



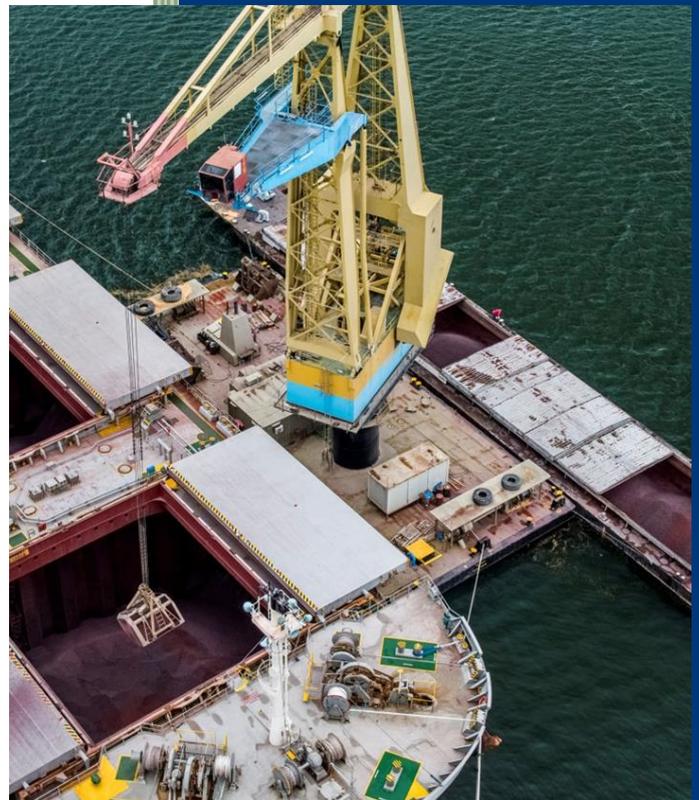
TTS (Transport Trade Services) S.A.

TTS – 2022

2022 Sustainability Report

TTS (Transport Trade Services) S.A.

[BVB: TTS](#)



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Statement of the Board of Directors regarding the sustainable development strategy of TTS Group

The sustainable development of TTS Group is a central element of our business strategy and one of the main priorities of TTS' management reflected in focusing our efforts on adopting environmental, social and governance (ESG) best practices.

In our activity we respect and apply the principles and recommendations of the **OECD Guidelines for Multinational Enterprises on Responsible Business Conduct** in the belief that by adopting the best environmental, social and governance practices, we increase the long-term value of TTS Group.

Transparency

In our view, transparency is a key factor in the success of any enterprise because, regardless of the results, a high level of transparency increases the chances of correctly appreciating its value.

Based on this principle, with the listing of TTS on the Bucharest Stock Exchange, we have built an efficient reporting system so that investors, analysts and market participants have the most relevant information about us in a timely manner.

All our reports – like the Sustainability Report 2022, have a high density of information, and today we are among the very few companies listed on the Stock Exchange that have published information on energy consumption and CO₂ emissions for 9 years of activity – the data being presented in the 2022 EHS Report, a report that accompanies and complements the information in the 2022 Sustainability Report

Environment

We managed to become, and we intend to remain, one of the lowest CO₂ polluters among the participants in the transport on the Danube by continuously investing in the modernization and maintenance of the NAVROM fleet.

TTS Group's environmental policy is built on 3 pillars:

- Monitoring energy consumption, CO₂ emissions and volumes of generated and recycled waste
- ISO 14001 external certification of environmental management systems (EMS)
- Investments in high-performance equipment in terms of environmental footprint

Today, our pusher fleet is equipped with state-of-the-art engines, a fact that is reflected in the very competitive levels recorded by the fleet, both in terms of the volume of CO₂ emissions – decreasing by 26.2% in the period 2012-2022, and in terms of the intensity of CO₂ emissions – down by 5.5% in the same period, and the energy consumption of the fleet – down by 28.7%.

Since 2012, we have been monitoring both the indicators that constitute the environmental footprint of the TTS Group - based on the energy consumption of each business unit, as well as waste management.



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ISO 14001 certified EMS systems implemented cover the activity carried out in all locations with significant impact.

Occupational health and safety

We treat occupational health and safety with great care in the belief that the TTS team is the source of the Group's performance.

The approach to the OSH issue was similar to the approach to the environmental issue. The activity has been monitored since 2012 and we have introduced externally certified ISO 14001 management systems which today cover the activity of over 85% of the workforce employed in the Group.

Governance

TTS Group's corporate governance system is built on three principles:

- application of the best corporate governance practices at the TTS level
- the economic, legal, financial, administrative and commercial autonomy of the subsidiaries
- the exercise of control by TTS through the power of voting in the general meetings of shareholders and the progressive transfer to the level of affiliated companies of good corporate governance practices from the level of TTS

In the 2 years that have passed since the listing on the Bucharest Stock Exchange, we have managed to make the leap from a closed company to a high-performance governance framework.

TTS is governed by a Board of Directors where independent members hold the majority of votes and leadership is delegated to the Executive Directors. Only one member of the Board holds an executive position, and the Chairman of the Board - at the same time the shareholder with the largest share, is a non-executive member.

General meetings of shareholders are held almost exclusively by remote voting, with shareholders exercising their right to vote by accessing the electronic voting platform provided by TTS or by mail.

We are in regular contact with our shareholders, either through the quarterly video conferences organized to discuss the TTS results – video conferences in which analysts and investors who are not shareholders can also participate, or through the video conferences organized to debate the issues on the agenda of the general meetings of shareholders.

TTS Group's sustainability strategy is structured in four directions in which the Board of Directors estimates that the Group's activity has the most significant impact.

Environment → Further reduction of energy consumption and CO₂ emissions.

Short term

M1. Increasing the degree of alignment of TTS Group's activities with the EU Taxonomy.

Medium and long term

M2. Extension of external ISO 14001 certification of environmental management systems (EMS)

M3. Preparation for the inclusion of transport on inland waterways in the emissions trading scheme resulting from the amendment of the EU-ETS Directive 2018/410/14.03.2018

M4. Refitting the pusher fleet with the next generation engines, to be available starting in 2025

Social

→ Increasing the degree of coverage of employees with certified OSH management systems

→ Increasing the level of consultation with stakeholders on the sustainability of TTS Group activities

Short term

S1. Implementing an online communication/consultation mechanism with TTS group shareholders and employees, and other interested parties.

Medium and long term

S2. Extension of external ISO 45001 certification of OSH management systems

Guvernanță

→ The progressive transfer of corporate governance practices from TTS level to the affiliated companies

Short term

G1. Online migration of the internal reporting system of environmental, OSH and sustainability indicators that form the basis of EHS Reports and Sustainability Reports

G2. Expanding the EHS monitoring perimeter by including Navrom Bac

G3. Preparation of the Group's companies for reporting according to ESRS starting January 1, 2024, following the adoption of the CSRD Directive

Pe termen mediu și lung



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G4. Formalization of environmental and responsible business behavior policies at the level of TTS Group

G5. Expansion of the EHS monitoring perimeter at the level of the entire Group

We look to the future with optimism, and on behalf of the TTS team, we thank you all - shareholders, partners, customers and colleagues, for your trust and continued support for the sustainable development of the company.



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GRI index contents

Declaration of use	TTS (Transport Trade Services) S.A. reported for the period 01.01.2022 – 31.12.2022 in accordance with GRI standards.
GRI version used	GRI 1: Foundation 2021
Sectoral GRI Standards applicable	GSSB has not developed sectorial standards applicable to the activities carried out by TTS group. To establish the material topics, TTS took as a reference the general standards from the classes GRI 200: Economic Disclosures, GRI 300: Environmental Disclosures and GRI 400: Social Disclosures.
Reporting date	June 30, 2023

Specific topics	References or subjects/requirements omitted
GRI 2: General Disclosures 2021	
GRI 2-1: Organizational details	1.1. Reporting entity
GRI 2-2: Entities included in the organization’s sustainability reporting	1.2. Reporting scope
GRI 2-3: Reporting period, frequency, and contact point	1.3. Reporting period
GRI 2-4: Restatements of information	1.4. Information Recaptures – 2021 EHS Report
GRI 2-5: External assurance	1.5. External insurance
GRI 2-6: Activities, value chain and other business relationships	3. Description of TTS Group
GRI 2-7: Employees	7.1. Human resource structure
GRI 2-8: Workers who are not employees	7.1. Human resource structure
GRI 2-9: Governance structure and composition	8.1. Corporate governance structure of TTS
GRI 2-10: Nomination and selection of the highest governance body	8.2.1. The nomination process and performance evaluation of the Board of Directors
GRI 2-11: Chair of the highest governance body	8.1. Corporate governance structure of TTS
GRI 2-12: Role of the highest governance body in overseeing the management of impacts	8.2.2. The role of the Board of Directors in the management of sustainability issues
GRI 2-13: Delegation of responsibility for managing impacts	8.2.2. The role of the Board of Directors in the management of sustainability issues
GRI 2-14: Role of the highest governance body in sustainability reporting	8.2.2. The role of the Board of Directors in the management of sustainability issues
GRI 2-15: Conflicts of interest	8.2.3. Addressing conflict of interest and communicating with stakeholders
GRI 2-16: Communication of critical concerns	8.2.3. Addressing conflict of interest and communicating with stakeholders
GRI 2-17: Collective knowledge of the highest governance body	8.2.1. The nomination process and performance evaluation of the Board of Directors
GRI 2-18: Evaluation of the performance of the highest governance body	8.2.1. The nomination process and performance evaluation of the Board of Directors
GRI 2-19: Remuneration policies	8.2.4. Remuneration of the Board of Directors

