

Trafigura

2024

Sustainability Databook

Trafigura Group Pte. Ltd.



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2024 Sustainability Report
2024 Sustainability Reporting Framework Index
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CAHRA	Conflict-affected and high-risk area
CHES	Community, Health & safety, Environment, Security and Social responsibility
GHG	Greenhouse gas
GJ	Gigajoule (one thousand million joules)
GW	Gigawatt
HSE	Health, safety and environment
HSEC	Health, safety, environment and community
ISO 14001:2015	International environmental management system standard issued by the International Organization for Standardization (ISO)
ISO 20400:2017	International guidance on sustainable procurement management systems issued by the International Organization for Standardization (ISO)
ISO 45001:2018	International occupational health and safety management system standard issued by the International Organization for Standardization (ISO)
KYC	Know Your Counterparty
LTIR	Lost time injury rate (number of lost time injuries per one million hours worked)
ML	Megalitre (one million litres)
MWh	Megawatt Hour
NMRF	Near miss reporting frequency (NMRF)
tCO ₂ e	Tonnes of carbon dioxide equivalent
TRCF	Total recordable case frequency (number of recordable injuries per one million hours worked)
USD	United States Dollars

About this Sustainability Databook

1. Purpose

This Sustainability Databook provides selected Trafigura Group sustainability performance information for the financial years 2024 (FY2024), 2023 (FY2023), 2022 (FY2022), 2021 (FY2021) and 2020 (FY2020). In addition to data, it provides relevant definitions and clarifications. It accompanies our 2024 Sustainability Report and Sustainability Reporting Framework Index.

1.1 Reporting period

Unless stated otherwise, the data presented in this Sustainability Databook refers to the Trafigura Group financial reporting years 1 October 2023 to 30 September 2024 (FY2024), 1 October 2022 to 30 September 2023 (FY2023), 1 October 2021 to 30 September 2022 (FY2022), 1 October 2020 to 30 September 2021 (FY2021) and 1 October 2019 to 30 September 2020 (FY2020).

1.2 Scope & boundaries

This Sustainability Databook includes non-financial information and data for divisions, subsidiaries and investments where we have a majority shareholding or otherwise are considered to have operational control. This means where Trafigura directly or indirectly controls and directs the day-to-day management and operation of the entity engaging in such activity.

We report our environmental, social, health and safety data where we have operational control on a 100 percent basis, irrespective of the actual equity stake. Further details on how we report data on health, safety and environmental performance and greenhouse gas (GHG) emissions is provided below. Financial data is reported on an equity basis. Compliance and people-related data covers employees in our direct employment, unless otherwise stated. We include sustainability data for assets, facilities, investments and operations in our Group reporting from the first full financial year of ownership. We have used '-' to indicate where data is not available. Some of the totals shown reflect the rounding up or down of subtotals.

1.3 Prior year restatements

Where relevant, prior period figures are restated when more accurate data becomes available or when there have been material changes to the methodologies for data calculation and estimation. When there have been material acquisitions, divestments or changes to the status of joint ventures and investments we restate our baseline and prior year values as appropriate, to reflect the revised portfolio. This allows for meaningful comparison of data over time. In case of material restatements, including a change of over five percent, we provide explanations regarding the change in the relevant section of this Sustainability Databook.

2. Key definitions and context

2.1 Health and safety reporting

Unless otherwise indicated, we report our health and safety performance on the basis of work-related activities. This includes those tasks or activities performed by our workforce (employees and contractors). In the case of contractors, this applies where Trafigura can set health and safety standards and can supervise and enforce their application.

A fatality is a death of a member of the workforce resulting from an injury as a result of a work-related incident or an occupational disease.

Lost time injuries are those sustained by a worker of a Trafigura division or operating company on a Group-managed site or undertaking a work-related activity on behalf of Trafigura that results in an absence from work amounting to at least one day or shift.

Total recordable cases are the sum of fatalities, lost time injuries, restricted work injuries and medical treatment injuries to a member of the Trafigura workforce sustained on a Group-managed site or undertaking a work-related activity on behalf of Trafigura. This metric represents all injuries that require medical treatment beyond first aid.

