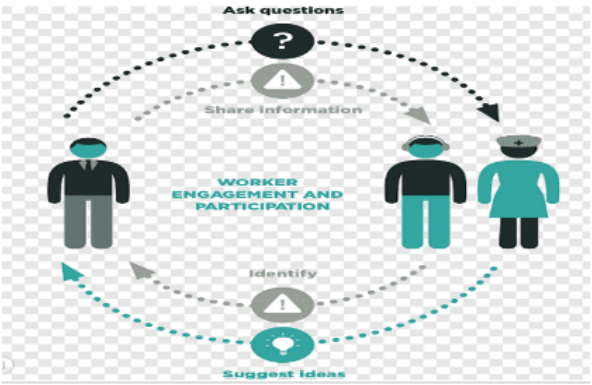
Health & Safety Management System

Tosyali Algeria has an Integrated Management System (SMS) that brings together the processes, procedures, responsibilities and resources necessary to ensure a safe and healthy working environment. This system is based on visible leadership, the empowerment of managers and the active participation of staff. It also includes a gradual digitization of processes, in particular thanks to the Yellow Card application, which makes it possible to quickly report incidents, dangerous acts and risky situations. Internal and external audits conducted in 2024–2025 confirm the system's compliance with international requirements and the robustness of risk management mechanisms.

Hazard Identification and Risk Assessment (HIRA):

Risk management is one of the pillars of the SMS. The Hazard Identification and Risk Assessment (HIRA) process is applied systematically to all operational activities. It makes it possible to anticipate dangerous events and to put in place appropriate prevention measures. During the period 2024–2025, the main risks identified concern falls from the same level and from heights, thermal exposure, hazardous energies, chemical risks and those related to internal traffic. Based on these findings, targeted action plans were implemented across all units to reduce the level of risk and improve operational security.

Worker Participation, Occupational Health and Safety Consultation:

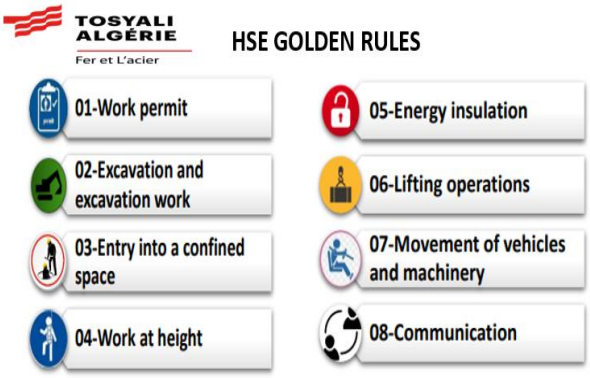


Worker participation is an essential pillar for the effectiveness of the safety system. Tosyali Algeria actively involves its employees through health and safety committees, regular HSE meetings, joint inspections and participatory incident analysis. Workers also have digital tools, such as the Yellow Card app, to quickly report hazards and suggest improvements.

The company shall promote the consultation and participation of workers and their representatives as much as possible through the necessary means and training. This involvement is reflected in their presence at CPHS(E) meetings, their participation in the assessment of occupational risks, the definition of PPE needs, the determination of training needs and the evaluation of their effectiveness. Workers also contribute to the analysis of adverse events and the identification of corrective actions, thus strengthening prevention and the overall performance of the HSE system.

Prevention of occupational health and safety and physical well-being:

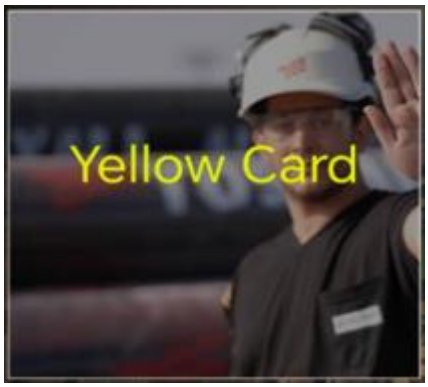
The company deploys a structured prevention strategy based on HSE golden rules, the standardization of safety practices and the implementation of reinforced controls in critical areas. Targeted campaigns were carried out on priority themes such as fall prevention, hazardous energy management, signage of risk areas, improvement of internal traffic and verification of critical equipment. These efforts result in a significant reduction in incidents and better control of high-risk operational situations.



HSE Reporting and Digitalization

Tosyali Algeria continues to modernize its HSE system through the digitization of the reporting and action monitoring processes. The introduction of the **Yellow Card** application has improved the speed of communication of dangerous situations, risky acts, near-misses and environmental observations. This tool ensures full traceability, facilitates the planning of corrective actions and increases transparency between the business units and the HSE department. The digitalization of inspections has also reduced processing times, increased data reliability and strengthened proactive risk analysis. This digital transformation is now an essential lever for the continuous improvement of the HSE management system.





Security and Awareness Training

Training and awareness-raising are a fundamental element in strengthening the safety culture within Tosyali Algeria. The company implements a structured program covering all operational risks, including training on working at heights, hazardous energy control (LOTO), fire prevention, equipment handling, chemical management and safe behaviour in an industrial environment. In addition, thematic awareness campaigns are organized throughout the year to inform employees about priority hazards and promote good practices. These initiatives help to increase staff skills, reduce risky behaviours and strengthen collective vigilance in the field.

Emergency Preparedness and Incident Response

Emergency preparedness is a strategic focus of Tosyali Algeria's prevention system. Evacuation drills and accident simulations are carried out regularly in all units in order to assess the teams' ability to react, the performance of the warning systems and the effectiveness of the internal rescue resources. These exercises, sometimes carried out in collaboration with the Civil Protection, make it possible to test different scenarios such as fires, chemical leaks, electrical incidents or rescue at height. The feedback from these simulations is used to improve intervention procedures, optimize coordination between teams and strengthen operational resilience. Thanks to this proactive approach, the company ensures a high level of preparedness to protect workers and limit the impact of any major event.



