



PLOW'S GOAL

PLOW Group aspires to become a global leader in diversified commodities trading, setting an ambitious revenue target exceeding USD 1 billion within a 3–5-year horizon. We are committed to solidifying our role as an essential element in the supply chain of both raw material producers and finished goods manufacturers. Our innovative strategies serve a dual purpose; they not only enhance our competitive advantage but also contribute to the shared success of our partners.

PLOW'S STRATEGY

PLOW Group's strategy is firmly rooted in the extensive experience of our professional team and a continuous drive for innovation. We are committed to cultivating open, transparent partnerships characterized by zero tolerance towards dishonesty, information concealment, commercial bribery, and repudiation. Our profit-making approach is centered around enhancing the economic benefits for our partners, encompassing both manufacturers and processors, underlining our shared growth philosophy.

PLOW'S VALUES

PLOW Group cherishes a set of core values that guide our operations and interactions. At the forefront is our commitment to open, transparent partnerships, accompanied by zero tolerance for dishonesty, information concealment, commercial bribery, and repudiation. We firmly believe in corporate unity, emphasizing that our mutual success stems from collective effort. Professional competence is greatly valued, recognizing our employees' deep industry knowledge, diligent work ethic, and their adherence to our high corporate culture standards. Lastly, we deeply respect the dignity and importance of every individual, standing strongly against discrimination of any form, be it gender, nationality, race, or otherwise.

PEOPLE OF PLOW

At PLOW Group, we place immense value on the integrity of our team. There is an uncompromising zero tolerance for fraud, dishonesty, or concealment of information within our ranks. Equally important is a culture of respect for all colleagues, fostering a harmonious working environment. We are a unified front, collectively committed to our corporate goals and driven by mutual success. PLOW cultivates an enabling and inclusive environment, where every individual is accorded dignity and respect, and discrimination of any kind is strictly prohibited. Transparency forms the cornerstone of our approach to remuneration, with all facets of compensation clearly outlined in our employment contracts. Our people are our strength, and their well-being, growth, and success are intrinsic to the prosperity of PLOW Group.