All injury, near miss and accident frequency rates are calculated on the basis of one million working hours.

2.2 GHG reporting

We report our GHG emissions in accordance with the internal Trafigura GHG Manual, and with reference to 'The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard' for our Scope 1 and 2 emissions; and the GHG protocol 'Corporate Value Chain Accounting and Reporting Standard' for our Scope 3 emissions. Carbon dioxide equivalent (CO₂e) emissions are reported in metric tonnes throughout the report.

The main emission conversion factors used are those developed by the Global Logistics Emissions Council (GLEC), the International Energy Agency (IEA) and the UK Department for Energy Security and Net Zero.

We use primary data where it is available. However, in some of our markets there are constraints in the availability and quality of data. Where primary data is not available estimations based on data from other business units or reliable external references and proxies are incorporated.

Scope 1 emissions include the sum of all the Kyoto Protocol greenhouse gases at the time of report production, converted to CO₂e. These are carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), all calculated based on amount of direct energy consumed or combusted; and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃), all based on direct consumption at Trafigura assets in scope where data is available.

Scope 2 emissions are presented using two different methodologies. The market-based method is the CO₂e converted sum of CO₂, CH₄ and N₂O calculated based on purchased electricity and using supplier specific factors, residual country-specific market based factors for EU countries and the US and IEA factors for other countries. The location-based method is the CO₂e converted sum of CO₂, CH₄ and N₂O calculated based on purchased electricity and using location-based IEA emission factors.

Scope 3 emissions are the CO₂e converted sum of CO₂, CH₄ and N₂O from value chain activities, and is calculated using a hybrid approach of activity data, procurement data and best available emissions factors. Of the 15 Scope 3 categories in the protocol, nine categories are currently determined as applicable to Trafigura. The excluded categories are: Category 2: Capital goods, Category 5: Waste generated, Category 7: Employee Commuting, Category 9: Downstream transportation and distribution, Category 12: End of Life treatment of sold products, and Category 13: Downstream leased assets.

The Scope 3 value chain GHG emissions reported comprise:

- | | |
|------------|---|
| Category 1 | Purchased goods and services; includes upstream emissions from the extraction and processing of all commodities we source from third-party producers and sell to customers, encompassing all commodities we trade. Emissions are calculated using secondary data or best available emissions factors. This category excludes all services and indirect purchases. |
| Category 3 | Fuel and energy-related activities; emissions associated with upstream well-to-tank and transmission and distribution losses are considered for all fuel and electricity consumed across operated assets, also including emissions associated with fuel consumed onsite by third party contractors. |
| Category 4 | Upstream transportation and distribution; emissions are calculated by using fuel consumption or if unavailable distance travelled, multiplied by relevant emission factor per transportation category. |
| Category 6 | Business travel; reported based on activity data for our direct air travel and procurement data for other business travel related activities. |

Category 8	Upstream leased assets; reported based on operations of assets that are leased and not reported in Scope 1 and 2.
Category 10	Processing of sold products; includes downstream processing by third parties of all products that are produced or processed in Trafigura's majority-owned or operated assets.
Category 11	Use of sold products; includes emissions associated with direct use of fuels that have been produced or processed by a Trafigura majority-owned or operated asset as well as all fuel sold by Puma Energy to end users.
Category 14	Franchises; reported based on estimated monthly energy consumption multiplied by the number of franchise locations.
Category 15	Investments; reported based on equity share of Scope 1 and 2 emissions of investments, where GHG data is available, from the first full year of ownership. For investments where the Group owns a minority shareholding, we report our share of the operation or business GHG emissions proportionate to our equity shareholding.

2.3 Environmental reporting

Environmental incidents are reported as the sum of all across Trafigura entities. Actual and potential severity is assigned based on Trafigura's CHES Guidance on Risk Management. The associated volume of spills is collected as part of each incident report and aggregated.

HSE fines and penalties is reported as the sum of all paid across Trafigura entities within the reporting year.

Waste is reported as the sum of all waste types generated from Trafigura entities within the reporting year. This is further sub-categorised into hazardous and non-hazardous based on local regulatory definitions.

