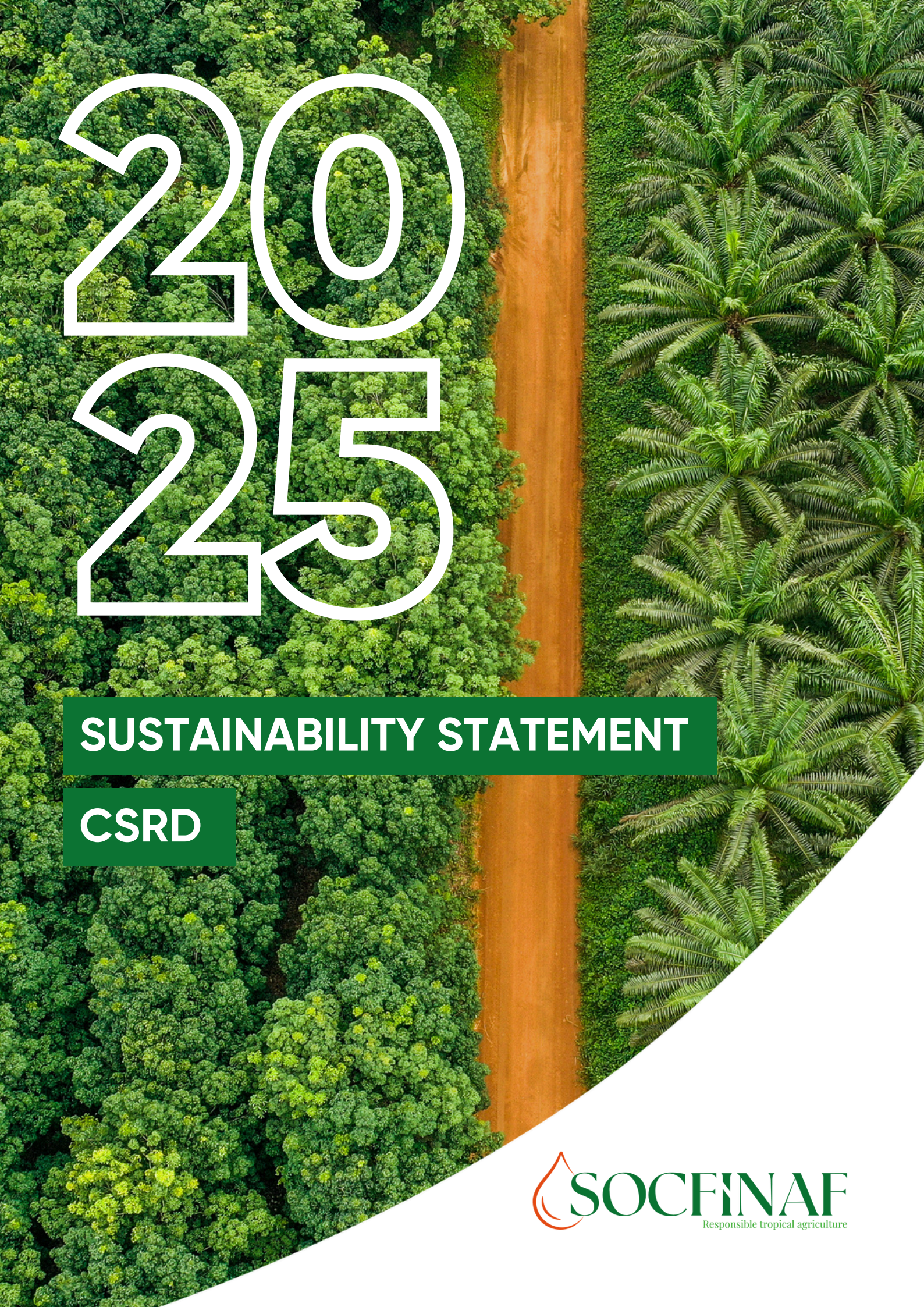


2025

SUSTAINABILITY STATEMENT

CSRD

SOCFINAF

Responsible tropical agriculture

Table of contents

1. General information 4

2. Environmental information 38

3. Social information 103

4. Governance information 152

5. Entity-specific information 163

6. Limited assurance report 176

7. Appendices 183

General information

1.

1.1	General basis for preparation of the Sustainability Statement	5
1.2	Disclosures in relation to specific circumstances for the Sustainability Statement	5
1.3	Governance, management and supervisory bodies	9
1.4	Due diligence, risk management and internal control over sustainability reporting	12
1.5	Strategy, business model and value chain	15
1.6	Double-materiality analysis	21

1. General information (ESRS 2)

1.1 General basis for preparation of the Sustainability Statement

Basis for preparation

This Sustainability Statement has been prepared on a voluntary basis, in anticipation of the forthcoming transposition into Luxembourg law of the Directive of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, commonly referred to as the Corporate Sustainability Reporting Directive (CSRD).

Although the CSRD has not yet been transposed into Luxembourg law as of the reporting date, Socfinaf has chosen to align its sustainability reporting with the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS) set out in Delegated Regulation (EU) 2023/2772 of 31 July 2023, as developed by the European Financial Reporting Advisory Group (EFRAG).

This Statement has also been prepared in line with the requirements of the European Taxonomy, as defined in Article 8 of Regulation (EU) 2020/852.

Scope of preparation

The Sustainability Statement for Socfinaf has been prepared on a consolidated basis. The scope of consolidation is the same as for the Financial Statements. Socfinaf is subdivided into the following subsidiaries:

- 11 subsidiaries (Agripalma, Brabanta, LAC, Okomu, PSG, SAC, Safacam, Socapalm, SCC, SOGB and SPFS);
- 1 operating entity (Camseeds);
- 3 holding entities (Bérëby-Finances, STP Invest and SAFA).

For the sustainability scope, the only material subsidiaries are the 10 subsidiaries (Agripalma, Brabanta, LAC, Okomu, PSG, SAC, Safacam, Socapalm, SCC and SOGB) and the operating entity.

In addition, as Socfinaf is part of Socfin Group, references to "Socfin Group" in this report refer to Socfinaf's parent company.

Coverage of the upstream and downstream value chain

In accordance with ESRS standards, the Sustainability Statement applies the same scope as the Financial Statement. The Sustainability Statement covers Socfinaf's own operations and, where relevant, its upstream and downstream value chain. The nature of Socfinaf's activities means that Impacts, Risks and Opportunities (IROs) are in most cases concentrated within Socfinaf's own operations; nevertheless, IROs relating to the upstream and downstream value chain were considered as part of the Double Materiality Assessment (DMA).

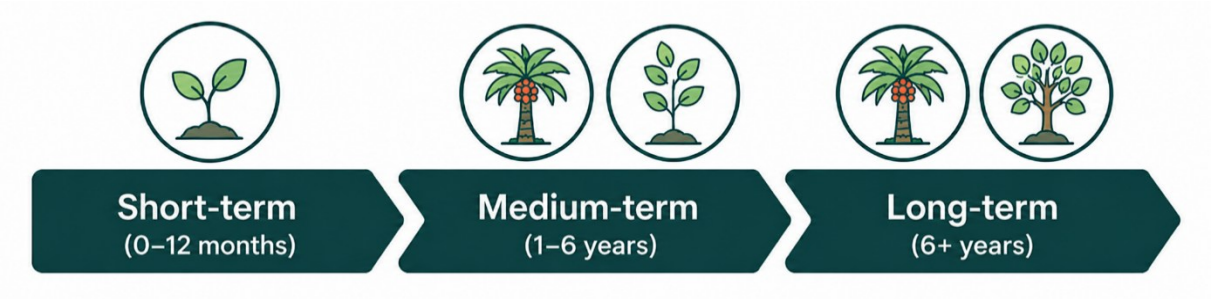
1.2 Disclosures in relation to specific circumstances for the Sustainability Statement

Time horizons applied

For the purposes of the financial materiality assessment, Socfinaf applied time horizons slightly adapted from those defined in ESRS 1, in order to better reflect the Group's operational and financial specificities:

- **Short-term (0–12 months):** Aligned with ESRS 1, the short-term horizon corresponds to the reporting period, i.e. 12 months. This timeframe captures immediate financial impacts and short-term sustainability-related risks and opportunities affecting the Group's performance.
- **Medium-term (1–6 years):** While ESRS 1 defines the medium term as "up to 5 years", Socfinaf subdivided this horizon into 2 distinct periods (1–3 years and 3–6 years). This refinement was introduced to enable a more nuanced assessment of financial impacts in the context of the Group's complex activities, which span multiple countries, involve 2 different crops (oil palms and rubber trees) and include both agricultural and industrial operations. This split allows for better differentiation of risks and opportunities that may materialize at varying speed depending on operational and geographic factors.
- **Long-term (6+ years):** Consistent with ESRS 1's definition of "more than 5 years", the long-term horizon was specified as 6+years to provide greater precision and alignment with the Group's strategic planning cycles, in line with ESRS 1 paragraph 78. This timeframe supports the assessment of structural sustainability risks and long-term transition impacts.

These adjusted time horizons were considered necessary to improve the relevance and accuracy of the financial materiality assessment, while remaining consistent with the principles and intent of the ESRS framework. Evaluating potential financial effects in a context of complex activities proved challenging. Indeed, the assessment conducted at Group level had to consider activities spread across several countries, involving 2 separate crops (oil palms and rubber trees) and both agricultural and industrial operations.



Measurement assumptions and estimates

Some quantitative metrics are based on assumptions due to data limitations, including:

- **Energy consumption (ESRS E1):** Total energy consumption for rubber factories, palm oil mills and palm kernel crushing plants is based on industrial reports, while assumptions are used to estimate consumption in villages without monitoring meters in some Socfinaf subsidiaries.
- **GHG (greenhouse gas) emissions from palm activity (ESRS E1):** Emissions from external oil palms suppliers are estimated using PalmGHG Calculator when reliable third-party data is unavailable. Sector-specific assumptions are also applied to wastewater treatment data when laboratory results appear inconsistent or unreliable.
- **GHG emissions from rubber activity (ESRS E1):** Emissions from external raw rubber suppliers are estimated using activity data collected from smallholders. Sector-specific assumptions are also applied to wastewater treatment data when laboratory results appear inconsistent or unreliable.
- **Empty Fruit Bunches (EFB) outflow used as organic fertilizer (ESRS E5):** The only by-product outflow relates to the palm oil process, where EFB generated during palm oil production are reused as organic fertilizers, with quantities estimated based on volumes added to stock.
- **Average payment period to suppliers (ESRS G1):** The average number of days taken to settle supplier invoices is estimated using a working capital requirement (WCR)-based financial ratio linking trade payables to purchases, which constitutes the Group's reporting methodology for this indicator.

Omission of ESRS information

Although ESRS E4 (Biodiversity and ecosystems), ESRS S1 (Own workforce), ESRS S2 (Workers in the value chain) and ESRS S3 (Affected communities) could have been partly or fully omitted under the “Quick Fix” transitional provisions, Socfinaf has chosen to disclose these standards within the 2025 CSRD reporting cycle, reflecting their relevance and materiality to Socfinaf. A certain number of datapoints under these standards are not disclosed in the 2025 reporting cycle and are therefore covered under the applicable “Quick Fix” transitional relief provision.

Outside ESRS E4, S1, S2 and S3, a limited number of quantitative datapoints across other ESRS may also be not disclosed due to current limitations in data collection systems or because certain KPIs have not yet been defined or operationally implemented.

In addition, the 2024 Sustainability Statement was prepared on a voluntary basis and was not subject to external assurance. During 2025, Socfinaf further refined and strengthened the methodologies used to calculate a majority of its quantitative sustainability metrics, which also affects year-on-year comparability. Consequently, the comparability of 2024 quantitative data with the 2025 Sustainability Statement is limited. Accordingly, the 2025 Sustainability Statement presents quantitative information for the 2025 reporting period only, as the inclusion of 2024 quantitative figures could potentially mislead users of the report.

No use of the option allowed by the Member State to omit disclosure of impending developments or matters in the course of negotiation has been made.

Use of other frameworks

While the ESRS serve as the primary reporting framework, certain elements of this report also draw on the EU Taxonomy Regulation, recognized sustainability frameworks and assessment methodologies such as GRI (Global Reporting Initiative), SPOTT and EcoVadis, as well as internationally recognized ISO (International Organization for Standardization) standards and certifications (including ISO 14001, ISO 45001 and ISO 9001, where applicable). All such elements remain fully covered by the applicable ESRS disclosure requirements.

1.3 Governance, management and supervisory bodies

Composition of the management and supervisory bodies

Name	Nationality	Position	Profile
Mr. Hubert Fabri	Belgian	Chairman	Non-Executive Non-Independent Director
Mr. Vincent Bolloré	French	Director	Non-Executive Non-Independent Director
Bolloré Participations SE represented by Mr. Cyrille Bolloré	French	Director	Non-Executive Non-Independent Director
Mr. Gbenga Oyebode	Nigerian	Director	Non-Executive Non-Independent Director
Mr. François Fabri	Belgian	Managing Director	Executive Non-Independent Director
Mr. Philippe Fabri	Belgian	Director	Executive Non-Independent Director
Mr. Frédéric Lemaire	Belgian	Director	Independent Director
Mr. George Quarteng-Mensah	Ghanaian	Director	Non-Executive Non-Independent Director

Socfinaf's management and supervisory bodies are involved in all major decisions and steering of operational activities. Their experience relating to Socfinaf's sectors products and geographic locations are therefore constantly renewed. Furthermore, some of the current non-executive members were previously engaged in Socfinaf's operational activities, therefore adding to the bodies' overall relevant experience.

2025		
Composition of the management and supervisory body	Number of executive members	2
	Number of non-executive members	6
	Number of employee representatives and other workers	0
Percentage of nationality of the members	% Belgian	50%
	% French	25%
	% Nigerian	12.5%
	% Ghanaian	12.5%
Gender characteristics	% women	0%
	% men	100%
	Board's gender diversity ratio	0
Independent Board members	% independent Board members	12.5%

Role in the governance processes, controls and procedures

Over the years the Group has put in place a management structure aimed at proposing and implementing validated policies. These policies are aligned with international sustainability platforms such as RSPO (Roundtable on Sustainable Palm Oil) for oil palm and GPSNR (Global Platform for Sustainable Natural Rubber) for rubber. Adhering to the standards of these platforms ensure the monitoring and management of IROs.

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, in a business that is inherently long-term. 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 palms sites and compliance with GPSNR policy for all rubber sites.

The Head of Sustainability, the Compliance Officer and the Internal Auditor report to their respective line Managers and to the executive members of the Board.

Internal controls are linked with each other, throughout the Group risks assessment and risk matrix, allowing multiple functions to propose alternative mitigating actions for outstanding risks.

Directors and Senior Executive Managers have to validate any targets that are set at Group level before these are enacted. Progress towards targets is monitored by the relevant operational teams. These teams regularly report on progress to management bodies.

Management and supervisory bodies are informed at regular intervals of the progress and evolution of sustainability matters. These are overseen by the Head of Sustainability and is also in close contact with Directors. Whenever a new need relating to a sustainability matter arises, the Head of Sustainability informs Directors and the Management Committee. A decision is then made at Top Management level to involve new resources when required.

The Sustainability Department is based in the Group operational office located in Switzerland. Members of Sustainability Department have a good knowledge of sustainability issues and are regularly in contact with subsidiaries at local level, to follow-up the implementation of any mitigation plan.

Governance oversight of sustainability matters

Directors receive updates several times a year on material sustainability impacts, related risks and opportunities, the implementation of due diligence measures and the effectiveness of policies, actions, metrics and targets in place to address them. This information is presented during each Board meeting to support oversight and informed decision-making.

Some Directors serve as executive members and, through their direct involvement in local operations, are able to incorporate sustainability IROs into the oversight of strategic decisions, major transactions and Socfinaf's risk management processes.

The management and supervisory bodies, as well as their relevant committees, oversee the following material sustainability IROs:

- **Carbon emissions:** Monitoring the work of the Carbon Taskforce on the development of GHG emission reduction targets and related mitigation actions;

- **Certifications and frameworks:** Overseeing the status of certifications and adherence to sustainability frameworks;
- **Business conduct:** Developing and tracking initiatives in the area of business conduct, including anti-corruption and transparency measures;
- **Research and productivity:** Following research developments related to productivity and yield;
- **Group and site-level oversight:** Monitoring Group-level and site-level activities addressing sustainability IROs.

Role and expertise of management and supervisory bodies related to business conduct (ESRS G1)

The management and supervisory bodies play a central role in overseeing and ensuring the integrity of business conduct within the organization. The compliance function operates independently from operational management, enabling objective oversight and effective risk management. It reports regularly to senior management through multiple channels, including Director Committee meetings held every 1 to 2 months, monthly activity reports, mission-specific reports and updates during the annual Group shareholder meeting.

To strengthen governance, the compliance function works in close collaboration with Internal Audit Department, ensuring that established policies and procedures are properly implemented and adhered to across the organization. These policies and procedures are subject to a robust review process: they are first examined and validated by senior management before being formally approved by the Boards of all group entities.

In terms of expertise, senior management demonstrates a strong foundation in business conduct matters, having completed comprehensive online training covering key compliance topics. In addition, the majority of Board members have undertaken dedicated training modules addressing compliance fundamentals, data protection, information security and anti-corruption practices. This continuous development of knowledge ensures that governance bodies are well-equipped to oversee ethical conduct and support a culture of compliance throughout the organization.

Remuneration and incentives related to climate-related objectives (ESRS E1)

The Group does not currently have remuneration policies or incentive schemes that link the compensation of management or supervisory body members to sustainability or climate-related objectives.

1.4 Due diligence, risk management and internal control over sustainability reporting

Due diligence integration into sustainability reporting

The due diligence process is implemented through various components.

All subsidiaries that have oil palm plantations and palm oil mills are RSPO certified and therefore undergo annual audits which verify all of the 7 RSPO Principles, which are described below:

7 Principles

PROSPERITY	PEOPLE	PLANET
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.	*Sustainable livelihoods 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.	*Conserved, protected and enhanced ecosystems that provide for the next generation.* **Principle 7:** Protect, conserve and enhance ecosystems and the environment.

All subsidiaries that have rubber trees plantations and rubber factories follow GPSNR Policy Framework. A self-assessment of the policy components of the 8 main themes is done annually, the themes being:

8 policy components

- Commitment to legal compliance,
- Commitment to healthy, functioning ecosystems,
- Commitment to respecting all human rights,
- Commitment to community livelihoods,
- Commitment to increased production efficiency,
- Commitment to systems and processes to drive effective implementation of policy components,
- Commitment to supply chain assessment, traceability and management,
- Commitment to monitoring and reporting on progress towards and compliance with policy components.

In addition to adhering and respecting standards of the palm oil and rubber sustainability platforms, a partnership with Earthworm Foundation (EF) was established in 2017 for the full implementation of Socfin Group Responsible Management Policy (RMP), with annual activities involving sites visits and follow- ups of action plans.

The RMP is "intended to be in line with the United Nations (UN) Guiding Principles on Business and Human Rights, RSPO P&C and GPSNR Policy Framework". This baseline is established already in the very first section of the RMP. Then, section 6 on transparency emphasizes the importance of collaborating with all relevant stakeholders. In fact, the RMP was developed together with EF, taking into consideration key points highlighted by environmental NGOs (Non-Governmental Organization). The implementation of the policy, as well as its revisions as and when necessary, takes into account feedback from key stakeholders. This is mentioned in section 8 on verification, ensuring continuous improvement.

Internal and external stakeholders are continuously engaged throughout the due diligence process, with meetings involving workers and local communities playing a central role. Additionally, the Group's tyre-maker customers regularly visit sites to observe practices firsthand and certain external bodies such as Preferred by Nature also conduct visits in the context of EUDR compliance (Regulation on Deforestation-free Products).

Adverse impacts are identified and assessed through various studies and tools, including Environmental and Social Impact Assessments (ESIA), High Conservation Value (HCV) analyses and risk assessments and materiality assessments incorporating stakeholder questionnaires.

Actions to address these adverse impacts are implemented through ESIA, HCV and HSE (Health, Safety and Environment) management plans. The effectiveness of these efforts is regularly tracked and progress and actions are communicated through internal and external meetings to ensure transparency and accountability.

Risk management and internal control processes and systems

Socfinaf Sustainability Statement is prepared and managed by Socfin Group Sustainability Department, which is responsible for implementing and overseeing the internal controls supporting the reliability of sustainability reporting. Socfinaf's sustainability data is collected by local contacts within Socfinaf subsidiaries and consolidated by Socfin Group Sustainability Department.

During consolidation, basic checks are performed, such as comparing data with previous years, reviewing major variations and checking consistency between subsidiaries. Any unusual or incomplete information is discussed directly with the relevant local teams.