Specific topics	References or subjects/requirements omitted
GRI 2-20: Process to determine remuneration	8.2.4. Remuneration of the Board of Directors
GRI 2-21: Annual total compensation ratio	9. Equality of opportunity and non-discrimination
GRI 2-22: Statement on sustainable development strategy	8.3 Statement of the Board of Directors regarding the sustainable development strategy of TTS Group
GRI 2-23: Policy commitments	8.3. Internal policies and regulations
GRI 2-24: Embedding policy commitments	8.3. Internal policies and regulations
GRI 2-25: Processes to remediate negative impacts	8.2.2. The role of the Board of Directors in the management of sustainability issues
GRI 2-26: Mechanisms for seeking advice and raising concerns	8.2.3. Addressing conflict of interest and communicating with stakeholders
GRI 2-27: Compliance with laws and regulations	8.4. Compliance with legal provisions and involvement of other stakeholders
GRI 2-28: Membership associations	8.4. Compliance with legal provisions and involvement of other stakeholders
GRI 2-29: Approach to stakeholder engagement	8.2.3. Addressing conflict of interest and communicating with stakeholders
GRI 2-30: Collective bargaining agreements	7.2. Labor relations
GRI 3: Material Topics 2021	
GRI 3-1: Process to determine material topics	2.1. The process of establishing topics with material impact
GRI 3-2: List of material topics	2.2. List of topics with material impact
GRI 3-3: Management of Material Topics	2.3. Management of material topics
GRI 201: Economic Performance 2016	
GRI 201-1: Direct economic value generated and distributed	4.1. Direct economic value
GRI 201-2: Financial implications and other risks and opportunities due to climate change	4.2. Climate change - implications, risks and opportunities
GRI 201-3: Defined benefit plan obligations and other retirement plans	Omitted subject Reason: Not applicable Explanation: None of the companies in the ESG perimeter have implemented any pension plan
GRI 201-4: Financial assistance received from government	4.3. Subsidies
GRI 205: Anti-corruption 2016	
GRI 205-1: Operations assessed for risks related to corruption	10 Anticorruption
GRI 205-2: Communication and training about anti-corruption policies and procedures	Omitted subject Reason: Not applicable Explanation: None of TTS Group's operations have been identified as having a material corruption risk
GRI 205-3: Confirmed incidents of corruption and actions taken	10 Anticorruption



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Specific topics	References or subjects/requirements omitted
GRI 206: Anti-competitive Behavior 2016	
GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	8.5. Compliance with legal provisions and involvement of other stakeholders
GRI 207: Tax 2019	
GRI 207-1: Approach to tax	4.4. Addressing fiscal issues at the Group level
GRI 207-2: Tax governance, control, and risk management	4.4. Addressing fiscal issues at the Group level
GRI 207-3: Stakeholder engagement and management of concerns related to tax	<p>Omitted subject Reason: Not applicable Explanation: TTS Group has not implemented a tax strategy and does not apply tax optimization methods. Companies in the ESG Perimeter are economically, legally, financially, administratively and commercially autonomous. Each company manages its tax obligations independently of the group, in relation to the competent tax authority and in relation to the applicable tax legislation.</p>
GRI 207-4: Country-by-country reporting	4.5. Tax reporting by country
GRI 302: Energy 2016	
GRI 302-1: Energy consumption within the organization	5.1. Energy consumption
GRI 302-2: Energy consumption outside of the organization	<p>Topic omitted Reason: Information unavailable Explanation: There are no relevant public sources of information</p>
GRI 302-3: Energy intensity	5.2. Energy intensities
GRI 302-4: Reduction of energy consumption	<p>Omitted subject Reason: Not applicable Explanation: TTS Group has not implemented a program to reduce energy consumption. Companies in the EHS Perimeter manage their energy consumption independently.</p>
GRI 302-5: Reductions in energy requirements of products and services	<p>Omitted subject Reason: Not applicable Explanation: There are no specific requirements to reduce energy consumption for the services provided by TTS Group.</p>
GRI 305: Emissions 2016	
GRI 305-1: Direct (Scope 1) GHG emissions	5.3. CO₂ emissions
GRI 305-2: Energy indirect (Scope 2) GHG emissions	5.3. CO₂ emissions
GRI 305-3: Other indirect (Scope 3) GHG emissions	Omitted subject

Specific topics	References or subjects/requirements omitted
	<p>Reason: Information unavailable Explanation: There are no public sources of relevant information</p>
GRI 305-4: GHG emissions intensity	5.4. The intensity of CO₂ emissions
GRI 305-5: Reduction of GHG emissions	<p>Omitted subject Reason: Not applicable Explanation: TTS Group has not implemented a program to reduce CO₂ emissions.</p>
GRI 305-6: Emissions of ozone-depleting substances (ODS)	<p>Omitted subject Reason: Not applicable Explanation: None of the companies in the ESG Perimeter use, trade or produce substances that deplete the ozone layer.</p>
GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>Omitted subject Reason: Information unavailable Explanation: Except for CO₂ emissions, TTS Group does not monitor emissions of other gases.</p>
GRI 306: Waste 2020	
GRI 306-1: Waste generation and significant waste-related impacts	5.5. Waste management
GRI 306-2: Management of significant waste-related impacts	<p>Omitted subject Reason: Not applicable Explanation: None of the operations of TTS Group have been identified as having a material impact on the waste generated</p>
GRI 306-3: Waste generated	5.6. Waste recycling
GRI 306-4: Waste diverted from disposal	5.6. Waste recycling
GRI 306-5: Waste directed to disposal	5.6. Waste recycling
GRI 401: Employment 2016	
GRI 401-1: New employee hires and employee turnover	7.2. Labor relations
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or parttime employees	7.2. Labor relations
GRI 401-3: Parental leave	<p>7.2. Labor relations Omitted requirements: requirements from letter d. and e.: "d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender."</p>



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Specific topics	References or subjects/requirements omitted
	Reason: Information unavailable Explanation: There are no records at the level of companies in the ESG Perimeter, the situations having a low frequency.
GRI 403: Occupational Health and Safety 2018	
GRI 403-1: Occupational health and safety management system	6.1. OSH management
GRI 403-2: Hazard identification, risk assessment, and incident investigation	6.1. OSH management
GRI 403-3: Occupational health services	6.1. OSH management
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	6.1. OSH management
GRI 403-5: Worker training on occupational health and safety	6.1. OSH management
GRI 403-6: Promotion of worker health	6.1. OSH management
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Omitted subject Reason: Information unavailable Explanation: There are no public sources of relevant information
GRI 403-8: Workers covered by an occupational health and safety management system	6.2. Workers covered by the OSH management system
GRI 403-9: Work-related injuries	6.3. Work accidents
GRI 403-10: Work-related ill health	6.4. Occupational diseases
GRI 404: Training and Education 2016	
GRI 404-1: Average hours of training per year per employee	7.3. Professional training
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	7.3. Professional training
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	7.3. Professional training
GRI 405: Diversity and Equal Opportunity 2016	
GRI 405-1: Diversity of governance bodies and employees	9. Equality of opportunity and non-discrimination
GRI 405-2: Ratio of basic salary and remuneration of women to men	9. Equality of opportunity and non-discrimination
GRI 406: Non-discrimination 2016	
GRI 406-1: Incidents of discrimination and corrective actions taken	9. Equality of opportunity and non-discrimination
GRI 415: Public Policy 2016	
GRI 415-1: Political contributions	10. Anticorruption
GRI 418: Customer Privacy 2016	



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Specific topics	References or subjects/requirements omitted
GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	8.5. Compliance with legal provisions and involvement of other stakeholders

Standards covering topics without material impact	Explications
GRI 202: Market Presence 2016	In all locations where companies in the ESG Perimeter conduct operations, wage income is higher than the applicable minimum wage. All members of the executive management of companies in the ESG Perimeter are locally employed.
GRI 203: Indirect Economic Impacts 2016	The topic covered is not relevant to TTS Group
GRI 204: Procurement Practices 2016	As a service provider, TTS Group sources almost exclusively from local suppliers. Consequently, the useful information brought by the reporting on this subject is insignificant. The topic was the subject of consultation with interested parties regarding the material nature of the impact.
GRI 301: Materials 2016	Due to the specificity of its activities as a service provider, the consumption of raw materials (including recycled materials) has an insignificant weight in the activity of TTS group (except for fuels, which are already included and analyzed in detail through the sustainability report). For this reason, the useful information brought by the reporting on this subject is insignificant. The topic was the subject of consultation with interested parties regarding the material nature of the impact
GRI 303: Water and Effluents 2018	Due to the specifics of its activity, TTS Group is not a large consumer of water and does not generate a significant volume of wastewater. For this reason, the useful information brought by the reporting on this subject is insignificant. The topic was the subject of consultation with interested parties regarding the material nature of the impact
GRI 304: Biodiversity 2016	Through the specifics of its activity, TTS group has an insignificant impact on biodiversity. For this reason, the useful information brought by the reporting on this subject is insignificant. The topic was the subject of consultation with interested parties regarding the material nature of the impact
GRI 308: Supplier Environmental Assessment 2016	Due to the specificity of TTS group's activity, its main suppliers are, with very few exceptions, multinational companies with excellent reputations in terms of ESG reporting, registering very good scores provided by ESG rating agencies over time. For this reason, the useful information brought by the reporting on this topic is insignificant. The topic was the subject of consultation with interested parties regarding the material nature of the impact
GRI 402: Labor/Management Relations 2016	The subject covered is not relevant for TTS Group, relocations of operations being non-existent
GRI 407: Freedom of Association and Collective Bargaining 2016	The subject covered is not relevant to TTS Group, all group operations are located within the European Union



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Standards covering topics without material impact	Explications
GRI 408: Child Labor 2016	The subject covered is not relevant to TTS Group, all group operations are located within the European Union
GRI 409: Forced or Compulsory Labor 2016	The subject covered is not relevant to TTS Group, all group operations are located within the European Union
GRI 410: Security Practices 2016	The topic covered is not relevant to TTS Group
GRI 411: Rights of Indigenous Peoples 2016	The subject covered is not relevant to TTS Group, all group operations are located within the European Union
GRI 413: Local Communities 2016	The topic covered is not relevant to TTS Group
GRI 414: Supplier Social Assessment 2016	<p>Due to the specificity of TTS group's activity, its main suppliers are, with very few exceptions, multinational companies with excellent reputations in terms of ESG reporting, registering very good scores provided by ESG rating agencies over time.</p> <p>For this reason, the useful information brought by the reporting on this topic is insignificant.</p> <p>The topic was the subject of consultation with interested parties regarding the material nature of the impact.</p>
GRI 416: Customer Health and Safety 2016	The topic covered is not relevant to TTS Group
GRI 417: Marketing and Labeling 2016	The topic covered is not relevant to TTS Group

1. Reporting Framework

1.1. Reporting entity

[GRI 2-1]

Name:	TTS (Transport Trade Services) S.A.
Legal form:	joint stock company
Nature of property:	100% private
Headquarters:	Bucharest, Romania
Main activity:	Shipment of goods
Countries in which it operates:	Romania

TTS is listed on the Bucharest Stock Exchange ("BVB"). The shares issued by TTS are traded on the regulated market administered by BVB, in the Premium category, trading symbol: [TTS](#)

TTS Group is made up of 14 companies ("TTS Group" or "the Group") autonomous from an economic, legal, financial, administrative, and commercial point of view, and conducts operations in Romania, Hungary, Austria and the entire navigable course of the Danube. The main data of the companies in TTS group are presented in ANNEX 1.