Indicators LTI

The year 2024 was marked by an increase in the number of lost-time accidents (LTI), reaching 231 cases. This situation is mainly related to the operational constraints of the extension project – Phase 04. The start-up and acceptance activities of the new facilities resulted in increased exposure to risk, due to the high volume of concurrent work and the gradual integration of new workers.

In addition, 2024 saw the launch of the "Yellow Card" digital platform, the testing and awareness-raising phase of which for workers began in December 2024. This initiative is an important step in the modernisation of the HSE system and aims to strengthen the identification and reporting of hazardous situations by workers.

KPIs Employee Safety			
N°	Indicators	2023	2024
1	LTI	216	231
2	Employee working hours	7993941	10491953
3	LTIFR	27.02	22.02
4	Number of fatal accidents	0	1
5	Emergency Drills Conducted	/	6

The analysis of the causes of accidents that occurred in 2024 highlights the predominance of physical risks, including trips and falls, as well as thermal and chemical exposures. In response, a strengthened action plan has been implemented to target these priority risks.

Specific training courses were deployed throughout the year to improve the safety culture, strengthen the vigilance of workers and develop the skills necessary to perform tasks in risky environments.

Despite the challenges related to the launch of the new units, Tosyali Algeria is pursuing a dynamic of continuous improvement in 2024, focused on risk prevention, modernization of the HSE system and consolidation of a sustainable safety culture.

Medical care

In 2024, Tosyali Algeria maintained a high-performing healthcare structure, ensuring medical care for employees and effective management of emergencies 24/7. The occupational health system, supported by a dedicated medical team, ensures regular monitoring of employees through consultations, periodic medical check-ups, and specific examinations, contributing to risk prevention and the protection of employees' health.

KPIs Employee health			
N°	Indicators	2023	2024
1	Rate of completion of the 1st periodic medical examination	100%	100%
2	Rate of the 2nd periodic medical examination for highly exposed workers	100%	82.20%

2.2 Employee well-being

En 2024, Tosyali Algérie a maintenu et renforcé ces programmes, garantissant leur continuité et leur efficacité au bénéfice des employés et de leurs familles. L'entreprise a continué de faire du bien-être mental un pilier de sa stratégie de ressources humaines, en favorisant une culture de travail solidaire et bienveillante. Ces actions traduisent notre engagement à long terme en faveur d'un emploi durable et de la stabilité de la main-d'œuvre



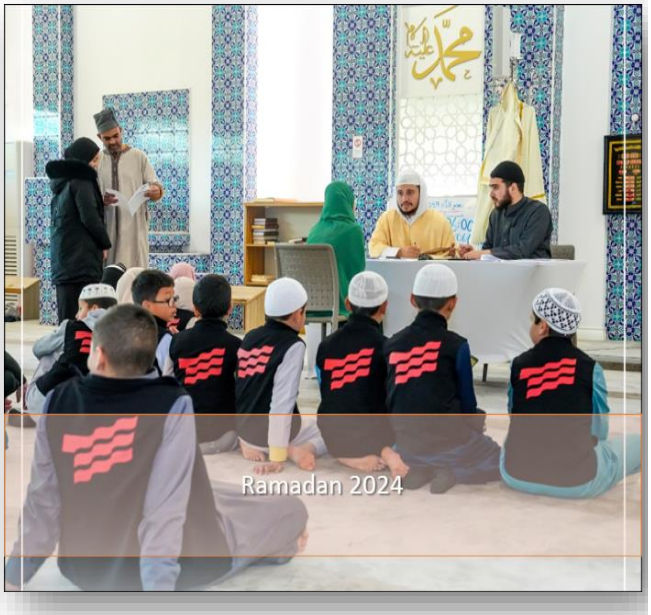
15.3 million DZD was allocated to support the Omrah program as part of our employee welfare initiatives.



120 Employee have benefited from the program



The event was honored by the presence of the Chairman Fuat TOSYALI, underscoring top management's direct involvement in social and family-oriented initiatives.



Ramadan 2024



2.81 Million DZD allocated for the welfare of 40 Employee and their families in Tunisia



1.07 Million DZD allocated for the welfare of 84 Employee and their families in Taghit



3.37 Million DZD allocated for the welfare of 44 Employee and their families in Rachgoun Beach



5.23 Million DZD allocated for the welfare of 41 Employee and their families in Porsay Beach



3.16 Million DZD allocated for the welfare of 46 Employee and their families in Porsay Beach



2.6 Million DZD allocated for the welfare of 44 Employee and their families in Porsay Beach







13.4 million DZD was allocated to enable 300 children to participate in summer camps as part of our family support program

