



**Sustainability**

**Report**

**2024**



### OIL PALM

The plant with the highest yield per hectare compared to other oil crops

Produces the vegetable oil richest in carotenes, a natural source of vitamin A



### RUBBER

Facilitates efficient carbon sequestration

Produces rubber, a natural and sustainable commodity



# € 59.3

million

Sustainability budget



## THE YEAR OF 2024 IN A FEW WORDS

In 2024, the Socfin Group continued to strengthen its commitment to responsible and innovative tropical agriculture. This year was marked by several significant milestones that reflect both the progress achieved by our teams and the Group’s ongoing ambition to embed sustainability at the heart of our activities.

One of the most notable achievements of the year is the 100% RSPO certification of all our planted oil palm areas, extending our certification beyond mills to cover the entirety of our estates. This accomplishment demonstrates the continuous improvement of our agricultural practices and confirms our long-term commitment to transparent, responsible, and socially beneficial palm oil production.

2024 also marked an important step in our sustainability reporting journey with the publication of our first CSRD-compliant reports. This new framework allows us to provide an even more comprehensive and structured view of our environmental, social, and governance performance, in line with evolving European standards and stakeholder expectations.

In parallel, our teams have remained mobilized to meet the requirements of the EU Deforestation Regulation (EUDR).

Despite the postponement of the regulation’s formal entry into force, we successfully completed our first EUDR-compliant shipment of Supply-Chain-

Certified (SCC) products, demonstrating both our operational readiness and our continued investment in traceability systems across our production basins.

In 2024, the Group also pursued important strategic decisions, including the divestment of SRC and the delisting from the stock exchange, actions that reflect our focus on operational consolidation, long-term stability, and the strengthening of our internal governance.

Finally, our commitment to addressing third-party concerns remained unchanged. The Earthworm Foundation conducted its final deep-dive assessment in September 2024 at SOGB, bringing important insights that continue to inform our action plans aimed at improving working and living conditions in our concessions.

2024 stands as another year of progress, consolidation, and renewed ambition. We remain fully committed to promoting a model of tropical agriculture that creates value for all stakeholders while preserving the environment for future generations.

This report outlines the initiatives undertaken during the year and the results of our ongoing efforts toward a more sustainable future.

“ This achievement is a testament of our steady progress towards sustainable palm oil and natural rubber production. ”











# SUSTAINABLE DEVELOPMENT GOALS

“To achieve a better and more sustainable future for all”.

As an international Group, we wish to contribute to the achievement of these goals developed by the United Nations, the SDG<sup>1</sup>.

This report outlines all actions that are daily implemented on our sites to participate and help achieve those goals.

Our sustainability program aims to contribute to 12 of the 17 SDGs.

 <p><b>1 NO POVERTY</b> Close to 54 500 jobs in rural areas</p>	 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b> Offer solutions to accelerate rural development, ensure decent working conditions and transfer of technical and responsible skills</p>
 <p><b>2 ZERO HUNGER</b> Promote respectful and transformative tropical agricultural practices in isolated rural areas in Africa and Asia</p>	 <p><b>10 REDUCED INEQUALITIES</b> Improve or provide local infrastructures</p>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b> Access to health care on all sites</p>	 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> Promote sustainable agriculture and zero tolerance for deforestation Improve energy efficiency</p>
 <p><b>4 QUALITY EDUCATION</b> Access to education for more than 65 100 children</p>	 <p><b>13 CLIMATE ACTION</b> Promote a balance between agricultural development and natural resource preservation within and around the plantations</p>
 <p><b>5 GENDER EQUALITY</b> Strengthen gender equality</p>	 <p><b>15 LIFE ON LAND</b> Preservation of forests, reforestation and afforestation Identification and protection of HCV-HCS areas</p>
 <p><b>6 CLEAN WATER AND SANITATION</b> Access to water, sustainable water Management and treatment</p>	 <p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b> Respect of the land agreements signed with the government and management of operations in full compliance with local legislation</p>

<sup>1</sup> The Sustainable Development Goals (SDG), as adopted by the UN in 2015, define the global sustainability priorities, by emphasizing our planet’s biggest social and environmental challenges. They comprise 17 goals to achieve by 2030 and show “the way forward to achieve a better and more sustainable future for all”.

	<b>1 Our Group</b> <b>6</b>
	<b>2 Local and rural development</b> <b>30</b>
	<b>3 Local employees and communities</b> <b>44</b>
	<b>4 Environment</b> <b>70</b>
	<b>5 Focus on our sustainable products</b> <b>90</b>
	<b>6 Appendices</b> <b>105</b>
	<b>Follow us</b>



1.1	Context	p07
1.2	Key figures	p08
1.3	Our organization	p10
1.4	Our history	p12
1.5	10 countries where we promote respectful and transformative tropical agricultural practices	p16
1.6	Our ambition	p18
1.7	Our responsible governance system	p20
1.8	The implementation of our responsible governance	p20
1.9	Our commitments by 2025	p26

## 1.1 CONTEXT

On all our sites, we strive to produce palm oil and rubber in a way that is beneficial to all: our employees and their family, the smallholders, and communities by improving their livelihood.

For example, the palm oil we produce in Africa is for local consumption, thereby contributing to the food security of these communities, where the population is exploding.

In fact, in these regions, palm oil has been the food base of traditional cuisine of hundreds of millions of people for centuries.

Africa's demographic explosion on the one hand, and the strengthening of international standards related to health and environmental protection on the other hand, are new challenges to the agri-food sector and even more for the smallholders in the rural areas.

This situation makes these countries dependent on imports from Southeast Asia while the agricultural potential to be self-sufficient is there.

Therefore, we have built partnerships with smallholders, fostering the development of their own plantations, increasing the quantity of locally produced oil, and finally reducing poverty in these regions by improving livelihood.

And, contrary to the preconception, these two models "agro-industrial plantations" and "smallholder plantations" are complementary and interlinked. Coupled together, they efficiently and suitably address the need for economic development, food security and poverty reduction, while preserving the environment.



**€ 51.6**  
million  
total Group investments



**€ 59.3**  
million  
Sustainability budget



**54 500**  
direct and indirect jobs



€ 939 million of turnover

560 600 tons of palm oil produced

167 300 tons of rubber produced

12.25 million seeds produced

186 300 ha of plantations

30% rubber

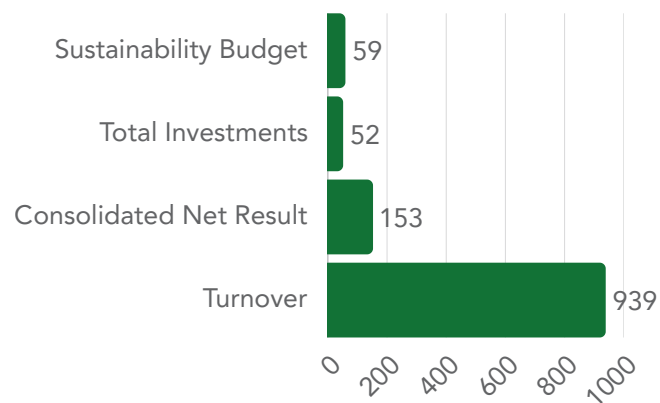
70% oil palm



### 1.2 KEY FIGURES

We are convinced that the continuity of our activities is the necessary foundation to any sustainability program. In 2024, our activities reported a positive annual result with a turnover of € 939 million.

#### Turnover and investments in 2024 (M€)



#### Dry rubber production (tons)

	2022	2023	2024
Dry rubber produced by our estates	71 941	83 460	81 403
Rubber produced from cup lumps delivered by third parties	88 243	81 262	85 890
<b>Total</b>	<b>160 184</b>	<b>164 722</b>	<b>167 293</b>

#### Gross palm oil production (tons)

	2022	2023	2024
Palm oil produced by our estates	488 060	508 118	486 948
Palm oil produced from FFB delivered by third parties	41 100	42 833	73 619
<b>Total</b>	<b>529 160</b>	<b>550 951</b>	<b>560 567</b>

As previously indicated, the palm oil we produce is for local markets. We mainly resell it locally and in subregions to refiners and processors operating in the agri-food or cosmetic sectors. The natural rubber produced is exported to the sector's major buyers, more specifically, the tire manufacture.



### 1.3 OUR ORGANIZATION

We want to support our operational teams in an efficient way. Therefore, along the way, we have structured ourselves into various subsidiaries, with each one having a specific field of expertise.

**Socfinco FR:** agro-industrial plantation management and technical assistance, coordination of scientific research in the agronomic field, development and management of our green energy production installations;

**Sodimex FR:** central procurement body for the sites;

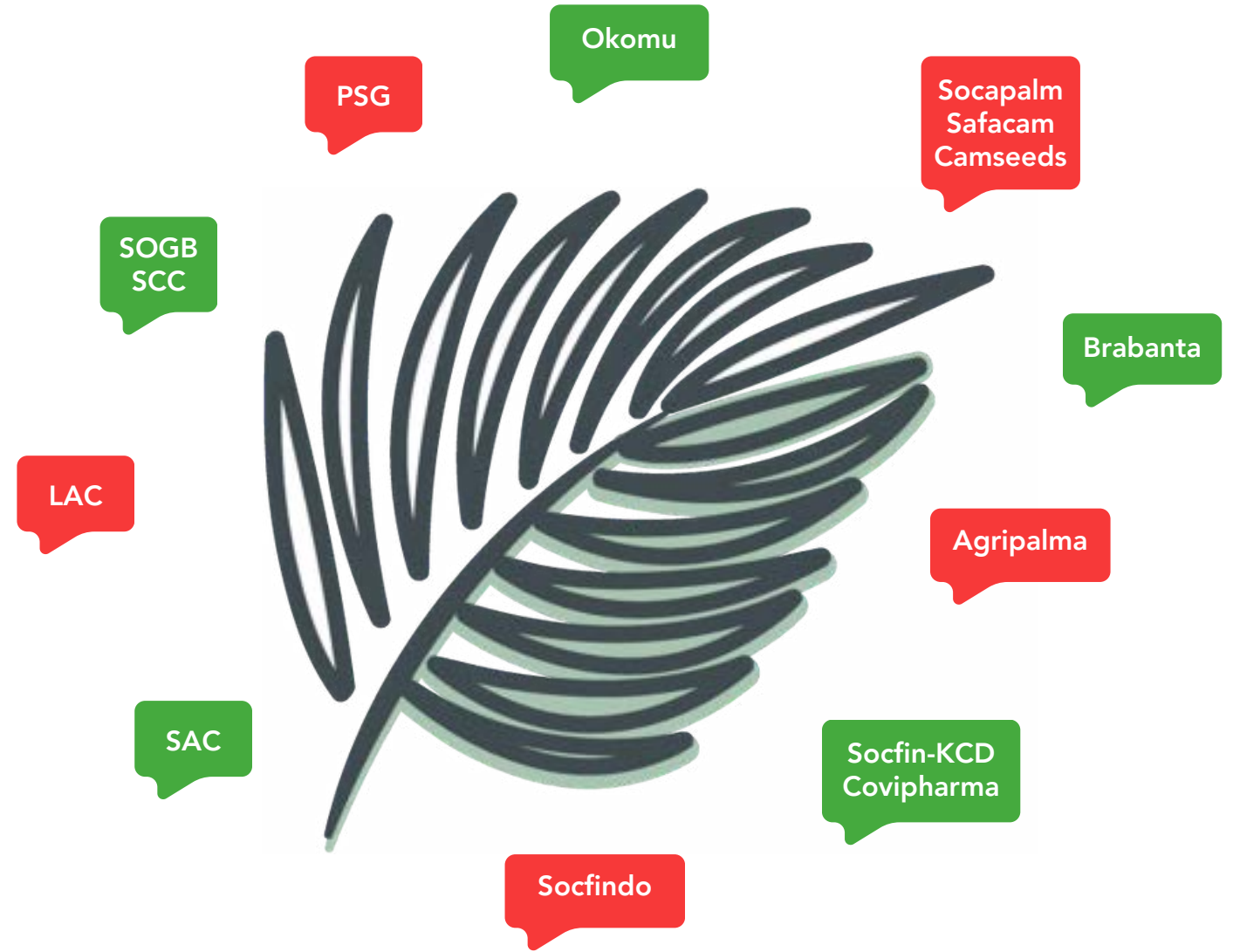
**Sogescol FR:** marketing and export of natural rubber and palm oil;

**Induservices FR:** development and provision of administrative and IT solutions.

Our 15 local subsidiaries comprise 36 agro-industrial sites and 2 research centers.

On a daily basis, we work in close collaboration to ensure a consistent integration of the Group's overall development, field operations, and the implementation of our sustainability commitments to move towards responsible, transformative tropical agriculture.

An agile organization, bringing together expertise and experience, with respectful and **transformative agricultural practices** at its heart.





## 1.4 OUR HISTORY

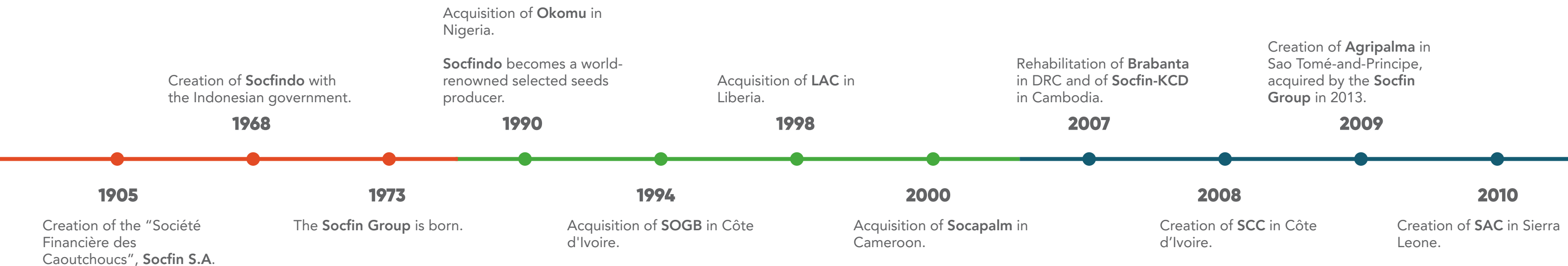
A century of field expertise.  
Pioneer in long-term rural development thanks to responsible tropical agriculture.



### Creation of the Socfin Group by securing rural living and health conditions on the ground.

### First acquisition phase in Africa, period of divestiture and economic revival in Africa

### Second acquisition phase and strengthening of the sustainability program.



Each village has a nursery and primary school, a clinic, a marketplace, a shop, and a soccer field. Staff is accommodated at the expense of the Company within the vicinity of their working station.

Medical care for employees and their families is borne by the Company. Expatriate doctors assisted by local teams run site hospitals.

In 1968, all houses are replaced by brick structures. A "movie truck" tours the sites, showing at least one movie a month, and traditional performances are organized.

Certain African countries privatize their plantations and, accompanied by large financial institutions (International Finance Corporation, Proparco, World Bank, etc.), offer shareholding to the Socfin Group. They have two objectives: meet the growing national demand in palm oil and develop these regions, sometimes destroyed by years of civil war (Liberia), socio-economically.

Following the acquisition and to support the opening of the region, SOGB launches a project of smallholder plantations in partnership with DEG in 1996, and a second project with the Swiss cooperation FISDES in 1997.

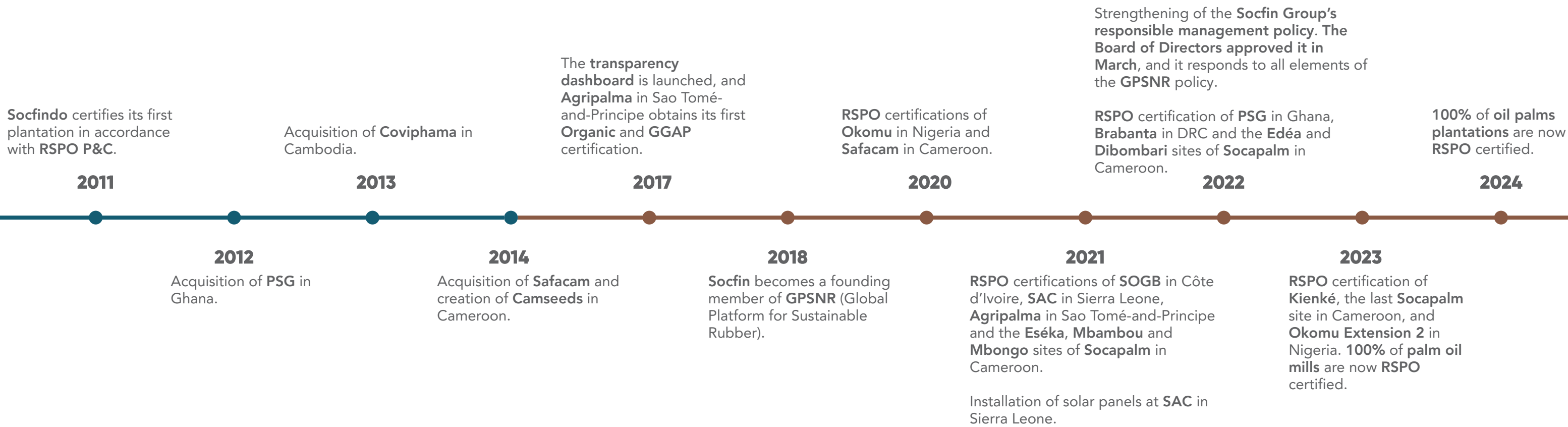
The Socfin Group becomes a global player in the sector and is requested by governments to revive abandoned projects (DRC), destroyed by civil war (Liberia) and to support the socio-economic development of certain regions (Sao Tomé-and-Principe and Sierra Leone). Smallholders together with local authorities request the Group to establish a rubber processing plant in partnership with them (Aboisso, Côte d'Ivoire).

During this second phase, a vital partnership is created with the DEG aimed at intensifying the prevention and treatment of HIV/AIDS, for the employees and their families, as well as the communities (2008-2014).



### Second acquisition phase and strengthening of the sustainability program.

### Publication of the responsible management policy and start of intensive certification programs.



The Group has been an RSPO member since 2004 through its subsidiary Socfindo in Indonesia and has obtained "Group membership" in February 2019.

Simultaneously, the Group was a founding member of GPSNR in 2018.

An intensive certification program is launched and, in 2015, all Indonesian sites obtain RSPO certification. Socapalm becomes the first ISO 14001 certified oil palm site in Central Africa. In December of the same year, Pujehun is the first region in Sierra Leone to be declared Ebola free, thanks to SAC's support.

Simultaneously in 2016, the Group formalizes its commitments through its responsible management policy and quality policy. Socfin also heavily invests in renewable energy and inaugurates the hydroelectric dam at LAC in Liberia.

Our operations contribute to 12 of the 17 SDG.

**1.5 10 COUNTRIES WHERE WE PROMOTE RESPECTFUL AND TRANSFORMATIVE TROPICAL AGRICULTURAL PRACTICES**

**SIERRA LEONE**

**SAC**

- Created by SOCFIN in 2010
- State-owned land with a lease
- Concession of 18 473 ha
- 12 349 ha of oil palm planted
- 1 palm oil mill
- 38 750 T of palm oil produced
- Workforce 5 409

**LIBERIA**

**LAC**

- Acquired by SOCFIN in 1998
- State-owned land with a lease
- Concession of 121 407 ha
- 12 270 ha of rubber planted
- 1 rubber factory
- 27 452 T of rubber produced
- Workforce 4 597

**COTE D'IVOIRE**

**SUGB**

- Acquired by SOCFIN in 1994
- State-owned land with a lease
- Concession of 34 712 ha
- 15 955 ha of rubber planted
- 7 488 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 65 805 T of rubber produced
- 31 966 T of palm oil produced
- 2 579 T of palm kernel oil produced
- Workforce 9 619

**SCC**

- Created by SOCFIN in 2008
- 1 rubber factory
- 38 358 T of rubber produced
- Workforce 425

**GHANA PSG**

- Acquired by SOCFIN in 2012
- State-owned land with a lease
- Concession of 18 304 ha
- 942 ha of rubber planted
- 6 140 ha of oil palm planted
- 1 palm oil mill
- 31 130 T of palm oil produced
- Workforce 2 390

**NIGERIA**

**OKOMU**

- Acquired by SOCFIN in 1990
- Extension acquired in 2014
- State-owned land with a lease
- Concession of 33 113 ha
- 7 334 ha of rubber planted
- 19 011 ha of oil palm planted
- 1 rubber factory
- 2 palm oil mills
- 1 palm kernel crushing plant
- 9 097 T of rubber produced
- 74 370 T of palm oil produced
- 722 T of palm kernel oil produced
- Workforce 7 453

**SAO TOME-AND-PRINCIPE**

**AGRIPALMA**

- Acquired by SOCFIN in 2013
- State-owned land with a lease
- Concession of 2 388 ha
- 1 879 ha of oil palm planted
- 1 palm oil mill
- 4 742 T of palm oil produced
- Workforce 826

**CAMEROON**

**SAFACAM**

- Acquired by SOCFIN in 2014
- Concession of 17 690 ha
- 4 420 ha of rubber planted
- 5 306 ha of oil palm planted
- 1 rubber factory
- 1 palm oil mill
- 1 palm kernel crushing plant
- 10 126 T of rubber produced
- 17 912 T of palm oil produced
- 11 180 T of palm kernel oil produced
- Workforce 3 136

**SUCAPALM**

- Acquired by SOCFIN in 2000
- State-owned land with a lease
- 6 sites
- Concession of 58 063 ha
- 1 762 ha of rubber planted
- 32 609 ha of oil palm planted
- 6 palm oil mills
- 168 452 T of palm oil produced
- Workforce 6 879

**DEMOCRATIQUE REPUBLIC OF CONGO**

**BRABANIA**

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 8 380 ha
- 6 072 ha of oil palm planted
- 1 palm oil mill
- 13 652 T of palm oil produced
- Workforce 2 135

**CAMBODIA**

**SOCFIN-KCU**

- Acquired by SOCFIN in 2007
- State-owned land with a lease
- Concession of 6 659 ha
- 3 692 ha of rubber planted
- 1 rubber factory
- 10 283 T of rubber produced
- Workforce 933

**COVIPHAMIA**

- Acquired by SOCFIN in 2013
- State-owned land with a lease
- Concession of 5 345 ha
- 3 228 ha of rubber planted
- Workforce 508

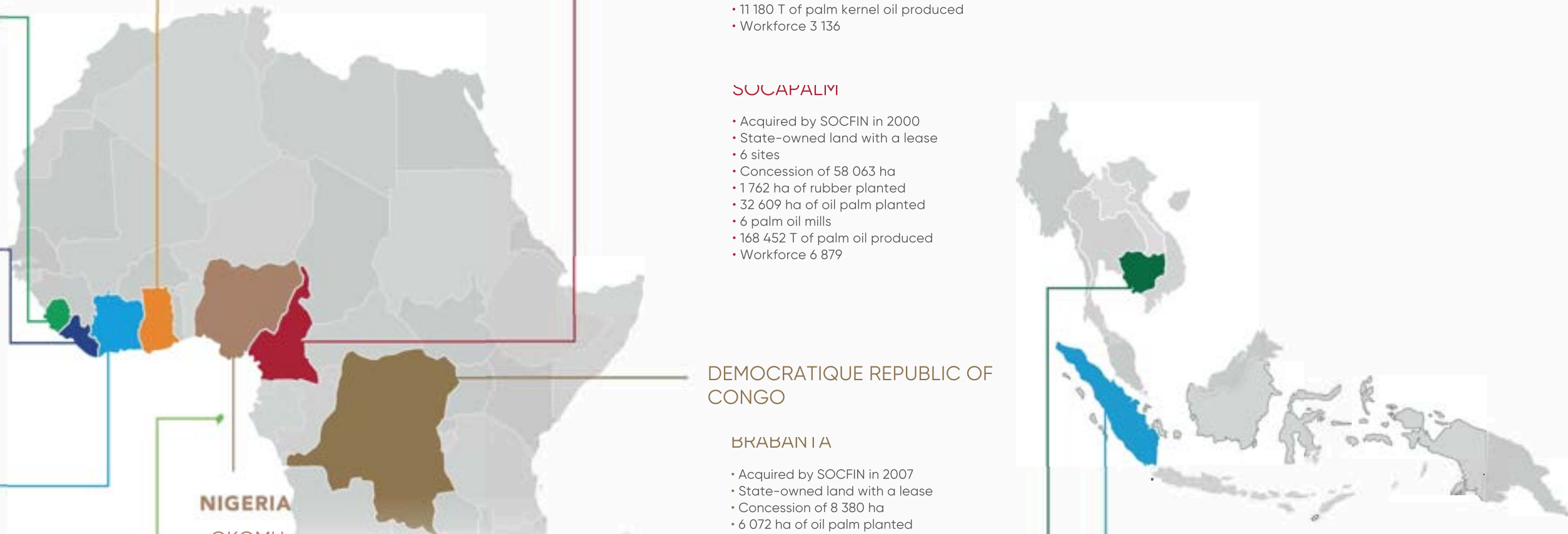
**CAMSEEDS**

- 1 research laboratory
- 3.29 million of seeds produced
- Workforce 281

**INDONESIA**

**SOCFINDO**

- Created by SOCFIN in 1968
- State-owned land with a lease
- Concession of 47 417 ha
- 6 325 ha of rubber planted
- 39 475 ha of oil palm planted
- 2 rubber factories
- 9 palm oil mills
- 6 170 T of rubber produced
- 179 593 T of palm oil produced
- 8.95 million of seeds produced
- Workforce 9 828



## 1.6 OUR AMBITION

# Develop a responsible tropical agriculture.

We strive to produce palm oil and rubber in a way that benefits all: our local employees on the ground, smallholders, and communities; helping them build a better life for present and future generations.

Our sustainability program focuses on 3 impact areas: **rural development, our employees and communities, and the environment**, implementing key initiatives bringing long-term economic performance, respect for human rights, social welfare, health, security, and natural resource management, such as the “zero deforestation” commitment.



Local and rural development



Local employees and communities



Environment



# OUR RESPONSIBLE GOVERNANCE SYSTEM AND ITS IMPLEMENTATION

## 1.7 OUR RESPONSIBLE GOVERNANCE SYSTEM

Sustainability is integrated in our management process.

At the end of 2018, we adopted a Governance Charter, which also includes the commitments made in our responsible management policy, renewed, and strengthened in 2022, and approved by Socfin's Board of Directors in March 2022. We publish a Governance Statement in our annual financial reports each year.

The Group's Board of Directors plays an active role in guiding and formulating the sustainability strategy and recognizes that sustainability must lie at the core of all Group activities and that it is indispensable to ensure long-term success. Consequently, the Board approves and encourages all sustainability and responsible governance policies and provides the financial and human resources required to meet key objectives, more specifically RSPO certification for all oil palm sites and compliance with the GPSNR policy for all rubber sites.

Review of progress made is part of the agenda at each Board meeting. More specifically, the Socfin Group's management is responsible for the Group's Sustainability Department, managed by the Head of Sustainability and his team; each subsidiary also has a Sustainability Department.

Within the Group, on a total of 183 administrator positions, women hold 5 in the different holdings and subsidiaries. Concerning the Socfin holding, at this time no woman is represented amongst the 5 administrator posts.

<sup>2</sup> socfin.com/en/commitments

## 1.8 THE IMPLEMENTATION OF OUR RESPONSIBLE GOVERNANCE

### 1.8.1 Our responsible management policy and code of conduct

Since the Group's creation in 1909, we have always been committed to the most urgent social and health issues. Ever since, we have always strived for performance, both sound and ethical, to ensure the group's long-term success while improving livelihood and natural resource management.

Building on this vision, we have opted for a management approach that is both responsible and transformative.

Our approach is formalized in our responsible management policy<sup>2</sup>, include the issues raised in the GPSNR policy. Our policy goes beyond a commitment to the three traditional pillars of sustainable development; it integrates henceforth societal, traceability and transparency issues, applicable to the Group's entire supply chain.

These commitments we made are not only applicable to our sites but also to our subcontractors and suppliers. These rules are specified in the contracts binding us to them and they are regularly audited, as part of the management systems, in order to ensure that their activities are in line with the Group's environmental and social objectives.

We also have a "code of conduct" and anti-corruption, personal data protection and whistleblower protection policies in place. In addition, the Socfin Group have an outsourced whistleblowing system to ensure greater accessibility as well as confidentiality for whistleblowers since June 2024.

## 1.8.2 Our commitments

### 1.8.2.1 Compliance with regulatory requirements



Comply with environmental, social, tax and land laws



Put in place risk prevention procedures

Avoid non-compliant practices including for our stakeholders

We have always been committed to full compliance with the environmental, social, tax and land laws of the host countries.

Furthermore, our teams have developed legal watch procedures and integrated them into their

management systems, such as the various ISO standards or Roundtable on Sustainable Palm Oil (RSPO) Principles and Criteria (P&C), in order to anticipate new regulations and avoid non-compliant practices.



### 1.8.2.2 We apply a zero tolerance approach to:

#### Child labor



We cannot tolerate that school-aged children are taken to work. Therefore, we are committed to not employ or make use of any individual below the minimum employment age set by local law or by ILO conventions (International Labor Organization).

Our teams take adequate measures to prevent child labor; they verify the age of all employees, using documents such as birth certificates, school records, ID's and driving licenses.

We do not make any exceptions to this policy; our teams are regularly audited by their line managers or local labor inspectors.

Each violation of this commitment will lead to severe disciplinary actions.

Regarding the supply chain, we have developed an audit system to verify whether all commodity suppliers and subcontractors correctly adhere to this policy.

As part of the "RubberWay" project, with Socfin participation, "checklists" were developed and tested (at SCC and SOGB in Côte d'Ivoire and LAC in Liberia) to identify different social and environmental risks in the supply chains, including child labor.

#### Forced or compulsory labor



We are all free and equal and will not tolerate forced or compulsory labor, including prison labor, bonded labor, slavery, servitude, or any form of human trafficking. Each violation of this commitment will lead to severe disciplinary actions.

#### Corruption



Our code of conduct explicitly specifies that nobody make illegal payments in name of the Socfin Group or any of its subsidiaries. In addition, the Group's central procurement body Sodimex is the most exposed to these practices and has therefore developed a specific business ethics code, strongly regulating, and limiting these practices, this code was updated in 2020.