Socfin Group Sustainability Department maintains regular communication with subsidiaries to clarify reporting expectations and support data collection. Sustainability topics and reporting requirements are also discussed periodically with operational departments such as HR (Human Resources), operations and procurement. In addition, Internal Audit reviews may include sustainability-related topics when relevant.

Socfin Group applies a pragmatic risk assessment approach combining qualitative judgement and simple quantitative indicators where available. Sustainability reporting risks are identified through discussions between the Sustainability Department, operational teams and management. The assessment focuses on key risks that could affect the quality, completeness, or timeliness of sustainability information. Risks are reviewed periodically and mitigation actions are discussed with the relevant departments. Main findings are shared with management as part of Socfin Group's overall risk management process.

The main risks identified in relation to sustainability reporting are linked to data quality, availability of information and coordination between teams. Some subsidiaries still rely on manual data collection processes, which may increase the risk of human error or incomplete reporting. In addition, certain sustainability data requires input from multiple departments, making coordination more complex and potentially creating delays. To reduce these risks, Socfin Group has introduced several practical measures:

- review of key data by the Group Sustainability Department;
- regular exchanges with local contacts to clarify reporting requirements;
- use of standard reporting templates to improve consistency;
- awareness sessions with operational teams involved in data collection;
- progressive improvement of reporting tools and data management processes.

The Group also continues work to improve the availability and reliability of value chain data through stronger engagement with suppliers and business partners.

Findings identified through risk assessments and internal controls are shared with the relevant departments and taken into account in reporting processes and operational practices. When issues or gaps are identified, the Sustainability Department works with the concerned teams to clarify responsibilities, improve data collection methods and strengthen reporting practices. Lessons learned from previous reporting cycles are also used to improve future reporting processes and internal guidance.

Key sustainability reporting risks, control findings and improvement actions are communicated periodically to management through internal reporting processes. Management is informed of significant reporting challenges, ongoing improvement initiatives and major developments related to sustainability reporting. This helps ensure appropriate oversight and supports the continuous improvement of Socfinaf sustainability reporting processes.

1.5 Strategy, business model and value chain

Socfinaf overview: key information

2025	
Net revenue	€ 642 M

Number of employees	2025
Cameroon	5 461
Côte d'Ivoire	9 464
DR Congo	2 272
Ghana	2 524
Liberia	2 048
Nigeria	295
Sao Tome & Principe	762
Sierra Leone	3 027
Socfinaf	**25 853**

Business model, own operations activities and relation with sustainability goals

Socfinaf subsidiaries produce 2 commodities: **palm products** and **natural rubber**. The former is derived from the fruits of the oil palm cultivated in tropical regions and the latter is derived from the soft outer bark of the rubber tree, cultivated in the same regions. Socfinaf operates in 8 countries of West and Central Africa (Sierra Leone, Liberia, Côte d'Ivoire, Ghana, Nigeria, Cameroon, DR (Democratic Republic) Congo, Sao Tomé & Principe). Palm oil is mainly sold in the country where each plantation operates, primarily to local and regional refiners and processors serving the agri-food and cosmetic sectors. The natural rubber produced is marketed through Sogescol FR, directly to major end customers, particularly tyre manufacturers.

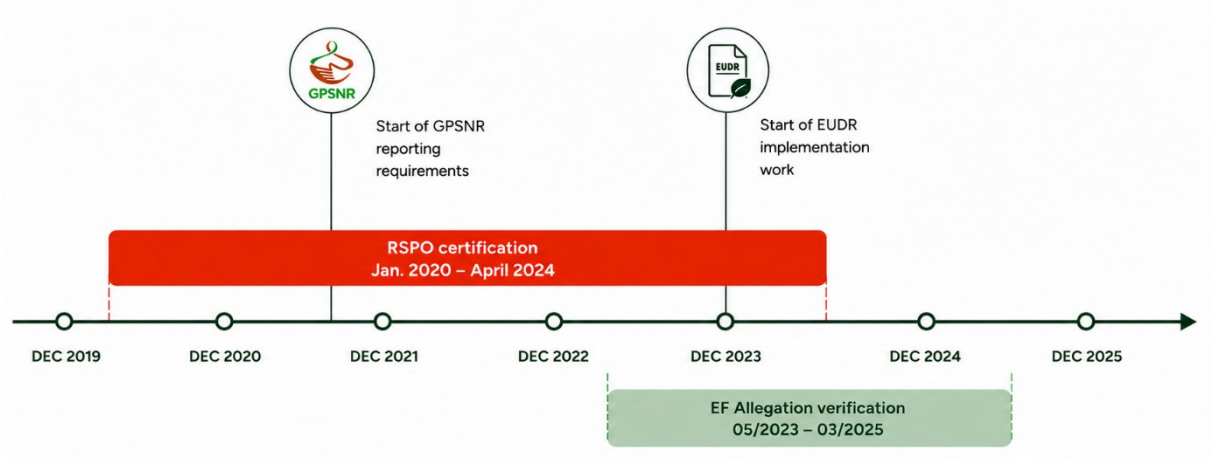
Socfin Group has established several sustainability-related goals that apply to Socfinaf across its core activities:

- First, through the sustainability platforms such as RSPO for palm oil and GPSNR for rubber, Socfin Group commits to high sustainability standards with the goals to maintain its RSPO certification across all its oil palms plantations and palm oil mills and to undergo GPSNR assurance system and have a successful verification through auditors by 2027.
- Second, in the Group RMP, Socfin Group commits to reach 100% traceability of all its raw materials by 2025.
- Third, Socfin Group has decided to set a target of achieving 100% compliance with the upcoming EUDR regulation for its palm oil and rubber products. Although the EUDR was initially scheduled to come into effect at the end of December 2024, European legislators have decided to postpone its implementation by two years.
- Finally, in 2023 Socfin Group committed to investigate all allegations raised by NGOs, medias and communities through a deep dive investigation exercise undertaken by EF and to put in place action plans for all allegations, which continued in 2025.

All of these goals encompass Socfinaf and its related activities.

In addition, Socfinaf regularly assesses the alignment of its key products and operations with its sustainability-related goals, particularly for its palm oil and rubber activities:

- In 2024, Socfinaf completed RSPO certification process covering all our palm oil mills and own oil palms plantations. Moreover, since 2022, Socfinaf reports the data required by GPSNR for all rubber activities.
- Moreover, the Group requires full traceability of raw materials (e.g., Fresh Fruit Bunches (FFB) and cup lumps) to their source by 2025. By December 2025, Socfinaf had achieved 100% traceability **at level 1** for palm oil and rubber.
- All rubber and palm oil products from Socfinaf plantations are fully compliant with the EUDR regulation. If any of Socfinaf's operations wanted to start procuring new third-party raw materials, then these third parties would need to comply with the Group's RMP.
- The EF deep dive investigation of allegations raised against Socfin Group started in 2023 and has been concluded early 2025 with the publication of the last report (Socfin-KCD/Coviphama). Action plans resulting from the recommendations arising from the investigations are published with quarterly updates on Socfin website.



Socfin Group's strategy incorporates several elements that directly support the implementation and verification of its sustainability commitments:

- The certification of all of Socfinaf's palm oil mills and oil palms plantations, done from 2019 to 2024, was part of the strategy to ensure an external verification of Socfinaf's sustainability practices. The same can be said about rubber with Socfinaf's commitment to GPSNR, first with Socfin Group being one of its founding members, then by being active in various working groups put in place to build GPSNR systems and also by being a member of GPSNR Executive Committee.
- The release in 2017 of Socfin Group RMP made clear the different commitments with regards to local and rural development in Africa, commitment to employees and communities, commitment to our planet, commitment to transparency, commitment to zero-deforestation and third-party verification.
- The Group is involved in several ways with its main partners, thereby ensuring long-lasting collaboration. With RSPO, the Group participates in activities like contributing to the revision of RSPO P&C every 5 years, the ACOP (Annual Communication of Progress) reporting, the annual RSPO meetings and other ad hoc tasks such as the consultations on living wages and on the revised PalmGHG calculator. In turn, the Group was active in all of GPSNR's foundational activities (e.g.: code of conduct, Policy Framework) and has since then been involved as member in the Executive Committee and several working groups. Socfin Group also submitted to GPSNR the GHG calculator developed with Michelin and SIPH and regularly attends GPSNR workshops to continue developing the assurance system tools. Finally, the collaboration with EF has been ongoing throughout the years, from the elaboration of the RMP and the continuous work to ensure its implementation, to the annual workplans and the deep dive investigations.
- The Group's involvement with these important partners and sustainability platforms has necessitated to adjust the availability of resources accordingly, both in terms of staffing and expenditure. This has taken place both at subsidiary level and at Group level. As a result, the size of sustainability departments has considerably increased in the past few years.

Description of value chain

Socfinaf's value chain is structured around 2 main agricultural activities: palm oil and natural rubber production. It integrates upstream agricultural production, core industrial processing and downstream commercialization and export activities.

In the upstream segment, Socfinaf operates both its own plantations and works with smallholders located around its sites. Smallholders are supported through training programs, provision of agricultural inputs and phytosanitary assistance aimed at improving productivity and agricultural practices. They represent a key component of the upstream supply chain, supplying raw materials to Socfinaf's processing facilities.

Socfinaf's core activities begin at plantation level, where FFB from oil palms plantations

and latex from rubber plantations are harvested and transported to industrial facilities. These raw materials are then processed in dedicated units. In palm oil operations, FFB are processed in palm oil mills to produce Crude Palm Oil (CPO), while palm kernels generated during milling are further processed in palm kernel crushing plants to produce Palm Kernel Oil (PKO) and Palm Kernel Cake (PKC). The process also generates by-products such as EFB and effluents, which are treated and managed through dedicated systems, including lagoon-based treatment facilities. In rubber operations, cup lumps are processed in rubber factories into dry rubber bales intended for commercialization, with effluents treated through appropriate systems.

Supporting activities are integrated into Socfinaf's operations across the value chain and include infrastructure and services such as housing villages, schools, medical centers, leisure facilities, offices and operational departments. Additional technical and environmental support functions include nurseries, laboratories, R&D (Research & Development) activities, biodiversity conservation initiatives and seed and wood garden management.

Downstream activities consist of the commercialization and distribution of palm oil and rubber products. Palm oil products are mainly sold on local and regional markets to refiners, processors and industrial customers operating in sectors such as agri-food and cosmetics. Rubber products are primarily exported to international markets and supplied to industrial customers, particularly tyre manufacturers. Downstream activities also include distribution networks, processors, retailers and final consumers, which form the broader end-use chain of Socfinaf's products.

Socfinaf operates an integrated business model in which it controls a significant part of its raw material supply. FFB and cup lumps are sourced from its own plantations, ensuring a stable supply of inputs and operational oversight across production processes.

The main outputs of Socfinaf's operations consist of CPO and processed rubber products. These are produced under quality and Environmental Management Systems (EMS) supported by ISO certifications. In addition, palm oil production is certified under RSPO standards and rubber operations adhere to GPSNR principles, reinforcing Socfinaf's sustainability commitments and responsible production practices.

Socfinaf operates at the early stages of the agricultural value chain, with activities that, in other business models, would typically be distributed across multiple actors. Its business model integrates agricultural production and industrial processing within a vertically integrated structure covering both palm oil and rubber value chains.

Within the broader value chain, smallholders constitute a significant part of the upstream supply base and most material IROs related to the value chain are concentrated in these upstream relationships.

No material IROs have been identified in relation to downstream activities beyond standard commercial distribution and customer relationships.

UPSTREAM VALUE CHAIN

CORE ACTIVITIES

DOWNSTREAM VALUE CHAIN

PALM OIL ACTIVITY

SMALLHOLDERS PLANTATIONS

SOCFIN PLANTATIONS

Empty fruit bunches

PALM OIL MILL

Palm oil

Palm kernel

Effluents

Lagoons

PALM KERNEL CRUSHING PLANT

Palm kernel oil

Palm kernel cake

CUSTOMER FACTORY

Local market

95% palm oil mill sold on local market

SUPPORT TO SMALLHOLDERS

Training

Supply of material

Phytosanitary

Mills

Estate

Factory

MANAGEMENT & SOCIAL INFRASTRUCTURES

Office & Departments

Villages

Schools

Medical centers

Exportation

RUBBER ACTIVITY

SMALLHOLDERS PLANTATIONS

SOCFIN PLANTATIONS

Effluents

Lagoons

RUBBER FACTORY

Rubber bales

Exportation

OTHER ACTIVITIES

SUPPORT TO COMMUNITIES

Donations & support

Seeds

Wood garden

Nursery

Laboratory

R&D

Biodiversity & preservation

SOCFINAF

Responsible tropical agriculture

Stakeholders' identification

Stakeholders typically include employees, business partners, clients, industry networks, civil society actors, shareholders, financial institutions, public authorities, NGOs and other relevant organizations involved in or impacted by the company's activities. The interests and views of stakeholders have had and keep having, an influence on the Group's strategy and business model. Banks have notably demonstrated a significant interest in closely monitoring the Group's progress in obtaining RSPO certification for the entirety of its palm oil activities. Similarly, clients have been an important influence in the Group's involvement with GPSNR for its rubber activities and the Group also closely listens to any environmental or social concerns that clients may have. Overall, these have led the Group to make its strategy evolve and keep its business model – which remains focused on tropical agriculture – up to date with modern concerns and sustainability requirements.

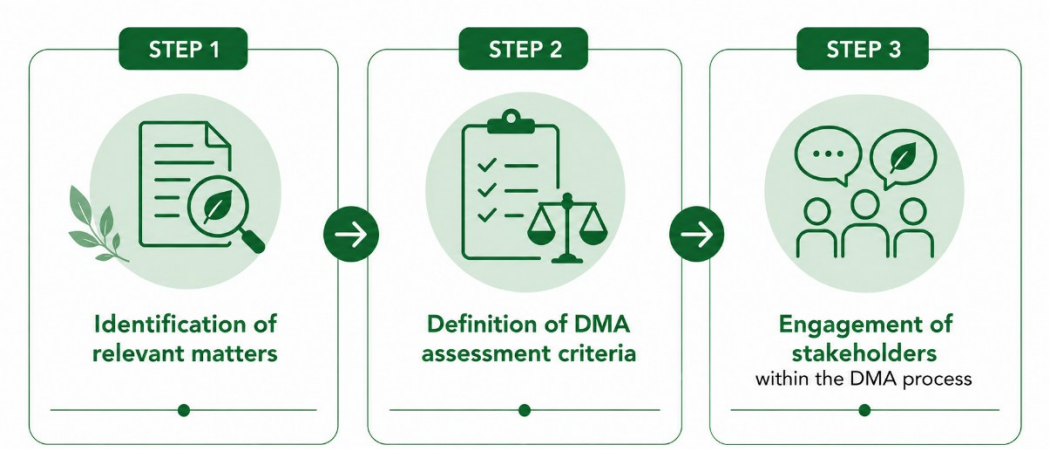
Stakeholders' views have been solicited as part of the DMA (see 1.6 section). Generally speaking, the Group's Top Management and Board members are informed of the outcome of each stage of the DMA. This includes gaining insight into stakeholders' responses on impact materiality, which provides a useful tool to determine sustainability priorities beyond reporting.

The 2017 launch of the RMP included new points such as the zero deforestation and the transparency commitments. GPSNR membership and active contribution during the building phases of the platform confirmed the seriousness of the Group's sustainability standards. This recent development is also in line with requests made by various external stakeholders.

1.6 Double-materiality analysis

In 2024, Socfinaf carried out its first DMA in line with ESRS standards applicable to the 2024 reporting cycle. This exercise enabled Socfinaf to identify and prioritize its most material sustainability topics, while ensuring compliance with the new CSRD requirements. As no significant changes occurred between 2024 and 2025 in terms of activities, business model, key stakeholders, or organizational structure, Socfinaf has retained the 2024 DMA results for the 2025 reporting cycle, while improving the clarity and presentation of the results.

1.6.1 Description of the methodology



Step 1: Identification of relevant matters for Socfinaf

For the DMA, all of the Group's activities were taken into consideration – that is, both palm oil and rubber activities, as well as both plantations and factories. Although not all geographies participated in the stakeholder consultation, the selected subsidiaries were representative of the main activities and possible issues across all sites. Moreover, cross-department collaboration at headquarters ensured that insights from the sustainability, finance, agricultural and industrial teams be taken into account. This helped understand IROs from a global, Group-level perspective. Notably, RSPO certification for palm oil sites, as well as GPSNR framework for rubber sites and the overall work EF, serve as key points of reference in the identification of possible adverse impacts. This applies to own operations as well as to supply chain considerations, in particular the collaboration with smallholders.

Based on the value chain mapping and stakeholders' identification (detailed in Section 1.5 "Strategy, Business Model and Value Chain"), the approach begins with a review of the 92 sustainability sub-sub-topics defined in ESRS 1 AR 16. This comprehensive framework covers a wide range of Environmental, Social and Governance (ESG) issues that may be relevant to Socfinaf, ensuring that a broad spectrum of ESG factors is considered and providing a robust foundation for the analysis.

Out of the 92 sub-sub-topics listed in ESRS 1 AR 16, 76 were identified as relevant for Socfinaf. This screening enabled to identify the following sustainability matters inspired by the ESRS standards:

	Macro-topics (ESRS)	Sub-topics
Environment	**EN1** Climate change mitigation and responsible energy use	1 Carbon emissions and climate change mitigation 2 Non-renewable energy use 3 Green energy use and fossil fuel consumption reduction
	EN2 Pollution reduction and control	4 Healthy soils 5 Water and air pollution
	EN3 Water consumption	6 Water consumption
	EN4 Protection of ecosystems and ecosystem services	7 Ecosystem protection 8 Identification, maintenance and protection of peatland, forests and HCV areas 9 Fire prevention
	EN5 Resource and waste management	10 Recycling of industrial waste 11 Industrial wastewater management and treatment 12 Household waste management
Social	**SO1** Local employees	13 Freedom of association 14 Protection and respect of the rights of employees (Labour Standards, Universal Declaration of Human Rights) 15 Social well-being
	SO2 Employee development and wellbeing	16 Development and accountability of workers and young people 17 Occupational health and safety for our employees
	SO3 Sustainable value chains	18 Protection and respect of the rights of employees in the value chain (Labour Standards, Universal Declaration of Human Rights) 19 Smallholder inclusion in supply chains
	SO4 Community relations	20 Protection and respect of the rights of local communities (Labour Standards, Universal Declaration of Human Rights) 21 Rural development 22 Local infrastructure
	SO5 Sustainable consumption	23 Food security 24 Collective action for sustainable palm oil and natural rubber production
Governance	**GOV1** Responsible business conduct	25 Ethics, transparency and traceability 26 Responsible governance system 27 Anti-bribery and anti-corruption

All ESRS standards have been identified relevant, except ESRS S4 due to the limited interaction with consumers and end-users.

In addition to sustainability matters inspired by the ESRS standards, Socfinaf then identifies entity-specific topics based on its activities, operational context and stakeholder expectations. This step involves analyzing our supply chain, geographic presence and stakeholder concerns to capture ESG risks and opportunities most relevant to our business and enabled Socfinaf to identify 2 additional sustainability matters:

	Macro-topics (entity-specific)	Sub-topics
Entity-specific	01 Partnerships for sustainable development	28 Partnerships stimulating innovation and sustainability performance
	02 Productivity and yield	29 Productivity and yield

Finally, insights from the ESRS topic list are combined with entity-specific findings to develop a tailored list of relevant sustainability matters. This integrated approach ensures that both industry-wide and company-specific issues are addressed, allowing sustainability efforts to remain focused and aligned with strategic priorities.

In total, Socfinaf identified 13 macro-topics and 29 sub-sub-topics, which serve as the basis for the identification of IROs and the DMA.

****

Step 2: Definition of DMA assessment criteria

The ESRS standards require to perform an assessment based on 2 perspectives: impact materiality and financial materiality.

For **impact materiality**, Socfinaf initiated the process with a qualitative assessment of potential impacts across the 29 identified sub-topics. This involved identifying the range of impacts Socfinaf may have on external stakeholders and the environment (including ecosystems, biodiversity and local communities). Each sub-topic was then characterized according to the nature of its impacts (positive or negative), as well as their status (actual or potential). Subsequently, a set of assessment criteria was defined. Stakeholders involved in the DMA process were asked to score each criterion on a scale from 1 to 4, depending on the characteristics of the sub-topic, as outlined below:

Impact sub-topic	ESRS assessment criteria			
	SCALE	SCOPE	LIKELIHOOD	IRREMEDIABILITY
POSITIVE and ACTUAL	V	V		
POSITIVE and POTENTIAL	V	V	V	
NEGATIVE and ACTUAL	V	V		V
NEGATIVE and POTENTIAL	V	V	V	V

For **financial materiality**, Socfinaf conducted a qualitative assessment to identify a comprehensive set of risks and opportunities across each macro-topic, supported by consultations with internal experts (including representatives from the agricultural, industrial and finance functions) as well as exchanges with industry peers. The analysis incorporated consideration of key dependencies and potential linkages with identified impacts to ensure completeness and consistency; depending on the time horizon, certain events may be classified as both risks and opportunities. Each identified risk and opportunity was assigned an appropriate time horizon and subsequently assessed against 2 criteria (likelihood of occurrence and magnitude of financial impact), each scored on a scale from 1 to 4. A final score was then calculated for each Socfin macro-topic based on the average of these 2 criteria.

