

Annual Sustainability Report 2025

BioticNRG Limited
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A Message from our Managing Director

2025 has been a year of strategic growth for our Group, with one new site, Langage AD, acquired in 2025 and a further AD plant, Evercreech Renewable Energy Limited acquired in early 2026. We have also expanded operations at our Poultry Cleaning Business, Pedersen Contracting Services Ltd with the acquisition of a vehicle repair and maintenance business, enabling us to complete servicing and maintenance on our own fleet with in house expertise.

Our Operating Business has recently changed its name from Material Change Limited to BioticNRG Operations Limited, to align and strengthen our branding. We are continuing to use Material Change branding for our composting business Material Change Composting Limited.

In addition to the above name change, there have been several key changes in personnel. Ed Bastow has been promoted to the Board of our parent company BioticNRG Limited to focus on European and UK M&A projects and I have taken over as Managing Director of BioticNRG Operations Limited. It is a great opportunity to be joining a company which has sustainability at the core of all we do and with strong future growth plans. During the 2025 we have continued to strengthen internal governance and have focussed on ESG throughout the group, investing in new strategic projects and community development, such as supporting local schools, including forest schools, compost giveaway days and recycling coffee grounds from a local community cafe. We have continued our biodiversity projects at sites, creating habitats to promote wildlife as well as community planting projects of bulbs and wildflower seeds.

Our aim in publishing this report is to present our dedication to sustainable operations that affiliate with environmental social and governance and our ESG objectives (“ESG”). Additionally, this report presents our 2025 results for our GRESB submission for the reporting period of the 1st January 2024 to 31st December 2024. This was our first year of reporting as the BioticNRG Group consolidated platform.

2025 was our sixth year involved in the GRESB scheme. Our overall score was 93% up 4% from our previous year, meaning we were 3 points above average and 7 points above our peers. We obtained scores of 96.9% on environmental, 91.7% on governance and 93% on social, significantly above both GRESB and Peer Group Averages. It’s a result we are very proud of. This year we have challenged ourselves to improve our scoring for next year’s assessment.

We continue to value sustainability as a high business objective so that, in addition to having a positive influence on the world that



we live in, we are also protecting our environment for future generations.

Stefania Trivellato - Managing Director 13th May 2026

OVERVIEW

What is this report for?

This report aims to present the efforts we have made as a company to ensure our operations are candid, as well as illustrating to external parties how we are committing ourselves to upholding the key values within the Environmental, Social and Governance (ESG) considerations and our ESG objectives. This incorporates investors who wish to comprehend how BioticNRG Limited approaches environmental, social and governance requirements.

What does the report include?

This report identifies the essential environmental, social and governance activities encompassed in our latest Global Real Estate Sustainability Benchmark (GRESB) submission results (1st January 2024 to 31st December 2024) and our . It also outlines the sections of ESG compliance that we have been, and plan to centre our attentions on, and in which the Board of BioticNRG Limited advocates for.

We continue to evolve our sustainability strategy to coincide with the requirements and guidance from GRESB and Sustainable Finance Disclosure Regulation (SFDR) both of which we submitted assessments for in 2025 and summaries of which are set out below. Our strategy recognises the sustainability consequences of our business practices throughout the whole process – from procuring feedstocks and necessary resources, to the final sales to customers and corporations. We strive to pursue an active involvement in encouraging prosperity through our practices and maintaining environmental conservation, without compromising ethical operations.