TTS exercises its control over the subsidiaries by exercising the right to vote in the general meetings of shareholders (or by decisions as a sole associate), coordinates the activity of the subsidiaries from an operational point of view and ensures their financial support, when necessary.

1.2. Reporting scope

[GRI 2-2]

1.2.1. ESG reporting scope

With the exception of the subjects covered by the GRI 302, GRI 305, GRI 306 and GRI 403 standards, the reporting perimeter ("ESG Scope") of the 2022 Sustainability report ("2022 Report") is composed of the following companies that are part of the financial consolidation perimeter of TTS (as presented in the [IFRS Consolidated Financial Statements as of December 31, 2022](#) published on the TTS website <https://www.tts-group.ro/>)

Name	Legal form and nature of ownership	Main activities	Headquarters
<i>Agrimol Trade ("Agrimol")</i>	<i>LLC, 100% private</i>	<i>Foreign trade</i>	<i>Bucharest (Romania)</i>
<i>Bunker Trade Logistics ("BTL")</i>	<i>LLC, 100% private</i>	<i>Activities auxiliary to water transport</i>	<i>Constanta (Romania)</i>

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Name	Legal form and nature of ownership	Main activities	Headquarters
<i>Canopus Star ("Canopus")</i>	<i>LLC, 100% private</i>	<i>Port operation</i>	<i>Constanta (Romania)</i>
<i>CNFR Navrom ("Navrom")</i>	<i>joint stock, 100% private</i>	<i>River transport</i>	<i>Galati (Romania)</i>
<i>Fluvius ("Fluvius")</i>	<i>Kft., 100% private</i>	<i>River transport</i>	<i>Budapest (Hungary)</i>
<i>NAVROM BAC ("NVR BAC")</i>	<i>LLC, 100% private</i>	<i>Passenger transport by ferry</i>	<i>Galati (Romania)</i>
<i>NAVROM Shipyard ("NVR Shipyard")</i>	<i>LLC, 100% private</i>	<i>Ship repairs and maintenance</i>	<i>Galati (Romania)</i>
<i>Plimsoll ("PLIMSOLL")</i>	<i>Zrt., 100% private</i>	<i>Shipment of goods</i>	<i>Budapest (Hungary)</i>
<i>Port of Fajsz ("Port Fajsz")</i>	<i>Kft., 100% private</i>	<i>Port operation</i>	<i>Fajsz (Hungary)</i>
<i>SUPERQUATRO Grup ("SUPERQUATRO")</i>	<i>LLC, 100% private</i>	<i>Dredging and hydraulic works</i>	<i>Galati (Romania)</i>
<i>TTS Operator ("TTS Operator")</i>	<i>LLC, 100% private</i>	<i>Direct transshipment of goods</i>	<i>Constanta (Romania)</i>
<i>TTS Porturi Fluviale ("TTS Fluvial")</i>	<i>LLC, 100% private</i>	<i>Port operation</i>	<i>Galati (Romania)</i>
<i>TTS (Transport Trade Services) ("TTS")</i>	<i>joint stock, 100% private</i>	<i>Shipment of goods</i>	<i>Bucharest (Romania)</i>
<i>TTS (Transport Trade Services) ("TTS VIENA")</i>	<i>GmbH, 100% private</i>	<i>Shipment of goods</i>	<i>Viena (Austria)</i>

The companies that are part of the financial consolidation scope of TTS and that are NOT included in the ESG Scope are the following:

Name	Explanation
<i>TRANSTERMINAL-S S.R.L. Chisinau</i>	<i>Minority shareholding, TTS does not hold a controlling interest</i>
<i>NAVROM Port Service S.R.L. Galati</i>	<i>Minority shareholding, TTS does not hold a controlling interest</i>
<i>MANAGEMENT NFR S.A. Bucharest</i>	<i>Minority participation, company in liquidation procedure</i>
<i>GIF LEASING IFN S.R.L. Bucharest</i>	<i>Minority participation, company in liquidation procedure</i>

1.2.2. EHS reporting scope

The reporting scope for the subjects covered by the standards *GRI 302: Energy 2016*, *GRI 305: Emissions 2016*, *GRI 306: Waste 2020* și *GRI 403: Occupational Health and Safety 2018* is restricted to the six companies included in the reporting scope of the EHS Report 2022 ("EHS Perimeter"):

Name	Main activities	Main and secondary offices
<i>TTS</i>	<i>Shipment of goods</i>	<i>Bucharest, Giurgiu, Oltenita, Bechet</i>
<i>Navrom</i>	<i>River transport on the Danube</i>	<i>Galati, Drobeta-Turnu Severin, Constanta</i>
<i>TTS Operator</i>	<i>Direct transshipment of goods</i>	<i>Constanta</i>

Name	Main activities	Main and secondary offices
<i>TTS Fluvial</i>	<i>Port operation</i>	<i>Galati, Braila, Drobeta-Turnu Severin</i>
<i>Canopus</i>	<i>Port operation</i>	<i>Constanta</i>
<i>NVR Shipyard.¹</i>	<i>Ship repairs</i>	<i>Galati, Cernavoda</i>

The 2022 report is based on the [2022 EHS Report](#), which covers the impact of TTS activity on EHS (Environment Health Safety) topics, published on the TTS website <https://www.tts-group.ro/>

The EHS report is part of the process of monitoring the impact of the activity of the main companies in TTS Group on the environment as well as the management of the OSH issue (safety and health at work). The monitoring process started in 2012 and covers the following topics relevant to the sustainability report for the companies that are included in the report:

- Certified ISO management systems adopted
- Energy consumption
- CO₂ emissions
- Residue and waste management
- Health and safety at work

In carrying out the monitoring and EHS Reports, TTS is assisted by TQ Consultanță și Recrutare S.R.L. Galați (<https://tqconsult.ro/>), a company accredited ISO 14065/2013 by RENAR for the verification of greenhouse gas emission reports and ton-kilometer data according to Implementing Regulation (EU) 2018/2067

The scope of EHS has been limited – since the beginning of the monitoring process in 2012, to the companies covering more than 90% of the group's volume of activity, energy consumption and CO₂ emissions.

For this reason, the effort to monitor the eight companies that are NOT part of the EHS Perimeter (Agrimol, BTL, Fluvius, Plimsoll, , Port Fajsz, TTS VIENA, NVR Bac, SUPERQUATRO) was not justified from an economic point of view.

Among these companies, the only one for which monitoring could be justified is NVR Bac. TTS' Board of Directors is considering including this company in the EHS Perimeter for the year 2023.

The inclusion of the other 7 companies in the EHS Perimeter is not justified from an economic point of view as their energy consumption (and implicitly their carbon footprint) is low (they carry out exclusively office activities or have low levels of activity) and have a small number of employees² (94 in total at the 2022 level, compared to 1,754 at the group level)

¹ NAVROM Shipyard S.R.L. replaced Cernavoda Shipyard S.R.L. in the EHS reporting perimeter starting from 2022, as a result of the merger by absorption between the two companies, which was completed in the 4th quarter of 2021.

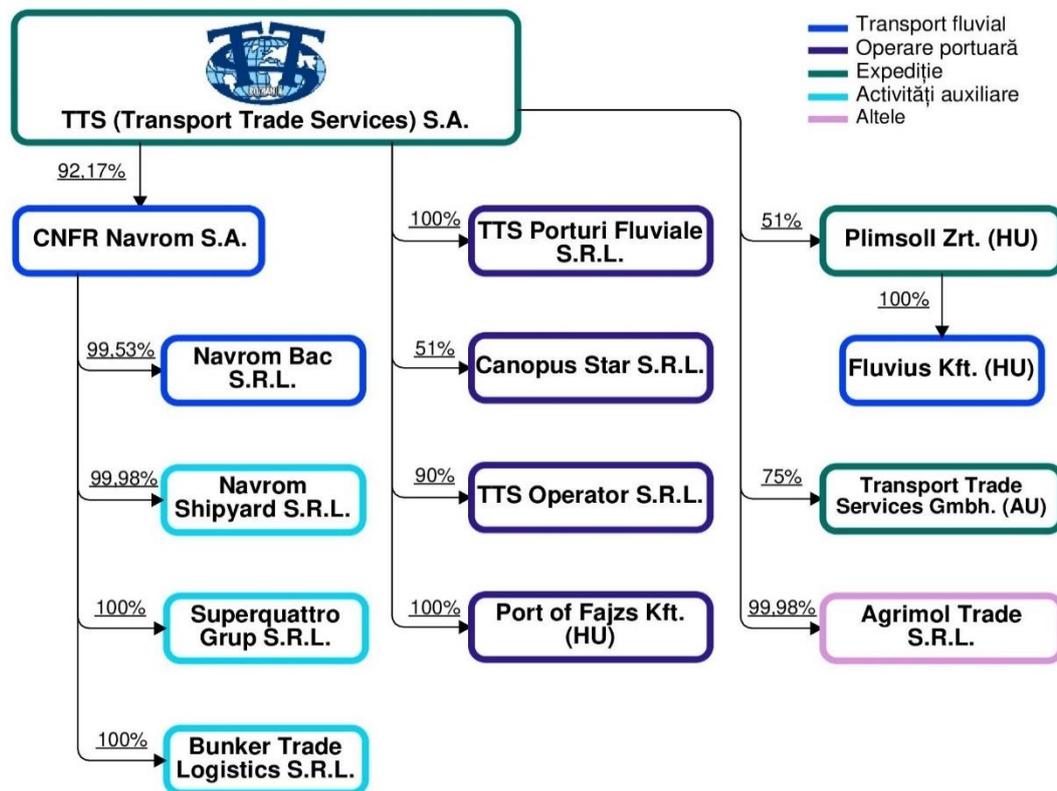
² Personnel employed under employment contracts ("Employees") plus personnel employed under leasing and independent contractors ("Workers")