For **both perspectives**, 5 predefined thresholds were applied to determine materiality levels based on the resulting scores, as presented below:

****

Step 3: Engagement of stakeholders within the DMA process

In order to engage stakeholders in the double materiality process, questionnaires were developed and distributed to gather their perspectives on sustainability matters. Safacam subsidiary (in Cameroon) was selected as a representative of Socfinaf's operations to carry out the survey, as it is one of the largest entities within Socfinaf in terms of workforce and operates in both palm oil and rubber activities (with coverage of the full Socfinaf value chain). A sample of approximately 100 employees was selected, focusing primarily on office staff and team leaders from both factory and field operations.

In terms of decision-making process and related internal control procedures, the Group's Head of Sustainability, as well as the Chief Financial Officer (CFO), oversaw and actively took part in the whole DMA process. At the end of the process, the final list of material topics and their respective ESG reporting strategies were validated by the Group's Top Management. This validation took place in the form of a few discussions in which the impact and financial materiality assessments were explained in detail, followed by a couple of closing sessions. With regards to internal control procedures, the Group's Internal Auditor participated in some sessions to provide helpful insight.

In addition, the CSRD process in general was submitted to an internal audit, it should be noted that sustainability-related risks are continuously being considered and monitored through RSPO certification and GPSNR guidelines measures.

1.6.2 Double-materiality results

DMA matrix

Following the completion of the DMA process, which combined impact and financial materiality analyses in line with ESRS requirements, the final set of material sustainability topics and results was obtained as presented below:

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN1 – Climate change mitigation and responsible energy use	ESRS E1	Important	Important
	EN2 – Pollution reduction and control	ESRS E2	Informative	Informative
	EN3 – Water consumption	ESRS E3	Informative	Informative
	EN4 – Protection of ecosystems and ecosystem services	ESRS E4	Critical	Informative
	EN5 – Resource and waste management	ESRS E5	Significant	Important
Social	SO1 – Local employees	ESRS S1	Minimal	Important
	SO2 – Employee development and wellbeing	ESRS S1	Informative	Important
	SO3 – Sustainable value chains	ESRS S2	Informative	Important
	SO4 – Community relations	ESRS S3	Informative	Significant
	SO5 – Sustainable consumption	ESRS S3	Important	Informative
Governance	GO1 – Responsible business conduct	ESRS G1	Important	Critical
Entity specific	O1 – Partnerships for sustainable development	Entity-specific	Critical	Critical
	O2 – Productivity and yield	Entity-specific	Critical	Significant

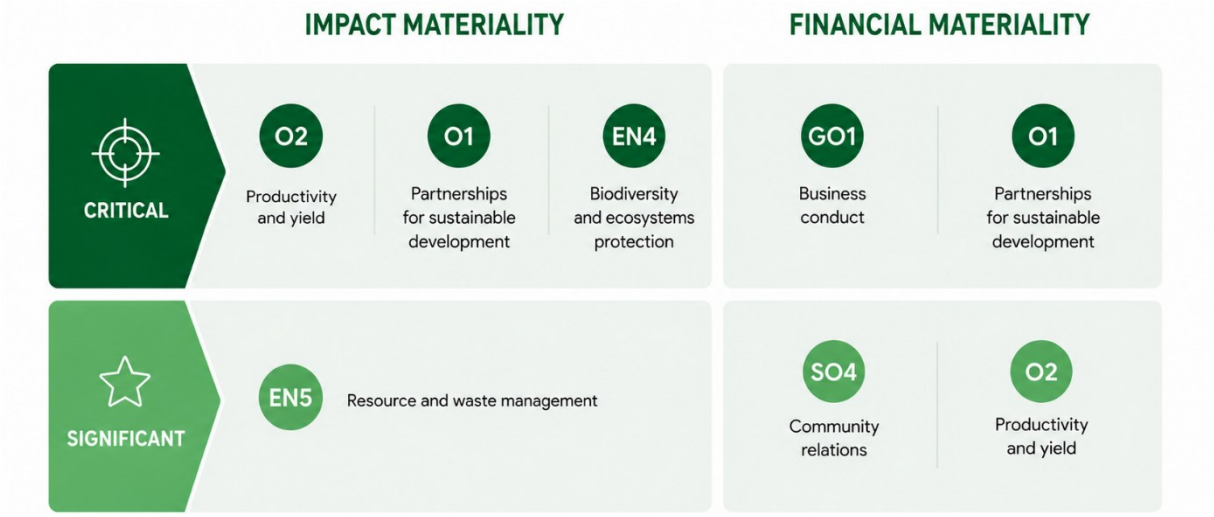
Analysis of the results

The most **material impacts** identified through the DMA relate primarily to productivity and yield (driven by improved agricultural performance, reduced land use, increased resilience and linked to climate change), partnerships for sustainable development (notably through certifications, frameworks and collaborations with foundations) and biodiversity and ecosystems protection.

Additional material impacts include the own workforce (human rights, well-being and health and safety), climate change (GHG emissions and energy transition), business conduct (anti-corruption and transparency), water resources, workers in the value chain and affected communities. Less material impacts include resource use and waste management; pollution and certain sub-topics related to the own workforce.

From **a financial perspective**, the most material risks relate to business conduct (regulatory and reputational risks), affected communities, resource and waste management (notably input price volatility) and the own workforce (labor dependency in remote areas), alongside climate change, water and employees in the value chain. The most material opportunities relate to business conduct (implementation of the RMP), partnerships for sustainable development and productivity and yield (supported by R&D, as well as climate change and resource efficiency.

Overall, the most material topics combine business conduct, partnerships for sustainable development, productivity and yield and affected communities, followed by resource and waste management, the own workforce, workers in the value chain and climate change.



All material IROs are mainly concentrated within Socfinaf's own operations, reflecting its business model based on oil palms and rubber trees cultivation associated industrial activities. While some impacts are inherent to this model, the RMP, established in 2017, remains central in mitigating negative impacts and enhancing positive ones.

The DMA confirms existing strategic priorities while highlighting areas for further development, including target setting, additional studies and strengthening of topic-specific policies. It also supports the progressive integration of ESG considerations into risk management, internal audit and decision-making processes.

Socfinaf's activities generate both positive and negative impacts on people and the environment.

- Positive impacts include ecosystem protection (peatlands, forests, HCV areas), fire prevention, productivity gains through R&D enabling reduced land use and inputs, as well as social contributions through employment, training and education support. These actions are reinforced through partnerships with organizations such as RSPO, GPSNR and EF.
- Negative impacts mainly relate to occupational health and safety risks inherent to plantation and industrial activities, GHG emissions (notably from palm oil mill effluents), wastewater management risks, potential impacts on local communities and governance-related issues, all of which are actively monitored and mitigated.

Overall, while certain impacts are structurally linked to the business model of large-scale agriculture, Socfinaf's approach is focused on continuous mitigation, remediation and the enhancement of positive contributions across its operations and value chain.

In terms of the expected time horizons of material impacts, positive impacts related to partnerships for sustainable development, biodiversity and ecosystems, industrial waste recycling, the own workforce, business conduct, renewable energy production, and the development of infrastructure for local communities are already in place and ongoing. Additional positive impacts linked to productivity and yield improvements are expected to further strengthen in the short to medium term, while those related to household waste management are anticipated over the medium to long term, depending on site-specific conditions. On the negative side,

impacts affecting local communities as well as occupational health and safety are already present. Mitigation measures have been initiated to address these impacts, with further improvements expected in the short term. In relation to greenhouse gas emissions, dedicated mitigation plans are currently being implemented, with tangible outcomes expected in the short term.

Financial effects, anticipated impacts and coverage of IROs

The current financial effects of material risks and opportunities mainly relate to resource and waste management, own workforce, affected communities and business conduct. Risks linked to resource and waste management, particularly fuel and fertilizer price volatility, may increase production costs. Risks related to the own workforce, such as labor availability in remote areas, are currently not material at Group level and therefore do not generate significant financial effects. Similarly, risks related to affected communities, including reputational exposure and land access challenges, are not currently material and do not result in observable financial effects. Business conduct risks, linked to evolving regulatory, certification and stakeholder expectations, may affect relationships with key stakeholders; however, current financial effects remain limited as monitoring and compliance mechanisms are already in place.

On the opportunity side, business conduct and partnerships for sustainable development contribute to strengthening the Group's reputation and market positioning, while supporting access to key stakeholders. Opportunities related to productivity and yield, supported by R&D and sustainability partnerships, are expected to improve medium-term financial performance and reduce long-term costs.

At present, most opportunities are not yet reflected in financial statements, as benefits are either indirect or expected over the medium to long term. No material risks or opportunities have been identified that could lead to significant adjustments to the carrying amounts of assets or liabilities within the next annual reporting period.

Over the short term, opportunities linked to business conduct and partnerships for sustainable development are expected to support financial position through improved reputation and stakeholder confidence. In the medium term, productivity and yield-related initiatives are expected to enhance financial performance through efficiency gains and cost optimization. Material risks may impact financial performance and cash flows through increased operating costs or, in certain cases, affect financial position through reputational exposure.

The resilience of Socfinaf's strategy and business model is supported by the RMP, established in 2017 and updated in 2022, which embeds the commitment to sustainably manage plantations, respect employees and communities and protect the environment. The Group's adherence to international standards such as RSPO and GPSNR, as well as its collaboration with EF, ensures continuous monitoring and management of material IROs, thereby strengthening the resilience of its business model.

All identified IROs are covered by ESRS disclosure requirements, except for entity-specific topics such as partnerships for sustainable development and productivity and yield. Additional entity-specific disclosures are also included where relevant, particularly regarding peat management, education, medical infrastructure and housing, which are reported under biodiversity and ecosystems and own workforce topics respectively.

ESRS Disclosure Requirements index

The information to be disclosed was determined by mapping the different disclosure requirements per ESRS in accordance with the identified material impacts, risks and opportunities.

ESRS 2 – GENERAL DISCLOSURES		
BP-1	General basis for preparation of sustainability statements	1.1 General basis for preparation of the Sustainability Statement
BP-2	Disclosures in relation to specific circumstances	1.2 Disclosures in relation to specific circumstances for the Sustainability Statement
GOV-1	The role of the administrative, management and supervisory bodies	1.3 Governance, management and supervisory bodies
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	1.3 Governance, management and supervisory bodies
GOV-3	Integration of sustainability-related performance in incentive schemes	1.3 Governance, management and supervisory bodies
GOV-4	Statement on due diligence	1.4 Due diligence, risk management and internal control over sustainability reporting
GOV-5	Risk management and internal controls over sustainability reporting	1.4 Due diligence, risk management and internal control over sustainability reporting
SBM-1	Strategy, business model and value chain	1.5 Strategy, business model and value chain
SBM-2	Interests and views of stakeholders	1.5 Strategy, business model and value chain
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.6 Double-materiality analysis
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	1.6 Double-materiality analysis
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	1.6 Double-materiality analysis
ESRS E1 – CLIMATE CHANGE		
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	1.3 Governance, management and supervisory bodies
E1-1	Transition plan for climate change mitigation	2.1.2 Climate change adaptation and mitigation
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.1.1 Impacts, Risks and Opportunities (IROs) related to climate change
ESRS 2 IRO-1	Description of the processes to identify and assess material climate- related impacts, risks and opportunities	2.1.1 Impacts, Risks and Opportunities (IROs) related to climate change
E1-2	Policies related to climate change mitigation and adaptation	2.1.2 Climate change adaptation and mitigation
E1-3	Actions and resources in relation to climate change policies	2.1.5 Actions and resources related to climate change
E1-4	Targets related to climate change mitigation and adaptation	2.1.2 Climate change adaptation and mitigation
E1-5	Energy consumption and mix	2.1.4 Energy consumption
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	2.1.3 GHG emissions

E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Not material
E1-8	Internal carbon pricing	Not material
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Not reported (phase-in)
ESRS E2 – POLLUTION		
ESRS 2 IRO-1	Description of the processes to identify and assess material pollution- related impacts, risks and opportunities	2.2.1 Impacts, risks and opportunities related to pollution
E2-1	Policies related to pollution	2.2.2 Pollution management
E2-2	Actions and resources related to pollution	2.2.3 Actions and resources related to pollution
E2-3	Targets related to pollution	2.2.2 Pollution management
E2-4	Pollution of air, water and soil	2.2.2 Pollution management
E2-5	Substances of concern and substances of very high concern	2.2.2.4 Substances of concern
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	2.2.1 Impacts, risks and opportunities related to pollution
ESRS E3 – WATER AND MARINE RESOURCES		
ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	2.3.1 Impacts, risks and opportunities related to water and marine resources
E31	Policies related to water and marine resources	2.3.2 Water management at operated sites
E3-2	Actions and resources related to water and marine resources	2.3.4 Actions and resources related to water
E3-3	Targets related to water and marine resources	2.3.2 Water management at operated sites
E3-4	Water consumption	2.3.3 Water usage metrics
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	2.3.2 Water management at operated sites
ESRS E4 – BIODIVERSITY & ECOSYSTEMS		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
E4-2	Policies related to biodiversity and ecosystems	2.4.2 Biodiversity and ecosystems management
E4-3	Actions and resources related to biodiversity and ecosystems	2.4.4 Actions and resources related to biodiversity and ecosystems
E4-4	Targets related to biodiversity and ecosystems	2.4.3 Ambition for biodiversity and ecosystem protection
E4-5	Impact metrics related to biodiversity and ecosystems change	2.4.5 Biodiversity and ecosystem metrics
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not reported (phase-in)
ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY		
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	2.5.1 Impacts, risks and opportunities related to circular economy
E5-1	Policies related to resource use and circular economy	2.5.2 Resource use and circular economy management

E5-2	Actions and resources related to resource use and circular economy	2.5.3 Actions and resources related to resource use and circular economy
E5-3	Targets related to resource use and circular economy	2.5.2 Resource use and circular economy management
E5-4	Resource inflows	2.5.4 Resource use and circular economy-related outcomes
E5-5	Resource outflows	2.5.4 Resource use and circular economy-related outcomes
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	Not reported (phase-in)
ESRS S1 – OWN WORKFORCE		
ESRS 2 SBM-2	Interests and views of stakeholders	3.1.1 Impacts, risks and opportunities related to own workforce
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.1 Impacts, risks and opportunities related to own workforce
S1-1	Policies related to own workforce	3.1.2 Policies, commitments and processes related to own workforce
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	3.1.2 Policies, commitments and processes related to own workforce
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	3.1.2 Policies, commitments and processes related to own workforce
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	3.1.3 Actions and resources related to own workforce
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.1.2 Policies, commitments and processes related to own workforce
S1-6	Characteristics of the undertaking's employees	3.1.4 Metrics related to own workforce
S1-7	Characteristics of non-employees in the undertaking's own workforce	3.1.4 Metrics related to own workforce
S1-8	Collective bargaining coverage and social dialogue	3.1.4 Metrics related to own workforce
S1-9	Diversity metrics	3.1.4 Metrics related to own workforce
S1-10	Adequate wages	3.1.4 Metrics related to own workforce
S1-11	Social protection	3.1.4 Metrics related to own workforce
S1-12	Persons with disabilities	Not material
S1-13	Training and skills development metrics	3.1.4 Metrics related to own workforce
S1-14	Health and safety metrics	3.1.4 Metrics related to own workforce
S1-15	Work-life balance metrics	3.1.4 Metrics related to own workforce
S1-16	Compensation metrics (pay gap and total remuneration)	3.1.4 Metrics related to own workforce
S1-17	Incidents, complaints and severe human rights impacts	3.1.4 Metrics related to own workforce

ESRS S2 – WORKERS IN THE VALUE CHAIN		
ESRS 2 SBM-2	Interests and views of stakeholders	3.2.1 Impacts, risks and opportunities related to workers in the value chain
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.2.1 Impacts, risks and opportunities related to workers in the value chain
S2-1	Policies related to value chain workers	3.2.2 Policies, commitments and processes related to workers in the value chain
S2-2	Processes for engaging with value chain workers about impacts	3.2.2 Policies, commitments and processes related to workers in the value chain
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.2.2 Policies, commitments and processes related to workers in the value chain
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	3.2.4 Actions and resources related to workers in the value chain
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.2.3 Target: 100% traceability for raw material supply
ESRS S3 – AFFECTED COMMUNITIES		
ESRS 2 SBM-2	Interests and views of stakeholders	3.3.1 Impacts, risks and opportunities related to affected communities
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.3.1 Impacts, risks and opportunities related to affected communities
S3-1	Policies related to affected communities	3.3.2 Policies, commitments and processes related to affected communities
S3-2	Processes for engaging with affected communities about impacts	3.3.2 Policies, commitments and processes related to affected communities
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	3.3.2 Policies, commitments and processes related to affected communities
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	3.3.2 Policies, commitments and processes related to affected communities
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.3.2 Policies, commitments and processes related to affected communities
ESRS G1 – BUSINESS CONDUCT		
ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	1.3 Governance, management and supervisory bodies
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	4.1.1 Impacts, risks and opportunities related to business conduct
G1-1	Business conduct policies and corporate culture	4.1.2.1 Corporate culture
G1-2	Management of relationships with suppliers	4.1.2.2 Management of relationships with suppliers
G1-3	Prevention and detection of corruption and bribery	4.1.2.3 Prevention and detection of corruption and bribery and lobbying activities

G1-4	Incidents of corruption or bribery	4.1.4 Metrics related to business conduct
G1-5	Political influence and lobbying activities	4.1.4 Metrics related to business conduct
G1-6	Payment practices	4.1.4 Metrics related to business conduct

EU Legislation datapoints index

The following index maps the datapoints deriving from other EU legislation, as listed in Appendix B of ESRS 2, to their location in the sustainability statement.