Our key ESG reporting areas are:

- Health & Safety and Staff Welfare
- Green electricity, gas and fuels
- Greenhouse gas emissions and air pollutions
- Water and waste
- Biodiversity and habitat and supporting the environment
- Supporting local communities
- Business Integrity

SFDR

A copy of our SFDR submissions is attached to this report in Appendix 1 (SFDR PAI Annex) setting out details of our Principal Adverse Impact on the following topics

1. GHG emissions (scope 1 and 2)
2. Carbon footprint
3. GHG intensity of investee companies
4. Exposure to companies active in the fossil fuel sector
5. Share of non-renewable energy consumption and production
6. Energy consumption intensity per high impact climate sector
7. Activities negatively affecting biodiversity sensitive areas
8. Emissions to Water
9. Hazardous waste and radioactive waste ratio
10. Violations of UN Global Compact Principles and OECD
11. Lack of processes and compliance mechanisms to monitor compliance with UN Global compact principles and OECD guidelines
12. Unadjusted gender pay gap
13. Board gender diversity
14. Exposure to controversial weapons

Health and Safety



Our principal aim is that every member of staff, contractors and visitors all go home safely at the end of each day, targeting zero accidents. We track accidents, incidents and near misses across our whole business. These are logged centrally and are reviewed and assessed by our Health and Safety committees and H&S Manager at monthly meetings. Health and Safety is reviewed by the Board at Board and Management meetings as the first item on the agenda. Our H&S tracker provides quantitative data to facilitate us in monitoring trends across the Group, and to locate areas for improvement. A monthly Health and Safety bulletin is provided to all staff, and sites hold individual meetings to discuss this as well as other daily H&S challenges. We have an anonymous staff suggestion box via QR code which receives suggestions for change from staff in the business. Staff are provided with health and safety training, both externally, and internally through toolbox talks. We have a comprehensive Training Matrix to allow us to track and account for any recertifications needed for staff and to ensure that training is kept up to date. In 2025 maintained our external accreditation for our Competency Management System and in early 2026 we achieved ISO45001 Health and Safety accreditation. This is a real testament to our H&S Manager who worked hard to implement the scheme successfully in record time.

In the 2024 reporting year there were:



Zero Fatalities and Three Riddor injuries.



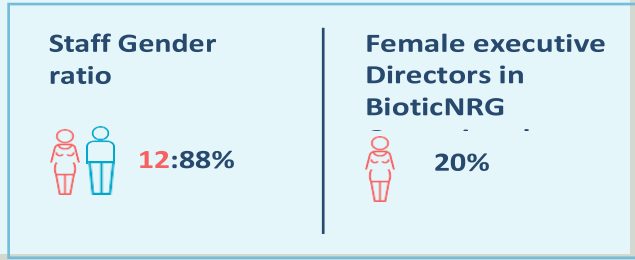
3 lost time injuries from a total 465,355 hours worked, giving a lost time injury frequency rate of 6.45

Staff Welfare

Diversity is valued throughout all the different roles that make up our business, and protecting the rights of our employees is always a priority. Our people are determined, hard-working and driven to succeed and make a change. We encourage everyone to feel a sense of responsibility and pride for their work. Career progression and growth is a key factor at BioticNRG, so we support our employees in working alongside others and completing training to broaden their skills. We have taken on a new HR Manager and are in the process of recruiting the role of Head of People, both of which make sure that our staff have support needed to fulfil their career potential and feel valued at work.

Our policies on diversity and equal opportunities are there to embrace and uphold the importance of having different cultures, genders and ethnicities within the company.

We endorse applications for all roles from any gender, and our current split of employees is shown below:

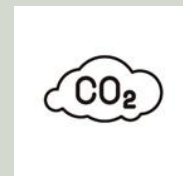
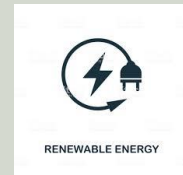


Our annual gender pay gap review found that on average our female workers were paid more than male workers with a positive gender pay gap of 2.18% in favour of women.

Staff remuneration is considered annually by the Management Team who consider available sector pay data to enable market comparisons to be made as well as considering the IOD pay data and living wage data. Our aim in 2026 is to implement a new variable pay and bonus scheme, initially to the senior management scheme, which will then be rolled out to all staff in 2027.

Green electricity and fuels

Within the reporting period, our AD sites produced the equivalent 366,071MWh.