Enriched summer camp experience

Recreation, learning and well-being



Ramadan Aid

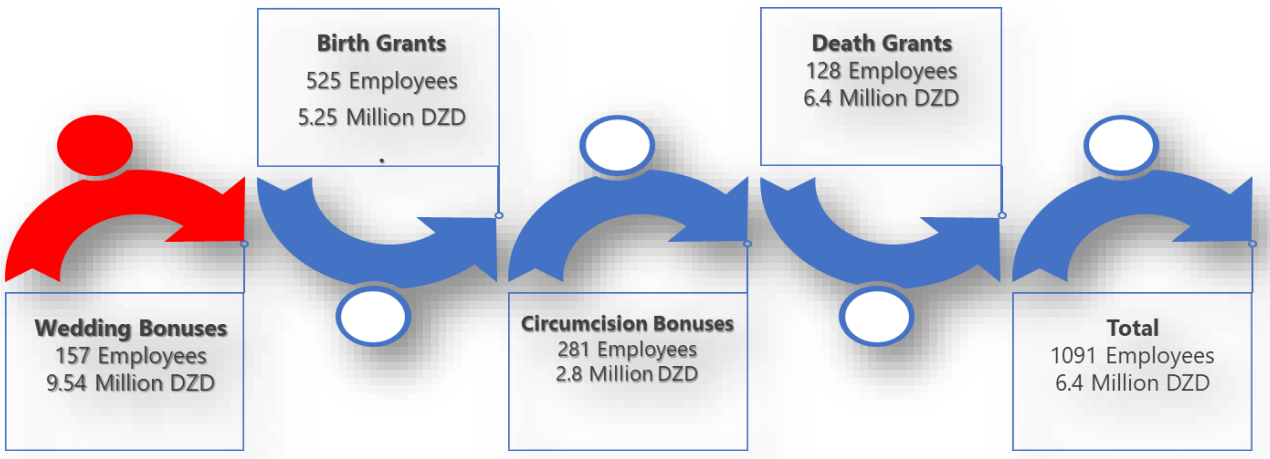
A total of 26.7 million DZD was distributed as a Ramadan bonus to 4,855 employees, strengthening our ongoing support for staff well-being

Collective Circumcision

Through a budget of 1,604,150 DZD, Tosyali Algeria supported the collective circumcision program, reinforcing its commitment to family, health and social solidarity

Sport Accessories

A budget of 252,800 DZD was allocated by the Social Works Committee for the provision of sports accessories, supporting employee health and active lifestyles

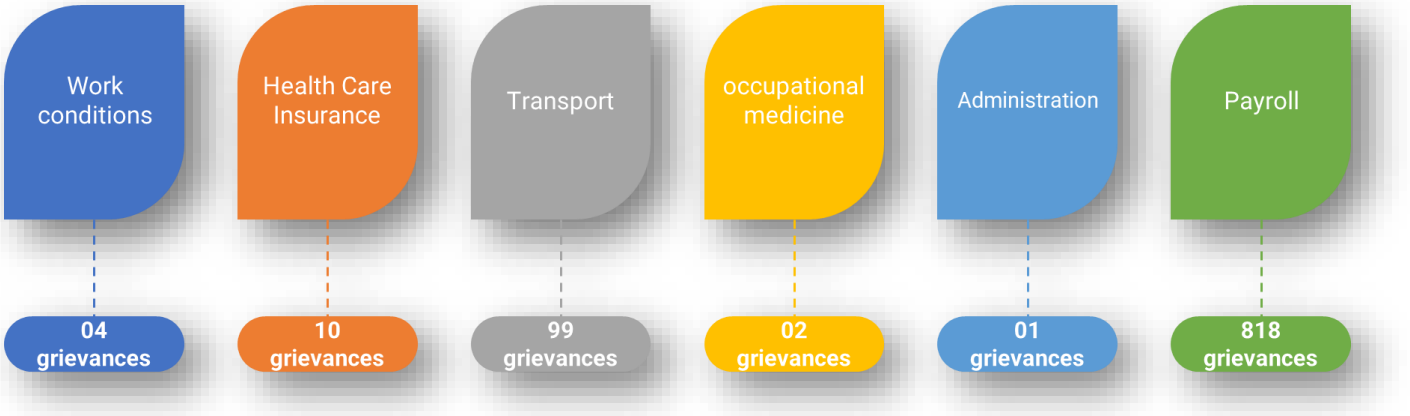


2.3 Responsible employment



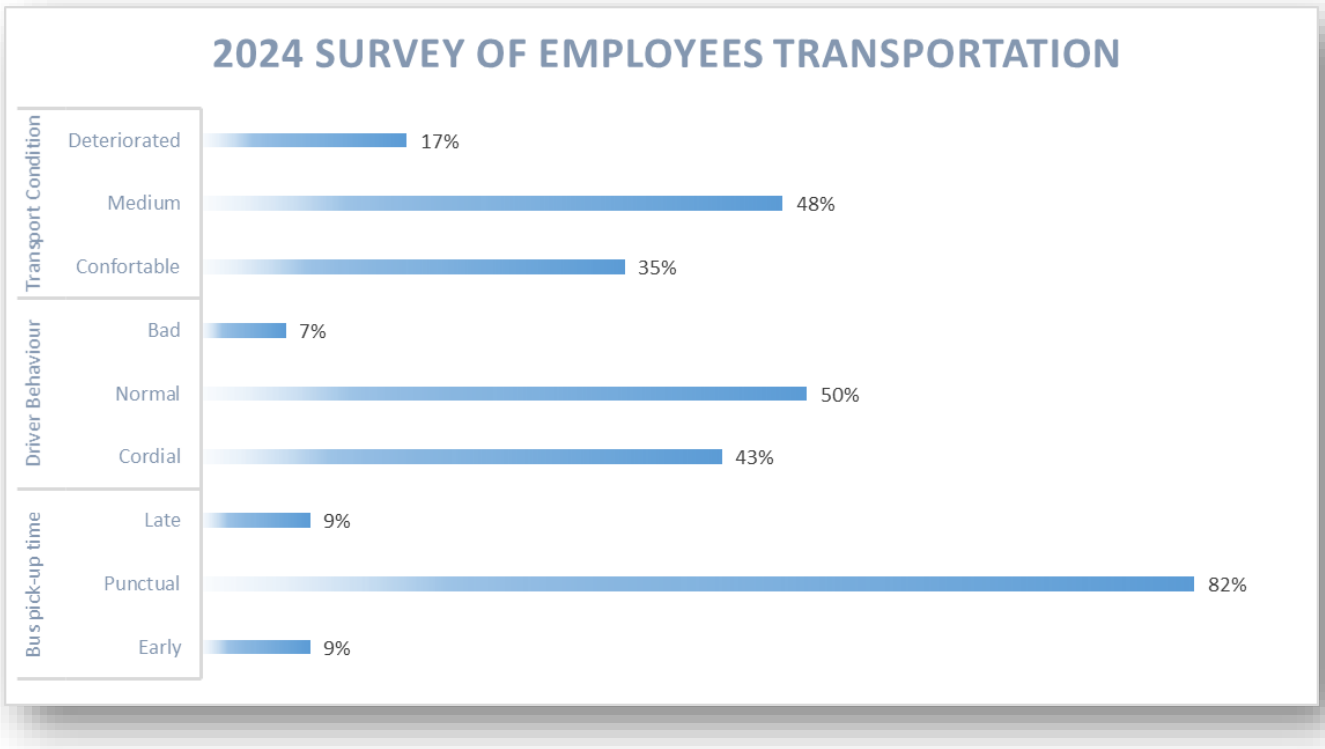
Our social commitment is based on a very competitive salary, with all salaries exceeding the national minimum by more than 250%. During the year, our company provided quality employment to 5,622 employees, with an average monthly income of DZD 108,406 for men and DZD 76,554 for women. We maintain an active dialogue mechanism that has resulted in the receipt and full resolution of 934 grievances, underscoring our commitment to open dialogue and the continuous improvement of working conditions. Although our workforce remains predominantly male (97% men), we remain attentive to the evolution of gender diversity and pay equity, which are strategic areas for improvement.