Disclosure requirement	Datapoint	Description	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU climate law reference	Section
ESRS 2 GOV-1	21d	Gender diversity in governance bodies	•		•		1.3 Governance, management and supervisory bodies
ESRS 2 GOV-1	21e	Percentage of board members who are independent			•		1.3 Governance, management and supervisory bodies
ESRS 2 GOV-4	30	Statement on due diligence	•				1.4 Due diligence, risk management and internal control over sustainability reporting
ESRS 2 SBM-1	40d i	Involvement in activities related to fossil fuel activities	•	•	•		Not applicable
ESRS 2 SBM-1	40d ii	Involvement in activities related to chemical production	•		•		Not applicable
ESRS 2 SBM-1	40d iii	Involvement in activities related to controversial weapons	•		•		Not applicable
ESRS 2 SBM-1	40d iv	Involvement in activities related to cultivation and production of tobacco			•		Not applicable
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				•	2.1.2 Climate change adaptation and mitigation
ESRS E1-1	16g	Companies excluded from Paris-aligned Benchmarks		•	•		2.1.2 Climate change adaptation and mitigation
ESRS E1-4	34	GHG emission reduction targets	•	•	•		2.1.2 Climate change adaptation and mitigation
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	•				2.1.4 Energy consumption
ESRS E1-5	37	Energy consumption and mix	•				2.1.4 Energy consumption
ESRS E1-5	40 to 43	Energy intensity of activities in sectors with a high climate impact	•				2.1.4 Energy consumption
ESRS E1-6	44	Gross Scope 1, 2 or 3 and Total GHG emissions	•	•	•		2.1.3 GHG emissions
ESRS E1-6	53 to 55	Gross GHG emissions intensity	•	•	•		2.1.3 GHG emissions
ESRS E1-7	56	GHG removals and carbon credits				•	-

ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			•		Not reported (phase-in)
ESRS E1-9	66a, 66c	Disaggregation of monetary amounts by acute and chronic physical risk/ Location of significant assets at material physical risk		•			Not reported (phase-in)
ESRS E1-9	67c	Breakdown of the carrying value of the undertaking's real estate assets by energy-efficiency classes		•			Not reported (phase-in)
ESRS E1-9	69	Degree of portfolio exposure to climate-related opportunities			•		Not reported (phase-in)
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register)	•				-
ESRS E3-1	9	Water and marine resources	•				2.3.2 Water management at operated sites
ESRS E3-1	13	Related policies	•				2.3.2 Water management at operated sites
ESRS E3-1	14	Practices related to sustainable oceans and seas	•				Not applicable
ESRS E3-4	28c	Total percentage of water recycled and reused	•				-
ESRS E3-4	29	Total water consumption in m3 per net revenues in own operations	•				2.3.3 Water usage metrics
ESRS 2 – SBM-3 E4	16a i	-	•				2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
ESRS 2 – SBM-3 E4	16b	-	•				2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
ESRS 2 – SBM-3 E4	16c	-	•				2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems
ESRS E4-2	24b	Sustainable land/agriculture practices or policies	•				2.4.2 Biodiversity and ecosystems management
ESRS E4-2	24c	Sustainable oceans/seas practices or policies	•				Not applicable
ESRS E4-2	24d	Policies to address deforestation	•				2.4.2 Biodiversity and ecosystems management
ESRS E5-5	37d	Non-recycled waste	•				2.5.4 Resource use and circular economy-related outcomes
ESRS E5-5	39	Hazardous waste and radioactive waste	•				-

ESRS 2 – SBM-3 S1	14f	Risk of incidents of forced labor	•				3.1.1 Impacts, risks and opportunities related to own workforce
ESRS 2 – SBM-3 S1	14g	Risk of incidents of child labor	•				3.1.1 Impacts, risks and opportunities related to own workforce
ESRS S1-1	20	Human rights policy commitments	•				3.1.2 Policies, commitments and processes related to own workforce
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8			•		3.1.2 Policies, commitments and processes related to own workforce
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	•				3.1.2 Policies, commitments and processes related to own workforce
ESRS S1-1	23	Workplace accident prevention policy or management system	•				3.1.2 Policies, commitments and processes related to own workforce
ESRS S1-3	32c	Grievance/complaints handling mechanisms	•				3.1.2 Policies, commitments and processes related to own workforce
ESRS S1-14	88b, 88c	Number of fatalities and number and rate of work-related accidents	•		•		3.1.4 Metrics related to own workforce
ESRS S1-14	88e	Number of days lost to injuries, accidents, fatalities or illness	•				3.1.4 Metrics related to own workforce
ESRS S1-16	97a	Unadjusted gender pay gap	•		•		3.1.4 Metrics related to own workforce
ESRS S1-16	97b	Excessive CEO pay ratio	•				3.1.4 Metrics related to own workforce
ESRS S1-17	103a	Incidents of discrimination	•				3.1.4 Metrics related to own workforce
ESRS S1-17	104a	Non-respect of UN Guiding Principles on Business and Human Rights and OECD Guidelines	•		•		3.1.4 Metrics related to own workforce
ESRS 2 – SBM-3 – S2	11b	Significant risk of child labor or forced labor in the value chain	•				3.2.1 Impacts, risks and opportunities related to workers in the value chain
ESRS S2-1	17	Human rights policy commitments	•				3.2.2 Policies, commitments and processes related to workers in the value chain
ESRS S2-1	18	Policies related to value chain workers	•				3.2.2 Policies, commitments and processes related to workers in the value chain
ESRS S2-1		Non-respect of UN Guiding Principles on Business and Human Rights and OECD Guidelines	•		•		3.2.2 Policies, commitments and processes related to

							workers in the value chain
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8			•		3.2.2 Policies, commitments and processes related to workers in the value chain
ESRS S2-4	36	Human Rights issues and incidents connected to its upstream and downstream value chain	•				3.2.2 Policies, commitments and processes related to workers in the value chain
ESRS S3-1	16	Human rights policy commitments	•				3.3.2 Policies, commitments and processes related to affected communities
ESRS S3-1	17	Non-respect of UN Guiding Principles on Business and Human Rights, ILO Principles or and OECD Guidelines	•		•		3.3.2 Policies, commitments and processes related to affected communities
ESRS S3-4	36	Human Rights issues and incidents	•				-
ESRS S4-1	16	Policies related to consumers and end-users	•				Not applicable
ESRS S4-1	17	Non-respect of UN Guiding Principles on Business and Human Rights and OECD Guidelines	•				Not applicable
ESRS S4-4	35	Human Rights issues and incidents	•				Not applicable
ESRS G1-1	10b	United Nations Convention against Corruption	•				4.1.2.3 Prevention and detection of corruption and bribery and lobbying activities
ESRS G1-1	10d	Protection of whistleblowers	•				4.1.2.3 Prevention and detection of corruption and bribery and lobbying activities
ESRS G1-4	24a	Fines for violation of anti-corruption and anti-bribery laws	•		•		4.1.4 Metrics related to business conduct
ESRS G1-4	24b	Standards of anti-corruption and anti-bribery	•				4.1.4 Metrics related to business conduct

Environmental information

2.

2.1	Climate Change ERSR E1	39
2.2	Pollution ESRS E	52
2.3	Water and marine resources ERSR E3	62
2.4	Biodiversity and ecosystems ESRS E4	70
2.5	Resource use and circular economy ESRS E5	87
2.6	EU Taxonomy	97

2. Environmental information

2.1 Climate Change (ESRS E1)

2.1.1 Impacts, Risks and Opportunities (IROs) related to climate change

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN1 – Climate change mitigation and responsible energy use	ESRS E1	Important	Important

The IROs related to ESRS E1 were identified through the DMA and are reflected in Socfinaf's macro-topic **EN1 - Climate change mitigation and responsible energy use**, which is assessed as material both from an impact and financial perspective. This topic covers Socfinaf's efforts to reduce its climate impact through responsible energy management and GHG emissions reduction. It includes the measurement, monitoring and reduction of GHG emissions across the entire value chain (scopes 1, 2 and 3), the reduction of fossil fuel consumption in plantations and industrial operations (e.g. transport, boilers, generators) and the development of sustainable energy solutions such as the use of renewable energy sources (biomass, solar panels) and energy efficiency improvements in processing facilities.

Socfinaf has established a structured process to identify and assess material impacts, risks, dependencies and opportunities related to climate change mitigation and responsible energy use.

As part of its impact materiality assessment, Socfinaf engaged a broad range of stakeholders, who were invited to evaluate the seriousness (scale), scope and irremediability of impacts associated with its GHG emissions and use of non-renewable energy.

Stakeholders also assessed the positive impacts linked to Socfinaf's use of renewable energy and its efforts to reduce fossil fuel consumption.

The results of this assessment indicated that the topic was considered important, although not initially ranked as critical or highly significant. Notably, many stakeholders identified climate change mitigation and energy transition as areas expected to gain importance over the next 3 to 5 years. The outcomes can be partly explained by methodological considerations, including the use of a standardized questionnaire for all stakeholders, which may have led to varying levels of understanding of the subject matter, as well as the likelihood that respondents factored in existing mitigation measures when assessing impacts.

Despite these results, Socfinaf recognizes that its business model, which is closely linked to industrial agricultural activities, inherently entails significant interactions with climate-related issues. Consequently, Socfinaf exercised informed judgment in its materiality determination. Following discussions internally led within the Group Sustainability Department in collaboration with Top Management, climate change mitigation and energy use were elevated to the highest level of priority within the materiality framework.

This decision was further supported by the launch of a dedicated Carbon Taskforce (established in 2024 by Socfin Group and

mandated by the CODIR (Executive Committee)), whose mandate is to identify key emission sources, define actionable decarbonization levers and develop science-aligned emission reduction targets

Through this governance and assessment process, Socfinaf ensures that climate-related impacts are comprehensively understood and strategically addressed.

As part of the DMA, Socfinaf identified the following material IROs related to climate change (ESRS E1):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
EN1	Climate change mitigation Climate change adaptation Energy	Contribution in carbon neutrality with the use of biomass in plants processing palm oil and rubber	⊕	Own operations
		Fossil fuel consumption in plants processing rubber contributes directly to GHG emissions on site	⊖	Own operations
		Generation of methane emissions due to effluents from palm oil mills and management of organic waste	⊖	Own operations Downstream
		Extreme weather events such as strong winds and floods can reduce crop yield and quality, damage assets and disrupt operations, with winds affecting young rubber trees requiring replanting and flooding hindering tapping and harvesting activities (physical risk)	R	Own operations
		Changing and increasingly extreme weather conditions may increase phytosanitary risks linked to adaptive stress (biotic and abiotic factors), reducing yields and revenues, with effects expected to intensify in the medium term as climate change progresses (transitional risk).	R	Own operations
		In the long term, investments in renewable energy could enable Socfinaf to develop energy self-sufficient palm oil mills and rubber processing facilities.	◎	Own operations
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies and commitments addressing all relevant topics. In addition, Socfinaf closely monitors these material topics through defined metrics, including GHG emissions (Scopes 1, 2 and 3) and Energy consumption (all detailed below).

2.1.2 Climate change adaptation and mitigation

Commitments to address climate change

Socfinaf's commitments to addressing climate change are embedded within Socfin Group RMP, which establishes a general framework for action. The ESRS sustainability matters covered by this policy include climate change mitigation, energy efficiency and the deployment of renewable energy. In this context, the policy reflects Socfin Group's dedication to "minimizing carbon emissions, reducing energy usage and fossil fuel dependence and promoting the use of green energy". In addition to these commitments, which constitute the foundation of Socfinaf's broader efforts to address climate change, Socfin Group's Carbon Taskforce will assess whether a dedicated, standalone climate change policy should be developed to further strengthen governance and accountability in this area and guide Socfinaf's climate policy. The effectiveness of policies and actions related to GHG emissions is not yet tracked, as a baseline year, baseline value, and time-bound targets have not yet been defined. Appropriate tools, indicators, and processes will be established to monitor their effectiveness once these elements are formalized.

Transition plan

Despite the Group's commitments in favor of climate change mitigation, a transition plan is not yet developed at Group-level. The Carbon Taskforce brings together members from sustainability, agronomy, industrial and financial consolidation departments. In 2024, the Carbon Taskforce focused on analyzing the external expectations and regulatory framework within which targets must be defined, reviewing existing GHG emissions calculation tools and identifying gaps and mapping potential emission reduction solutions. Building on this foundation, in 2025 the Carbon Taskforce focused on refining the calculation tools to transition GHG emissions coverage from a product-based approach to a corporate-level approach (methodology described in 2.1.3 GHG emissions section).

In 2026, the Carbon Taskforce will develop a corporate-level carbon accounting framework, representing a key prerequisite for identifying and defining decarbonization levers. Building on this work, the next phase will consist of proposing and developing a new transition plan, together with the associated targets and actions, to be submitted to and approved by the CODIR at Socfin Group level. Socfinaf will be then be able to communicate its key decarbonization levers and priority actions, assess potential locked-in GHG emissions associated with key assets and products and align its climate strategy with international objectives. For all these reasons, Socfinaf has not yet set any measurable climate-related targets to support the commitments mentioned above.

Climate-related risk and resilience analysis

Although an in-depth climate-related risk and resilience analysis is still to be conducted (probably in 2026 or 2027), several elements of a resilience analysis are in fact implemented or underway. The process to identify and assess climate-related IROs has been carried out as part of the DMA. Within this framework, key transition and physical risks were identified and assessed, notably through consultations with various internal stakeholders (including the Agronomy Department and on-site teams at Socfinaf subsidiaries), complemented by benchmarking against similar companies to

refine the understanding of potential exposures.

For physical risks, climate-related hazards have been identified across short-, medium- and long-term time horizons and the Group has screened whether its assets and business activities may be exposed to such hazards. The extent to which these assets and activities are exposed and sensitive to identified hazards has also been assessed.

For transition risks, transition events have similarly been identified over short-, medium- and long-term time horizons and the Group has screened its exposure to these events. The extent to which assets and business activities are exposed and sensitive to these transition events has been assessed.

For transition risks, transition events have similarly been identified over short-, medium- and long-term time horizons, and the Group has screened its exposure to these events. The extent to which assets and business activities are exposed and sensitive to these transition events has been assessed. However, this process has not yet been informed by climate-related scenario analysis, and assets or activities that may be incompatible with, or require significant adaptation to align with, a climate-neutral economy have not yet been formally identified. Climate-related scenario analysis has therefore not been used at this stage too.

This initial assessment serves as a foundation for future, more comprehensive analyses. It has enabled the Group to identify those vulnerabilities are primarily concentrated within its own operations, which is consistent with the nature and scope of its activities and provides greater leverage to manage them. While risk adaptation and mitigation strategies have not yet been formally structured under a dedicated resilience framework (something that will be addressed in future work), such measures are already in place or under development across several areas (e.g., sustainability, industrial, R&D).

For the purpose of this analysis, resilience considerations were incorporated into the DMA, with a scope aligned accordingly. Resilience-related factors were embedded throughout the assessment and both risks and resilience were evaluated from a global, Group-level perspective, covering all operations.

The results of the resilience analysis identified several material climate-related risks, both transition and physical, while indicating that the Group's overall resilience to these risks appears relatively high at this stage. **Transition risks** include regulatory requirements related to renewable energy, which could restrict market access or affect client retention where full adoption is not immediately feasible, as well as rising adaptation-related costs resulting from shifting ecosystems. **Physical risks** stem from the increasing frequency and severity of extreme weather events, such as winds and floods impacting crops and assets, unpredictable rainfall patterns leading to water deficits or droughts and elevated phytosanitary risks due to crop stress, which may affect production volumes, quality and revenues.

At Group level, certain risks are naturally mitigated by the geographic diversification of operations across multiple countries and regions, as well as by the presence of 2 distinct economic activities, meaning that impacts affecting one location or crop do not necessarily affect others. In addition, climatic conditions are closely monitored across all sites, research on crop resistance and adaptability is ongoing and efforts are made to remain aligned with evolving regulatory requirements. A more in-depth resilience analysis, based on professional climate scenarios and detailed climate-

related risk assessments, is expected to provide additional insights and further complement these preliminary conclusions.

Socfinaf operates in an environment characterized by significant uncertainty regarding the future evolution of climatic conditions and their potential impacts on crops. While certain changes may adversely affect production volumes or quality, others may have neutral or positive effects. In addition, at the time of replanting, the Group can adjust the varieties used for a given crop, enabling greater resilience through the selection of varieties with improved resistance to evolving climatic conditions. Combined with the sustained demand for the Group's 2 core commodities, these levers provide the Company with the ability to adjust its strategy and business model while remaining within its existing operational framework.

Alignment with EU Paris Benchmarks

Socfinaf is not excluded from EU Paris-aligned Benchmarks.

2.1.3 GHG emissions

2.1.3.1 GHG emissions approach and methodology

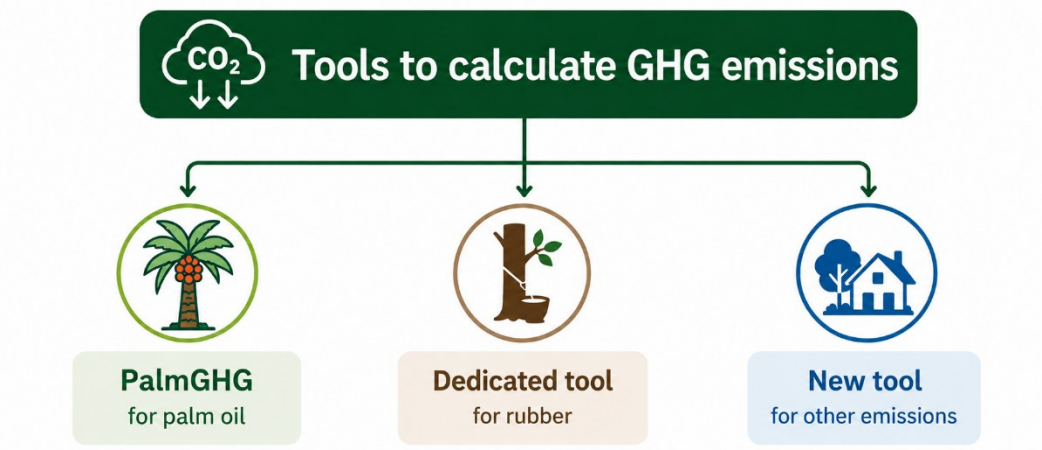
General approach of GHG emission calculations

As previously mentioned, Socfin Group uses a corporate-based approach, relying on 3 tools to calculate GHG emissions in accordance with the GHG Protocol methodology:

- PalmGHG, a dedicated tool for product-level GHG emissions from palm operations (scopes 1, 2 and 3);
- a dedicated tool for product-level GHG emissions from rubber operations (scopes 1, 2 and 3);
- a new tool, acquired in 2025 and currently being implemented aims at covering all "other emissions (scopes 1, 2 and 3)" in the future not included in the 2 first tools.

Together, these 3 tools enable Socfin Group to ensure comprehensive coverage of the entire organizational scope of Socfinaf.

However, since the new has been acquired in 2025, the 2025 GHG emissions data disclosed in this report (see section 2.1.3.2. GHG emissions) will rely only on the 2 first tools.

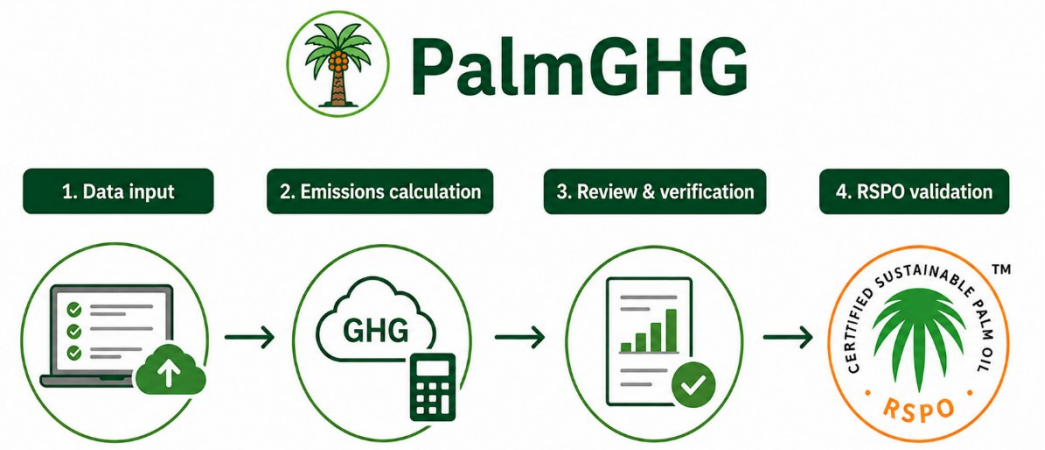


GHG emissions calculation methodology for palm oil operations

Socfinaf employs PalmGHG, developed by RSPO to calculate GHG emissions for its CPO and PKO productions. This tool follows a Life Cycle Assessment (LCA) approach to assess emissions, ensuring that the impact of palm oil production is measured from the cradle-to-gate; meaning from the cultivation stage to the point where the product is ready for sale. The scope of the study focuses on the production of CPO or PKO, with emissions reported in terms of CO_2 equivalent (T CO_2e) per hectare or per ton of product (CPO or PKO).

The methodology takes into account several key factors that influence gross emissions, including the surface area of the plantation, the type of vegetation converted, fossil fuel consumption, fertilizer application, effluent management and transportation. The tool also accounts for carbon fixed by the plantations and conservation areas, such as carbon sinks, which are subtracted from gross emissions to calculate net emissions. Notably, carbon sinks from palm kernel shells, which are sold to replace fossil fuels and surplus green energy provided to third parties to replace grid electricity, are also factored into the calculation, however they are excluded from the gross scope 1, 2 and 3 emissions in the current report.

Data entered into PalmGHG platform are subject to validation by RSPO-approved certification bodies to ensure accuracy and transparency in GHG reporting. The emission factors used in this tool are defined by RSPO and are based on recognized sources, including the IPCC (Intergovernmental Panel on Climate Change) and JEC (Joint Research Centre-EUCAR-Concawe) emission factor databases.



GHG emissions calculation methodology for natural rubber operations

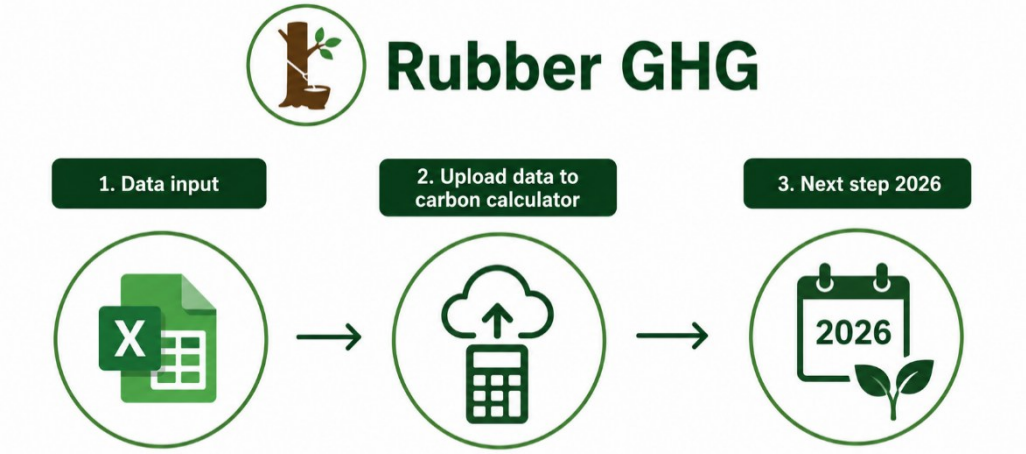
For its rubber production, Socfinaf uses a carbon calculator developed by MEO Carbon Solutions (MCS), in collaboration with Michelin and SIPH. This tool follows the GHG Protocol methodology under the "Product Lifecycle Accounting and Reporting Standard," covering the full lifecycle of natural rubber production; from cultivation through processing, transport and distribution. The analysis uses a cradle-to-gate inventory, with the carbon footprint of each site reported in kilograms of CO_2 equivalent (kg CO_2e) per ton of dry rubber produced.