Greenhouse Gas emissions and air monitoring

The greenhouse gas emissions avoided by our AD operations in 2024 were 41,019 tCO₂e. We undergo annual emissions testing as necessary under environmental regulations and all emissions within the reporting period were within the acceptable range.



Water, Waste and Recycling

As a renewables and recycling company we take all measures possible to reduce the environmental impact of our operations to ensure we recycle and repurpose as much waste as possible. Last year we processed 94,664 tonnes of green waste and 47,179 tonnes of chicken muck through AD processing. All waste was recycled to produce PAS100 compliant compost or fed into our AD plants producing PAS110 compliant digestate. We sent 280 tonnes of contamination to landfill with a recycling rate of 99.69%.



Biodiversity and Habitat and Supporting the Environment

All site advancements and works are completed with the proper environmental monitoring necessary under planning permissions. The sites have Site Management Plans which include daily and weekly checks in order to observe and track environmental compliance.

We abide by the PAS100, PAS and Quality Protocol management systems at all our composting sites and PAS 110 at our food waste AD site. We are accredited to ISO 14001 and ISO 9001 standards. Our annual audits for these systems had no major non conformities in the period and any minor non conformities were closed out during the audits. We achieved our objectives of certifying with ISO 45001 (H&S Management System) and obtained Cyber Essentials accreditation during the reporting period.

All of our digestate and compost were spread for agricultural gains in the year, avoiding the need for artificial fertilizers.



Supporting the Community

We continue to work with as many local companies as possible to provide local work for those close to our operations. From feedstock contracts to plant maintenance, we have dedicated ourselves to contracting with nearby businesses wherever achievable to minimize our carbon footprint and support local community employment and businesses. We have taken part in numerous community projects, donating compost, assisting local schools with outdoor classrooms, planting, and forest

classrooms as well as hosting visiting from local community groups to our sites. We continue to take part in composting and digestate research to facilitate development of environmental benefits of these products.

Business Integrity



Integrity is rooted in all of our core values, which we prioritize throughout our operations. We have measures in place to ensure accountability and responsibility throughout our organization and covering our relations with external investors. This includes the structure of governance and oversight set through the Board of Directors, and compliance processes when conducting deals with contractors and customers. This is to ensure we sustain ethical operations and respect human rights throughout all business practices. We undertake a vetting procedure for contractors to guarantee that their business operations and ethics align with ours. Our Board of Directors are devoted to maintaining a high standard of corporate governance in all aspects of our business.

Precautionary measures are in place to address key business integrity risks and have enacted policies on corruption and bribery, counterparty risk, anti-slavery, cyber security, and manage on going staff training on all aspects of operations. During the year 100% of staff completed core compliance training with iHasco on the key policy areas listed above. These processes assure that we always operate with integrity. We act in line with statutory and regulatory obligations, and we expect all of our workers to comply with the law in all of our operations. We hold ourselves accountable and responsible and are committed to preventing fraud and misconduct. We have a complaints policy which is externally audited as part of our ISO9001 accreditation. We have a dedicated Compliance and H&S team to assure environmental and safety compliance standards are met across all sites. We are registered for Anti Money laundering compliance with HMRC.

We welcome the opportunity to work with our partners, investors, customers and suppliers to enhance our environment and contribution to society.

Our ESG Objectives

- A. Maintain or improve our GRESB scoring
- B. Reduce Riddor and Lost Time accidents and implement a new Target net zero scheme on H&S
- C. Expand species provisions and wildlife habitats at our sites
- D. Support a community project at all of our sites with staff contributing to projects during work time
- E. Work towards meeting the ISO 37001 standard on anti-bribery and achieve Cyber Essentials Plus accreditation
- F. Provide additional HR resourcing and a new staff portal to improve communication and access to governance and staff welfare documentation
- G. Increase our CO2 emissions avoided