Water is reported as the sum of all water withdrawn and is further categorised based on source.

Water stress zones are identified from the WRI Aqueduct Water Risk Atlas. Each Trafigura facility is then mapped against the underlying water stress at that location.

Trafigura facilities operating within and/or in close proximity to areas of high biodiversity value are identified using the Integrated Biodiversity Assessment Tool (IBAT).

3. External assurance

Since 2020, we have engaged independent assurance and certification body, ERM CVS, to provide assurance on selected sustainability data. ERM CVS has performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and in accordance with ISAE 3410 for Greenhouse Gas data issued by the International Auditing and Standards Board. The scope of the assurance relates to Scope 1, Scope 2 and Scope 3 GHG emissions and lost time injury rate. Full details of the scope, activities, limitations and conclusions of the ERM CVS assurance engagement are included in the Independent Limited Assurance Statement to Trafigura Group Pte. Ltd. on our website.

For our 2024 Sustainability Report and more information on the way we manage our sustainability performance, please visit www.trafigura.com/sustainability

This Databook refers to: (i) certain subsidiaries over which Trafigura Group Pte. Ltd. has direct or indirect control; and (ii) certain joint venture entities and arrangements where Trafigura Group Pte. Ltd. has direct or indirect joint control; and (iii) certain other investments where Trafigura Group Pte. Ltd. has neither control nor joint control and may or may not have influence. For the avoidance of doubt, references to "Trafigura", "Trafigura Group", "the company", "the Group", "we", "us", "our" and "ourselves" may be used for convenience (not for legal) purposes to refer to Trafigura Group Pte. Ltd., its subsidiaries, and/ or its joint ventures. The companies in which Trafigura Group Pte. Ltd. directly or indirectly owns investments are each separate legal entities and should not be considered or construed otherwise. The sustainability figures may change in future years, due predominantly to methodological advances in analysing sustainability data (such as calculating our Scope 1, Scope 2 and Scope 3 emissions) and changes to emissions factors that impact the way we calculate our data. In addition, as a result of the growth of our business both through expansion and acquisitions, we may need to re-baseline our sustainability information and continuously improve our sustainability reporting. We therefore anticipate there may be further changes to our baseline sustainability data in future reports.

Compliance and conduct

	Notes	FY2024		FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%	Number	%
Know Your Counterparty (KYC) assessments									
	1								
KYC assessments undertaken		10,342		10,697		9,229		7,541	
Outcome of KYC assessments:									
- Approved following initial review		8,148	79	8,769	82	6,811	74	5,088	67
- Approved following further information provided		1,357	13	1,244	12	1,733	19	1,755	23
- Rejected		837	8	684	6	685	7	698	9
Compliance training									
	1								
Total mandatory compliance training courses completed by employees (# of courses)		24,965		19,374		9,842		10,188	
Completion rate of mandatory compliance training by new-starter and existing employees			99		97		98		98
Vessel screening									
Shipping vessels screened under our vessel monitoring programme		26,261		25,370		25,417		22,382	

1. Nyrstar and Puma Energy run separate KYC assessment and compliance training programmes. The data for Nyrstar and Puma Energy is not included in the totals provided.

Responsible value chains

	Notes	FY2024	FY2023	FY2022	FY2021
		Number	Number	Number	Number
Responsible sourcing due diligence assessments					
Counterparty responsible sourcing due diligence assessments undertaken	1	130	192	156	145
Counterparty due diligence assessments in conflict-affected and high-risk areas (CAHRAs)		101	56	89	95
Counterparty site-based assessments undertaken	2	130	36	25	–

1. Number of 'Level 0' desk-based reviews and 'Level 1' supplier self assessments undertaken as part of the Trafigura Responsible Sourcing Programme. All suppliers reviewed as part of responsible sourcing review are assessed against various environmental and social criteria.

