GADOT GROUP





Sustainability Report 2026

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A Message from Gadot Group CEO

Dear Readers,

This is the second ESG report published by Gadot Group. In our first year of reporting, we faced the inherent challenge of consolidating extensive data and activities across multiple business units into a comprehensive and structured ESG disclosure.

This year marks another important step forward. We have identified additional opportunities to enhance the quality of our reporting, improve data accuracy, and strengthen the understanding and ownership of ESG topics among the managers responsible across our various companies.
We are also proud to report that this year we expanded our Scope 2 and Scope 3 GHG emissions calculation project to additional companies within the Group. As a result, this report reflects a more complete and mature view of our value chain emissions and demonstrates clear progress in our measurement capabilities.

Another significant development this year was the formalization of executive-level decisions regarding the transition to Plug-in Hybrid (PHEV) vehicles, and in the coming years to fully electric vehicles - a transition that is already advancing at a rapid pace across the Group.

In parallel, we have initiated local pilot initiatives, including the signing of an agreement for the procurement of green electricity at the Pi-Glilot facility in Israel. These initiatives reflect our commitment to advancing practical, site-level decarbonization actions.

I am also proud that the Group's sustainability lead has begun working closely with business unit managers to develop structured decarbonization plans. These plans are designed to systematically implement energy reduction measures and, consequently, reduce our carbon emissions step by step across the organization.

In addition, we continue to strengthen our human capital and embed our values across the organization. We are proud that training on our Code of Ethics has significantly advanced this year and is now managed through a dedicated technological platform that enables monitoring, tracking, and continuous improvement of participation and compliance.

This ESG report reflects not only our progress, but also our commitment to continuous improvement. We see ESG as a journey of learning, refinement, and execution - and we remain committed to advancing it across all levels of the organization.

We thank our employees, partners, and stakeholders for being part of this journey, and we look forward to continuing to build a more resilient and responsible future together.

Wishing you an enjoyable reading,

Opher Linchevski - Gadot Group CEO



Opher Linchevski

Gadot Group
CEO

About Gadot Group

About Gadot Group

Founded in 1959, Gadot Group is a vertically integrated logistics and chemical distribution company operating across global markets. The company provides end-to-end services across the chemical value chain, including marine transport, terminal operations, production, packaging, distribution, and value-added solutions.

Gadot's operations span a broad and expanding network of infrastructure and logistics facilities worldwide, strengthening its position as a strategic partner for multinational manufacturers and industrial companies.

For over six decades, Gadot has built a solid reputation for excellence, reliability, and innovation in the chemical industry, delivering comprehensive services that cover every stage of the value chain. The Group's capabilities include marine transportation, terminal management, chemical manufacturing, blending and packaging, distribution, and value-added logistics solutions, all supported by advanced infrastructure, professional expertise, and uncompromising safety and environmental standards.

With a strategic global presence across multiple regions, Gadot serves as a trusted partner for leading multinational manufacturers, industrial companies, and global brands.

Through its fully integrated structure, the company ensures seamless coordination between its marine, terminal, and distribution operations, enabling efficient, safe, and sustainable supply chains for customers worldwide.

Driven by a strong commitment to sustainability, innovation, and operational excellence, Gadot continues to strengthen its position as one of the most significant and dynamic players in the global chemical logistics and distribution industry.

Industries Served

Pharmaceuticals | Agriculture | Food & Beverages | petrochemical and chemical | Energy & Fuel | Cosmetics & Detergents | Electronics Industrial Manufacturing | Construction | Water solutions | Animal nutrition | Polymers & printing

Material Groups

Acrylates | Alcohols | Electronic Materials | Polymers | Glycol Ethers | Propylene Glycol Ethers | Esters | Hydrocarbons | Ketone | Glycols | Oils | Chlorinated Solvents

Business Segments



Marine Logistics

Ownership and operation of 15 stainless-steel chemical tankers through Chemship BV, in the Netherlands



Land Transportation

Fleet of over 125 specialized road tankers managed by Shelach Transport, Israel's hazmat carrier



Chemical Manufacturing

Production of more than 240,000 tons annually of acids, alkalis, solvents, and specialty chemicals



Export & Trade Solutions

Global sourcing, procurement, and customs services for international markets



International Logistic Solutions

Integrated international logistics solutions, including maritime transport, intermodal forwarding, and specialized handling of chemical materials across global markets.



Repackaging, Blending & Added Value Services

Including chemical labeling, packaging, formulation, and warehousing



Storage & Warehousing Terminals

Six strategic locations in Israel and Belgium (Haifa, Ashdod, Beer-Sheva, Ghent).

GADOT Germany operates 5 warehouses at 3 locations in Germany

Overview of Gadot Group's Companies and Operations

GADOT BELGIUM

Operates warehouse and tank storage facilities for the storage, handling, and distribution of classified and non-classified chemical materials. The Ghent terminal provides chemical storage, blending, filling, and packaging services for liquid products, with a total capacity exceeding 100,000 m^3.

Gadot Terminals

Operates two chemical terminals, bulk storage facilities, and four distribution centers in Israel. It also provides liquid chemical fillings and packaging services across a wide range of container sizes.

GADOT ECOLOGY SERVICES

Provides industrial waste management and recycling solutions in Israel, based on the 4R model and advanced technologies to reduce landfill waste.

GADOT GERMANY

Provides integrated logistics, transportation, and supply chain solutions, including road, rail, and sea freight, warehousing, and on-site logistics services. The company also operates as a competence center coordinating logistics, sales, and distribution across Turkey, Eastern Europe, Central Asia, and China.

GADOT PI GLILOT FUEL TERMINALS

Operates three fuel terminals in Ashdod, Beer Sheva, and Haifa, covering approximately 40% of Israel's fuel storage capacity. It provides fuel storage, loading, additive injection, and distribution services across Israel via road and pipeline transport.

GADOT PRINT

Provides pre-press services and produces flexo plates and gravure cylinders for packaging, supported by advanced technology and a dedicated Print Academy for professional development.

CHEMSHIP

A chemical parcel tanker operator based in Rotterdam, specializing in the transport of liquid chemicals. The company operates a fleet of stainless-steel parcel tankers engaged in trade lanes between Northwest Europe, the US Gulf, and the East Mediterranean.

Shelach Distribution

Provides land transportation of hazardous and non-hazardous chemicals and oils across Israel, specializing in the safe transport of dangerous materials using a dedicated tanker fleet.

GADOT MERCURY ארקורי

Distributes pharmaceutical, biotech, life science, and cosmetics materials, providing integrated scientific and logistics solutions including GDP-compliant storage. In late 2025, the company acquired full ownership of Mintz Lab Systems, expanding its laboratory solutions capabilities.

Gadot Energy & Gadot Laboratories

Operate an oil production facility that manufactures finished oils and process products for industrial plants in Israel.

Gadot Green Oil

A clean-tech company specializing in the recycling of used oils into valuable products, including fuel substitutes and base oils for lubricant production.

Gadot Research and Development

Operates an ISO 17025-certified laboratory performing over 15,000 chemical analyses annually for a wide range of industries. The laboratory develops innovative, market-driven analytical solutions under strict quality, environmental, and safety requirements.

Chemichlor

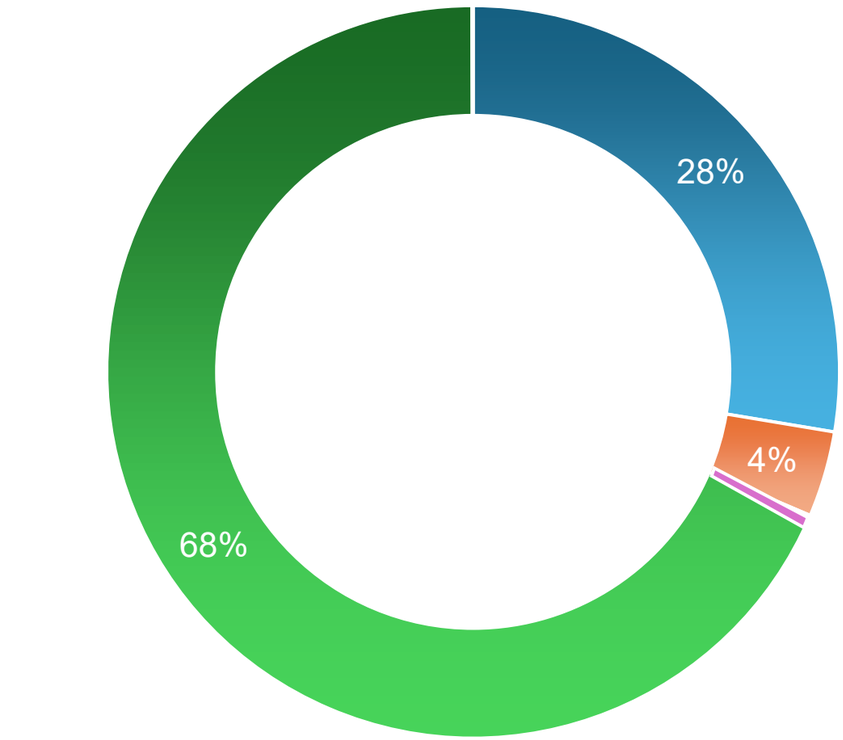
A leading Israeli distributor and handler of inorganic materials. The company operates dedicated tanker fleets, transport vehicles, storage facilities, and warehouses for the handling and distribution of liquid and solid chemicals tailored to customer demand.

Gadot Group also holds 30% stake in Haifa Port and a minority share in YD Labs

Note: This report covers information solely for Group's fully owned companies, excluding the above companies

Sales By Region (K$)

Global Sales (Total)	573,192
Europe	148,408
North America	20,328
Africa & Middle East	368,147
Asia Pacific & Other	309



Partners for Growth

Marine Services

Sales & Distribution

Industrial Services

Additional information regarding the Group's market presence and organizational structure is available in the Appendix.

GADOT GROUP

Gadot's Sustainability Approach

Gadot's Sustainability Approach

Gadot Group's sustainability strategy is embedded in its core operations, with a long-standing commitment to safety, efficiency, and environmental responsibility.

Our initiatives span across Israel, Europe, and key global markets, and are aligned with leading sustainability frameworks including the UN SDGs, GRI Standards, and SASB Guidelines.

We aim to balance operational growth with climate resilience, regulatory compliance, and positive social impact.

Our environmental roadmap focuses on decarbonization, clean energy, waste reduction, and circular economy integration.

Impact Materiality Assessment

Gadot Group conducted an internal Impact Materiality Assessment. The process considered both stakeholder expectations and business impact across environmental, social, and governance domains.

This assessment helps prioritize ESG issues that are most likely to affect the Group's long-term success and stakeholder trust. It also guides the Group's sustainability strategy, risk management approach, and reporting priorities.

The following topics were identified as most material:

Material Topics	Stakeholder Concern	Business Impact
Carbon Emissions	High	High
Workplace Health and Safety	High	High
Transparent Governance	High	High
Responsible Supply Chain	Medium	High
Ethical Supply Chain	High	Medium
Diversity & Inclusion	High	Medium
Compliance with Environmental & Chemical Regulations	Medium	Medium
Local Volunteering and Community Support	Medium	Low

Note: In 2024, Chemship conducted a Double Materiality Analysis (DMA) that aligns with most of the topics identified by the Group. However, to ensure comprehensive reporting, the material topics identified by the Chemship are also addressed in this report.



Our Strategic Sustainability Focus Areas & Targets

Safeguarding the Environment

Managing emissions and upholding strict environmental standards.

Carbon Emissions
Compliance with environmental & chemical regulations

- Net Zero Carbon Emissions by 2040
- Zero environmental incidents

Stronger Together

Fostering a safe, inclusive, and socially responsible workplace.

Workplace Health and Safety
Diversity & Inclusion
Local Volunteering and community support

- Zero employees' incidents

Strengthening the Chain

Upholding transparency and sustainability across our supply chain and governance

Transparent Governance & Reporting
Responsible Supply Chain

- 100% sustainable supply chain by 2030
- 100% company reporting transparency

Our Sustainability Governance Structure

ESG BOD Meetings

Oversight and monitoring ESG progress achieved I Environmental and climate risk management I Approve the annual ESG report

ESG Steering Committee

Composed of all internal subject matter experts

Semi-annual / Quarterly meetings for macro management I progress against working plan and targets I Decision making regarding new projects, budgets, etc.

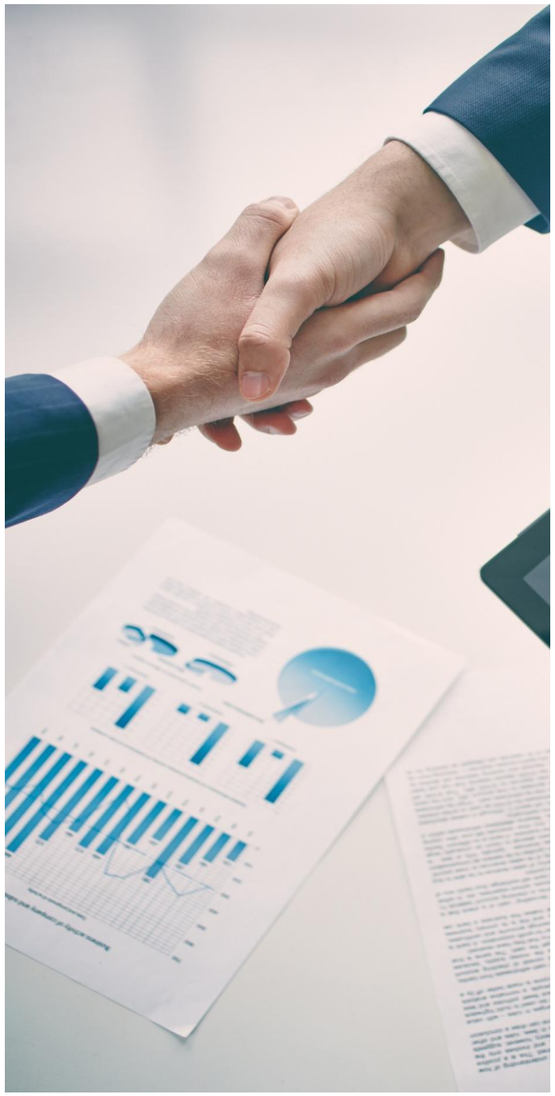
ESG Lead

Full responsibility for the ongoing management of ESG in the group I Monitoring and reporting on progress I Provide responses to the various bodies/ customers I Project management with all relevant parties in the company I ESG Gatekeeper

Stakeholder Engagement

Gadot Group engages with a diverse set of stakeholders to ensure alignment between its ESG strategy and the expectations of those impacted by its operations.

Stakeholder feedback is integrated into the Group's materiality assessments, sustainability goals, and reporting practices. Stakeholder dialogue is guided by principles of transparency, relevance, and responsiveness, and is carried out at both corporate and subsidiary levels.



Stakeholder Group	Engagement Channels	Key Topics of Concern
Employees	Town halls • surveys • performance reviews • trainings • intranet • employees' representatives • Company app used by Gadot Germany and Chemship	Health & safety • fair employment • career development
Customers	Direct meetings • service quality reviews	Chemical safety • product reliability • sustainability
Suppliers	Assessment • audits • onboarding processes • PO and/or contract signing	ESG compliance • ethics • fair procurement
Regulators	Audits • reports • site inspections	Legal compliance • hazardous materials • permits
Investors / Shareholders	Reports • board briefings • ESG updates	Risk management • climate targets • transparency
Local Communities	Community projects • donations • employee volunteering activities	Environmental impact • job creation • transparency
Industry Associations	Memberships • conferences • collaborations and joint initiatives	Sectoral best practices • innovation • regulation trends

Alignment with UN Sustainable Development Goals (SDGs)



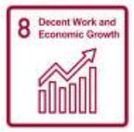
Gadot Group is committed to aligning its sustainability strategy with the United Nations Sustainable Development Goals (SDGs).

The Group's operations, environmental programs, social impact initiatives, and governance policies contribute directly to several priority SDGs. Below is a mapping of how Gadot's core ESG efforts support key global goals.



Gender Equality

Promoting diversity, inclusion, and equal opportunity across subsidiaries.



Decent Work and Economic Growth

Fair employment policy, safe working conditions, Occupational health & safety programs, employee training programs, supplier code of conduct and more.



Industry, Innovation and Infrastructure

Investments in clean technology at terminals, sustainable logistics solutions, Gadot ecology waste treatment.



Responsible Consumption and Production

Waste reduction, chemical safety, environmental screening of suppliers.



Climate Action

Targeting Net Zero by 2040, carbon emissions monitoring, energy efficiency measures, waste and wastewater management.



Life Below Water

Monitoring wastewater, compliance with discharge standards, spill prevention policies. beach clean-ups, marine impact awareness.

Certifications and International Standards

GADOT Israel is certified to ISO 9001, ISO14001, and ISO45001.

GADOT Laboratory is certified by the Israel Laboratory Accreditation Authority and the ISO 17025 standard.

Gadot Germany holds the following certifications: AEO (Monheim), ISO 9001 (Düsseldorf, Mannheim, Frankfurt, Wiesbaden), and SQAS (Düsseldorf, Mannheim, Frankfurt).

Gadot Belgium is certified according to ISO 9001, ISO 14001 and ISPS.

Chemship BV's chemical Tankers stand with the following rules: The International Safety Management Code (ISM) of the International Maritime Organization (IMO) · The International Convention for the Safety of Life at Sea (SOLAS) · The International Convention for the Prevention of Pollution from Ships (MARPOL) including annexes V, IV, II and VI.

ESG Ratings and rewards

ecovadis



GADOT Group received EcoVadis Bronze Medal for sustainability performance.

Chemship received EcoVadis Platinum Medal.

ESG Spotlight – Stakeholder Engagement Event and EcoVadis Recognition

In January 2026, Chemship hosted its annual New Year stakeholder event, bringing together approximately 120 key stakeholders, including clients, suppliers, banks, consultants, brokers, and agents. The event served as an opportunity to strengthen long-term relationships and engage with the Company's broader business ecosystem.

A key highlight of the event was the communication of Chemship's achievement of EcoVadis Platinum status, which was shared with attendees as part of the Company's ongoing commitment to sustainability and responsible business practices.
During the event, special recognition was given to Artemis, who is responsible for managing the Company's EcoVadis data and submission process, through the "Chemship Star Award" in acknowledgment of her significant contribution to this achievement.

2025 Sustainability Highlights



30%
of our mid-level managers are women

100%
of material suppliers signed the Gadot Supplier Code of Conduct

60%
reduction in carbon intensity at Gadot Belgium between 2022 and 2025

~8%-28%
reduction in average carbon intensity (AER and EEOI) of Chemship vessels since 2018

~57%
of all suppliers and **100%** of material suppliers are annually assessed

~3.5M kWh
of self-generated wind energy consumed at Gadot Belgium operations

2nd
Sustainability Report

10%
of our global workforce are members of minority groups

5%
reduction in carbon intensity (pe capita) across Gadot's operations in Israel between 2024 and 2025

Zero
significant incidents of non-compliance with environmental laws or regulations



53%
of Chemship's Scope 1 GHG emissions are covered under the European Union Emissions Trading System (EU ETS)

~8%
increase in total environmental investments & expenditures



Gadot Safeguarding the Environment

Safeguarding the Environment

Gadot Group is committed to minimizing its environmental impact across all operations, from logistics and marine transport to chemical production and packaging.