Appendix 1
SFDR PAI Annex



2026 SFDR Report

BioticNRG Limited | BioticNRG Limited

Location: United Kingdom of Great Britain and Northern Ireland	Sector: Diversified	Nature of Ownership: Private entity
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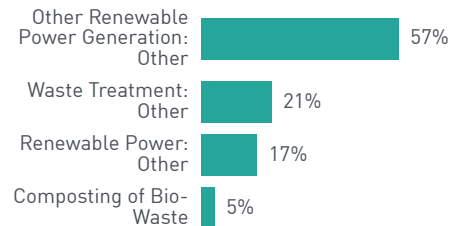
Asset Characteristics

BioticNRG is an owner of 8 Anaerobic Digestion plants generating renewable gas and electricity to grid, some from agricultural crop residues and some from waste. The company also owns 5 green waste compost facilities, an operating business providing AD management and operations of AD plants and compost sites, of both owned sites as well as 4 third party AD sites, including accounting services. It also owns a chicken muck business, providing cleaning services and poultry muck disposal services.

Country allocation of facilities:



Sector allocation of facilities:



Reporting Characteristics

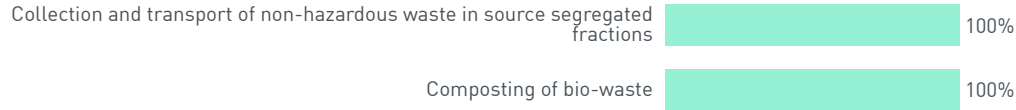
Facilities	Sector (Nace codes)	Sector	Weight %	Country
Pedersen Contracting Services Limited	Not aligned	Waste Treatment: Other	21%	United Kingdom of Great Britain and Northern Ireland
Material Change Limited	Not aligned	Renewable Power: Other	17%	United Kingdom of Great Britain and Northern Ireland
Euston Biogas Limited AD Plant	Not aligned	Other Renewable Power Generation: Other	11%	United Kingdom of Great Britain and Northern Ireland
Wight Farm Energy	Not aligned	Other Renewable Power Generation: Other	9%	United Kingdom of Great Britain and Northern Ireland
Helmdon Blackpits Power Limited AD Plant	Not aligned	Other Renewable Power Generation: Other	9%	United Kingdom of Great Britain and Northern Ireland
Oak Grove Renewable Energy Limited AD Plant	Not aligned	Other Renewable Power Generation: Other	8%	United Kingdom of Great Britain and Northern Ireland
Bay Farm Power Limited	Not aligned	Other Renewable Power Generation: Other	7%	United Kingdom of Great Britain and Northern Ireland
Decoy Farm Power Limited AD Plant	Not aligned	Other Renewable Power Generation: Other	7%	United Kingdom of Great Britain and Northern Ireland
Material Change Composting Limited	Not aligned	Composting of Bio-Waste	5%	United Kingdom of Great Britain and Northern Ireland
Malaby Biogas Limited Bore Hill Farm AD Plant	Not aligned	Other Renewable Power Generation: Other	3%	United Kingdom of Great Britain and Northern Ireland
Langage AD Limited	Not aligned	Other Renewable Power Generation: Other	3%	United Kingdom of Great Britain and Northern Ireland

EU Taxonomy Eligibility and Alignment

Applicable economic activity(ies) in which the entity has eligibility and/or has identified alignment

Taxonomy aligned investments

Water supply, sewerage, waste management and remediation

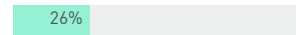


Investments with an environmental objective aligned with the EU Taxonomy

Applicable entity's investment eligibility and alignment on the EU Taxonomy 3 KPIs

no alignment and eligibility provided

Turnover



CapEx

no alignment and eligibility provided

OpEx

no alignment and eligibility provided

Taxonomy aligned investments

Other investments

Additional context on EU Taxonomy

The above details provide an explanation in accordance with GRESB requirements for reporting in terms of scope