2.4 Employee Complaints



In 2024, our grievance management mechanism processed and resolved 934 reports. The analysis shows that 87% of the complaints concern payroll management, thus identifying a priority area for improvement for our administrative processes. Conversely, the very low number of grievances related to working conditions (0.4%) and health (1%) testifies to the excellence of our standards in terms of safety and social protection

2.5 Employee transport survey



Based on the 2024 Survey of Employees Transportation," here is a summary interpretation for your sustainability report. This data provides key insights into the Social (S) and Operational dimensions of your company's transportation strategy.

a. Reliability & Efficiency (Bus Pick-up Time)
Performance: Excellent. 82% of employees report that buses are Punctual.
Sustainability Impact: High punctuality reduces idle time and ensures workforce productivity. The balanced 9% for both "Late" and "Early" suggests minor logistical variances rather than systemic failures.

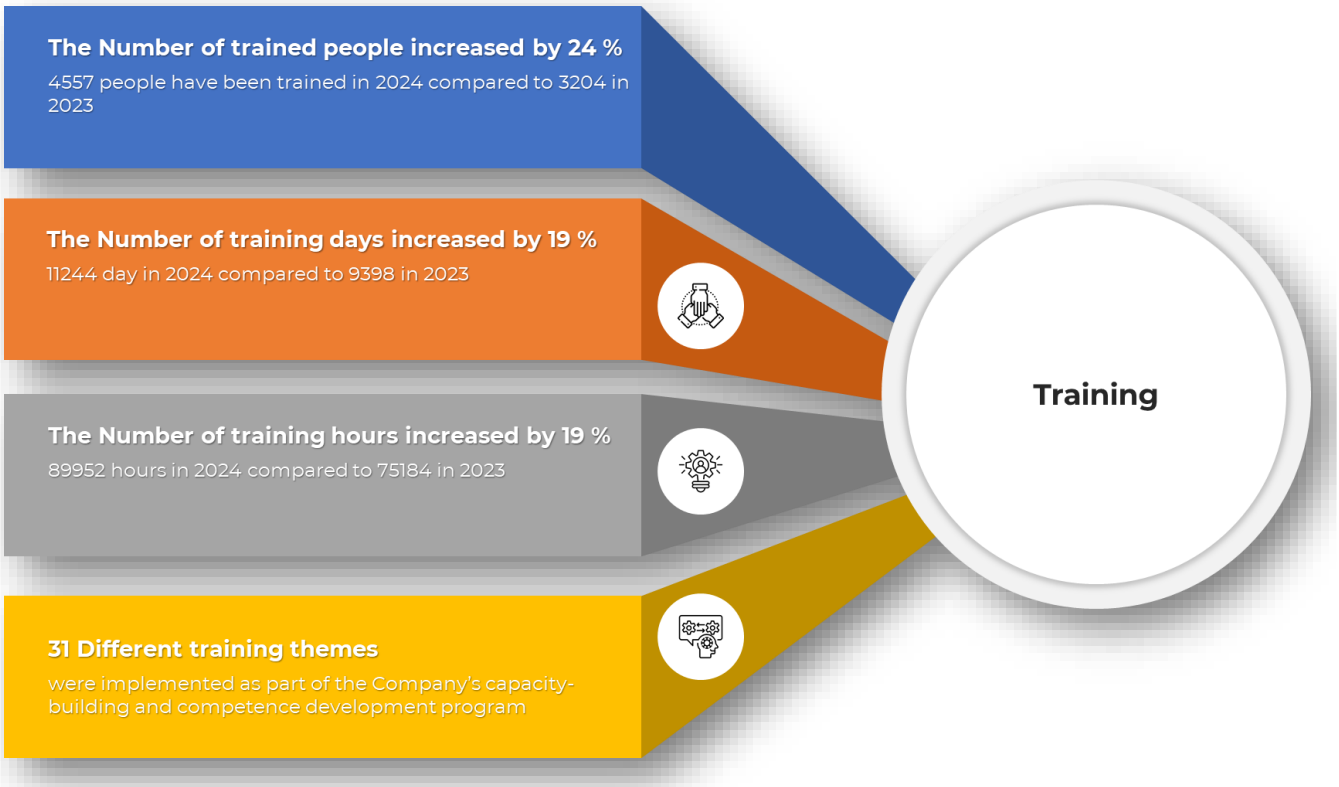
b. Social Well-being & Safety (Driver's behavior)
Performance: Strong. 93% of employees view driver behavior as Normal (50%) or Cordial (43%).
Sustainability Impact: Positive driver-passenger interactions contribute to a safe and stress-free commute, supporting employee mental well-being and a positive corporate culture. Only 7% reported "Bad" behavior, indicating a need for targeted training rather than a total policy overhaul.