The Group's Environmental Management System (EMS) is built upon the principles of prevention, compliance, continuous improvement, and transparency. Gadot complies with local and international environmental regulations and adheres to standards including ISO 14001, MARPOL, and the SQAS assessment.
All procedures related to air emissions, water use, wastewater treatment, hazardous waste, and chemical handling are governed by documented policies and work instructions.

GADOT aims to continuously reduce its environmental impact of its operations and activities **targeting Net Zero Carbon Emission by 2040** by promoting the following initiatives:

- Transitioning to low-emission transportation and fleet upgrades.
- Energy efficiency improvements at terminals and logistics sites.
- Investments in renewable energy technologies.
- Strict implementation of pollution control protocols and resource management procedures.

Environmental Compliance

Gadot Group is fully committed to full compliance with national and international environmental regulations and to transparent reporting to our stakeholders through sustainability reports and ESG disclosures.

During the reporting period, the company recorded **no significant incidents** of non-compliance with environmental laws or regulations.

Zero Environmental Incidents

Gadot has implemented the QSHE - Quality, Safety, Health & Environment strategy adherence to laws to reach environmental targets. It is an inseparable part of the private aims and goals of every Gadot executive. According to the Company's policy, environmental sustainability, employee health and safety and quality are integrated into the annual work plans and planning in general.

Our comprehensive approach towards taking responsibility as a leading international corporation is a top priority in all our projects. Gadot Group sets a goal of zero safety, health and environmental incidents.

Quality and Regulatory Compliance at Pi-Glilot– Golden Mark Recognition

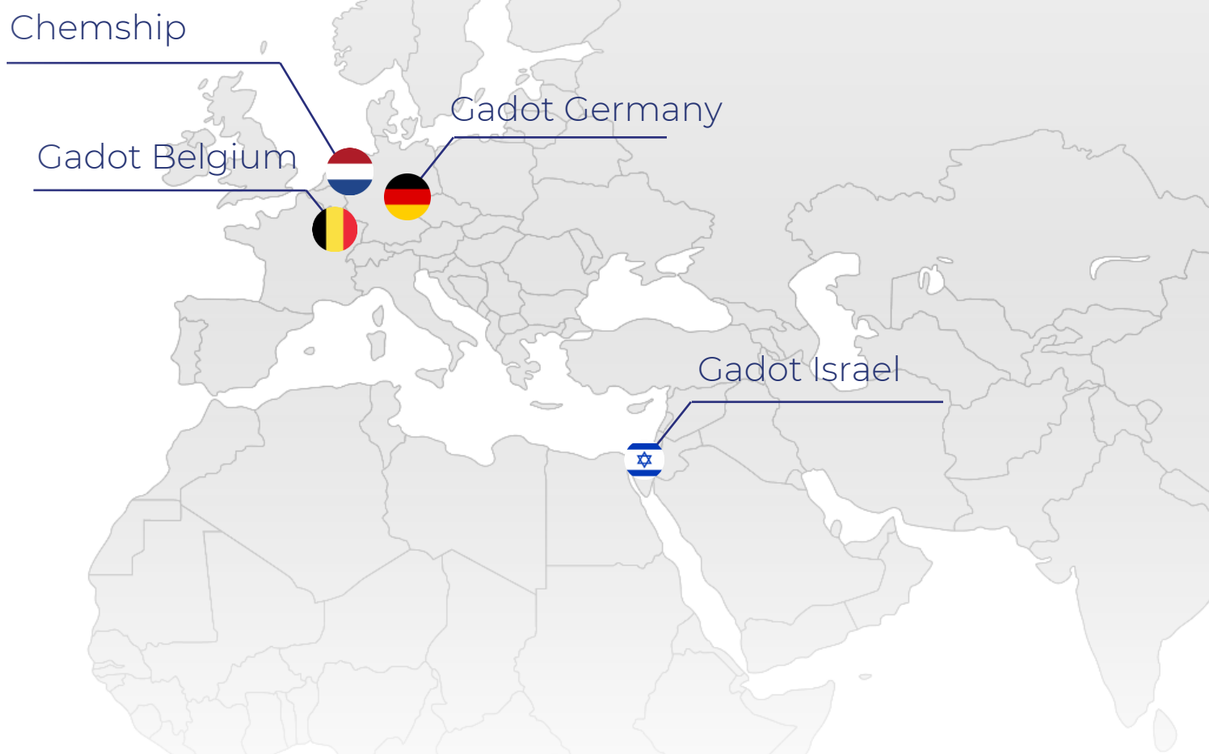
In early 2026, Pi-Glilot was awarded the Golden Mark by The Standards Institution of Israel (SII), recognizing its compliance with rigorous quality, safety, and regulatory standards. This certification reflects the Company's strong commitment to operational excellence, responsible business practices, and adherence to nationally recognized benchmarks.



Our Key Environmental Impact Across Regions

Germany & EU

- Compliance with stringent EU environmental and safety regulations
- ESG-aligned logistics partnerships for hazardous material transport
- Integration of carbon performance into client reporting systems



Chemship - Netherlands (Rotterdam)

- Continuous fleet modernization and innovation to remain frontrunner in its trade
- Biofuel usage, innovative lube oils by Dexoil and Nox scrubbers installed on latest vessels
- Vessels rewarded with the Green Award
- Engine monitoring and fuel optimization systems installed
- PBCF installed (propellor optimization)
- Vento-foil systems (Wind assisted propulsion systems)
- Silicone paint applied on vessels to reduce drag through the water and reduce emissions

Gadot Belgium (Ghent)

- Smart terminal operations with real-time monitoring
- Transition to renewable electricity for site operations (in progress)
- Development of sustainable thermal energy consumption and energy efficiency programs
- Part of Ghent's industrial eco-park and port sustainability coalition
- Implementation of windmill systems to generate zero-emission energy for operations

Israel

- Deployment of electric trucks at Shelach Transport
- Wastewater treatment through Gadot Ecology (recycled sludge, hazardous materials)
- Introduced UREA injection systems (SCR systems) in diesel engines to reduce nitrogen oxide (NOx) emissions.
- Energy efficiency projects, including the replacement of conventional lighting with solar-powered lighting, installation of solar water heating systems, and use of presence detectors, among others

Environmental Investments and Expenditures

Total Environmental Investments & Expenditures (in $)	2023	2024	2025
Gadot Terminals	4,047,870	2,869,712	3,286,755
Gadot Pi-Glilot	105,000	440,000	405,767
Gadot Ecology Services	400,329	407,003	323,456
Gadot Mercury	11,694	13,470	68,465
Gadot Print	85,059	48,066	0
Gadot Belgium	691,485	685,855	870,596
Gadot Germany	36,890	52,116	21,116
Total	5,378,327	4,516,222	4,876,155

All amounts denominated in local currencies have been translated into U.S. dollars using the exchange rate in effect on December 31, 2025.
The inclusion of Gadot Terminals data in the table has resulted in a revised aggregated total figures.



Air Quality and GHG Emissions

Gadot monitors and seeks to reduce emissions of greenhouse gases (GHGs), volatile organic compounds (VOCs), and other pollutants from its logistics, marine, and production activities.

Chemship vessels are IMO 2020 compliant and equipped with emissions control systems. Terminals and plants operate under environmental permits and real-time monitoring.

GHG Emissions Calculation Methodology

Gadot Group uses the financial control approach to greenhouse gas (GHG) emissions accounting in accordance with the GHG Protocol. For calculating emissions, Gadot uses the GHG Protocol and United Kingdom Department for Environment, Food & Rural Affairs (UK DEFRA) guidance, applying documented emission factors to known activity data from the organization.
Gadot reports GHG emissions in metric tons of carbon dioxide equivalent (tCO2e) for scope 1 and 2 emissions.

For Chemship's Scope 1 GHG emissions, Gadot applies emission factors based on the EU MRV standard ("tank-to-wake"), verified under Regulation (EU) 2015/757. Emissions are calculated per vessel (out of 14 vessels). The calculation excludes the time-chartered-out (TC-out) vessels, Chemical Explorer and Chemical Voyager. Including voyages outside EU.
This approach ensures accurate, transparent, and regulation-aligned reporting in accordance with international maritime standards

Gador Belgium's GHG emission calculation is based on SBTi guidance.
Since 2023, Gadot Belgium has used locally generated renewable energy sourced from wind turbines.



Notes:
Environmental data, Emission data and calculations include only sites that remained operational at the end of the reporting period. Accordingly, the Pi-Glilot Jerusalem site is not included, as it was closed in 2024 and is no longer owned by the Group.
Emissions of ozone-depleting substances (ODS) are negligible and are not yet reported.

Energy and GHG emissions (in Metric Tons CO2e) - GRI 302_

Topic	2023	2024	2025	% change 2024 to 2025
Scope 1 GHG Emissions				
Gadot - Israel	3,666	3,954	3,356	-15%
Chemship*	135,980	130,331	125,575	-4%
Gadot Belgium	3,728	3,091	2,542	-18%
Gadot Germany**	NA	324	NA	-
Scope 2 GHG Emissions				
Gadot - Israel	2,791	2,985	3,136	5%
Chemship	7.95	11	7.9	-29%
Gadot Belgium	1,114	918	1,020	11%
Gadot Germany**	NA	46.7	NA	-
Total Scope 1,2 GHG Emissions	**147, 287**	**141,290**	**135,637**	**-4%**
Scope 1 & 2 Carbon Intensity				
Gadot Israel (tCO2e per capita)	16.9	18.	17.6	-5%
Gadot Belgium(tCO2e per production)	0.0445	0.0346	0.0288	-17%

* The emissions data has been updated following a revision of the carbon footprint calculation methodology. The updated calculation excludes the time-chartered-out (TC-out) vessels, Chemical Explorer and Chemical Voyager. Including voyages outside EU..
Chemship's Scope 1 energy intensity is disclosed later in this report under the relevant sector metrics (AER and EEOI).

** GHG emissions calculations for 2025 have not yet been completed and are expected to be included in the next report

Scope 3 GHG emissions (in Metric Tons CO2e) - GRI 302

Scope 3 Emissions Assessment and Ongoing Monitoring

In 2022, Gadot Germany completed a comprehensive Scope 3 emissions assessment, conducted with the support of an external consultant. The assessment covered Categories 1–7 and 12, resulting in total Scope 3 emissions of **20,350.72 tCO_2e**. Upstream transportation (Categories 3-4) represents 97.22% of total Scope 3 emissions. In 2024, the Scope 3 emissions assessment was updated using the same categories, with the addition of Category 9 – Downstream Transportation and Distribution, reflecting the expansion of the Company's sales and distribution activities. The updated assessment resulted in total Scope 3 emissions of **17,972.93 tCO_2e**. Compared with the 2022 assessment, total reported Scope 3 emissions decreased, primarily reflecting changes in the reporting scope and business activities.
Updated Scope 3 emissions calculations for subsequent years are in progress.

Chemship has conducted Scope 3 emissions calculations (upstream categories only) and is reporting these results for the first time this year, as presented in the table below. This step reflects the company's ongoing commitment to enhancing transparency, improving the completeness of its greenhouse gas inventory, and aligning with best practices in ESG reporting and the GHG Protocol.
Furthermore, the company ensures that all employees are trained on climate and environmental issues, and that all operational sites are systematically assessed for specific environmental risks.

Scope 3 GHG emissions	UoM	2022	2023	2024	2025
Total Scope 3 GHG emissions - upstream	tCO2e	21.64	26.25	32.9	25.45

During 2025, we initiated a project to calculate Scope 3 greenhouse gas emissions associated with the Company's operations in Israel. The project continued into 2026, with the calculation methodology and underlying data further developed and refined during this period.
The results of the Scope 3 emissions calculation are presented below.
Total Scope 3 GHG emissions amounted to **232,359 metric tons of CO_2 equivalent** (tCO_2e), with Category 1 (Purchased goods and services) accounting for 82.5% of total emissions.

Category	tCO2e	Share of Total
1. Purchased goods & services	191,676	82%
2. Capital goods	1,937	0.8%
3. Fuel- & energy-related activities	1,056	0.5%
4. Upstream transport & distribution	1,521	0.7%
5. Waste generated in operations	35,744	15.4%
6. Business travel (flights)	54	0.0%
7. Employee commuting	370	0.2%
Total Scope (1-7 categories)	232,359	100%

Emissions Management & Energy Efficiency at Chemship

Operational efficiency is a cornerstone of Chemship's sustainability strategy. The company maximizes fuel utilization and voyage mileage by adhering to the principle of avoiding empty return voyages, streamlining operations to reduce idle time in ports, and applying advanced planning and digital monitoring tools. Our sustainability efforts are further supported by a dedicated digital dashboard, real-time performance tracking, and reporting aligned with the sectoral requirements of the IMO and the EU regulations.

We actively collaborate with our customers, who expect continuous progress in safety, compliance, and sustainability performance. Their engagement and feedback drive our ongoing improvement processes. The company also takes pride in its early preparation for the implementation of the EU CSRD Directive, including a comprehensive Double Materiality Assessment (DMA) conducted in 2024 that also strengthened our approach to climate risk management through focused discussions on relevant IROs.

Looking ahead, we are preparing to conduct Scope 2 emissions calculations and to further expand our environmental reporting. Our commitment to responsible operations and environmental stewardship has been recognized with the **Rotterdam Port's Green Award**.

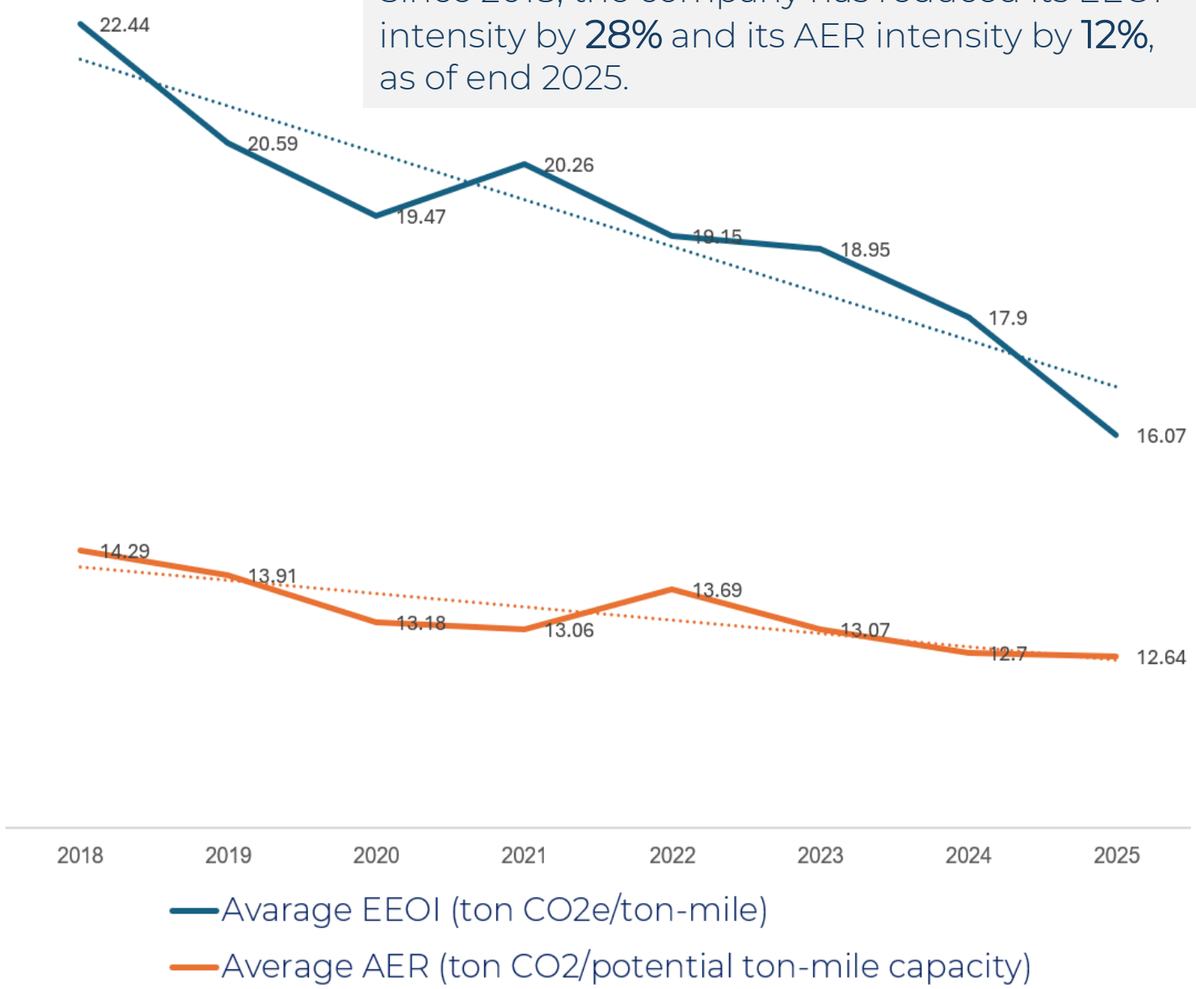
Over the past several years, Chemship has been closely monitoring greenhouse gas emissions per vessel as well as emission intensity. The main metrics used are the Energy Efficiency Operational Indicator (EEOI) and the Annual Efficiency Ratio (AER). Despite an increase in our fleet **from 11 to 14 vessels**, the data show a continuous **decline in average emissions per vessel**, reflecting ongoing improvements in energy management and operational efficiency across the fleet.

In addition, about **53%** of our emissions are covered under the European Union Emissions Trading System (EU ETS), underscoring our commitment to regulatory compliance and proactive carbon risk management.

In line with the IMO's industry standards, Chemships aims to reach carbon neutrality (net zero) by 2050, reflecting its commitment to sustainable maritime operations and environmental stewardship.

Carbon Intensity - Average EEOI and AER

Since 2018, the company has reduced its EEOI intensity by **28%** and its AER intensity by **12%**, as of end 2025.



Note: The vessels Explorer and Voyager are excluded from the EEOI calculation, as they operate under time charter-out (T/C out) arrangements, and the Company does not have access to the detailed cargo data required for the calculation. In addition, the 2025 data presented herein has not been externally verified and was sourced from the Company's internal reporting dashboard.

LogiChem Excellence in Sustainability Award

Gadot Group was honored with the **LogiChem Excellence in Sustainability Award**, an international recognition granted to leading companies in the global chemical logistics sector. The award reflects the Group's implementation of a comprehensive decarbonization strategy across its supply chain, creating a synergistic integration between port operations, terminal infrastructure, and maritime shipping activities.

At the core of this initiative is the Group's terminal in Belgium, where a wind turbine has been installed to generate approximately **10 GWh of renewable electricity annually**, supporting the transition to low-carbon energy sources. In parallel, the terminal has adopted **biomass-based energy** - utilizing non-recyclable wood residues to produce heat - as a substitute for fossil fuels.