1.2.3. Location of TTS group operations

Operations	Location	Operator
Activities auxiliary to water transport	<i>Constanta (Romania)</i>	BTL
Office activities	<i>Bucharest (Romania)</i>	TTS
		Agrimol
	<i>Budapest (Hungary)</i>	PLIMSOLL
		Fluvius
	<i>Constanta (Romania)</i>	TTS Operator
		Canopus
		BTL
		Navrom
	<i>Galati (Romania)</i>	Navrom
		NVR Shipyard
		TTS Fluvial
		NVR Bac
SUPERQUATRO		
<i>Viena (Austria)</i>	TTS VIENA	
Dredging and hydrotechnical works	<i>Romanian Danube sector</i>	SUPERQUATRO
Port operations	<i>Bechet (Romania)</i>	Canopus
	<i>Braila (Romania)</i>	TTS Fluvial
	<i>Constanta (Romania)</i>	Canopus
		TTS Operator
	<i>Drobeta-Turnu Severin (Romania)</i>	TTS Fluvial
	<i>Fajsz (Hungary)</i>	Port Fajsz
	<i>Galati (Romania)</i>	TTS Fluvial
	<i>Giurgiu (Romania)</i>	TTS Fluvial
	<i>Isaccea (Romania)</i>	Navrom
<i>Oltenita (Romania)</i>	TTS Fluvial	
Ship repairs and maintenance	<i>Galati (Romania)</i>	NVR Shipyard
	<i>Cernavoda (Romania)</i>	NVR Shipyard
River freight transport	<i>Romanian Danube sector</i>	Navrom
	<i>Rhine sector</i>	Fluvius
Ferry crossing - passengers and motor vehicles	<i>Danube - Galati (Romania)</i>	NVR Bac
	<i>Danube - Galati (Romania)</i>	NVR Bac

1.2.4. Ownership structure of TTS group

TTS holds, directly or indirectly, the position of sole partner or majority shareholder in all companies included in the ESG Perimeter:



The 2022 Report did not take into account adjustments for minority positions held by other shareholders in companies included in the EHS and ESG Perimeters.

1.3. Reporting period

[GRI 2-3]

The reporting period is the calendar year.

The frequency of reports is annual.

Both the reporting period and the reporting frequency are the same as the annual financial reports.

In the case of the 2022 Report, the reporting period is January 1, 2022 – December 31, 2022.

1.4. Information Restatements

[GRI 2-4]

There were no restatements of the information published in the 2022 Report.

1.5. External insurance

[GRI 2-5]

The 2022 Report has not been externally assured.

2. Topics with material impact

2.1. The process of establishing topics with material impact

[GRI 3-1]

The process of establishing topics with a material impact for the 2022 Report – those topics where the activity of TTS Group has, or could have, a material impact, went through the following steps:

- 1.) Seven of the subjects qualified as having a significant impact from the 2021 Sustainability Report, namely those covered by standards *GRI 201: Economic Performance 2016*, *GRI 302: Energy 2016*, *GRI 305: Emissions 2016*, *GRI 306: Waste 2020*, *GRI 401: Employment 2016*, *GRI 403: Occupational Health and Safety 2018*, *GRI 405: Diversity and Equal Opportunity 2016* were taken over as topics with a material impact in the 2022 Sustainability Report.
- 2.) The topics covered by standards *GRI 205: Anti-corruption 2016*, *GRI 206: Anti-competitive Behavior 2016*, *GRI 406: Non-discrimination 2016*, *GRI 415: Public Policy 2016*, *GRI 418: Customer Privacy 2016* have been added to the category of topics with material impact.
- 3.) The subjects covered by standards *GRI 203: Indirect Economic Impacts 2016*, *GRI 402: Labor/Management Relations 2016*, *GRI 407: Freedom of Association and Collective Bargaining 2016*, *GRI 408: Child Labor 2016*, *GRI 409: Forced or Compulsory Labor 2016*, *GRI 411: Rights of Indigenous Peoples 2016* and *GRI 417: Marketing and Labeling* were maintained as topics without material impact.
- 4.) The subjects covered by *GRI 202: Market Presence 2016* were assessed as having no material impact.
- 5.) Topics *GRI 204: Procurement Practices 2016*, *GRI 301: Materials 2016*, *GRI 303: Water and Effluents 2018*, *GRI 304: Biodiversity 2016*, *GRI 308: Supplier Environmental Assessment 2016*, *GRI 410: Security Practices 2016*, *GRI 413: Local Communities 2016* and *GRI 414: Supplier Social Assessment 2016* (qualified as having insignificant impact in the 2021 Sustainability Report), were subject to consultation with interested parties.
- 6.) The consultation was carried out through an online questionnaire addressed mainly to TTS shareholders, employees and management members of TTS group companies, but also to other categories of interested persons (business partners, investors, analysts).
- 7.) Following the consultation, the topic covered by *GRI 404: Training and Education 2016* was the only one that reached a score higher than 3.5 (on a scale of 1 to 5), and was added to the list of topics with a material impact.

2.2. List of topics with material impact

[GRI 3-2]

The topics where TTS activity has, or could have, a material impact are:

GRI 201: Economic Performance 2016

- GRI 205: Anti-corruption 2016, added in 2022
- GRI 206: Anti-competitive Behavior 2016, added in 2022
- GRI 207: Tax 2019
- GRI 302: Energy 2016
- GRI 305: Emissions 2016
- GRI 306: Waste 2020
- GRI 401: Employment 2016
- GRI 403: Occupational Health and Safety 2018
- GRI 404: Training and Education 2016, added in 2022
- GRI 405: Diversity and Equal Opportunity 2016
- GRI 406: Non-discrimination 2016, added in 2022
- GRI 415: Public Policy 2016, added in 2022
- GRI 418: Customer Privacy 2016, added in 2022

2.3. Management of topics with material impact

[GRI 3-3]

GRI 201: Economic Performance 2016

The impact management for the topics covered by the GRI topic 201 overlaps with the management of TTS Group's activity.

GRI 205: Anti-corruption 2016

The GRI 205 topic was included in the list of topics with a material impact starting in 2022. In a first assessment, the Board of Directors:

- assessed the impact of the Group's activity as insignificant
- did not identify any operation of the Group with a significant risk of corruption
- did not identify any confirmed corruption incident in the Group's history

This fact is the result of the policy of zero tolerance for acts of corruption applied since the establishment of TTS and the characteristics of the business model of TTS Group:

- over 96.5% of the Group's consolidated revenues are generated almost exclusively by corporate clients
- the largest share in the Group's activity is made up of large clients, in long-term relationships, generally multinational companies that have their own highly efficient governance systems
- the only company in the Group that carries out transactions with private clients is NVR BAC, and the activity of NVR BAC, representing less than 3.5% of the Group's revenues, is based on transactions of very low value, namely the tariff for crossing the Danube by ferry.

TTS (Transport Trade Services) S.A.

The Board of Directors will, as before, carefully monitor the topics covered by the GRI 205 theme and take any corrective measures if necessary.

GRI 206: Anti-competitive Behavior 2016

The GRI 205 topic was included in the list of subjects with a material impact starting with the 2022 Report.

In a first assessment, the Board of Directors determined the impact of the Group's activity as insignificant.

The management of competition subjects is carried out on two levels:

- the prohibition of any anti-competitive agreements and concerted practices between group companies and market competitors
- taking all decisions regarding M&A activity at the level of the Board of Directors of TTS

GRI 207: Tax 2019

Impact management for the subjects covered by GRI topic 207 is achieved by applying the Group's fiscal policy based on three pillars:

- The group has not implemented a tax strategy and does not apply tax optimization methods.
- Transparency of intra-group transactions through transfer price files and their regular reporting on the BVB
- the administration of tax obligations at the level of each company, independently of the group - in relation to the competent tax authority and in relation to the applicable tax legislation, and the individual responsibility of the companies regarding tax compliance.

GRI 302: Energy 2016
GRI 305: Emissions 2016
GRI 306: Waste 2020
GRI 403: Occupational Health and Safety 2018

The impact management for the subjects covered by the topics GRI 302, GRI 305 and GRI 306 is carried out through the ISO 14001 externally certified environmental management systems (EMS) implemented at the level of 5 companies in the EHS Perimeter: Navrom, TTS Fluvial, TTS Operator, NVR Shipyard and Canopus.

ISO 14001 EMS systems cover all locations and operations with a significant environmental impact, namely:

- the port terminals in Galati, Braila, Giurgiu, Oltenita, Bechet and Drobeta-Turnu Severin
- the 2 port terminals in Constanta
- the Navrom fleet
- the shipyards in Galati and Cernavodă

TTS (Transport Trade Services) S.A.

The impact management for the subjects covered by the GRI topic 403 is carried out through the ISO 45001 certified OSH (OHS) management systems implemented at the level of 5 companies in the EHS Perimeter: Navrom, TTS Fluvial, TTS Operator, NVR Shipyard and Canopus.

The OSH (OHS) ISO 45001 systems cover **1,498** employees (Employees and Workers), representing **85.4%** of 1,754 employees at the ESG Perimeter level in 2022.

The monitoring of impacts is carried out through the reporting and monitoring system at Group level which is the basis of the annual EHS reports.