Principal Adverse Impacts

Table 1 - Climate and Other Environment-Related indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
Climate and Other environment-related indicators					
1. GHG emissions	Scope 1 GHG emissions	31729 tCO ₂ e	31758 tCO ₂ e	Scope 1 GHG emissions data includes all facilities within the BioticNRG entity as of December 31, 2025 for the entire calendar year. Some fleet data and rented farmland data is estimated based on previous year consumption.	
	Scope 2 GHG emissions	1235 tCO ₂ e	1228 tCO ₂ e	Scope 2 GHG emissions data includes all facilities within the BioticNRG entity as of December 31, 2025 for the entire calendar year.	
	Scope 3 GHG emissions	No data	No data		
	Total GHG emissions	32964 tCO ₂ e	32986 tCO ₂ e		
2. Carbon footprint	Total GHG emission per (GAV or book value)	191.43 tCO ₂ e/€M	161.62 tCO ₂ e/€M	GHG emissions data includes all facilities within the BioticNRG entity as of December 31, 2024 for the entire calendar year.	
3. GHG intensity of investee companies	Carbon intensity by revenue	300.25 tCO ₂ e/€M	372.72 tCO ₂ e/€M	GHG emissions data includes all facilities within the BioticNRG entity as of December 31, 2024 for the entire calendar year.	
4. Exposure to companies active in the fossil fuel sector	Is your company active in the fossil fuel sector?	No	No	BioticNRG does not derive any revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels.	
5. Share of non-renewable energy consumption and production	Total energy consumption from non-renewable energy sources	42.76 GWh	44.71 GWh	Energy consumption data includes all facilities within the BioticNRG entity as of December 31, 2024 for the entire calendar year.	
	Total energy consumption from renewable energy sources	17.91 GWh	15.86 GWh		
	Total energy consumption	60.67 GWh	60.57 GWh		
	Share of non-renewable energy consumption	70.48 %	73.82 %		

Table 1 - Climate and Other Environment-Related indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
	Total energy production from non-renewable energy sources	2.79 GWh	3.25 GWh	Energy production data includes all facilities within the BioticNRG entity as of December 31, 2024 for the entire calendar year.	
	Total energy production from renewable energy sources	369.77 GWh	380.47 GWh		
	Total energy production	372.56 GWh	383.72 GWh		
	Share of non-renewable energy production	0.75 %	0.85 %		
6. Energy consumption intensity per high impact climate sector	Total energy consumption per revenue	0.55 GWh/€M	0.68 GWh/€M	Energy consumed data includes all facilities within the BioticNRG entity as of December 31, 2025 for the entire calendar year.	
Biodiversity					
7. Activities negatively affecting biodiversity-sensitive areas	Does the entity have sites/operations located in or near to biodiversity sensitive areas where activities negatively affect those areas?	No	No	In reviewing the Key Biodiversity Areas (KBA) resource, BioticNRG does not appear to be located near any key biodiversity sensitive areas. Additionally, BioticNRG maintains strict compliance measures to mitigate potential impacts to local ecosystems. https://www.keybiodiversityareas.org/sites/search	
Water					
8. Emissions to water	Tonnes of emissions to water	No data	No data	The majority of water collected at AD facilities is recycled into the digesters through a closed loop system. Certain nutrients such as nitrates and phosphates are present in liquid digestate, which is used as a fertilizer for farmers but not discharged into waterways.	
Waste					
9. Hazardous waste and radioactive waste ratio	Hazardous waste	5.9 tonnes	0 tonnes		
	Radioactive waste	0 tonnes	0 tonnes		

Table 1 - Climate and Other Environment-Related indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
	Hazardous and radioactive waste generated	5.9 tonnes	0 tonnes		

Table 1 - Social and Employee, Respect for Human Rights, Anti-Corruption and Anti-Bribery Matters