On the maritime front, the Group's shipping arm, Chemship, pioneered the deployment of **wind-assisted propulsion systems** on a chemical tanker, complemented by additional technological upgrades across the leet, including advanced hull coatings to reduce friction and digital optimization of fuel consumption.

The combined impact of infrastructure innovation and fleet efficiency measures results in an estimated annual reduction of approximately **13,900 metric tons of CO_2e emissions**. This integrated approach enables the Group to deliver **low-carbon logistics solutions** across the full value chain - from terminal storage to maritime transportation - while strengthening operational efficiency and environmental performance.

Building on this achievement, the Group plans to expand the deployment of wind-assisted propulsion systems to additional vessels in the coming years, reinforcing its competitive position in the European and global chemical logistics markets and supporting its long-term sustainability and climate transition objectives.



Air Quality

At Gadot we are aware of the importance of protecting air quality and are committed to take an action to reduce air emissions.

We instruct our teams to implement actions that prevent pollution and to take measures to meet and exceed the stringent mandatory and advisory environmental standards and regulations relevant to our operations worldwide.

We aim to control air emissions indoor and outdoor from our activities and in our facilities, sustaining a prosperous community life and quality of life, protecting our employees' health and contributing to strengthening present and future social resilience.

Gadot air quality management plan is mainly focused on reducing Volatile Organic Compounds (VOCs) emissions through vapor recovery actions and the use of Leak Detection and Repair (LDAR) technologies.

LDAR inspections are conducted across the operational sites in accordance with the five-year program approved by the Ministry of Environmental Protection. During 2025, a full inspection cycle was completed across all sites, including the Northern Terminal, Southern Terminal, and Haroshet East.

Additional monitoring activities conducted in 2025 included:

- **Stack Emissions Sampling** - Point-source emissions monitoring was conducted twice during the year. Sampling was performed for three stacks, and no exceedances were identified.
- **Environmental Monitoring** - Annual environmental monitoring was carried out by an external company at four agreed monitoring points located at Haroshet East and the Northern and Southern Terminals. **No exceedances of regulated substances were identified.**

In 2025, announced and unannounced inspections, monitoring activities, and sampling were conducted across all sites by the Ministry of Environmental Protection, the Haifa Bay Cities Association for Environmental Protection, the Home Front Command, and the Carmel Water Corporation. These activities were carried out to oversee compliance with additional environmental conditions set forth in the business licenses and to verify compliance with the Company's hazardous materials permit requirements. **No significant findings or remarks were identified following these inspections.**

The table below reflects the reduction of Volatile Organic Compounds (VOC) levels in kg between 2023 – 2025 at Gadot Terminals, Gadot Pi-Glilot and Gadot Ecology Services.

Significant Air Emissions (in Kg) – GRI 305-7

VOC levels	2023	2024	2025
Gadot Terminals	4,813*	2,932	4,440**
Gadot Pi-Glilot	42,644	42,029	**36,025**

** The increase in emissions stems from a leak of non-focal LDAR emissions at the east Haroshet Terminal.*
Note: Since 2024, Gadot Terminals reporting has been updated in line with the revised regulatory format, which includes additional disclosures such as sulfur and nitrogen emissions, among others.
** In 2025, Gadot Terminals recorded a 68% increase in VOC emissions at the Northern Terminal, primarily due to increased MTBE activity, which is characterized by high volatility.

Gadot Ecology's emissions of TOC, VOC, dust and other NMVOC are considered negligible relative to the Group's overall operations and environmental impact; therefore, these emissions are not reported in this report.

Air Quality

Other Air Emissions in Gadot Terminals (in Kg)	2024	2025
NO_x (Nitrogen oxides)	6,000.4	14,941.4
SO_x (Sulfur oxides)	525	1,918.8
PM (Particulate matter)	401	722.8

Other Air Emissions in Gadot Belgium (in metric tons)	2023	2024	2025
NO_x (Nitrogen oxides)	0.149	0.137	0.138

Chemship has begun preparations for monitoring its air emissions, with a particular focus on nitrogen oxides (NO_x), and aims to include these data in upcoming sustainability reports.
Chemship operates its vessels in full compliance with IMO sulphur limits, which cap marine fuel sulphur content at 0.1%. Although direct measurements of SO_x emissions were not conducted in 2024, based on the fuel specifications and consumption data, total SO_x emissions for the year are estimated to be no more than 42.3 tons- well below the regulatory threshold.

The Chemship fleet is the youngest among its competitors. The fleet is continuously being upgraded with the latest sustainable innovations to minimize emissions. Terminals and plants operate under environmental permits and real-time monitoring.

Spotlight on Gadot Pi Glilot – Among the Leading Sites in Ashdod Ahead of a Regional Air Quality Improvement Program

The Ministry of Environmental Protection has drafted a National Program for Reducing Air and Odor Pollution in the Northern Industrial Zone of Ashdod, aimed at improving air quality and promoting sustainable industrial development. Pi Glilot was recognized among the leading sites in the area, showing a consistent decrease in NMVOC emissions from its Ashdod terminal since 2018.

The upcoming program will introduce enhanced inspections and monitoring, AI-based air quality analysis, and measures to reduce emissions from industry, waste, wastewater, and transportation.

Spotlight on GreenOil - Flue Gas Recovery Project

At the beginning of 2026, GreenOil initiated its flue gas recovery project, aimed at reducing on-site fuel consumption and enabling the capture and reuse of residual heat for additional operational purposes.
The project includes the lifting and installation of new furnace stacks, marking the first phase of implementation. The majority of the works are being carried out using existing equipment and by the facility's own employees, reflecting an efficient, in-house execution approach. Beyond the anticipated energy and cost savings, the project is expected to enhance overall operational efficiency and increase the availability of residual heat for additional uses within the GreenOil site.
This initiative further underscores the Group's commitment to identifying and advancing environmental projects that improve operational performance and support its broader sustainability objectives.

Note: Emissions of ozone-depleting substances (ODS) are negligible and are not yet reported.

Energy Use

Gadot promotes energy efficiency through digital monitoring and renewable sourcing initiatives.

At Gadot Belgium, newly installed wind turbines began operating in 2023 and now generating approximately 3.5 million kWh of on-site renewable electricity annually, reducing reliance on non-renewable energy sources and enabling a continues reduction in carbon intensity.

In 2025, Gadot approved a project for the installation of solar panels on the rooftops of buildings at the Southern Terminal to support internal electricity consumption. At Pi-Glilot a green PPA has been signed for full renewable electricity consumption at the Ashdod site.

We strive to achieve 50% renewable energy use by 2030.

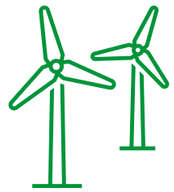
Energy Consumption (Scope 1) – GRI 302

Topic	Measurement unit	2023	2024	2025	% change 2024 to 2025
Gasoline Consumption - Gadot Israel*	Liters	231,209	254,634	240,709	-5%
Diesel Fuel Consumption - Gadot Israel	Liters	1,260,872	1,357,026	1,111,109	-18%
Urea – *Shelach and Gadot Ecology*	Liters	61,472	50,724	7,812	-85%
Vessel fuel consumption - Chemship**	Metric tons	NA	41,320.9	38,065.3	-8%
Natural Gas Consumption – Gadot Belgium	m^3	1,788,190	1,362,586	1,059,052	-22%
Gasoline Consumption – Gadot Belgium	Liters	14,000	12,832	9,291	-28%
Natural Gas Consumption – Gadot Germany	kWh	249,594	347,750	351,567	1%
Diesel Fuel Consumption – Gadot Germany	Liters	15,331	13,320	6,367	-52%
Gasoline Fuel Consumption – Gadot Germany	Liters	11,819	12,271	17,919	46%

* The data has been updated to include gasoline consumption data for Pi Glilot vehicles. ** Including HFO (Heavey Fuel Oil), MGO (Marine Gas Oil), LFO (Light Fuel Oil)

Energy Consumption (Scope 2) – GRI 302

Topic	Measurement unit	2023	2024	2025	% change 2024 to 2025
Electricity Purchased from Grid/3rd party – Gadot Israel	kWh	6,386,814	6,831,218	7,414,747	9%
Electricity Purchased from Grid/3rd party - Chemship	kWh	27,404,000	46,421,000	37,849,000	-18%
Electricity Purchased from Grid – Gadot Belgium	kWh	1,673,000	2,458,000	2,783,000	13%
Steam Purchased from biomass power plant – Gadot Belgium	MMBTU	59,562	78,410	92,557	18%
Renewable Energy (wind turbines) – Gadot Belgium	kWh	3,637,000	3,483,000	3,572,000	3%
Percentage of renewable energy from total electricity consumption at Gadot Belgium	%	68%	59%	56%	-4%
Electricity Purchased from Grid – Gadot Germany	kWh	554,966	571,130	533,809	-7%



Energy Efficiency Initiatives in the last years:

Gadot Terminals

- **Steam Efficiency**: Replacement of outdated boilers with modern steam generators
- **Solar Thermal Systems:** Installation of solar panels for fresh water heating.
- **LED Technology:** Transition to LED lighting across all terminals.
- Digital Efficiency Systems: Deployment of smart software to optimize safety, environment, health, maintenance, and operations.
- **Steam Pipe Upgrades:** The steam piping system at the facility was upgraded to address leaks, improving overall efficiency.
- **Air System Maintenance:** In line with the air leak impact assessment table, we addressed issues across the entire air system pipeline, including both service and instrument lines connected to our compressors.
- **Outdoor Lighting Upgrade:** External lighting was replaced with solar-powered lights to enhance energy efficiency.
- **Diesel System Upgrade:** After upgrading the diesel distribution system at the site (including improvements to the filling infrastructure for steam boilers, steam generators, and the diesel storage tank for the fire pump), smart digital systems were installed. These systems are integrated into Gadot's central control system (HMI screens) and include individual flow meters and diesel meters for each consumer on site - a feature that was not available prior to the upgrade.
- **Motion sensors** installation to reduce unnecessary energy use, accompanied by employee training on the importance of electricity conservation.
- **Repairing steam and air leaks** to prevent energy loss.

Transport & Logistics

- **Truck Fleet Upgrade:** Replacement of Euro 4-5 trucks with Euro 6-7 models to comply with improved emission standards.
- **Electric Vehicles:** Gradual transition of company car fleet to fully electric models.

Truck Company (SHELACH):

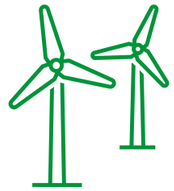
- Upgraded trucks from Euro 4-5 standard to Euro 6-7, improving fuel efficiency and reducing emissions.

Initiatives to Improve Road Tanker Fuel Efficiency and Reduce Emissions:

- Replaced conventional tires with advanced low rolling resistance tires.
- Implemented constant tire pressure monitoring, following manufacturer recommendations.
- Ensured fleet refueling at Gadot-owned bunker stations for controlled fuel quality.
- Conducted internal training for road tanker drivers on sustainability practices and their impact.
- Introduced fuel consumption monitoring and analysis on a weekly and monthly basis.

Company Fleet:

- Replaced conventional vehicles with electric vehicles to reduce carbon footprint and improve energy efficiency – in process.





Marine Transportation (Chemship)

- **Fuel-Saving Technologies:** Application of silicon-based paint on vessel hulls to reduce friction and improve fuel efficiency achieving ~6% savings.
- **Dex Oil Lubricants:** Use of advanced lubricants achieving ~5% fuel savings.
- **PBCF (Propeller Boss Cap Fins):** Installation of devices that improve propulsion efficiency by up to 3%.
- **EconoWind Ventifoil:** Wind-assisted propulsion system deployed on the reducing CO_2 emissions.

Gadot Germany & Belgium

- **100% green electricity supply** (DUS/FFM) in Germany.
- **Renewable and Alternative Fuel Use in Belgium:** Biodiesel • Bio-Steam supply • Avista Oil partnership recycling used oils into high-quality resources, turning waste into value while reducing environmental impact • Wind turbines

Spotlight on the MT Chemical Challenger: Wind Power at Sea

In February 2024, the MT Chemical Challenger - a 16,000-ton chemical tanker operated by Chemship BV - docked at the Port of Rotterdam, heralding a new era in sustainable shipping. This vessel stands out as the world's first chemical tanker powered by a wind assisted propulsion system, featuring four 16-meter-high aluminum **"aircraft wings" known as VentoFoils**. These sails leverage vacuum technology to boost wind power and deliver approximately a **10%** reduction in both fuel use and CO_2 emissions. Moreover, the Chemical Challenger earned the Green Award GHG Label (CO_2 Level 1) - a prestigious recognition for its tangible environmental contributions.

Spotlight on Private Fleet Electrification

As of today, approximately **40%** of the company's private fleet in Israel is managed under full operational leasing, including hybrid, plug-in hybrid, and electric vehicles. The group is actively working to increase this share as part of its ongoing sustainability initiatives.

In 2025, the Group decided that one of the targets under its decarbonization program would be to **transition its vehicle fleet to fully electric vehicles (EVs) by 2027.**

As part of this initiative, the Group will make efforts to equip its sites with EV charging infrastructure to support the transition. In addition, employees who choose an electric vehicle will be offered the installation of a home charging station, where feasible and based on the technical conditions and information provided by the employee.

To maximize the environmental and economic benefits of the transition, the Group will place emphasis on ensuring daily full charging of vehicles, including the deployment of fast-charging infrastructure where appropriate and ongoing engagement with employees to encourage consistent charging practices.

Since the approval of the decision, the Company has purchased seven plug-in hybrid vehicles and two fully electric vehicles in Israel as part of its plan for a gradual transition toward a fully electric vehicle fleet.



Spotlight on the Transition to Electric Forklifts at Gadot Ecology – Advancing Sustainable Operations

During 2024, Gadot Ecology completed the sale of all diesel-operated forklifts and fully transitioned to electric forklifts through a leasing model. The same transition was carried out in Mercury as part of our ongoing commitment to reducing carbon emissions and improving operational sustainability.







Gadot Group is committed to responsible water management and use across all its operations, from manufacturing to logistics, recognizing water as a vital and limited natural resource.

As part of our commitment to environmental sustainability, we adopt a preventive and proactive approach to water-related risks.

Our goals are:

- To minimize water consumption across our terminals, laboratories, and logistics operations through process efficiency, reuse technologies, and preventive maintenance of water systems.
- To prevent pollution of surface water and groundwater by implementing strict control and monitoring measures, including secondary containment systems and chemical handling protocols.

Our management approach is based on compliance with all relevant Israeli and international water regulations and guidelines, including those related to wastewater treatment, industrial discharge limits, and groundwater protection.

Our operational control is governed by documented procedures and work instructions addressing water use, wastewater handling, stormwater management, and chemical spill response.
These include, for example:

- Groundwater monitoring at designated sites
- Wastewater quality control before discharge
- Routine maintenance of water-related infrastructure

We continuously monitor and optimize consumption, aiming to reduce our environmental footprint and comply with all regulatory standards.

Key practices include:

- Monitoring & Efficiency – Regular tracking and upgrades to water-saving technologies.
- Wastewater Treatment – All discharge is treated to meet national and EU environmental standards.
- Spill Prevention – Strict procedures and infrastructure to prevent contamination.
- Reuse & Recycling – Treated water is reused where possible to reduce freshwater use.
- Compliance – Full adherence to Israeli MoEP and EU directives.
- Training – Employee education on water conservation and pollution prevention.

Water Treatment Solution

Gadot constantly acts to improve the quality of water sources that serve the entire population. The company has a rich water treatment chemicals catalog that enables providing solutions for endless chemical processes.

Our proven expertise in the innovative water chemical treatment field, turned us into a leading industry supplier and a reliable partner in the global effort to provide secure and proper water sources for a continuously growing and developing population. Amongst our solutions:



Sewage Treatment

supply of the most reliable chemicals (neutralizing agents) to treat industrial sewage, such as caustic potash and caustic soda, sodium hypochlorite, chloric-iron solvent, aluminum sulfate 25% – 50%, polyaluminum chloride (PAC).

In addition, we provide magnesium hydroxide as a unique solvent to treat sewage water, based on the innovative technology developed by the American Company – Martin Marietta Magnesia Specialities LLC.

The great advantage of this product is its safe, environmentally-friendly and harmless qualities, as well as being an economical solution for acidic regulation and raising the sewage water safety level.



Drinking-Water Treatment

Safe drinking-water is the world's basic and most important resource.

Gadot's team of qualified professional experts is in charge of finding custom-made solutions for every customer, ensuring the supply of clean water at every site.

For drinking water treatment Gadot supplies the following chemicals: caustic soda, sodium hypochlorite, 40% fluorosilicic acid and polyaluminum chloride (PAC).



Desalination

The global need for water keeps growing while proper water sources continuously reduce.

Desalination is one of the most innovative and efficient methods to supply the population water needs, producing fresh, tasty drinking-water.

As a leading supplier for desalination experts, Gadot offers a wide variety of chemicals and essential desalination substances, as well as a variety of the most innovative water treatment processes.

Advanced Technology for Effluents Treatment

Wastewater treatment is a critical step in maintaining a greener and healthier environment for the future. Gadot Ecology Services offers advanced technologies for waste treatment and comprehensive process management.

The company has developed a service for the quality and professional removal and treatment of industrial effluents. Based on a monitoring process conducted at a certified laboratory, aimed at checking the concentration of pollutants in the sewage, each plant is provided with a suitable solution.

Depending on the wastewater sampling, we can determine the degree of urgency and how the industrial wastewater will be treated. All of Gadot Ecology services are authorized by the Ministry of Environmental Protection and support local business to comply with it.

The company's experts draw up a wastewater treatment plan for each plant tailored to its needs, the periodic monitoring results and in accordance with the guidelines of the Environmental Officer of the Ministry of Environmental Protection.

Gadot Ecology Services also offers services for the treatment of sludge – a by-product of the process of treating industrial effluents and one of the significant causes of water and soil pollution. As part of the service, the sludge is collected for sampling and treatment at the Ecology Services plant, where it undergoes stabilization and processing processes for reuse as fuel or raw material.

Gadot Ecology Services workers carry out their work under strict supervision and in accordance with the provisions of the law for the removal of industrial effluents, and ensure compliance with the most stringent standards in the field.



Water Management (in m^3) – GRI 303

Topic	2023	2024	2025	% change 2024 to 2025
Water withdrawn from municipal water utilities – Gadot Israel	32,904	35,703	38,018	6%
Water consumption – Chemship*	32,390	33,696	39,434	17%
Water withdrawn/consumption from municipal water utilities – Gadot Belgium**	32,729	22,531	19,910	-12%
Gadot Germany***	2,398	5,426	1,599	*** 71%
Total water withdrawn/consumption	100,421	97,356	98,961	2%



* The total consumption have been retrospectively updated following the receipt of Chemship's water consumption data.
** Rainwater is collected in ditches connected with nearby canal at Gadot Belgium
*** The significant increase in Gadot Germany 2024 figures is attributable to the acquisition of a fifth site in Germany (Monheim) on 01.01.2024.



We are committed to a comprehensive and responsible approach to waste management.

Through our subsidiary, Gadot Ecology Services, we operate Israel's most advanced industrial waste and sewage treatment facilities, built on the 4R principles - Reduce, Reuse, Recycle, and Recover - to minimize environmental impact and avoid landfilling whenever possible.