#### Anti-competitive behavior



In compliance with the code of conduct and business code (Sodimex), all employees must abstain from practices limiting competition and, in the case of procurement, ensure that all competitors are treated equally during the entire procurement process.

**WE APPLY A ZERO TOLERANCE APPROACH**

### 1.8.3 Our daily partners

Our partnerships allow for an amplification of positive impacts and speed up project implementation.

Our partnerships are based on shared values essential for project success: transparency and mutual respect.

We are convinced of the effectiveness to build win-win partnerships with development organizations or universities that share our mission, and therefore

### 1.8.4 Our stakeholder evaluation

We have implemented monitoring and verification systems of our operations. They intervene at an operational, technical, legal, or administrative level to monitor the successful implementation or achievement of our commitments.

#### Our internal audit system

On the ground, our Group's Technical Departments monitor and perform technical audits of the sites' operations.

#### Monitoring by national local departments

Local labor, environmental, health, etc. ministries perform annual audits of our sites to verify our operations' legal compliance.

#### Our partner on the ground

**Earthworm Foundation** monitors the implementation of our responsible management policy on our sites, through field missions with our teams. Since 2023, EF has also been responsible for verifying NGO allegations by carrying out investigative field missions. Following these missions, action plans are put in place for any allegation confirmed as well-founded.



#### Quality audits by our clients

Most of our clients have stringent quality policies in place. Their auditors, together with our teams, carry out frequent field missions to verify our compliance with production procedures and processes.

continuously seek to develop synergies that bring together complementary expertise. This ensures the realization of adapted sustainability projects with a long-term positive impact on the regions.

In 2017, we decided to become a member of the **Earthworm Foundation (EF)** to assist us in the implementation of our responsible management policy within our subsidiaries. The EF support teams focused on the priority sites, they are now progressively **deployed on all Socfin Group sites**.

#### Certification bodies

Certification auditors, such as ISO, RSPO, etc. undertake audits for certification and/or renewal of obtained certifications at our sites.



#### Specialized evaluation bodies

Such as **SPOTT, Forest 500, EcoVadis** assess the sites' sustainability, transparency, etc. performance and give a score to each assessed company.

Our clients, service providers and/or specialized evaluating bodies periodically evaluate our ethical, sustainable, responsible management and transparency performance.

Some of our clients and suppliers, such as most tire manufacturers or large banks, call on the agency **EcoVadis**, who gave us, in **2024**, a score of **50% for the questionnaire**, same score as in 2022. The next assessment will take place in 2026.

The public availability of information related to environmental, social, and corporate responsibility issues is also assessed by neutral agencies, such as **SPOTT<sup>3</sup>** or **Forest 500/Global Canopy<sup>4</sup>**.

The **2024 Socfin Group's SPOTT scores** were **77.46% for palm oil and 62.74% for rubber**.

In 2024, the Group is ranked 26<sup>th</sup> out of 100 companies for palm oil and 7<sup>th</sup> out of 30 for rubber. This positive evolution is thanks to the Group's commitment towards transparency since 2016 and the communication on the websites, the sustainability reports and transparency dashboard.

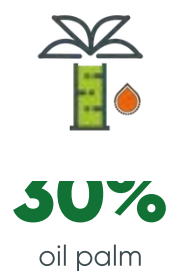
The average of all companies evaluated is 48.20% for oil palm and 44.70% for rubber.

<sup>3</sup> spott.org/palm-oil et spott.org/natural-rubber

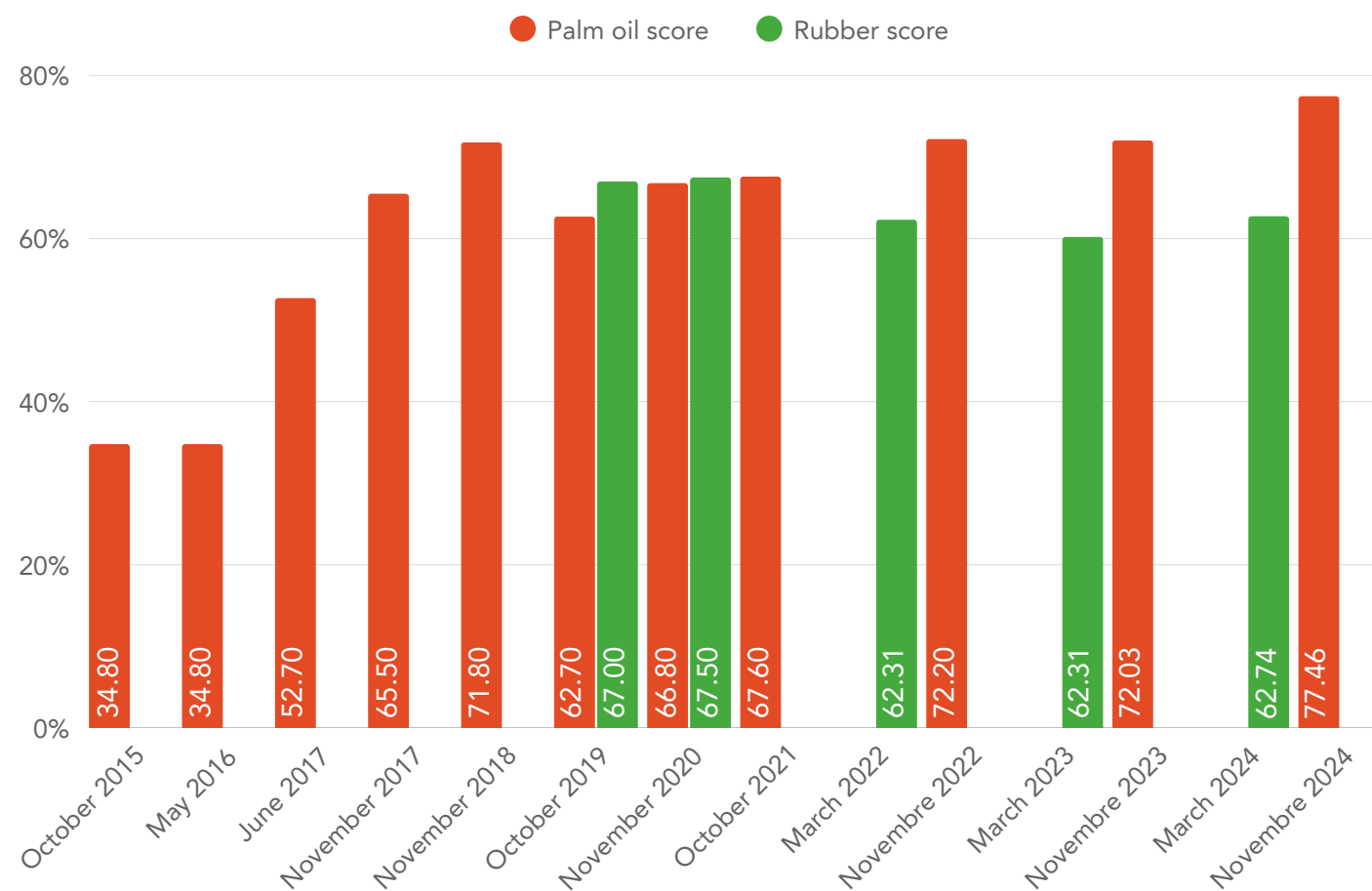
<sup>4</sup> globalcanopy.org



### Our SPOTT results in 2024



### SPOTT evaluation (%)



### 1.8.5 Our grievance management system

Socfin strives to maintain a transparent business climate and high business ethics. We value the safety and respect of everyone affected by our business. Nevertheless, our approach is sometimes misunderstood or questioned and can generate complaints. Therefore, it seemed essential to develop a system to manage and monitor these grievances.

To strengthen our transparency, since June 2024, Socfin as signed a partnership with Navex to implement an **online whistleblowing platform, Ethics helpline.**

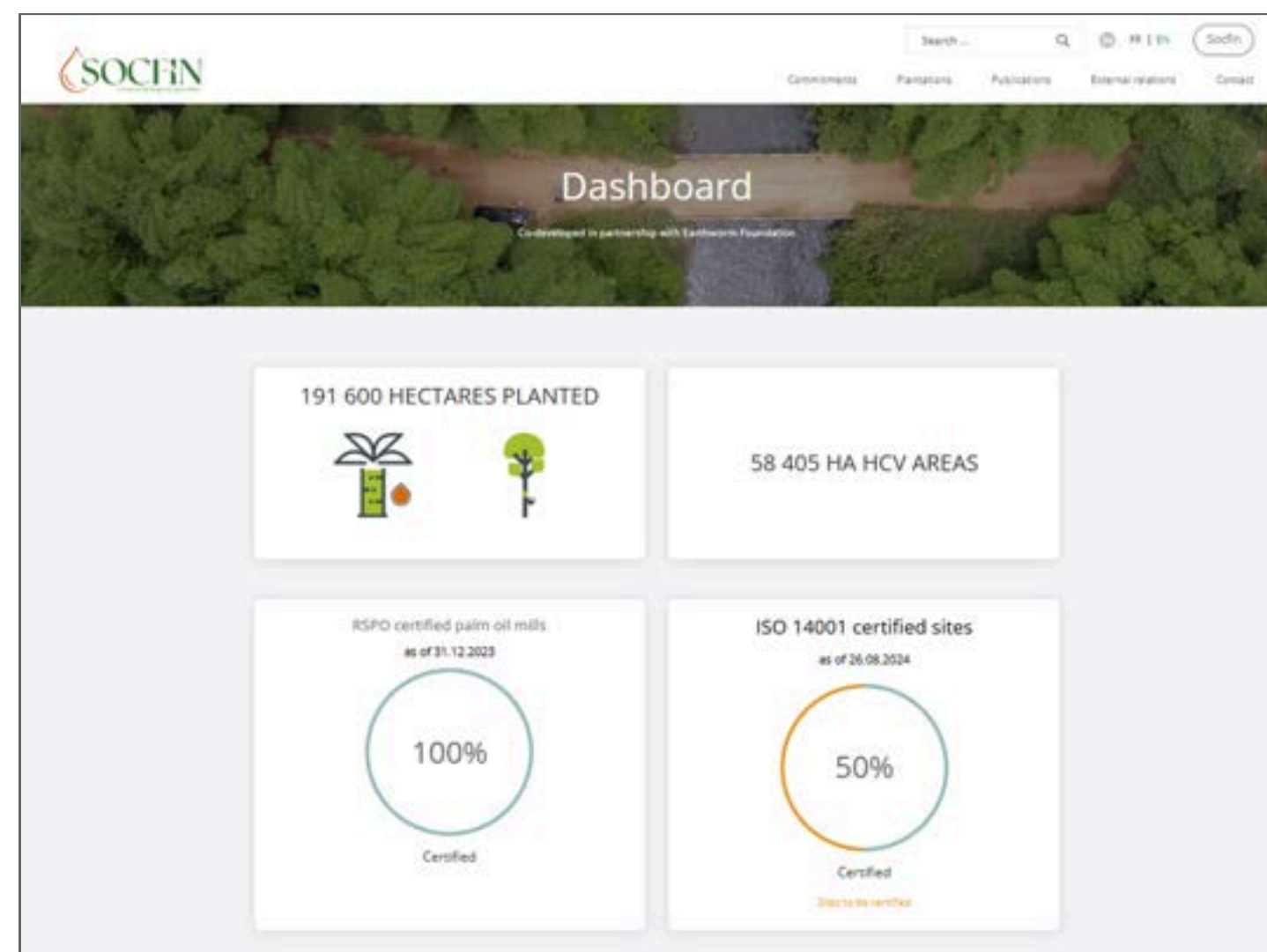
This platform can be used to alert us about serious risks of wrongdoing affecting people, our Company, society, or the environment.

Reports can include information regarding criminal offences, irregularities and violations or other actions in breach of international or national laws, within a work-related context. In case of a conflict, we encourage dialogue between the stakeholders concerned, at a local, national, and international level to resolve the situation properly.

All grievances are registered and documented, and we do our utmost to solve all grievances in due course. This platform ensures confidentiality and anonymity if required.

On the ground, each site has made this external grievance management system available to resolve each reported grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.

**You have a vital role in our success.**





## 1.9 OUR COMMITMENTS BY 2025

Our sustainability program focuses on 3 impact areas in which we have made strong and global commitments by 2025. To achieve these goals, we implement action plans, programs and field projects that strengthen our commitments.



Continuous transfer of technical and agricultural skills, as well as better management practices for a sustainable production



Respect and improve social well-being of employees, their families and the neighboring communities



Integrated action to fight deforestation and preserve the environment

## Our obtained and ongoing certifications

As an international player in responsible tropical agriculture, it is essential for us to demonstrate our compliance with globally recognized and shared quality standards.



### ISO 9001 and ISO 14001

Most of our African operations are now ISO 14001:2015 certified.

Similarly, the quality management system proposed by ISO 9001 certification, provides a suitable structure for our approach, and is also highly valued by the rubber industry, more specifically the tire manufacturers.



### GPSNR (Global Platform for Sustainable Natural Rubber)

We are a founding member of the Global Platform for Sustainable Natural Rubber (GPSNR<sup>5</sup>). It was launched in October 2018, GPSNR has the advantage that it can count all natural rubber supply chain players among its members, as well as representatives from civil society (NGOs – Non-Governmental Organizations). Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.



### RSPO (Roundtable for Sustainable Palm Oil)

We are active RSPO members since 7 December 2004 through Socfindo. In February 2019, we obtained a Group membership, allowing us to extend RSPO certification to all our African subsidiaries. The Socfin Group is now the RSPO member most representative of African realities.

All our palm oil mills have been RSPO certified since the end of 2023, and all our oil palm plantations achieved RSPO certification in April 2024.



### Other Initiatives

We had our first successful experience with bio palm oil on our plantation in Sao Tomé-and-Principe.

Global Gap certification and certification in accordance with the European standard for biological agriculture were obtained in 2017 and thereafter renewed yearly.

All our certifications are visible on our website<sup>6</sup>.

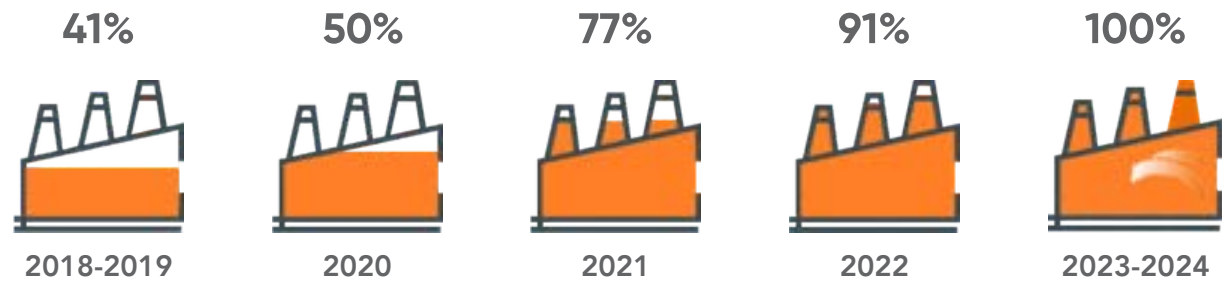
Concurrently with these certifications and initiatives, the leading industry buyers such as: Michelin, Bridgestone, Continental, Nestlé, etc. impose their suppliers, including our Group, adherence to their policies and commitments, in turn applicable to our entire supply chain.

<sup>5</sup> [sustainablenaturalrubber.org](https://sustainablenaturalrubber.org)

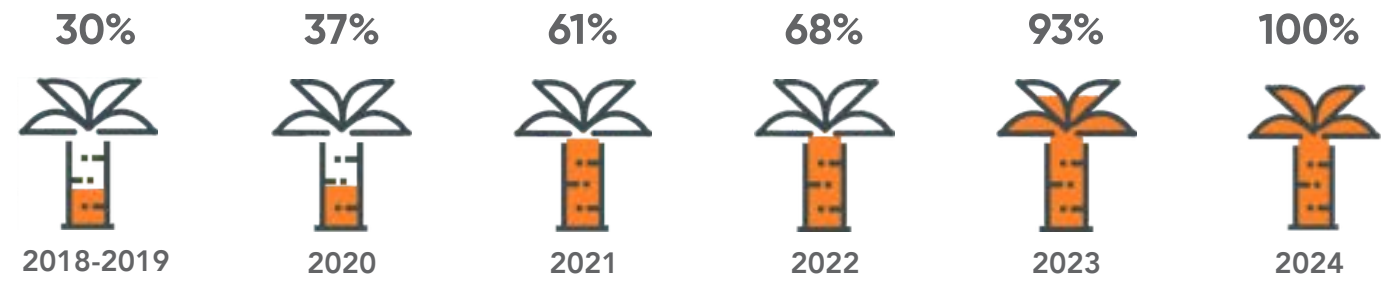
<sup>6</sup> [socfin.com/en/certifications](https://socfin.com/en/certifications)



**RSPO certification status (palm oil mills)**



**RSPO certification status (oil plams plantations)**



Sites	RSPO	ISO 9001	ISO 14001	ISO 45001	Bio - Agricert	Bio - Ecocert	ISO 17025 / SNI SIR / ISPO / IFCC / PEFC	Halal
SAC	✓		✓					
LAC	N/A	✓						
SOGB	✓	✓	✓					
SCC	N/A	✓	✓					
PSG	✓							
Okomu	✓	✓	✓	✓				✓
Safacam	✓	✓						
Socapalm	✓		✓					
Brabanta	✓							
Agripalma	✓				✓			
Socfin Cambodia	N/A	✓	✓					
Socfindo	✓	✓	✓	✓			✓	✓
Sogescol	✓	✓	N/A			✓		





# LOCAL AND RURAL DEVELOPMENT



**51%**

of rubber production comes from smallholders



**€ 12.3 million**

of budget dedicated to road construction and maintenance



**9**

technical training centers

## 2.1 CONTEXT

Our operations mainly take place in remote and in some cases poorly developed areas. We are confronted with post-conflict situations like in Sierra Leone, Liberia, or Cambodia, forgotten areas like the Democratic Republic of Congo (DRC), or areas with security problems such as Nigeria.

The years of war, without any investments in infrastructure (roads, electricity networks, etc.) have left their marks. The impact on young generations is easily perceived: little training and few development opportunities for small businesses.

Based on these observations, we are convinced that linking agro-industrial activity and smallholder plantation development is an efficient and adapted response to those regions' economic development and food security needs. Moreover, this approach integrates environmental protection practices and thus helps rebuild local agriculture taking into account the economic, social and environmental dimensions.

It is important to underline once more that our presence in these countries is often at the request of local government, as in Cameroon and Sierra Leone, or of the World Bank, as in Liberia. Our Group has mostly taken over old sites to modernize or resume agro-industrial operations that were abandoned due to lack of investments in the 1990s. In other words, entire regions gradually come back to life.

2.1	Context	p31
2.2	Our commitments to local and rural development	p32
2.3	Commitments validated by certifications	p34
2.4	Our actions for local and rural development	p36
2.5	Improvement of our supply chain transparency	p41



## 2.2 OUR COMMITMENTS TO LOCAL AND RURAL DEVELOPMENT

Based on the socio-economic development state of our host regions, we have formalized our main commitments in this area to better structure our action and efficiently contribute to long-term development:

- Encourage the inclusion of smallholders in our supply chain
- Ensure ethics and continuously improve transparency and traceability
- Offer solutions to accelerate rural development while preserving the environment
- Facilitate development and accountability of workers and youngsters: trainings, internships...
- Improve or create most needed local infrastructure (for example: road construction, technical training schools, etc.)
- Contribute to local food security in the palm oil producing countries
- Establish partnerships to stimulate innovation and sustainability performance (examples: microcredit, rice cultivation, AFS (Agricultural Family Schools), etc.)

## Our stakeholder engagement plans

We are not only concerned about our workers and their families. We are equally committed to the local communities and our suppliers.

Each plantation has developed its own "stakeholder engagement plan" and ensuing "community development plan", to ensure the efficiency and relevance of projects to the benefit of the local communities. These plans are detailed

and updated progressively as the dialogue structures validate the communities' needs.

More specifically, we collaborate as much as possible with local and national governments, and with non-governmental organizations in the host regions to carry out common development projects.





## 2.3 COMMITMENTS VALIDATED BY CERTIFICATIONS

The commitments we made are regulated and structured by various certifications or organizations we have decided to adhere to.



1-0269-19-000-00

### 2.3.1 100% RSPO certification

Our responsible management policy is entirely in line with RSPO Principles & Criteria.

The Socfin Group became an RSPO member in February 2019 (membership number: 1-0269-19-000-00).

For Socfindo, a member since 2004, nothing has changed, except that they now also use the new membership number.

In 2019, we had set the objective to obtain RSPO certification for all our oil palm sites in Africa at the end of 2021, however Covid delayed certain audits. All our palm oil mills have been RSPO certified since the September of 2023, and all our oil palm plantations achieved RSPO certification in April 2024.

<sup>7</sup> [sustainablenaturalrubber.org](https://sustainablenaturalrubber.org)

<sup>8</sup> [sustainablenaturalrubber.org/news-publications/gpsnr-working-groups-update-march-2022](https://sustainablenaturalrubber.org/news-publications/gpsnr-working-groups-update-march-2022)

### 2.3.2 Commitment of the GPSNR platform

In October 2018, the Global Platform for Sustainable Natural Rubber (GPSNR) was established by a group of founding members, including Socfin.

The mission of GPSNR is to lead socio-economic and environmental performance improvement in the natural rubber supply chain. The vision of GPSNR is to have a natural rubber supply chain that is just, fair, and respectful of the environment.

GPSNR members must adhere to 12 principles for sustainable natural rubber<sup>7</sup>. Shortly after its creation, GPSNR put in place governance elements: statutes, code of conduct, Executive Committee, etc. Subsequently, workshops<sup>8</sup> and working groups enabled progress on objectives and strategy to achieve the desired state (process equivalent to the one used by RSPO with its "Theory of change").

The 2020 General Assembly validated GPSNR policy elements to be incorporated into its members' policies since 2021. The 2021 General Assembly validated the requirements of the annual report that must be submitted to GPSNR. An Assurance Model to ensure that members' activities are consistent with their commitments is also under development.

For our part, we submit each of our subsidiaries' responses to the GPSNR's Reporting Requirements. Our responses are then published and accessible to all on the platform's website.





## 2.4 OUR ACTIONS FOR LOCAL AND RURAL DEVELOPMENT

### 2.4.1 Our collaboration with our local partners

#### 2.4.1.1 Our subcontractors

With as objective stimulating local entrepreneurship, the sites call as much as possible upon local Small and Medium Sized Enterprises (SME) and Very Small Businesses (VSB).

#### 2.4.1.2 Our smallholders partners

**Our partnerships stimulate smallholder development, thereby reducing poverty in those regions.**

Our sites maintain close relations, and specific to each region, with the rubber and palm smallholders. They purchase from them, and some have put in place support and supervision projects at their own initiative or within the framework of a state program.

These partnerships allow planters to benefit from training and financial support, access to selected planting material, production processing plants and thereby the international market, etc.

We ensure that the identified smallholder operations are in line with our responsible management policy and requirements.

Perennial crops, contrary to annual crops, have a huge positive impact on the smallholders: Their plantations give them a regular income throughout the year (contrary to seasonal crops such as coffee, cacao, cotton, etc.).



*In 2024, in addition to the collectors close to 13 000 smallholders delivered their production directly to our rubber factories and palm oil mills.*

Simultaneously, the smallholder production also contributes significantly to the global production put on the market (both industrial and smallholder production), thereby progressively meeting the demand for these raw materials.

#### 2.4.1.3 Our partners for development projects

In Cameroon, Socapalm and Safacam have entered into a partnership with the IECD (European Institute for Development Cooperation) since 2013. Their common objective is to facilitate local socio-economic development through the creation of Agricultural Family Schools<sup>9</sup> (AFS) aimed at educating youngsters from the region in professions and rural entrepreneurship (agricultural production, small livestock, crafts, processing, etc.).

Following an alternating pattern: 15 days at school and 15 days at a rural project, the first graduated students (2017) started as agricultural entrepreneurs or got skilled jobs, whereas the majority pursued their studies.

At Socapalm, this training project has been running with the Dual Teaching Professionals Association (APPA) since 2021. Thanks to the Socapalm-APPA partnership, the training center has gradually evolved into a full-cycle Bilingual Agricultural Vocational and Technical College (COTPAB), under the supervision of the Ministry of Secondary Education (MINESEC).

The human, material and financial support provided by Socapalm to the College aims to improve the professional integration of young people from

neighboring communities and indigenous populations, and thus support them in entrepreneurial jobs (animal production, plant production, product processing and preservation...), or enable them to have a good profile to join the various surrounding companies. The diplomas awarded at the end of the course are Certificates of Professional Aptitude (CAP), Probationary Certificates, and Agricultural Technician Certificates. Graduates can not only start their own business, but also join various public and private agropastoral companies, other government structures and even pursue higher education.

**Awareness-raising activities are carried out regularly to promote COTPAB, raise the profile of the structure and welcome more students at the start of the 2024 school year. The number of students has risen from 10 in 2021 to 98 in 2024.**

There are several reasons for this growth:

- The transformation of the Agricultural Family Schools (AFS) into Bilingual Agricultural Vocational and Technical School (COTPAB) provides students with universally recognized diplomas and real entrepreneurial skills;
- The official recognition of COTPAB by the State, through the issuing of business licenses and opening authorizations, ensures official operation and high visibility among the population;
- The opening of the second cycle and the English-speaking section have provided an opportunity for many English-speaking people from crisis-ridden regions;

- The increase in the number of teaching staff (from 5 in 2021 to 14 in 2024) ensures good program coverage and quality of training;
- Rigorous discipline reassures parents and students alike;
- Improved facilities (modern classrooms and dormitories) increase intake capacity and improve learning and teaching conditions;
- Good results in the Agricultural CAP (100% in 2024) reassure everyone.

**It should be noted that the college will present its first candidates for the Agricultural Probationary Certificates in 2025 for the year 2024/2025 and the Agricultural Technician Certificates in 2026 for the year 2025/2026.**

Safacam, on the other hand, has continued its partnership with IECD. Since 2022, they have obtained the status of Training Institution for Rural Entrepreneurship (IFER) through the Ministry of Secondary Education, as such enabling the best students of the center to access state technical secondary education. **In 2024, 35 pupils attended the training institution.**

Since the end of 2019, Agripalma formed a partnership with the Real Madrid Foundation to link sport and education and as such contribute to children's well-being. Our goal is to create a passion for sport, while promoting education and respect for values as equality, self-esteem, team spirit, tolerance, etc. **In 2024, 150 children (aged 6 to 18) benefited from Agripalma's project. They are divided in 6 groups and train twice a week.** Worldwide, more than 200 schools were created by the Real Madrid Foundation in the 5 continents.



<sup>9</sup> Since 1992, the IECD works to improve the professional integration of rural youngsters in Cameroon based on the concept of AFS.



These partnerships stimulate smallholder development and thus reduce poverty in these regions.



#### 2.4.1.4 Our educational initiatives to support regional development

We believe that the development of remote areas starts with the education of youngsters, women, and any motivated person. To succeed, our sites implement various programs, projects, and initiatives to strengthen the capacities of each and every one, in addition to internal promotion, allowing numerous employees to move up within the Group, within their area of expertise and sometimes even beyond thanks to the continuous training opportunities offered. Numerous women and men spent their entire career within the same organization but evolved there greatly even when they started at the lowest level.

#### 2.4.2 We promote transportation of goods and people

Operating in isolated areas, all our sites construct, maintain and repair roads and bridges, even outside the concessions.

These roads are crucial for access to markets, schools, workplaces, cities, hospitals, and local communities. Indeed, in the remote regions, travel is difficult: public transport is nonexistent, and roads are rarely maintained.

Therefore, we encourage as much as possible the mobility of people and goods, and we spent a budget of € 12.3 million in 2024.

**Road network budget of € 12.3 million in 2024.**



#### POSITIVE IMPACTS:

- Stable income;
- Better agricultural practices;
- Less land is used because of increased productivity.



## 2.5 IMPROVEMENT OF OUR SUPPLY CHAIN TRANSPARENCY

We are committed to putting traceability tools in place to make our supply chain more transparent.

Our Group ensures that its sustainability and responsible management criteria apply to all its suppliers (including the smallholders from whom we buy wet rubber or FFB (Fresh Fruit Bunches).

Currently, we obtain 100% traceability for our "level 1" supplies, for both FFB and rubber.

We have developed traceability tools allowing us to identify and track production parcels of all partner smallholders. This traceability will be expanded to our entire supply chain and its dealers: cooperatives, buyers, etc.

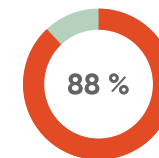
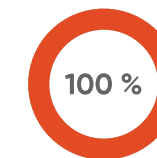
This will enable us to advance our traceability from level 1 to level 3.

We had set ourselves the target of reaching 100% for Level 2 by 2023. Despite significant progress, particularly with rubber, we were unable to meet this target at that time. However, we successfully achieved 100% for this level in 2024. Additionally, our rubber score improved from 95.8% to 97%, reflecting our continued commitment to progress and performance.