c. Infrastructure and confort (Transport Condition)
Performance: Moderate to Low. While 35% find the condition Comfortable, nearly half (48%) rate it as Medium, and 17% categorize it as Deteriorated.
Sustainability Impact: This is the most critical area for investment. Improving vehicle conditions can enhance passenger safety and potentially improve fuel efficiency if older, "deteriorated" vehicles are replaced with newer, more eco-friendly models.

2.6 Training

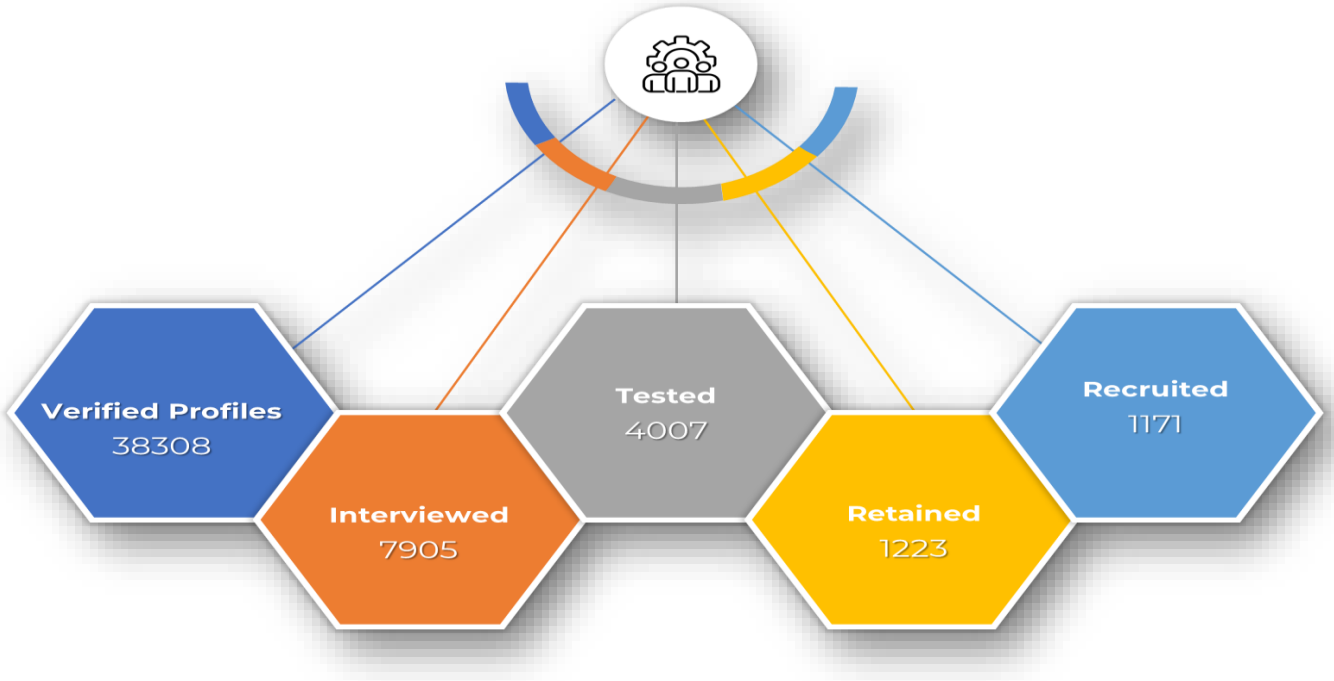
In terms of training delivery, we have conducted 265 sessions for management/executive staff, 237 sessions for skilled/professional employees, and 4055 sessions for operational staff. These resources and efforts reflect our commitment to continuous learning and development, ensuring that all employees have the opportunity to enhance their skills and advance their careers

- 265 Management/Executive
- 237 Skilled/Professional
- 4055 Operational
- Total of 89952 hours training



Training KPIs			
N°	Indicators	2023	2024
1	Rate of completion of the annual training plan	90%	96.14%
2	Effectiveness rate of training measures	88 %	88 %

2.7 Recruitment Process



With 38,308 verified profiles, the company benefits from massive visibility on the job market. This is a testament to a strong employer brand and a great sourcing capacity.

Selectivity and Rigor:

Overall selection rate: Only 3% of initial candidates are ultimately recruited (1,171 out of 38,308).
This underlines an extremely rigorous screening process, ensuring the acquisition of high-quality talent.