Recently, Gadot Ecology inaugurated a pioneering light-metals recycling facility in Kiryat Gat - an innovation that underscores our continued investment in environmentally driven, cutting-edge technologies.

Simultaneously, at our terminals, we have strengthened our waste-management processes by introducing enhanced waste-separation and recycling protocols, ensuring that operational byproducts are handled with precision and sustainability.

Hazardous Waste

Gadot Group is committed to the safe and responsible management of both hazardous and non-hazardous waste across all its sites and subsidiaries.

Waste management practices strictly follow the requirements set forth by the Israeli Ministry of Environmental Protection (MoEP) and are aligned with European Union (EU) directives, ensuring compliance with global best practices and minimizing environmental risks.

As part of our environmental management system, all waste - whether generated from chemical processes, packaging materials, or operational activities - is:

- Clearly labeled to indicate hazard level and contents
- Segregated at source to avoid cross-contamination
- Stored safely in designated, approved containers and areas
- Tracked digitally and physically throughout its lifecycle, from generation to final treatment or disposal
- Regularly audited to ensure compliance with licensing, permits, and regulatory standards

To promote transparency and continuous improvement, Gadot also:

- Reports waste generation and treatment data to the MoEP
- Participates in industry benchmarking and voluntary reporting initiatives
- Engages with certified third-party waste service providers
- Conducts training programs for employees on proper waste classification and handling

Our long-term goal is to reduce waste generation at source, increase recycling rates, and transition toward a circular waste management approach that aligns with the principles of the circular economy.



Treatment and disposal methods are selected based on environmental safety, regulatory compliance, and feasibility. These include:

- Incineration in licensed, high-temperature facilities for hazardous organic waste
- Chemical stabilization for reactive or toxic materials
- Recycling and reuse of materials where feasible, including packaging, metals, and solvents
- Secure landfilling of residual, non-recoverable waste in designated and approved sites

Chemical Handling & Spills

Gadot Group manages chemical substances with the highest degree of responsibility, recognizing the potential risks to human health and the environment. Our operations involve strict adherence to national and international regulations, including compliance with requirements from the **Ministry of Environmental Protection (MoEP)** and other relevant authorities in countries where we operate.
Gadot strives for **zero environmental incidents** by promoting a proactive safety culture and continuous monitoring of chemical-related risks

We implement rigorous procedures for safe chemical storage, handling, and transportation, including:

- Regular employee training in hazardous materials (HazMat) protocols
- Clearly defined emergency response procedures for chemical spills and leaks
- Maintenance of Material Safety Data Sheets (MSDS) and labeling systems in all facilities
- Installation of spill containment systems and equipment in all terminals and warehouses
- Annual audits by internal and external safety and environmental experts
- Periodic inspections and compliance checks by the MoEP and other regulatory bodies

We also maintain an incident tracking system for all chemical-related events. Each incident is investigated thoroughly to implement corrective and preventive actions, ensuring continuous improvement in our operational safety.

Prevention and mitigation of occupational health and safety impacts - GRI 403-7

Number of significant spills	2023	2024	2025	Comments
Gadot Terminals		1 MTBE at north terminal		
Gadot Belgium	24	20	40	All spills were contained on site with less than 5 m^3 liquid spills
Gadot Germany	1	0	0	One spill occurred in 2023, involving approximately 29 tons. The CO_2 extinguishing system was activated due to a product reaction that took place while an IBC was being de-canted by external professionals.

Mitigating Ecological Impacts in Land and Marine Transportation

The Company does not own, lease, or operate any land within areas designated as protected conservation zones or habitats of endangered species in Israel or the EU. Accordingly, no land restoration activities have been required.
During the reporting period, Shelach – Gadot's land transportation company - recorded no hydrocarbon spills or releases of pollutants in any of its operations.

In line with international environmental standards, **100% of Chemship's fleet is equipped with ballast** water treatment systems, which are operated continuously as required. This ensures full compliance with ballast water management regulations and minimizes ecological impact during marine operations, including in marine protected and conservation areas.

Waste Management (in Metric Tons) in Europe – GRI 306

Topic	2023	2024	2025	% change 2024 to 2025
Total Waste generated				
Gadot Belgium	1,309.5	1,102.5	1,186.7	8%
Gadot Germany*	63	56	60.3	8%
Chemship	0.69	0.79	0.79	0%
Waste diverted from disposal				
Gadot Belgium	1,309.5	1,077.6	1,186.7	10%
Waste directed to disposal				
Gadot Belgium**	18.6	24.8	0	-100%
Gadot Germany*	63	56	60.3	8%
Chemship*	0.69	0.79	0.79	0%

* Note: Prior year data has been updated following a more comprehensive data collection and validation process
** Note: Rest fraction (incineration); Asbestos (landfill)

Waste Management

Management of significant waste-related impacts (in metric tons) in Europe – GRI 306-2

Topic	2023	2024	2025	% change 2024 to 2025
Hazardous waste by disposal type				
Waste to Landfill – Gadot Belgium	0	24.84	0	-100%
Waste to energy (incineration) – Gadot Belgium	1.9	2.98	8.34	180%
Waste diverted to recycling – Gadot Belgium	397.98	283.37	344	21%
Total Hazardous Waste – Gadot Belgium	399.88	311.19	352.4	13%
Waste to Landfill – Chemship	0.65	0.75	0.75	0%
Non- Hazardous waste by disposal type				
Waste to Landfill – Chemship	0.04	0.04	0.03	-13%
Waste diverted to recycling, reuse or incineration with energy recovery – Gadot Belgium	1,088	791.3	1,127.9	43%
Waste to Landfill - Germany	63	56	60.3	8%

Non-Hazardous Waste Management (in metric tons and liters) in Israel – GRI 306

Topic	Measurement Unit	2023	2024	2025	% change 2024 to 2025
Waste to Landfill:					
Gadot Pi-Glilot (Industrial waste)*	Metric tons	10	10	10.8	8%
Gadot Mercury (Organic waste for landfill)	Metric tons	97	95	105	11%
Waste to Recycle:					
Gadot Pi-Glilot (Iron and liquids)	Metric tons	308	175	5,700	3157%
Gadot Shelach - oils *Waste streams include general waste and filters, both generated in negligible amounts*	Liters	1,000	1,000	1,000	0%
Gadot Print (Paper, cardboard and waste)	Metric tons	4.4	4	4.5	12.5%
Total Non- Hazardous Waste	**Metric tons**	**1,419.4**	**1,284**	**6,820.3**	431%

** Data have been updated to include waste data from Pi Glilot*

***Note:** Variations in scrap metal waste volumes are primarily driven by infrastructure upgrade projects and maintenance activities. As a result, the quantities sent for recycling do not represent a steady waste stream and may fluctuate significantly from year to year.



Management of significant waste-related impacts (in metric tons) in Israel - 306-2

Topic	2023	2024	2025	% change 2024 to 2025
Hazardous waste by disposal type				
Waste diverted to treatment - Terminals	1,606	1,735	1,979	14%
Waste diverted to treatment - Gadot Print	17.8	54.8	53.3	-3%
Total Hazardous Waste*	1,623	1,790	2,032.3	13.5%

*Terminals and Shelach - hazardous waste streams separation at source was carried out at the operating sites and was directed to the various authorized treatment sites.
Waste generated at Gadot Terminals is managed using the appropriate treatment methods for each waste type, primarily through physico-chemical processes, with only a small portion sent for incineration.

Contributing to Sustainable Waste Management

Gadot Ecology plays a critical role in enabling companies across Israel to manage their waste streams in a safe, compliant, and environmentally responsible manner.

Through advanced treatment technologies, expert regulatory guidance, and end-to-end waste management solutions, Gadot Ecology helps its customers significantly reduce their environmental footprint.

By ensuring that hazardous and non-hazardous waste is properly collected, transported, treated, and - where possible - recovered or recycled, the company supports its partners in shifting from traditional disposal practices to more sustainable, circular approaches.

Gadot Ecology's services not only minimize risks to the environment and public health but also help companies meet stringent regulatory requirements and advance their sustainability goals. The following table outlines the volumes of waste managed by Gadot Ecology on behalf of its customers during the reporting year.

Gadot Ecology Waste Recycle Impact (in metric tons):

Topic	2023	2024	2025	% change 2024 to 2025
Non-Hazardous Waste to Landfill: Plastic, rubber, glass, inorganic waste, and absorbent materials	2,312	2,211	2,134	-3%
Non-Hazardous Waste to Recycle: Metal, plastic, rubber, oils, and organic waste	3,110	3,145	2,057	-18%
Total non-hazardos waste	**5,422**	**5,356**	**4,704**	**-12%**
Hazardous Waste to Landfill	735	579	396	-32%
Hazardous Waste to Recycle/reuse/recovery/incineration	9,384	9,114	10,208	12%
Total hazardos waste	**10,119**	**9,693**	**10,604**	**9%**

Spotlight on Environmental Monitoring at Gadot Terminals and Shelach

- LDAR tests - at all operating sites according to the five-year plan approved by the Ministry of Environmental Protection (North, South and East Haroshet).
- Chimney sampling - Monitoring was carried out twice a year for focal emissions • sampling was carried out for 3 chimneys - no exceptions were received.
- Environmental monitoring - carried out once a year at 4 agreed points at the East Factory, North Terminal and South sites by an external company - no exceptions were found.
- Occupational monitoring - Occupational monitoring (environmental and personal) was carried out in accordance with additional requirements in the business license - noise and exposure to chemicals at all sites. The last monitoring was carried out in 2024, the next monitoring will be carried out in mid-2026.
- Activated carbon evacuation - Evacuations are carried out as needed to the Ecology Services Ele transfer station.

Packaging Waste Reporting

In accordance with the Israeli Packaging Law, Gadot Terminals reports to the *TAMIR* recycling corporation. Below are the total amounts submitted in recent years to ensure the proper treatment of this waste. All reports refer specifically to paper and cardboard packaging, which has the potential to be 100% recycled within the recycling infrastructure available in Israel. These reports have been independently assured by PwC, the company's external auditor.



Packaging materials in Israel GRI-301-1-2 (in metric tons):

Topic	2023	2024	2025
Paper and cardboard packaging – Gadot Terminals	22.18	27.11	**78.22**

Key Raw Materials Used in Production in Israel GRI-301-1-2 (in metric tons):

Topic	2023	2024	2025
Renewable materials (#)	1	1	1
ISOPAR L (Metric tons)	5,614.8	6,175.98	6,833
Non-renewable materials used (#)	29	50	36
Total non-renewable materials (Metric tons)	178,925.5	121,800.84	100,948
Percentage of recycled input materials used	3%	4.8%	6.3%

Key Raw Materials Used in Production in Germany GRI-301-1-2 (in metric tons):

Topic	2023	2024	2025
Renewable materials (#)	1	1	1
Shrink foil and Wooden pallets (tons)	40	50	25
Non-renewable materials used (#)	2	2	2
Labels and Airbags (tons)	0.17	0.19	0.75
Percentage of recycled input materials used	100%	100%	100%

Note: Weights are estimated averages due to variations in item sizes and materials

GADOT Belgium is a tolling company and as such, raw materials and packaging products are the property of the customer.

In 2025, we launched our internal sustainability campaign starting with our headquarters in Israel.

The initiative shares practical tips and actions for making our workplace more energy-efficient, environmentally friendly, and pleasant.
Employees were also invited to share their own ideas, reinforcing collective engagement in adopting sustainable practices.

This initiative reflects our broader commitment to reducing our environmental footprint and integrating sustainability into our daily operations.

Notably, Mercury had already implemented green office practices in 2024, serving as an early example and inspiration for the wider Group.



GADOT GROUP

Stronger Together

Gadot Group is committed to fostering a safe, inclusive, and fair work environment for its employees across all subsidiaries and geographies. The Group actively promotes labor rights, diversity, professional development, and community involvement while ensuring ethical conduct and regulatory compliance.

Our social strategy is grounded in international human rights principles, including those articulated by the ILO and the UN Global Compact. The Group ensures adherence to human rights and fair labor practices, as outlined in its Human Rights and Fair Employment Policy, available on the Group's website.

Employee Rights & Fair Employment

Gadot upholds fair employment practices, equal opportunity, and freedom of association. Employment terms and working conditions are aligned with local labor laws and collective agreements where applicable.

Our Code of Ethics includes explicit prohibitions against forced labor, child labor, and discrimination.

Spotlight – Employee Engagement and Participation in Chemship's 2025 Survey
Chemship conducts an annual employee satisfaction survey covering key aspects of the employee experience, including work-life balance, job satisfaction, teamwork and collaboration, organizational culture, professional development, leadership, and compensation and benefits. The survey also includes an overall satisfaction indicator and open-ended qualitative feedback.

In 2025, the overall employee satisfaction score was 8.5 out of 10, with a participation rate of 100%.

	2023	2024	2025
Employee satisfaction score	8.7	8.5	8.5
Participation rate	100%	100%	100%

Social Benefits and Wellbeing

We see great value in providing our employees with a complete experience, as reflected in the work environment of the company. We believe this starts with fostering a strong connection to the company's values and visions, continues through open, ongoing communication with management, and includes career development opportunities, support and feedback on a regular basis.



We provide our employees decent, fair and equitable working conditions with competitive salaries, and all employment benefits specified by law in the countries in which we operate.



We review and annually monitor our HR activity to ensure that all applicable labor laws and regulations are strictly enforced, and employees are fairly paid and receive their entire remuneration and benefits as required by law.

We conduct yearly salary analyses that consider inflation, promotion opportunities, annual evaluations, and more. We allow flexible working hours to enable employees to maintain a supportive life-work balance, which we highly value. In addition, we continue to offer hybrid work options (working from home).

In all locations in which we operate, we provide social benefits and wellbeing packages according to acceptable local practices and requirements, such as standard healthcare, retirement, education, disability insurance, vacation days, parental leave, life insurance, and other benefits. Employees also participated in a range of group activities, such as Pilate's classes.

Freedom of Association and Collective Bargaining

We operate in accordance with sector-wide collective bargaining agreements and firmly uphold our employees' right to unionize, negotiate, and work under fair and equitable conditions. Approximately **41%** of the workforce is covered by collective bargaining agreements. Management representatives maintain an ongoing dialogue with employee union representatives, meeting periodically throughout the year. The frequency of meetings increases ahead of collective agreement renewals to ensure open communication and collaboration.

Employment Data in Gadot Israel - GRI 2-7, 2-8, 102-8, 102-41, 401-1

Topic	2023	2024	2025
Number of employees (full and part time)	**382**	**369**	**362**
Women	108	110	113
Men	274	259	249
Number of employees hired on a **permanent contract**	52	53	43
Women	11	12	17
Men	41	41	26
Number of employees hired on a **temporary contract**	5	3	0
Women	3	2	0
Men	2	1	0
Number of employees working full time	379	365	357
Women	107	108	111
Men	272	257	246
Number of employees working part time	3	4	4
Women	1	2	2
Men	2	2	2
The number of supervised workers during the year	0	0	0
Women	0	0	0
Men	1	3	0
Number of employees covered by collective bargaining agreements	139	132	125
Women	4	4	2
Men	135	128	123

Note: Since all employees work at least 90% of a full-time schedule, they are classified as full-time employees for reporting purposes

Employment Data in Gadot Europe - GRI 2-7, 2-8, 102-8, 102-41, 401-1

Topic	2023	2024	2025
Number of employees (full and part time)	229	219	233
Women	45	46	46
Men	184	182	187
Number of employees hired on a permanent contract	25	21	30
Women	4	4	2
Men	21	17	28
Number of employees hired on a temporary contract	5	5	4
Women	0	0	0
Men	5	5	4
Number of employees working full time	209	208	211
Women	36	35	34
Men	173	173	177
Number of employees working part time	20	20	21
Women	9	11	12
Men	11	9	9
The number of supervised workers during the year	117	108	177
Women	23	23	32
Men	94	85	145
Number of employees covered by collective bargaining agreements	106	111	118
Women	16	18	18
Men	90	93	100

New hires by gender and age group – In Gadot Israel

Topic	2023	2024	2025
Women <30	1	2	5
Women 30-50	10	9	10
Women >50	1	2	3
Men <30	4	7	2
Men 30-50	22	18	6
Men >50	9	8	3
Total new hires <30	5	9	7
Total new hires 30-50	32	27	16
Total new hires >50	10	10	6
Total new hires	47	46	29
Leavers by gender and age group			
Women <30	1	1	2
Women 30-50	11	10	3
Women >50	1	1	2
Men <30	5	3	4
Men 30-50	25	32	6
Men >50	9	19	3
Total leavers <30	6	4	6
Total leavers 30-50	36	42	9
Total leavers >50	10	20	5
Total leavers	52	66	20
Turnover rate			
Turnover rate	14	16	16.5
Voluntary turnover rate	7	7	8.2
Involuntary turnover rate	6	9	8.2

New hires by gender and age group – In Gadot Europe			
Topic	2023	2024	2025
Women <30	1	1	1
Women 30-50	2	2	1
Women >50	1	1	0
Men <30	5	8	8
Men 30-50	17	10	19
Men >50	4	4	5
Total new hires <30	6	9	9
Total new hires 30-50	19	12	20
Total new hires >50	5	5	7
Total new hires	30	26	36
Leavers by gender and age group			
Women <30	3	0	1
Women 30-50	2	3	4
Women >50	0	1	1
Men <30	9	5	2
Men 30-50	8	12	20
Men >50	10	8	7
Total leavers <30	12	5	3
Total leavers 30-50	10	15	24
Total leavers >50	10	9	8
Total leavers	32	29	35

Turnover rate – Gadot Belgium			
Turnover rate	**13.49**	**8.14**	**13.76**
Voluntary turnover rate	6.74	3.05	10.09
Involuntary turnover rate	6.74	5.09	3.67

Turnover rate – Gadot Germany			
Turnover rate	**17.75**	**17.72**	**20.32**
Voluntary turnover rate	7.89	9.38	12.83
Involuntary turnover rate	9.86	8.34	7.49

Note: The turnover rate indicator is not considered relevant for Chemship, as employee recruitment and departure figures are negligible.

Employees' Health, Safety & Well-being



We believe that business success goes together with corporate, civil, social and environmental responsibilities, therefore, are committed to maintaining the highest standards of health, safety and quality on behalf of our customers, employees and suppliers and for the benefit of the greater community and the environment, at every site in Israel and abroad.

Occupational health and safety (OHS) is a top priority for Gadot. All Israeli sites operate under documented safety protocols and ISO 45001-aligned systems, covering all our employees and workers at these sites. Training, drills, PPE, and incident tracking are implemented routinely.

Mercury, Gadot's environmental response unit, supports emergency readiness and industrial cleanup across the region.

Safety topics include:

- Hazardous Materials Handling
- Dust and Noise Protection
- Fire & Explosion Prevention
- Confined Space Work
- First Aid & Evacuation procedures

Occupational monitoring (environmental and personal) is conducted in accordance with additional business license requirements, including noise and chemical exposure monitoring across all sites. The latest monitoring campaign at Gadot Terminals was conducted in 2024, and the next monitoring cycle is scheduled for mid-2026.