The board of directors started the process of assessing the impact of NVR Bac operations (2 locations: Galati and Isaccea) with a view to inclusion in the EHS Perimeter starting from 2023

TTS has started the process of replacing the current internal reporting system with an online system that is estimated to become operational in the fourth quarter of 2023.

GRI 401: Employment 2016

Impact management for the subjects covered by the GRI 401 topic is carried out by each company in the ESG Perimeter independently.

Each company has its own personnel policy adapted to its needs and the locations where it operates.

TTS periodically evaluates the activity of companies and recommends measures when necessary.

GRI 404: Training and Education 2016

The GRI topic 404 was introduced to the list of topics with a material impact starting with the 2022 Report, as a result of the consultation with the interested parties that aimed to establish the topics with a material impact for the 2022 Report.

The board of directors is in the process of evaluating how companies manage the impact of the topics covered by the GRI topic 404.

GRI 405: Diversity and Equal Opportunity 2016

The Board of Directors assesses the impact of the Group's activity as insignificant.

Impact management for the topics covered by the GRI 405 topic is carried out by each company in the ESG Perimeter independently.

GRI 406: Non-discrimination 2016

Topic GRI 406 has been included in the list of subjects with a material impact starting with the 2022 Report.

In a first assessment, the Board of Directors assessed the impact of the Group's activity as insignificant, and did not identify any incidents of discrimination.

The Board of Directors and is in the process of evaluating the management practices of the subject covered by the GRI 406 topic at the level of companies in the ESG Perimeter.

GRI 415: Public Policy 2016

Topic GRI 415 was included in the list of subjects with a material impact starting with the 2022 Report.

In a first assessment, the Board of Directors did not identify any situation of political involvement, of a financial or other nature, at the level of companies in the ESG Perimeter.

This fact is the result of the policy of non-involvement in any kind of political activity applied at the level of TTS Group.

GRI 418: Customer Privacy 2016

The GRI 418 topic was included in the list of topics with a material impact starting with the 2022 Report.

In a first assessment, the Board of Directors did not identify any justified complaints regarding unauthorized access to customer data or violations of GDPR legislation

3. Description of TTS Group

[GRI 2-6]

The Transport Trade Services group of companies is a provider of integrated logistics services consisting of forwarding (management of logistics chains, production of specific documents), river transport and port operations (transshipment - between transport units, between transport units and warehouses, silos, and storage – in storage spaces, silos, fluvial storage units).

The group provides services for the Danube riverside markets, throughout its navigable portion.

The main clients of the group are traders of agricultural products, traders of chemical fertilizers and raw materials for chemical fertilizers, steel and metallurgical combines along the Danube.

The main activities of TTS Group are carried out by 10 companies grouped in three business lines:

- **International shipping:** TTS, Plimsoll, TTS Viena
- **River transport:** Navrom, NVR Bac, Fluvius
- **Port operation:** TTS Fluvial, Canopus, TTS Operator, Port Fajsz

Three companies in the group are providers of auxiliary services:

- NVR Shipyard: Ship repair and maintenance
- SUPERQUATRO: Dredging and hydraulic works
- BTL: Services related to water transport

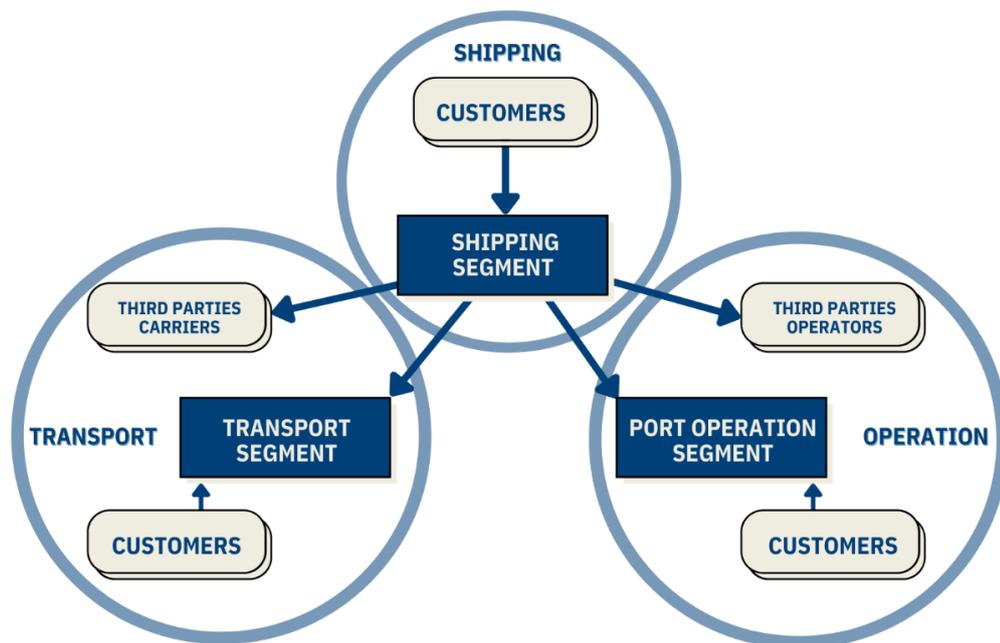
AGRIMOL is a foreign trade company specialized in the export of wood products.

The main cargoes transported and operated in the ports are solid bulk cargoes:

- mineral products (raw materials for the steel industry and laminates),
- agricultural products (cereals, oilseeds and animal feed)
- chemical products (phosphate rock and finished products of the chemical fertilizer industry).

TTS Group owns a river fleet with a capacity of over 800 thousand tons, 8 floating cranes, as well as port terminals in Constanta and in 7 Danube river ports.

The business model of TTS group is based on two principles:



- Commercial autonomy of the companies in the group

All TTS branches have their own customer base. As a result, the companies in the transport and operation segments receive and execute orders both from their own customers and from TTS, their goal being to ensure a maximum degree of load under conditions of maximum efficiency.

- Operational coordination between segments

TTS coordinates the activity of the companies in the shipping, transport and operation segments at the operational level with the aim of ensuring the maximum load for the companies in the transport and operation segments and optimizing the group's activity. Coordination is carried out on a permanent basis, and in situations where the companies in the group do not have the operational capacity to execute intra-group orders, TTS contracts transport and port operation services with third-party suppliers.

4. Economic topics

4.1. Direct economic value

[GRI 201-1]

The consolidated direct economic values generated and distributed in the year 2022 are:

Economic value generated and distributed (consolidated) - EVG&D		FY 2022 [RON]
Economic value generated		940.644.373
Net sales		934.409.848
Income from financial investments		
	Interests	1.305.102
	Dividends	443.428
	Asset sales	
Net sales		4.485.995
Distributed economic value		(708.845.997)
Operating expenses		(530.009.410)
Wages and assimilated		(124.214.100)
Payments to capital providers		
	Interests	(3.114.745)
	Dividends	(17.850.000)
Payments to the state		(32.484.315)
Investments in communities		(1.173.426)
Retained economic value		231.798.376

The values are taken from the [IFRS audited consolidated Financial Statements as of December 31, 2022](#)

4.2. Climate change - implications, risks and opportunities

[GRI 201-2]

Climate change can affect the activity of TTS Group on two levels:

1. River transport activity

The level of activity of TTS Group is closely related and highly dependent on the river transport activity which is directly influenced by the navigation conditions on the Danube.

TTS Group has the operational capacity to successfully counteract for short periods the effects of suboptimal navigation conditions determined by the low level of the Danube waters, even in situations of interruption of navigation - as happened in the summer of 2022 when navigation on the Danube was interrupted for 40 days due to prolonged drought.

However, if the frequency and duration of these situations will increase as a result of climate change, maintaining the level of economic performance will be increasingly difficult to sustain.

2. Volume of agricultural goods transported and operated

Agricultural production from the riparian countries of the Lower Danube basin feeds the flows of agricultural goods transported and operated by TTS Group.

For this reason, the Group's activity level is directly affected by the low agricultural productions caused by the drought.

In extreme conditions, it is possible to reach situations in which exports from the countries bordering the Danube decrease to levels where the flows of agricultural goods transported on the Danube or operated in the port of Constanța disappear from the market.

In view of the above, the main risk for TTS Group's activity related to climate change is the risk of prolonged drought.

The main measure considered by the Group to reduce this risk is the expansion of the port operation activity by expanding the operations carried out by the Group in the port of Constanța.

This development direction of the group leads to the reduction of the weight of the flows of goods potentially affected by droughts in the Lower Danube basin by the operation of new flows of non-agricultural goods with transport ensured by land means.

4.3. Subsidies

[GRI 201-4]

In 2022 TTS Group did not benefit from subsidies or other payments from the governments of the countries in which it operates.

4.4. Addressing fiscal issues at the Group level

[GRI 207-1, 207-2, 207-3]

TTS Group has not implemented a tax strategy and does not apply tax optimization methods. Companies in the ESG Perimeter are economically, legally, financially, administratively and commercially autonomous. Each company manages its tax obligations independently of the group – in relation to the competent tax authority and in relation to the applicable tax legislation, and is individually responsible for tax compliance. The function of internal fiscal control is ensured individually by each company.