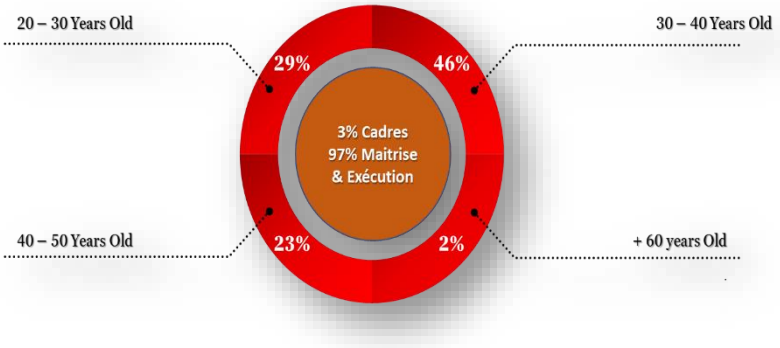
Effectiveness of Interviews:

Approximately 20% of the candidates who interviewed (7,905) were tested (4,007), and of these, 30% were successful.

The move from "Selected" (1,223) to "Recruited" (1,171) shows an excellent completion rate (95.7%), which means that very few candidates refuse your final offers.

Human Resources Profile

We have a particularly young and dynamic human capital, with 75% of our employees under the age of 40. The 30-40 age group represents our main base (46%), closely followed by the 20-30 age group (29%). This demographic structure ensures that our company is highly adaptable and that our skills will be sustainable over the long term. Conversely, with only 2% of our workforce over the age of 60, we face a low risk of mass retirements in the short term.

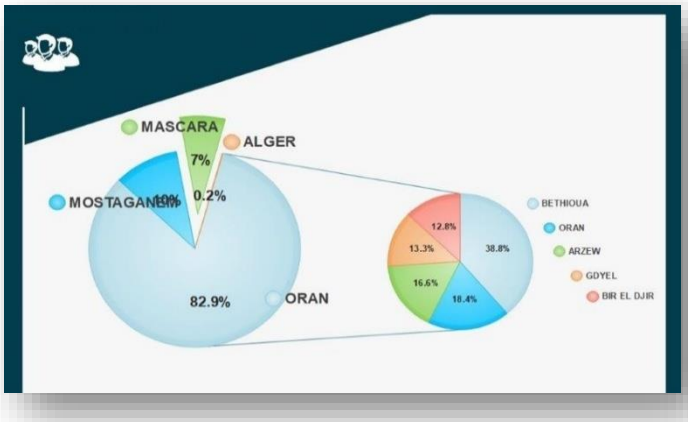


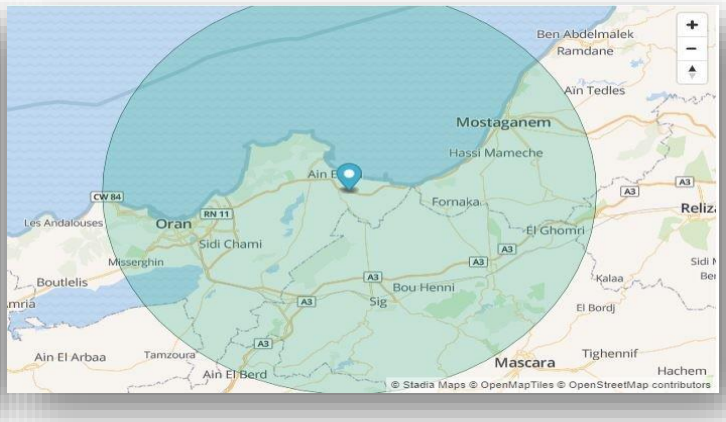


+*986/5

In 2024, we recruited 1,171 employees against 1,982 departures, resulting in a turnover rate of 4.61%. This low rate confirms the stability of our teams, which we strengthen through an active policy of talent retention and career development.

2.8 Local employment

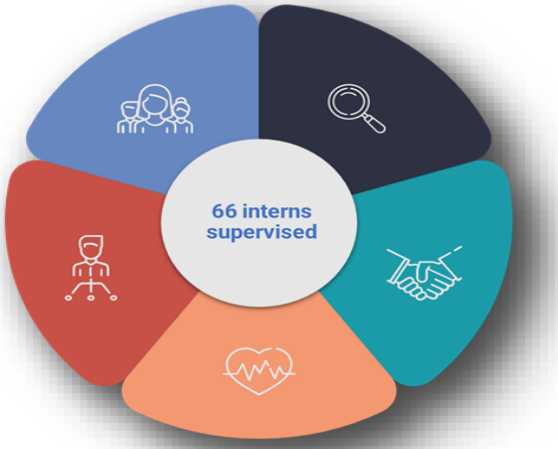


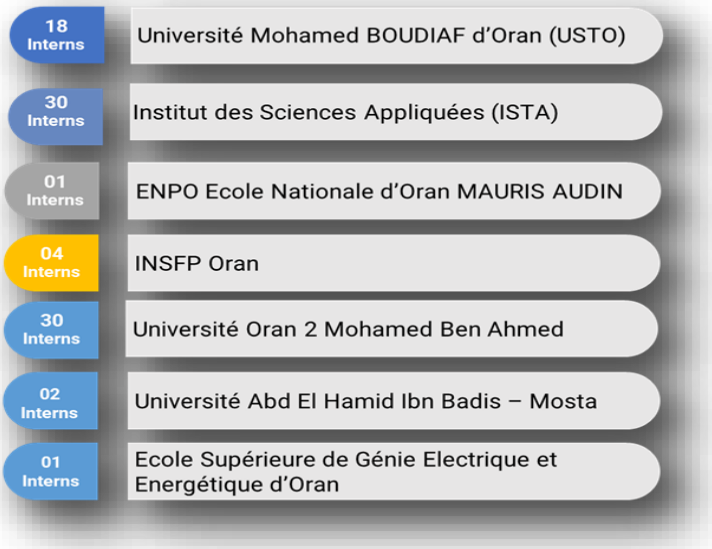


Human Rights KPIs			
N°	Indicateurs	2023	2024
1	Employee Retention Rate	80%	80%
2	Number of employees with a minimum wage set by the national legal standard	0	0
3	Employee complaint rate resolved	94%	100%
4	Number of recruitments of minors carried out	0	0
5	Local recruitment rate	81.15%	

2.9 Relations with local communities and social responsibility initiatives

Reception and support of university interns





In 2024, the company welcomed 66 interns, divided into two groups, offering them a concrete immersion in the industrial professional environment. This initiative aims to facilitate the professional integration of young graduates by enabling them to better understand the requirements of the world of work and to develop their technical and behavioural skills.