Zero Employee Incidents Target

As part of our QESH strategy, the company has set a clear target to achieve zero employee incidents. To reach this goal, we train EHS champions - who also promote environmental initiatives - alongside all employees, support safety committees, invest in protective equipment, and implement lessons-learned processes to continuously improve workplace safety. Executive management oversees EHS practices through an annual progress review conducted with field managers.

During 2025, **2,182** hours of training were dedicated to employee health and safety topics in Isarel only. (GRI 403-5).
This resulted in a **13%** reduction in total recordable incidents in 2025, compared to 2024.

Work-related injuries - In Gadot Israel – GRI 403-9

Topic	2023	2024	2025	% change 2024 to 2025
Total number of occupational accidents	6	8	7	-13%
to Men	4	6	7	17%
to Women	2	2	0	-100%
Total number of work-related travel accidents	1	2	0	-100%
to Men	0	0	0	-
to Women	1	2	0	-100%
Total number of days missed	212	365	279	-27%
by Men	177	268	279	4%
by Women	35	96	0	-100%

Note: Data presented excludes contract workers

Work-related injuries – In Gadot Europe – GRI 403-9

Topic	2023	2024	2025	% change 2024 to 2025
Total number of occupational accidents	7	7	5	-29%
to Men	6	7	5	-29%
to Women	1	0	0	0%
Total number of work-related travel accidents	2	1	0	-100%
to Men	2	0	0	0%
to Women	0	1	0	-100%
Total number of days missed	551	112	171	53%
by Men	496	100	171	71%
by Women	55	12	0	-100%

Employees' Health, Safety & Well-being

EHS metrics – Chemship (SASB TR-MT-540a.2)	2023	2024	2025
Number of marine casualties and accidents	0 accidents *1 fatality at Chemship sub contractors*	0 accidents *1 fatality at Chemship sub contractors*	0 accidents

EHS metrics - Belgium	2023	2024	2025	% change
Frequency Rate (FR)	32	31	31	0%
Severity Rate (SR)	3	1	0.98	- 2%
TRIR	6	6	5.74	- 4%
Lost Time Injury Frequency Rate (LTIFR)	26	31	28.7	- 7%
Lost Workday Rate (LWR)	654	115	196.3	71%
Fatalities	0	0	0	0%
Near miss incidents			6	

EHS metrics - Germany	2023	2024	2025	% change
Frequency Rate (FR)	13.77	16.18	0	-100%
Severity Rate (SR)	330.52	145.59	0	-100%
TRIR	2.75	3.24	0	-100%
Lost Time Injury Frequency Rate (LTIFR)	13.77	16.18	0	-100%
Lost Workday Rate (LWR)	330.52	145.59	0	-100%
Fatalities	0	0	0	0%
Near miss incidents			3	

EHS metrics – Israel*	2023	2024	2025	% change
Lost Time Injury Frequency Rate (LTIFR)	3.33	6.67	18	99%
Lost Workday Rate (LWR)	473.33	1440	0.59	-100%
Total recordable incident rate (TRIR)	16.55	20.34	18.3	-35%
Fatalities	0	0	0	-

* Data presented includes only Terminal and Shelach operations.

Proactive risk management & Emergency preparedness

During 2025, 7 JSA surveys were conducted at sites (terminals and shipping) as well as 3 additional HAZOP risk surveys by an external consultant. Furthermore, 17 emergency drills were conducted at sites, accompanied by external professionals and in collaboration with external parties. The drills included environmental and safety issues – spills of various types of hazardous materials onto land and sea, and firefighting incidents.

Once a quarter, emergency team training and exercises are conducted at all sites, aimed at training all operations employees to serve as members of the emergency team when necessary.
In 2025, Shelach employees joined the emergency response drills, and additional emergency exercises were conducted at customer sites.



Environmental Events

In 2025, Gadot Terminals recorded 13 environmental non-conformities. With the exception of one significant incident involving a pipeline bridge leak at the Northern Terminal, all incidents were considered minor. All events were investigated, lessons learned were identified, and corrective actions were implemented accordingly.

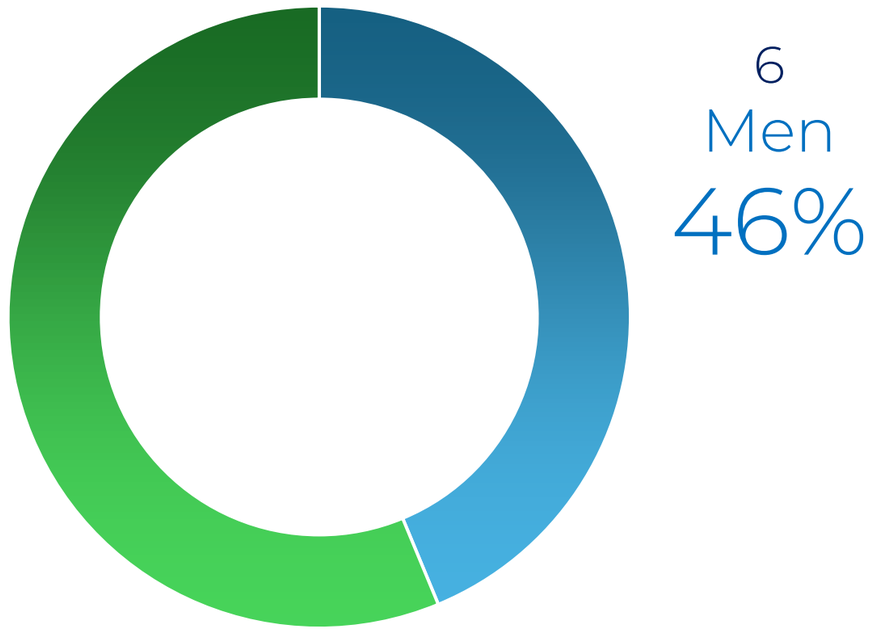
Gadot invests in employee development through structured onboarding, technical training, and role-specific upskilling.

The company is currently formalizing a career development framework that includes: Role-based training matrices • Safety and compliance refreshers • Managerial coaching programs • ESG & sustainability awareness
A KPI-based tracking system is being built to monitor participation rates, promotion rates, and training hours per employee.

Around **80%** of employees in Israel, participate in annual performance and career development reviews, reflecting the company's commitment to employee growth and continuous improvement. (GRI 404-3)

Internal Promotions in Gadot Israel 2025

~9,000 training hours were invested in our employees, corresponding to an average of **15** training hours per employee.



Leadership Development and Employee Training Programs in Israel

The Group recognizes that leadership development and employee capability building are critical to sustaining operational excellence, organizational resilience, and long-term business performance. The Group's HR department in Israel continued to promote a range of structured training and development initiatives designed to strengthen leadership capabilities, enhance human resource management practices, and support employee development and organizational effectiveness.

Key programs implemented include:

- Executive Mentorship Program – A structured mentorship initiative in which members of senior management serve as mentors to selected high-potential employees. The program supports leadership development, knowledge transfer, and succession readiness, contributing to the development of the Company's future leadership pipeline.

- HR Management 360 Program – An internal training program delivered throughout the year to mid-level managers, focusing on strengthening managerial capabilities in core human resource processes, including performance management, recruitment and onboarding, and employee separation procedures in accordance with Company policies and applicable labor regulations.

- Performance Evaluation Enhancement Initiative – The Company enhanced its performance evaluation and feedback framework by introducing role-specific competencies, standardized evaluation criteria, and structured feedback mechanisms to promote consistency, transparency, and alignment with departmental performance expectations.

- New Employee Orientation Days – The Company conducted structured onboarding sessions for new employees to support their effective integration into the organization, familiarize them with Company policies and culture, and promote early engagement and productivity.

- Organizational Planning and Workforce Development Tool – During 2025, the Company developed a managerial decision-support tool designed to support data-driven workforce planning, including talent investment decisions, retention risk identification, succession planning, and organizational efficiency. Manager training was conducted to support adoption of the tool, with full implementation continuing into 2026.

Training and Education in Gadot Israel – GRI 404

Number of training hours by level and gender - **Professional Training only**	2023	2024	2025
Women senior managers	0	192	76
Women middle managers	518	0	294
Women non-managers	62	0	671
Total number of training hours for women	580	192	1,041
Men senior managers	0	288	115
Men middle managers	228	0	163
Men non-managers	0	0	531
Total number of training hours for men	228	288	809
Total number of training hours	1,096	4,120	3590
Average hours of training per employee	**6.64**	**11.26**	**14.4**
Total number of employees participating in trainings	165	366	249

~3,600 training hours were invested in our employees, corresponding to an average of **14.4** training hours per employee

Training and Education in Gadot Europe – GRI 404

Number of training hours by level and gender	2023	2024	2025
Women senior managers	42	87	31
Women middle managers	11	32	132
Women non-managers	232	488	384
Total number of training hours for women	285	606	546
Men senior managers	17	48	110
Men middle managers	82	213	447
Men non-managers	3,821	2,496	4,265
Total number of training hours for men	3,920	2,758	4,822
Total number of training hours	4,205	3,364	5,369
Average hours of training per employee	18	15	23
Total number of employees participating in trainings	215	212	233



~5,400 training hours were invested in our employees in Europe, corresponding to an average of 23 training hours per employee

Diversity, Inclusion & Respect

Gadot encourages an inclusive workplace, respectful of gender, age, ethnicity, religion, and background. Hiring and promotion decisions are based solely on merit and qualifications.

The Group is preparing to implement structured monitoring of workforce demographics and gender pay gaps.

In 2025, the company recorded **no reported incidents of discrimination** (GRI 406-1)

Women represented **27%** of our workforce, despite the traditionally male-dominated nature of our sector.

Women account for **30%** of managerial positions within the organization, while **10%** of senior management roles are held by women, highlighting a continued underrepresentation of women at the most senior levels of leadership.

Gender and Age Diversity in Gadot Israel – GRI 405

Gender and Age Diversity	2023	2024	2025
Total top management	10	10	9
Total employees - senior-middle managers	68	64	61
Total employees - non-managers	305	295	292
Women senior-middle managers	25	25	27
% of women in management positions (out of total managers, excluding top management)	37%	39%	44%
Total employees - under age 30	17	18	12
Total employees age 30-50	230	204	161
Total employees - age 50 and up	136	147	143
Number and percentage of employees from minority groups			
Total employees from under-employed populations	52	54	38
% minorities out of total workforce	14%	15%	10%

Gender and Age Diversity in Gadot Europe – GRI 405

Gender and Age Diversity	2023	2024	2025
Total employees - senior-middle managers	38	39	35
Total employees - non-managers	190	189	198
Women senior-middle managers	8	9	5
Women non-managers	37	38	41
Total senior-middle managers - under age 30	0	0	1
Total senior-middle managers - age 30-50	30	30	26
Total senior-middle managers age - age 50 and up	8	9	8
Total non-managers - under age 30	22	20	21
Total non-managers age 30-50	88	88	96
Total non-managers - age 50 and up	79	80	81
Total employees - under age 30	22	20	22
Total employees age 30-50	119	118	122
Total employees - age 50 and up	88	89	89
Number of employees from minority groups, by level and gender			
Women senior-middle managers	0	0	0
Women non-managers	8	7	7
Men senior-middle managers	11	10	10
Men non-managers	3	4	4
Total employees from under-employed populations	22	21	21
% of Minorities	10%	10%	9%

Community Involvement & Local Impact

Gadot Group recognizes the importance of meaningful and long-term engagement with the communities in which it operates.

The Group believes that its role extends beyond business, and is actively committed to supporting local needs, social causes, and sustainable development.

Gadot does not make political contributions in any form (GRI 415-1).

Volunteer Activities in Israel in 2025 (GRI 413-1)

- **Volunteering for Youth** – The HR team volunteered at Branco Weiss High School in Rehovot, an educational organization dedicated to social change. Branco Weiss bridges the gap between the challenging life circumstances of youth in Israel's geographic and social periphery and their ability to realize their potential and contribute to a thriving society. The school provides a supportive environment that promotes both academic and personal achievements. As part of the volunteering activities, the team delivered a lecture on 'Preparing for a Job Interview' to 11th-grade students.

- **Community Rehabilitation Volunteering** – Team members participated in activities supporting the rehabilitation and maintenance of the Ein HaShlosha kibbutz community, as part of Gadot's ongoing adoption program to provide sustained support since the events of October 7th.

- **Volunteering for Children with Cancer** – Volunteers assisted in preparing and serving meals to children undergoing cancer treatment, as part of Gadot's long-term collaboration with the Sunrise Organization.







Community Involvement & Local Impact

Gadot is committed to supporting the community through a wide range of volunteering initiatives, with employees actively engaging in projects that bring meaningful impact to children, families, and vulnerable groups.

During the war period in Israel, it was challenging to engage employees in volunteer activities, which led to a decrease in total volunteering hours. Conversely, the donation budget remained relatively stable, reflecting the company's continued commitment to community support despite the challenging circumstances.



Contribution to 'Brothers to the Grill'

Thanks to Gadot's support, a special operation was carried out at Mitzpe Sufa, near the Gaza border, in collaboration with 'Brothers to the Grill.' They prepared and served meals to 200 soldiers from the Kfir and Netzach Yehuda (50th Battalion) units during a break outside Gaza and delivered an additional 400 hot meals to soldiers stationed inside Gaza.

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In the photo: the Certificate of Appreciation presented to the Gadot Group in recognition of its contribution to the Israeli community during the Iron Swords War

Social Impact Performance Indicators

To strengthen its social responsibility framework, Gadot Group is developing a series of measurable indicators that reflect the impact of its community and employee engagement activities. These indicators aim to provide a clearer picture of how the Group supports its stakeholders beyond regulatory compliance.

Community Impact Indicator	Unit of Measurement	2023	2024	2025
Total volunteering hours*	Hours	123	577	182
Total employees volunteering*	#	29	37	50
Volunteer hours per employee*	Hours	4.24	15.6	3.64
% of employees participating in volunteering programs*	%	8%	10%	14%
Total budget allocated to community projects**	$	69,976	82,259	81,200
# of local partnerships (NGOs, schools, etc.)	Organizations	7	6	6

** Including youth work in institutions for the elderly and children at risk*
** Includes sponsorships, donations, and programs. The donation budget is presented in USD, based on the exchange rate as of December 31, 2025

In 2025, Chemship demonstrated a significant social commitment to the community, with a total contribution of **€18,270**. This contribution reflects the company's corporate responsibility approach and its aspiration to be an active partner in creating social value beyond its core business activities.



At Gadot Group, building responsible and long-term relationships with our customers is a cornerstone of our business philosophy.

As a provider of integrated logistics and chemical distribution solutions, we operate with a clear commitment to integrity, transparency, and delivering value through safe, reliable, and compliant services.

We serve over 1,000 customers across multiple industries - including pharmaceuticals, agriculture, energy, and food - while maintaining personalized relationships through our commercial and operations teams across Israel, Europe, and the United Arab Emirates.

Our presence in the Gulf region includes a dedicated sales office in Dubai, facilitating seamless service to clients in key Middle Eastern markets.

Our customer relationship management includes:

- Order coordination, logistics optimization, and just-in-time delivery
- Product stewardship and technical assistance, particularly for sensitive chemicals
- Adherence to international trade, labeling, and transport regulations
- Clear communication and documentation in multiple languages and formats
- Robust customer feedback and complaint handling mechanisms

Gadot upholds a Code of business conduct and complies with local and international marketing regulations.



All marketing materials are subject to internal review and approval to ensure alignment with our safety, environmental, and ethical guidelines.



We strictly avoid misleading representations, and product labeling and documentation reflect regulatory requirements in each geography



We are proud to report that in recent years, we have faced **no legal claims or regulatory sanctions related to customer communications, labeling, or marketing practices**.

This strong track record reflects our ongoing commitment to responsible business conduct and to nurturing trust with every client we serve.

The Company conducts customer satisfaction surveys on a biennial basis, alternating between Shelach customers and Gadot Israel's key customers. In 2024, a customer survey was conducted among Shelach customers, achieving a 61.5% response rate and an average satisfaction score of 4.0 out of 5. In 2025, the survey was conducted among 112 key customers of Gadot Israel, with a response rate of **62.5%**, resulting in an average satisfaction score of **4.7** out of 5, compared with an average score of 4.5 in 2023. The surveys assess various aspects of the customer experience, including service, product quality, delivery and other key parameters.

Straightening the Chain

Strengthening the Chain

Gadot Group's governance framework is designed to ensure transparency, accountability, and ethical behavior across all levels of the organization. Oversight of ESG topics is integrated into strategic decision-making and monitored by the Group's Executive Committee and Board of Directors.



Corporate Governance Structure

Gadot is governed by a Board of Directors responsible for setting strategic priorities, approving policies, and monitoring performance, including sustainability and ESG risk management.

The Group ESG Lead reports directly to the Executive Committee and presents quarterly updates on ESG progress and compliance.

All subsidiaries follow a unified governance model based on internal policies and local regulatory requirements, including:

- Delegation of authority protocols
- Compliance with antitrust, environmental, and labor laws
- Risk management processes

Gadot Group's Board of Directors



Dr. Ariel Halperin

Chairman of the Board

Dr. Ariel Halperin is the Founder and Senior Managing Partner of Tene Investment Funds. He has extensive experience in large-scale financial restructuring and investments, having led the US$7B Kibbutzim Creditor Arrangement on behalf of the Israeli government and major banks.
Dr. Halperin holds a Ph.D. in Economics from the Hebrew University and completed post-doctoral studies at MIT in industrial organization and finance.
Age: 71



Ran Ben-Or

Member of the Board – serving on the Audit Committee and the Compensation Committee.

Mr. Ran Ben-Or brings extensive expertise in company valuations, M&A transactions, and financial consulting, having advised major Israeli corporations and the government on complex privatization and acquisition processes.
Mr. Ben-Or holds both a Bachelor of Science degree in Computer Science & Accounting and an MBA from Hebrew University.
Age: 63



Opher Linchevski

Member of the Board, CEO of Gadot Group

Mr. Opher Linchevski brings extensive leadership experience in infrastructure, transportation, finance, and industrial operations across the public and private sectors. Since 2018, he has served as CEO of the Gadot Group and Partner at the ValueLBH Fund, leading investments in major projects including the Jerusalem and Tel Aviv light rail systems, Sorek desalination plant, Haifa Port, and toll roads. Previously, he held CEO positions at Maman Group, AFI Europe, and Israel Railways, and served as CFO and CEO of Egged Holdings. Earlier in his career, he led the Transportation and Infrastructure Sector at Israel's Ministry of Finance.
Mr. Linchevski holds degrees in Economics, Law, and Finance from the Hebrew University of Jerusalem and has been a certified attorney since 1995.
Age: 58



Shimon ben Hamo

Member of the Board

Mr. Shimon Ben Hamo has extensive experience in environment and infrastructure, with leadership roles in both public and private sectors. As CEO of Mekorot and Chairman of Shacham, he led major infrastructure projects and managed large, complex organizations. He also gained international experience as Managing Director of Africa-Israel Southeastern Europe, focusing on real estate and infrastructure.
Earlier, he served as Deputy Manager and Acting Director of the Israel Government Companies Authority, leading structural reforms and turnaround efforts in key state-owned companies.
Mr. Ben Hamo holds a Master's and Bachelor's degree in Economics and Business Administration from The Hebrew University of Jerusalem.
Age: 65

Gadot Group's Board of Directors



Yair Ephrati

Member of the Board

Mr. Yair Ephrati brings extensive experience in investment management, corporate finance, and strategic advisory. Since 2013, he has served as Managing Director at Value Base Ltd., one of Israel's leading investment houses, where he leads investment teams and oversees holdings in major Israeli and global companies. He also founded the Value LBH infrastructure fund family, investing in projects across Israel and Europe.