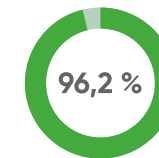
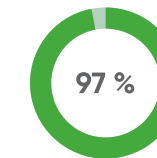
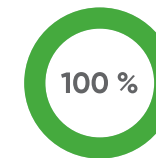
### Traceability objectives



Palm Oil



Natural Rubber



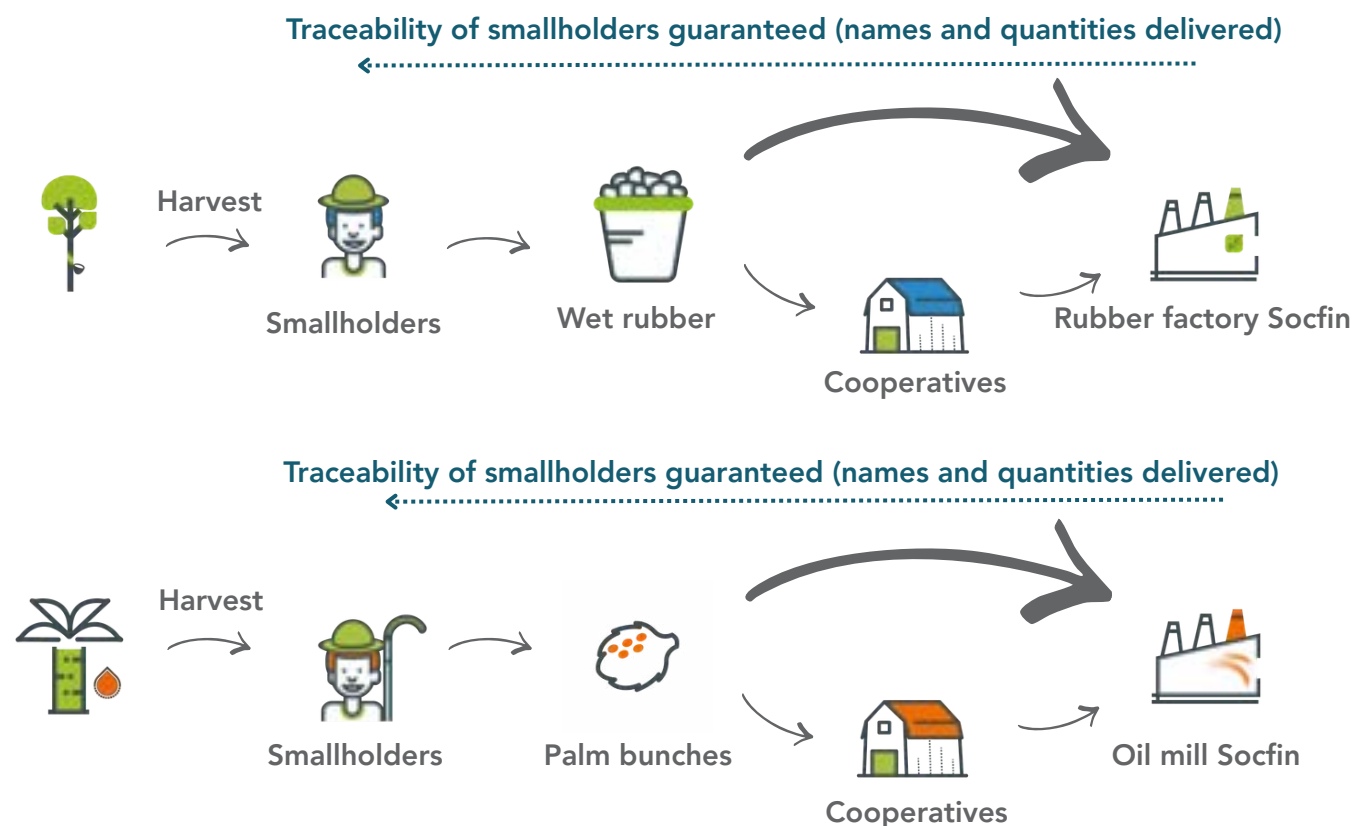
**Level 1:** identification of suppliers (names)

**Level 2:** same as level 1 and precise localization of the industrial plantations with maps, localization of the smallholders with GPS points, catchment area for the dealers

**Level 3:** same as level 2 and maps of all the smallholders' plots, who deliver directly to the Socfin rubber processing factories or palm oil mills, or through dealers



## 2.5.1 We identify our FFB and rubber suppliers



The Group buys wet rubber or fresh fruit bunches from thousands of national smallholders who deliver directly to the factories, or who sell to a cooperative that is responsible for transport and factory delivery.

Partner smallholders who deliver their production directly and individually to our factories are identified based on their names and delivered quantities.

To facilitate the supervision and monitoring by organizations and third parties, we publish our full traceability data (factory coordinates, concession maps, etc.) on our "transparency dashboard"<sup>10</sup> online.

This data is publicly available and disclosed to limit possible misinterpretation by external parties.

To improve this data collection and facilitate its analysis to continuously improve our product traceability, one of our subsidiaries in Côte d'Ivoire, SOGB, launched an innovative project in terms of listing and geolocation of smallholder plantations.

Simply put, the NERO project implemented by the Smallholder Department complements the RubberWay project initiated a few years ago.

## 2.5.2 Fair procurement

We adhere scrupulously and in all transparency to national or sectorial price setting regulations and exert our influence as much as possible to ensure that the price paid to smallholders is sufficiently high to guarantee an adequate income.

Every month, SOGB receives the rubber price from APROMAC (Association of Natural Rubber Professionals of Côte d'Ivoire) and the FFB price from AIPH (Interprofessional Association of Oil Palm). These prices are communicated to all planters through various dissemination channels and used by SOGB for all rubber and FFB purchased at the weighbridges.

<sup>10</sup> [socfin.com/dashboard](http://socfin.com/dashboard)

## 2.5.3 Integration of environmental and social aspects in the supply chain

The Group ensures that all identified smallholder operations are compliant with its policy and sustainability requirements. We also organize awareness and training sessions for smallholders and subcontractors and offer them decision-making and technical support. And in the event of blatant reluctance, the smallholder can be banned from the Group's suppliers' list.

Socfin is committed to training its smallholders in best sustainable harvesting practices. Socfin continuously invests in applied research and field trials, in collaboration with many renowned research institutes in host countries and abroad. The results enable us to continually raise the bar, improve operating standards and field maintenance practices, while minimizing environmental impact.

Socfin works actively with breeders to select new clones. We are constantly striving to reduce the use of chemical inputs. We are also pioneers in recycling organic residues at replanting time. **Sustainability and long-term best agronomic practices in rubber cultivation go hand in hand.**

**Smallholders benefit from this process of continuous improvement thanks to the transfer of know-how by instructors** employed by the Group who provide advisory services, even if they don't deliver their production to Socfin.

As a key player, we acknowledge the role we must play in the transparency of the industry, therefore we have been committed to the "RubberWay" project since the very beginning and the first evaluations took place on our Ivorian sites in 2018.

## 2.5.4 Security in the supply chain

In line with the commitments made in their policies, our sites also ensure part of the subcontractors' training and awareness sessions on occupational health and safety, resulting in follow-up of subcontractors' accident rates at each site.

Similarly, the code of conduct includes various obligations in Occupational Health and Safety (OHS) and obliges our suppliers to accept regular audits of their operations, at this level as well, by a site "Compliance Officer".





# LOCAL EMPLOYEES AND COMMUNITIES



3.1	Context	p45
3.2	Our commitments to our local employees and communities	p46
3.3	Our commitment to respecting the human rights of the communities	p48
3.4	Our social commitment to our employees and respect of their human rights	p52

## 3.1 CONTEXT

Since our employees are the heart of our Group, we strive to offer them a solid framework and the best possible social protection, taking into account the respective specific contexts of our sites and the possibilities to strengthen their awareness and know-how.

In the isolated areas where we operate, our employees rarely benefit from long experience in an agro-industrial structure like ours. Therefore, we have to organize an awareness campaign and an intensive training of our staff, for example on respect for the rules concerning safety at the workplace.

As we are usually the only private employer in the region, long-term job opportunities, coupled with the working conditions and salary we offer, often represent a unique professional opportunity for certain communities.



### 65 100

children enrolled in 2024



### 87

health centers and hospitals on our sites



### € 3.2 million

dedicated to the realization of community projects



3.2

## OUR COMMITMENTS FOR OUR LOCAL EMPLOYEES AND COMMUNITIES

### Social well-being

Respect and improve the social well-being of our employees and their family as well as the communities:

- Raise awareness
- Solve grievances and publicly report on progress made

### Protection and respect the Universal Declaration of Human Rights

Ensure social protection and respect the Universal Declaration of Human Rights for our employees:

- Apply a zero tolerance approach regarding serious violations of human rights, such as intimidations, physical attacks and/or threats
- Promote gender equity and strengthen gender equality
- Acknowledge and respect the rights of all workers, including subcontractors, temporary workers, or migrant workers
- Implement a grievance mechanism in compliance with principle 31 of the UN Guiding Principles on Business and Human Rights
- Allow local employees and their family to benefit from infrastructure, health coverage and access to education
- Improve livelihood: water, electricity, leisure, etc.



### Rights of local communities

Respect the rights of local communities in all our operations and supply chains:

- Respect the right of indigenous populations and local communities to give or withhold their Free, Prior and Informed consent (FPIC) on all operations affecting the land or resources they are legally, communally or customary entitled to, through application of RSPO's FPIC methodology
- Maintain permanent, efficient, transparent, open and culturally appropriate communication channels with the indigenous populations and local communities
- Encourage long-term collaboration to implement local community projects supporting decent livelihood: social life, health, education, food security, etc.
- Respect local and indigenous communities' rights to access and occupy land
- Maintain the traditional rights to access the plantations for hunting and harvesting plants for subsistence, indigenous cultural religious traditions and customs and ceremonies in compliance with legal requirements and the Socfin Group's commitment to protect rare, threatened, vulnerable or critically endangered species
- Implement a grievance mechanism in compliance with guiding principle 31 of the UN Guiding Principles on Business and Human Rights. This mechanism is used to settle ongoing disputes; the implementation of the agreed corrective measures is monitored jointly by the community/communities and the Socfin Group and/or the appointed third party/parties



### 3.3 OUR COMMITMENT TO RESPECTING THE HUMAN RIGHTS OF THE COMMUNITIES

We spare no effort to strictly comply with not only the legal and environmental laws of the host countries where we operate, but also the requirements and standards we adhere to: ISO, RSPO, GPSNR, etc.

Apart from some exceptions, our subsidiaries do not own, directly or indirectly, the concessions; they are managed as a lessee under long-term leaseholds with the various governments. All our sites' concession maps are available on our dashboard<sup>11</sup>.

Unfortunately, land ownership in some countries can be poorly documented. The legal, community and customary rights on the land and its resources are not always clearly documented, and despite all precautionary measures, there are sometimes inevitable claims for the same area of land.

Furthermore, due to demographic explosion in certain regions, we notice that land pressure has strongly increased around certain sites even though they have often existed for almost 50 years.

In order to resolve these after complex situations, we rely on the governments and their Local Land Registry Departments, and on the communities concerned to carry out a precise status report and clarify the situation objectively and practically: demarcation, mapping, etc.

This process can be time consuming, but can provide positive satisfactory results for all stakeholders, improving the good neighborly relations between the communities and the sites.

#### 3.3.1 Compensation for land occupation

When we choose to rent a concession from the government, we are aware that the land concerned is often abandoned, and even though it belongs to the government, the local communities have often used it for several years.

Compensations are therefore provided for these specific situations and are paid as indemnity to the communities that planted food crops on the land. In most cases, the amount of these compensations is set by local legislation with great accuracy.



*When Socapalm was privatized on June 30, 2000, an initial lease of 78 529 hectares was defined, with a five-year period granted to confirm the final size of the concession.*

*Following an amendment signed on August 30, 2005, a first restitution of 20 466 hectares was returned to the Cameroon State, the legal owner of the land, for redistribution to local communities. Since that date, Socapalm has no longer operated on these 20 466 hectares.*

*However, tensions emerged with the surrounding communities due to the absence of clear boundary demarcations.*

*In response, since 2017, Socapalm has undertaken a process to identify and delimit the concession under the supervision of the Ministry of State Domains and Land Affairs (MINDCAF),*

*through the Local Land Registration Department and in collaboration with the affected communities. MINDCAF established a task force to assess the situation, and participatory meetings were organized between stakeholders (Socapalm, communities, and legal institutions) to review each case individually. The resulting reports revealed encroachments from both parties.*

*As a result of this process, a second restitution of approximately 10 000 hectares by Socapalm to the Government of Cameroon is planned in the coming years. Work to reinforce and clarify boundary markers has already begun to prevent similar issues in the future. The set up of the boundary makers is planned for the end of 2025/beginning of 2026.*

#### 3.3.2 Our commitment to respecting the rights of the communities: FPIC

We have always respected the rights of indigenous populations and local communities to give or withhold their consent to all operations affecting the land or resources they are legally, communally, or customary entitled to.

Practically, when starting a new development project, environmental and social impact studies are always carried out. They comprise environmental and social impact plans, impact mitigation measures, a community development plan, and a stakeholder engagement plan, all are an integral part of the occupancy agreement with the government and the communities.

Simultaneously, in our responsible management policy, we have formally committed to apply Free, Prior and Informed Consent (FPIC<sup>12</sup>), a concept legally supported by the UNDRIP<sup>13</sup> (United Nations Declaration on the Rights of Indigenous Peoples) before every operation impacting land, with as objective to minimize as much as possible any negative impact on local communities.

We do not start any new development unless this process is finalized (or in case of a non-resolved conflict for particular areas, unless of course it ensures that an appropriate conflict resolution process is started and approved independently by all stakeholders).

Our commitment to the RSPO certification of our African subsidiaries, including adherence to the principle of FPIC, is an additional guarantee of the

proper implementation of this concept on all our sites.

#### 3.3.3 We encourage community dialogue

Our neighboring communities participate in dialogue platforms, bipartite and tripartite meetings, organized to structure community relations. The particularities of each community are recognized, and particular attention is given to each and every one.

In the case of a land conflict, for example, we discuss transparently and openly with the stakeholders concerned, at a local, national, and international level to resolve the situation.

All complaints are recorded and documented, and we do our utmost to settle all grievances in due course.

#### 3.3.4 Implementation of a grievance management system

At Group level, we have developed an external grievance management system, first developed with EF and now going through our ethics helpline. Additionally, each site has developed its own external grievance management system in order to resolve each grievance or complaint as quickly as possible in full transparency and collaboration with all stakeholders.

#### 3.3.5 Protection of indigenous populations

Two indigenous population groups live in the vicinity of the Group's operations: the Bagyéli Pygmies<sup>14</sup>, close to Kienké (Socapalm, Cameroon) and the Bunongs<sup>15</sup> in Cambodia.

In our responsible management policy, we committed to respecting the rights of indigenous communities by complying with the articles in the United Nations' Declaration on the rights of indigenous population groups.



*In Cambodia, the Office of the United Nations High Commissioner for Human Rights supports the activities towards the Phnongs and regularly monitors the suitability of actions taken.*

<sup>11</sup> socfin.com/dashboard

<sup>12</sup> rsपो.org/resources/free-prior-and-informed-consent-fpic

<sup>13</sup> en.wikipedia.org/wiki/Declaration\_on\_the\_Rights\_of\_Indigenous\_Peoples

<sup>14</sup> socfin.com/en/locations/cameroon

<sup>15</sup> socfin.com/en/locations/cambodia



### 3.3.6.2 Our policy to support youth education

We are dedicated to improving the availability and quality of the schools in the regions where we operate.

The public schools situated in and around the sites are open to children of employees, temporary employees, contractors, and local communities, in so far as public infrastructure allows it.

Together with local communities and local authorities, support to public services concerning the schools surrounding the plantation is often

provided to improve youth education, this amounted to € 105 800 in 2024.

To ensure the longest possible schooling of the children from these remote areas, we also provide scholarships for the most meritorious pupils and assist in the renovation of buildings when needed.



65 089 pupils attended these schools in 2024, and among them, 21 264 pupils are children from the local communities, or 33% of the total number of pupils.



In Cameroon, the Bagyéli pygmy community of about 150 people, spread over 12 villages, lives close to the Kienké site about 15 km from Kribi.

On a daily basis, the company is trying to improve the integration of the Bagyéli Pygmies and to improve their livelihood by facilitating access to education for the youngest. Simultaneously, training and awareness campaigns are aimed at the eldest to enable them to put in place preservation measures for their forests: protection of ecosystems and HCV areas.

In July 2021, the community entered the triparty dialogue platform set up with the Government of Cameroon. They attended the first meeting on 15 September 2021.

An exchange and dialogue framework was also established with the support of the NGO BACUDA (Bagyelis Cultural Development Association), Socapalm is committed to offering long-term support (water, etc.) and implementing the citizenship project driven by Socapalm in partnership with the NGO BACUDA and the district mayor. The main goal of this project is to help the pygmy communities to complete the administrative formalities essential to each citizen of Cameroon: obtain birth certificates as well as Cameroonian identity cards...

Thanks to these formalities, the communities will have easier access to a job, whether with Socapalm or with other regional employers.

### 3.3.6 Our specific commitment to the communities' long-term development

Particularly within the framework of our community engagement plans, although not exclusively, various projects are carried out with and for the communities.

In 2024, more than €3.2 million was spent.

#### 3.3.6.1 We contribute to energy and water supply in community villages

Improvement of public services (water, electricity, and telecommunications) is a frequently raised issue, which requires the involvement of local authorities, energy carriers and suppliers. The distance from certain villages to the main urban centers deprives many communities from public services.

To bridge this gap, the Group supports their requests to be connected to either government or private electricity grids and in certain cases finances the connection of these isolated communities.



€ 70 200 was spent on water, electricity, and telecommunication connection in the past year.



#### 3.3.6.3 Access to health care for the communities

Considering the remoteness of certain regions where we operate, we provide medical care, both preventive and curative, at an affordable price, to the local population living in the immediate vicinity of the site (but not employed by the company).



At the request of communities and as part of our community engagement plans, we have also, at certain sites, offered logistic support, renovated and/or constructed and donated health centers to the communities: Socapalm, Safacam, SOGB, Socfin Cambodia, etc.



For more details on the operation of our medical infrastructure, we would like to refer to chapter 3.4.4 below.



### 3.4 OUR SOCIAL COMMITMENT TO OUR EMPLOYEES AND RESPECT OF THEIR HUMAN RIGHTS

As formalized in our commitments described in the beginning of this chapter, we are committed to providing a working environment that promotes our employee well-being by offering them the social protection and security they are entitled to. This is described, among others, in our code of conduct and policies, which further underlines our adherence to ethical standards and compliance with applicable local laws.

To strengthen and regulate our social commitments, we have based our labor and human rights policies on the standards set out in the SA 8000 guidelines, the RSPO principles and criteria, ILO conventions and the UN's Universal Declaration of Human Rights (United Nations). When national legislations, standards and conventions refer to the same subject, we apply the provision most favorable to our employees.

Furthermore, we strictly commit to freedom of association and non-discrimination and ban forced and child labor. We also guarantee fair treatment and decent housing to our employees.

#### 3.4.1 Social protection of our employees

##### 3.4.1.1 Labor law compliance

In addition to our own social commitments, we strictly adhere to all local, national, and international law and regulations relevant to our sector concerning pay and employment conditions: compulsory legal deductions (such as pension contributions), working hours, overtime, leave entitlement, maternity leave, notice periods, allowances, retirement, etc. Additionally, we also offer social advantages such as food at a price subsidized by the company or zero interest loans.

We ensure that each employee is fully informed about the applicable conditions of service and general regulations during the recruitment process.

Moreover, only subcontractors that have been positively assessed by labor inspection can enter into an agreement with us. They must also sign the code of conduct and accept in writing to submit to the audits performed by the "Compliance Officers" (in charge of compliance).

Obviously, the retention of employee identification papers or travel documents, or any other type of bond is strictly forbidden. Labor inspection conducts regular audits to assess compliance with labor laws.

##### 3.4.1.2 Social contributions

All our subsidiaries strictly comply with the social laws of their host countries. The obligatory pension and accident cover contributions are transferred to the official social security bodies.

In certain countries, with the employee's authorization, union contributions can also be directly deducted from the salary and transferred to the union of a worker's choice.

##### 3.4.1.3 Union membership and freedom of association

We ensure the right of all personnel to form and join the union of their choice and to bargain collectively.

All employees are informed about these rights and most of our subsidiaries has a Collective Bargaining Agreement (CBA) in place, approved by all stakeholders, if not they respect a similar framework.

Employee union membership is estimated at 70%. Union representatives are chosen during union elections. All meeting reports are locally available for consultation.

Labor relations on our sites are good and no incident was reported where the right to exercise freedom of association or to collective bargaining has come under threat.

##### 3.4.1.4 We encourage the professional integration of communities

If they are equally qualified, the Group encourages employment of members of neighboring communities.

Jobs openings are communicated to the riparian communities through the chief of each community, this process also applies to high skills opportunities.

##### 3.4.1.5 All our employees receive a wage above legal minimum wage

At each subsidiary, we apply a salary policy in compliance with local legislation and even exceeding that.

The current wages correspond to a salary grid fixed by local legislation and are completed by a collective bargaining agreement and/or a company agreement specific to the agricultural sector, depending on the country. The monthly gross minimum wage paid by the subsidiaries is set by these legal documents and strictly respected and equal for men and women, depending on experience, education, and equivalent position.

##### 3.4.1.6 Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity

We are committed to working daily to eliminate any form of discrimination related to gender from our workforce but also from the workforce of our subcontractors and this from the recruitment and appointment process.

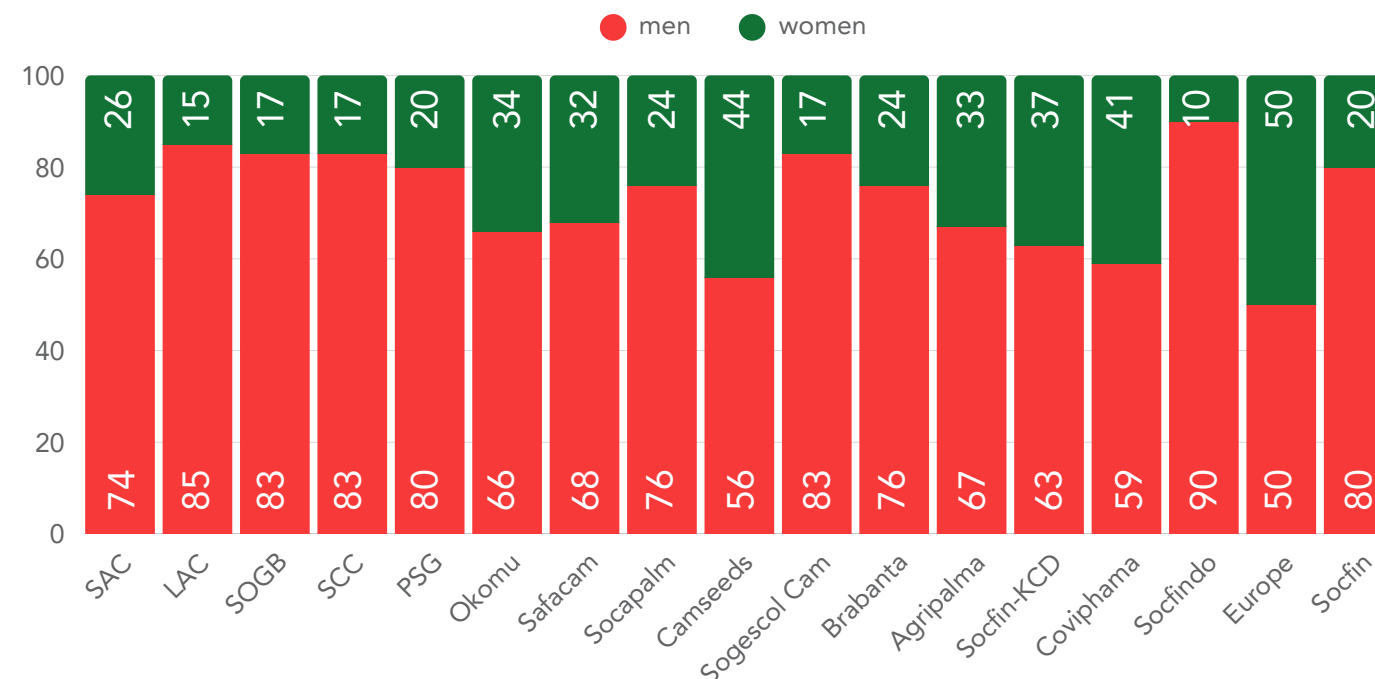
In 2024, our direct employees consisted of 6 184 women and 24 785 men. In 2024, women thus represented 20%, increasing every year. On the total number of direct and indirect employees, they represent 25% of the workforce.

Each subsidiary makes efforts to further integrate women in the workforce in the best possible way, except Europe with a 50/50 ratio, Camseeds (specialized in seed research and production) in Cameroon has the best gender distribution with 44% female employees, followed by our companies in Cambodia (41% for Coviphama and 37% for Socfin-KCD) and Nigeria with 34%.

We are committed to do our utmost to avoid discrimination against women. Our operational sites have therefore put in place internal policies and organized workshops and awareness sessions on the topic.

In 2024, we counted 235 women out of a total of 1 393 supervisors and managers, i.e., 17%.

Workforce distribution by gender and by plantation (direct employees) (2024) (%)





### 3.4.1.7 We encourage integration of young people in the working world

In 2024, youngsters – aged between 18 and 29 years – represented 26% of our workforce. Most internships and job requests come from young people living on and around the sites.

Priority is given to people from the local communities in the vicinity of the sites.

### 3.4.1.8 The Socfin Group applies a zero tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions

All employees are obliged to raise concerns and report any incidence of such behavior. When such an incident takes place, appropriate disciplinary action is taken immediately, including dismissal.

We take specific measures to reduce the potential risk of harassment:

- Raise awareness with all employees and suppliers about our violence and harassment policies;
- Organize regular awareness campaigns for workers, communities, and subcontractors (including the security teams) on the policies and grievance management systems;
- Organize specific awareness campaigns on human rights with the various groups in charge of plantation security;
- Set up discussion platforms on violence and harassment;
- Strengthen anonymous grievance procedures;
- Raise awareness with women during family planning campaigns;
- Raise awareness and offer specific support to the “women associations” within the plantations, etc.

Many harassment cases may not be recorded due to unwillingness or fear to report incidents, even though every employee has the right to report a concern or lodge a complaint in good faith, without reprisal or threat of reprisal.

These last years, particular efforts were made to create a climate of confidence amongst the potential victims through the creation of Gender

Committees, that allow for discussion of these sensitive topics and encourage statements of vulnerable people who could have been victims of harassment from employees or subcontractors, whatever the nature, and this at the level of employees or people from the local communities.

**The Socfin Group applies a zero tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions.**

### 3.4.1.9 Our internal grievance management system

Currently, all sites have written procedures for communication and negotiation between the employer, employees, and legal representatives, for complaints as well as for grievances.

These procedures are described in the subsidiaries’ official documents and communicated to staff by their representatives, but also through notice boards, newsletters, and radio jingles (LAC radio, for example).

**Employees have various means to express their grievances, including anonymously.** The communication channels may differ from one country to another taking into account local reality and available means. During periodic meetings between management and staff representatives, these complaints are discussed, and a formal reply or solution is prepared. Employees are represented by their union delegates and covered by a CBA.

### 3.4.1.10 We support our employees by meeting some of their financial needs

Because of the absence of a banking system in most of the isolated regions where our companies operate, we grant interest-free loans to our employees enabling them to:

- Acquire means of transportation: bicycles, motorbikes, etc.
- Organize personal events: death, marriage, etc.
- Pay school fees and university studies
- Construct private houses, etc.

**In 2024, more than € 5.5 million was lent to the Group’s site employees.**

Based on a long-term vision on regional development, we encourage major banks to set up branches in the vicinity of the sites, facilitating our employees’ access to the banking system. In the long run, this accessibility allows for bank transfers of remunerations and consequently safeguards the employees’ personal savings.





### 3.3.6 Our specific commitment to the communities' long-term development

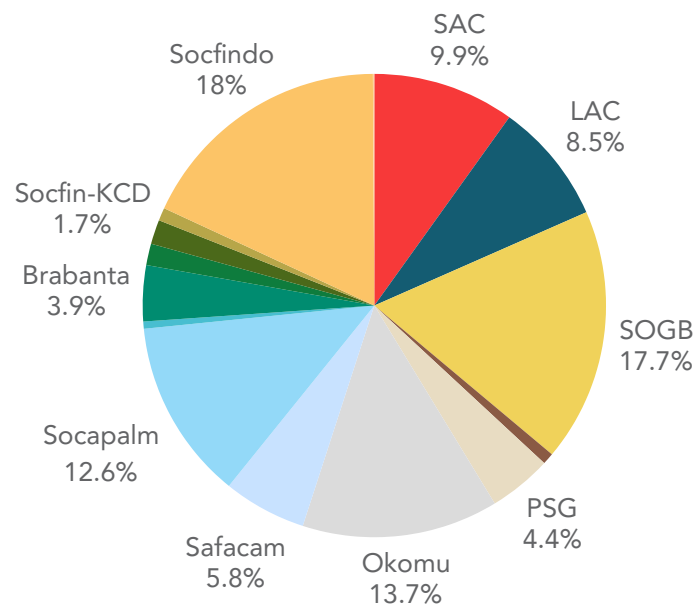
On 31 December 2024, we had 54 495 direct and indirect employees (compared to 57 650 in 2023).

On certain sites, we rely on contractual labor to meet seasonal labor needs<sup>16</sup>. These workers are made available for the sites through specialized companies. When these workers occupy permanent positions within the company, they are progressively integrated in the company permanent workforce.

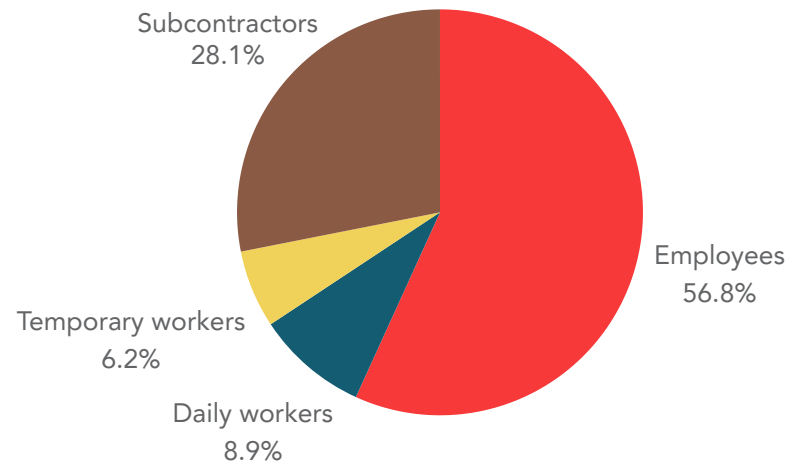
It is important to clarify that, because of the activity's seasonal nature, certain contract workers (mostly harvesters) follow the production peak and subsequently move towards other seasonal crops. Consequently, this labor is generally not settled.