The trainees were supervised by the engineers, who provided local support through the presentation of the processes, activities and best practices specific to each department.

In addition, in order to guarantee their safety, the company has provided them with the necessary personal protective equipment, in accordance with occupational health and safety requirements.

Through this action, Tosyali Algeria confirms its role as a committed player in the training of young talents and in the sustainable development of the local community.



Meetings with members of the local community, civil society organizations and local authorities to identify priority community needs and determine how Tosyali Algeria can contribute significantly to meeting those needs.

Solidarity and Support for Local Communities

During the 2024 financial year, Tosyali Algérie strengthened its commitment to its local area through solidarity initiatives and support for public institutions and neighboring municipalities, for a total amount of 22,364,273.89 DZD:

- Donation for the construction of a mosque (10,000,000.00 DZD): a contribution to building a place of worship serving the local population, accounting for 44.7% of the total amount on its own.
- Services for the Bethioua Municipal People's Assembly (APC) (9,233,537.25 DZD): services provided for the municipality that hosts the complex, to help improve its residents' quality of life.
- Services for the Arzew Municipal People's Assembly (APC) (267,488.46 DZD): services provided for the municipality, in the same spirit of support for local authorities.
- Services for the Aïn Biya Municipal People's Assembly (APC) (327,488.00 DZD): services provided for the municipality, for the benefit of its residents.
- Equipment donations to the wilaya (1,055,700.18 DZD): material support for the institutions of the Wilaya of Oran in their work with the population.
- Back-to-school support for orphans (683,060.00 DZD): support for orphaned children to help with their return to school and their education.
- Eid clothing for orphans (497,000.00 DZD): support for orphaned children, reflecting the attention given to the most vulnerable populations.
- World Children's Day (300,000.00 DZD): a contribution to organizing an event for children.

Community initiative spending		
	2023	2024
Community initiative spending	20.112.003 DZD	22.364.273.89 DZD

3. Economic performance

3.1 Responsible sourcing

Tosyali Algeria is committed to responsible practices in its supply chain. The company selects its suppliers by ensuring that they respect ethics and the law. It encourages its suppliers to act responsibly, respecting human rights and the principles of business ethics.

In the selection and evaluation process, Tosyali Algeria integrates sustainability criteria, such as environmental impact and fair treatment of employees. The company regularly interacts with its suppliers to support them in improving their practices.

In addition, Tosyali Algérie engages in local purchasing from suppliers based near its operations. This contributes to local economic development and reinforces the company's positive impact on surrounding communities

Tosyali Algérie also carries out regular inspections of its suppliers to ensure compliance with its social responsibility requirements. The confidentiality and security of the information collected are guaranteed.

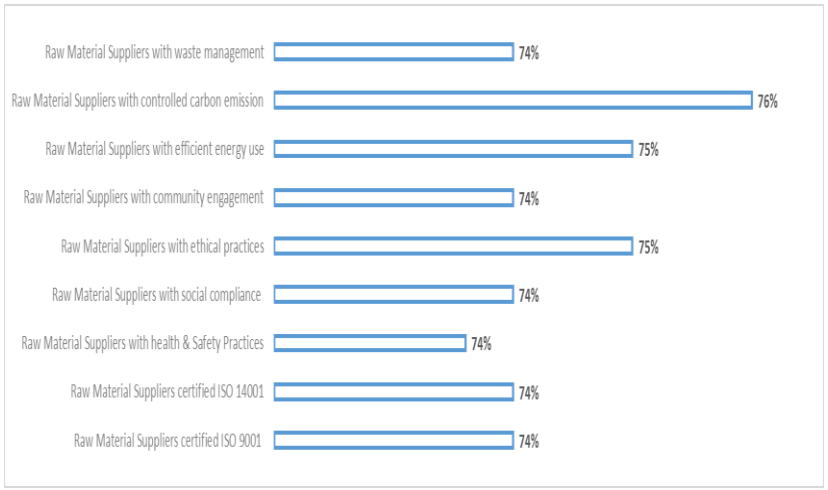
Our commitments

- Focus on material traceability throughout the supply chain
- Reduce the social and environmental impacts associated with the transport of our products.
- Select the nearest suppliers of raw materials and other raw materials to minimize the distance between the source of raw materials and raw materials and the factory when the requirements are met.

Select it from our suppliers

Tosyali Algeria evaluates potential suppliers before engaging in business partnerships or sourcing activities.
We determine the traceability of the most important raw materials and suppliers in terms of impact on sustainability aspects through the mapping of our supply chain.





Our raw material suppliers are selected and evaluated for each delivery according to criteria of quality, deadlines, price, adaptation and compliance with occupational health and safety and environmental requirements (in addition to ethical impact criteria, social and economic).

Relationship with suppliers

- Thoroughly and carefully select suppliers to work with; determine that they have not engaged in unethical or illegal actions, make necessary reviews and determinations in accordance with relevant enforcement principles; and to encourage them to fulfill their legal obligations, to act with respect for human rights and to behave in accordance with the principles of business ethics and the fight against corruption,
- Make decisions in the selection of suppliers using objective criteria,
- Respect the rules of reasonable confidentiality and workplace safety requested during inspections and visits to suppliers.