2. Number of 'Level 2' supplier site assessments undertaken as part of the Trafigura Responsible Sourcing Programme.

Energy and climate

Notes	FY2024		FY2023		FY2022		FY2021		FY2020		
	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	
Scope 1 and Scope 2 emissions	1										
Group Scope 1 emissions	1,839,445		1,743,931		1,745,063		1,745,902		1,722,827		
Group Scope 2 emissions (market-based method)	527,886		567,800		718,083		913,989		1,691,164		
Group Scope 2 emissions (location-based method)	1,358,331		1,437,637		1,526,808		1,710,788		1,749,832		
Group Scope 1 and Scope 2 GHG emissions (market-based method)	2,367,331		2,311,730		2,463,146		2,659,890		3,413,991		
Group Scope 1 and Scope 2 GHG emissions (market-based method) reduction on baseline year (FY2020)		31		32		28		22			
Scope 1 and Scope 2 GHG emissions for Trafigura Group, operating companies and divisions	2										
Oil & Petroleum Products Scope 1 emissions	357,804		398,784		371,597		337,739		346,320		
Oil & Petroleum Products Scope 2 emissions	3,656		8,730		10,860		8,458		10,488		
Shipping & Chartering Scope 1 emissions	639,923		540,140		521,800		594,105		555,215		
Shipping & Chartering Scope 2 emissions	0		0		0		0		0		
Trafigura corporate Scope 1 emissions	2,000		1,870		1,920		1,081		1,173		
Trafigura corporate Scope 2 emissions	2,078		2,766		3,051		2,468		2,417		
Impala Terminals Scope 1 emissions	46,101		51,462		55,644		46,033		40,362		
Impala Terminals Scope 2 emissions	4,032		3,637		3,310		4,221		4,805		
Mining Scope 1 emissions	12,370		40,492		28,326		31,435		26,788		
Mining Scope 2 emissions	3,024		10,361		10,074		11,865		13,366		
Nyrstar Scope 1 emissions	643,143		557,292		591,898		547,901		559,459		
Nyrstar Scope 2 emissions	492,721		524,716		660,013		854,883		1,629,875		
Puma Energy Scope 1 emissions	138,103		153,891		173,877		187,608		193,511		
Puma Energy Scope 2 emissions	22,376		17,590		30,775		32,095		30,212		

Energy and climate (continued)

	Notes	FY2024		FY2023		FY2022		FY2021		FY2020	
		tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Scope 3 GHG emissions											
Group Scope 3 emissions	3	324,722,477		286,540,925		329,179,121		–		–	
Group Scope 3 emissions (categories 3, 4, 6, 8, 14, 15 only)		16,094,221		14,510,033		13,851,943		12,604,079		–	
Breakdown of Group Scope 3 emissions by category:											
- Category 1: Purchased Goods and Services		264,782,000	82	224,019,713	78	261,782,645	80	–	–	–	–
- Category 3: Fuel and Energy Related		862,398	0	884,531	0	798,064	0	774,419	–	–	–
- Category 4: Upstream Transportation and Distribution		5,738,026	2	5,003,273	2	5,609,381	2	5,442,835	–	–	–
- Category 6: Business Travel		38,754	0	31,336	0	11,526	0	2,838	–	–	–
- Category 8: Upstream Leased Assets		9,109,065	3	8,127,671	3	7,086,167	2	6,164,412	–	–	–
- Category 10: Processing of sold products		1,122,146	0	1,261,877	0	916,241	0	–	–	–	–
- Category 11: Use of sold products		42,724,110	13	46,749,302	16	52,628,293	16	–	–	–	–
- Category 14: Franchises		82,511	0	89,698	0	80,645	0	–	–	–	–
- Category 15: Investments		263,467	0	373,524	0	266,160	0	219,575	–	–	–

	Notes	FY2024		FY2023		FY2022		FY2021	
		GJ	%	GJ	%	GJ	%	GJ	%
Energy use									

Total Group energy consumption		24,456,956		22,116,004		24,377,611		22,521,076			
Primary source of energy used:											
- Biofuel		0		0		0		0		0	
- Coal		9		7		6		7		7	
- Coke		9		8		9		5		5	
- Diesel		5		8		8		10		10	
- Fuel oil		31		31		29		36		36	
- Gasoline		0		0		0		0		0	
- Kerosene		0		0		0		–		–	
- LPG		3		5		3		3		3	
- Marine diesel		8		9		10		4		4	
- Natural gas		14		7		14		13		13	
- Petroleum coke		3		4		3		3		3	
- Refinery gases	4	17		21		18		19		19	