Even though these job opportunities are received very positively, certain sites are confronted with an extremely high turnover. This can be explained by the lack of working experience of certain indigenous employees.

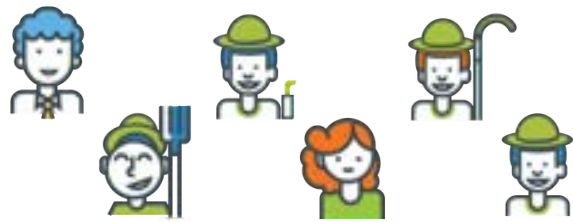
#### Workforce distribution (direct and indirect) by site (2024)



#### Direct and indirect jobs distribution by status (2024)



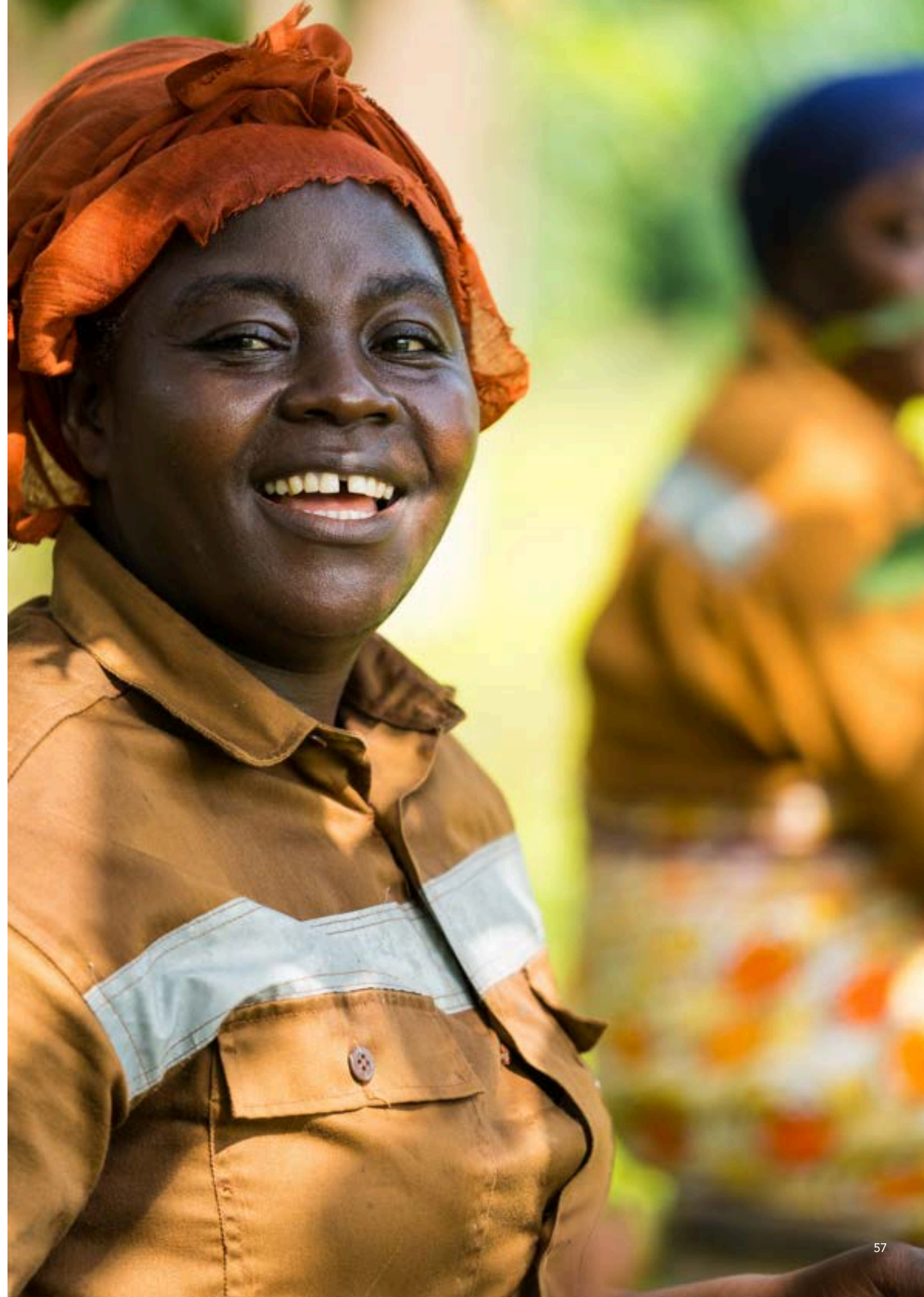
54 495 jobs



A short-term vision results in many of them leaving the company as soon as they have received a few months' salary. A challenge we try to resolve by considering and accepting cultural differences.

The Group's overall turnover rate in 2024 is 15.42% compared to 14.32% in 2023.

<sup>16</sup> Please see the table with key figures attached to this report for more information.





### 3.4.3 Our specific commitment to the communities' long-term development

#### 3.4.3.1 Our occupational health and safety policy

The Group's occupational safety management system is based on the ISO 45001 standard. The main goal of this standard is to support and promote best practices related to occupational health and safety, consistent with socioeconomic needs.

For our "palm operations" that are not yet ISO 45001 certified, RSPO certification will guarantee the necessary verification for Occupational Health and Safety (OHS) compliance of operations through the relevant RSPO criteria (criterion 6.7).

All sites have formalized these commitments in policies (updated continuously). Their commitments comprise: prevent accidents and health damage, continuous improvement of OHS management and OHS performance.

#### Occupational health and safety committees for risk prevention

We strive towards preventive risk management. In this regard, the OHS committees play a crucial role and work closely together with local management. It is their mission to:

- Advise and propose rules to management on occupational accident prevention and occupational illnesses;
- Stimulate and verify the proper functioning of the occupational health and safety system;
- Organize regular training sessions on OHS.

#### Risk analysis for better prevention

On all sites, and in compliance with local laws, and RSPO, ISO 45001 and other standards' requirements, we have called upon specialized offices to perform a risk analysis of our operations: agricultural, industrial, medical, and even administrative. The risk analysis defines the organizational measures and required resources to prevent all accidents and protect the employees.

Following these analyses, we develop action plans to be implemented to protect staff, equipment, populations, and the environment.

While most working accidents on the sites are minor, work-related fatalities can unfortunately occur. Every incident is treated with the utmost care and is followed by a thorough review of the cause and actions needed to avoid recurrence.

The safety regulations are also mentioned in the "Oil Palm Manual" and the "Rubber Field Handbook", internal manuals that we developed for both sectors of activity.



**As the health and safety of our employees is one of our key priorities, more than € 2.1 million was spent in 2024.**

#### 3.4.3.2 A policy supported by adequate certifications

##### RSPO certification of our palm oil producing sites

We wish to confirm and regulate our commitments and policy regarding occupational health and safety for our employees. Our process of obtaining RSPO certification for all our sites has been finalized in April 2024. (Cfr section 1.8 above).

#### 3.4.3.3 Training and sensitization

We are committed to offering a stimulating working environment full of opportunities. Therefore, each subsidiary has put in place a training program to encourage the professional development of staff. Most of our employees attend a professional training course each year.

In 2024, the number of trainings organized in sites was 16 679.

We are talking about professional training, induction programs and toolbox meetings for a **total budget of € 534 600.**



This comprehensive certification integrates a set of Principles and Criteria<sup>17</sup> linked to social, environmental and sustainability aspects, the "people" Principles and Criteria, 4, 5, 6, concern both our employees and the local communities.

<sup>17</sup> [rspo.org/principles-and-criteria-review](https://rspo.org/principles-and-criteria-review)  
\* Including for SPFS and SRC trainings.

#### Training and sensitization

Estates	2022	2023	2024	Δ 24/23	Hours 2024
SAC	3 188	1 375	1 612	17%	567 062
LAC	296	178	227	28%	43 359
SOGB	1 858	1 748	1 858	6%	33 597
SCC	339	267	202	-24%	4 354
PSG	1 095	1 751	1 585	-9%	51 862
Okomu	5 736	4 425	4 375	-1%	1 737 726
Safacam	661	611	684	12%	4 113
Socapalm	4 771	3 592	3 315	-8%	41 723
Camseeds	198	280	148	-47%	6 788
Brabanta	332	615	1 271	107%	172 277
Agripalma	510	363	137	-62%	9 795
Socfin-KCD	56	78	78	0%	27 707
Coviphama	27	61	61	0%	42 244
Socfindo	852	213	1 126	429%	93 444
Socfin	19 923*	15 725*	16 679	6%	2 836 049



### Upon employment

At Group level, we have developed a procedure called "Health-Safety-Environment Induction" describing the welcoming process and employee training (newly hired employees or subcontractors). This procedure provides the minimum information that needs to be contained in the induction booklet for employees before they have access to their workplace or job. The procedure is implemented after adaptation to the local context of each site.

### Continuous training

We have adapted our training programs to the various departments' needs and to the identified risks.

Each local QHSE (Quality, Health, Safety and Environment) officer is charged with the implementation of training and sensitization programs, in close collaboration with the local OHS committee, of which this is a key task.

Certain training sessions are long (several days) whereas others, called "toolbox meetings", are shorter and more repetitive. These last ensure that employees stay focused and prevent that routine makes them forget about basic protection measures.

### Responsive training

In case of an accident, the causes are identified, and the results of the analysis are transmitted to the OHS committee. A staff sensitization will then take place to reduce the occurrence of similar accidents in future.

A first aid training program was launched, prompting the sites to create "first aid" posts where deemed necessary.

### 3.4.3.4 We ensure each employee's medical fitness for the job

Employee protection is paramount, and a medical check-up is a tool to guarantee each employee's fitness for the job, not only upon employment but also periodically (while they are employed). This also offers the opportunity to inform the employee about medical-job related risks.

In certain cases, additional medical check-ups are necessary, for employees exposed to specific risks (physical or chemical for example) or for handicapped employees, and pregnant or breastfeeding women.

### 3.4.3.5 Accident rate

Within the Socfin Group, we have harmonized the definition "accident" on all sites and use from now on the most stringent international standards (OHSA of the USA). An accident is defined as an injury or bodily harm resulting from an incident at the workplace. The sites record all injuries that need treatment beyond first aid.

Consequently, a minor accident such as an insect bite, sprain, heat stroke or a major accident, such as a fatality or snakebite, is recorded in the same way. Also included are accidents on the way to and from work.

**We have achieved an average bodily accident rate of 5.44 injuries/200 000 working hours (or 100 employees) in 2024 for our permanent and temporary employees, compared to 7.54 in 2022, or a decrease of 28%, that reflects the positive impact of the trainings and awareness sessions organized on a daily basis by and for our teams.**

The DART (Days Away from work, days of Restricted work activity or job Transfer) are recorded since 2018. The DART are accidents that result in absence, or that prevent a worker to do his/her job or oblige a worker to mutate to another function for one or more days. **For 2024, the DART is 3.48/200 000 working hours, compared to 4.15 in 2023. The difference between the accident rate and the DART represents 36% of recorded accidents and are minor accidents (45% in 2023 and 30% in 2022).**

Rates need to be compared by site in order to identify the progress made over time and in a comparable socio-economic environment. Accident rates are generally higher on most recent projects, where the lack of employee experience has an impact.





### 3.4.4 Our employee health policy

We organize and provide quality medical care, both preventive and curative, to site employees and their direct dependents (spouses, children), in the most efficient way for both patient and company, and at our cost.

**Free medical consultations for employees are available at all site health centers.** When patients are referred to external specialized health centers, part of the costs may be borne by the employee.

Special attention is paid to occupational health issues both in terms of prevention and treatment, in line with local, national, and international laws and standards.

#### 3.4.4.1 Our health staff and infrastructure

We run, among others, 3 fully equipped hospitals. Our health centers are accessible 24/24 and 7/7 and have an ambulance.

All hospitals are managed by doctors, whereas the health centers are managed by a doctor or a chief nurse.

The outposts are generally located in the site villages. They address the basic health needs of the village population.

Our medical laboratories and pharmacies are run by laboratory technicians and qualified assistant pharmacists. When delivery facilities are available, midwives, who are also in charge of prenatal and postnatal consultations, provide delivery assistance.

**In 2024, a budget of € 7.4 million was allocated to the Group's health services.**

Health infrastructure (2024)	
Hospitals	3
Dispensaries and health centers	31
Health outposts	53
Ambulances	34

Evolution of health staff in the estates' health services			
	2022	2023	2024
Doctors	41	41	38
Nurses	177	188	187
Midwives	33	33	30
Other staff	228	235	222
<b>Total</b>	<b>479</b>	<b>497</b>	<b>477</b>

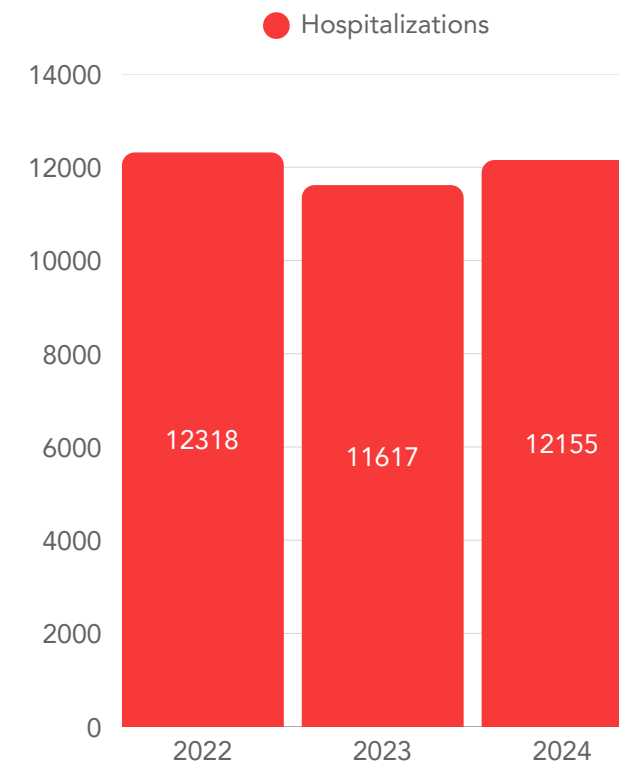
### 3.4.4.2 Our disease prevention, detection, and treatment system

Prevention is our first pillar. All departments regularly organize health talks in the site villages, and as much as possible in the surrounding communities. The objective is to raise awareness with the population on the prevention of common diseases and other medical issues.

The second pillar of prevention is family planning: 67% of our sites' health services offer family planning services which are, at certain sites, organized in collaboration with government and NGO's (ACMS, AIBEF, UNFPA).

In 2024, more than 413 300 people were treated in the Group's health centers (the graph below comprises employees, dependents, subcontractors, and local population), or a slight increase compared to 2023.

All health services work closely together with national health ministries for treatments supervised by government. This generally comprises, but is not limited to, HIV, malaria, and tuberculosis. In 2024, 67 900 patients were diagnosed with and treated for malaria, or a decrease of 5% compared to 2023.

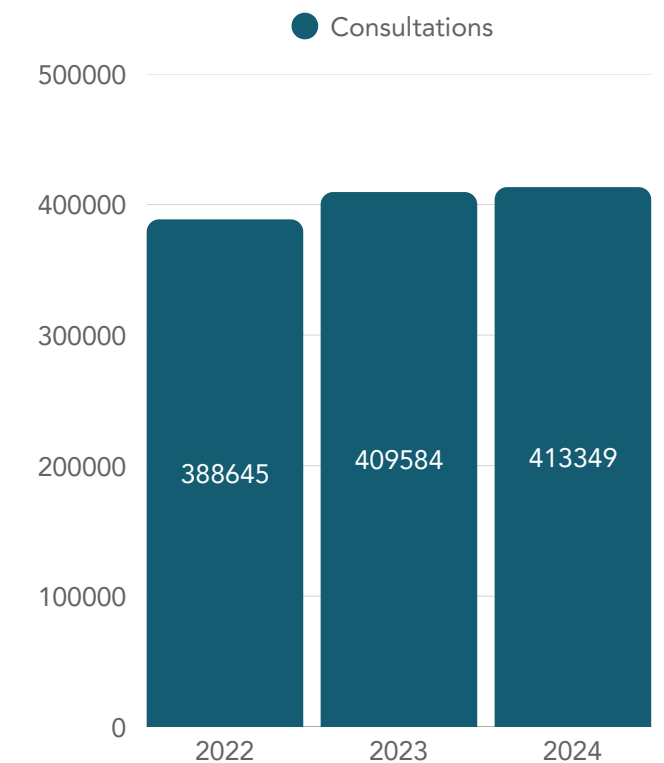


Our health services are obliged to share their medical information with government and other organizations. At Group level, an analysis of medical data is performed with dedicated software facilitating adequate decision-making.

### 3.4.4.3 We are prepared for emergency situations

Basic first aid training was organised at most plantation companies, and they are now starting to organise more practical training.

These training programs, which are a result of the collaboration between the health and HSE Departments, aim at ensuring that trained workers can handle emergency situations on site before the arrival of the emergency service unit.





### 3.4.5 Our education policy for employee children

We are dedicated to improving the availability and quality of the schools in the regions where we operate.

As explained in chapter 3.3.7.2 above, public schools are available close to and within the sites. We support these schools financially or logistically, in so far as possible, with renovations, construction of new school buildings and supply of furniture.

The teaching staff deployed in these remote areas is often too limited to guarantee good supervision of the pupils. In this context, we also support the school by deploying additional teachers and by paying them. This year, we noticed that our support slightly increased.

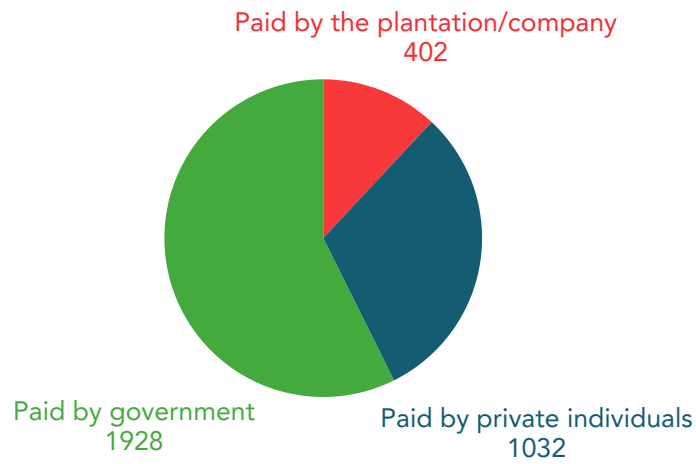
In 2024, 19% of teachers in the schools concerned were employed and paid by the sites, increasing compared to 2023. The average teacher-pupil ratio (number of pupils per teacher) was 24.62 in 2024.

In 2024, a total of 3 362 teachers were responsible for the education of the youngest children on the sites.

In 2024, a total of 65 089 pupils attended the schools, a figure that has remained stable over the past few years.

Parity among pupils has been achieved, with 50% girls and 50% boys among the children in these schools.

### Breakdown of teachers by status (2024)



Calculation based on the ratio of each school independently of one another.

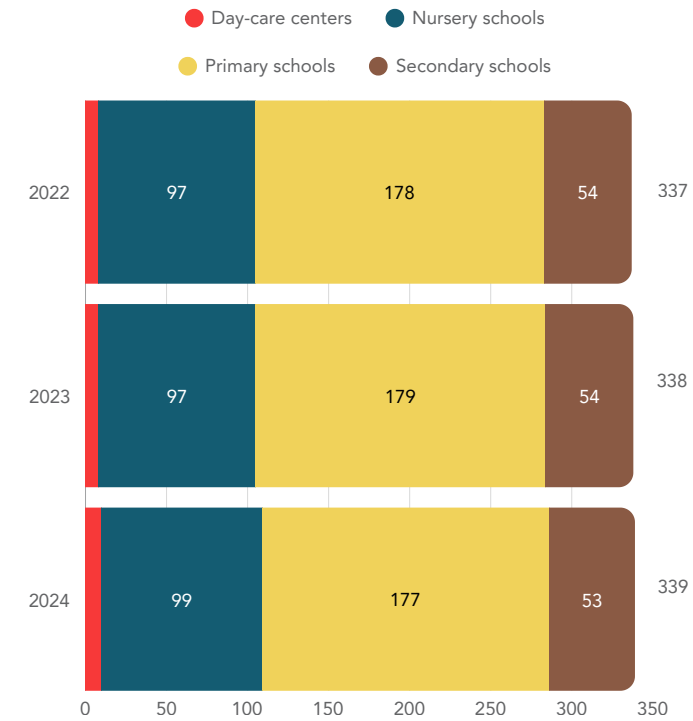
### Breakdown of pupils by origin



We are aware that in these remote areas the socio-economic situation of the families is often difficult and therefore we offer scholarships to the most meritorious pupils to guarantee the longest possible schooling.

Support to the public school system on and around the sites amounts € 2.5 million in 2024.

### Evolution of the number of schools



### 3.4.5.1 We offer financial support to our employees for their children's schooling

Our employees can take out zero interest rate loans at the start of the school year. With these loans they can buy school supplies and pay their children's school fees.

We also offer scholarships to the most meritorious pupils to encourage them to pursue their schooling.

**In 2024, € 1.2 million was donated and almost € 77 600 was spent on scholarships.**

### 3.4.5.2 Children's school transport

On certain sites (LAC, SOGB, Socapalm and Okomu), a system of school buses is available for children attending school.

**65 100 pupils  
3 400 teachers  
€ 2.5 million education budget  
Average pupil/teacher ratio 24.62**





### 3.4.6 Our employee infrastructure

Our goal within the Socfin Group is to ensure a pleasant environment adapted to our employees and their families; let them benefit from the necessary social and health infrastructure and enjoy good livelihood.

#### 3.4.6.1 Within the plantation villages

Depending on availabilities, each new employee is attributed housing within the site, adapted to family composition and job level.

We are committed to ensuring that all employees have decent quality housing. Unfortunately, certain sites are currently facing non-compliances, in terms of housing and overpopulation, inherited from the period before the Socfin Group was in charge. Certain houses are below the Group's standards on decent housing (for example, in Cameroon). To address this problem, which can in some cases date back for decennia, we try to find a solution case by case.



*Efforts have been made to rapidly renovate the dilapidated housing units at Socapalm, in Cameroon for several years now and € 2.4 million was spent in 2024.*

**At Group level, the budget dedicated to construction and renovation of housing was € 12 million in 2024.**

This investment demonstrates the Group's willingness to continually improve its housing stock. Here below, we present the details of the work done within the Socfin Group during the past 3 years.

Another objective of the current construction program is, on certain sites, to offer the employees housing closer to their workplace, hereby facilitating their daily commuting. Latrines and kitchens are also constructed so that each employee has his/her own facilities.

Each village, depending on their distance or proximity to certain livelier and more urban centers, has the infrastructure required for village life: schools, health outposts, shops, boreholes, marketplaces, sports fields, bars, etc.

One objective is that each village has, depending on its size, one or more water points in order to meet water supply needs. For the few villages where this is not the case yet, resources will be put in place to solve this without further delay.

Regular analyses are performed to guarantee consistent water quality. When necessary, a chloride treatment is done to ensure water potability.

**In 2024, a budget of € 1.1 million was allocated to this.**

All sites maintain the roads within their plantations. **In 2024, more than € 12.3 million was needed to maintain or build new roads.** Wherever possible, the sites will offer logistic and/or financial support to local authorities in order to maintain the local road network in good condition and facilitate the movement of people in these remote areas.

The electrification of remote areas is another challenge. Often, electrification is limited to capitals and major cities and does not reach rural areas. Certain sites have financed access to electricity through extension of the power lines to the employees' housing. **In 2024, the Socfin Group spent € 7.6 million.**

**Evolution of renovations and constructions in the estate villages**

	2022	2023	2024
New housing	1 067	479	1 542
Renovated housing	1 341	1 248	979
New kitchens	1 004	573	1 606
Renovated kitchens	851	492	380
New latrines	1 515	1 478	1 990
Renovated latrines	2 120	401	500
New showers	995	619	1 669
Renovated showers	1 598	394	482





### 3.4.6.2 Our leisure infrastructure

In total, 274 sports fields, 51 marketplaces and 141 gathering places are available for our employees and their families. On most sites, we organize sports competitions between the different villages or departments.

The 1 590 shops, in turn, encourage trade and exchange of products, either locally grown or imported from urban centers.

Lastly, more than 115 clubs/bars, generally managed by an external entrepreneur, offer village inhabitants the opportunity to follow their favorite soccer teams and other international sports events on television.

Evolution of leisure infrastructure			
	2022	2023	2024
Sports fields	208	281	274
Shops	865	1 537	1 590
Clubs	94	117	115
Market places	46	53	51
Gathering places	122	153	141



**In 2024, the Group budget spent on leisure infrastructure was € 1.5 million.**

### 3.4.6.3 We ensure employee transport to their workplace

Specially converted vehicles are used to transport workers to their workplace where needed.

We also provide motorbikes and bicycles to certain employees, provided they need them for work purposes.

The plantation companies also financially support their employees by offering them "purchase facilities" for their own means of transportation through zero interest loans.



### 3.4.6.4 Security of people and property

Our Group is committed to ensuring the security of its employees and their families, as well as the security of their property. Security teams are therefore put in place on each site to safeguard the employees and premises. A systematic security check is carried out at the entrance of the sites. When necessary, the security team seeks to resolve security issues.

Finally, to guarantee the security teams correctly implement the commitments made in our policies, regular awareness sessions were organized on policies and grievance management systems.

These teams also receive specific training on respect for human rights, non-discrimination and zero tolerance of harassment. Local employees and communities.





4.1	Context	p71
4.2	Our environmental commitments	p72
4.3	Our validated commitments	p74
4.4	Our natural resource management	p76
4.5	Research and development	p86



## 4.1 CONTEXT

As with all agricultural commodities, perennial crops, such as oil palm and rubber, have an environmental impact that must be managed and minimized to guarantee the right balance between environmental preservation and basic commodities' production.

Oil palm culture has various benefits, more specifically its high yield per hectare and low need for phytosanitary input, greatly reducing its environmental impact, contrary to some of its competitors such as sunflower or soy, etc.

Rubber culture also has several benefits, among others, they constitute a significant carbon sink.

(See chapter 5 for more details on these topics).



### 100%

Palm oil mills and oil palm planted area RSPO certified



### >17.9

million

liters of fuel saved thanks to our renewable energy production



### € 6.7

million

dedicated to environmental actions



4.2

## OUR ENVIRONMENTAL COMMITMENTS

Reduce and prevent our **environmental impacts**:

- Minimize our carbon emissions and mitigate climate change
- Minimize the rate of energy use
- Increase the consumption of green energy and reduce the consumption of fossil fuels
- Prevent water and air pollution
- Maintain healthy soils
- Prohibit the use of fire, except in cases that are well documented or where the specific threats for phytosanitary risks or other prevent us from doing so
- Manage and ensure the treatment of used water
- Protect water quantity by achieving the best performance in our category related to water-use intensity in our activities
- Continuously improve our agricultural practices aimed at achieving higher yields with a minimum of inputs and natural resources



Promote **biodiversity** and **forest preservation** by eliminating deforestation:

- Identify, maintain, and protect natural forests, by using the High Carbon Stock approach (HCS) where appropriate
- Identify, maintain, and protect High Conservation Values (HCV), including the protection of fauna and rare, vulnerable, threatened or critically endangered species against poaching, hunting, and habitat loss in the areas under our management
- Identify, maintain, and protect peatland areas: support the rehabilitation of these areas if they are degraded
- Support the long-term protection of ecosystems



## 4.3 OUR VALIDATED COMMITMENTS

In order to regulate our commitments towards environmental preservation, and to further develop our expertise, we have prioritized certain certifications.



### 4.3.1 To ensure continuous improvement of our environmental management system: ISO 14001

In a business that is closely linked to the natural environment, we are committed to certifying our environmental management systems according to the ISO 14001 standard, which provides a very efficient framework for environmental management, allowing for continuous improvement of operations. All our ISO 14001 certified plantations are audited by external and accredited certification bodies, according to the new ISO 14001:2015 standard.



### 4.3.2 For sustainable palm oil production: RSPO

RSPO certification includes, for example, zero deforestation, resource preservation, ecosystem improvement, etc.

**We are committed to obtaining RSPO certification for all our oil palm sites.**

All our Indonesian oil palm sites have been certified between 2011 and 2015.

Our African plantations began their certification process in 2019 and since the end of 2023, all palm oil mills have been certified, and since April 2024 all oil palm planted area have been certified.

This shows the strong commitment of the Socfin Group and the drive and enthusiasm of all our local teams to achieve the validation of all efforts made these last years to ensure compliance with the stringent RSPO Principles and Criteria.



### 4.3.3 For organic palm oil production

We had our first successful experience with bio palm oil on our site in Sao Tomé-and-Principe.

“Organic agriculture” certification was obtained in 2017 and thereafter renewed yearly.



### 4.3.4 For sustainable rubber production

The TIP initiative (Tire Industry Project) of the World Business Council for Sustainable Development (WBCSD) gave rise to the Global Platform for Sustainable Natural Rubber (GPSNR); this platform, of which Socfin is a founding member, was launched in October 2018.

GPSNR has the advantage that it can count all natural rubber supply chain players among its members, as well as representatives from civil society (NGOs).

Members are committed to respecting the 12 sustainability principles as defined by the platform and to setting the standards corresponding to these principles.





## 4.4 OUR NATURAL RESOURCE MANAGEMENT SYSTEM

The management systems for the environment, biodiversity, energy, water, emissions, effluents, and waste have been standardized on all our sites. Our natural resource management system ensures compliance with all relevant environmental regulations and commitments made on the one hand, and continuous performance improvement on the other hand.

### 4.4.1 Our water and soil management

#### 4.4.1.1 We strive to protect underground and surface water

Water is a valuable asset, and we see to minimizing water consumption, maintaining water purity, and safeguarding water sources.

The plantation companies use groundwater that reaches the surface by means of electric or manual pumps.