Previously, he founded and led Y. Ephrati Capital & Management Advisors Ltd. and Seed2NeT Ltd. and served as CEO of DS Apex M&A Ltd., the investment banking arm of DS Apex Holdings. Mr. Ephrati holds an MBA with High Distinction from the University of Michigan (Finance and Corporate Strategy) and a BA in Economics and Business from Tel Aviv University.
Age:56



Esther Eldan

Member of the Board (External)

Ms. Ester Eldan has over 30 years of executive experience leading public and private companies in the industrial, energy, and infrastructure sectors, including roles as CEO of Haifa Chemicals, Delek Israel, and Kitan Textiles.

Ms. Eldan holds a B.A. in Economics and Accounting from the University of Haifa, completed the International Senior Management Program at Harvard University, and is a Certified Public Accountant (Israel). She is a recipient of the 1999 Industry Award for managerial and professional excellence.
Age: 72



Avraham Levin

Member of the Board

Mr. Avraham Levin joined Tene in 2006 and brings extensive experience in investment management, business development, and technology advisory for portfolio companies.

Mr. Levin holds a BA in Economics and an MSc in Physics from Tel Aviv University.
Age: 49

Board Diversity – GRI 405-1

Topic	
Females within the organization's governance bodies <30 years old	0
Females within the organization's governance bodies between 30-50 years old	1
Females within the organization's governance bodies >50 years old	0
Total females within the organization's governance bodies	1
Percentage of females within the organization's governance bodies	16.7% (1/6)

Also, 1 women in Gadot Leadership Management Team **(16.7% - 1 out of 6)**

Board Committees and Evaluation of the performance of the highest governance body – GRI 2-18

Committee	Members	# of meetings	Effectiveness/% of participation
Audit Committee	Ran Ben-Or Esther Eldan Shimon Ben-Hamo Opher Linchevski	2	100%
Compensation Committee	Dr. Ariel Halperin Ran Ben-Or Esther Eldan Yair Ephrati Opher Linchevski	*1*	*100%*
BOD	Hila Ben-David All board members	5	100%

Gadot Group's Executive Management



Opher Linchevski

Member of the Board, CEO of Gadot Group

Mr. Opher Linchevski has extensive experience in infrastructure, transportation, finance, and large-scale industrial operations, across both public and private sectors. Since 2018, he has served as CEO of the Gadot Group and Partner at the ValueLBH Fund, leading strategic investments in major projects such as the Jerusalem and Tel Aviv light rail systems, Sorek desalination plant, Haifa Port, and toll roads.
He previously held CEO roles at Maman Group, AFI Europe, and Israel Railways, as well as CFO and later CEO of Egged Holdings, driving complex financial and operational transformations in Israel's largest transport companies.
Earlier, he held senior roles at Israel's Ministry of Finance, heading the Transportation and Infrastructure Sector and overseeing national infrastructure policy and budgeting.
Mr. Linchevski holds a BA in Economics, an LLB in Law, and an MBA in Finance, all from the Hebrew University of Jerusalem. He has been a certified attorney since 1995.
Age: 58



Itay Stolovy

Deputy CEO & CFO

Mr. Itay Stolovy brings over 20 years of senior leadership experience in finance, commerce, operations, and business development. As Deputy CEO of the Gadot Group, he has led key strategic initiatives, including A&M processes, the privatization of the Haifa Port, major acquisitions, and significant financing activities.
Before assuming his current role, Mr. Stolovy served as Chief Commercial Officer at Gadot, overseeing the Group's global commercial strategy and leading international negotiations and M&A processes. He previously served as the Group's Chief Financial Officer and held additional CFO and senior finance positions at Logic Industries, Dapei Zahav, and yes, as well as earlier finance leadership roles at Isfar Investments.
Mr. Stolovy holds an M.B.A. in Finance from Tel Aviv University and a B.A. in Economics and Accounting (with honors) from the University of Haifa. He is a certified public accountant in Israel and the United States and has completed advanced executive programs, including in corporate governance and M&A at Harvard Business School.
Age: 55



Ofer Raz

CEO infrastructure & Operations Division

Mr. Ofer Raz brings nearly 30 years of experience in logistics and operations, managing complex local and global supply chains with specialization in hazardous materials, regulatory compliance, and multi-site operational and P&L management. As a senior executive and Advisory Board Member at the Gadot Group, he has led organizational transformations and major efficiency initiatives across the company.
Throughout his career, Mr. Raz has developed extensive expertise in workforce leadership, including managing employees at all levels, collaborating with labor unions, and conducting negotiations for the renewal of collective agreements. He is also a strong advocate for mentoring and professional development, having served as an internal mentor supporting emerging managers and senior executives transitioning into new roles.
Mr. Raz's deep operational, managerial, and logistical expertise contributes significantly to the group's continued growth and excellence.
Age: 58

Note: The list of executive team members is correct as of December 2025

Gadot Group's Executive Management



Amir Gerber

EVP Commercial and Business Development

Mr. Amir Gerber is a senior commercial business leader with extensive experience in driving global revenue growth, portfolio strategy, and market expansion across international markets.
He has a proven track record of scaling businesses from start-up operations to revenues exceeding hundreds of millions of dollars, managing multi-billion-dollar portfolios, and delivering sustained double-digit growth.
Mr. Gerber is skilled in strategy, business development, pricing, innovation, M&A, digital transformation, and building global partnerships, and is recognized for leading large multicultural teams and cross-functional initiatives.
He currently serves as EVP, Commercial and Business Development at Gadot Group.
Age:**43**



Hila Ben David

VP Heuman Resources

Mrs. Hila Ben David Brings extensive and diverse experience in Human Resources and Organizational Consulting across a wide range of companies and sectors.
Her expertise includes organizational development, labor relations, talent and leadership development, mentoring, organizational change processes, career frameworks, and the HR aspects of mergers and acquisitions.
Mrs. Ben Davis Holds an M.A. in Labor Studies from Tel Aviv University, combining strong academic grounding with practical, cross-industry experience.
Age: 57



Nitay Targownik

EVP Commercial and Business Development

Mr. Nitay Targownik is an accomplished lawyer and executive with extensive experience across the chemical distribution, industrial services, trading, management, and printing industries. He brings proven expertise in corporate and commercial law, compliance, and regulatory affairs, combined with in-depth operational knowledge of printing processes, chemical applications, and industrial systems.

Recognized for his strategic and entrepreneurial mindset, Mr. Targownik effectively bridges legal strategy with business execution, fostering innovation and practical problem-solving in complex industrial environments.

His diverse background includes leadership roles in both private and public companies, in Israel and abroad, where he has led growth initiatives and operational excellence across global markets.

Mr. Targownik holds an LLB in Law and brings a multidisciplinary perspective that integrates legal, commercial, and industrial expertise.
Age: 44

Gadot Business Units Management



Shai Honig

CEO, Gadot Pi Glilot I
Mr. Honig additionally leads the Group's ESG strategy and initiatives

Mr. Shai Honig brings extensive leadership experience across the defense, industrial, environmental, technological and logistics sectors. He served as CEO of Gadot Ecology, where he led large-scale industrial and environmental operations and drove strategic growth across multiple business units. He previously completed a 22-year career in the Israel Defense Forces (IDF), holding senior management positions in technological and operational fields.
Mr. Honig holds a Bachelor of Science in Engineering with a focus on Project Management from the Holon Institute of Technology (HIT) and is also a Certified Practical Engineer in Mechanical Engineering, specializing in Automotive Systems.
Age: 46



Shahar Milman

CEO Gadot Ecology Services

Mr. Shahar Milman brings extensive experience in management, sales, and business development across high-growth sectors, including Cleantech, Industrial IoT, and the broader industrial market.
His career spans leadership roles in both private and public companies in Israel and abroad, where he has driven strategic growth, innovation, and global partnerships.
Mr. Milman holds a Bachelor's degree in Plastics Engineering and an MBA from Reichman University.
Age: 50



Shahar Evashkovsky

CEO & Partner Gadot Green Oil

Mr. Shahar Evashkovsky is a seasoned professional with extensive experience in the Israeli fuel and energy sector. Since 2012, he has led Green Oil's growth and transformation into one of Israel's leading companies in recycled fuels and industrial energy solutions. His areas of expertise include the management and treatment of petrochemical waste streams, navigating complex regulatory environments, and developing innovative technologies for the process industry.
Mr. Evashkovsky holds a Bachelor's degree in Business Administration from COLMAN International
Age: 40



Moshe Shalem

CEO Gadot Mercury & Head of M&A

Mr. Moshe Shalem has extensive experience leading industrial, chemical, infrastructure, energy, and logistics organizations, as well as overseeing economic management in the public sector. Currently serving as CEO of Mercury Gadot, Moshe leads strategic business development and M&A activity in Israel and abroad.
Mr. Shalem formerly served as CEO of BlueGen Water and as VP Business Development & Sales at Globus Worldwide Logistics, leading national expansion and full P&L operations. Earlier, at the Israel Ministry of Finance, he held senior positions including Deputy CEO and Head of Wage, Economic and Human Resources at the Government Companies Authority, guiding policy for over 100 state-owned enterprises.
Mr. Shalem combines top-tier leadership roles with an elite academic track: an Executive Management Program at Harvard University (2015), an honors MA in Public Policy from the Hebrew University - where he published research in Economic Literature - and a BA in the university's prestigious Economics, Philosophy & Political Science excellence program.
Age:47

Gadot Business Units Management



Dr. Wim De Windt

CEO, Gadot Europe

Mr. Wim De Windt is a values-driven business leader and CEO Europe & Advisory Board Member at Gadot Group, leading specialty chemical manufacturing, liquid conditioning, and global supply-chain solutions. He successfully turned around Gadot Europe, driving strong growth, launching two business lines, securing six anchor clients, and delivering key ESG initiatives, including a wind turbine and biowaste heat systems. Previously, he was EMEA Sales Force Champion at Univar and later GM for Benelux & France. He has also scaled cleantech and biomolecule start-ups, securing major partnerships and multimillion-dollar projects with J&J, Engie/Suez, and Coca-Cola. Mr. De Windt holds a master of Science in Bio-Engineering and a PhD in Microbial Biotechnology and is an inventor on several global patents.
Age: 48



Thomas C. Brakmann

CEO, Gadot Gemany

Mr. Thomas Brakmann brings extensive international experience in supply chain and logistics management, including senior leadership roles across commercial, operational, and strategic functions. As CEO of the company's activities in Germany, he drives strategic growth, operational excellence, and cross-border business expansion.
Prior to his current role, Mr. Brakmann held senior positions such as General Manager, Chief Commercial Officer, Director of Marketing & Business Development, and Business Unit Director, successfully leading M&A transactions, rebranding initiatives, and corporate turnarounds. Mr. Brakmann holds an MBA in Integrated Management from the University of Klagenfurt and the St. Gallen Business School, a Swiss Diploma in Business Administration, and is a certified Freight Forwarding and Logistics Management Specialist. He also completed Financial Management studies at the London School of Business and Finance. Age: 48



Niels Grotz

CEO, Chemship

Mr. Niels Grotz brings over 42 years of experience in the parcel tanker shipping industry, including nearly 16 years with Chemship. He began his career as an officer on stainless steel parcel tankers, serving for 10 years, and later held shore-based roles in both operational and commercial capacities.

Prior to joining Chemship, Mr. Grotz held a senior management position at Stolt-Nielsen, contributing to strategic operations and growth initiatives. Mr. Grotz holds a Master's License from the Nautical College in Amsterdam.
Age: 64



Shai Davidi

MD, Chemichlor

Mr. Shai Davidi was appointed CEO in 2005 following his father. Mr. Davidi has over 20 years of executive management experience, overseeing strategic direction, operational excellence, and long-term growth initiatives across the organization.
Age: 57



Gadot Group is firmly committed to conducting its business with the highest standards of integrity, transparency, and responsibility.

Guided by our Gadot_Ethical Code, we set clear expectations for professional behavior, accountability, and respect across all levels of the organization.
Every employee is required to read and sign the Code, reaffirming their personal responsibility to uphold its principles in their daily work.

Beyond compliance, we actively foster a culture that values ethics and openness as integral to long-term success.
Through training, awareness, and leadership example, we are embedding these values into the core of our operations, ensuring that ethical conduct is not only a policy but a shared way of working.

Anonymous reporting mechanisms exist to address ethical breaches or misconduct on the group's website.

Periodic training on anti-corruption, data privacy, and labor rights is conducted across teams.

Key mechanisms include:

- Anonymous reporting hotline
- Non-retaliation guarantees
- Annual ethics training sessions
- Supplier ethical conduct declaration (in onboarding)

Ethical Corporate Culture

Gadot's entire group in Israel and abroad is operating in an ethical manner is the basis of our business conduct and has been ever since it was established.

We stand by our values every day and strive to implement them in our daily business activities as well as in our relationships with our various customers, suppliers, business partners, companions, governmental authorities, and others, authorities and employees and stakeholders.

Our values are **honesty, transparency, reliability, modesty, integrity, honor, positive business conduct and personal responsibility** – all with full obedience to the laws, agreements and regulations.

Over the last three years, no confirmed incidents of corruption were recorded (GRI 205-2,3)

During 2025, no legal actions were taken against the Group in relation to anti-competitive behavior or anti-trust matters. (GRI 206-1).In addition, no significant monetary penalties were incurred as a result of legal proceedings related to pipeline and storage regulations .






Compliance & Regulatory Adherence

Gadot maintains full compliance with international regulations relevant to its operations, including:

- **REACH** (Registration, Evaluation, Authorization and Restriction of Chemicals – EU)
- **MARPOL** (Marine Pollution – IMO)
- **SQAS** (Safety & Quality Assessment System for logistics)
- **ISO 14001 / ISO 45001 / ISO 9001 /HACCP** certifications across various sites



Gadot Group strives for Zero product safety or quality incidents

This goal reflects our long-term commitment to operational excellence, environmental responsibility, and the well-being of our customers, communities, and employees.

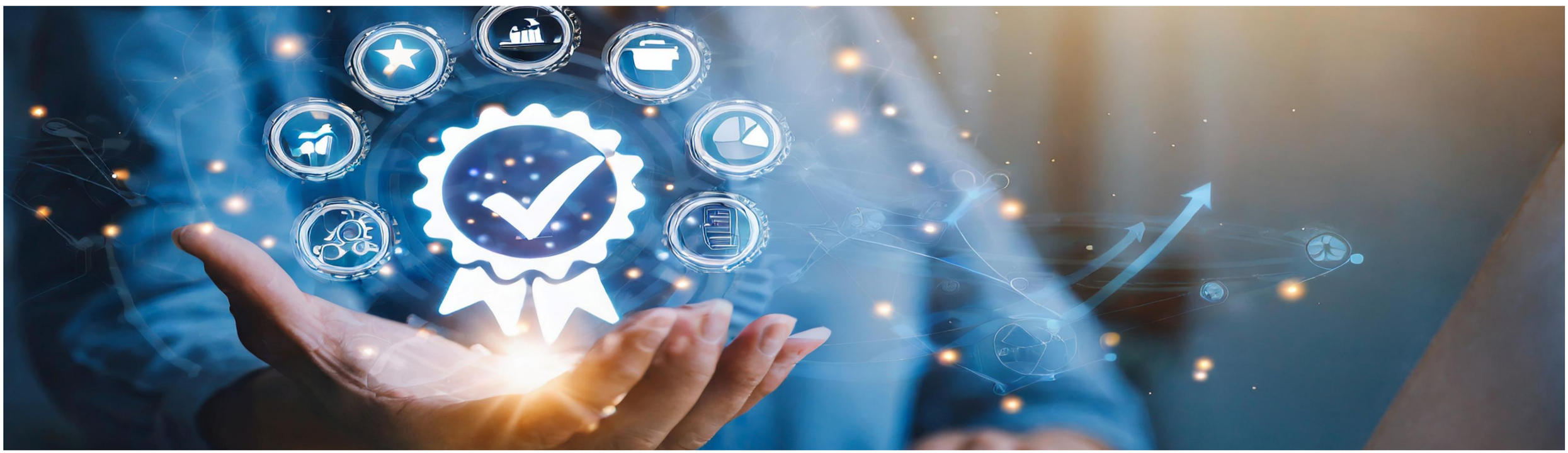
During 2025, Gadot had **no incidents of non-compliance related to product and service information, labeling or marketing communications**. (GRI 417-2, 417-3)

At Gadot Group, ensuring the safety and quality of our chemical products is a fundamental priority across all stages of our value chain – from sourcing, production, storage, and transport to final delivery to customers. Our operations are governed by robust safety protocols, rigorous quality control procedures, and compliance with international regulations and standards.

We apply strict measures for chemical labeling, packaging, and hazard communication in accordance with GHS (Globally Harmonized System), and conduct regular risk assessments and audits to prevent exposure incidents, environmental damage, or quality-related failures.

We are proud of our strong safety record and our reputation as a trusted logistics and chemical partner. Internal audits, employee training, and continuous monitoring ensure our processes remain resilient and responsive to emerging risks.

Our quality, health, and safety management infrastructure for our products is built upon (GRI 416-1):



- Full compliance with ISO 9001 (Quality Management)
- Incident tracking and root cause analysis for any deviation or near-miss, with clear mitigation plans
- Regular inspections by Israeli authorities and international customers
- Preventive maintenance, proper storage, and controlled transport to ensure product stability and safety
- Customer and supplier feedback mechanisms for continual improvement and/or surveys

Gadot maintains a cross-functional safety committee and operates under an integrated quality, safety, and environment framework.

In rare cases where internal quality concerns are identified, products are safely recalled or contained before distribution.

Gadot provides Safety Data Sheets (SDS) for its products to raise customer awareness about the potential health, safety, and environmental impacts of the products it manufactures and delivers ; SVHC communication in articles, which usually lack SDS, is primarily the responsibility of companies placing those articles on the market. (GRI 417-1)



As part of its risk-management framework, Gadot implements structured and regulated processes to identify, assess, and mitigate operational, safety, environmental, and legal risks.

These processes include third-party risk surveys conducted at the Group's main high-risk sites, such as the terminals and the Pi-Glilot Ashdod facility, as well as ongoing monitoring of claims and potential legal exposures.

In 2025, the Internal Audit Committee reviewed the findings of unannounced audits conducted during the year, including a health, safety and hygiene audit at Gadot – Harsheet West and Harsheet East, as well as a safety and environmental protection audit at Gadot Ecology.

Risk management

Gadot's site-safety policy supports the ongoing reduction of environmental risks, complemented by its environmental conduct policy, which promotes the implementation of measures to mitigate climate-related risks.