4.5. Tax reporting by country

[GRI 207-4]

The companies included in the reporting scope have activities in three tax jurisdictions, Romania, Hungary and Austria, as follows:

	Romania	Hungary	Austria
Resident companies	<i>TTS, Navrom, TTS Operator, TTS Fluvial, Canopus, Agrimol, NVR Shipyard, NVR BAC, SUPERQUATRO, BTL</i>	<i>PLIMSOLL, Fluvius, Port Fajsz</i>	<i>TTS VIENA</i>
Activities carried out	<i>Freight Forwarding, River Transport, Port Operations, Direct Transshipment of Goods, Ferry Passenger Transport, Ship Repair and Maintenance, Dredging and Hydrotechnical Works, Activities Auxiliary to Water Transport, Export of Wood Products</i>	<i>Freight forwarding, River transport, Port operation</i>	<i>Freight forwarding</i>
Average number of employees	1.480	21	3

Relevant financial data for the assessment of fiscal conduct at consolidated level (FY 2021, RON):

	Romania	Hungary	Austria
Revenue from sales to third parties	840.710.160	87.684.431	6.015.256
Income from intra-group transactions with another jurisdiction	484.964.804	4.697.896	5.267.259
Profit/loss	208.688.545	(258.291)	172.012
Tangible assets, less cash and equivalents	812.443.736	31.391.334	512.853
Income tax (treasury accounting)	29.509.466	226.799	98.443
Income tax (accrual accounting)	(86.791)	0	0
Total salaries	117.174.369	2.947.014	1.431.635
Taxes and contributions paid on behalf of employees (withholding tax)	53.542.589	0	0
Taxes collected from customers on behalf of a tax authority	162.467.166	20.851.374	1.180.437
Other fees and taxes paid to the state	3.277.287	123.143	3.910
Intra-group debt balance	0	1.381.404	0

5. Environmental protection

5.1. Energy consumption

[GRI 302-1, GRI 302-2]

Energy consumption from fossil fuels	2019	2020	2021	2022
Diesel fuel [tons]	23.818,6	21.106,7	21.393,2	18.446,6
Conversion factor [GJ/ton]	40,686	40,586	43,228	42,467

Equivalent energy consumption – Diesel [TJ]	969,08	856,64	924,79	783,37
Gasoline [tons]	7,64	12,57	11,92	22,33
Conversion factor [GJ/ton]	43,51	43,51	43,51	43,51
Equivalent energy consumption – Gasoline [TJ]	0,332	0,547	0,519	0,971
Natural gas [thousand m ³]	181,2	214,4	383,0	225,9
Conversion factor [MJ/m ³]	36,735	36,730	36,580	36,510
Equivalent energy consumption – Natural gas [TJ]	6,66	7,87	14,01	8,25
Equivalent energy consumption - fossil fuels [TJ]	976,07	865,06	939,32	792,59

Energy consumption from other sources	2019	2020	2021	2022
Electricity [MWh]	6.411,9	4.230,0	4.872,7	5.492,6
Conversion factor [MJ/kWh]	3,6	3,6	3,6	3,6
Equivalent energy consumption [TJ]	23,08	15,23	17,54	19,77

	2019	2020	2021	2022
Total equivalent energy consumption [TJ]	999,15	880,29	956,86	812,37
Average energy consumption 2019-2021 [TJ]				945,43
Energy consumption 2022 / Average energy consumption 2019-2021				85,93%

The source for the GJ/ton and MJ/m³ conversion factors is the Ministry of the Environment.

5.2. Energy intensities

[GRI 302-3]

Since the business lines in which TTS Group is active do not have a common unit of measurement for physical productivity, the metric used to determine the energy intensity is the main financial indicator of TTS Group, respectively the consolidated turnover achieved in 2022.

To ensure comparability with other similar enterprises, the intensities were also calculated in relation to the turnover expressed in EUR and in USD, the rates used being the annual average exchange rates (Source: BNR).

	2019	2020	2021	2022
Total equivalent energy consumption [TJ]	999,15	880,29	956,86	812,37
Consolidated turnover [mil. RON]	551,79	520,29	598,81	934,41
Energy intensity [TJ/mil. RON]	1,81	1,69	1,60	0,87
Average energy intensity 2019-2021 [TJ/mil. RON] ³				1,70
Energy intensity 2022 / Average energy intensity 2019-2021				51,22%

	2019	2020	2021	2022
Total equivalent energy consumption [TJ]	999,15	880,29	956,86	812,37

³ Average energy intensity 2019-2021 = Cumulative energy consumption 2019-2021 / Cumulative turnover 2019-2021

Consolidated turnover [mil. EUR]	116,28	107,56	121,70	189,48
Energy intensity [TJ/mil. EUR]	8,59	8,18	7,86	4,29
Average energy intensity 2019-2021 [TJ/mil. EUR]				8,21
Energy intensity 2022 / Average energy intensity 2019-2021				52,23%

	2019	2020	2021	2022
Total equivalent energy consumption [TJ]	999,15	880,29	956,86	812,37
Consolidated turnover [mil. USD]	130,20	122,59	143,93	199,30
Energy intensity [TJ/mil. USD]	7,67	7,18	6,65	4,08
Average energy intensity 2019-2021 [TJ/mil. USD]				7,15
Energy intensity 2022 / Average energy intensity 2019-2021				57,02%

5.3. CO₂ emissions

[GRI 305-1, GRI 305-2]

	2019	2020	2021	2022
Direct CO ₂ emissions - Scope 1 GHG [tons]	78.095,8	69.163,1	69.816,8	59.491,7
Indirect CO ₂ emissions - Scope 2 GHG [tons]	1.697,2	902,6	1.058,6	1.226,2
TOTAL CO ₂ emissions [tons]	79.793,0	70.065,6	70.875,3	60.717,9
Average CO ₂ emissions 2019-2021 [tons]				73.578,0
CO ₂ emissions 2022 / Average CO ₂ emissions 2019-2021				82,52%

CO₂ emissions are calculated based on energy consumption.

The sources for the conversion factors are the European Commission (diesel for the fleet), the Ministry of the Environment (diesel for other mobile sources, petrol and natural gas) and ANRE (electricity).

5.4. CO₂ emissions intensity

[GRI 305-4]

Since the business lines in which TTS Group is active do not have a common unit of measure for physical productivity, the metric used to determine the intensity of CO₂ emissions is the main financial indicator of TTS Group, respectively the consolidated turnover achieved in 2022.

To ensure comparability with other similar enterprises, the intensities were also calculated in relation to the turnover expressed in EUR and in USD, the rates used being the annual average exchange rates (Source: BNR).

	2019	2020	2021	2022
TOTAL CO ₂ emissions [tons]	79.793,0	70.065,6	70.875,3	60.717,9
Consolidated turnover 2022 [mil. RON]	551,8	520,3	598,8	934,4
Intensity of CO ₂ emissions [tons/mil. RON]	144,61	134,67	118,36	64,98
CO ₂ emission intensity 2019-2021 [tons/mil. RON] ⁴				132,1

⁴ CO₂ emission intensity 2019-2021 = Cumulative CO₂ emissions 2019-2021 / Cumulative turnover 2019-2021

CO ₂ emission intensity 2022 / CO ₂ emission intensity 2019-2021	49,19%
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	2019	2020	2021	2022
TOTAL CO ₂ emissions [tons]	79.793,0	70.065,6	70.875,3	60.717,9
Consolidated turnover 2022 [mil. EUR]	116,3	107,6	121,7	189,5
Intensity of CO ₂ emissions [tons/mil. EUR]	686,19	651,40	582,38	320,45
CO ₂ emission intensity 2019-2021 [tons/mil. EUR]				638,8
CO ₂ emission intensity 2022 / CO ₂ emission intensity 2019-2021				50,16%

	2019	2020	2021	2022
TOTAL CO ₂ emissions [tons]	79.793,0	70.065,6	70.875,3	60.717,9
Consolidated turnover 2022 [mil. USD]	130,2	122,6	143,9	199,3
Intensity of CO ₂ emissions [tons/mil. USD]	612,83	571,53	492,42	304,66
CO ₂ emission intensity 2019-2021 [tons/mil. USD]				556,4
CO ₂ emission intensity 2022 / CO ₂ emission intensity 2019-2021				54,76%

5.5. Waste management

[GRI 306-1, GRI 306-2]

Waste management is carried out by each company in the EHS Perimeter independently based on its own internal procedures by specialized personnel. The generated waste is handed over to authorized operators for recycling/reuse or storage in ecological pits. In the case of five of the companies in the EHS Perimeter that generate 99% of waste at the perimeter level, waste management is covered by the externally certified ISO 14001 Environmental Management System (EMS).

5.6. Waste recycling

[GRI 306-3, GRI 306-4, GRI 306-5]

In 2022, the companies in the EHS perimeter generated 1,288.53 tons and 568.38 m³ of waste broken down by categories and codes as follows:

Waste name	Codes	M.U.	Quantity	
			Generated	Handed over
Used batteries	16 06 01*	tons	4,01	4,01
Aluminum and copper	17 04 01, 17 04 02	tons	0,17	0,17
Used antifreeze	14 01 14	tons	0,65	0,65
Bilge water and oily waters	13 04 03*, 13 05 07	tons	0,91	0,91
Wood waste	15 01 03, 20 01 38	tons	2,78	2,78
Mixed municipal waste	20 03 01	tons	445,84	445,84
Miscellaneous scrapped equipment	16 02 14	tons	0,25	0,25
Scrap electrical and electronic equipment	16 02 13*, 20 01 21*, 20 01 35*, 20 01 36	tons	3,85	3,85
Oil filters	16 01 07*	tons	5,47	5,47

Paper and cardboard	15 01 01, 20 01 01	tons	3,40	3,40
Absorbent materials	15 02 03	tons	2,71	2,71
Contaminated materials	13 02 02*, 15 01 10*, 15 02 02*	tons	3,31	3,31
Ferrous metals	12 01 01, 15 01 04, 16 01 17, 17 04 05	tons	562,30	562,30
Plastics, rubber and used tires	15 01 02, 16 01 03, 19 12 04, 20 01 39	tons	1,97	1,97
Waste glass	15 01 07, 16 01 20	tons	0,09	0,09
Sludge from tanks	05 01 03*	tons	0,94	0,94
Textiles	20 01 11	tons	0,84	0,84
Printer toner	08 03 17*, 08 03 18	tons	0,16	0,16
Used mineral oils	13 04 01*, 13 02 05*, 13 02 08*	tons	246,84	246,84
Edible oils and fats	20 01 25	tons	0,60	0,60
Used petroleum jelly	13 08 99*	tons	1,12	1,12
Expired paint	08 01 11*	tons	0,32	0,32
Total [tons]			1.288,53	1.288,53
Biodegradable waste	20 01 08, 20 02 01	m ³	568,38	568,38
Total [m³]			568,38	568,38

Waste code 20 03 01 "Mixed municipal waste" totaling 445.84 tons was taken over by authorized operators for storage in ecological pits.