	Notes	FY2024		FY2023		FY2022		FY2021	
		MWh	%	MWh	%	MWh	%	MWh	%
Renewable energy consumption									

Share of electricity consumed from renewable sources	5	30		32		34		27			
Purchased electricity renewable sources		1,417,919		1,260,063		1,425,248		1,241,746			
Self-generated non-fuel renewable energy		98,578		84,959		95,395		102,151			
Total renewable energy consumption		1,516,497		1,345,021		1,520,643		1,343,897			

Energy and climate (continued)

	Notes	FY2024	FY2023	FY2022	FY2021
		GW	GW	GW	GW

Renewable energy capacity

Renewable energy portfolio	6	2.5	2.5	2.8	1.7
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	Notes	FY2024	FY2023	FY2022	FY2021
		GW	GW	GW	GW

Renewable hydrogen capacity

Renewable hydrogen production capacity in development	7	1.02	1.02	–	–
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1. In FY2024, we restated our Scope 1 and 2 GHG emissions for the periods from FY2020 to FY2023 on the basis of changes to underlying GHG emission factors. This had the effect of increasing our reported Scope 1 and Scope 2 emissions by approximately three percent each year. Our FY2020 baseline year has been restated to 3,413,991 tCO₂e for our total Group Scope 1 and Scope 2 market-based emissions.
2. Scope 2 emissions calculated under the market-based methodology use supplier specific emission factors and residual mixes, aligned with the GHG protocol Scope 2 guidance.
3. Please see 'About this Sustainability Databook' for the inclusions and exclusions under our Scope 3 categories. Emissions associated with the assets of the Trafigura joint-venture company with IFM Investors are captured within the Scope 3 category 15 emission reporting. FY2022 Scope 3 data has been restated to align with the updated reporting boundaries and changes in methodology and use of emissions factors.
4. There has been a material revision to Scope 3 category 1 in our FY2023 and FY2022 reporting. We have applied a more accurate emissions factor for crude oil which considers emissions associated with upstream extraction and processing of crude oil. The previous factor used also included emissions associated with refining. This has resulted in a material reduction in total Scope 3 emissions reported in FY2023 and we have restated the FY2022 Scope 3 category 3 data on this basis. The reduction in scope 3 category 1 reported between FY2022 to FY2023 is also due to lower quantities of oil products traded.
5. Renewable energy sources include purchases of renewable energy certificates, in line with the RE100 Technical Criteria.
6. This includes projects in operation, construction and under development; and represents the renewable portfolio of Nala Renewables (a 50:50 joint venture between Trafigura and IFM Investors that invests in on-shore wind, solar and power storage projects). In FY2023, Nala Renewables spun out its investment in Swift Current Energy.
7. This includes projects in operation, construction and under development; and represents the renewable hydrogen production portfolio of MorGen Energy AG (previously known as H2 Energy Europe Ltd).