These boreholes or wells supply water to the plantation villages, factories, and nurseries.

Specific measures are implemented to prevent groundwater pollution:

- Prevention of accidental chemical spills (fuel, fertilisers, agrochemicals) through adapted training on product handling and use of equipment against accidental spills;
- Construction of storage facilities in compliance with international standards, using impervious slabs and adapted containment, and more than 15 m from a water point;
- Construction of latrines more than 15 m from a water point.

Water quality is regularly tested following WHO parameters (World Health Organization) and local regulations. Samples are analyzed in registered laboratories.

**Almost € 6.7 million was allocated to our environmental management system in 2024.**

We have developed a strategy for riparian buffer zone management, or surface water protection, in line with RSPO criteria, which is gradually implemented on all plantations. Surface water will be periodically analyzed in order to assess the impact of riparian zone management.

Moreover, cover crops are systematically sown to prevent every risk of surface water pollution through reduction of:

- Nitrogenous fertilizer use, possibly resulting in eutrophication;
- Soil erosion;
- Agrochemical leakage.

Furthermore, all palm oil mills, and rubber factories have water treatment facilities (anaerobic and aerobic effluent ponds).

Thanks to these systems, no water from a palm oil mill or rubber factory can be discharged directly without treatment.

The discharge water from the ponds is regularly monitored to ensure that the BOD and COD values are within permitted levels (local regulations or IFC (International Finance Corporation) and/or RSPO standards, whichever applies).

In case the standards are exceeded, an internal audit is performed to identify the cause. Installation of a mechanical aerator in one of the anaerobic ponds is often sufficient to solve the problem.

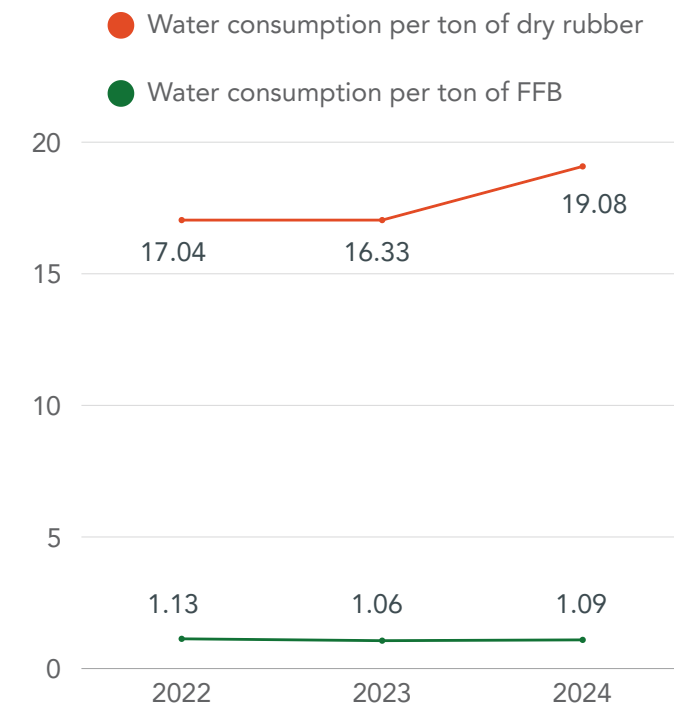
#### 4.4.1.2 We strive to keep our water consumption as low as possible

Water consumption is equally monitored at factory level, where appropriate action is taken to keep water consumption at its lowest level. Water use per ton of processed FFB or produced dry rubber is stable and in line with industry standards (Africa: 1.16 m<sup>3</sup>/T of processed FFB; Asia: 0.95 m<sup>3</sup>/T of processed FFB). The manufacturing processes (steaming) offer only limited possibilities for water consumption reduction per ton of FFB.

Water consumption per ton of dry rubber is also stable and consistent with the target set: below 20 m<sup>3</sup>/T. Water is used for cleaning the cup lumps: a step that is required to meet the clients' quality standards.

Irrigation needs in the nurseries are closely monitored and based on rainfall data; only the water millimeters needed by the plants are applied. Drip irrigation is preferred as it is more efficient and reduces erosion risks.

#### Evolution of average water consumption (m<sup>3</sup>/T)



#### 4.4.1.3 We protect the soil, a planter's main capital

For decennia, we apply techniques to systematically reduce soil erosion. An important chapter in the Group's agronomic manuals is dedicated to these techniques:

- Use of nitrogen-fixing cover crops;
- Contour planting and windrowing;
- Structure improvement through encouragement of compost use;
- Specific systems to reduce water velocity in the discharge channels, etc.

Maintenance and improvement of soil fertility are ensured by reasonable fertilization mainly applying organic fertilizers, by-products from the factory (820 162 tons and 1 133 m<sup>3</sup> applied in 2024). Block fertility is regularly monitored by the Group's soil science laboratory.



## 4.4.2 We recycle our waste

### 4.4.2.1 We sort and recycle our waste

Each site follows the Group's waste management procedure.

All waste management procedures must be developed in relation to the hierarchy below, giving priority to the higher levels.

Collection, transport, recycling, and disposal of both industrial and household waste are continuously monitored in accordance with the Environmental Management System (EMS).

For waste collection and handling, HSE guidelines are followed to ensure that PPE (Personal Protective Equipment) is used, and that waste is stored in an appropriate manner, 253 training sessions were organized on this topic in 2024.

	Prevention	8
	Reuse	7
Recovery	Material or organic recycling (composting)	6
	Energy or biomethanisation waste recovery	5
Disposal	Incineration without energy recovery (for sanitary purposes)	4
	Engineered landfill or lagoon	3
	Non-engineered landfill, discharge in aquatic environment, biodegradation in the ground	2
	Concentration (collection in a bin or on a pile)	1

### 4.4.2.2 Solid biodegradable waste is mainly reused on the plantations

- **Empty fruit bunches are used as organic fertilizer**, applied on the soil or mixed with effluents to make compost (composting center at Socfindo);
- **Fibers and shells are used as biofuel for the boilers** of the palm oil mills;
- **Rubber wood from a windfall**, or from logging operations before replanting, are used as fuel for the rubber factory dryers or left in the windrows;
- When replanting, **old oil palms (trunks) and roots are left in windrows to decompose**. In this way, nutrients enter the soil, contributing to soil fertility and limiting agrochemical use.

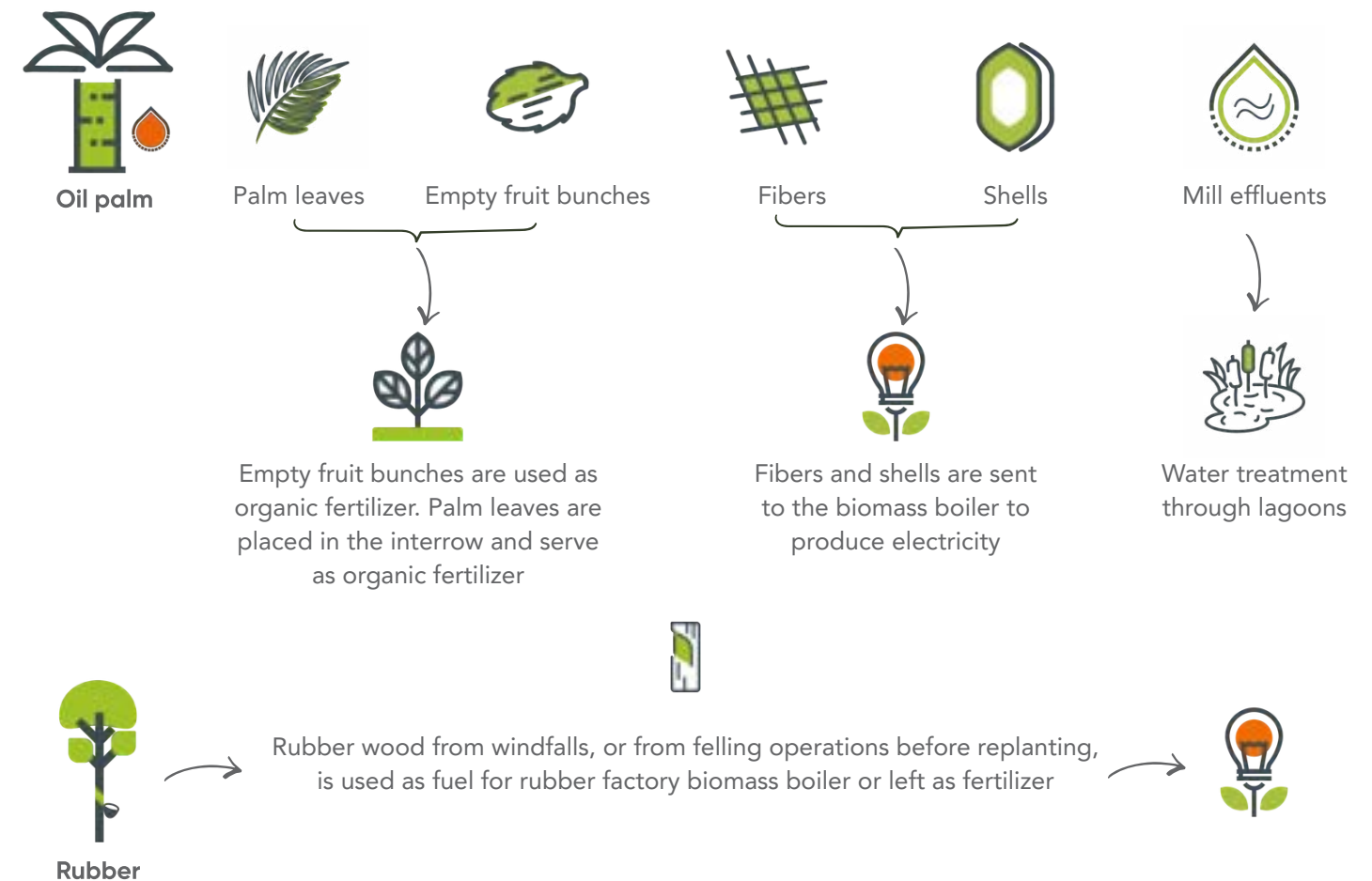
Concerning hazardous waste, the QHSE officers organize the chemical product stores following the First Expired-First Out (FEFO) principle, in order to prevent as much as possible, the accumulation of expired products. Registered companies collect hazardous waste such as used oil, oil filters or used batteries.

The sites focus on respecting waste procedures and installing waste bins, but also on raising awareness about household waste management in the communities.

These actions are also supported by some of our tire-manufacturing clients, who reduce their packing requirements (Bridgestone, Michelin) and contribute to prevention. We raise awareness with other tire manufacturers on these alternatives.



### Solid and biodegradable waste reused



### 4.4.3 We protect biodiversity and support its enhancement

#### 4.4.3.1 We apply the HCS and HCV approach

Since 2017, and our commitment to eliminate deforestation, we apply the HCS approach: a HCS study must be conducted for every new extension project to identify the HCS<sup>18</sup> areas to be conserved and action plans are implemented to efficiently protect these areas.

This approach is developed to be used together with and integrated into other land management and conservation strategies, such as Free, Prior and Informed Consent (FPIC) and identification of High Conservation Value (HCV) areas. This enables an identification of riparian areas, protected areas, or rare ecosystems, culturally or economically important areas to local communities and indigenous populations, and consequently, enables the implementation of the required protection measures.

In line with the commitments described in our responsible management policy, it goes without saying that new developments are prohibited in peatland areas.

While preparing for our RSPO certifications, we started the required HCV studies; they enabled us to identify the existing risks, the actions to be implemented to reduce their impact, as well as the development of HCV management plans.

Riparian buffer zones and wetlands are potential animal and plant biodiversity areas; they are either protected or restored if those were damaged by the local population or company.

“Integrated Pest Management” procedures also include actions related to biodiversity protection (habitats for certain insects, or bird of prey, see below).

Various endemic, rare, threatened, or endangered species (according to the list of the IUCN - International Union for Conservation of Nature) are present in and around Group concessions; this has been confirmed by specialized studies on the fauna and flora as part of the HCV studies. Therefore, we monitor and prevent all illegal hunting, fishing, logging, or cutting, in respect of local legislation.

<sup>18</sup> [highcarbonstock.org/the-hcs-approach-toolkit](http://highcarbonstock.org/the-hcs-approach-toolkit)

Concerning the areas around our concessions, we support the authorities in charge of their protection by supplying material resources. In biodiversity areas (national parks, classified forests or other) adjacent to the concessions (Sao Tomé-and-Príncipe, Nigeria, Ghana), we can only monitor passage between the concession and the biodiversity area, with the authorization of local authorities. Of course, all employees, subcontractors, suppliers, and local community members are informed and educated about these rules.

In an attempt to control fire and deforestation incidents caused by external factors in its concessions, Socfin decided to use Starling from 2023 to ensure continuous monitoring through very high-resolution satellite images. Through this tool, we receive alerts that are verified in the field by our teams. The Starling monitoring system is complemented by other satellite imagery platforms: GFW (Global Forest Watch) for all our concessions, and RSPO Firewatch System and NASA FIRMS (Fire Information for Resource Management System) respectively for the oil palm and the rubber concessions. The combined use of these different platforms allows Socfin to have an increased level of monitoring and control to reduce the frequency of such incidents affecting our HCV areas and concessions.



*To preserve the forest canopy, SOGB has identified blocks to protect: thereby, 3 512 ha are now identified and protected by 14 Ecoguards trained by the Agency of Ecology and Nature Protection (DEPN).*



### 4.4.3.2 We are committed to implementing best management practices to prevent air emissions and improve air quality

#### Carbon emissions from our products

One of our commitments is to reduce our greenhouse gas (GHG) emissions.

Net emissions in CO<sub>2</sub> equivalent (CO<sub>2</sub>e) are calculated for all agricultural and industrial operations at each site, for the production of palm oil and dry rubber.

#### Carbon emissions from palm and palm kernel oil production

We calculate the carbon footprint of our palm operations using the PalmGHG calculator, an online tool developed by the RSPO.

The PalmGHG calculator was designed using the Life Cycle Assessment (LCA) approach. This approach complies with international LCA standards: ISO 14040 and 14044.

It is used to calculate net GHG emissions from the supply chain to the production of Crude Palm Oil (CPO) or Palm Kernel Oil (PKO), depending on the oil mill.

#### Field of application

- **Product studied:** CPO or PKO
- **Reference unit/flow:** One ton of product (CPO or PKO)
- **Inventory type:** Cradle-to-Gate
- **GHG emissions in the sector:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O
- **Period:** 1 year



Each oil mill enters its primary data (plantation and mill inputs) into the online platform. Results are calculated in tons of CO<sub>2</sub> equivalent (T CO<sub>2</sub>e) per hectare or per unit of intermediate (FFB) or final product (CPO or PKO) for oil mills.

Gross emissions depend on:

- The surface area of the concession;
- The type of vegetation converted;
- Fossil fuel consumption;
- Fertilizer application;
- Effluents;
- Transport, etc.

The quantities of carbon fixed by plantations and conservation areas (carbon sinks) are then deducted from these emissions to give net emissions.

The data entered into the PalmGHG calculator are subject to annual audits (internal and external by RSPO-accredited auditors) to ensure consistency and reliability.

The results provided by the Palm GHG calculator are indicators of the global warming potential of the activities assessed and are available on the RSPO website<sup>19</sup>.

### Carbon emissions from rubber production

We calculate the carbon footprint of our rubber operations using a calculator developed in collaboration with industry partners and specialist consultants.

The tool is based on the GHG Protocol's Product Lifecycle Accounting and Reporting Standard<sup>20</sup>. The calculator considers GHG emissions from the cultivation, processing, transport and distribution of natural rubber.

#### Field of application

- **Product studied:** Natural rubber (intermediate product)
- **Reference unit/flow:** One ton of dry natural rubber
- **Inventory type:** Cradle-to-Gate
- **GHG emissions in the sector:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O
- **Period:** 1 year

<sup>19</sup> [rspo.org/certification/palmghg/palm-ghg-calculator](https://rspo.org/certification/palmghg/palm-ghg-calculator)

<sup>20</sup> Standard relating to the accounting and reporting of emissions for the life cycle of a product.

Activity data for the year under review are supplied by each subsidiary and entered into the carbon calculator to establish each site's footprint for the year in kilograms of CO<sub>2</sub> equivalent (kg CO<sub>2</sub>e) per ton of dry rubber produced.

Emissions linked to Land Use Change (LUC) on industrial and smallholders are not included in the inventory presented, and the quantities of carbon fixed by plantations and conservation areas (carbon sinks) are not deducted. The GHG Protocol standard: Land Sector and Removal Guidance, whose final version is announced for 2024, will provide the necessary guidelines for integrating some of these data.

### Air quality

Our objective is to limit direct and indirect emissions of atmospheric pollutants, in particular those linked to energy consumption (transport, generating sets, factories), by rational choice and use of fuel and technologies respecting the environment and by excluding the use of fire for land preparation in new developments.

Under supervision of the Industrial Department, all sites ensure monitoring consumption: rational energy use, technical maintenance, use of machines with low energy consumption, alternative and renewable energy sources, etc.

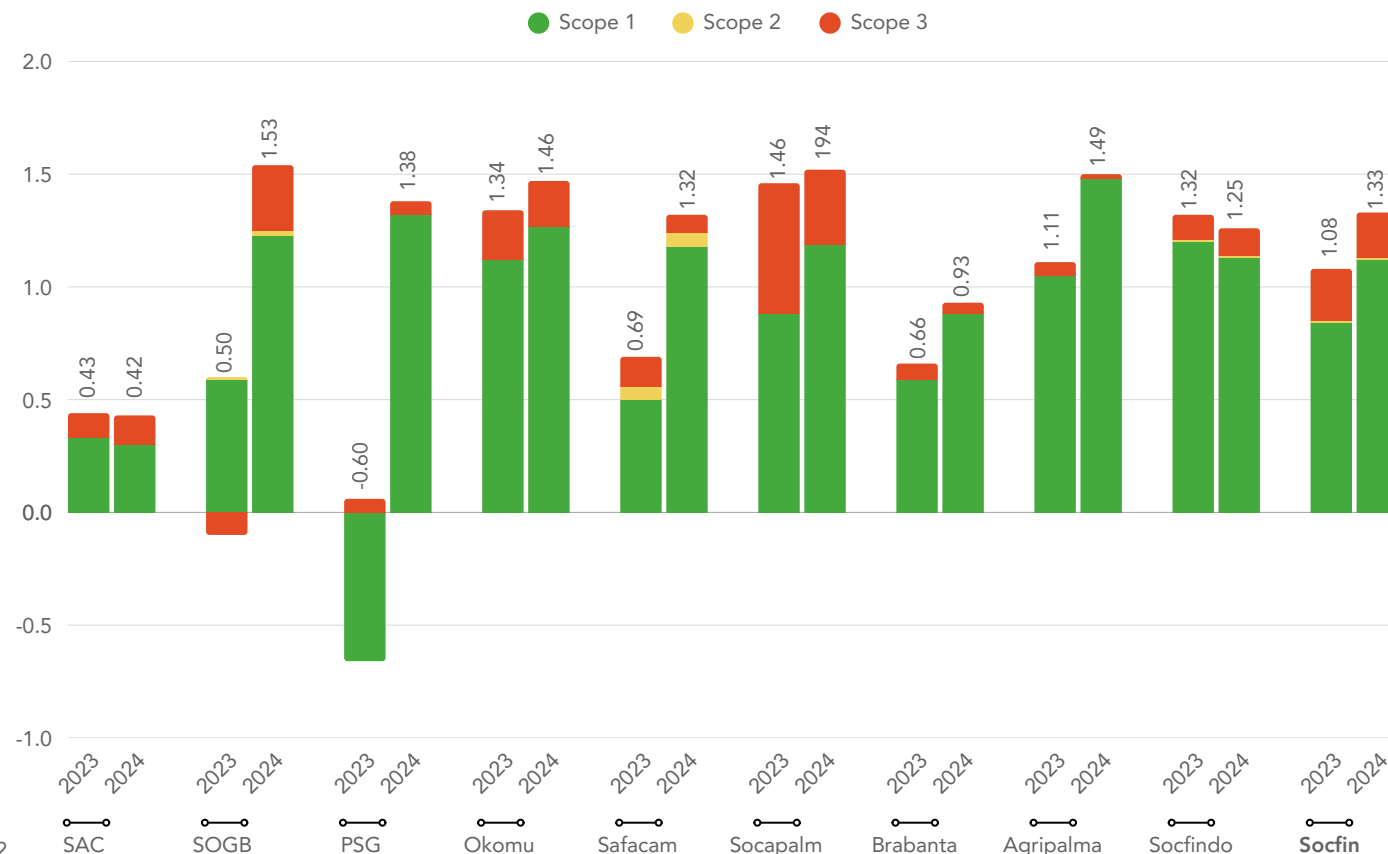
Emissions from the chimneys are regularly measured, in compliance with local laws, and in absence thereof, with IFC guidelines.

All plantations have adopted a zero burning policy for their replanting activities. The phytosanitary risks associated with this new practice seem to be under control but require ongoing meticulous monitoring to ensure that they are.

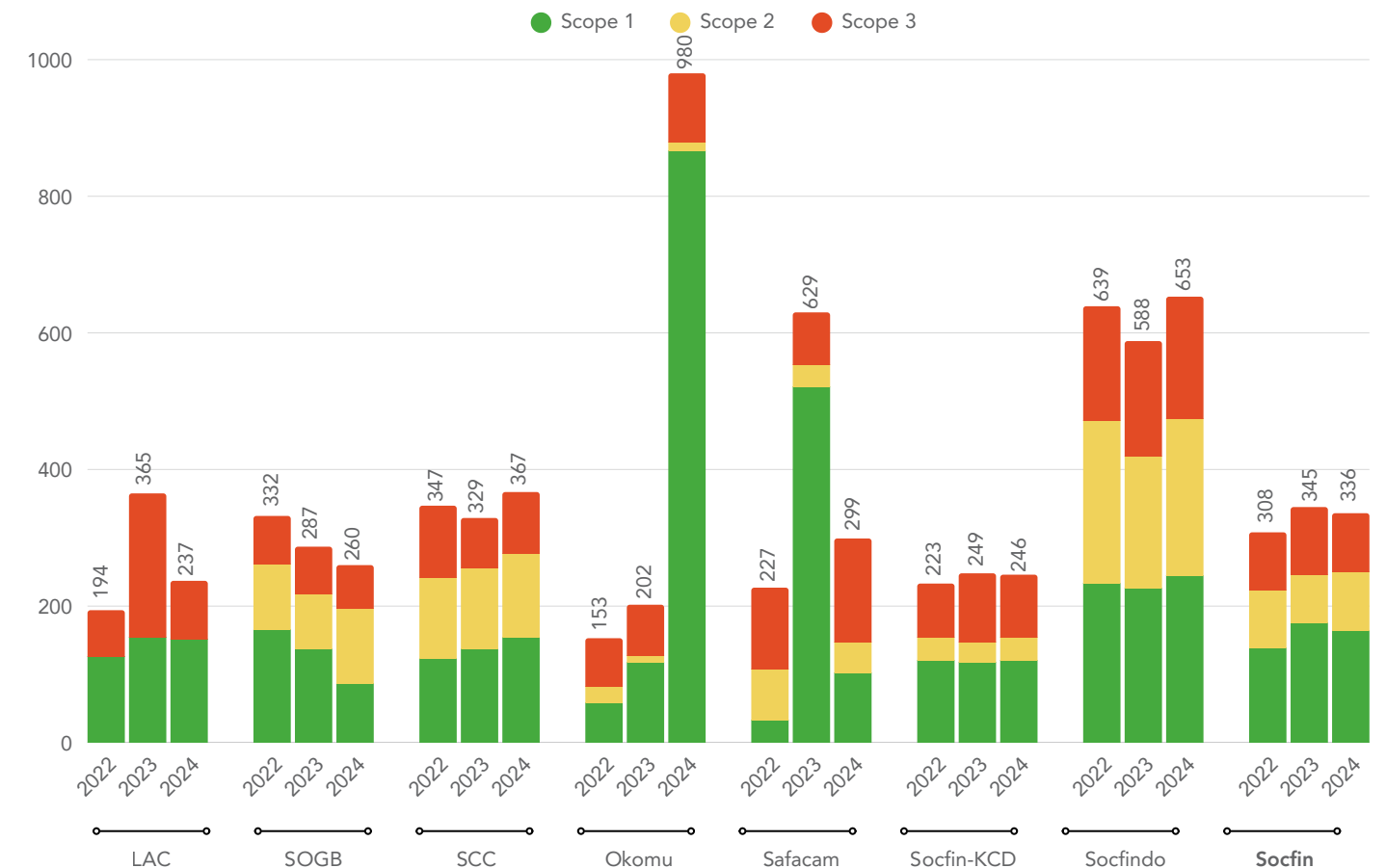
In addition, projects for wood recovery in the form of cogeneration are under study.

Besides the efforts linked to air emission reduction, measures are taken to improve the ambient air quality by minimizing dust generation or solvent fumes: limit the speed in the plantation (speed bumps), spray water on the roads during the dry season, buffer zones between the villages and the roads, hoods to suck solvent fumes, etc.

### Net emissions (T Co<sub>2</sub>e/T palm product)



### Net emissions (kg Co<sub>2</sub>e/dry rubber produced by Socfin factory)



#### 4.4.3.3 We strive to reduce our chemical and inorganic fertilizer use

Optimal use of organic fertilizers from the factory limits the need for chemicals: **820 162 tons of organic fertilizers used in 2024.**

The sites succeed in reducing the use of phytosanitary products thanks to their "Integrated Pest Management" procedures.

The objective is to keep pests below a harmful level rather than systematically eradicate pests, and to create, improve and safeguard the habitats of their natural enemies (such as birdhouses and perches for birds of prey, so they can rest and easily fly around in search of rodents).

Socfin is committed to reducing the use of chemicals, including pesticides and inorganic fertilizers, to an absolute minimum.

This minimal usage will decrease employee exposure and the risk of accidents or occupational illness.

Small quantities of chemicals classified 1B by the WHO are still used exceptionally in the oil palm plantations.

The people in charge are actively searching for more adequate alternatives and less harmful alternatives for these products.

In 2015, the use of aldicarb (class 1A) was stopped within the Group. As per our commitments, the use of paraquat has stopped on all plantations since 2020.

In line with our commitments, the use of dangerous chemicals is reduced to a strict minimum and only when taking into account all necessary precautions.

**Optimal use of organic fertilizers from the factory limits the need for chemicals: 820 162 tons of organic fertilizers used in 2024.**

#### 4.4.3.4 We perform preventive maintenance to reduce energy consumption

In line with our commitment to protect ecosystems, we work intensively to reduce energy consumption, which goes hand in hand with a reduction in greenhouse gas emissions (GHG). Preventive maintenance of equipment and installations ensures better functionality and minimal energy consumption. All fuel, combustibles and electricity consumption are checked and monitored so as to optimize use.

(See chapter 4.5.3 on renewable energy production).

#### 4.4.3.5 Reporting on environmental non-conformities

Handling of environmental non-conformities and systematic reporting of environmental accidents, as required by the ISO 14001 standard, are available locally.

No planting in peatland areas was done since the implementation of the Group's responsible management policy in 2017.

#### 4.4.3.6 Prevention through training

All new employees receive an HSE (Health, Safety and Environment) induction and follow training adapted to their professional activities and environmental impacts.

After analysis of the site's environmental performance, specific training needs are assessed and addressed.

Simultaneously, new training initiatives were launched on certain sites to increase awareness about environmental issues but also to promote biodiversity.

**In 2024, 143 environmental awareness trainings were organized.**





## 4.5 RESEARCH AND DEVELOPMENT

### 4.5.1 Research and development projects

Our research and development activities are generally carried out by a team of experts that monitor and support our subsidiaries and collaborate with research institutes and universities in both oil palm and rubber.

**Improvement and selection of oil palm seeds is one of the major challenges of our research.**

Our goal is to achieve oil palms with higher yields and better disease resistance. This to optimise the use of the planted area, but also to reduce as much as possible the use of phytosanitary control methods. Both will have a **significant impact on environmental preservation.**

Research is performed in our two laboratories: Camseeds in Cameroon and Socfindo in Indonesia.

Our research team is also **at the forefront of biotechnology research applied in rubber culture.**

Through rubber cuttings, they try to obtain stronger trees, with higher yields and increased wind and disease resistance. Improved tree health by reducing the use of agrochemicals and inorganic fertilisers has a significant impact on the protection of local ecosystems and resource use.

### 4.5.2 We implement risk management measures linked to climate change

Preliminary studies conducted at the acquisition of an existing plantation or at the development of a new project, include an analysis of the risks related to climate change.

Yields, pest management, ecosystem services, soils, availability of water and resources for the village communities, are the areas with the highest risk of being positively or negatively affected by climate change.

Locally, after a risk is identified, the sites implement corrective measures to ensure land productivity and local communities' livelihood.

Direct employment, training on better agricultural practices (anti-erosion measures, cover crops, fertilization, herbicide and pesticide use), implementation of a zero deforestation policy in the supply chain, etc. are measures taken by the Group in order to limit climate change impact on local populations' livelihood.

### 4.5.3 We invest in renewable energy production

Management of our operations' environmental impact is a priority for us, as for more than 10 years, we have fulfilled this commitment by investing heavily in green and renewable energy sources, although our oil mills have been fueled with biomass for more than 30 years.

In fact, our agro-industrial activities allow us an enviable environmental performance. **Our palm oil mills and some of our rubber factories are almost entirely self-sufficient in energy**, as they are fueled by boilers which are in turn fueled by biomass from our agricultural operations: fibers. Empty Fruit Bunches (EFB), shells, rubber wood.

**Moreover, in order to continuously improve our operations' energy balance, we are developing new alternatives on the ground:** following the construction of a hydroelectric plant in Liberia and the installation of biomass boilers and dryers on various sites, we started the installation of a condensing turbine in Nigeria and a solar power plant in Sierra Leone.