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
Social and employee matters					
10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Was the entity involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises?	No	No	During 2024, BioticNRG was not involved in any incidents that represent violations of the UNGC's 10 principles relating to human rights, labour, the environment or anti-corruption.	
11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Does the entity have policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises?	No	No	BioticNRG has policies and procedures that relate to UNGC principles, including our MSA Statement, Anti Bribery and Corruption, Whistleblowing and Code of Conduct Policies. As we are not a UNGC signatory, however, we do not claim to be compliant with the UNGC and have therefore selected 'no' for this indicator.	
	Does the entity have grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises?	No	No	BioticNRG does have a stakeholder grievance/compliance handling mechanism to address potential issues relating to the UNGC principles. As we are not a UNGC signatory, however, we do not claim to be compliant with the UNGC and have therefore selected 'no' for this indicator.	
12. Unadjusted gender pay gap	Average unadjusted gender pay gap	2.18 %	12.5 %	2025 pay gap figure is -12.5% (women earn 12.5% more) but the portal does not allow negative entry. It includes all BioticNRG group staff and includes bonus and overtime.	

Table 1 - Social and Employee, Respect for Human Rights, Anti-Corruption and Anti-Bribery Matters

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
13. Board gender diversity	Average ratio of female to male board members	0 %	20 %	As of December 31, 2025 Biotic's Board had 4 men and 1 woman	A female director was appointed in February 2025.
14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Was the entity involved in the manufacture or selling of controversial weapons (land mines and cluster bombs)?	No	No	BioticNRG has no involvement in the value chain for the production, sale, transportation or use of controversial weapons.	

Table 2 - Additional Climate and Other Environment-Related Indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
Additional climate and other environment-related indicators					
1. Emissions of inorganic pollutants	Inorganic pollutants				
2. Emissions of air pollutants	SOx				
	NOx				
	PM2.5				
	PM10				
	Ozone (O3)				
	Lead (Pb)				
	Mercury (Hg)				
	Other				
	Total				
3. Emissions of ozone depletion substances	Ozone depletion substances				

Table 2 - Additional Climate and Other Environment-Related Indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
4. Investments in companies without carbon emission reduction initiatives	Does the entity have carbon emission reduction initiatives?	No	No	Biotic is in the process of developing a plan decarbonize in line with a science-based pathway	
Energy performance					
5. Breakdown of energy consumption by type of non-renewable sources of energy	Coal				
	Diesel				
	Motor gasoline				
	LPG, butane or propane				
	Natural gas				
	Non-renewable hydrogen				
	Non-renewable fuel				
	Non-renewable electricity				
	Non-renewable steam, heating and cooling				
Water, waste and material					
6. Water usage and recycling	Total water consumed and reclaimed				
	Total water consumed and reclaimed per revenue				
	Percentage of water recycled and reused				
7. Investments in companies without water management policies	Does the entity have water management policies?				

Table 2 - Additional Climate and Other Environment-Related Indicators

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
8. Exposure to areas of high water stress	Does the entity have sites located in areas of high water stress without a water management policy?				
9. Investments in companies producing chemicals	Does the entity produce chemicals and fall under Division 20.2 of Annex I to Regulation (EC) No 1893/2006?				
10. Land degradation, desertification, soil sealing	Does the entity have activities of which cause land degradation, desertification or soil sealing?				
11. Investments in companies without sustainable land/agriculture practices	Does the entity have sustainable land/agriculture practices or policies?				
12. Investments in companies without sustainable oceans/seas practices	Does the entity have sustainable oceans/seas practices or policies?				
13. Non-recycled waste ratio	Total non-recycled waste generated				
14. Natural species and protected areas	<p>1. Does the entity have operations that affect threatened species?</p> <p>2. Does the entity have a biodiversity protection policy covering operational sites owned, leased, managed in, or adjacent to, a protected area or an area of high biodiversity value outside protected areas?</p>				
15. Deforestation	Does the entity have a deforestation policy?				
Green securities					
16. Share of securities not issued under Union legislation on environmentally sustainable bonds	Does the entity own securities that are not issued under Union legislation on environmentally sustainable bonds?				