In addition, the Company continuously monitors legal claims related to business conduct, employee matters, and other areas. As of the publication date of this report, the outstanding claims do not pose a material financial risk to the Company's operations.

Through these integrated risk-management practices, Gadot strengthens its operational resilience and reinforces its commitment to responsible and sustainable business conduct.

Emergency Preparedness and Response Plan

The company has established and implemented a comprehensive emergency preparedness and response plan designed to minimize potential harm and damage to people, the environment, and property in the event of an emergency.

The procedure outlines the organizational structure, roles, and responsibilities of designated personnel and employees during emergency situations.

It also details the preparedness measures and operational actions to be taken in such events within the Operations Division, which is responsible for maintaining and executing the plan.



Remuneration and Performance (GRI 2-19, 20)

Gadot Group maintains a compensation policy that is primarily performance-based.

Management team members, as well as sales and procurement personnel, are compensated according to defined performance targets, while a group of senior executives participates in an equity-based options program.

Headquarters employees are eligible for performance bonuses determined through managerial evaluation.

We believe that a compensation framework which rewards excellence, professionalism, and the achievement of corporate objectives is fundamental to sustaining long-term business success.



Gadot Group is committed to safeguarding the integrity, confidentiality, and availability of information assets across its operations.

As part of its governance and compliance frameworks, the Group maintains an active Information Security Policy (ver. 01, July 2022), which defines roles, responsibilities, procedures, and technical safeguards.

The policy applies to all employees, suppliers, and partners, covering the use of information systems, physical and digital access, password protocols, incident reporting, and cybersecurity awareness.

Gadot's Information Security Officer (CISO) is responsible for enforcement, awareness, and internal training.

Over the past three years, **no substantiated complaints** regarding breaches of customer privacy or losses of customer data have been recorded (GRI 418-1). Furthermore, all (**100%**) of our security personnel have received training on human rights policies and procedures (GRI 410-1).

Information & Cybersecurity Management

Gadot maintains a comprehensive information security and Privacy framework and confirms compliance with the following key elements:

Data Classification and Access Control

All organizational data is classified according to sensitivity levels. Access is granted strictly on a need-to-know basis, using role based authorization mechanisms.

Secure Communication Protocols

All internal and external communications are protected through encryption (TLS/SSL, VPN, and secure email channels) to ensure data confidentiality and integrity

User Authentication and Password Policies

Strong authentication measures are enforced, including complex password requirements, periodic password rotation, and multi-factor authentication for critical system

Regular Risk Assessments and System Audits

Gadot conducts periodic security risk assessments, vulnerability scans, and internal audits to identify, evaluate, and mitigate potential threats.

Reporting Mechanisms for Information Breaches

A clear incident reporting process is in place to ensure immediate notification, containment, and documentation of any suspected or confirmed data breaches, with our soc and Israel National Cyber Directorate

Business Continuity Planning and Backup Systems

Gadot has a Business continuity and disaster recovery plans a with a DR location, Critical data is backed up securely.



Gadot Group is committed to maintaining a responsible and sustainable supply chain that reflects our values and business principles.

We have established a Responsible Procurement Policy alongside a dedicated Gadot Supplier Code of Conduct, which sets clear expectations regarding ethical, social, and environmental practices.

All strategic suppliers undergo regular evaluations that include ESG criteria, enabling us to assess compliance and identify opportunities for improvement.

In addition, ESG requirements are embedded into procurement processes and supplier agreements, ensuring that sustainability and accountability are integral to every stage of collaboration.

Through these efforts, we strive to promote transparency, strengthen partnerships, and drive positive impact across our supply chain.

Responsible Supply Chain

To support our goal of achieving a **100% sustainable supply chain by 2030**, we have implemented a structured supplier self-assessment questionnaire to evaluate key areas, including:

- Environmental compliance
- Labor practices and human rights
- Anti-corruption policies
- Carbon footprint disclosure (Scope 3 planned)

In addition, supplier agreements and Purchasing Orders (POs) have been updated to include ESG-related clauses and audit rights, ensuring alignment with our sustainability commitments.



Supplier Environmental and Social Assessment (GRI 308-1, 308-2, 414-1, 414-2)

As part of our annual evaluation process for both local and international suppliers, we identify strategic suppliers based on their share of total procurement spend (USD 100K and above).

This process involves a structured questionnaire assessing quality, service, and key business parameters, complemented by a comprehensive sustainability assessment.

The sustainability evaluation covers a wide range of environmental, social, and governance (ESG) topics, with differentiated weightings applied to each category to determine a final score.

In 2025, we assessed 86 of our approximately 150 suppliers - **~57%** of all suppliers and **100%** of material suppliers. Local suppliers in Israel achieved an average ESG score of **8.8** (on a scale of 1–10), while international suppliers recorded an average score of **8.7.** All suppliers participating in this assessment also signed the Gadot Supplier Code of Conduct, reinforcing their commitment to our sustainability standards.

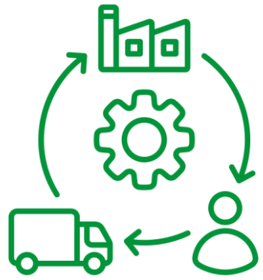


Supplier Due Diligence

As part of its ESG-driven procurement strategy, Gadot conducts a vendor security questionnaire to assess suppliers' policies on:

- Information protection
- Network security
- Confidentiality and data management

Suppliers are expected to meet minimum requirements in data privacy and cybersecurity, aligned with the Group's policies and international regulations (e.g., GDPR).



Spotlight on Our Partnership with a Leading Maritime Operator

Chemship currently operates 14 vessels - 11 in full ownership, and three operated under time-charter (lease-in) agreements.
The technical management of our fleet is entrusted to Fleet Management Limited (FML), a long-standing and reliable partner.

We conduct regular audits and maintain close collaboration to ensure that FML's operations fully reflect our values, standards, and sustainability principles.
Through this partnership, Chemship ensures that every aspect of fleet management - from safety and compliance to environmental performance - is handled with the highest level of professionalism and care.

This collaboration embodies our commitment to operational excellence and responsible maritime stewardship.

About this Report

About This Report

This is the second sustainability report of Gadot Group, reflecting our commitment to responsible business practices and creating a positive impact on people and the environment.

This report covers the period from January 1, 2025, to December 31, 2025, with reference to GRI Standards 2021, SASB guidelines and the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) December 2024 (basic Module). This report covers information solely for fully owned companies within the group. Gadot Group prepared this sustainability report on a consolidated basis.

The report was developed with support from external ESG consultants.

Although it has not been externally verified, we conducted internal and third-party reviews to ensure the accuracy and reliability of the data to the best of our knowledge. Still, as with any document ,there may be estimates, inaccuracies, or omissions.

Throughout the report, several data updates have been made and are indicated with an asterisk (*). These updates do not represent material changes to the reported information.

Gadot Group is not liable for unknown inaccuracies, and no party may rely on this document as a sole reference.

This report includes forward-looking statements and estimates based on current assessments, which may differ due to uncertainties beyond the company's control. Forward-looking information is not definitive, and the company is not obligated to update it post-publication.



We value feedback from our stakeholders and encourage you to share insights or suggestions regarding this report. Please direct your feedback to:

5 Hamelacha St., HaOgen Building, Poleg Industrial Area, P.O.B 8751 Netanya 4250540,Israel
Tel: +972-9-8929500 Fax: +972-9-8653381 Email: contact@gadot.com www.gadot.com

For specific and direct inquiries, please contact the field leader in the group and CEO of Pi Glilot:
Mr. Shai Honig <Shaih@gadot.com>

About This Report

Reporting Period: January 1, 2025 – December 31, 2025

Reporting Boundaries: The report covers all fully owned companies controlled by GADOT Group including: Gadot Terminals • Shelach • Pi Glilot • Gadot Ecology • Gadot Print • Gadot Mercury • Gadon Belgium • Gadot Germany • Chemship

Note: Environmental data, Emission data and calculations include only sites that remained operational at the end of the reporting period.

Approach: Gadot reports metrics to support its impact material topics, measure the impact and progress of our sustainability goals&targets, and communicate our contribution to broader local and global sustainable development.

We believe transparency is vital and by sharing our results, we learn on ways to improve alongside answering stakeholders' expectations.

Reporting Framework: This report has been formulated with reference to international frameworks - the Global Reporting Initiative (GRI) Standards 2021, SASB guidelines and the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) December 2024 (basic Module).

Report Review: Information and data included in this report was collected and verified internally for accuracy and transparency. Review of the Report was conducted by internal subject matter leaders and the Sustainability lead.

Greenhouse Gas Methodology: Gadot Group uses the financial control approach to greenhouse gas (GHG) emissions accounting in accordance with the GHG Protocol.

For calculating emissions, Gadot uses the GHG Protocol and United Kingdom Department for Environment, Food & Rural Affairs (UK DEFRA) guidance, applying documented emission factors to known activity data from the organization.

Gadot reports GHG emissions in metric tons of carbon dioxide equivalent (tCO2e) for scope 1 and 2 emissions.

For Chemship's Scope 1 GHG emissions, Gadot applies emission factors based on the EU MRV standard ("tank-to-wake"), verified under Regulation (EU) 2015/757. Emissions are calculated per vessel (out of 14 vessels). The calculation excludes the time-chartered-out (TC-out) vessels, Chemical Explorer and Chemical Voyager. Including voyages outside EU.

This approach ensures accurate, transparent, and regulation-aligned reporting in accordance with international maritime standards.

Gador Belgium's GHG emission calculation is based on SBTi guidance.
Since 2023, Gadot Belgium has used locally generated renewable energy sourced from wind turbines.

GADOT GROUP



GRI, SASB & VSME Index Tables

GRI Content Index Table

This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards 2021.
The table below summarizes the location of the relevant disclosures across the ESG report.

GRI Standard	Disclosure	Location in the report
GRI 2: General Disclosures 2021	• 2-1 Organizational details • 2-6 Activities, value chain and other business relationships • 2-28 Membership associations	About Gadot Group
	• 2-2 Entities included in the organization's sustainability reporting	About this Report The report covers all fully owned companies controlled by GADOT Group including: Gadot Terminals • Shelach • Pi Glilot • Gadot Ecology • Gadot Print • Gadot Mercury • Gadon Belgium • Gadot Germany • Chemship
	• 2-3 Reporting period, frequency and contact point	About this Report
	• 2-14 Role of the highest governance body in sustainability reporting • 2-29 Approach to stakeholder engagement • 2-22 Statement on sustainable development strategy	Gadot's Sustainability Approach
	• 2-7 Employees • 2-8 Workers who are not employees • 2-30 Collective bargaining agreements	Stronger Together
	• 2-9 Governance structure and composition • 2-10 Nomination and selection of the highest governance body • 2-11 Chair of the highest governance body • 2-12 Role of the highest governance body in overseeing the management of impacts • 2-13 Delegation of responsibility for managing impacts • 2-15 Conflicts of interest • 2-16 Communication of critical concerns • 2-17 Collective knowledge of the highest governance body • 2-18 Evaluation of the performance of the highest governance body • 2-19 Remuneration policies • 2-20 Process to determine remuneration • 2-23 Policy commitments • 2-26 Mechanisms for seeking advice and raising concerns • 2-27 Compliance with laws and regulations	Strengthening the Chain

GRI Content Index Table

GRI Standard	Disclosure	Location in the report
GRI 3	• 3-1 Process to determine material topics • 3-2 List of material topics	Gadot's Sustainability Approach
	• 3-3 Management of material topics	Detailed in the introduction to each material topic in the report itself
GRI 204: Procurement Practices 2016	• 204-1 Proportion of spending on local suppliers	Strengthening the Chain
GRI 205: Anti-corruption 2016	• 205-2 Communication and training about anti-corruption policies and procedures • 205-3 Confirmed incidents of corruption and actions taken	Strengthening the Chain
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Strengthening the Chain
GRI 302: Energy 2016	• 302-1 Energy consumption within the organization • 302-2 Energy consumption outside of the organization • 302-3 Energy intensity • 302-4 Reduction of energy consumption • 302-5 Reductions in energy requirements of products and services	Safeguarding the Environment
GRI 303: Water and Effluents 2018	• 303-1 Interactions with water as a shared resource • 303-2 Management of water discharge-related impacts • 303-3 Water withdrawal • 303-5 Water consumption	Safeguarding the Environment
GRI 305: Emissions 2016	• 305-1 Direct (Scope 1) GHG emissions • 305-2 Energy indirect (Scope 2) GHG emissions • 305-4 GHG emissions intensity • 305-5 Reduction of GHG emissions • 305-6 Emissions of ozone-depleting substances (ODS) • 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Safeguarding the Environment
GRI 306: Waste 2020	• 306-1 Waste generation and significant waste-related impacts • 306-2 Management of significant waste-related impacts • 306-3 Waste generated • 306-4 Waste diverted from disposal • 306-5 Waste directed to disposal	Safeguarding the Environment

GRI Content Index Table

GRI Standard	Disclosure	Location in the report
GRI 308: Supplier Environmental Assessment 2016	• 308-1 New suppliers that were screened using environmental criteria • 308-2 Negative environmental impacts in the supply chain and actions taken	Strengthening the Chain
GRI 401: Employment 2016	• 401-1 New employee hires and employee turnover • 401-3 Parental leave	Stronger Together
GRI 402: Labor/Management Relations 2016	• 402-1 Minimum notice periods regarding operational changes	Stronger Together None
GRI 403: Occupational Health and Safety 2018	• 403-1 Occupational health and safety management system • 403-2 Hazard identification, risk assessment, and incident investigation • 403-4 Worker participation, consultation, and communication on occupational health and safety • 403-5 Worker training on occupational health and safety • 403-6 Promotion of worker health • 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships • 403-8 Workers covered by an occupational health and safety management system • 403-9 Work-related injuries	Stronger Together
GRI 404: Training and Education 2016	• 404-1 Average hours of training per year per employee • 404-3 Percentage of employees receiving regular performance and career development reviews	Stronger Together
GRI 405: Diversity and Equal Opportunity 2016	• 405-1 Diversity of governance bodies and employees	Stronger Together
GRI 406: Non-discrimination 2016	• 406-1 Incidents of discrimination and corrective actions taken	Stronger Together No incidents during 2025
GRI 407: Freedom of Association and Collective Bargaining 2016	• 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Stronger Together None
GRI 408: Child Labor 2016	• 408-1 Operations at significant risk for incidents of child labor	Stronger Together None
GRI 409: Forced or Compulsory Labor 2016	• 409-1 Operations at significant risk for incidents of forced or compulsory labor	Stronger Together None

GRI Content Index Table

GRI Standard	Disclosure	Location in the report
GRI 410: Security Practices 2016	• 410-1 Security personnel trained in human rights policies or procedures	Stronger Together
GRI 413: Local Communities 2016	• 413-1 Operations with local community engagement, impact assessments, and development programs • 413-2 Operations with significant actual and potential negative impacts on local communities	Stronger Together
GRI 414: Supplier Social Assessment 2016	• 414-1 New suppliers that were screened using social criteria • 414-2 Negative social impacts in the supply chain and actions taken	Strengthening the Chain
GRI 415: Public Policy 2016	• 415-1 Political contributions	Stronger Together
GRI 416: Customer Health and Safety 2016	• 416-1 Assessment of the health and safety impacts of product and service categories • 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Strengthening the Chain
GRI 417: Marketing and Labeling 2016	• 417-1 Requirements for product and service information and labeling • 417-2 Incidents of non-compliance concerning product and service information and labeling • 417-3 Incidents of non-compliance concerning marketing communications	Stronger Together
GRI 418: Customer Privacy 2016	• 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Strengthening the Chain

SASB Index Table

Marine Transportation • Road Transportation • Oil & Gas – Midstream

The Sustainability Accounting Standards Board (SASB) indicators are disclosed with reference to relevant sections of the ESG report.

SASB Code	Topic	Disclosure in Report
TR-MT-110a.1 TR-MT-110a.2 TR-MT-110a.3 TR-MT-110a.4 TR-RO-110a.1 TR-RO-110a.2 TR-RO-110a.3 EM-MD-110a.1 EM-MD-110a.2	GHG Emissions: Gross global Scope 1 emissions • Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets • (1) Total energy consumed, (2) percentage heavy fuel oil and (3) percentage renewable • Average Energy Efficiency Design Index (EEDI) for new ships (1) Total fuel consumed, (2) percentage natural gas and (3) Percentage methane, percentage covered under emissions-limiting regulations	Safeguarding the Environment
TR-MT-120a.1 TR-RO-120a.1 EM-MD-120a.1	Air Quality: Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10) volatile organic compounds (VOCs)	Safeguarding the Environment
TR-MT-160a.1 TR-MT-160a.2 TR-MT-160a.3 EM-MD-160a.1 EM-MD-160a.2 EM-MD-160a.3 EM-MD-160a.4	Ecological Impacts: Shipping duration in marine protected areas or areas of protected conservation status • Percentage of fleet implementing ballast water (1) exchange and (2) treatment • (1) Number and (2) aggregate volume of spills and releases to the environment Description of environmental management policies and practices for active operations • Percentage of land owned, leased, or operated within areas of protected conservation status or endangered species habitat • (1) Terrestrial land area disturbed, (2) percentage of impacted area restored • (1) Number and (2) aggregate volume of hydrocarbon spills, (3) volume in Arctic, (4) volume in sites with high biodiversity significance, and (5) volume recovered	Safeguarding the Environment
TR-MT-320a.1 TR-RO-320a.1 TR-RO-320a.2 TR-RO-320a.3	Workforce Health & Safety: Lost time incident rate (LTIR) (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees • (1) Voluntary and (2) involuntary turnover rate for all employees • Description of approach to managing short-term and long-term driver health risks	Stronger Together

SASB Index Table

SASB Code	Topic	Disclosure in Report
TR-MT-510a.1 TR-MT-510a.2	Business Ethics: Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index • Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Strengthening the Chain Chemship did not engage with ports located in countries ranked among the 20 lowest in Transparency International's Corruption Perception Index. However, a limited number of vessels that are occasionally chartered out to third-party owners under time charter (TC) agreements may have called at such ports under the charterers' operational control.
TR-MT-540a.1 TR-MT-540a.2 TR-MT-540a.3 TR-RO-540a.1 TR-RO-540a.3	Accident & Safety Management: (1) Number of marine casualties, (2) percentage classified as very serious • Number of Conditions of Class or Recommendations • Number of port state control (1) deficiencies and (2) detentions Number of road accidents and incidents • (1) Number and (2) aggregate volume of spills and releases to the environment	Stronger Together
EM-MD-540a.1 EM-MD-540a.2 EM-MD-540a.3 EM-MD-540a.4	Operational Safety, Emergency Preparedness & Response: (1) Number of reportable pipeline incidents, (2) percentage significant • Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected • Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation • Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Strengthening the Chain
EM-MD-520a.1	Competitive Behaviour: Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Strengthening the Chain