## 29 projects in 9 countries

- Construction of a hydroelectric dam in Liberia
- Heat production using biomass
- Electricity production from solar panels

**As we are often operating in isolated regions, and often cut off from the national electricity grids, the choice for green energy allows us to have a positive impact on various levels:**

- Preserve the environment
- Improve the livelihood of the populations through the availability of utilities: water and electricity for the offices, health centers, houses, etc.
- Promote local development through the availability of the required energy for every local economic or industrial activity

**These alternatives also contribute positively to the reduction of global warming:**

- When using steam turbines, biomass boilers or generating sets, there are no net emissions of CO<sub>2</sub> as it is a closed carbon cycle
- When using the solar panels or the hydropower dam, there are no CO<sub>2</sub> or other emissions from fossil fuels

**Finally, these alternatives also have a positive effect on a logistic and financial level:**

- We have a local electricity production, available on demand
- We cut out the risks related to fuel supply logistics on the plantations
- We stabilize the energy cost: independence from imports or foreign suppliers (petrol)



### 4.5.3.1 SOLAR PANELS

**585**

solar panels with a total capacity of 170 kW/c on a surface of 1 800 m<sup>2</sup>

⋮

**400**

kWh of storage capacity on batteries

⋮

**36 785**

liters of diesel were saved in 2024, or 99 T of CO<sub>2</sub>



### 4.5.3.2 HYDROELECTRIC DAM

**1 819 196**

liters of fuel were saved in 2024, or 4 912 T of CO<sub>2</sub>

⋮

**6 064**

MWh of electricity produced



### 4.5.3.3 STEAM TURBINES AND BIOMASS BOILERS

**14 257 567**

liters of fuel were saved in 2024

⋮

**35**

MW of total production capacity

⋮

**47 525**

MWh were produced in 2024  
This corresponds to 103% of energy used in the oil mills in Africa and 95% in Asia



### 4.5.3.4 BIOMASS DRYERS

**1 850 651**

liters of fuel were saved in 2024





# FOCUS ON OUR SUSTAINABILITY PRODUCTS



## 5.1 WE PRODUCE TWO COMMODITIES THROUGH RESPONSIBLE AGRICULTURE

Our sites produce two commodities: palm oil and natural rubber. The first one is derived from the fruits of the oil palm tree cultivated in tropical regions, and the second one is derived from the bark.



### RSPO

certified palm oil, zero deforestation



### 95%

of our production is consumed in Africa and Asia and helps to feed the growing population



### 85%

of natural rubber worldwide provides a livelihood for 6 million smallholders<sup>21</sup>

5.1	Context	p91
5.2	Sustainable palm oil	p92
5.3	Natural rubber	p100

<sup>21</sup> Source: WWF



## 5.2 SUSTAINABLE PALM OIL

Palm oil is globally the most consumed oil, representing 40.20%<sup>22</sup> of consumption, although it only covers 8.60% of the area planted with oil crops.

An efficient and hardy crop to feed the populations of tropical regions.



23

### 5.2.1 Palm oil is highly appreciated in tropical regions

For centuries, palm oil – also known as red oil – has been the food base of traditional cuisine of hundreds of millions of people in tropical regions.

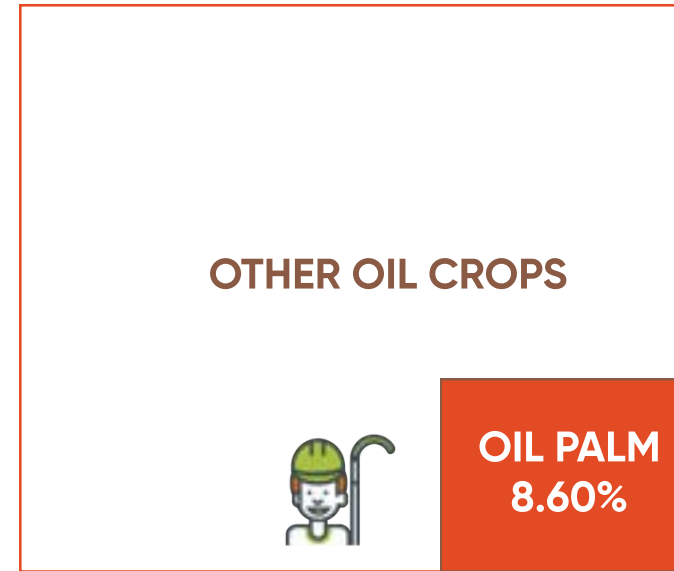
Thanks to its qualities, it is an important and stable source of vitamin A and antioxidants in the daily diet. A common saying in Cameroon is: “the red oil helped us grow”.

The oil is indeed highly appreciated for its taste and nutritional qualities as well as for its low cost.

**95%**  
of our production is  
consumed locally in the host  
countries

<sup>22</sup> Source: RSPO (“Impact update 2024” report)

<sup>23</sup> Source: FAO



40.20%<sup>24</sup>

Oil palm produces 40.20%<sup>24</sup> of all vegetable oil on 8.60% of the land allocated to oil crops.



### 5.2.2 The good productivity of oil palm improves the regions’ food security

Contrary to Europe, there is no production of butter or even milk in the tropical regions where we operate. Palm oil has thus been the main fat intake of these populations for millennia.

It is also important to point out that the demographic explosion in Africa requires an increasingly important supply of commodities. The surplus produced by local family agriculture is not sufficient to meet these countries’ national oil needs, making them dependent on imports from Southeast Asia, even though the agricultural potential to be self-sufficient is there.

In conclusion, local production from large plantations and smallholders together progressively contributes to the improvement of these regions’ and sub regions’ food security.

### 5.2.3 Palm oil contributes to job creation in the southern hemisphere, supporting millions of people and their families



**+7**

**million**

+ 7 million smallholders worldwide live from palm oil<sup>25</sup>

<sup>24</sup> <sup>25</sup> Source: RSPO (“Impact update 2024” report)



## 5.2.4 Palm oil has undeniable nutritional qualities

Palm oil contains about 50% saturated fatty acids. In comparison, coconut oil contains 85%, cacao butter contains 60%, soy or olive oil contain 15%, sunflower oil 11% and canola oil 7%.

From a nutritional perspective, nothing proves that palm oil consumption in a balanced diet is linked to any health problems. The link between nutrients and health must be considered in the nutritional context at large, and not only in connection to individual nutritional products.

In comparison to other fats and oils, palm oil shows average saturated fat levels.

Moreover, the relations between fatty acids and obesity or fatty acids and cardio-vascular diseases are complex, the published results are often contradictory and not easily transferred from one animal species to another<sup>26</sup>.

It is worth noting that palmitic acid, in palm oil, is one of the most frequent saturated fatty acids in animals or plants. It can be found in all animal or vegetal fats and oils (butter, cheese, milk, and meat). It also constitutes the fat body in breast milk.

Lastly, we would like to remind you that Crude Palm Oil (CPO) is the product richest in carotenes (vitamin A precursors) and in tocopherols, an antioxidant, hence the interest of its use in Africa as natural source of vitamin A.

## 5.2.5 The oil palm's productivity encourages environmental conservation

Palm oil is, compared to its competitors (soy, sunflower, olive, etc.), the crop with the highest oil yield per hectare.

In practice, to feed the same population, the oil palm needs 3 to 9 times less surface<sup>28</sup> than other oil crops.

Nowadays, to limit the impact of oil palm cultivation on the environment, one of the challenges is to increase the yield per hectare. This is done through better management practices and R&D, but also smallholder support, important players in the sector, who do not have access to the same means as the agroindustry to improve their yields.

- 

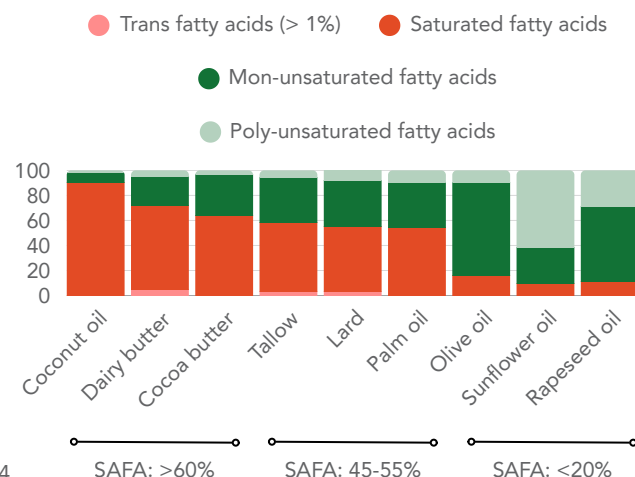
Best **MANAGEMENT PRACTICES**  
Technical assistance;  
Training and support;  
Access to selected plant material.
- 

Best **PRODUCTIVITY**  
Increased productivity;  
Market access.
- 

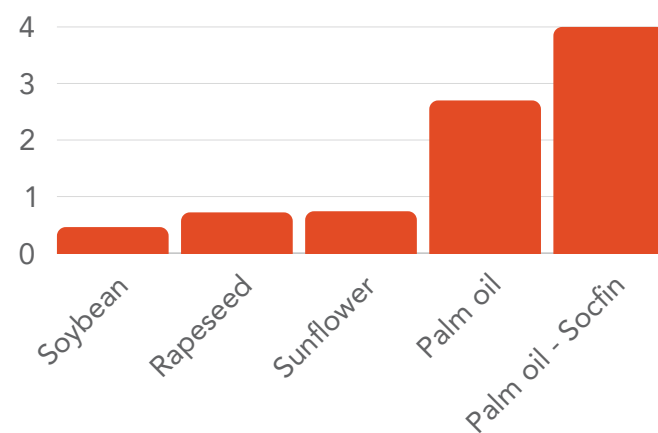
Best **PRODUCTION**  
No deforestation;  
Less land used.

 Natural source of vitamin **A**

Fatty acid content in different fats and oil<sup>27</sup>



**WORLD OIL YIELDS COMPARISON**<sup>29</sup>  
by crop (T/ha)



## 5.2.6 Palm oil is also used for other reason

Palm oil is mainly used in food consumption:

- **Refined:** table oil;
- **Processed:** margarines, spreads, biscuits, pastries, etc.

Palm oil is also used for:

- **Cosmetic production:** soap, shampoo, etc.;
- **Biodiesel production.**

Thus, palm oil is nowadays essential in many areas of daily life, whether in developed or developing countries.

## 5.2.7 Why should we not boycott palm oil?

### SHOULD PALM OIL BE REPLACED?<sup>30</sup>

Palm oil is very profitable. To replace it, other oilseeds would have to be planted on much larger areas – with negative environment impacts. The problem is not the oil itself, but the way it is produced.

### SHOULD PALM OIL BE REPLACED?<sup>31</sup>

2 main reasons not to boycott palm oil according to IUCN:



<sup>26</sup> <sup>27</sup> Source: European Palm Oil Alliance

<sup>28</sup> Source: IUCN

<sup>29</sup> Source: RSPO ("Impact update 2024" report)

<sup>30</sup> Source: [wwf.ch/fr/nos-objectifs/huile-de-palme](http://wwf.ch/fr/nos-objectifs/huile-de-palme)

<sup>31</sup> Source: IUCN

## THE ENTIRE WORLD HAS A ROLE TO PLAY<sup>32</sup>

### POLICYMAKERS

Implementing policies that stimulate environmentally sustainable palm oil demand and limit use in non-food items, such as biofuels.

### CONSUMERS AND RETAILERS

Demand more sustainable vegetable oils and hold brands accountable.

### PALM OIL COMPANIES

End deforestation and manage land more sustainable.



### IMPORTING COUNTRIES

Apply sustainable policies to all vegetable oils.

### PRODUCING COUNTRIES

Enforce biodiversity protection and prohibit deforestation for new plantations.

Sustainable palm oil is a collective action, everyone can contribute.

**And that is what is happening today!**

## 5.2.8 RSPO sustainable palm oil: a transformative approach

RSPO (the Roundtable on Sustainable Palm oil) is an initiative aimed at developing and implementing a set of global standards for sustainable palm oil through a certification process.

The platform unites stakeholders from the 7 palm oil industry sectors: producers, processors or dealers, consumer goods manufacturers, retailers, banks/investors, and social and environmental NGO's.

RSPO has developed a set of environmental and social principles and criteria, which companies need to comply with to produce Certified Sustainable Palm Oil. These criteria help to minimize the negative impact of palm oil cultivation on the environment but also on the communities in the producing regions.

**8.1%**  
of palm oil produced worldwide is certified RSPO<sup>33</sup>

Currently, RSPO has more than 5 600 members worldwide, representing all the links along the oil palm supply chain and also engages with smallholders.

Moreover, RSPO certification reduces the environmental impact of palm oil production. Based on an analysis of their lifecycle, RSPO certified sustainable palm oil emits 35% less greenhouse gases and impacts biodiversity 20% less compared to non-certified palm oil production.

<sup>32</sup> Source: IUCN

<sup>33</sup> Source: RSPO ("Impact update 2024" report)

## THE MISSION OF RSPO<sup>34</sup>

Advance the production, procurement, finance, and use of sustainable palm oil products.

Develop, implement, verify, assure, and periodically review credible global standards for the entire supply chain of sustainable palm oil.

Monitor and evaluate the economic, environmental, and social impacts of the uptake of sustainable palm oil in the market.

Engage and commit all stakeholders throughout the supply chain, including governments and consumers.

In 2018, the Principles and Criteria (P&C) RSPO were reviewed and strengthened with 7 general principles, 50 criteria and 180 indicators.

## 7 RSPO PRINCIPLES<sup>35</sup>



### Prosperity

*Competitive, resilient, and sustainable sector*

**Principle 1:** Behave ethically and transparently.

**Principle 2:** Operate legally and respect rights.

**Principle 3:** Optimize productivity, efficiency, positive impacts, and resilience.



### People

*Sustainable livelihood and poverty reduction.*

**Principle 4:** Respect community and human rights and deliver benefits.

**Principle 5:** Support smallholder inclusion.

**Principle 6:** Respect workers' rights and conditions.



### Planet

*Conserved, protected, and enhanced ecosystems that provide for the next generation.*

**Principle 7:** Protect, conserve, and enhance ecosystems and the environment.

<sup>34</sup> <sup>35</sup> Source: RSPO



## COMPLIANCE WITH THE RSPO PRINCIPLES AND CRITERIA<sup>36</sup>

Alongside compliance with RSPO principles and criteria, a palm oil producer who wishes to be certified, must start a process that includes various studies and procedures.

In the world



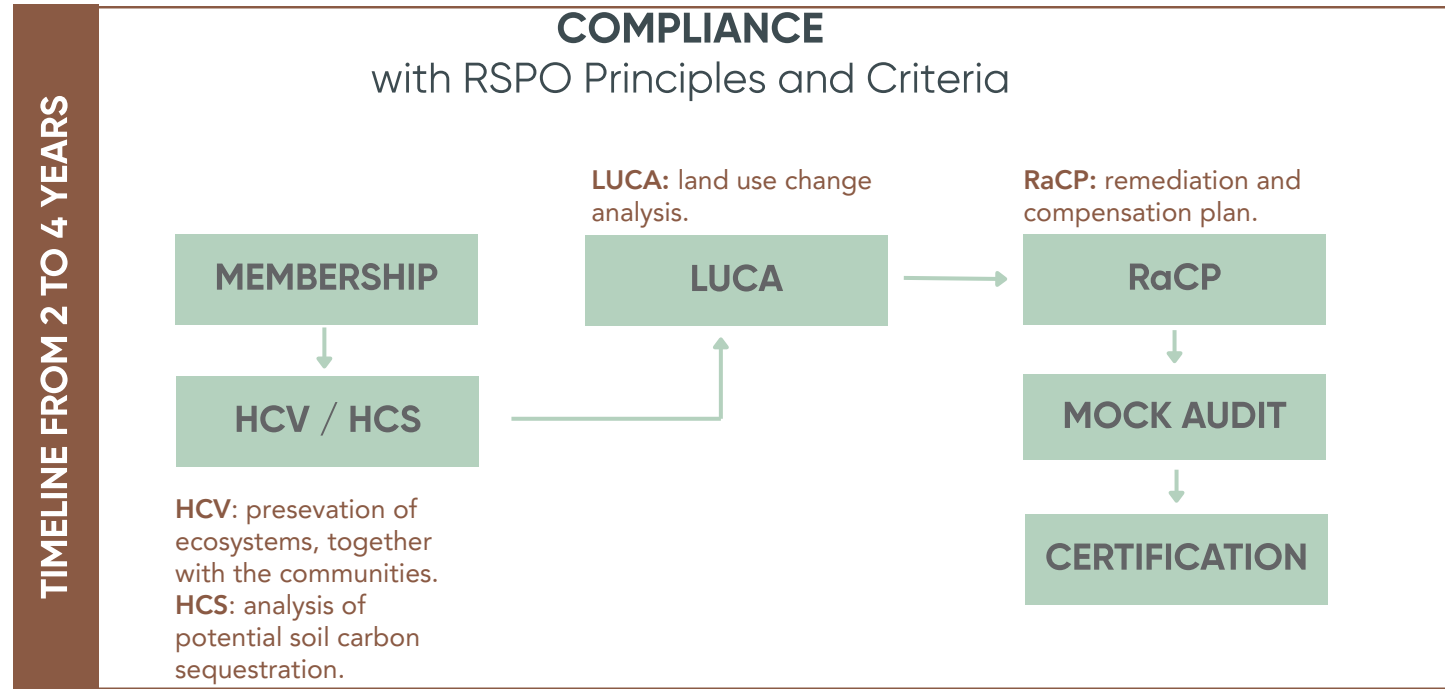
**164 488**

smallholders certified in operation in 2024

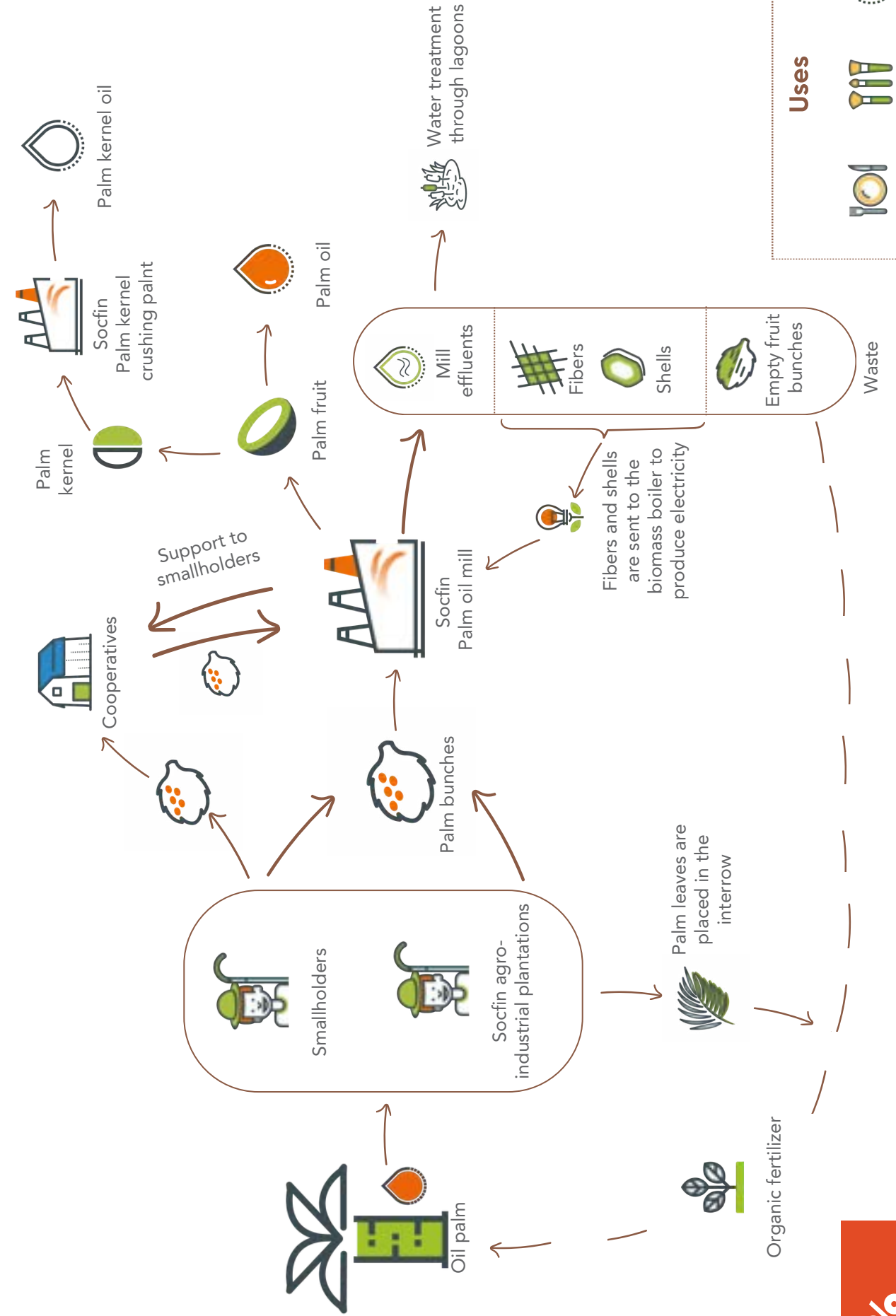


**414 508**

hectares of smallholders plantations certified RSPO in 2024



### 5.2.9 PALM OIL PRODUCTION



Uses

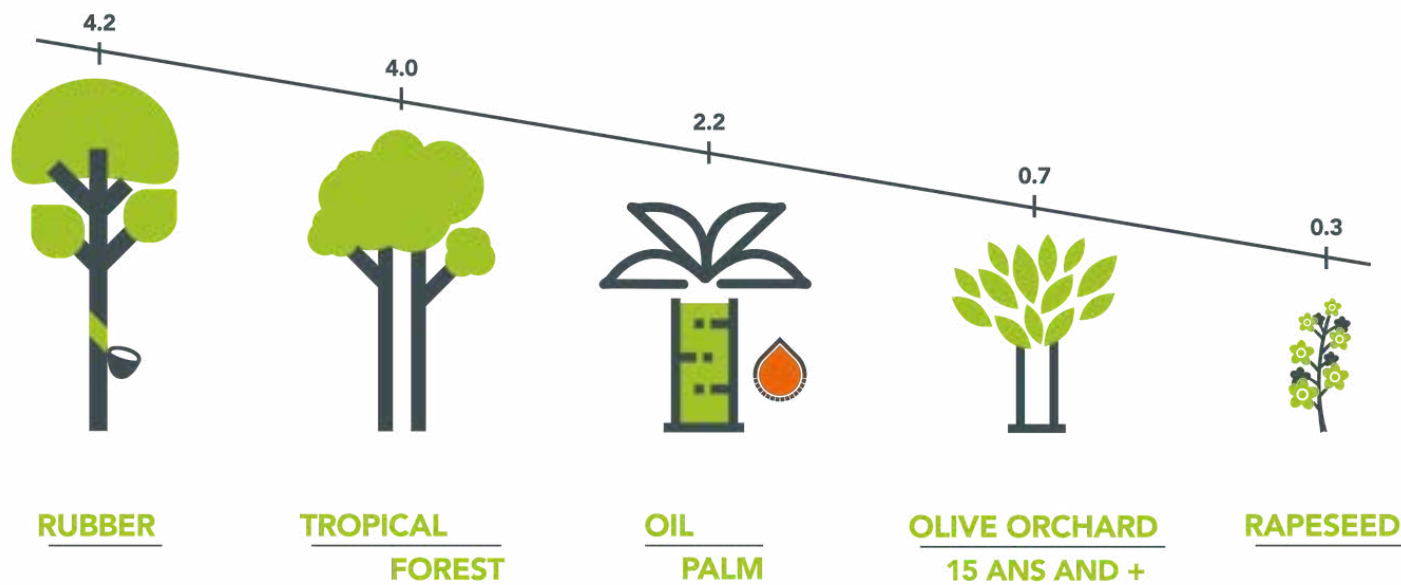


**100%**  
of palm oil is useful



## 5.3 NATURAL RUBBER

Natural rubber represents 47% of global annual rubber consumption, compared to 53% for synthetic rubber (derived from natural gas and oil by-products).



37

### 5.3.1 The rubber tree as a carbon sink

The rubber tree is a significant carbon sink, very valuable in the fight against climate change.

Natural rubber is a biopolymer. It is a renewable plant alternative to the elastomers derived from the petrol industry, namely synthetic rubber.

Rubber culture allows for efficient carbon sequestration.

<sup>37</sup> Source: "Potential carbon sequestration in rubber tree plantations in the northwestern region of the Parana Sate, Brazil" S.R Maggiotto, page 242, 2014

"Increasing carbon storage in intact African tropical forests" Simon L. Lewis, page 242, 2009

"A review of models for assessing carbon stocks and carbon sequestration in oil palm plantations", Ian E Henson, page 6, 2019

"Carbon footprint of an olive tree grove", Stefania Proietti, Page 119

"Stocker du carbone dans les sols agricoles de France" INRA, page 136

### 5.3.2 Natural rubber is a renewable material

Rubber trees are planted in the field; after 6 years, they reach physiological maturity and a vegetative stage which will allow the start of tapping.

They have a lifecycle of almost 30 years: when the trees' yield decreases, rubber wood can be used for furniture manufacturing, paper pulp or even as firewood, otherwise it is left in the field to decompose naturally and maintain a good level of organic material in the soil.

After logging, the young trees are replanted on the same area to regenerate the plantation, starting a new cycle.

### 5.3.3 Natural rubber is wanted for its qualities

Natural rubber has the advantage that it is a renewable commodity with various benefits.

Manufacturers want it for its physical properties:

- Its low heat build-up;
- Its elasticity;
- Its shock resistance;
- Its vibration and sound damping properties.

### 5.3.5 Improve naturel socioeconomic and environmental performance of the natural rubber value chain

About 85% of natural rubber is cultivated by 6 million smallholders, primarily in Asia. Global demand for this indispensable commodity does not stop rising, just like the questions related to its environmental, social, and economic sustainability.



# 51%

of the Socfin Group's rubber production comes from smallholders

2024 global demand  
**15.35**  
million tons of rubber<sup>38</sup>

### 5.3.4 Natural rubber is used in the composition of numerous objects

Worldwide, the rubber commodity is at the basis of numerous household, medical and industrial objects: cars, tractors, airplanes and bicycle tires, boots and soles, medical utensils, feeding bottles, car accessories (windshield wiper blades, seals), adhesives and many other.

Tire manufacturing represents 70% of the market<sup>39</sup>.

<sup>38</sup> Source: Whatnext (estimation)

<sup>39</sup> Source: Tire Industry Project





## GPSNR mission

To improve the social, environmental, and economic sustainability of the global natural rubber value chain.