Table 3 - Additional Indicators for Social and Employee, Respect for Human Rights, Anti-Corruption and Anti Bribery Matters

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
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Additional indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters

1. Investments in companies without workplace accident prevention policies	Does the entity have a workplace accident prevention policy?				
2. Rate of accidents	Rate of accidents				
3. Number of days lost to injuries, accidents, fatalities or illness	Number of workdays lost to injuries				
	Number of workdays lost to accidents				
	Number of workdays lost to fatalities				
	Number of workdays lost to illness				
4. Lack of a supplier code of conduct	Does the entity have a supplier code of conduct (against unsafe working conditions, precarious work, child labour and forced labour)?				
5. Lack of grievance/complaints handling mechanism related to employee matters	Does the entity have a grievance/complaints handling mechanism?				
6. Insufficient whistleblower protection	Does the entity have policies on the protection of whistleblowers?				
7. Incidents of discrimination	Number of incidents of discrimination reported				
	Number of incidents of discrimination leading to sanctions				
8. Excessive CEO pay ratio	Annual total compensation for the highest compensated individual				

Table 3 - Additional Indicators for Social and Employee, Respect for Human Rights, Anti-Corruption and Anti Bribery Matters

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
	Median annual total compensation for all employees (excluding the highest-compensated individual)				
	Annual total compensation for the highest compensated individual/ median annual total compensation for all employees (excluding the highest-compensated individual)				
Human rights					
9. Lack of a human rights policy	Does the entity have a human rights policy?	Yes	Yes	Material Change Ltd., the underlying operating company for the BioticNRG entity, maintains formal human rights policy commitments as part of its Modern Slavery Statement. This includes a commitment "to respecting all internationally recognized human rights principles," such as the UNGPs. The Statement is approved by the Board annually. https://www.material-change.com/legal/modern-slavery-statement/	
10. Lack of due diligence	Does the entity have a due diligence process to identify, prevent, mitigate and address adverse human rights impacts?	No	No	BioticNRG maintains processes to manage human rights impacts in its direct operations and portions of its value chain. These include employee training and a reporting mechanism. BioticNRG uses a Sub-Contractor Questionnaire to confirm partner compliance with MSA requirements. We are exploring approaches for expanding due diligence across our value chain.	BioticNRG is examining ways to expand human rights monitoring to its wider value chain, including capital goods procurement and feedstock providers.
11. Lack of processes and measures for preventing trafficking in human beings	Does the entity have policies against trafficking in human beings?				
12. Operations and suppliers at significant risk of incidents of child labour	Does the entity have exposure to operations and suppliers at significant risk of incidents of child labour exposed to hazardous work in terms of geographic areas or type of operation?				

Table 3 - Additional Indicators for Social and Employee, Respect for Human Rights, Anti-Corruption and Anti Bribery Matters

Adverse sustainability indicator	Metric	Impact 2024	Impact 2025	Explanation	Action Taken
13. Operations and suppliers at significant risk of incidents of forced or compulsory labour	Does the entity have exposure to operations and suppliers at significant risk of incidents of forced or compulsory labour in terms of geographic areas and/or the type of operation?				
14. Number of identified cases of severe human rights issues and incidents	Number of cases of severe human rights issues and incidents				
	Nature of cases of severe human rights issues and incidents				
Anti-corruption and anti-bribery					
15. Lack of anti-corruption and anti-bribery policies	Does the entity have policies on anti-corruption and anti-bribery consistent with the United Nations Convention against Corruption?				
16. Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery	Has the entity identified insufficiencies in actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery?	No	No	During 2025, BioticNRG was not involved in any breaches of anti-corruption and bribery.	
17. Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	Number of convictions for violations of anti-corruption and anti-bribery laws				
	Amount of fines for violations of anti-corruption and anti-bribery laws				