Environment

	Notes	FY2024		FY2023		FY2022		
		Number		Number		Number		
Environmental incidents								
	1, 2							
Total number of environmental incidents reported		436		526		622		
Total number of severe environmental incidents reported	3	3		10		12		
Associated spill volume (litres)		205,090		154,815		188,646		
Associated dry spill volume (tonnes)		14		337		138		
Environmental management systems								
	Notes	FY2024		FY2023		FY2022		
		Number %		Number %		Number %		
Total number of sites certified to International Standard ISO 14001:2015	4	51	38	58	39	22	58	
HSE fines and penalties								
	Notes	FY2024		FY2023		FY2022		FY2021
		USD		USD		USD		USD
Total value of HSE-related fines and penalties		443,347		101,112		712,373		902,583
Waste								
	Notes	FY2024		FY2023		FY2022		FY2021
		Tonnes %		Tonnes %		Tonnes %		Tonnes %
Total Group non-hazardous waste		27,015		56,707		63,324		15,912
Total Group hazardous waste		24,871		10,143		21,335		6,533
Waste disposal method:	6							
- Proportion of waste disposed to landfill off-site		49		63		50		-
- Proportion of waste disposed to landfill on-site		1		0		2		-
- Proportion of waste disposed to incineration with energy recovery		18		2		6		-
- Proportion of waste recycled or recovered		12		27		42		-
- Unclassified		20		8		0		-
Water withdrawal								
	Notes	FY2024		FY2023		FY2022		FY2021
		ML %		ML %		ML %		ML %
Total Group water withdrawal		14,131		16,421		18,158		17,272
Surface water		5,165	37	7,458	45	10,198	56	8,238
Groundwater		1,937	14	1,991	12	1,620	9	2,541
Third party		7,030	50	6,973	42	6,340	35	6,493
Total Group water recycled	8	6,331		8,705		10,372		7,356
Water stress and water risk exposure								
	Notes	FY2024		FY2023		FY2022		FY2021
		Number %		Number %		Number %		Number %
Total number of sites located in high water stress areas		43		12		6		7
Proportion of Group water withdrawal volumes by location water stress classification:	10							
- Very low water stress		20		-		-		-
- Low water stress		30		-		-		-
- Medium water stress		13		-		-		-
- High water stress		11		-		-		-
- Very high water stress		26		-		-		-

Environment (continued)

	Notes	FY2024	FY2023	FY2022	FY2021
		Number	Number	Number	Number
Biodiversity	11, 12				
Total number of Group sites assessed		133	35	35	–
Number of sites within one kilometre of a protected area		18	6	6	6
Number of sites between one and five kilometres of a protected area		42	10	10	10
Number of sites within key biodiversity areas		1	1	1	1
Number of sites within one kilometre of a key biodiversity area		9	4	4	4
Number of sites between one and five kilometres of a key biodiversity area		30	4	4	4

1. An environmental incident is any event that causes, or has the potential to cause, damage or loss related to hydrocarbon or chemical spills, discharges, emissions to the atmosphere including dust, waste disposal, biodiversity, noise, odour, blast or vibration as well as archaeological or cultural heritage.
2. Data for environmental incidents and associated liquid spill volume in prior years has been restated to include Nyrstar data, leading to a larger figure than previously reported.
3. Severe environmental incidents includes category 4 environmental events such as a hydrocarbon spill of over 51 barrels (approximately 8,000 litres) and category 5 environmental events, the most severe incident category (spills over 5,110 barrels or approximately 800,000 litres).
4. Data for environmental management systems certified to ISO14001:2015 relates to industrial sites only and FY2022 data does not include Puma Energy sites.
5. Waste data for FY2022 and FY2021 has not been restated to reflect changes to the methodology used for data calculation or changes to the Group portfolio made in FY2023.
6. Data on waste disposal methods in FY2023 and FY2022 relates to Trafigura's mining and oil and petroleum assets, Impala Terminals and Nyrstar sites only.
7. The water data for FY2022 and FY2021 has not been restated to reflect changes to the methodology used for data calculation or changes to the Group portfolio in FY2023. The deconsolidation of a number of industrial assets including mining operations in FY2023 and FY2024 has reduced the overall volume of water recycled and the volume of total volume of water withdrawn.
8. Data for the Total Group water recycled in FY2023 has been restated to include the complete annual data for Nyrstar sites.
9. The scope of sites assessed in FY2024 includes Puma Energy and additional owned or operated assets for the first time, resulting in a significant increase in the number sites reported as located in high water stress zones.
10. We revised our approach to reporting the proportion of water withdrawal volumes rather than number of sites by location water stress classification in FY2024, providing a more meaningful analysis.
11. We are committed to protecting habitats and biodiversity, to not explore or mine in World Heritage sites, and to respect legally designated areas of cultural or natural heritage. We operate one industrial facility within a designated Key Biodiversity Area, the Bahia Blanca refinery in Argentina, which is in an important area for migratory birds.
12. The scope of sites assessed in FY2024 includes Puma Energy and additional owned or operated assets for the first time, resulting in a significant increase in the number sites reported as located within one kilometre and between one kilometre and five kilometres of both a protected area and a key biodiversity area.