Data for the rubber GHG calculations are provided by each subsidiary, which submits operational data through report templates collected at the Group level. The calculator processes these data to determine the emissions associated with each stage of production. However, emissions resulting from Land Use Change (LUC) on industrial

plantations and suppliers' fields are not included in the inventory and carbon fixed by plantations and conservation areas (carbon sinks) is not deducted from the calculations.

As the GHG Protocol's "Land Sector and Removal Guidance" is still being finalized for release in 2025, Socfinaf has yet to integrate these elements into their emissions assessments (the integration in Socfinaf's GHG emissions data will be effective for the next reporting cycle).

A significant assumption in the rubber GHG calculation relates to emissions from the wastewater treatment systems of rubber factories. The Rubber GHG Calculator uses data from water samples, specifically measuring parameters such as Chemical Oxygen Demand (COD) and nitrogen content in both influent and effluent. While Socfinaf employs government-approved laboratories for this testing, local factors such as sampling errors or environmental fluctuations can sometimes lead to inconsistent results. The emission factors used in this tool are based on recognized sources, including the IPCC, ISCC (International Sustainability & Carbon Certification) and Ecoinvent emission factor databases.



GHG emissions calculation for all other emissions

As mentioned above, in 2025 Socfin Group acquired a new tool to cover all GHG emissions within Socfinaf scope that were not previously captured by the 2 dedicated tools in use at the time. These include, in particular:

- GHG emissions from offices located at Socfinaf subsidiaries;
- GHG emissions from villages associated with Socfinaf subsidiaries.

This new tool plays a key role, as it ensures the consolidation of GHG emissions calculated using PalmGHG tool and the Rubber GHG Calculator, thereby enabling a comprehensive and consistent corporate-level emissions inventory, in accordance with GHG Protocol methodology.

Data validation and transparency

For both palm oil and rubber production, the GHG emissions data undergoes a stringent validation process to ensure its credibility and transparency. For palm oil, RSPO-approved certification bodies validate the data entered into PalmGHG platform. This process includes several steps: smallholders submit their operational data; internal reviews verify data accuracy and RSPO auditors perform audits and annual surveillance checks to assess the completeness and consistency of the data. If necessary, auditors request corrections, ensuring that the final GHG emissions results are reliable and included in RSPO's

public reports. This rigorous validation process helps ensure that the GHG assessments conducted by Socfinaf are accurate, transparent and aligned with industry standards.

Scope 3 GHG emissions methodology

The scope 3 methodology follows the 15 categories defined by the GHG Protocol, providing a standardized framework for assessing indirect GHG emissions across Socfinaf's value chain. Specifically, scope 3 emissions cover the full value chain of Socfinaf's operations. Upstream activities include the production and transport of inputs such as fertilizers, agrochemicals, seedlings and raw materials. The scope 3 categories that are relevant for Socfinaf are:

- Category 1: Purchased goods and services.
- Category 9: Downstream transportation and distribution) of palm oil and rubber products, their use by customers.

Scope 3 GHG emissions data are currently calculated without the use of primary data collected directly from suppliers.

GHG removals and mitigation projects

Socfinaf does not currently resort to GHG removals or GHG mitigation projects financed through carbon credits.

2.1.3.2 GHG emissions metrics

Gross scope 1,2, 3 and total GHG emissions

2025				
MT CO_2e	**GHG emissions from palm activity**	**GHG emissions from rubber activity**	**Other GHG emissions**	**Total GHG emissions**
Scope 1	988 640	29 973	NC	1 018 613
Scope 2	1 681	12 674	NC	14 355
2 - Location-based	1 681	12 674	NC	14 355
2 - Market-based	1 681	12 674	NC	14 355
Scope 3	124 991	14 513	NC	139 504
3.1 Purchased goods and services	124 991	11 032	NC	139 504
3.2 Capital goods		0	NC	
3.3 Fuel- and energy-related activities (not included in Scope 1 or 2)		0	NC	
3.4 Upstream transportation and distribution		0	NC	
3.5 Waste generated in operations		0	NC	
3.6 Business travel		0	NC	
3.7 Employee commuting		0	NC	
3.8 Upstream leased assets		0	NC	
3.9 Downstream transportation and distribution		3 481	NC	
3.10 Processing of sold products		0	NC	
3.11 Use of sold products		0	NC	
3.12 End-of-life treatment of sold products		0	NC	
3.13 Downstream leased assets		0	NC	
3.14 Franchises		0	NC	
3.15 Investments		0	NC	
Total location-based GHG emissions	**1 115 313**	**57 160**	**NC**	**1 172 472**
Total market-based GHG emissions	**1 115 313**	**57 160**	**NC**	**1 172 472**

NC = not calculated for FY25

Notes:

- *Total GHG emissions: The total GHG emissions are based on GHG emissions from palm activity and GHG emissions from rubber activities. The "other emissions" part will be developed in 2026 and disclosed for 2026 reporting cycle.*
- *Scope 3 categories: For the 2025 reporting cycle, rubber-related scope 3 emissions are disaggregated into their relevant categories. However, for palm oil, scope 3 emissions are reported only as a total, without further breakdown, due to boundary limitations.*
- *Carbon sinks for GHG emissions from palm activity: Data calculated using RSPO PalmGHG calculator. PalmGHG calculator does include carbon sinks, most notably from conservation areas, palm kernel shells sold to replace fossil fuels and a surplus of green energy provided to others to replace grid electricity. These carbon sinks were not included in the calculation of gross scope 1, 2 and 3 values.*

- *Biogenic emissions: Due to limitations in the data systems for the 2025 reporting cycle, biogenic CO_2 emissions from the combustion or biodegradation of biomass (not included in Scope 1 and 2) have not been reported and will be included in the next reporting cycle.*

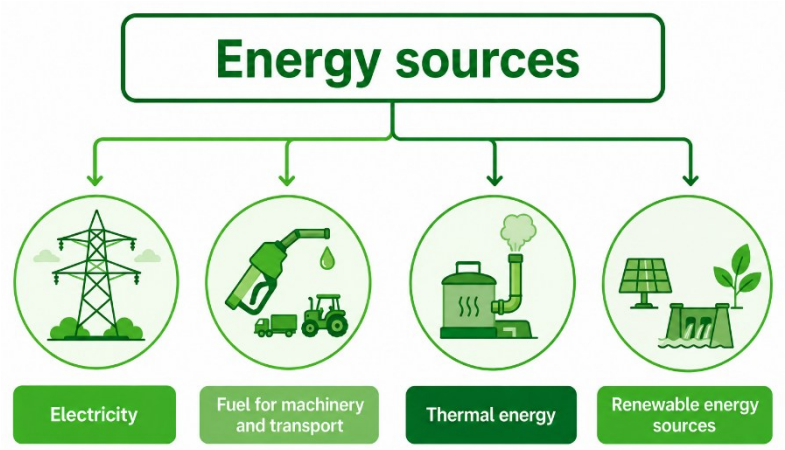
GHG Intensity based on net revenue

GHG emissions intensity, location-based (total GHG emissions / million €)	1 827
GHG emissions intensity, market-based (total GHG emissions / million €)	1 827
Net revenue 2025	€ 642 M

The net revenue for 2025 used in the calculation of GHG intensity is the same as that disclosed in the 2025 annual report.

2.1.4 Energy consumption

Socfinaf's use of energy sources



To support its palm oil and natural rubber production activities, Socfinaf relies on a mix of energy sources. Energy consumption varies across operational units, depending on the processes and infrastructure involved. Key types of energy used include:

- Electricity: Sourced both from the local grid and, in some operations, from on-site generation, electricity powers administrative offices, processing facilities, irrigation systems and other operational equipment.
- Fuel for machinery and transport: Diesel, petrol and heavy fuel oil are primarily used for agricultural machinery, harvesting equipment and transport vehicles within plantations and processing sites.
- Thermal energy: Steam and heat are produced for processing activities such as palm oil extraction, sterilization and rubber processing, often derived from boilers using biomass residues (e.g., palm kernels, palm shells and rubber wood) as a renewable energy source.
- Renewable energy sources: Where feasible, Socfinaf integrates renewable energy solutions, including solar installations and the use of biomass residues, to reduce dependence on fossil fuels and lower the carbon footprint of production.

By combining these energy sources, Socfinaf ensures that its operations remain efficient and aligned with sustainability objectives, while also managing energy-

related GHG emissions across its palm oil and natural rubber production activities.

Energy consumption and mix metrics

2025		
Fuel consumption from coal and coal products	MWh	0
Fuel consumption from crude oil and petroleum products	MWh	205 403
Fuel consumption from natural gas	MWh	0
Fuel consumption from other fossil sources	MWh	0
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	27 633
Total fossil energy consumption	MWh	233 036
Share of fossil sources in total energy consumption	%	21%
Consumption from nuclear sources	MWh	0
Share of consumption from nuclear sources in total energy consumption	%	0%
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	868 508
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh	4 392
Consumption of self-generated non-fuel renewable energy	MWh	68 219
Total renewable energy consumption	MWh	941 120
Share of renewable sources in total energy consumption	%	79%
Total energy consumption (calculated as the sum of lines 6 and 11)	**MWh**	**1 105 936**

Note:

- *Energy consumption scope: Total energy consumption includes energy used in industrial activities (palm oil mills and rubber factories) as well as electricity consumption in associated villages. For industrial operations, all indicators are calculated based on existing internal Key Performance Indicators (KPIs) reported in industrial reports. Electricity consumption in villages is partially estimated for sites where data is not monitored, using an assumption-based methodology (average consumption per capita multiplied by the number of residents).*

Energy production

2025	
Renewable energy production (MWh)	837 986
Non-renewable energy production (MWh)	68 219

Energy intensity metrics from activities in high climate impact sectors

2025	
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh)	1 105 936
Energy consumption intensity (MWh/million €)	1 723

Notes:

- *Net revenue used: The net revenue amount used for the calculation of energy intensity corresponds directly to the net revenue disclosed in the financial statements. No adjustments or reallocations were made and the denominator applied is fully reconciled with the relevant line item in the financial statements.*
- *High climate impacts sectors considered: since all Socfinaf activities are considered part of "high climate impact sectors" and fall under Section A "Agriculture, Forestry and Fishing" of Annex I to Regulation (EC) No*

1893/2006 of the European Parliament and of the Council, the energy intensity indicator is calculated based on the total energy consumption.

2.1.5 Actions and resources related to climate change

Local initiatives promoting in favor of climate change prevention

For 2025, Socfinaf has identified and is implementing several initiatives contributing to climate change mitigation, climate change adaptation and the optimization of energy consumption. The resources allocated amount to slightly more than € 200 000 in Capital Expenditure (CAPEX) for 2025, with a similar level of investment expected in the coming years (no current and future OPEX planned at this stage), reflecting the ongoing nature of these initiatives, which have been consistently deployed over several years. These initiatives are implemented across Socfinaf subsidiaries and encompass a range of operational levers, as detailed below:

Rehabilitation of estate drainage to reduce flooding (Okomu, Nigeria)

Okomu rehabilitated drainage systems across all Okomu estates, with implementation initiated in 2025 and completed same year. The objective of this action is to reduce the incidence of flooding by improving water management infrastructure and enhancing the overall resilience of the estate to heavy rainfall events. Aligned with the company's Environmental Policy, this measure contributes to better environmental risk management and operational stability across all operational areas. It is not framed as a remediation of past harm but rather as a preventive and adaptive environmental management initiative, supported through the company's regular operational budget and designed for continuous implementation.

Zero-burning land preparation (Okomu, Nigeria)

In line with the 2017 Group's commitment to no use of fire, Okomu is implementing a local zero-burning land preparation practice across its own estates, adopted in 2025 and maintained as an ongoing and continuous operational approach. This action aims to reduce GHG emissions by eliminating the use of fire in land clearing activities, in line with Socfinaf's zero-burn policy.

It applies to all operational sites and is embedded as a standard practice for continuous implementation, supported through office and operational support functions. This measure contributes to climate change mitigation and improved environmental performance, while also reducing associated air quality and ecosystem risks linked to conventional burning practices.

Energy diagnostic audit (SCC, Côte d'Ivoire)

SCC is carrying out an energy diagnostic audit, launched in 2025 with completion targeted for March 2026, aimed at improving energy efficiency across all energy-consuming equipment at the plant site. The objective is to optimize energy consumption, reduce associated operating costs and address areas of high energy usage, contributing to a reduction in excessive energy demand.

This initiative supports Socfinaf's broader sustainability and operational efficiency goals and is aligned with reducing significant energy consumption within site operations.

The action is currently ongoing and is financed through the site's Sustainability

Department budget, reflecting a structured effort to identify and implement energy performance improvements across industrial processes.

In addition to these actions, Socfinaf subsidiaries regularly engage in bioenergy activities, including electricity generation from bioenergy, the production of heat and cooling from bioenergy and cogeneration from bioenergy, as listed under the EU Taxonomy, contributing to the climate change mitigation environmental objective. For further information on EU Taxonomy-related resources, please refer to 2.6. EU Taxonomy Section.

2.2 Pollution (ESRS E2)

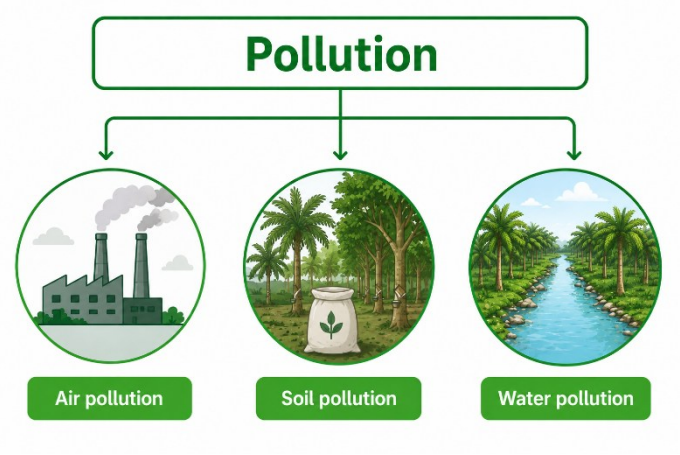
2.2.1 Impacts, risks and opportunities related to pollution

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN2 – Pollution reduction and control	ESRS E2	Informative	Informative

The IROs related to ESRS E2 were identified through the DMA and are reflected in Socfinaf's macro-topic **EN2 – Pollution reduction and control**, which is assessed as material both from an impact and financial perspective. This topic covers Socfinaf's efforts to reduce environmental harm through effective pollution management and sustainable practices. It includes initiatives focused on healthy soils, where Socfinaf works to preserve soil quality and maintain fertile, living soils for long-term agricultural sustainability.

Additionally, Socfinaf addresses water and air pollution by treating industrial wastewater (Palm Oil Mill Effluent - POME) in anaerobic lagoons to minimize water contamination and by filtering particulate emissions from boilers to reduce their impact on air and water quality.

Socfinaf has established a structured process to identify and assess material impacts, risks, dependencies and opportunities related to pollution across its direct operations. This process is primarily based on the systematic implementation of Environmental Impact Assessments (EIAs), conducted in accordance with national regulatory requirements by government-approved assessors. These assessments enable the identification and evaluation of actual and potential impacts on water, soil, air and the broader environment, as well as associated risks, opportunities and mitigation measures linked to both current and planned activities.



In addition, all operational sites have carried out HCV assessments, following the methodology of the HCV resource network. These assessments complement EIAs by identifying critical habitats, key species populations, essential ecosystem services and culturally significant areas within and surrounding operational boundaries.

They also assess existing and potential adverse impacts, including pollution-related pressures and define targeted measures to avoid, reduce or mitigate such

impacts. Risks and opportunities associated with the implementation of these mitigation measures are also systematically analyzed to support long-term environmental sustainability.

The process includes stakeholder engagement where required by applicable methodologies. In particular, EIAs incorporate consultations with affected communities when mandated by national frameworks and such consultations are conducted at all sites except where not legally required.

HCV assessments further reinforce stakeholder involvement by requiring the identification, consultation and information-sharing with local communities, ensuring transparency and inclusiveness in the assessment process.

Based on the outcomes of these assessments, pollution has been identified as a topic of relatively low materiality from both an impact and financial perspective. This reflects stakeholders' perception that pollution-related impacts are limited, likely due to existing mitigation and control measures implemented across all sites. Nevertheless, Socfinaf continues to monitor and report on pollution-related aspects to ensure ongoing oversight and continuous improvement.

As part of the DMA, Socfinaf identified the following material IROs related to pollution (ESRS E2):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
EN2	Pollution of air Pollution of water Pollution of soil Substances of concern	Discharge of treated effluent with residual organic load into receiving water bodies	⊖	Own operations
		Emissions of particulates, smoke, or gaseous pollutants from processing units such as boilers and dryers, potentially degrading local air quality	⊖	Downstream
		Maintenance of soil fertility through the use of cover crops and nitrogen-fixing legumes	⊕	Own operations
		Occurrence of environmental accidents leading to water pollution, such as failures in wastewater management systems (e.g., lagoons) or spills of fuel and chemicals	R	Own operations
		Optimal use of fertilizers resulting in reduced reliance on chemical inputs and lower associated costs	◎	Own operations

⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity

To manage these IROs, Socfinaf has established policies and commitments addressing all relevant topics. Socfinaf is subject to and applies Socfin Group RMP, which establishes comprehensive commitments addressing all types of pollution across its operations. The policy addresses the prevention of environmental incidents and emergency situations, as well as the control and limitation of their impacts, through a combination of robust standards and operational measures.

Compliance with applicable legal requirements and international frameworks such as RSPO and GPSNR ensures proactive risk management, systematic incident investigation and the implementation of

corrective actions to prevent recurrence. Socfinaf further mitigates risks by prohibiting the use of fire in plantation development, thereby reducing the likelihood of air pollution from uncontrolled fires. In addition, local grievance mechanisms enable communities to report concerns or incidents at an early stage, facilitating timely mitigation and minimizing potential impacts on both people and the environment.

In terms of anticipated financial effects of material risks and opportunities arising from pollution-related impacts, Socfinaf has identified risks across air, water and soil linked to its industrial activities (palm oil mills and rubber factories). These risks may result in additional compliance-driven expenditures, particularly for investments in wastewater treatment, air emission control systems and soil protection measures under Socfin Group RMP.

While these measures are expected to increase Operating Expenses (OPEX) and CAPEX in the short to medium term, they are not currently anticipated to have a material impact on Socfinaf's financial position, cash flows, or financial performance. No quantitative estimate is disclosed due to uncertainties regarding timing and scope of future requirements.

During the reporting period, no material pollution incidents affecting air, water, or soil were recorded that resulted in significant environmental impacts or are expected to materially affect Socfinaf's financial performance.

Minor and isolated incidents may occur in the normal course of operations and are managed through site-level EMS, with associated costs considered immaterial at Socfinaf level. Socfinaf continues to strengthen its prevention, monitoring and mitigation measures across all sites.

2.2.2 Pollution management

2.2.2.1 Air pollution

Air pollution prevention and commitments

As part of Socfin Group RMP, Socfinaf is committed to minimizing air pollution. Operational practices, including plantation management and processing activities, are designed to reduce emissions and prevent the release of harmful pollutants into the atmosphere. By adhering to environmental performance standards and prohibiting practices such as open burning, Socfinaf aims to protect community health, comply with legal requirements and reduce risks of reputational or financial impact, while supporting broader environmental preservation initiatives.

To support these commitments, Socfinaf implements a robust air pollution management framework across its operations. Air pollution management is addressed through regular air quality monitoring and emission reduction measures. Periodic air monitoring is conducted to ensure compliance with environmental standards, alongside preventive maintenance of equipment to meet emission requirements.

Socfinaf subsidiaries have installed biomass boilers to optimize combustion efficiency and minimize air pollution and implements a zero-burning policy during replanting activities to further reduce emissions and prevent air quality degradation. Employees benefit from monitoring of air quality at processing facilities and plantations and engagement with regulatory authorities and NGOs ensures alignment with local environmental standards.