The other amounts of waste totaling 842.69 tons and 568.38 m³ were taken over by authorized operators for recycling/reuse.

6. Occupational health and safety ("OSH"⁵)

6.1. OSH management

[GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7]

With the exception of TTS - which exclusively carries out office activities, the other 5 companies in the EHS Perimeter have implemented ISO 45001 certified OSH management systems

6.2. Employees covered by the OSH management system

[GRI 403-8]

At the EHS Perimeter level, the OSH management system covers **1,498** employees, representing **85.4%** of 1,754 employees at the ESG Perimeter level in 2022, of which:

- personnel employed with employment contracts ("Employees"): **1,272**, representing **84.6%** of 1,504 employees at the level of the ESG Perimeter in 2022 and,

⁵ OSH – Occupational Safety and Health

- personnel engaged in leasing and independent contractors ("Workers"): 226, representing 90.4% of 250 workers at the level of the ESG Perimeter in 2022.

6.3. Work accidents

[GRI 403-9]

Employee work accidents	2019	2020	2021	2022
Total working hours of employees	1.829.050	2.254.106	2.310.600	2.420.357
No. fatal work accidents	4	0	1	1
No. non-fatal work accidents	4	2	6	7
No. work accidents	8	2	7	8
LTIR - Non-fatal injury incidence rate [non-fatal accidents / 200,000 work hours]	0,437	0,177	0,519	0,578
Fatal injury incidence rate [fatal accidents / 200,000 work hours]	0,437	0,0	0,087	0,083
TRIR - Incidence rate of occupational accidents [occupational accidents / 200,000 working hours]	0,875	0,177	0,606	0,661

Work accidents workers	2019	2020	2021	2022
Total labor hours workers	779.490	862.677	819.930	512.260
No. fatal work accidents	0	0	0	0
No. non-fatal work accidents	0	0	0	0
No. work accidents	0	0	0	0
LTIR - Non-fatal injury incidence rate [non-fatal accidents / 200,000 work hours]	0,0	0,0	0,0	0,0
Fatal injury incidence rate [fatal accidents / 200,000 work hours]	0,0	0,0	0,0	0,0
TRIR - Incidence rate of occupational accidents [occupational accidents / 200,000 working hours]	0,0	0,0	0,0	0,0

6.4. Professional diseases

[GRI 403-10]

In 2022, no cases of occupational diseases were registered at the level of the EHS Perimeter.

7. Human resource

7.1. Human resource structure

[GRI 2-7, GRI 2-8]

The workforce employed by companies in the ESG Perimeter in 2022 was 1,754 employees, of which 1,504 were employees and 250 were workers.

The structure of the salaried workforce was as follows:

Average number of employees 2022	Romania		Hungary		Austria		Total	
	Female	Male	Female	Male	Female	Male	Female	Male
Total	220	1260	11	10	0	3	220	1260
Indefinite period	197	1124	11	10	0	3	197	1124
Determined period	23	136	0	0	0	0	23	136
Full time	208	1233	6	9	0	3	208	1233
Part time	12	27	5	1	0	0	12	27

The structure of staff employed without a labor contract (sailing staff and port operating staff, employed through staff leasing companies or equivalent forms) is as follows:

	Romania	Hungary	Austria	Total
Average number of workers 2022	226	24	0	250

7.2. Labor relations

[GRI 2-30, GRI 401-1, GRI 401-2, GRI 401-3]

In 2022, at the level of the ESG Perimeter, 382 employees representing 25.4% of the total number of employees were covered by the collective labor agreements concluded within NVR BAC and NVR Shipyard.

A trade union is organized and functions within NVR Shipyard.

In 2022, 381 new employment contracts were concluded at the ESG Perimeter level, and 346 employment contracts were terminated. The structure of personnel movements in 2022 was as follows:

		Romania		Hungary		Austria		Total	
		Female	Male	Female	Male	Female	Male	Female	Male
Employment contracts concluded in 2022	under 30 years old	13	82	0	0	0	0	13	82
	between 30 and 50 years	14	103	0	1	0	0	14	104
	over 50 years	9	159	0	0	0	0	9	159
Employment contracts terminated in 2022	under 30 years old	7	51	0	0	0	0	7	51
	between 30 and 50 years	12	105	0	0	0	0	12	105
	over 50 years	17	153	1	0	0	0	17	154

In 2022, three employees (2 women, 1 man) went on parental leave.

All Employees and Workers are granted the benefits guaranteed by the Romanian State according to the legislation in force, regardless of whether they are employed full-time or part-time.

7.3. Professional training

[GRI 404-1, GRI 404-2, GRI 404-3]

In 2022, the companies in the ESS Perimeter contracted 73 professional training courses totaling 10,680 training hours in which 189 employees participated - 56.5 hours on average.

The companies in the Group have not implemented assistance programs regarding the transition to the termination of the employment contract.

Employees are evaluated annually in terms of performance and the manner in which they fulfill specific duties.

8. Corporate Governance

8.1. Corporate governance structure of TTS

[GRI 2-9, GRI 2-11]

TTS is managed in a unitary system by a board of directors, assisted by three advisory committees:

- Audit Committee
- Remuneration and Nomination Committee
- Governance and Sustainability Committee

The structure of the Board of Directors and the Advisory Committees is as follows:

	Board of Directors	Audit Committee	Remuneration and Nomination Committee	Governance and Sustainability Committee
Members, from which:	5	3	3	3
Independent	3	2	2	2
Non-independent	2	1	1	0 ⁶
Executive	1	0	0	0
Non-executive	4	3	3	2
Women	2	2	1	1
Men	3	1	2	1
Seniority in BoD greater than 5 years	2	1	1	0
Seniority in BoD less than 5 years	3	2	2	2

The Chairman of the Board of Directors does not have an executive position in the Company.

⁶ The third member is the Director of Corporate Governance and Investor Relations, who is not a member of the Board of Directors

8.2. Board of Directors

8.2.1. The nomination process and performance evaluation of the Board of Directors

[GRI 2-10, GRI 2-17, GRI 2-18]

The Board of Directors is elected by the Ordinary General Meeting of Shareholders by secret ballot. The list of candidates is approved by the Board of Directors based on the proposals made by the Remuneration and Nomination Committee and by the company's shareholders.

In the process of drawing up the list of candidates, the Remuneration and Nomination Committee ensures that the list of proposals includes enough independent candidates, so that following the election, the independent members of the Board of Directors hold the majority of votes in the Board.

Proposals must satisfy criteria of professional competence, so that following the appointment, the Board of Directors will collectively possess the experience and knowledge necessary to address all sustainability issues.

The independence criteria are those established by Romanian law and the regulations of the Bucharest Stock Exchange.

The initial list of candidates is published at the time of convening the Ordinary General Meeting of Shareholders

The final list of candidates is completed with the proposals made within 15 days from the date of the convocation by the shareholders.

Along with the lists of candidates, their CV's are also published.

The composition of the Board of Directors is approved by the Ordinary General Meeting of shareholders through a cumulative secret voting procedure.

The evaluation of the performance of the Board of Directors is done annually through an evaluation report drawn up by the Remuneration and Nomination Committee.

8.2.2. The role of the Board of Directors in the management of sustainability issues

[GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-25]

The Board of Directors approves the Annual Sustainability Reports and the Annual EHS Monitoring Reports based on the proposals made by the Governance and Sustainability Committee.

The monitoring of sustainability topics at the level of TTS Group is carried out by the Governance and Investor Relations Department of TTS which has double subordination to the General Director and to the Board of Directors.

The work of the Governance and Investor Relations Department of TTS is supervised by the Governance and Sustainability Committee.

The Director of Governance and Investor Relations is a member of the Governance and Sustainability Committee.

The Governance and Investor Relations Department monitors all aspects of sustainability in relation to companies in the ESG and EHS Perimeters, as well as the reporting process. Each company in the EHS Perimeter has designees responsible for EHS issues who monitor sustainability aspects within the company and report periodically to TTS.

8.2.3. Addressing conflict of interest and communicating with stakeholders

[GRI 2-15, GRI 2-16, GRI 2-26, GRI 2-29]

The policy regarding the prevention of conflict of interest situations is provided for in the [BoD Regulation](#) published on the TTS website <https://www.tts-group.ro/>.

The companies in the reporting perimeter have relations with the following interested parties in relation to subjects qualified as having a significant impact:

- Employees
- Local and central authorities
- Control authorities

At the level of the EHS reporting perimeter, a formalized system for their consultation is not implemented.

8.2.4. Remuneration of the Board of Directors

[GRI 2-19, GRI 2-20]

The remuneration of the members of the Board of Directors is regulated by the [Remuneration Policy](#) published on the TTS website <https://www.tts-group.ro/>.

The level of remuneration of the members of the Board of Directors, as well as other advantages received by them, is approved by the Ordinary General Meeting of Shareholders, upon the proposal of the Board of Directors, which is based on a recommendation report of the Remuneration and Nomination Committee.

The annual remunerations received by the members of the Board of Directors and by the executive management of TTS are the subject of an Annual Remuneration Report subject to the consultative vote of the shareholders together with the approval of the annual reports of the Board of Directors.

The monthly Board Member allowance is fixed, without a variable component, and is the same for all members of the Board, regardless of the position held on the Board, the number of advisory committees on which each director is a member, or the number of Board meetings that a director attends each month.

8.3. Policies

[GRI 2-23, GRI 2-24]

The activity of the TTS Group is carried out in compliance with the principles and recommendations of the **OECD Guidelines for Multinational Enterprises on Responsible Business Conduct**, which are applicable in the case of the Group's activity.

8.4. Compliance with legal provisions and involvement of other stakeholders

[GRI 2-27, GRI 2-28, GRI 206-1, GRI 418-1]

In 2022, there were no significant violations of legal regulations at the level of the ESG Perimeter. [The EHS 2022 report](#) describes the situations in which the control authorities found violations of the legal regulations following the inspections carried out in 2022 for the companies in the EHS Perimeter as well as the measures to remedy their impact.