Health and safety

	Notes		FY2024		FY2023		FY2022		FY2021	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate		
Workplace safety	1									
Fatalities	0		2		2		5			
Fatality frequency rate (FFR)	0.00		0.05		0.05		0.11			
Lost time injuries	60		48		52		53			
Lost time injury rate (LTIR)	1.49		1.22		1.25		1.22			
Total recordable cases	195		181		164		208			
Total recordable case frequency (TRCF)	4.85		4.61		3.96		4.77			
Near misses reported	6,015		6,083		7,576		5,397			
Near miss reporting frequency (NMRF)	150		155		183		124			

Injury rates for Trafigura operating companies and divisions

Oil & Petroleum Products LTIR	1.37		0.49		1.61		1.05			
Oil & Petroleum Products TRCF	1.60		1.96		2.58		1.40			
Metals, Minerals and Bulk Commodities LTIR	0.00		0.00		0.00		0.00			
Metals, Minerals and Bulk Commodities TRCF	0.00		0.00		0.81		0.00			
Shipping & Chartering LTIR	0.00		0.71		0.00		1.03			
Shipping & Chartering TRCF	0.35		1.07		1.66		1.37			
Trafigura corporate LTIR	0.00		0.00		0.00		0.00			
Trafigura corporate TRCF	0.00		0.00		0.00		0.00			
Impala Terminals LTIR	0.40		1.36		0.81		0.71			
Impala Terminals TRCF	1.80		3.84		2.44		4.01			
Mining LTIR	1.60		0.50		1.03		1.62			
Mining TRCF	3.53		3.02		2.94		5.01			
Nyrstar LTIR	3.59		2.93		3.45		2.97			
Nyrstar TRCF	14.97		12.32		10.55		13.21			
Puma Energy LTIR	1.30		0.66		0.11		0.15			
Puma Energy TRCF	2.00		1.19		1.19		0.81			

	Notes		FY2024		FY2023		FY2022		FY2021	
	Number	%	Number	%	Number	%	Number	%		
Occupational health and safety management systems										

Total number of sites certified to International Standard ISO 45001:2018	2	43	32	45	31	15	39	–	–
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1. All frequency rates are reported on the basis of one million working hours.

2. The data for occupational health and safety management systems certified to ISO45001:2018 relates to industrial sites only. FY2022 data excludes Puma Energy sites.

Our people

	Notes	FY2024		FY2023		FY2022		FY2021	
		Number	%	Number	%	Number	%	Number	%
Employee numbers									
Average number of full-time employees	1	13,086		12,479		13,746		11,627	
New employees hired	1	2,499		3,449		2,871		2,743	
Commercial/Professional (white collar)			55		54		53		47
Operational/Industrial (blue collar)			45		46		47		53
Full time			98		98		98		98
Part time			2		2		2		2
Permanent contract			92		84		93		92
Temporary or fixed term contract			8		16		7		8
Employees covered by collective bargaining agreements	2	3,583	82	3,252	72	4,376		4,092	
Gender diversity									
Male	3		79		81		82		83
Female			21		19		18		17
Trafigura corporate male			68		68		68		69
Trafigura corporate female			32		32		32		31
Impala Terminals male			88		87		86		87
Impala Terminals female			12		13		14		13
Mining male			95		95		93		88
Mining female			5		5		7		12
Nyrstar male			88		92		92		92
Nyrstar female			12		8		8		8
Puma Energy male			74		75		78		–
Puma Energy female			26		25		22		–
Gender distribution of management:	4								
- Male			76		71		–		–
- Female			24		29		–		–
Gender distribution of new recruits:	5								
- Male			74		77		–		–
- Female			26		23		–		–
Gender of Global Graduate Programme hired intake:									
- Male			66		64		58		64
- Female			34		36		42		36

Our people (continued)