To prevent air pollution incidents and emergency situations, Socfin Group RMP

strictly prohibits the use of fire in plantation development, significantly reducing the risk of uncontrolled fires and harmful emissions. Compliance with international standards such as RSPO and GPSNR ensures that operational practices minimize air quality impacts.

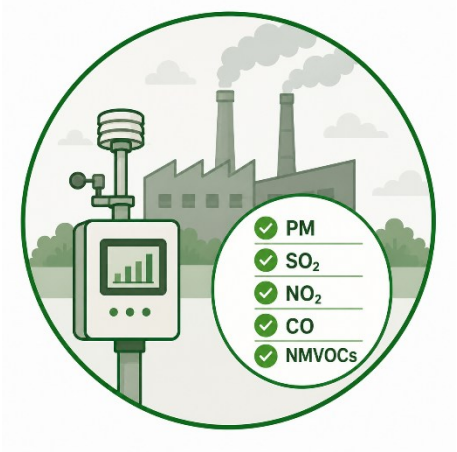
Any incidents are promptly investigated, corrective actions are implemented to prevent recurrence and local grievance mechanisms enable communities to report concerns early for timely mitigation.

At the local level, the Sustainability Manager at each Socfinaf site is responsible for implementing the air pollution-related commitments set out in the RMP. At the Group level, overall accountability for the implementation of the policy lies with the Group Head of Sustainability, who oversees its deployment and ensures consistency across all operations.

With regard to air pollution, Socfinaf has not yet defined specific targets. At this stage, air pollution is addressed through compliance with applicable regulatory requirements and operational controls. The definition of quantitative targets may be considered in the future as Socfinaf further develops its environmental strategy and monitoring capabilities.

****

Air pollution monitoring



In terms of measurements, Socfinaf subsidiaries conduct periodic air emissions monitoring at its factory sites to ensure compliance with environmental standards and to manage potential impacts on air quality. This monitoring includes the measurement of key pollutants such as Particulate Matter (PM), Sulphur Dioxide (SO_2), Nitrogen Dioxide (NO_2), Carbon Monoxide (CO) and Non-Methane Volatile Organic Compounds (NMVOCs).

The data is collected by subsidiaries through the HSE reporting according to a specific list of KPIs. HSE reporting is sent to the Group Sustainability Department for review and validation. Analyses are conducted both internally and by government-accredited laboratories. The results are available in reports held by the Sustainability Department of each plantation.

Socfinaf subsidiaries generally focus on air pollution management within their own concessions, but some extend efforts upstream to communities and smallholders (through training & awareness). Beyond monitoring pollution within its plantations and concessions, Socfinaf subsidiaries also conducts environmental measurements outside its operational boundaries. This includes air quality monitoring at specific geolocated points surrounding the sites to detect any dispersion of pollutants beyond the immediate area. This broader approach allows for a more comprehensive understanding of Socfinaf's environmental footprint and supports more effective impact management.

Due to inconsistencies between the units used by accredited laboratories in Africa for air pollution measurements (expressed in concentration units) and the European Pollutant Release and Transfer Register (E-PRTR) thresholds (expressed in mass in kg), Socfinaf is currently not in a position to fully

align the disclosure of the relevant pollution data with regulatory requirements.

However, Socfinaf is working with laboratories to identify and implement appropriate methodologies to address this discrepancy and enable alignment of future reporting with regulatory requirements.

2.2.2.2 Water pollution

Water pollution prevention and commitments

As part of Socfin Group RMP, Socfinaf actively works to prevent water pollution. All operational activities are carried out in accordance with environmental performance standards to limit the contamination of water bodies from plantation or processing operations.

This approach safeguards ecosystems and local communities, ensures compliance with applicable laws and mitigates potential risks such as fines, legal liability and reputational harm, while contributing to sustainable water management and conservation efforts.

To support these commitments, Socfinaf subsidiaries are committed to preventing water pollution across all operations, including palm oil mills, rubber factories and plantations. Preventive measures include wastewater treatment systems and effluent treatment lagoons to ensure that discharged water meets national and international standards.

Regular monitoring of surface water, wastewater and groundwater ensures compliance with regulatory limits.

Erosion and sediment control measures, such as the creation of sediment traps, cover crops and reforestation of riparian zones, are implemented to minimize runoff and protect water bodies from contamination. Local communities are engaged in river protection initiatives, including awareness campaigns and participatory patrols (Ecoguards), while grievance mechanisms allow stakeholders to report water-related concerns. These measures prioritize water resources critical to community livelihoods and subsistence farming.

To prevent water pollution incidents, Socfinaf follows legal requirements and international standards, including RSPO and GPSNR, which guide responsible water management across all operations. Measures are in place to avoid contamination from plantation or processing activities and any water-related incidents are investigated with corrective actions applied to prevent recurrence. Community grievance mechanisms provide early reporting channels, ensuring timely mitigation and protection of aquatic ecosystems.

At the local level, the Sustainability Manager at each Socfinaf site is responsible for implementing the water pollution-related commitments set out in the RMP. At the Group level, overall accountability for the implementation of the policy lies with the Group Head of Sustainability, who oversees its deployment and ensures consistency across all operations.

With respect to water pollution, Socfinaf has not set specific targets to date, except for local legal requirements. However, current actions focus on compliance with applicable environmental regulations and the implementation of operational measures to prevent and control water pollution. The establishment of formal targets may be considered as part of future enhancements to Socfinaf's environmental strategy.

****

Water pollution monitoring

In terms of measurements, Socfinaf subsidiaries carry out regular water quality monitoring through systematic sampling and government-accredited laboratories analysis at multiple locations, including factory effluents, upstream and downstream surface waters and lagoons, to ensure compliance with environmental standards and protect surrounding water resources.

With regard to the analysis of air, soil and water, data are collected by subsidiaries through HSE reporting based on a defined list of KPIs. This HSE reporting is then submitted to the Group Sustainability Department for review and validation. Analyses are conducted both internally and by government-accredited laboratories to ensure accuracy and compliance. The results are documented and made available in reports held by the Sustainability Department of each subsidiary.

Socfinaf subsidiaries generally focus on water pollution management within their own concessions, but some extend efforts upstream to communities and smallholders (through training & awareness).

Beyond monitoring pollution within its plantations and concessions, Socfinaf subsidiaries also conducts environmental measurements outside its operational boundaries. This includes assessing water quality in nearby rivers and streams to evaluate potential downstream impacts. This broader approach allows for a more comprehensive understanding of Socfinaf's environmental footprint and supports more effective impact management.

Due to inconsistencies between the units used by accredited laboratories in Africa for water pollution measurements (expressed in concentration units) and the E-PRTR thresholds (expressed in mass in kg), Socfinaf is currently not in a position to fully align the disclosure of the relevant pollution data with regulatory requirements. However, Socfinaf is working with laboratories to identify and implement appropriate methodologies to address this discrepancy and enable alignment of future reporting with regulatory requirements.

2.2.2.3 Soil pollution

Soil pollution prevention and commitments

As part of Socfin Group RMP, Socfinaf is committed to preventing soil pollution across its operations. Sustainable land management practices, including careful handling of inputs and strict controls on activities such as burning, are implemented to avoid soil degradation or contamination. These measures help protect local communities, maintain long-term land productivity and reduce risks associated with legal liabilities or reputational damage, while supporting Socfinaf's broader environmental preservation and sustainability objectives.

Maintaining healthy soils is central to Socfinaf's sustainable agricultural practices. Fertilizer application is optimized through soil and foliar testing and organic materials

such as oil palm pruned leaves, EFB and compost from palm oil mill by-products are used to enrich soils. Integrated Pest Management (IPM) practices reduce chemical use, with a focus on maintaining pest populations below harmful levels rather than systematic eradication. The use of hazardous chemicals, including pesticides and inorganic fertilizers, is minimized.

The use of aldicarb has ceased since 2015 and paraquat since 2020.

No-burning policies during replanting help preserve soil integrity, while compliance with RSPO, ISO and national soil protection regulations ensure sustainable soil management. These measures contribute to employee safety, minimize environmental impact and promote biodiversity through the preservation of habitats for natural pest predators.

To prevent soil pollution incidents, Socfinaf implements sustainable land management practices and strictly adheres to RSPO and GPSNR standards. Activities that could degrade or contaminate soil, are prohibited. In the event of any soil-related incidents, investigations are conducted, corrective measures are implemented and community grievance mechanisms enable early reporting and timely mitigation to protect the environment and local stakeholders.

At the local level, the Sustainability Manager at each Socfinaf site is responsible for implementing soil pollution-related commitments set out in the RMP. At the Group level, overall accountability for the implementation of the policy lies with the Group Head of Sustainability, who oversees its deployment and ensures consistency across all operations.

With regards to soil pollution, no dedicated targets have been defined at this stage. Socfinaf prioritizes preventive practices and regulatory compliance to limit the risks of soil contamination. The development of specific objectives may be considered in the future as monitoring frameworks and risk assessments within Socfinaf continue to mature.

****

Soil pollution monitoring

In terms of measurements, Socfinaf subsidiaries conduct regular soil quality testing through laboratory analysis to assess key parameters, including soil organic carbon, Cation Exchange Capacity (CEC), potassium and phosphorus, in order to support sustainable land management and maintain soil fertility.

With regard to the analysis of soil, data are collected by subsidiaries through HSE reporting based on a defined list of KPIs. This reporting is submitted to the Group Sustainability Department for review and validation. Analyses are carried out both internally and by government-accredited laboratories to ensure reliability and compliance. The results are documented and made available in reports maintained by the Sustainability Department of each site.

Socfinaf subsidiaries generally focus on water pollution management within their

own concessions, but some extend efforts upstream to communities and smallholders (through training & awareness).

Beyond monitoring pollution within its plantations and concessions, Socfinaf subsidiaries also conducts environmental measurements outside its operational boundaries. This includes assessing soil analyses in adjacent zones to ensure that its activities do not negatively affect surrounding land.

This broader approach allows for a more comprehensive understanding of Socfinaf's environmental footprint and supports more effective impact management.

Due to inconsistencies between the units used by accredited laboratories in Africa for soil pollution measurements (expressed in concentration units) and the E-PRTR thresholds (expressed in mass in kg), Socfinaf is currently not in a position to fully align the disclosure of the relevant pollution data with regulatory requirements. However, Socfinaf is working with laboratories to identify and implement appropriate methodologies to address this discrepancy and enable alignment of future reporting with regulatory requirements.

2.2.2.4 Substances of concern

Substances of concern policy and commitments

Socfinaf strictly manages substances of concern to prevent environmental and human health risks. Hazardous chemicals are used only when necessary, with all required safety precautions in place.

Process wastewater and hazardous waste are treated and disposed of through certified channels, reducing the risks of soil, air, or water contamination. By limiting the use of highly hazardous substances and promoting safe handling, Socfinaf protects employees, local communities and ecosystems.

In addition, Socfinaf actively implements measures to substitute and minimize the use of substances of concern. The optimal use of organic fertilizers produced by its factories reduces the need for chemical inputs.

Operational sites have significantly decreased their reliance on phytosanitary products through the implementation of IPM practices. This approach focuses on maintaining pest populations below harmful thresholds rather than systematically eradicating them, while promoting natural regulation mechanisms by preserving and enhancing habitats for natural predators, such as installing birdhouses and perches for birds of prey.

Socfinaf is committed to reducing the use of chemicals, including pesticides and inorganic fertilizers, to an absolute minimum, thereby lowering employee exposure and limiting the risk of accidents or occupational diseases. Concrete actions have already been taken to phase out the most hazardous substances.

The use of aldicarb (WHO - World Health Organization Class 1A) was discontinued in 2015 and the use of paraquat has been completely eliminated across all plantations since 2020.

Overall, the use of hazardous chemicals is strictly limited and carried out only when necessary, with all appropriate precautions in place, reflecting Socfinaf's commitment to continuous improvement in chemical risk management.

No substances of very high concern are used or produced in any way in Socfinaf's activities.

Substances of concern use metrics

2025		
Use	**Hazard class**	**(kg)**
Fungicide	Environmental hazard	28
	Health hazard	5 794
Herbicide	Environmental hazard	51 699
	Health hazard	17 935
Insecticide	Environmental hazard	235
	Health hazard	1 064
Growth regulator	Environmental hazard	0
	Health hazard	12 673
Total		**89 429**

Note:

- *Due to limitations in data systems, the quantity of substances of concern leaving facilities has not been reported for the 2025 reporting cycle. Inclusion is planned for the next reporting cycle.*

2.2.3 Actions and resources related to pollution

Local initiatives promoting in favor of pollution prevention

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to pollution prevention. The resources allocated amount at least to € 1 600 000 in investments expenses (CAPEX) and € 3 200 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Sludge removal from lagoon basins (SCC, Côte d'Ivoire)

Initiated in May 2025 following a preliminary assessment of required works on the site's lagoons, this initiative aims to improve wastewater treatment performance and strengthen regulatory compliance. It involves the removal of sludge from the lagoons to reduce the accumulation of polluting sediments, thereby contributing to the reduction of soil and water pollution and the protection of the local environment, including surrounding communities.

Scheduled for completion in May 2026, this initiative forms part of a broader effort to prevent and mitigate environmental impacts associated with wastewater treatment facilities. It is currently ongoing and is financed through the site's sustainability budget.

Purchase of toxic vapor extraction pumps (SOGB, Côte d'Ivoire)

In addition to the air and soil quality analyses required for regulatory compliance, SOGB implemented the purchase of toxic vapor extraction pumps in 2025 to further strengthen environmental and occupational safety measures. Completed by the end of 2025, this initiative aimed to improve employees' working conditions by reducing exposure to toxic vapors.

It supports the Group's environmental protection policy and primarily concerns

employees as key stakeholders. The investment was funded through the monitoring and measurement budget.

Erosion control measures along plantation roads (Okomu, Nigeria)

Implemented throughout 2025, with continuous improvements and expansion planned for 2026 and beyond, this initiative focuses on controlling soil erosion along plantation road corridors through the installation of sediment traps and sandbags, the use of vetiver grass and the designation of "red routes" for high-traffic areas.

These red routes are limited-access roads intended to concentrate traffic and reduce widespread land degradation. The action has already resulted in a significant reduction in soil erosion, decreased sediment run-off into nearby water bodies and improved road stability, thereby extending road lifespan.

It supports Okomu environmental objectives related to soil conservation and water protection, while contributing to ISO 14001 commitments on pollution prevention and environmental performance, as well as compliance with EIA/EMP requirements.

Deployed across all estates with high-traffic zones, slopes and drainage corridors, the initiative is ongoing, with sediment control infrastructure already installed in high-risk areas and vetiver grass actively establishing in erosion-prone zones. The action is supported through office resources.

2.3 Water and marine resources (ESRS E3)

2.3.1 Impacts, risks and opportunities related to water and marine resources

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN3 – Water consumption	ESRS E3	Informative	Informative

The IROs related to water and marine resources (ESRS E3) were identified through the DMA and are reflected in Socfinaf's macro-topic **EN3 – Water consumption**, which has been assessed as material from both an impact and financial perspective. This topic refers to Socfinaf's strategies to optimize water usage across its plantations and factories, focusing on improving efficiency and sustainability.

It includes measures such as recycling treated water for irrigation, cleaning and other operational processes. These efforts aim to reduce water wastage, minimize environmental impact and ensure a sustainable water supply for agricultural and industrial activities.

All Socfinaf subsidiaries systematically screen assets and activities to identify actual and potential IROs related to water and marine resources within their own operations. This screening is primarily conducted through EIA, as required by applicable national legislation. EIAs are performed by government-approved assessors in accordance with regulatory frameworks and are used to assess environmental impacts associated with current and planned activities, including those related to water resource use and potential contamination risks.

They also define mitigation measures to address identified impacts. In addition, all Socfin sites have completed HCV assessments based on the methodology of the HCV Resource Network.

These assessments identify critical ecosystem services, including water-related ecosystems, within and adjacent to operational boundaries. They assess actual and potential impacts on these areas and define corresponding mitigation measures such as buffer zones and sustainable land-use practices.

Risks related to impact mitigation are also considered within this process. These screening methodologies are currently applied to Socfinaf's direct operations only. Upstream and downstream value chains are not included within the scope of these assessments. Stakeholder consultations related to water and marine resources are conducted as part of both EIA and HCV assessments across Socfinaf operations. EIA processes, carried out in accordance with applicable national requirements, include consultations with affected communities where required, ensuring that potential impacts on water resources are taken into account.

HCV assessments also require systematic stakeholder identification and consultation with local communities, including on impacts to water-related ecosystem services, with results shared to ensure transparency.

Moreover, Socfinaf's operations, which focus on oil palm and rubber tree plantations and related processing activities, do not have material impacts on marine resources based on current assessments. No policies or practices

related to sustainable oceans and seas have been adopted, as this topic is not applicable to the Socfinaf's activities.

As a result, marine resources have not been identified as a material topic and no specific policies have been adopted in this area. Socfinaf's environmental management efforts therefore focus on water resources, which are directly relevant to its land-based operations.

As part of the DMA, Socfinaf identified the following material IROs related to Water and marine resources (ESRS E3):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
EN3	Water consumption Water withdrawals Water discharges	Reduced freshwater demand through the use of water treatment and recycling systems in plants	⊕	Own operations
		High water consumption associated with industrial processes in palm oil and rubber activities, reaching approximately 5 million cubic meters (m^3)	⊖	Own operations
		Potential competition for water resources with surrounding communities in certain locations	⊖	Own operations Upstream
		Rising mean temperatures and changes in precipitation patterns causing water scarcity, leading to process adaptations in rubber factories and palm oil mills and higher operational costs	R	Own operations
		Rising mean temperatures and changes in precipitation patterns causing water scarcity, leading to process adaptations in rubber factories and palm oil mills and reduced water consumption	R	Own operations
		Monitoring of water consumption to minimize usage and avoid additional costs	◎	Own operations
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies, commitments and metrics addressing all relevant topics. In addition, Socfinaf closely monitors these material topics through defined metrics, including total water consumption and water intensity.

2.3.2 Water management at operated sites

Water consumption policy and commitments

Socfinaf's commitments related to water consumption are set out in Socfin Group RMP, which addresses water resources through the following commitments:

- To ensure the sustainable use, conservation and protection of water resources across all operations and along the value chain.
- To prevent water pollution.
- To ensure that wastewater from operations is treated before discharge.
- To minimize water consumption through best-in-class performance in water use intensity across operations.

Potential impacts and risks related to water resources are subject to ongoing monitoring. Socfinaf recognizes that water is a critical resource and has implemented measures to minimize consumption and manage water withdrawals in a responsible and efficient manner. These measures also aim to prevent potential risks related to water resources, such as regulatory non-compliance or reputational risks. Similarly, there are currently no active opportunities related to water resources, as appropriate measures are already in place.

Moreover, the policy design considerations related to water-related issues and the preservation of marine resources by promoting the minimization of water-related impacts across its operations and supply chain, with an emphasis on protecting water quality, reducing water consumption and preserving ecosystem health. It requires the adoption of best-in-class water efficiency practices in palm oil mills and rubber factories to limit freshwater use. In addition, wastewater generated during processing is treated in compliance with, or above, applicable regulatory discharge standards prior to discharge, thereby reducing pollution and protecting local water bodies. Where feasible, treated wastewater is reused for irrigation or nutrient recycling, supporting circular economy principles.

In terms of scope of application, this policy applies to all Socfinaf's operations, including all rubber factories, palm oil mills and plantations that Socfinaf owns, manages, or in which it invests, regardless of its level of shareholding. It covers water use, wastewater discharges and the protection of water resources within its operations and for stakeholders affected by these activities.

The policy has been developed taking into account the interests and expectations of all key stakeholders affected by water management practices. It considers the needs of local communities by promoting water conservation measures that support sustainable access to water resources and by respecting Free, Prior and Informed Consent (FPIC) commitments.

In addition, the policy reflects the expectations of public authorities by ensuring ongoing cooperation with government bodies and regulators to comply with applicable water use and effluent discharge standards. Continuous

engagement with stakeholders, including local communities and NGOs, is supported through regular dialogue and accessible grievance mechanisms to address water-related concerns.

Socfin Group RMP is aligned with and incorporates principles derived from key international standards and global frameworks, including the UN Guiding Principles on Business and Human Rights, ensuring that pollution control measures are implemented with due respect for human rights, particularly for vulnerable and potentially affected communities.

It also aligns with the certification frameworks of RSPO and GPSNR Policy Framework, which emphasize environmental responsibility and sustainable production practices. In addition, the policy supports the protection of HCV areas, contributing to the preservation of biodiversity-rich and environmentally sensitive areas and ensuring minimal ecological disruption.

