



STAKEHOLDER ENGAGEMENT POLICY

1. Purpose and Scope

Biotrend is committed to fostering transparent, inclusive, and long-term relationships with stakeholders affected by our operations. This policy sets out our principles and approach to stakeholder engagement, ensuring that their perspectives are integrated into our decision-making. It applies to both our own operations and our supply chain, covering the full lifecycle of projects and assets, from planning and development through operation and asset retirement.

2. Guiding Principles

Our stakeholder engagement is built on the principles of transparency, inclusiveness, responsiveness, respect, and accountability. We provide accessible information, seek to involve a broad range of stakeholders—including affected and vulnerable communities—respond to concerns in a timely and fair manner, and hold ourselves accountable for the outcomes of our actions. Engagement practices are regularly reviewed to ensure continuous improvement.

3. Stakeholder Identification

Biotrend engages with a wide range of stakeholders, including:

- Employees
- Investors and Shareholders
- Suppliers and Contractors
- Press and Media
- Municipalities, Associations, and NGOs
- Financial Institutions
- Sectoral Institutions, Universities, and Professional Associations
- Local and Affected Communities, including vulnerable groups

4. Engagement Methods

Engagement is tailored to stakeholder groups and may include:

- **Employees:** Internal meetings, training programs, surveys, social events, communication platforms
- **Investors and Shareholders:** Reports, investor meetings, webinars, one-on-one discussions
- **Suppliers and Contractors:** Audits, evaluations, sustainability meetings
- **Press and Media:** Interviews, press releases, briefings
- **Municipalities, NGOs, Associations:** Joint projects, cooperation meetings, community initiatives
- **Financial Institutions:** Disclosures, direct meetings
- **Sectoral and Academic Institutions:** Panels, conferences, workshops
- **Local and Affected Communities:** Community meetings, consultation processes, public information sessions, social and environmental initiatives, apply of the grievance mechanism



5. Grievance Mechanism

Biotrend maintains accessible grievance channels, particularly for local and affected communities, to ensure that concerns can be raised and addressed promptly. Grievances can be submitted via a dedicated email address, on-site feedback boxes, community consultation sessions, or direct dialogue with company representatives. All submissions are documented, assessed, and responded to in a transparent and timely manner.

6. Roles and Responsibilities

Oversight of this policy rests with the Board of Directors, with support from the Sustainability Committee. The Sustainability Department is responsible for coordinating engagement activities and managing the grievance process, while managers across the business ensure compliance within their areas.

7. Monitoring and Reporting

Biotrend monitors the effectiveness of stakeholder engagement by tracking feedback, evaluating grievances, and conducting stakeholder surveys. Progress and outcomes are disclosed publicly in our annual sustainability report and on the corporate website.

8. Policy Review

This policy will be reviewed at least every two years, or earlier if operational, regulatory, or stakeholder developments require.