SASB Index Table

SASB Code	Topic	Disclosure in Report
TR-MT-510a.1 TR-MT-510a.2	Business Ethics: Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index • Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Strengthening the Chain Chemship did not engage with ports located in countries ranked among the 20 lowest in Transparency International's Corruption Perception Index. However, a limited number of vessels that are occasionally chartered out to third-party owners under time charter (TC) agreements may have called at such ports under the charterers' operational control.
TR-MT-540a.1 TR-MT-540a.2 TR-MT-540a.3	Accident & Safety Management: (1) Number of marine casualties, (2) percentage classified as very serious • Number of Conditions of Class or Recommendations • Number of port state control (1) deficiencies and (2) detentions	Stronger Together
TR-RO-540a.1 TR-RO-540a.3	Number of road accidents and incidents • (1) Number and (2) aggregate volume of spills and releases to the environment	
EM-MD-540a.1 EM-MD-540a.2 EM-MD-540a.3 EM-MD-540a.4	Operational Safety, Emergency Preparedness & Response: (1) Number of reportable pipeline incidents, (2) percentage significant • Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected • Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation • Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Strengthening the Chain
EM-MD-520a.1	Competitive Behaviour: Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	Strengthening the Chain

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Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
B1 - Basis for Preparation and other undertaking's general information			
24(a)	N/A	Basis for preparation (Basic Module Only or Basic & Comprehensive Module)	Option A (Basic Module only)
24(b)	N/A	List of omitted disclosures deemed to be classified or sensitive information	C8 – Revenues from certain sectors and exclusion from EU reference benchmarks
24(c)	N/A	Basis for reporting (consolidated or individual basis)	Sustainability report prepared on a consolidated basis
24(e)(i)	68	Undertakings legal form Other undertaking's legal form specification	private limited liability undertaking See more in About Gadot Group
24(e)(ii)	69 - 70	NACE sector classification code(s)	H - 52 Warehousing, storage and support activities for transportation C - 20.5 Manufacture of other chemical products C - 19.2 Manufacture of refined petroleum products and fossil fuel products
24(e)(iii)	N/A	Size of balance sheet in USD	See more in About Gadot Group
24(e)(iv)	N/A	Turnover in USD	See more in about Gadot Group
24(e)(v)	71-72	Number of employees	595
24(e)(v)	71-72	Employee counting methodology	At the end of the reporting period
24(e)(v)	71-72	Employee counting methodology (Headcount or Full-time equivalent)	Headcount
24(e)(vi)	73 -76	Country of primary operations and location of significant asset(s)	Israel
24(d)		List of subsidiaries	See more in About Gadot Group Also see page 110
25	77	Sustainability-related certifications or labels, including the issuers of the certification or label, date and rating score	Gadot's Sustainability Approach · Ecovadis – Bronze medal in 2024 · CDP - C score for Climate and for Water Security in 2023
24(e)(vii)	73 -76	List of Sites:	About Gadot Group Also see page 120

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Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
26-28 48	78-80 213	**B2; C2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy**	
		Climate change	Gadot's environmental policy is published on the company's website. For more initiatives see Safeguarding the Environment
		Pollution	Gadot's environmental policy is published on the company's website. For more initiatives see Safeguarding the Environment
		Water and marine resources	Gadot's environmental policy is published on the company's website. For more initiatives see Safeguarding the Environment
		Biodiversity and ecosystems	Gadot's environmental policy is published on the company's website. For more initiatives see Safeguarding the Environment
		Circular economy	Gadot's environmental policy is published on the company's website. For more initiatives see Safeguarding the Environment
		Own workforce	Gadot's Fair Employment and Human Rights Policy is published on the company's website. For more initiatives see Stronger Together
		Workers in the value chain	Gadot's Fair Employment and Human Rights Policy is published on the company's website. For more initiatives see Stronger Together
		Affected communities	For more initiatives see Stronger Together
		Consumers and end-users	Gadot's Fair Employment and Human Rights Policy is published on the company's website. For more initiatives see Stronger Together
		Business conduct	Group's Code of Conduct is published on the company's website. For more initiatives see Strengthening the Chain

Paragraph Reference	Paragraph Guidance Reference		Explanation and Location
		Policy and/or future initiative that is publicly available	For more information please see the company's website: https://gadot.com/sustainability-ehs/
		Policies related targets	Gadot's Sustainability Approach
	79	B2 - Cooperative specific disclosures	
		Effective participation of workers, users or other interested parties or communities in governance	See Stronger Together
		Financial investment in the capital or assets of social economy entities referred to in the Council Recommendation of 29 September 2023 (excluding donations and contributions)	NA
		Any limits to the distribution of profits connected to the mutualistic nature or to the nature of the activities consisting in services of general economic interest (SGEI)	NA
		C1 – Strategy: Business Model and Sustainability – Related Initiatives	
47(d)	N/A	Description of those key elements in the strategy that relate or affect sustainability issues	Gadot's Sustainability Approach
29	82-89	B3 - Total Energy Consumption (in MWh)	
		Total Energy Consumption	Safeguarding the Environment 58% of Gadot Belgium's total electricity consumption comes from renewable energy sources.
		Electricity (as reflected in utility billings)	Safeguarding the Environment
		Self-generated electricity	Safeguarding the Environment
		Fuels	Safeguarding the Environment

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Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
30	90-109	B3 - Estimated Greenhouse Gas Emissions considering the GHG Protocol Version 2004 (in tCO2e)	
		Gross Scope 1 GHG Emissions	Safeguarding the Environment
		Gross Scope 2 location-based GHG Emissions	Safeguarding the Environment
		Total Scope 1 and Scope 2 GHG Emissions (location-based)	Safeguarding the Environment
50-53	214-215	Total Scope 3 GHG emissions	Safeguarding the Environment
		C3 - GHG reduction targets (in tC02e)	
54 (a) (b)	216-222	GHG emission reduction targets	Gadot's Sustainability Approach
54(d)	216-222	Percentage reduction from base year	100% Gadot's Sustainability Approach
54(e)	223	C3 - Disclosure of list of main actions the entity seeks in order to achieve its targets	Safeguarding the Environment
		C3 - Transition plan for undertakings operating in high climate impact sectors	Safeguarding the Environment
55	224-227	Operations in high impact sectors	Marine Transportation · Road Transportation · Oil & Gas
55	224-227	Status of implementation of a transition plan in relation to climate change mitigation	Safeguarding the Environment
56	224-227	Date of foreseen adoption of transition plan for undertaking not having adopted transition plan yet	NA

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Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
32	110-133	**B4 – Pollution of air, water and soil**	
		Is the undertaking already required by law or other national regulations to report to competent authorities its emissions of pollutants, or does it already voluntarily report on them according to an Environmental Management System? Is this disclosure already publicly available? Please provide the relevant URL link or hyperlink of where this information is reported	The group is Voluntary reporting: Safeguarding the Environment In Israel the group voluntarily report to the Ministry of Environmental Protection In Europe there are several reporting initiatives Yes – on the group's website See our sustainability webpage: https://gadot.com/sustainability-ehs/
33	134-137	**B5 - Sites in biodiversity sensitive areas**	The group's sites are not located in or near biodiversity sensitive areas
34	138-141	**B5 - Biodiversity - Land-use**	NA
35	156-158	**B6 - Water Withdrawal**	
		Total amount of water withdrawn from all sites (cubic meters, m^3)	Safeguarding the Environment
		Amount of water withdrawn at sites located in areas of high water-stress (cubic meters, m^3)	Safeguarding the Environment See Israel water withdrawn data only
36	142-155	**B6 - Water Consumption**	
		Does the undertaking have production processes in place which significantly consume water (e.g. thermal energy processes like drying or power production, production of goods, agricultural irrigation, etc.)?	No
		Water discharge from undertaking production processes (m^3)	Safeguarding the Environment
		Total water consumption (m^3)	Safeguarding the Environment
37	159	**B7 - Description of circular economy principles**	
		Undertaking applies circular economy principles	Safeguarding the Environment
		Description of how it applies these principles	Safeguarding the Environment

Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
38(a) and 38(b)	160-172	**B7 - Waste generated**	
		Total Hazardous waste generated	Safeguarding the Environment
		Total Non-Hazardous waste generated	Safeguarding the Environment
		Total waste generated	Safeguarding the Environment
		Waste diverted to recycle or reuse	Safeguarding the Environment
		Waste directed to disposal	Safeguarding the Environment
38(c)	173-174	**B7 – Annual mass-flow of relevant materials used**	
		Does the undertaking the undertaking operate in a sector using significant material flows (for example manufacturing, construction, packaging or others)?	The Group is primarily engaged in the transportation and distribution of materials, with only a very limited involvement in the production of chemical substances. A list and volumes of materials used is disclosed in: Safeguarding the Environment
		C4 – Climate risks	
		Has the undertaking identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking?	Safeguarding the Environment
57(a)	228-230	Description of climate-related hazards and climate-related transition events	NA
57(b)	228-230	Disclosure of how it has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events	NA
57(c)	228-230	Time horizons of any climate-related hazards and transition events identified	NA
57(d)	228-230	Disclosure of whether it has undertaken climate change adaptation actions for any climate-related hazards and transition events	NA

Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
39(a)	175-182	B8 – Workforce – General characteristics - Type of contract	
		Permanent contract	Stronger Together
		Temporary contract	Stronger Together
		Total employees	Stronger Together
39(b)	175-182	B8 – Workforce – General characteristics - Gender	
		Male	Stronger Together
		Female	Stronger Together
		Other	Stronger Together
		Not reported	Stronger Together
		Total employees	Stronger Together
		B8 – Workforce – General characteristics - Country of employment	
39(c)	175-182	Israel	Stronger Together
		Belgium	Stronger Together
		Germany	Stronger Together
40	183	B8 – Workforce – General characteristics - Turnover rate	
		Number of employees who left during the reporting period	Stronger Together
		Number of employees at the beginning of the reporting period	Stronger Together
		Number of employees at the end of the reporting period	Stronger Together
		Employee turnover rate [%] in the reporting period	Stronger Together

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Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
		B9 – Workforce – Health and safety	
41(a)	184-191	Number of recordable work-related accidents in the reporting period	Stronger Together
41(a)	184-191	Number of hours worked by one full-time employee in the reporting period	Stronger Together
41(a)	184-191	Total number of hours worked in a year by all employees in the reporting period	Stronger Together
41(a)	184-191	Rate of recordable work-related accidents in the reporting period	Stronger Together
41(b)	184-191	Number of fatalities as a result of work-related injuries and work-related ill health	Stronger Together
		B10 – Workforce – Remuneration, collective bargaining and training	
42(a)	192-193	Employees receive pay that is equal or above applicable minimum wage determined directly by the national minimum wage law or through a collective bargaining agreement	Stronger Together
42(c)	202-205	Number of employees covered by collective bargaining agreements	Stronger Together
42(d)		**B10 – Workforce – Remuneration, collective bargaining and training**	
		Number of annual training hours per employee during the reporting period – for male	Stronger Together
		Number of annual training hours per employee during the reporting period – for female	Stronger Together
		Number of annual training hours per employee during the reporting period – for other	Stronger Together
		Average number of annual training hours per employee	Stronger Together
		C5 – Additional (general) workforce characteristics	
59	231-233	Number of male employees at management level	Stronger Together
59	231-233	Number of female employees at management level	Stronger Together
59	231-233	Female-to-male ratio at management level for the reporting period	Stronger Together
60	234-236	Total self-employed workers without personnel that are working exclusively for the undertaking	Stronger Together
60	234-236	Total temporary workers provided by undertakings primarily engaged in employment activities	Stronger Together

Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
		C6 – Additional own workforce information - Human rights policies and processes	
61(a)	237	Does the undertaking have a code of conduct or human rights policy for its own workforce?	Gadot Group Fair Employment and Human Rights Policy: https://gadot.com/wp-content/uploads/2025/08/Fair-Employment-and-Human-Rights-Policy-EN-Aug-2025.pdf For more initiatives see Stronger Together
61(b)	237	If yes, does this cover:	
61(b)	237	child labour	Yes
61(b)	237	forced labour	Yes
61(b)	237	human trafficking	Yes
61(b)	237	discrimination	Yes
61(b)	237	accident prevention	Yes
61(b)	237	Other - please specify other types of content covered by the code of conduct or human rights policy	Equal opportunities, fair wages and social benefits, freedom of association, D&I, career development and empowerment, and more
61(c)	237	Does the undertaking have a complaint-handling mechanism for its own workforce?	Yes – grievance mechanism open to all stakeholders on the group's website : https://gadot.com/code-of-ethics/
		C7 – Severe negative human rights incidents	
62	238	Does the undertaking have confirmed incidents in its own workforce?	None
62(a)	238	If yes, are incidents related to:	NA
62(a)	238	child labour	NA
62(a)	238	forced labour	NA
62(a)	238	human trafficking	NA
62(a)	238	discrimination	NA
62(a)	238	other? (if yes, specify other human rights related to the confirmed incidents)	NA
62(b)	238	Description of actions taken to address the confirmed incidents	NA

Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
62(c)	238	Is the undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users?	None
62(c)	238	Specification of any confirmed incident involving workers in the value chain, affected communities, consumers and end-users	NA
43	206-209	**B11 – Convictions and fines for corruption and bribery**	
		Has the undertaking incurred in convictions and fines in the reporting period?	No See also Strengthening the Chain
		Total number of convictions for the violation of anti-corruption and anti-bribery laws	NA
		Total amount of fines for the violation of anti-corruption and anti-bribery laws (monetary amount) in USD	NA
		C8 – Revenues from certain sectors	
		Is the undertaking deriving revenues from one of the activities listed below?	
63(a)	239-241	Revenue derived from controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	No
63(b)	239-241	Revenue derived from cultivation and production of tobacco	No
63(c)	239-241	Revenue derived from coal	No
63(c)	239-241	Revenue derived from oil	See more in About Gadot Group
63(c)	239-241	Revenue derived from gas	See more in About Gadot Group
63(c)	239-241	Total revenues derived from fossil fuel (coal, oil and gas) sector (i.e. the undertaking derives revenues from exploration, mining, extraction, production, processing, storage, refining or distribution, including transportation, storage and trade, of fossil fuels as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and the Council 17)	See more in About Gadot Group
63(d)	239-241	Revenue derived from chemicals production	See more in About Gadot Group
		C8 – Exclusion from EU reference benchmarks	
		Undertakings are excluded from the EU Paris-aligned Benchmarks if they derive:	

Paragraph Reference	Paragraph Guidance Reference	Explanation and Location	
		Has the undertaking incurred in convictions and fines in the reporting period?	No
		Undertakings are excluded from the EU Paris-aligned Benchmarks if they derive:	
64	241(a)	1% or more of their revenues from exploration, mining, extraction, distribution or refining of hard coal and lignite	-
64	241(b)	10% or more of their revenues from the exploration, extraction, distribution or refining of oil fuels	See more in About Gadot Group
64	241(c)	50% or more of their revenues from the exploration, extraction, manufacturing or distribution of gaseous fuels	-
64	241(d)	50% or more of their revenues from electricity generation with a GHG intensity of more than 100g CO_2 e/kWh	-
		None of the above	
64	241	Undertakings are excluded from any EU reference benchmarks that are aligned with the Paris Agreement	
		C9 – Gender diversity ratio in the governance body at 2024-12-31	
		Does the undertaking have a governance body in place?	Yes See also Strengthening the Chain
65	242-244	Number of female board members at the end of the reporting period	Strengthening the Chain
		Number of male board members at the end of the reporting period	Strengthening the Chain
		Gender diversity ratio in governance body	Strengthening the Chain

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Company Name	Site Name	Adress	VAT #
Gadot Israel	HQ	5 Hamelacha St., Haogen Building, POB 8751 Netanya, 4250540 Israel	520040775
	North Terminal	Julius Simon 100, Haifa	520040775
	South Terminal	Tovim 2, Haifa	550017479
	Haroshet	Katenshtain Arye, Haifa	520040775
	Shelach	5 HaMelacha St., HaOgen Building, PO Box 8751, Netanya, 4250540 Israel	520040775
Gadot Print		Nahal Snir 3, Yavne, 8122440	520040775
Gadot Mercury		Ha'avoda 12, Rosh Ha'ain, 4810100	520040775
Gadot Ecology Services		Habonim 6, Kiryat Gat, 8258206	520040775
Gadot Pi Glilot	Ashdod	1Henaft Street, Northern Industrial Area, Ashdod	550228118
	Haifa	Tovim Street, Corner of Salman, Haifa	
	Beer Sheva	Joe Alon Road, Beer Sheva	
Gadot Belgium		Belgicastraat 3 (Port N° 2270) BE-9042, Gent, Belgium	455791320
Gadot Germany	HQ	Gladbecker Str. 3, 40472 Düsseldorf, Germany	DE813965758
	Frankfurt am Main	Lindleystr. 20b ,60314 Frankfurt am Main, Germany	
	Mannheim	Düsseldorfer Straße 1-7, 68219 Mannheim, Germany Rheinpromenade 9, 40789 Monheim am Rhein, Germany	
	Wiesbaden	Kasteler Straße 45, 65203 Wiesbaden, Germany	
Chemship B.V.		Essebaan 65, 2908 LJ Capelle aan den Ijssel, The Netherlands	30086290

Organizational Structure

Managers 0.23%

VALUELBH 49.08%

TENE INVESTMENT FUNDS 50.69%

Gadot Chemical Terminals (1985) Ltd

- Chemship B.V. 100% Netherlands (15)
  - Chemical Mariner Shipping B.V. 100% Netherlands (16)
  - Chemical Voyager Shipping Ltd 100% Malta (24)
  - DH Epoch Shipping B.V 100% Netherlands (17)
  - Chemical Luna Ltd 100% Malta (25)
  - Chemical Challenger Shipping B.V. 100% Netherlands (18)
  - Chemical Master Shipping Ltd 100% Malta (26)
  - Chemical Hunter B.V. 100% Netherlands (19)
  - Chemical Explorer Shipping B.V. 100% Netherlands (20)
  - Chemical Contender Shipping B.V. 100% Netherlands (21)
  - Chemical Traveler Shipping B.V. 100% Netherlands (22)
  - Chemical Sailor Shipping B.V. 100% Netherlands (23)
  - Chemical Fighter Shipping BV 100% Netherlands (27)
- Gadot Belgium B.V. 100% Belgium (14)
- Gadot Germany GMBH 100% Germany (10)
  - Gadot Real Estate GMBH 100% Germany (13)
  - WCL Reederei Agentur GMBH 100% Germany (12)
  - Nilus Grundstuchs-Verwaltungs-Gesellschaft mbH&Co.KG 100% Germany (11)
- Gadot General Partner Ltd 100% Israel (6)
  - 99 % Gadot Storage & Handling Co. + L.P. 100% Israel (7) 1%
  - 99 % Pi Glilot 100% Israel (8) 0.01%
  - 99 % Gadot ESG Technologies 100% Israel (9) 0.01%
- Green Recycled Oil Ltd 50.1% Israel (4)
  - 0.01% Green Oil Recycled Oils L.P. Israel (5) 50.1%
- Mintz Lab Systems 51% Israel (28)
- Chemiclor Ltd 75% Israel (3)
  - Chen Shmuel 60% Israel (29)
  - Mediterranean International Ports A.D.G.D LTD 30% Israel (2)

Sales & Distribution

Land Based Logistics of Chemicals

Marine Logistics of Chemicals

Dormant / No Activity / Dissolved

The organizational structure reflects the status as of August, 2026

GADOT GROUP

Sustainability Report 2025