Local Sourcing	
	2024
Total spending on local purchases	48.341.054.783,11 DZD
Number of supplier complaints	0

3.2 Stakeholder engagement

After a year 2023 focused on identifying the needs of our partners, the 2024 financial year marked a shift toward tangible operational performance, supported by a proactive and multi-channel communication strategy.

Through the digitalization of our exchanges via responsive platforms, we moved from a passive dialogue to a continuous, transparent, and real-time flow of information.

This integrated communication has not only strengthened the trust of our stakeholders but has also become a true management lever. It helps secure our operations, stabilize the social climate, and sustainably enhance the image of Tosyali Algeria.

I.Future sustainability objectives

In 2024, Tosyali Algeria strengthened its commitment to integrating sustainable development principles across all its operations, with a focus on transparency, accountability, and continuous improvement. In this context, the company defined ambitious sustainability objectives for 2025, covering environmental, social, and economic dimensions, as well as responsible business practices, with the aim of strengthening its overall performance and creating sustainable value for all its stakeholders.

ENVIRONMENTAL MANAGEMENT 2025					
N°	Objectives	Indicators	Targets		Actions to achieve objectives
1	Legal compliance	Legal compliance rate	100%	Annuel	Evaluate environmental regulatory compliance
2	Grievance handling	Complaint processing rate	100%	Annuel	Respect environmental grievance handling procedures
3	Emissions (Dust)	Analysis result	< 50mg/m³	Annuel	Implement filter inspection program & measure emissions
4	Waste Management	Types removed by licensed providers	29	Annuel	Monitor regulations; Set contracts with licensed providers
5	Waste Recovery	Internal (100%) / External (>80%)	100% / >80%	Annuel	Implement waste management procedures; Avoid storage accumulation
6	Awareness	Staff awareness rate	> 35%	Annuel	Launch awareness programs on best management practices
7	Energy	Consumption vs previous year	100%	Annuel	Evaluate current usage and identify improvement areas
8	Water	Consumption reduction rate	- 10%	Annuel	Resource evaluation; Recover drainage water from OSMOS
9	Ecotoxicity	Emission analysis	< limits	Annuel	Respect chimney filter replacement schedule
10	Biodiversity	Local tree planting	1000 trees	Annuel	Establish budget for planting and greening zones

HUMAN RESOURCES & TRAINING 2025					
N°	Objectives	Indicators	Targets		Actions to achieve objectives
1	Retention	Employee retention rate	≥ 80%	Annuel	Analysis of the reasons for employee departures
2	Assessment	Annual evaluation rate	100%	Annuel	Complete all scheduled annual competency reviews
3	Workers Complaints	Grievances / Total employees	< 2%	Annuel	Implement a mechanism to handle employee complaints
4	Training Plan	Plan completion rate	≥ 85%	Annuel	Offer professional development opportunities
5	Effectiveness	Effectiveness rate	≥ 85%	Annuel	Monitor training budget and development impact
6	Participation	Participation rate	≥ 85%	Annuel	Ensure staff attendance in annual training programs

HUMAN RESOURCES & TRAINING 2025					
N°	Objectives	Indicators	Targets		Actions to achieve objectives
1	Legal Compliance	Compliances maintained	100%	Annuel	Implement a legal and regulatory watch
2	Promoting worker health and safety;	Reducing the workplace accident rate	-25%	Annuel	Establish a formal OHS management program
		Number of fatal accidents	0		
3	Medical Exams	1st periodic exam rate	100%	Annuel	Establish the annual program for medical visits
4	High Exposure	Specific medical visit rate	80%	Annuel	Specific medical monitoring for high-risk workers
5	Hazard Training	Training hours per worker	10h	Annuel	Sessions to raise awareness on dangers & control measures

HUMAN RIGHTS & ETHICS 2025					
N°	**Objectives**	**Indicators**	**Targets**		**Actions to achieve objectives**
1	Labor Relations	Number of compliance gaps	0	Annuel	Internal mechanisms to prevent labor regulation gaps
2	Equality & Rights	Number of HR gaps reported	0	Annuel	Policies to prevent discrimination, child labor, etc.
3	Fair Wages	Complaints (Unfair wages)	0 / 100%	Annuel	Monitor zero-complaint target & treat any issues 100%
4	Child Labor	Number of minors recruited	0	Annuel	Implement policy strictly forbidding recruitment of minors
5	Well-being	Number of support programs	> Prev. year	Annuel	Initiatives to promote mental health and well-being
6	Social Impact	Community initiatives	> 10	Annuel	Identify and address local community needs
7	Corruption	Complaints related to ethics	0	Annuel	Establish a mechanism for all stakeholder complaints

ECONOMIC & SOURCING 2025					
N°	**Objectives**	**Indicators**	**Targets**		**Actions to achieve objectives**
1	Local Sourcing	Number of local suppliers	Increase	Annuel	Consultations with potential local suppliers
2	Employment	Percentage of local employees	> 60%	Annuel	Collaborate with local authorities for job creation
3	Quality Products	Satisfaction / Resolved complaints	85% / 100%	Annuel	Regularly evaluate satisfaction; effective complaint handling
4	Norms	Quality standards compliance	100%	Annuel	Implement an effective quality control process
5	Ethical Sourcing	Suppliers evaluated (Ethics/ISO)	100%	Annuel	Ethical evaluation process; ISO certification for suppliers
6	Law Respect	Number of infractions	0	Annuel	Corrective measures to comply with laws and regulations