	Notes		FY2024		FY2023		FY2022		FY2021	
	Number	%	Number	%	Number	%	Number	%		
Age group										
Group total: under 30 years		19		18		19		19		19
Group total: 30 - 50 years		60		61		61		61		61
Group total: over 50 years		21		20		20		20		20
Trafigura corporate: under 30 years		24		24		24		24		24
Trafigura corporate: 30 - 50 years		66		67		67		67		67
Trafigura corporate: over 50 years		10		9		9		9		9
Impala Terminals: under 30 years		17		17		23		24		24
Impala Terminals: 30 - 50 years		69		70		67		67		67
Impala Terminals: over 50 years		14		13		9		9		9
Mining: under 30 years		5		7		29		10		10
Mining: 30 - 50 years		62		63		63		70		70
Mining: over 50 years		33		31		8		20		20
Nyrstar: under 30 years		18		19		18		17		17
Nyrstar: 30 - 50 years		48		47		47		46		46
Nyrstar: over 50 years		34		34		36		37		37
Puma Energy: under 30 years		17		14		14		-		-
Puma Energy: 30 - 50 years		67		71		69		-		-
Puma Energy: over 50 years		16		15		16		-		-

	Notes		FY2024		FY2023		FY2022		FY2021	
	Number	%	Number	%	Number	%	Number	%		
Regional distribution										
North, Central and South America	4,544	35	4,885	39	5,698	41	5,484	47		
Europe and Africa	4,960	38	4,068	33	5,629	41	3,716	32		
Asia, Middle East and Australia	3,582	27	3,526	28	2,425	18	2,475	21		

Attrition										
Group total number of leavers	2,081		3,067		3,175		941			
Group attrition rate	16		25		23		12			

International transfers										
Internal international transfers	209		309		190		170			

Training hours										
Total training hours	294,163		288,741		-		-			

1. Includes full-time and part-time employees. Total employee numbers are calculated as an average over the financial year and comprise employees of businesses, operations and offices consolidated in Trafigura's balance sheet.
2. The percentage of employees covered by collective bargaining agreements is based on the total number of blue collar employees (an average of 4,381 in FY2024).
3. The figures are for the Trafigura Group. At the end of FY2024, 35 percent of Trafigura's office-based employees (excluding the industrial assets) were women.
4. The gender distribution for employees in management positions includes those employees who are line managers.
5. The gender distribution of new recruits data includes all Trafigura Group divisions and operating companies. Excluding our industrial assets, the gender distribution of new recruits is 65 percent male and 35 percent female.

Human rights

	Notes	FY2024	FY2023	FY2022	FY2021
		Number	Number	Number	Number
Training on modern slavery					
Employees in-scope of applicable regulations that completed training on modern slavery issues	1	3,072	2,602	2,422	–

	Notes	FY2024
		%
Grievance reporting		
	2	

Grievance topics reported via EthicsPoint as a proportion of all grievances:

- Employee relations	28
- Business integrity	22
- Financial irregularities	11
- Supplier, contractor, or business partner issue	11
- Community issue or concern	6
- Cyber-attack/phishing	6
- Environmental issue	6
- Human rights infringement	6
- Impact on cultural life/cultural heritage	6

1. Cumulative total number of employees trained on modern slavery in the relevant jurisdictions where modern slavery regulations are in force.

2. The categories for grievance reporting used by the service provider, NAVEX, were revised in FY2024. Grievance reporting results for prior years are available in the FY2023 Sustainability Databook.

Local communities

	Notes	FY2024		FY2023		FY2022		FY2021	
		USD million	Number	USD million	Number	USD million	Number	USD million	Number
Corporate Social Investment (CSI)									
Number of projects receiving CSI support			155		260		140+		60+
Total CSI disbursed		1.08		1.15		1.67		1+	

Trafigura Foundation

	Notes	FY2024		FY2023		FY2022		FY2021	
		USD million	Number	USD million	Number	USD million	Number	USD million	Number
Trafigura Foundation									
Total philanthropic budget		15.0		10.0		8.0		7.7	
Number of strategic initiatives supported	1		40		43		43		50

1. This relates to the funding support by the Trafigura Foundation. This includes operating costs and multi-year funding issued in the given year to non-profit partner organisations programmes and initiatives. This also includes staff-led initiatives supported through yearly allocations or a match funding scheme.