In implementing this policy, Socfinaf considered the interests of key stakeholders through engagement and risk-based assessment, integrating water conservation measures to protect the availability and quality of water resources for local communities and committing to the principle of FPIC where operations may affect community rights or environmental conditions. Socfinaf works closely with government authorities and regulators to ensure compliance with water use and effluent discharge requirements and maintains ongoing dialogue with communities and NGOs, supported by grievance mechanisms, to identify and address water-related concerns and continuously improve water management practices.

In addition, the policy promotes responsible water use across the value chain by supporting smallholder suppliers through training on water-efficient practices and pollution prevention, while employees are engaged through awareness and training programs on water conservation and contamination risks.

The Board of Directors, represented by senior executives, holds ultimate responsibility for overseeing the policy. In terms of operational oversight, day-to-day accountability is assigned to senior Managers within Socfinaf's operations, ensuring adherence to specific targets related to pollution prevention in soil, air and water management. The Group Sustainability Department collaborates with on-site Managers to implement initiatives and monitor compliance across regions.

Socfinaf ensures that Socfin Group RMP is made available to internal and external stakeholders through multiple channels, including paper distribution with acknowledgment of receipt, systematic updates upon revision and availability at divisional offices and on notice boards in administrative sites, plantation villages and riverside communities.

Annual training and awareness programs, along with quarterly community meetings and targeted sessions for village smallholders, further support stakeholder understanding and implementation of the policy.

****

Water consumption monitoring

Socfinaf monitors the effectiveness of its water management policies and actions through several complementary mechanisms. All oil palm operations are subject to annual RSPO audits conducted by independent accredited third-party auditing bodies, which verify compliance with requirements related to water use

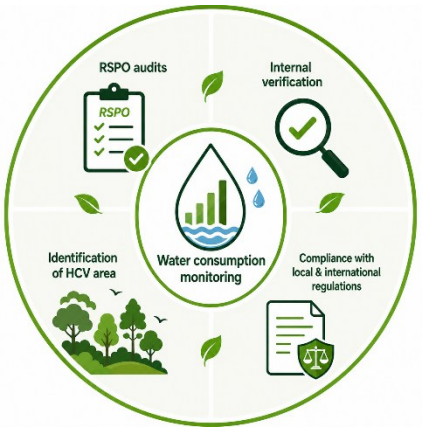
efficiency, wastewater discharge monitoring, water quality management and the protection of water catchments. In addition, Socfinaf conducts internal verification of its rubber operations in line with GPSNR framework, covering similar water management requirements.

Furthermore, all Socfinaf entities have carried out HCV assessments, which identify and define actions to protect ecosystem services, including water catchments.

While Socfinaf closely monitors its water management performance, no quantitative targets have been formally defined to date, as water management has been assessed as less material compared to other environmental topics, such as biodiversity and ecosystem services.

Socfinaf nevertheless ensures full compliance with all applicable local and international water-related regulations.

In this context, water management is addressed through a comprehensive framework embedded in Socfin Group RMP, which focuses on process-oriented measures such as efficient irrigation systems, wastewater treatment processes and the protection of riparian zones.



This approach is further supported by alignment with recognized international certification schemes and sector frameworks including RSPO, ISO and GPSNR, which require robust water management practices but do not necessarily mandate standalone quantitative targets.

****

Water use optimization

Socfin Group RMP addresses the use and sourcing of water in its own operations by promoting efficient water use across all activities. The policy commits to minimizing water withdrawals through best-in-class performance in water use intensity, thereby ensuring responsible water consumption, supporting sustainability objectives and reducing the environmental footprint of operations.

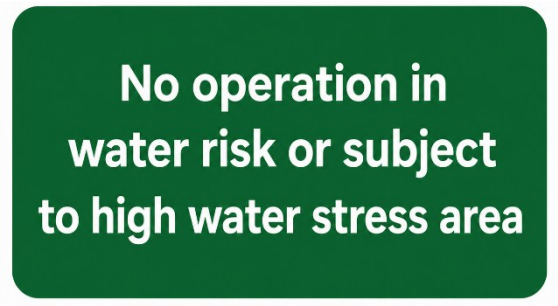
The policy also addresses water treatment by requiring that all wastewater generated by Socfinaf's operations is treated in accordance with applicable national standards prior to discharge. This commitment ensures responsible wastewater management, contributes to environmental protection and supports compliance with regulatory requirements.

In addition, the RMP addresses the prevention and abatement of water pollution by committing to avoid and reduce water pollution resulting from operational activities. This includes measures aimed at preventing contamination of water bodies, ensuring responsible wastewater discharge and limiting adverse environmental impacts associated with the Group's operations.

****

Presence in area at water risk and areas of high-water stress

None of Socfinaf's operations are located in areas identified as being at water risk or subject to high water stress, based on recognized water risk assessment methodologies and site-level operational data assessing water availability and stress indicators across all operating sites.



Nevertheless, Socfin Group RMP explicitly addresses the reduction of material water consumption in areas at water risk, within its own operations and, where relevant, across its upstream and downstream value chain. The policy commits to protecting water resources through continuous improvement in water use efficiency, which is monitored daily at factory level and tracked through KPI (e.g. m^3 per ton of production) to identify inefficiencies and support performance improvements.

In addition, Socfinaf implements measures to mitigate water-related risks, including wastewater treatment systems ensuring compliance with applicable environmental standards, IPM and reduced use of agrochemicals to limit contamination and the maintenance of buffer zones along water bodies to protect water quality.

Water use reviews and regular audits support ongoing performance monitoring and alignment with sustainability objectives.

Socfinaf also engages with local communities through transparent dialogue and grievance mechanisms to address water-related concerns and promote responsible water management. These combined actions contribute to improved water efficiency, reduced environmental impacts and the preservation of water resources for both operational use and surrounding ecosystems.

****

Anticipated financial effects from material water-related risks and opportunities

The financial materiality assessment did not identify risks or opportunities arising directly from water-related impacts. The water-related risks considered relevant to Socfinaf's context are linked to potential water scarcity caused by natural events beyond Socfinaf's control, such as rising average temperatures and changes in precipitation patterns.

Within this context, only 1 water-related risk is considered material and is, rated as "important" on Socfinaf's materiality scale: the potential for rising temperatures and altered precipitation patterns to create water scarcity, which could require rubber factories and palm oil mills to adapt their processes. Such adaptations would entail additional investment and operational costs at the Group level.

The financial impact of this risk primarily relates to the investments required to modify factory operations, given the current dependency on significant water withdrawals from nearby rivers, particularly for rubber factories and palm oil mills. This risk is expected to materialize over the medium to long term (3–6 years). However, the precise timing, location and extent of temperature changes and their consequent effects on precipitation patterns and water availability, remain difficult to predict.

2.3.3 Water usage metrics

Total water consumption metrics

M^3	2025
Palm oil activity	1 936 901
Rubber activity	2 843 877
Total water consumption	**4 780 778**

Water intensity

m3 / € million	2025
Water intensity ratio	7 448

Notes:

- *The reported figures are based on water meters installed at each industrial facility and are monitored through industrial reporting systems (no external body other than assurance provider is involved in the review and validation process of these figures).*
- *The reported total water consumption currently includes only Socfinaf's industrial operations, specifically palm oil mills and rubber processing factories. Socfinaf is working to enhance its monitoring of water consumption in villages and nurseries in upcoming reporting cycles.*

2.3.4 Actions and resources related to water

Local initiatives promoting in favor of water preservation

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to water preservation. The resources allocated amount to € 200 000 in investment expenses (CAPEX) and € 800 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Water use monitoring through metering system (Okomu, Nigeria)

Monitoring of water use was carried out throughout 2025 across all industrial and non-industrial sites, with water consumption measured through installed water meters. This system enables accurate tracking of water usage across all operational areas, helping to identify high-consumption zones, potential leakages and sources of wastage. It also supports continuous improvement in water-use efficiency and overall resource conservation. The initiative contributes to Okomu's Water Management plan within its Environmental Management System and strengthens alignment with ISO 14001 standards as well as Roundtable on Sustainable Palm Oil (RSPO) Principles & Criteria, reinforcing responsible water management practices. It further supports sustainability targets related to reducing the water footprint and improving resource efficiency across all estates and administrative and operational facilities. The action is ongoing, with consumption monitored daily and reviewed monthly for trend analysis. 2025meter readings and records have been completed. The initiative is supported through office resources.

Metering of water sources to support efficient water management (PSG, Ghana)

Implemented in 2025, this initiative consists of installing water meters across all water sources to support a more efficient and comprehensive water management system. It aims to enable PSG to accurately capture water consumption data beyond current

levels and establish baselines in 2026, allowing for the definition of KPIs on water use across different operational areas.

The initiative aligns with Socfin Group RMP (component 5.1) and focuses on improving water-use efficiency. It covers oil palm and rubber production activities as well as housing estates in the Western Region of Ghana, with employees identified as key stakeholders.

The initiative has been completed, with 14 water meters installed and was financed through PSG's annual Sustainability department budget, without requiring specific pre-conditions for implementation.

2.4 Biodiversity and ecosystems (ESRS E4)

2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN4 – Protection of ecosystems and ecosystem services	ESRS E4	Critical	Informative

The IROs related to ESRS E4 were identified through the DMA (process detailed in 1.6. DMA section) and are reflected in Socfinaf's macro-topic **EN4 – Protection of ecosystems and ecosystem services**, which is assessed as material both from an impact and financial perspective. This topic covers Socfinaf's efforts to protect biodiversity and maintain ecosystem health.

Socfinaf focuses on the identification, maintenance and protection of peatland, forests and HCV areas by mapping them, avoiding planting on peatland and monitoring forest cover to prevent deforestation. It includes ecosystem protection through practices that safeguard wildlife corridors and key habitats within concessions.

Additionally, Socfinaf enforces a strict fire prevention policy, including a zero-burn approach and the establishment of local fire brigades within plantation communities to manage wildfire risks.

Socfinaf has established a structured process to identify and assess material impacts, risks, dependencies and opportunities related to biodiversity and ecosystems across its operations and value chain. Actual and potential impacts are identified through a combination of internal assessments and external studies, including EIA and HCV assessments, as well as ongoing supplier due diligence in line with the RMP and regulatory requirements such as the EU Deforestation Regulation (EUDR), when applicable. This includes evaluating suppliers' compliance with environmental regulations and evaluation whether that no deforestation has occurred beyond defined cut-off dates. High Carbon Stock (HCS) studies are conducted before any planned development.

Dependencies on biodiversity and ecosystem services are assessed through site-level environmental studies and internal expertise, with a focus on key aspects such as soil health, pollination, water resources and erosion prevention. These dependencies are considered as part of the financial materiality assessment; however no material risks or opportunities have been identified to date. Further scientific analysis may be conducted to refine and deepen this assessment.

Transition, physical and systemic risks are assessed through the broader environmental monitoring framework and DMA. While no material biodiversity-related risks or opportunities have been identified at this stage, ongoing environmental studies support the monitoring of potential systemic risks, with opportunities for further dedicated analysis in the future.

Stakeholder engagement is an integral part of the process. Consultations with affected communities are conducted where required as part of EIA and HCV methodologies, ensuring that local stakeholders are

informed and involved. Further, the rights of indigenous populations and local communities to give or withhold their FPIC are considered across all operations affecting the land or natural resources on which they have legal, community or customary rights, using RSPO's FPIC methodology. Communities are also engaged in the materiality assessment process and their perspectives are taken into account in identifying and evaluating biodiversity-related topics.

As part of the DMA, Socfinaf identified the following IROs related to biodiversity & ecosystems (ESRS E4):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
EN4	Direct exploitation Land-use change Species population size Species global extinction risk Land degradation	Protection of degraded or riparian habitat by remediating riverbanks and establishing conservation areas within concessions	⊕	Own operations Upstream Downstream
		Preservation of primary forests, critical habitat and HCS forests, with no conversion of such areas into new developments	⊕	Own operations Upstream Downstream
		Reduction of use of chemical and inorganic fertilizers and use of organic fertilizers and IPM, supporting healthier soils and less harm to ecosystems	⊕	Own operations Upstream Downstream
		Contribution to pressures on biodiversity-sensitive areas, including habitat degradation, ecosystem disruption and increased stress on natural resources.	⊖	Upstream Downstream
		Increasing pressure on fertile soils, leading to long-term crop degradation and reduced feasibility of continuous cultivation, with associated risks to land use and production	⊖	Own operations Upstream
		Loss of access to key markets and international buyers due to the inability to demonstrate full supply chain traceability and compliance	R	Own operations Downstream
		Increased costs resulting from significant investment in satellite monitoring, traceability systems and supplier auditing	R	Own workforce
		Higher yields through the implementation of a zero-deforestation policy in the supply chain, by supporting pollination, enhancing crop quality and strengthening ecosystem services.	O	Own operations Downstream
		Higher yields through employee training on improved agricultural practices, including erosion prevention.	O	Own operations Downstream
⊕ Positive impact - ⊖ Negative impact - R Risk - O Opportunity				

To manage these IROs, Socfinaf has established robust policies, commitments and targets addressing all relevant topics. In addition, Socfinaf closely monitors these material topics through defined metrics, including the number and area of sites owned, leased or managed in or near protected areas or key biodiversity areas that Socfinaf is negatively affecting.

2.4.2 Biodiversity and ecosystems management

Policies and commitments in favor of biodiversity and ecosystem protection

The Group RMP addresses the topic of pollution through strong commitments related to biodiversity protection and the elimination of deforestation. More specifically, the Group commits to:

- The protection of wildlife and rare, threatened, endangered and critically endangered species from poaching, hunting and habitat loss in areas under management,
- Identify, maintain and protect peatland areas,
- Identify, maintain and protect natural forests, using the HCS Approach (HCSA) where applicable,
- Support the restoration of such areas if they are degraded,
- Support the long-term protection of other ecosystems,
- Continuously improve agricultural practices with the aim of achieving higher yields while requiring minimum inputs and natural resources.

Potential impacts and risks relating to biodiversity and ecosystems are considered a priority. As such, Socfinaf has implemented strict measures to ensure its operations do not have negative impacts on biodiversity and ecosystems and that they positively contribute to the preservation and protection of ecosystems. These measures also aim to prevent potential risks related to biodiversity and ecosystems, such as regulatory non-compliance or reputational risks. As appropriate measures are already in place, there are currently no active opportunities related to biodiversity and ecosystems.

In terms of scope of application, the policy applies to all operations of Socfinaf and its subsidiaries, covering rubber factories, palm oil mills and plantations that the Group owns, manages, or invests in, irrespective of the level of ownership. It also applies to all third-party suppliers across the value chain.

Given the complexity of agricultural supply chains, particularly those involving smallholders, the policy allows for a phased implementation, with risk mitigation actions prioritized based on assessments of social and environmental risks. The policy is focused on impacts within the Group's operational and supplier footprint and does not extend to broader biodiversity impacts occurring at national or regional landscape levels that are not directly linked to the Group's activities or those of its suppliers.

In setting its biodiversity policy, Socfinaf considered the interests and expectations of a wide range of key stakeholders through structured engagement and impact assessment. Particular attention is given to local communities that rely on surrounding ecosystems for cultural, subsistence and agricultural purposes, with the application of FPIC mechanisms are implemented to enable communities to raise concerns and provide their consent to projects that may affect their resources.

Socfinaf collaborates with NGOs and conservation experts to design and implement biodiversity initiatives aligned with recognized international best practices. It also works with governments

and regulators to ensure alignment with local biodiversity laws and to foster active collaboration on shared environmental priorities. Engagement mechanisms include transparent dialogue and participatory mapping exercises with communities and stakeholders to identify HCV areas, supported by grievance mechanisms to address biodiversity-related concerns. In addition, smallholders and suppliers are supported through training and capacity-building programs to integrate biodiversity protection into their operational practices across the value chain.

Communities' interests are generally integrated through transparent dialogue, participatory mapping exercises to identify HCV areas and grievance mechanisms to address and resolve biodiversity-related concerns. This approach ensures that the policy reflects both local needs and global sustainability objectives while enabling effective protection and management of biodiversity and ecosystem services across the Group's operations and supply chain.

Responsibility for the implementation of the policy is held at Board level. The Board of Directors provides strategic oversight and ensures that appropriate governance arrangements are in place to support effective policy deployment across the Group.

Implementation at the operational level is overseen by senior management within Socfinaf, with accountability assigned to site and regional Managers. The Group Sustainability Department provides coordination, technical guidance and monitoring support to ensure consistent application of the policy and compliance with to biodiversity-related requirements across all operations.

The Group's RMP is implemented in alignment with internationally recognized standards, initiatives and certification frameworks supported by industry bodies and regulatory or multi-stakeholder governance structures. These frameworks provide methodological guidance, operational requirements and verification mechanisms to support effective management of biodiversity and ecosystem impacts.

The policy explicitly refers to RSPO P&C for palm oil operations, which require sustainable production practices, including the protection of biodiversity, ecosystem services and HCV areas. For rubber operations, the policy aligns with GPSNR Policy Framework, which promotes biodiversity conservation, ecosystem restoration and responsible natural rubber sourcing practices across the value chain.

Across all relevant activities, the policy requires the identification, protection and management of HCV areas within and around the Group's operations and supply chain, in line with the HCV Network methodology. In addition, Socfinaf applies the HCSA to guide land-use planning decisions and distinguish forest areas that must be conserved from degraded lands potentially suitable for development, ensuring the preservation of carbon-rich and biodiversity-sensitive ecosystems. The HCSA is governed by the HCSA Steering Group, which oversees the framework and ensures alignment with international sustainability objectives and recognized regulatory and industry standards.

Direct impact drivers on biodiversity loss

The Group's RMP addresses the following direct drivers of biodiversity loss:

- **Climate change:** The RMP includes measures to reduce GHG emissions by minimizing fossil fuel consumption and adopting renewable energy sources. Forest conservation efforts, such as protecting HCV areas and HCS

forests and the prohibition of deforestation, contribute to carbon sequestration and mitigation of climate change impacts.

- **Deforestation and land-use change:** The policy prohibits deforestation and peatland conversion for plantation development, helping to preserve natural habitats and prevent biodiversity loss. New developments are subject to HCV and HCS assessments, ensuring that land-use changes do not negatively impact critical ecosystems.
- **Freshwater-use change:** Measures to protect riparian zones and prevent water pollution avoid disruptions to aquatic ecosystems and freshwater biodiversity.
- **Direct exploitation:** The Group prohibits unsustainable practices such as poaching and hunting of endangered species and habitat destruction within its concessions, protecting wildlife and reducing pressure on biodiversity.
- **Invasive alien species:** While not explicitly mentioned, Socfinaf's compliance with RSPO standards and GPSNR Policy Framework ensures commitment to preventing the introduction of invasive alien species in its operations.
- **Pollution:** Comprehensive pollution prevention measures, including wastewater treatment, prevention of water and air pollution and maintenance of healthy soils, mitigate risks of contamination to soil, water and surrounding ecosystems.
- **Others:** Restoration initiatives for degraded peatlands and ecosystems within operational concessions aim to reverse historical biodiversity loss and enhance ecosystem resilience. The prohibition of fires, except in well documented cases where specific phytosanitary or other risks requiring their use, ensures additional measures are taken to reduce potential negative impacts on the biodiversity and ecosystem services.

Impacts and dependencies on ecosystem services

The Group's RMP addresses key impacts on ecosystem services, recognizing that unsustainable practices may degrade services such as natural pest and pathogen control, water regulation and soil fertility. These impacts are mitigated through conservation measures, ecosystem restoration and pollution prevention. The Group's operations also depend on ecosystem services, including natural pest and pathogen control, water availability and healthy soils, which are essential for productive plantations. The policy therefore emphasizes the protection and enhancement of these services to support operational resilience and long-term sustainability.

More specifically, the policy addresses the following key dependencies: The Group's operations heavily depend on ecosystem services that are directly influenced by biodiversity and healthy ecosystems.

The policy ensures the preservation and enhancement of these critical dependencies:

- **Pest and pathogen control:** Preserving forests and natural habitats ensures a natural control of pests and pathogens, which is critical for maintaining crop health and reducing reliance on chemical inputs.

- **Water regulation:** Healthy forests and riparian zones regulate water availability and quality for plantation irrigation and processing operations. Measures to protect these ecosystems ensure a stable and reliable water supply.
- **Soil fertility:** Biodiverse ecosystems contribute to nutrient cycling and soil health. The policy promotes sustainable agricultural practices, including reduced chemical inputs and erosion prevention, to maintain fertile soils.
- **Carbon sequestration:** Forests and peatlands serve as carbon sinks, mitigating the company's carbon footprint. The no deforestation and zero peatland development targets ensure these ecosystems continue to store carbon effectively.

At present, no material physical or transition risks and opportunities related to ecosystem services have been identified based on current assessments.