## 12 GPSNR principles

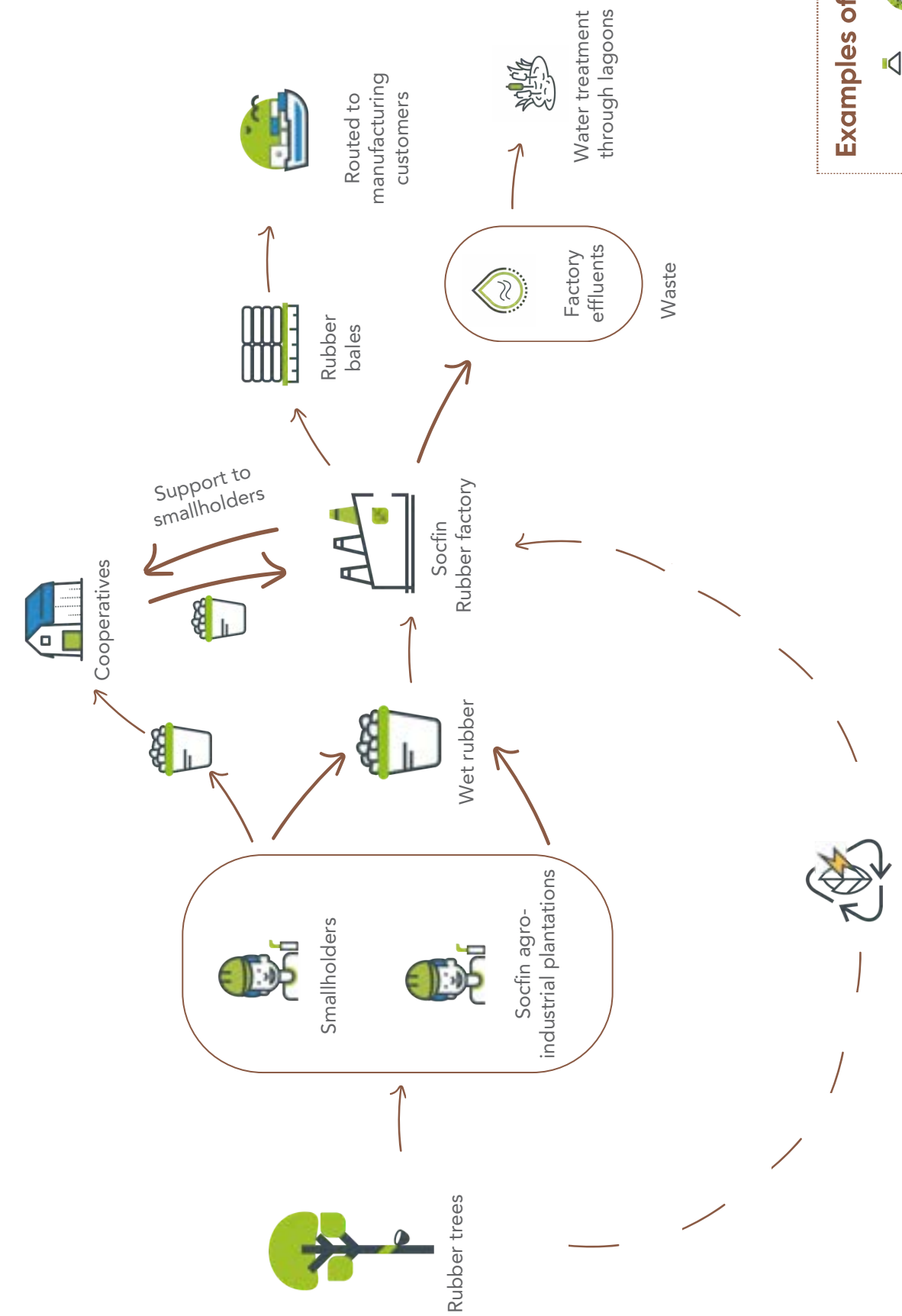
- Forest sustainability
- Water management
- Lang rights (FPIC)
- Labor rights
- Human rights
- Equity
- Traceability
- Transparency
- Anti-corruption
- Grievance mechanism
- Auditing protocols
- Training and education

### Divided into 8 policy components

- Legal Compliance
- Healthy, functioning ecosystems
- Respecting all human rights
- Community livelihoods
- Increased production efficiency
- Systems and processes to drive effective implementation of policy components
- Supply chain assessment, traceability, and management
- Monitoring and reporting on progress and compliance with policy components



## 5.3.6 RUBBER PRODUCTION



At the end of the rubber tree's life (after 30 years), the rubber wood can be used to fuel a biomass boiler

### Examples of possible uses





## 6.1 KEY DATA

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Financial data (expenditures)</b>																			
General infrastructure	EUR		2 331 338	4 160 064	4 664 279	2 705	1 113 970	10 786 641		1 522 323	6 218 577	N/A	N/A	781 758	506 710	316 038	370 138	2 735 507	<b>35 510 048</b>
Health	EUR		154 953	1 088 928	1 577 078	23 593	198 524	325 674		652 408	1 468 844	N/A	N/A	287 524	6 041	31 424	34 114	1 555 814	<b>7 404 916</b>
Education	EUR		4 801	688 499	383 810	0	5 689	91 676		150 031	907 110	N/A	N/A	14 936	10 934	28 932	12 504	205 385	<b>2 504 309</b>
Environment	EUR		321 702	143 449	430 683	143 928	439 816	416 611		1 951 839	848 271	N/A	N/A	83 546	204 582	217 995	89 291	1 403 278	<b>6 694 990</b>
Occupational health and safety	EUR		217 240	127 152	548 167	32 163	154 090	14 573		134 952	572 012	N/A	N/A	62 850	60 093	18 017	4 809	191 288	<b>2 137 405</b>
Trainings	EUR		59 246	43 986	174 995	51 503	32 441	6 872		32 022	9 873	N/A	N/A	2 614	0	0	0	121 033	<b>534 585</b>
Framework	EUR		101 619	206 108	419 648	12 304	263 301	330 604		84 125	541 859	N/A	N/A	175 130	0	65 083	61 626	52 853	<b>2 314 261</b>
Donations	EUR		158 571	293 966	290 768	104 212	134 654	20 842		0	0	N/A	N/A	2 623	32 167	43 316	0	155 743	<b>1 236 861</b>
Other specific projects	EUR		793 781	0	140 411	0	0	0		13 729	0	N/A	N/A	0	0	0	0	0	<b>947 920</b>
<b>Sustainability budget</b>	<b>EUR</b>		<b>4 143 251</b>	<b>6 752 152</b>	<b>8 629 839</b>	<b>370 408</b>	<b>2 342 485</b>	<b>11 993 492</b>		<b>4 541 428</b>	<b>10 566 545</b>	<b>N/A</b>	<b>N/A</b>	<b>1 410 981</b>	<b>820 526</b>	<b>720 806</b>	<b>572 483</b>	<b>6 420 901</b>	<b>59 285 295</b>
Loans	EUR		0	2 452 171	1 935 811	390 939	65 081	0		138 396	302 384	N/A	N/A	183 854	0	0	0	0	<b>5 468 636</b>
<b>Financial data (turnover)</b>																			
Palm	EUR		36 159	N/A	29 753	N/A	26 410	66 337		29 383	151 673	N/A	N/A	12 718	5 421	N/A	N/A	153 860	<b>511 714</b>
Rubber	EUR		N/A	41 422	103 949	55 983	1 462	13 893		15 605	2 681	N/A	N/A	N/A	N/A	16 187	17 495	5 717	<b>274 394</b>
<b>Workforce</b>																			
Permanent employees	nb		3 038	2 015	6 453	375	790	329		2 470	2 715	199	6	1 960	723	839	455	8 534	<b>30 969<sup>40</sup></b>
<i>of which are female</i>	<i>nb</i>		801	296	1 092	64	160	112		787	654	87	1	469	237	310	188	892	<b>6 184<sup>41</sup></b>
Daily workers	nb		0	44	2 982	0	1 600	0		0	0	0	0	0	0	0	0	204	<b>4 830</b>
<i>of which are female</i>	<i>nb</i>		0	7	2 198	0	598	0		0	0	0	0	0	0	0	0	1	<b>2 804</b>
Temporary employees	nb		2 160	0	0	0	0	21		403	718	82	0	0	1	0	0	0	<b>3 385</b>
<i>of which are female</i>	<i>nb</i>		886	0	0	0	0	4		188	190	39	0	0	1	0	0	0	<b>1 308</b>
Contractors	nb		211	2 538	184	50	0	7 103		263	3 446	0	1	175	102	94	53	1 090	<b>15 310</b>
<i>of which are female</i>	<i>nb</i>		84	445	18	10	0	1 899		27	560	0	0	0	38	9	2	489	<b>3 581</b>
Others	nb		0	0	0	0	0	0		0	0	0	1	0	0	0	0	0	<b>1</b>
<i>of which are female</i>	<i>nb</i>		0	0	0	0	0	0		0	0	0	1	0	0	0	0	0	<b>1</b>
<b>Total workforce</b>	<b>nb</b>		<b>5 409</b>	<b>4 597</b>	<b>9 619</b>	<b>425</b>	<b>2 390</b>	<b>7 453</b>		<b>3 136</b>	<b>6 879</b>	<b>281</b>	<b>8</b>	<b>2 135</b>	<b>826</b>	<b>933</b>	<b>508</b>	<b>9 828</b>	<b>54 495</b>
<i>of which are female</i>	<i>nb</i>		<b>1 771</b>	<b>748</b>	<b>3 308</b>	<b>74</b>	<b>758</b>	<b>2 015</b>		<b>1 002</b>	<b>1 404</b>	<b>126</b>	<b>2</b>	<b>469</b>	<b>276</b>	<b>319</b>	<b>190</b>	<b>1 382</b>	<b>13 878</b>
Staff turnover rate	%		59.78%	5.82%	13.47%	4.96%	11.98%	4.81%		18.71%	5.99%	10.29%	21.43%	16.86%	5.04%	42.62%	66.76%	5.43%	<b>15.42%</b>
Employees eligible for maternity leave	nb		17	6	58	4	7	67		60	37	4	0	48	2	20	12	21	<b>363</b>
Employees on maternity leave	nb		17	6	58	4	7	67		60	37	4	0	48	2	20	12	21	<b>363</b>
Employees supposed to return to work	nb		16	4	48	4	7	67		78	37	4	0	48	3	16	11	20	<b>363</b>
Employees who have returned to work	nb		16	4	48	4	7	67		78	37	4	0	48	3	9	10	20	<b>355</b>
Maternity leave return to work rate	%		100%	100%	100%	100%	100%	100%		100%	100%	100%	N/A	100%	100%	56%	91%	100%	<b>98%</b>
Employees eligible for paternity leave	nb		18	6	173	29	0	0		56	0	2	1	395	0	0	0	335	<b>1 015</b>
Employees on paternity leave	nb		18	0	173	29	0	0		56	0	2	1	395	0	0	0	335	<b>1 009</b>
Employees supposed to return to work	nb		18	0	173	29	0	0		55	0	2	1	566	4	0	0	335	<b>1 183</b>
Employees who have returned to work	nb		18	0	173	29	0	0		55	0	2	1	566	4	0	0	335	<b>1 183</b>
Paternity leave return to work rate	%		100%	N/A	100%	100%	N/A	N/A		100%	N/A	100%	100%	100%	100%	N/A	N/A	100%	<b>100%</b>
Male/female salary ratio	%		100%	100%	100%	100%	100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	<b>100%</b>
<b>Area</b>																			
Concession size	hectares		18 473	121 407	34 712	N/A	18 304	33 113		17 690	58 063	N/A	N/A	8 380	2 388	6 659	5 345	47 417	<b>371 951</b>
Oil palm planted area	hectares		12 349	0	7 488	N/A	6 140	19 011		5 306	32 609	N/A	N/A	6 072	1 879	0	0	39 475	<b>130 329</b>
Rubber planted area	hectares		0	12 270	15 955	N/A	942	7 334		4 420	1 762	N/A	N/A	0	0	3 692	3 228	6 325	<b>55 928</b>
<b>Total planted area</b>	<b>hectares</b>		<b>12 349</b>	<b>12 270</b>	<b>23 443</b>	<b>0</b>	<b>7 082</b>	<b>26 345</b>		<b>9 726</b>	<b>34 371</b>	<b>0</b>	<b>0</b>	<b>6 072</b>	<b>1 879</b>	<b>3 692</b>	<b>3 228</b>	<b>45 800</b>	<b>186 257</b>
<b>General infrastructure</b>																			
Palm oil mills	nb		1	0	1	0	1	2		1	6	N/A	N/A	1	1	0	0	9	<b>23</b>
Palm kernel crushing plants	nb		0	0	1	0	0	1		1	0	N/A	N/A	0	0	0	0	0	<b>3</b>
Rubber factories	nb		0	1	1	1	0	1		1	0	N/A	N/A	0	0	1	0	2	<b>8</b>

<sup>40</sup> 68 employees of the head offices in Europe. <sup>41</sup> The 34 employees of the head offices in Europe.

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Production</b>																			
Crude palm oil	T		38 750	N/A	31 966	N/A	31 130	74 370		17 912	168 452	N/A	N/A	13 652	4 742	N/A	N/A	179 593	560 567
Of which RSPO certified palm oil	T		32 938	N/A	30 053	N/A	22 303	68 676		15 611	105 145	N/A	N/A	10 969	4 186	N/A	N/A	179 593	469 474
Palm kernel oil	T		N/A	N/A	2 579	N/A	N/A	722		11 180	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	14 481
Dry rubber	T		N/A	27 452	65 805	38 358	N/A	9 097		10 126	N/A	N/A	N/A	N/A	N/A	10 283	N/A	6 170	167 291
Seeds	million		N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	3.29	N/A	N/A	N/A	N/A	N/A	8.95	12.25
<b>Traceability and transparency</b>																			
<b>Traceability</b>																			
Palm oil - Level 1	%		100%	N/A	100%	N/A	100%	100%		100%	100%	N/A	N/A	100%	0%	N/A	N/A	0%	100%
Palm oil - Level 2	%		100%	N/A	100%	N/A	100%	100%		100%	100%	N/A	N/A	100%	0%	N/A	N/A	0%	100%
Palm oil - Level 3	%		99%	N/A	100%	N/A	100%	94%		100%	65%	N/A	N/A	96%	0%	N/A	N/A	0%	88%
Palm kernel oil - Level 1	%		N/A	N/A	100%	N/A	N/A	100%		100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
Palm kernel oil - Level 2	%		N/A	N/A	100%	N/A	N/A	100%		100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100%
Palm kernel oil - Level 3	%		N/A	N/A	100%	N/A	N/A	98%		78%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	83%
Rubber - Level 1	%		N/A	100%	100%	100%	N/A	100%		100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	100%
Rubber - Level 2	%		N/A	82%	100%	100%	N/A	100%		100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	97%
Rubber - Level 3	%		N/A	82%	100%	96%	N/A	100%		100%	N/A	N/A	N/A	N/A	N/A	100%	N/A	100%	96%
<b>Transparency - Palm oil - Smallholders</b>																			
Number of smallholders	nb		N/A	N/A	68	N/A	N/A	294		15	1 111	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 488
Smallholders with a signed contract with the plantation	%		N/A	N/A	0%	N/A	N/A	100%		0%	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	94%
Smallholders with clauses on environmental and social issues in their contract	%		N/A	N/A	0%	N/A	N/A	0%		0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
Smallholders who have had a CSR risk assessment	%		N/A	N/A	100%	N/A	N/A	100%		0%	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%
Smallholders who have been audited in the field on their environmental and social practices	%		N/A	N/A	0%	N/A	N/A	100%		0%	9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	27%
Smallholders who have received training on environmental and social issues	%		N/A	N/A	100%	N/A	N/A	100%		100%	77%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	83%
<b>Transparency - Palm oil - Collectors</b>																			
Number of collectors	nb		N/A	N/A	2	N/A	N/A	N/A		N/A	57	N/A	N/A	1	N/A	N/A	N/A	N/A	60
Collectors with a signed contract with the plantation	%		N/A	N/A	100%	N/A	N/A	N/A		N/A	100%	N/A	N/A	100%	N/A	N/A	N/A	N/A	100%
Collectors with clauses on environmental and social issues in their contract	%		N/A	N/A	100%	N/A	N/A	N/A		N/A	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	3%
Collectors who have had a CSR risk assessment	%		N/A	N/A	100%	N/A	N/A	N/A		N/A	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	3%
Collectors who have been audited in the field on their environmental and social practices	%		N/A	N/A	0%	N/A	N/A	N/A		N/A	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	0%
Collectors who have received training on environmental and social issues	%		N/A	N/A	100%	N/A	N/A	N/A		N/A	79%	N/A	N/A	0%	N/A	N/A	N/A	N/A	78%
<b>Transparency - Palm oil - Third Party Plantation</b>																			
Number of third party plantations	nb		2	N/A	3	N/A	N/A	1		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
Third party plantation with a signed contract with the plantation	%		0%	N/A	33%	N/A	N/A	100%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%
Third party plantation with clauses on environmental and social issues in the contract	%		0%	N/A	33%	N/A	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	17%
Third party plantation that has had a CSR risk assessment	%		0%	N/A	67%	N/A	N/A	100%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50%
Third party plantation having been audited in the field regarding their environmental and social practices	%		0%	N/A	0%	N/A	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
Third party plantation that has received training on environmental and social issues	%		0%	N/A	67%	N/A	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33%

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Transparency - Rubber - Smallholders</b>																			
Number of smallholders	nb		N/A	1 327	4 815	5 292	N/A	N/A		25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11 459
Smallholders with a signed contract with the plantation	%		N/A	0%	0%	0%	N/A	N/A		0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
Smallholders with contract that includes clauses on environmental and social issues	%		N/A	0%	0%	0%	N/A	N/A		0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
Smallholders who have had a CSR risk assessment	%		N/A	48%	100%	100%	N/A	N/A		0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	94%
Smallholders who have been audited in the field on their environmental and social practices	%		N/A	48%	0%	0%	N/A	N/A		0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6%
Smallholders who have received training on environmental and social issues	%		N/A	0%	100%	100%	N/A	N/A		100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	88%
<b>Transparency - Rubber - Collectors</b>																			
Number of collectors	nb		N/A	N/A	4	19	N/A	10		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33
Percentage of collectors with a signed contract with the plantation	%		N/A	N/A	100%	0%	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12%
Percentage of collectors who have environmental and social clauses in their contract	%		N/A	N/A	100%	0%	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12%
Percentage of collectors who have had a CSR risk assessment	%		N/A	N/A	0%	100%	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	58%
Percentage of collectors who have been audited in the field regarding their environmental and social practices	%		N/A	N/A	0%	0%	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%
Percentage of collectors who have received training on environmental and social issues	%		N/A	N/A	100%	100%	N/A	0%		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	70%
<b>Health and Safety</b>																			
<b>Working accidents - Only for permanent and temporary workers</b>																			
Total hours worked	nb		12 299 672	4 458 424	14 171 544	728 319	1 633 984	1 090 165		5 910 117	7 913 516	616 580	N/A	4 606 712	948 588	1 860 316	1 008 804	16 662 230	73 908 971
Work-related fatalities	nb		0	0	0	0	0	0 (3)		0	0	0	N/A	0	0	0	0	0	0 (3)
Work-related injuries	nb		337	118	341	7	111	2		84	282	36	N/A	418	173	46	9	45	2 009
Injury rate per 200 000 hours	nb/200 000 h		5.48	5.29	4.81	1.92	13.59	0.37		2.84	7.13	11.68	N/A	18.15	36.48	4.95	1.78	0.54	5.44
Occupational injuries or illness resulting in DART	nb		291	118	341	7	73	2		88	38	3	N/A	198	46	29	7	45	1 286
DART incidence rate per 200 000 hours	nb/200 000 h		4.73	5.29	4.81	1.92	8.94	0.37		2.98	0.96	0.97	N/A	8.60	9.70	3.12	1.39	0.54	3.48
Lost days	nb		916	472	1 320	69	401	6		732	2 007	15	N/A	1 059	659	67	19	2 670	10 412
Lost day rate per 200 000 hours	nb/200 000 h		14.89	21.17	18.63	18.95	49.08	1.10		24.77	50.72	4.87	N/A	45.98	138.94	7.20	3.77	32.05	28.18
<b>Training</b>																			
Training and sensitization	nb		1 612	227	1 858	202	1 585	4 375		684	3 315	148	N/A	1 271	137	78	61	1 126	16 679
Training hours	h		567 062	43 359	33 597	4 354	51 862	1 737 726		4 113	41 723	6 788	N/A	172 277	9 795	27 707	42 244	93 444	2 836 049
Workers that attended training	nb		108 947	8 634	62 910	4 368	90 064	75 791		13 300	70 299	7 006	N/A	75 332	28 615	3 105	3 186	9 119	560 676
<b>Environment</b>																			
HCV areas	ha		4 771	5 355	6 735	0	10 441	2 976		3 624	18 449	N/A	N/A	431	354	2 994	1 643	787	58 560
Peatland planted areas (planted before 2017)	ha		0	0	0	0	0	0		0	0	N/A	N/A	0	0	0	0	1 905	1 905
Accidental fires due to internal causes	nb		58	9	15	0	0	9		13	69	N/A	N/A	16	0	10	5	0	204
Area burned as a result of accidental fires started by internal causes	ha		129.88	18.00	0.00	0.00	0.00	9.57		91.00	87.78	N/A	N/A	40.72	0.00	15.04	3.19	0.00	395.18
Accidental fires started by external causes	nb		0	142	2	0	0	15		0	0	N/A	N/A	0	0	0	0	0	159
Area burned as a result of accidental fires started by external causes	ha		0.00	284.00	0.00	0.00	0.00	47.45		0.00	0.00	N/A	N/A	0.00	0.00	0.00	0.00	0.00	331.45

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Consumption indicators</b>																			
<b>Factories</b>																			
Fuel use per processed ton of FFB	L/T FFB		1.49	N/A	0.18	N/A	0.02	2.28		1.66	0.74	N/A	N/A	7.89	7.00	N/A	N/A	0.09	0.96
Water use per processed ton of FFB	m³/T FFB		1.52	N/A	1.20	N/A	1.28	1.20		0.09	1.13	N/A	N/A	1.37	1.21	N/A	N/A	0.95	1.09
Electricity use per processed ton of FFB	kWh/T FFB		18.97	N/A	20.45	N/A	15.13	30.99		12.82	17.46	N/A	N/A	20.68	21.77	N/A	N/A	18.84	19.79
Fuel use per processed ton of dry rubber	L/T dry		N/A	0.56	41.76	42.91	N/A	0.00		0.00	N/A	N/A	N/A	N/A	N/A	37.74	N/A	15.44	42.29
Water consumption per processed ton of dry rubber	m³/T dry		N/A	12.98	18.80	23.68	N/A	20.16		20.68	N/A	N/A	N/A	N/A	N/A	16.84	N/A	20.04	19.08
Electricity use per processed ton of dry rubber	kWh/T dry		N/A	206.55	199.01	218.38	N/A	195.37		142.51	N/A	N/A	N/A	N/A	N/A	139.44	N/A	223.84	198.33
<b>Workshops and garage</b>																			
Average fuel consumption – light vehicles	l/100 km	< 14.5	14.36	12.18	11.79	10.30	13.46	18.96		12.15	N/A	N/A	N/A	21.54	10.46	10.45	11.25	11.23	N/A
Average fuel consumption – trucks	l/100 km	< 55	73.86	60.74	20.51	22.83	27.32	43.19		42.81	N/A	N/A	N/A	78.57	26.52	24.89	18.33	42.38	N/A
Average fuel consumption – tractors	l/h	< 4.0	3.53	4.24	4.17	N/A	5.52	3.95		3.85	N/A	N/A	N/A	3.66	4.83	4.45	3.85	2.48	N/A
Average fuel consumption – gensets	l/kWh	<1.8	0.33	0.35	0.30	0.37	0.44	0.30		0.31	N/A	N/A	N/A	0.36	0.27	0.46	0.42	0.33	N/A
<b>Renewable energy production</b>																			
Steam turbines fed by biomass	kWh		2 911 680	N/A	2 331 392	N/A	1 807 290	12 349 827		678 815	13 247 400	N/A	N/A	0	0	N/A	N/A	14 197 231	47 523 635
Turbine power produced/ton FFB processed	kWh/T FFB		17.73	N/A	15.16	N/A	15.03	38.42		8.51	17.23	N/A	N/A	0.00	0.00	N/A	N/A	17.84	19.16
Turbine use POM	%		93%	N/A	74%	N/A	99%	124%		66%	99%	N/A	N/A	0%	0%	N/A	N/A	95%	100%
Hydroelectricity production	MWh		N/R	6 064	N/R	N/R	N/R	N/R		N/R	N/R	N/R	N/A	N/R	N/R	N/R	N/R	N/R	6 064
Diesel fuel saved by hydroelectric dam	l		N/R	1 819 196	N/R	N/R	N/R	N/R		N/R	N/R	N/R	N/A	N/R	N/R	N/R	N/R	N/R	1 819 196
Diesel fuel saved by biomass plants	l		N/R	1 082 132	N/R	N/R	N/R	363 506		405 013	N/R	N/R	N/A	N/R	N/R	N/R	N/R	N/R	1 850 651
Diesel saved by the use of solar panels	l		1 850 651	N/R	N/R	N/R	N/R	N/R		N/R	N/R	N/R	N/A	N/R	N/R	N/R	N/R	N/R	1 850 651
<b>Greenhouse gas emissions</b>																			
Scope 1	T CO <sub>2</sub> e/ton palm product		0.30	N/A	1.23	N/A	1.32	1.27		1.18	1.19	N/A	N/A	0.88	1.48	N/A	N/A	1.13	1.12
Scope 2	T CO <sub>2</sub> e/ton palm product		0.00	N/A	0.02	N/A	0.00	0.00		0.06	0.00	N/A	N/A	0.00	0.00	N/A	N/A	0.01	0.01
Scope 3	T CO <sub>2</sub> e/ton palm product		0.13	N/A	0.29	N/A	0.06	0.20		0.08	0.33	N/A	N/A	0.05	0.02	N/A	N/A	0.12	0.20
Total	T CO <sub>2</sub> e/ton palm product		0.42	N/A	1.53	N/A	1.38	1.46		1.32	1.51	N/A	N/A	0.93	1.49	N/A	N/A	1.25	1.33
CO <sub>2</sub> emissions from palm oil - Scope 1	T CO <sub>2</sub> e		12 970	N/A	47 553	N/A	44 768	110 876		25 917	240 213	N/A	N/A	11 986	8 638	N/A	N/A	232 291	735 212
CO <sub>2</sub> emissions from palm oil - Scope 2	T CO <sub>2</sub> e		0	N/A	630	N/A	2	71		1 367	285	N/A	N/A	0	0	N/A	N/A	1 230	3 585
CO <sub>2</sub> emissions from palm oil - Scope 3	T CO <sub>2</sub> e		5 503	N/A	11 199	N/A	2 106	17 246		1 775	66 026	N/A	N/A	739	106	N/A	N/A	24 356	129 056
Total CO <sub>2</sub> emissions from palm oil	T CO <sub>2</sub> e		18 473	N/A	59 382	N/A	46 876	128 193		29 059	306 524	N/A	N/A	12 725	8 744	N/A	N/A	257 877	867 853
Scope 1/factory	kg CO <sub>2</sub> e/ton of dry rubber		N/A	151	86	155	N/A	867		102	N/A	N/A	N/A	N/A	N/A	121	N/A	244	164
Scope 2/factory	kg CO <sub>2</sub> e/ton of dry rubber		N/A	0	111	122	N/A	12		46	N/A	N/A	N/A	N/A	N/A	33	N/A	231	86
Scope 3/factory	kg CO <sub>2</sub> e/ton of dry rubber		N/A	86	63	90	N/A	101		151	N/A	N/A	N/A	N/A	N/A	92	N/A	178	86
Total	kg CO <sub>2</sub> e/ton of dry rubber		N/A	237	260	367	N/A	980		299	N/A	N/A	N/A	N/A	N/A	246	N/A	653	336
CO <sub>2</sub> emissions from natural rubber/factory - Scope 1	kg CO <sub>2</sub> e		N/A	4 139 830	5 656 977	5 956 036	N/A	7 886 345		1 035 308	N/A	N/A	N/A	N/A	N/A	1 246 241	N/A	1 508 373	27 429 110
CO <sub>2</sub> emissions from natural rubber/factory - Scope 2	kg CO <sub>2</sub> e		N/A	0	7 320 780	4 682 522	N/A	111 440		462 623	N/A	N/A	N/A	N/A	N/A	334 608	N/A	1 425 570	14 337 543
CO <sub>2</sub> emissions from natural rubber/factory - Scope 3	kg CO <sub>2</sub> e		N/A	2 354 167	4 141 295	3 465 550	N/A	922 440		1 527 618	N/A	N/A	N/A	N/A	N/A	945 224	N/A	1 099 294	14 455 588
Total CO <sub>2</sub> emissions from natural rubber/factory	kg CO <sub>2</sub> e		N/A	6 493 997	17 119 052	14 104 108	N/A	8 920 225		3 025 549	N/A	N/A	N/A	N/A	N/A	2 526 073	N/A	4 033 237	56 222 241

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Quality indicators</b>																			
<b>Air emissions</b>																			
SO <sub>2</sub>	mg/m <sup>3</sup>	<500	0.00	N/A	10.98	0.00	34.97	10.00		N/A	N/A	N/A	N/A	N/A	52.50	0.01	N/A	33.07	N/R
NO <sub>x</sub>	mg/m <sup>3</sup>	<200	0.00	N/A	3.89	64.83	29.42	10.00		N/A	N/A	N/A	N/A	N/A	17.31	0.01	N/A	158.35	N/R
Dust PM10	mg/m <sup>3</sup>	<100	0.59	N/A	0.16	21.00	N/A	N/A		N/A	N/A	N/A	N/A	N/A	441.00	3.70	N/A	N/A	N/R
Dust PM2.5	mg/m <sup>3</sup>	<50	0.21	N/A	0.02	19.50	N/A	N/A		N/A	N/A	N/A	N/A	N/A	402.00	N/A	N/A	N/A	N/R
CO <sub>2</sub>	mg/m <sup>3</sup>	<9	0.00	N/A	937.50	0.37	N/A	891.00		N/A	N/A	N/A	N/A	N/A	146.60	N/A	N/A	5.04	N/R
<b>Ambient air</b>																			
Dust PM10	mg/m <sup>3</sup>	<100	N/A	N/A	0.23	N/A	33.34	N/A		N/A	N/A	N/A	N/A	N/A	0.32	N/A	N/A	39.37	N/R
Dust PM2.5	mg/m <sup>3</sup>	<50	N/A	N/A	0.01	N/A	20.39	N/A		N/A	N/A	N/A	N/A	N/A	0.13	N/A	N/A	22.62	N/R
<b>Management of non-hazardous industrial waste - Internal management</b>																			
Waste disposed of in a company landfill	kg		12 501	0	3 338 960	25 900	0	437 873		74 220	203 291	3 860	N/A	2 804	0	166 080	154 160	329 179	4 748 827
	P/c		0	0	0	0	0	0		0	0	0	N/A	98	0	0	0	0	98
Waste incinerated (without energy recovery)	kg		0	0	4 067	25 900	0	890		1 878	3 439	0	N/A	2 574	0	0	0	0	38 748
	m <sup>3</sup>		0	0	0	0	0	0		0	273	0	N/A	0	0	0	0	0	273
Waste recovered (energy recovery)	kg		0	0	27 526 160	0	0	33 074 850		0	96 316 234	0	N/A	0	2 109 000	0	0	0	159 026 244
	m <sup>3</sup>		0	0	0	0	0	0		0	28	0	N/A	0	2 109	0	0	0	2 137
Waste recovered (organic recycling / composting)	kg		12 501	0	62 454 020	0	0	0		15 474	121 345 937	0	N/A	0	4 737 360	0	0	0	188 565 293
	m <sup>3</sup>		0	0	0	0	0	0		0	0	0	N/A	0	4 451	0	0	0	4 451
	P/c		0	0	0	0	0	0		0	9 129	0	N/A	233	0	0	0	0	9 362
Waste recovered (material recycling)	kg		39 264	0	0	0	0	0		0	0	0	N/A	3 970	20 760	0	0	0	63 994
	m <sup>3</sup>		9 040	0	0	0	0	0		0	11	0	N/A	0	21	0	0	0	9 071
	P/c		30 580	0	0	0	0	0		0	40	0	N/A	327	0	0	0	0	30 947
Liquid waste disposed of in the lagoons	m <sup>3</sup>		0	256 301	101 396	908 158	0	293 057		0	665 319	0	N/A	65 267	23 042	0	0	344 344	2 656 886
<b>Management of non-hazardous industrial waste - External management</b>																			
Waste disposed of in a municipal landfill	kg		0	0	0	0	0	0		0	82 720	0	N/A	0	48 500	0	0	0	131 220
	m <sup>3</sup>		0	0	0	0	0	0		0	2 110	36	N/A	0	49	0	0	0	2 195
Waste collected by a registered dealer	kg		40 626	129 630	467 089	0	1 137	0		83 320	195 050	0	N/A	0	8 640	0	0	42 716	968 207
	m <sup>3</sup>		9 048	0	0	0	0	0		0	55	0	N/A	0	9	0	0	0	9 111
	P/c		30 250	0	0	0	0	0		0	13 131	0	N/A	0	0	0	0	0	43 381
Waste sold	kg		40 626	0	467 089	170 220	0	117 210		83 320	392 304	0	N/A	13 120	0	12 500	0	208 170	1 504 559
	m <sup>3</sup>		9 048	0	0	0	0	0		0	0	0	N/A	4	0	0	0	0	9 051
	P/c		30 250	0	0	0	0	202 768		0	0	0	N/A	63	0	23	0	1 848	234 952
<b>Management of non-hazardous industrial waste - Other</b>																			
Incinerated waste (without energy recovery)	kg		0	0	0	0	1 013	0		0	6 515	0	N/A	1 240	0	0	0	0	8 768
Recovered waste (including energy recovery)	kg		0	0	0	0	0	0		15 475	46 090 008	0	N/A	0	2 683 360	0	0	0	48 788 843
	m <sup>3</sup>		0	0	0	0	0	0		0	0	0	N/A	0	2 683	0	0	0	2 683
<b>Special industrial Waste (SIW) generation</b>																			
SIW generated	kg		0	0	5 840	0	0	0		23 380	250 758	0	N/A	0	7 074	0	0	0	287 052
	m <sup>3</sup>		0	0	6	0	0	0		0	211 874	0	N/A	0	6	0	0	0	211 887
	P/c		0	0	0	0	0	0		0	148 879	0	N/A	0	0	0	0	0	148 879
SIW collected by a registered dealer	kg		0	0	17 060	0	0	0		23 380	249 683	0	N/A	0	0	0	0	0	290 123
	m <sup>3</sup>		0	0	6	0	0	0		0	1 807	0	N/A	0	0	0	0	0	1 813
	P/c		0	0	0	0	0	0		0	114 544	0	N/A	0	0	0	0	0	114 544