In 2022, no legal actions were registered regarding the anti-competitive behavior of companies in the ESG Perimeter, and there is no such action before the courts.

In 2022, no justified complaints were registered regarding unauthorized access to customer data or violations of GDPR legislation. at the level of companies in the ESG Perimeter

ESG Perimeter companies do not play a significant role in employer organizations or other advocacy structures..

9. Equality of opportunity and non-discrimination

[GRI 405-1, GRI 405-2, GRI 2-21, GRI 406-1]

Average number		under 30 years old	between 30 and 50 years old	over 50 years
Board Members / Directors	Women	0,0%	6,7%	13,3%
	Men	0,0%	6,7%	73,3%
Top management	Women	0,0%	9,4%	21,9%
	Men	0,0%	18,8%	50,0%
Middle Management	Women	1,6%	9,7%	9,7%
	Men	0,0%	27,4%	51,6%
TESA	Women	4,5%	18,5%	26,2%
	Men	5,9%	23,8%	21,0%
Directly productive	Women	0,6%	2,3%	2,4%
	Men	9,4%	34,3%	50,9%

The ratios between the average female/male remuneration at the level of companies in the ESG Perimeter with more than 25 employees broken down by function category are:

	TTS	Navrom	TTS Fluvial	TTS Operator	NVR Bac	NVR Shipyard
Board Members / Directors	1,00	3,09	N/A	N/A	N/A	N/A

TTS (Transport Trade Services) S.A.

Top management	0,72	0,68	1,73	1,10	N/A	0,69
Middle Management	0,42	0,84	1,07	N/A	1,00	0,94
TESA	1,48	0,87	1,54	0,65	0,82	0,90
Directly productive	1,11	0,59	1,28	0,67	0,00	0,83

At the level of the ESG perimeter in 2022, the highest salary income was 4.7 times higher than the average salary income.

10. Anti-corruption

[GRI 205-1, GRI 205-2, GRI 205-3, GRI 415-1]

No operations with a significant risk of corruption were identified within TTS Group.

In 2022, no confirmed incident of corruption was registered at the level of TTS Group.

In 2022, TTS Group companies did not make any political contribution, in money or in kind.

11. Degree of alignment with the EU Taxonomy

Two of the activities carried out by TTS Group representing approximately 48% of the Group's consolidated turnover are eligible on the EU Taxonomy, namely:

- Transport of goods on inland waterways
- Transport of people on inland waterways.

The most important activity of TTS Group as a share of the consolidated turnover is the transport of goods on inland waterways, an activity which, according to the provisions of the DELEGATED REGULATION (EU) 2021/2139 OF THE COMMISSION, qualifies as a transitional activity, having an intensity of emissions of CO₂ of 16.34 g/ton*km representing 28.9% of the CO₂ emission intensity value for heavy vehicles (vehicle subgroup 5-LH, in accordance with Article 11 of Regulation (EU) 2019/1242), respectively 56.6 g CO₂/ton*km.

Thus the activity of inland waterway freight carried out by the TTS group fulfills the main criterion introduced by the taxonomy, namely that of making a significant contribution to mitigating climate change.

The fulfillment of the "DNSH" criteria according to the provisions of the same regulation are subject to evaluation during the year 2023.

The alignment situation with the Taxonomy of TTS Group activities in 2022 is as follows:

Activities	Turnover ⁷ [mil. RON]	Proportion of Turnover
A. TAXONOMY-ELIGIBLE ACTIVITIES		
A.1. Environmentally sustainable activities (Taxonomy-aligned)		
Turnover of Taxonomy-aligned activities (A.1)	0,00	0,0%

⁷ Consolidated turnover according to the 2022 audited IFRS consolidated financial statements

A.2 Taxonomy-Eligible but not Taxonomy-aligned activities		
Inland freight water transport	412,91	44,2%
Inland passenger water transport	32,23	3,4%
Turnover of Taxonomy-eligible but not Taxonomy-aligned activities (A.2)	445,14	47,6%
Total (A = A.1+A.2)	445,14	47,6%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES		
Turnover of Taxonomy-non-eligible activities (B)	489,27	52,4%
Total (A+B)	934,41	100%

Activities	OPEX [mil. RON]	Proportion of OPEX
A. TAXONOMY-ELIGIBLE ACTIVITIES		
A.1. Environmentally sustainable activities (Taxonomy-aligned)		
OPEX – sustainable activities (aligned with the Taxonomy) (A.1)	0,00	0,0%
A.2 Taxonomy-eligible activities that are not sustainable (not aligned to the Taxonomy)		
Inland freight water transport	301,25	44,8%
Inland passenger water transport	20,78	3,1%
OPEX – eligible activities (not aligned to the Taxonomy) (A.2)	322,03	47,8%
Total (A = A.1+A.2)	322,03	47,8%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES		
OPEX – non-eligible activities (B)	350,99	52,2%
Total (A+B)	673,01	100%

Activities	CAPEX [mil. RON]	Pondere în CAPEX
A. TAXONOMY - ELIGIBLE ACTIVITIES		
A.1. Environmentally sustainable activities (aligned with the Taxonomy)		
CAPEX – sustainable activities (aligned with the Taxonomy) (A.1)	0,00	0,0%
A.2 Taxonomy-eligible activities that are not sustainable (not aligned to the Taxonomy)		
Inland freight water transport	85,96	71,1%
Inland passenger water transport	1,79	1,5%
CAPEX – eligible activities (not aligned to the Taxonomy) (A.2)	87,75	72,6%
Total (A = A.1+A.2)	87,75	72,6%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES		
CAPEX – non-eligible activities (B)	33,07	27,4%
Total (A+B)	120,82	100%

ANNEX 1: Main data of TTS Group companies

AGRIMOL TRADE S.R.L. București

Headquarters: str. Vaselor nr. 34. București
Registered business no.: J40/5512/2010
Unique registration code: RO26997260
NACE code: 4619 - Intermediaries in trade with various products
Majority associate: TTS 99,98%

Bunker Trade Logistics S.R.L.

Headquarters: Municipiul Constanța, INCINTA PORT, Digul de Nord km 1+100, Sediul Administrativ, parter, camera P04, Județ Constanța, România
Registered business no.: J13/1816/2013
Unique registration code: RO32116993
NACE code: 5222 - Service activities related to water transport
Unique Associate: NAVROM

Canopus Star S.R.L. Constanța

Headquarters: Municipiul Constanța, Incinta Port Str. Digul de Nord Km1+100, sediul administrativ P+2, jud. Constanța, România
Registered business no.: J13/1742/2001
Unique registration code: RO14204639
NACE code: 5224 – Goods handling
Majority associate: TTS 51%

CNFR NAVROM S.A. Galați

Headquarters: Municipiul Galați, str. Portului nr. 34. jud. Galați, România
Registered business no.: J17/44/1991
Unique registration code: RO1639097
NACE code: 5040 - Freight transport on inland waterways
Majority shareholder: TTS 92,16%

Fluvius Kft. Budapesta

Headquarters: str. Frangepan nr. 1139, Budapesta, Ungaria
Registered business no.: 01-09-701582
Unique registration code: 12748622
NACE code: 5040 - Freight transport on inland waterways
Unique associate: PLIMSOLL



TTS (Transport Trade Services) S.A.

Navrom Bac S.R.L. Galați

Headquarters: Municipiul Galați, str. Faleza Dunării nr. 1. jud. Galați, România
Registered business no.: J17/595/1999
Unique registration code: RO12102950
NACE code: 5030 - Passenger transport on inland waterways
Asociat majoritar: NAVROM 99,53%

Navrom Shipyard S.R.L. Galați

Headquarters: Municipiul Galați, Str. PORTULUI, Nr. 54, Județ Galați, România
Registered business no.: J17/507/1999
Unique registration code: RO12028030
NACE code: 3315 - Repair and maintenance of ships and boats
Majority associate: NAVROM 99,99%

Plimsoll Zrt. Budapesta

Headquarters: str. Frangepan nr. 1139, Budapesta, Ungaria
Registered business no.: 01-10-049203
Unique registration code: 25871296
NACE code: 5229 - Other activities related to transport
Majority shareholder: TTS 51%

Port of Fajsz Kft. Fajsz

Headquarters: lot nr 076/2, Fajsz, Ungaria
Registered business no.: 03-09-132896
Unique registration code: 13399434-2-13
NACE code: 5222 - Service activities related to water transport
Unique Associate: TTS

SUPERQUATRO GRUP S.R.L. Galați

Headquarters: Municipiul Galați, Str. PORTULUI, Nr. 20, tronson 1, clădire NAVLOMAR, parter, cam. 3, 4, 5, 6, Județ Galați, România
Registered business no.: J17/337/2001
Unique registration code: RO13924879
NACE code: 4291 - Hydrotechnical constructions
Unique Associate: NAVROM

TTS Operator S.R.L. Constanța

Headquarters: Incinta Port, Digul de Nord Km1+ 100, Clădirea Administrativă, parter, jud. Constanța, Constanța
Registered business no.: J13/5008/1994
Unique registration code: RO6919047
NACE code: 5224 – Goods handling
Majority associate: TTS 90%



TTS (Transport Trade Services) S.A.

TTS Porturi Fluviale S.R.L. Galați

Headquarters: str. Regiment 11 Siret, nr. 2-D, jud. Galați, Galați
Registered business no.: J17/1568/1996
Unique registration code: RO9000349
NACE code: 5224 - Goods handling
Unique Associate: TTS

TTS (Transport Trade Services) S.A. București

Headquarters: Str. Vaselor, Nr. 27, Sector 2, București, România
Registered business no.: J40/296/1997
Unique registration code: RO9089452
NACE code: 5229 - Other activities related to transport
Shareholdership: according to the data published on the BVB website

TTS (Transport Trade Services) GmbH. Viena

Headquarters: 15b Lerchengasse, Langerzersdorf Austria
Registered business no.: 22 274/2769
Unique registration code: 68895136
NACE code: 5229 - Other activities related to transport
Majority associate: TTS 75%