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
<b>Agricultural data</b>																			
<b>Toxic products used</b>																			
Use of Aldicarb	kg		0	0	0	0	0	0		0	0	0	N/A	0	0	0	0	0	0
Use of Paraquat	kg		0	0	0	0	0	0		0	0	0	N/A	0	0	0	0	0	0
	l		0	0	0	0	0	0		0	0	0	N/A	0	0	0	0	0	0
Use of Carbofuran	kg		0	0	0	0	0	0		0	0	0	N/A	0	0	0	0	0	0
Others OMS 1a / 1b	kg		0	0	0	0	0	0		0	0	0	N/A	0	0	0	0	0	0
<b>Organic fertilizer used</b>																			
Empty fruit bunches	T		23 974	0	52 844	N/A	24 797	3 909		15 474	386 106	0	N/A	444	4 180	0	0	149 666	661 394
Quantity of stalk compost/mill effluent	T		0	0	0	N/A	0	0		15 474	15 573	0	N/A	0	0	0	0	15 792	46 839
PK fibers	T		0	0	0	N/A	11 123	0		0	67 451	0	N/A	215	584	0	0	0	79 372
Other solids	T		0	5	0	N/A	7 403	0		0	0	0	N/A	0	991	0	0	24 158	32 557
Purchase of organic fertilizer	T		N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	520	N/A	N/A	N/A	520
<b>Medical data</b>																			
Hospitals	nb		0	1	1	0	0	0		0	0	N/A	N/A	1	N/A	0	0	0	3
Clinics	nb		0	1	3	1	1	2		2	7	N/A	N/A	1	N/A	1	0	12	31
Health outposts	nb		0	3	15	0	4	3		10	2	N/A	N/A	3	N/A	0	1	12	53
Total infrastructures	nb		0	5	19	1	5	5		12	9	N/A	N/A	5	N/A	1	1	24	87
Ambulance	nb		1	3	2	0	1	5		2	6	N/A	N/A	1	N/A	1	0	12	34
Doctors	nb		0	2	1	0	0	2		1	6	N/A	N/A	1	N/A	1	0	24	38
Nurses	nb		3	18	6	2	7	23		31	32	N/A	N/A	19	N/A	0	1	45	187
Midwives	nb		0	4	2	0	1	0		0	0	N/A	N/A	6	N/A	0	0	17	30
Other staff	nb		5	49	82	1	11	21		11	20	N/A	N/A	10	N/A	0	0	12	222
Total medical staff	nb		8	73	91	3	19	46		43	58	N/A	N/A	36	N/A	2		98	477
Consultations	nb		9 174	38 851	110 552	1 057	17 332	69 185		33 164	58 097	N/A	N/A	16 666	N/A	8 313	6 335	44 623	413 349
Hospitalizations	nb		N/A	3 972	1 348	7	940	483		969	1 148	N/A	N/A	1 926	N/A	0	0	1 362	12 155
Diagnosed malaria	nb		1 139	3 507	29 951	557	5 804	3 083		5 321	12 222	N/A	N/A	6 292	N/A	0	0	0	67 876
Family planning	Yes/No		Yes	Yes	Yes	No	No	Yes		Yes	Yes	N/A	N/A	Yes	N/A	No	No	Yes	N/R
HIV treatment	Yes/No		Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	N/A	N/A	Yes	N/A	Yes	Yes	Yes	N/R
Tuberculosis treatment	Yes/No		Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	N/A	N/A	Yes	N/A	Yes	Yes	Yes	N/R
<b>Education</b>																			
Day-care centers	nb		0	0	0	N/A	0	4		0	0	N/A	N/A	0	6	0	0	0	10
Nursery schools	nb		6	11	1	N/A	1	5		9	21	N/A	N/A	1	3	0		41	99
Primary schools	nb		22	8	14	N/A	1	4		12	42	N/A	N/A	14	6	5		49	177
Secondary schools	nb		4	3	0	N/A	1	0		4	8	N/A	N/A	11	1	1		20	53
Total	nb		32	22	15	N/A	3	13		25	71	N/A	N/A	26	16	6		110	339
Of which are plantation schools	nb		0	22	0	N/A	0	6		2	6	N/A	N/A	0	2	0		25	63
	%		0%	100%	0%	N/A	0%	46%		8%	8%	N/A	N/A	0%	13%	0%		23%	19%
Teachers	nb		186	89	90	N/A	42	50		274	589	N/A	N/A	495	112	71		1 364	3 362
Of which are supported by the plantations	nb		15	89	2	N/A	0	31		49	122	N/A	N/A	0	3	0		91	402
	%		8%	100%	2%	N/A	0%	62%		18%	21%	N/A	N/A	0%	3%	0%		7%	12%
Students	nb		6 512	7 899	4 088	N/A	1 040	1 396		4 386	11 321	N/A	N/A	8 636	1 509	2 272		16 030	65 089
Ratio students/ teacher	nb		40.01	57.78	44.94	N/A	25.14	32.64		24.41	24.21	N/A	N/A	23.39	15.14	27.87		11.58	24.62

	Unit	Goals	SAC	LAC	SOGB	SCC	PSG	Okomu		Safacam	Socapalm	Camseeds	Sogescol Cam	Brabanta	Agripalma	Socfin Cambodia		Socfindo	TOTAL
																Socfin-KCD	Coviphama		
Villages data (only for estate villages)																			
Estate villages	nb		9	83	23	N/A	2	6		13	31	N/A	N/A	36	N/A		8	42	253
Population - Housed employees	nb		254	4 593	6 602	N/A	223	7 610		2 091	5 203	N/A	N/A	924	N/A		1 117	4 717	33 334
Population - Dependents	nb		262	12 537	17 622	N/A	349	5 562		8 364	8 821	N/A	N/A	5 000	N/A		808	12 090	71 415
Population - Illegal occupants	nb		0	0	0	N/A	0	0		20	20	N/A	N/A	2	N/A		0	0	42
Population - Number of other occupants	nb		0	1 542	1 278	N/A	75	0		0	4 792	N/A	N/A	802	N/A		0	1 106	9 595
<b>Total - Population</b>	<b>nb</b>		<b>516</b>	<b>18 672</b>	<b>25 502</b>	<b>N/A</b>	<b>647</b>	<b>13 172</b>		<b>10 475</b>	<b>18 836</b>	<b>N/A</b>	<b>N/A</b>	<b>6 728</b>	<b>N/A</b>		<b>1 925</b>	<b>17 913</b>	<b>114 386</b>
Housing	nb		258	4 675	4 498	N/A	248	5 963		2 175	4 551	N/A	N/A	925	N/A		867	5 705	29 865
New housing	nb		36	76	84	N/A	4	1 251		2	53	N/A	N/A	6	N/A		30	0	1 542
Renovated housing	nb		0	53	8	N/A	30	302		26	43	N/A	N/A	150	N/A		3	364	979
Kitchens	nb		265	1 315	4 295	N/A	236	4 480		1 529	3 710	N/A	N/A	559	N/A		843	5 463	22 695
New kitchens	nb		36	52	84	N/A	4	1 316		31	47	N/A	N/A	6	N/A		30	0	1 606
Renovated kitchens	nb		1	71	7	N/A	30	176		0	23	N/A	N/A	52	N/A		0	20	380
Latrines	nb		235	1 847	3 762	N/A	233	5 302		1 814	3 037	N/A	N/A	582	N/A		778	3 793	21 383
News Latrines	nb		20	278	103	N/A	4	1 251		66	128	N/A	N/A	24	N/A		30	86	1 990
Renovated latrines	nb		0	127	24	N/A	25	206		0	9	N/A	N/A	59	N/A		0	50	500
Showers	nb		228	1 789	4 027	N/A	234	4 934		0	897	N/A	N/A	456	N/A		238	4 245	17 048
News showers	nb		20	243	84	N/A	4	1 251		0	51	N/A	N/A	8	N/A		8	0	1 669
Renovated showers	nb		0	154	15	N/A	26	206		0	10	N/A	N/A	41	N/A		0	30	482
Water points	nb		70	303	533	N/A	225	9 854		126	542	N/A	N/A	89	N/A		114	10 611	22 467
Sport fields	nb		4	53	23	N/A	1	7		12	30	N/A	N/A	9	N/A		9	126	274
Shops	nb		0	4	415	N/A	0	163		6	138	N/A	N/A	8	N/A		7	849	1 590
Clubs	nb		1	2	14	N/A	2	4		10	44	N/A	N/A	4	N/A		0	34	115
Market places	nb		0	3	16	N/A	0	2		12	3	N/A	N/A	3	N/A		0	12	51
Gathering places	nb		1	25	21	N/A	2	6		12	12	N/A	N/A	1	N/A		5	56	141

## 6.2 GRI INDEX

GRI Standards		Chapters
102	General information	
102-1	Name of the organization	Message from the President
102-2	Activities, brands, products and services	1.2 Key figures
		1.3 Our organization
102-3	Location of headquarters	Last page of the report
102-4	Location of operations	1.5 10 countries where we promote respectful and transformative tropical agricultural practices
102-5	Ownership and legal form	Socfinaf and Socfinasia financial reports 2024
102-6	Markets served	Socfinaf and Socfinasia financial reports 2024
		5.1 We produce two agricultural commodities through sustainable agriculture
102-7	Scale of the organization	3.4 Our key human resources data
		1.5 10 countries where we promote respectful and transformative tropical agricultural practices
		Socfinaf and Socfinasia financial reports 2024
102-8	Information on employees and other workers	3.4 Our key human resources data
		6.1 Key data
102-9	Supply chain	2.4 Our collaboration with our local partners
		2.5 Improvement of our supply chain transparency
		5. Focus on our sustainable products
102-10	Significant changes to the organization and its supply chain	1.5 10 countries where we promote respectful and transformative tropical agricultural practices
		2.5 Improvement of our supply chain transparency
		Socfinaf and Socfinasia financial reports 2024
102-11	Precautionary Principle or approach	1.8 The implementation of our responsible governance
		2.5.3 Integration of environmental and social aspects in the supply chain
		3.4.3 Occupational safety of our employees, a priority
		4.4.1 Our water and soil management
102-12	External initiatives	1.9 Our commitments by 2025
		2.3 Commitments validated by certifications
		3.4.3 Occupational safety of our employees, a priority

102-13	Membership of associations	Sustainability report 2024
102-14	Statement from senior decision-maker	Message from the President
102-15	Key impacts, risks, and opportunities	1.7 Our responsible governance system
		1.8 The implementation of our responsible governance
		1.9 Our commitments by 2025
		2.1 Context
		3.1 Context
102-16	Values, principles, standards, and norms of behavior	1.7 Our responsible governance system
		1.8 The implementation of our responsible governance
102-17	Mechanisms for advice and concerns about ethics	1.8 The implementation of our responsible governance
		3.2 Our commitments for our local employees and communities
		3.3 Our commitment to respecting the human rights of the communities
		3.4.1.8 The Socfin Group applies a zero tolerance policy regarding workplace violence and harassment (men and women) and is committed to protecting its employees from such actions
		3.4.1.9 Our internal grievance management system
102-18	Governance structure	1.7 Our responsible governance system
102-19	Delegating authority	1.7 Our responsible governance system
102-20	Executive-level responsibility for economic, environmental, and social topics	1.7 Our responsible governance system
102-21	Consulting stakeholders on economic, environmental, and social topics	1.7 Our responsible governance system
		1.8 The implementation of our responsible governance
102-22	Composition of the highest governance body and its committees	1.8 The implementation of our responsible governance
102-29	Identifying and managing economic, environmental, and social impacts	1.7 Our responsible governance system
		1.8 The implementation of our responsible governance
		1.9 Our commitments by 2025
102-30	Effectiveness of risk management processes	1.7 Our responsible governance system
102-31	Review of economic, environmental, and social topics	1.8 The implementation of our responsible governance
102-32	Highest governance body's role in sustainability reporting	1.7 Our responsible governance system
102-33	Communicating critical concerns	1.8 The implementation of our responsible governance

102-40	List of stakeholder groups	1.8.3 Our daily partners
		1.8.4 Our stakeholder evaluation
		2.5 Improvement of our supply chain transparency
		3. Local employees and communities
		6.6 Glossary
		Socfinaf and Socfinasia financial reports 2024
102-41	Collective bargaining agreements	3.4.1.3 Union membership and freedom of association
102-42	Identifying and selecting stakeholders	Sustainability report 2024
102-43	Approach to stakeholder engagement	Sustainability report 2024
102-44	Key topics and concerns raised	Sustainability report 2024
102-45	Entities included in the consolidated financial statements	Socfinaf and Socfinasia financial reports 2024
102-46	Defining report content and topic Boundaries	1.9 Our commitments by 2025
		6.3 Approach
102-47	List of material topics	1.9 Our commitments by 2025
102-48	Restatements of information	Sustainability report 2024
102-49	Changes in reporting	6.3 Approach
102-50	Reporting period	2024
102-51	Date of most recent report	Sustainability report 2024 published in February 2026
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@socfin.com
		www.socfin.com/en/contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Extended Compliance Option
102-55	GRI content index	6.2 GRI Index
102-56	External assurance	No external verification has been carried out due to the implementation of the European Directive on Corporate Sustainability Reporting (CSRD) starting with the Socfinaf and Socfinasia CSRD Reports 2024.

200	Economic	
201	Economic performance	
201-1	Direct economic value generated and distributed	1.2 Key figures
		6.1 Key data
		Socfinaf and Socfinasia financial reports 2024
201-2	Financial implications and other risks and opportunities due to climate change	4.5.2 We implement risk management measures linked to climate change
201-3	Defined benefit plan obligations and other retirement plans	3.4.1.3 Union membership and freedom of association
201-4	Financial assistance received from government	Socfinaf and Socfinasia financial reports 2024
202	Market presence	
202-2	Proportion of senior management hired from the local community	3.4.1.6 Within the Socfin Group we strive to create an equal and fair workplace encouraging diversity
		6.1 Key data
203	Indirect economic impacts	
203-1	Infrastructure investments and services supported	Sustainability report 2024
		6.1 Key data
203-2	Significant indirect economic impacts	1.2 Key figures
		3.4.1.10 We support our employees by meeting some of their financial needs
		3.4.5.1 We offer financial support to our employees for their children's schooling
		3.4.6.3 Security of people and property
204	Procurement practices	
204-1	Proportion of spending on local suppliers	2. Local and rural development
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	1.8.2.2 We apply a zero tolerance approach to
205-2	Communication and training about anti-corruption policies and procedures	1.8.2.2 We apply a zero tolerance approach to
206	Anti-competitive behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0

300	Environmental	
301	Materials	
301-1	Materials used by weight or volume	4.4 We recycle our waste 4.4.3.3 We strive to reduce our chemical and inorganic fertilizer use
302	Energy	
302-1	Energy consumption within the organization	3.3.7.1 We contribute to energy and water supply in community villages 4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 6.1 Key data
302-3	Energy intensity	6.1 Key data
302-4	Reduction of energy consumption	4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 6.1 Key data
302-5	Reductions in energy requirements of products and services	4.4.3.4 We perform preventive maintenance to reduce energy consumption 4.5.3 We invest in renewable energy production 6.1 Key data
303	Water	
303-1	Water withdrawal by source	4.4.1 Our water and soil management
303-2	Water sources significantly affected by withdrawal of water	4.4.1 Our water and soil management
304	Biodiversity	
304-2	Significant impacts of activities, products, and services on biodiversity	2.4.1.3 Our partners for development projects 4.4 Our natural resource management system
304-3	Habitats protected or restored	3.3.6 Protection of indigenous populations 4.4.3 We protect biodiversity and support its enhancement
305	Emissions	
305-1	Direct (Scope 1) GHG emissions	4.4.3.2 We are committed to implementing best management practices to prevent air emissions and improve air quality 6.1 Key data
305-4	GHG emissions intensity	6.1 Key data

305-5	Reduction of GHG emissions	4.4.3.4 We perform preventive maintenance to reduce energy consumption 6.1 Key data
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	6.1 Key data
306	Effluents and Waste	
306-1	Water discharge by quality and destination	4.4.1 Our water and soil management
306-2	Waste by type and disposal method	4.4.2 We recycle our waste 4.4.3.3 We strive to reduce our chemical and inorganic fertilizer use 4.5.3.4 Biomass dryers 6.1 Key data
307	Environmental compliance	
307-1	Non-compliance with environmental laws and regulations	4.4.3.5 Reporting on environmental non-conformities
308	Supplier environmental assessment	
308-1	New suppliers that were screened using environmental criteria	2.5 Improvement of our supply chain transparency
400	Social	
401	Employment	
401-1	New employee hires and employee turnover	3.4.2 Our key human resources data 6.1 Key data
401-3	Parental leave	6.1 Key data
403	Occupational health and safety	
403-1	Occupational health and safety management system	2.5.4 Security in the supply chain 3.4.3 Occupational safety of our employees, a priority
403-2	Hazard identification, risk assessment and investigation of adverse events	3.4.3 Occupational safety of our employees, a priority
403-3	Occupational Health Services	3.4.3 Occupational safety of our employees, a priority
403-5	Occupational health and safety training for workers	3.1 Context 4.4.3 We protect biodiversity and support its enhancement
403-6	Promotion of workers' health	3.4.3 Occupational safety of our employees, a priority 3.4.4 Our employee health policies

403-9	Accidents at work	3.4.3.5 Accident rate
		6.1 Key data
404	Training and education	
404-1	Average hours of training per year per employee	3.4.3.3 Staff training and sensitization
		6.1 Key data
404-2	Programs for upgrading employee skills and transition assistance programs	3.4.3.3 Staff training and sensitization
405	Diversity and equal opportunity	
405-1	Diversity of governance bodies and employees	3.4.2 Our key human resources data
		6.1 Key data
408	Child labor	
408-1	Operations and suppliers at significant risk for incidents of child labor	1.8.2.2 We apply a zero tolerance approach to
409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.8.2.2 We apply a zero tolerance approach to
410	Security practices	
410-1	Security personnel trained in human rights policies or procedures	3.4 Our social commitment to our employees and respect of their human rights
413	Local communities	
413-2	Operations with significant actual and potential negative impacts on local communities	3.3.3 Our commitment to respecting the rights of the communities: FPIC
		4.4.3 We protect biodiversity and support its enhancement

GRI 207 (taxation), GRI 201-3 and 404-2 (retirement), and 404-3 (career development) will be available in the plantations' 2024 sustainability reports.

## 6.3 APPROACH

### Reporting scope

The sites and the operational companies (Socfinco FR, Sodimex FR, Sogescol FR, Induservices FR, Centrages and Induservices Luxembourg).

### Calendar and data collection

To draft this report, the following actions were taken:

- The data related to education and our villages were gathered in October 2024 for the year 2024;
- The data related to HSE reports (Health, Safety and Environment) were collected in January 2025 for the year 2024;
- The data related to our health services were collected in January 2025 for the year 2024;
- The data related human resources, sustainability budgets and traceability were collected in the months January/February 2025 for the year 2024;
- These data were verified, corrected if necessary and statistically processed (descriptive statistics);
- Each site is requested to draft its own sustainability report following a table of contents that evolved compared to the previous year, based on the required modifications as per the implementation or revision of certain indicators or information. The 2024 site reports were sent in February 2025;
- Subsequently, we verified the site reports. Remarkable site actions were selected to be highlighted in the report;
- The report is then drafted and includes extracts from the sites' sustainability reports and achievements on departmental level;
- This report was validated by at least one member of Socfin S.A.'s Board of Directors;
- The 2024 sustainability report was published in December 2025.

Based on evaluations from third parties (such as the SPOTT program or EcoVadis survey), we identified the data/indicators that needed to be added/modified to the list of information to be collected from the sites for next year's report.

## 6.4 TAXONOMY

### The EU taxonomy: Consolidated information under Art. 8 of the Taxonomy Regulations.

The EU taxonomy is a classification system for environmentally sustainable economic activities, developed by the European Commission to promote sustainable investments and the implementation of the European Green Deal.

Socfin Group assessed the taxonomy eligibility of its economic activities for the reporting period 2024.

### Socfin Group's main activities: Taxonomy-non eligible

Socfin assessed all its taxonomy-eligible economic activities listed in the Climate Delegated Act based on the company activities as an agro-industrial group. The Climate Delegated Act focuses on economic activities and sectors that have the highest potential to achieve the climate change mitigation and adaptation objectives. Sectors covered are energy, certain processing activities (agriculture is not included), transport and buildings.

Socfin Group's evaluation of its taxonomy eligibility focused on the identified economic activities such as provision of goods and services to the market, as such generating income. Within this context, Socfin, as an agro-industrial group, defines oil palm, natural rubber cultivation as well as palm oil, palm kernel, palm kernel oil and natural rubber production as its core commercial activities, which are taxonomy-non eligible.

### Accounting principles

The evaluation of the taxonomy eligibility or non-eligibility of Socfin's turnover, capital expenditure and operating costs was conducted in accordance with the specifications and definitions set out in Annex I to the Delegated Act under Article 8 of the Delegated Act. The accounting methods used as part of this process are described hereafter:

#### • Turnover

The proportion of taxonomy-eligible economic activities in the total Group turnover was calculated as the net proportion of the turnover from products and services linked to taxonomy-eligible economic activities (numerator) divided by the net turnover (denominator).

Socfin did not identify taxonomy-eligible activities, as explained above, and thus does not record a proportion of its turnover in the numerator of the turnover.

#### • Capital expenditure

The Capex key performance indicator is defined as taxonomy-eligible capital expenditure (numerator) divided by the total Group capital expenditure (denominator). Socfin did not identify taxonomy-eligible activities, as explained above, and thus did not record any capital expenditure in the capital expenditure numerator.

#### • Operating costs

The Opex key performance indicator is defined as taxonomy-eligible operating costs (numerator) divided by the total Group operating costs (denominator). Socfin did not identify taxonomy-eligible activities, as explained above, and thus did not record any operating costs in the operating cost numerator.

## 6.5 CORPORATE GOVERNANCE PRINCIPLES OF THE LUXEMBOURG STOCK EXCHANGE (JANUARY 2024)

Corporate governance principles of the Luxembourg Stock Exchange (January 2024)	Corresponding information of Socfin S.A.	Report chapter
Principle 9 – Corporate social responsibility		
The company shall deploy an appropriate sustainability policy. It shall set out the measures taken for its implementation and shall report transparently and in sufficient detail.	Responsible Management Policy (30/03/2022)	1.8.1
<b>Recommendation 9.1</b> The company shall integrate the sustainability aspects in its strategy for the creation of long-term value and shall describe its performance against the material topics identified.	Responsible Management Policy (30/03/2022) CSRD 2024 Socfinaf and Socfinasia reports Annual Sustainability Reports	Complete policy Complete report Complete report
<b>Recommendation 9.2</b> The company shall present the sustainability information within its management report. It shall analyse the sustainability of its activities and shall provide clear and transparent sustainability information in support.	Annual Sustainability Reports CSRD 2024 Socfinaf and Socfinasia reports GRI Index	Complete report Complete reports 6.2
<b>Recommendation 9.3</b> The Board shall regularly consider the company's sustainability risks, including, in particular, the environmental, social and governance risks.	Our responsible governance system The implementation of our responsible governance	1.7 1.8
<b>Recommendation 9.4</b> The company shall prepare and publish transparently and in sufficient detail its methodology, relating to the way in which material factors have been identified and data have been established within its management report.	Methodology DMA Methodology in CSRD 2024 Socfinaf and Socfinasia reports Socfin website	6.3 [SBM-2] [SBM-3] CRSD reports www.socfin.com
<b>Recommendation 9.5</b> The company shall prepare and publish the material sustainability performance indicators to its business activities. Where possible, it shall present relevant indicators in the form of a comparison over time. These performance indicators shall include ambitious targets and commitments relative to the environment (such as climate-related disclosures), social (such as diversity and Human Rights) and governance.	Our responsible management policy and code of conduct (Responsible Management Policy (30/03/2022) and Socfin code of conduct 2023) Local employees and communities chapter Our social commitment to our employees and respect of their human rights (human rights, and key data regarding employees) Environment chapter Key figures	1.8.1  3. 3.4 4. 6.1

## 6.6 GLOSSARY

Abbreviation	Meaning
ACMS	Cameroonian association for the social marketing
AFS	Agricultural Family Schools
AIBEF	Ivorian Association for Family Welfare
AIDS	Acquired Immunodeficiency Syndrome
AIPH	Interprofessional Association of Oil Palm
APPA	Association of Professionals in Alternance Education/Dual Teaching Professionals Association
APROMAC	Association of Natural Rubber Professionals of Côte d'Ivoire
BACUDA	Bagyelis Cultural Development Association (NGO)
BOD	Biological Oxygen Demand
CAP	Certificates of Professional Aptitude
CBA	Collective Bargaining Agreement
CH4	Methane
CO <sub>2</sub>	Carbon dioxide
CO <sub>2</sub> e	Net emissions in CO <sub>2</sub> equivalent
COD	Chemical Oxygen Demand
COTPAB	Bilingual Agricultural Vocational and Technical College
COVID	Coronavirus 2019
CPO	Crude Palm Oil
CSRD	Corporate Sustainability Reporting Directive
DART	Days Away from work, days of Restricted work activity or job Transfer
DEG	Deutsche Investitions und Entwicklungsgesellschaft - German Investment and Development Cooperation
DEPN	Agency of Ecology and Nature Protection

DRC	Democratic Republic of Congo
EF	Earthworm Foundation
EFB	Empty Fresh Bunches
EMS	Environmental Management System
EU	European Union
EUDR	European Union Deforestation Regulation
EUR	Euros
FAO	The Food and Agriculture Organization
FEFO	First Expired – First Out
FFB	Fresh Fruit Bunches
FIRMS	Fire Information for Resource Management System
FISDES	Swiss-Côte d'Ivoire Economic and Social Development Fund
FPIC	Free, Prior and Informed Consent
GFW	Global Forest Watch
GHG	Greenhouse gas emissions
GPS	Global Positioning System
GPSNR	Global Platform for Sustainable Natural Rubber
GRI	Global Reporting Initiative
h	Hour
ha	Hectare
HCS	High Carbon Stock
HCV	High Conservation Values
HIV	Human Immunodeficiency Virus
ID	Identity card
IECD	European Institute for Development Cooperation

HSE	Health, Safety and Environment
ID	Identity card
IECD	European Institute for Development Cooperation
IFC	International Finance Corporation
IFCC	Indonesian Forestry Certification Cooperation
IFER	Training Institution for Rural Entrepreneurship
ILO	International Labour Organisation
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
kg	Kilogram
km	Kilometer
KVA	Kilovoltampere
kW/c	KiloWatt peak - Unit used for solar photovoltaic
kWh	Kilowatt hour
l	Liter
LCA	Life Cycle Assessment
LUC	Land Use Change
LUCA	Land Use Change Analysis
M€	Million euros
m <sup>2</sup>	Square metre
m <sup>3</sup>	Cubic meter
mg	Milligram
MINDCAF	Ministry of State Domains and Land Affairs (Cameroon)
MINESEC	Ministry of Secondary Education (Cameroon)

MW	Megawatt
MWh	Megawatt hour
N/A	Not Applicable
N/R	Not Relevant
N <sub>2</sub> O	Nitrous oxide
NASA	National Aeronautics and Space Administration
nb	Number
NGO	Non-Governmental Organizations
OHS	Occupational Health and Safety
P&C	Principles and Criteria (RSPO)
P/C	Pieces
PEFC	Programme for the Endorsement of Forest Certification
PKO	Palm Kernel Oil
PPE	Personal Protective Equipment
QHSE	Quality, Health, Safety and Environment
R&D	Research and Development
RaCP	Remediation and Compensation Procedure
RSPO	Roundtable on Sustainable Palm Oil
SAFA	Saturated Fatty Acids
SCC	Supply-Chain Certified (RSPO)
SDG	Sustainable Development Goals
SIW	Special industrial Waste
SME	Small and Medium sized Enterprises
SNI	Indonesian certification
SPOTT	Sustainability Policy Transparency Toolkit

SRI	Indonesian certification
T	Ton
T dry	Ton of dry rubber
TIP	Tire Industry Project
UN	United Nations
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNFPA	United Nations Population Fund
USA	United States of America
VSB	Very Small Business
WBCSD	World Business Council for Sustainable Development
WHO	World Health Organization
WWF	World Wide Fund for Nature



# FOLLOW US



[www.socfin.com](http://www.socfin.com)

If you would like to know more about the practical implementation of our commitments and initiatives to achieve our sustainability objectives, please follow us on social media or take a look at our website and sustainability reports.

To discover our other publications and the sustainable development reports of our sites:

[www.socfin.com/dashboard/en](http://www.socfin.com/dashboard/en)

[www.socfin.com/en/publications-en](http://www.socfin.com/en/publications-en)



4 avenue Guillaume  
L - 1650 Luxembourg  
info@socfin.com  
www.socfin.com