Impacts on the state of species

The Group's RMP addresses the following impacts on species:

- **Protection of species populations:** The Group commits to identify, maintain and protect HCV areas, including safeguarding wildlife and rare, threatened, endangered and critically endangered species from poaching, hunting and habitat loss within areas under its management.
- **Global extinction risks:** The Group aligns its practices with global conservation priorities, contributing to the protection of species listed under international frameworks such as the IUCN Red List.

Impacts on the extent and condition of ecosystems

The Group's RMP addresses the following impacts on the extent and condition of ecosystems:

- **Land degradation, desertification and soil sealing:** The policy mandates sustainable agricultural practices, such as minimizing soil deterioration and erosion, optimizing fertilizer use and maintaining healthy soils. Conservation of forested areas and restoration of degraded land help maintain ecosystem extent and functionality.
- **Habitat restoration:** The Group commits to actively restore degraded peatlands and forests for any development after 2017 within our concessions within its concessions to improve the condition of ecosystems and support biodiversity recovery.

Traceability of products and raw materials across the value chain

Through its RMP, the Group commits to achieving 100% traceability of raw materials, including FFB and natural rubber, from 2025 onwards. This commitment aims to ensure that the sourcing of these materials does not contribute to deforestation, biodiversity loss, or ecosystem degradation. Traceability is supported by the following mechanisms:

- **Mapping tools:** Field-based mapping and geospatial analysis are used to identify sourcing locations and monitor compliance.
- **Chain-of-custody systems:** Documentation tracks raw materials from their origin to final processing.
- **Risk assessments:** Environmental and social risk assessments evaluate potential biodiversity impacts along the supply chain. High-risk suppliers are prioritized for audits and capacity-building initiatives.
- **Satellite monitoring:** Satellite imagery monitors land use and detects deforestation or ecosystem disturbances at sourcing locations.
- **Participatory mapping:** Local communities and stakeholders collaborate to map supply areas and identify critical zones.
- **Certification standards:** Socfinaf adheres to standards and sector frameworks such as RSPO and to policy framework such as GPSNR, which include traceability and biodiversity safeguards.

In addition, the Group's policy supports traceability across both upstream and downstream segments of the value chain in order to manage actual and potential impacts on biodiversity and ecosystems:

- **Upstream:** The policy promotes sustainable practices among suppliers through training and capacity-building initiatives, including measures to minimize chemical use and prevent deforestation, thereby reducing biodiversity impacts at source.
- **Downstream:** Traceability systems help ensure that biodiversity protection requirements are maintained as products are transferred to subsequent actors in the value chain.

Biodiversity-sensitive areas

Socfinaf is aware that any agricultural activity located in proximity to biodiversity-sensitive areas may generate direct and indirect impacts on these ecosystems. In the context of Socfinaf's operations, such impacts may arise from both internal operational activities and external pressures within the surrounding landscape.

To identify, manage and mitigate these impacts, Socfinaf conducts biodiversity-related assessments, establishes dedicated policies and implements strict operational procedures aimed at mitigating adverse effects while enhancing positive contributions to biodiversity.

These measures are communicated to relevant stakeholders, including those potentially affected and those responsible for implementation, through formal distribution channels, public disclosures, targeted awareness-raising initiatives and ongoing engagement with local communities and smallholders.

Land-use change

Socfinaf maintains stable land-use and ecosystem-related practices over time, as evidenced by relevant metrics. Over the past 5 years, no conversion of land cover has occurred as a result of the Group's activities. Furthermore, no material changes have been identified in the management of ecosystem services or in the spatial configuration of the landscape attributable to its operations.

Ecosystem area coverage

Ecosystem area coverage within the Group's concessions is measured based on the extent of identified HCV areas. These areas are mapped and quantified using geospatial tools, such as satellite imagery, GIS mapping and ground surveys, to determine their total land coverage within

operational boundaries. HCV assessments classify conservation areas into 6 distinct categories, each representing a different aspect of biodiversity, ecosystem services, or cultural importance. These categories are used to define and map ecosystem extent across concessions:

- **HCV 1:** Concentrations of biological diversity including endemic species and rare, threatened or endangered species, that are significant at global, regional or national levels.
- **HCV 2:** Intact Forest landscapes and large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- **HCV 3:** Rare, threatened, or endangered ecosystems or habitats, including ecological refugia.
- **HCV 4:** Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- **HCV 5:** Sites and resources fundamental for satisfying the basic necessities of local communities or indigenous peoples (for livelihoods, health, nutrition, water, etc.). Identified through engagement with these communities or indigenous peoples.
- **HCV 6:** Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or indigenous peoples. Identified through engagement with these local communities or indigenous peoples.

The Group measures ecosystem extent within its concessions by quantifying the total area of land identified as HCV, expressed in hectares. This information is derived from HCV assessments that map conservation areas and provide the spatial data necessary to determine their coverage within operational boundaries. The resulting figures are reported through internal sustainability reporting and EIA. In line with disclosure requirements, the approach focuses on extent-based metrics reflecting land coverage, rather than indicators related to ecosystem condition or species diversity.

Production, sourcing or consumption from ecosystems

The Group's RMP integrates measures to ensure that production, sourcing and consumption activities are aligned with ecosystem management objectives in order to maintain or enhance biodiversity conditions. These measures include forest preservation, the prevention of habitat destruction and ecosystem conversion, the identification and protection of HCV areas, pollution prevention and the implementation of sustainable management practices. The policy also emphasizes monitoring and continuous improvement and is implemented in alignment with recognized standards and sector frameworks such as RSPO and GPSNR. Compliance with RSPO standards is subject to regular assessments and annual third-party audits.

Procurement requirements require suppliers to comply with applicable sustainability commitments, including adherence to national laws and the prohibition of activities in protected areas or key biodiversity areas. Suppliers are also required to avoid the conversion of HCV

and HCS areas, protected forests and other critical ecosystems.

To support effective implementation, the policy requires full traceability of raw materials, such as FFB and rubber latex, to their source.

Social consequences of biodiversity and ecosystems impacts

The Group's RMP directly addresses the social consequences of biodiversity and ecosystem impacts by integrating measures that safeguard community livelihoods, promote equitable resource use and enhance the well-being of stakeholders who depend on ecosystems. Many local communities near Socfinaf's operations rely on biodiversity and ecosystems services for subsistence agriculture, water, food and cultural practices.

The policy's commitments to no deforestation, no peatland development and ecosystem restoration aim to support the continued availability of these ecosystem services. These commitments are complemented by measures to support water and food security for communities and to protect ecosystems of cultural, spiritual, or historical significance to local communities and Indigenous People. By emphasizing the conservation of forests, peatlands and other ecosystems, the policy also contributed to strengthening community climate resilience, recognizing that biodiversity loss and ecosystem degradation can exacerbate vulnerability to climate change.

Furthermore, unsustainable practices may lead to conflicts over access to shared natural resources such as water and arable land. Through sustainable management practices and transparent stakeholder engagement processes, the Group aims to mitigate these risks. Particular emphasis is placed on FPIC processes, which ensure that communities are consulted and can express their views on projects affecting their resources and livelihoods, thereby helping to reduce the risk of disputes related to biodiversity impacts.

Finally, the Group actively involves local communities in the development, implementation and monitoring of biodiversity-related measures, supporting the integration of their perspectives and needs into decision-making processes.

Biodiversity resilience

The relationship between the Group's business model and risks related to biodiversity and ecosystems is continuously monitored on an ongoing basis through research, independent site-level studies and alignment with relevant elements of RSPO certification and GPSNR framework. Environmental studies, as well as RSPO and GPSNR principles, place particular emphasis on the monitoring of HCV areas and protected areas.

Ecoguards are deployed to monitor these areas and report regularly to on-site sustainability teams. Together, these mechanisms help ensure that a healthy balance is maintained and that any potential biodiversity- and ecosystem-related issues that could affect the resilience of the Group's business model are identified and addressed in a timely manner. A more in-depth risk and resilience analysis will be conducted in the coming years.

Mitigation hierarchy

Socfinaf's approach to biodiversity management follows a structured hierarchy of actions—avoidance, minimization and restoration/rehabilitation—designed to prevent biodiversity loss, reduce operational impacts and address past ecosystem degradation.

- **Avoidance:** The Group seeks to prevent biodiversity loss and minimize impacts on critical ecosystems by avoiding activities that could harm natural habitats. No new developments are undertaken in HCV areas, HCS forests, or peatlands. Land-use planning integrates HCV and HCS assessments conducted by qualified experts to identify and protect critical habitats. FPIC processes ensure that Indigenous Peoples and stakeholders can withhold consent for developments that may negatively impact ecosystems.
- **Minimization:** To reduce the operational impacts of existing activities on biodiversity and ecosystems, the Group implements sustainable agricultural practices aimed at preventing soil and water pollution. Regular biodiversity monitoring, using satellite imagery and field surveys, tracks impacts and informs adaptive management. Employees and smallholder suppliers (where applicable) receive training on sustainable land management and biodiversity protection.
- **Restoration and compensation:** The Group restores degraded areas within operational boundaries where degradation has occurred after the cut-off date of March 2017 (publication date of the RMP). In line with its commitment to no deforestation, no new development is undertaken until mapping and studies identifying HCS, HCV and peatland areas have been completed and, where applicable, publicly disclosed, using the quality assurance systems of the HCSA Steering Group and/or the HCV Network's Assessor Licensing Scheme (ALS). No compensation or offsetting is undertaken for new impacts. Retroactive compensation projects, implemented in accordance with RSPO guidelines, address the loss of HCV areas within concessions resulting from activities conducted between 2005 and March 2017, prior to the full implementation of the Group's RMP.

Biodiversity offsets

Socfinaf does not currently implement biodiversity offsets, as the Group's approach prioritizes avoidance, minimization and restoration of biodiversity impacts.

Anticipated financial effects from material biodiversity and ecosystem-related risks and opportunities

In the event of insufficient progress in meeting these commitments, Socfinaf could face commercial and operational constraints, particularly in response to evolving expectations from international buyers and regulatory frameworks related to traceability and deforestation-free supply chains. This may affect the Group's ability to maintain certain market relationships and may require additional investments to strengthen monitoring and assurance systems, with potential implications for operating costs and financial performance. However, based on the DMA, the financial materiality of these risks is currently assessed as limited, with a low likelihood of occurrence given the Group's ongoing efforts to meet its commitments through structured actions and defined targets. Biodiversity and ecosystem-related risks nevertheless remain material from an impact perspective and are actively managed by Socfinaf.

2.4.3 Ambition for biodiversity and ecosystem protection

Socfinaf considers biodiversity and ecosystem preservation as a key strategic priority and has therefore defined 2 strong commitments, translated into clear and ambitious targets: Target 1 - Zero deforestation and Target 2 - Zero new development on peatlands.

2.4.3.1 Target 1: Zero deforestation caused by Socfinaf's activities

Definition of the Zero Deforestation target

"Socfinaf commits that its operations will not clear or convert natural forests, ensuring the preservation of biodiversity and ecosystem integrity."

As defined in the Group's RMP, the Zero Deforestation target commits Socfinaf to ensuring that its operations do not clear or convert natural forests, thereby preserving biodiversity and ecosystem integrity. This target is fully aligned with Socfinaf's overarching policy objectives related to biodiversity and ecosystem services.

The target supports biodiversity conservation by protecting HCV and HCS areas and by promoting sustainable land-use practices. By preserving natural forests, which serve as critical habitats for a wide range of species—including rare, threatened and endangered ones—the target directly contributed to the safeguarding of biodiversity.

From a climate change mitigation perspective, the target contributes to reducing GHG emissions by preserving forests as carbon sinks and avoiding emissions associated with land clearing. From a sustainable development standpoint, it ensures that the expansion of oil palm and rubber plantations occurs without compromising critical forest ecosystems, thereby supporting a balance between economic development and environmental conservation.

The Zero Deforestation target ensures alignment with international standards and industry frameworks, including RSPO, GPSNR, the Sustainable Development Goals (SDGs) and the European Green Deal, by operationalizing global requirements and prohibiting activities that could undermine forest conservation. The target also integrates local biodiversity assessments and stakeholder engagement processes to balance conservation objectives with community needs. By providing a clear and measurable commitment, the target strengthens stakeholder trust and demonstrates the Group's dedication to environmental stewardship towards local communities, NGOs and other stakeholders.

Scope and applicability of the Zero Deforestation target

The "Zero Deforestation" target applies to all operations of Socfinaf and its subsidiaries that manages, or in which it invests in, regardless of the level of ownership.

The policy recognizes the complexity of agricultural supply chains, particularly in contexts involving smallholders and therefore allows for phased implementation where relevant. Risk mitigation actions are prioritized based on assessments of social and environmental risks. Overall, the Group's biodiversity and ecosystem-related targets—including the Zero Deforestation target and the zero new developments on peatland target—apply across Socfinaf operations, including Socfinaf subsidiaries' palm oil and rubber operations, ensuring consistent application of sustainability commitments throughout the value chain.

Stakeholder involvement in Zero Deforestation target

The implementation of the Zero Deforestation target actively involves a broad range of stakeholders to ensure that biodiversity, ecosystem services and community interests are fully taken into account. For any future development plans, local communities and Indigenous Peoples participate in mapping exercises to identify and delineate HCV and HCS areas, providing input to ensure that habitats critical for biodiversity, as well as areas of cultural, social, or livelihood significance, are adequately protected. Communities are also consulted through FPIC processes, ensuring that their rights, knowledge and perspectives are fully integrated into forest conservation planning.

NGOs and conservation experts provide scientific and technical expertise, supporting HCV and HCS assessments and contributing best practices for monitoring and enforcing the Zero Deforestation commitment. Engagement with regulators and industry stakeholders ensures alignment with applicable legal requirements and recognized sector frameworks, including RSPO P&C, GPSNR Policy Framework and the EU Green Deal.

This multi-stakeholder approach strengthens the robustness and credibility of the Zero Deforestation target and ensures that it reflects both environmental and social priorities across the Group's operations.

Methodology, measurement and performance of the Zero Deforestation target

The Zero Deforestation target is based on internationally recognized methodologies designed to identify and protect forests with high ecological, social and carbon value. The Group applies the HCV approach to identify and safeguard areas of significant ecological, cultural, or community importance and the HCSA to distinguish natural forests from degraded lands that may be suitable for development. The target is based on key assumptions, including the accuracy of baseline forest cover data validated through independent assessments and the long-term preservation of identified HCV and HCS areas without degradation or conversion.

The defined target level is zero deforestation across all Group operations, including plantations, mills and supply chains. Progress is measured in hectares of new planting (oil palm or rubber) on areas identified as HCV or HCS. The target is not derived from new scientific evidence and there have been no changes to the target level, metrics, methodologies, or underlying assumptions since its adoption.

Performance is monitored through a combination of monthly satellite imagery of forest cover, third-party verified HCV and HCS assessments and ground surveys conducted by operational teams. Results are reviewed annually as part of the Group's sustainability reporting. Metrics focus on the total area of HCV and HCS forests cleared for oil palm and rubber plantations. Since the baseline year of 2017 (publication date of the RMP), Socfinaf has maintained full adherence to its Zero Deforestation commitment, with no recorded deforestation under its direct operational control.

Link with identified impacts, dependencies, risks and opportunities across the value chain

The "Zero Deforestation" target directly addresses impacts related to land-use change and forest conversion, preserving biodiversity by maintaining intact habitats for wildlife, including rare, threatened and endangered species. As such, it mitigates

potential negative environmental impacts while contributing positively to ecosystems conservation.

By preserving forests and natural habitats, the target supports the natural regulation of pests and pathogens critical to oil palm survival, highlighting the Group's operational dependency on healthy and balanced ecosystems. The protection of riparian zones and the prevention of deforestation also help regulates water availability and quality, which are essential for both plantation operations and local communities. More broadly, sustainable land management practices prevent land degradation, maintain soil productivity and supports the long-term viability of agricultural operations.

The target further contributes to climate change mitigation by conserving forest carbon sinks and reducing GHG emissions associated with land-use activities. Protecting HCS forests enhance carbon storage and reduces vulnerability to climate-related extreme weather events, such as floods and droughts. In addition, the target aligns with global and regional regulations, including the EU Deforestation Regulation (EUDR), reducing risks of non-compliance and associated penalties. These measures also support the delivery of environmentally responsible products, enhancing brand value and competitiveness while reinforcing the Group's commitment to biodiversity and ecosystem conservation.

2.4.3.2 Target 2: Zero new development on peatlands

Definition of the Zero new development on peatlands target

"Socfinaf commits that its operations will not develop or convert peatlands, ensuring the preservation of biodiversity, carbon-rich ecosystems and ecosystem integrity."

The "Zero New Developments on Peatlands" target aligns with the Group's RMP objectives, particularly those focused on biodiversity conservation, ecosystem service protection and climate change mitigation. Peatlands are critical ecosystems and biodiversity hotspots, supporting unique flora and fauna. By prohibiting new plantation developments on peatlands, the target ensures the preservation of these habitats, preventing the loss of species dependent on peat ecosystems.

In terms of climate change mitigation, peatland drainage and development are major sources of GHG emissions. Avoiding new peatland developments directly prevents these emissions, contributing significantly to the Group's climate objectives and overall environmental stewardship. From a sustainable development perspective, the target helps mitigate long-term risks such as land subsidence, flooding and declining soil productivity, thereby supporting balanced economic growth alongside environmental preservation.

The target also ensures compliance with international standards and sector frameworks, including RSPO and GPSNR, by operationalizing requirements that protect ecologically sensitive areas. Furthermore, it reinforces stakeholder trust by demonstrating the Group's commitment to safeguarding high-risk ecosystems and engaging responsibly with communities, regulators and environmental organizations.

The defined target level is to achieve zero new plantation development on peatlands of any depth, including shallow and deep peat, across all operations. Progress is measured in hectares of new planting on peatlands as identified through HCV and HCS assessments.

Scope and applicability of the Zero new developments on peatlands target

The target applies to all operations of Socfinaf and its subsidiaries that own, manages, or invests in, regardless of ownership share.

The policy recognizes the complexity of supply chains, particularly in contexts involving smallholders and allows for phased implementation. Risk mitigation actions are prioritized based on assessments of social and environmental risks. Overall, the Group's biodiversity and ecosystem-related targets, including the No Deforestation and Zero New Development on Peatlands targets, apply across all operations of Socfinaf and its subsidiaries.

Involvement of stakeholders in Zero new development on peatlands target

The implementation of the Zero New Developments on Peatlands target actively involves multiple stakeholders to ensure that peatlands and associated ecosystems are preserved. Local communities participate in mapping exercises conducted through HCV and HCS assessments to identify and delineate peatland areas, while FPIC processes ensure that stakeholders provide informed consent for any development plans that could impact peatlands.

NGOs and conservation experts provide scientific and technical guidance, supporting HCV and HCS assessments and offering insights from RSPO and GPSNR frameworks on best practices for peatland management. Engagement with regulators and industry stakeholders ensures alignment with applicable legal requirements and sector frameworks, including RSPO P&C, GPSNR Policy Framework and the EU Green Deal.

This collaborative approach ensures that the Zero New Development on Peatlands target is robust, credible and reflective of both environmental and social priorities across the Group's operations.

Methodology, measurement and performance of the Zero New Development on Peatlands target

The Zero New Development on Peatlands target is defined as achieving zero new plantation developments on peatlands of any depth, including both shallow and deep peat, across all Socfinaf operations. Progress is measured in hectares of new planting (oil palm or rubber trees) on areas identified as peatlands through HCV and HCS assessments.

The target is supported by the HCV approach, which identifies and protects areas with significant ecological, cultural, or community value, including peatlands and the HCSA, which assesses peatland areas for carbon storage and conservation significance. Key assumptions underlying the target include the accurate mapping on peatlands and the effective enforcement of the policy to ensure zero development occurs.

The target reflects global commitments to avoid the degradation of high-carbon ecosystems, contributing to climate change mitigation and biodiversity conservation in line with the SDGs, the European Green Deal and international standards and sector frameworks such as RSPO and GPSNR. It also considers local socio-economic contexts, ensuring that peatland protection does not negatively impact local livelihoods through proactive stakeholder engagement and alternative development planning.

The target is based on scientific evidence and there have been no changes to the target, its metrics, methodologies, or underlying assumptions since its adoption.

Performance is monitored through HCV and HCS assessments, including third-party verifications, to ensure that peatlands are identified and remain protected. Progress is reviewed annually as part of sustainability reporting. Metrics focus on the total area on peatlands (hectares) within operational zones developed for oil palm or rubber. Since the baseline year of 2017, the Group has reported no new developments on peatlands, demonstrating consistent compliance with the target, with no significant changes to report.

Link with identified impacts, dependencies, risks and opportunities across the value chain

The "Zero New Development on Peatlands" target prevents the conversion of carbon-rich peatland ecosystems, reducing soil subsidence, GHG emissions and biodiversity loss. By preserving these ecosystems, the Group safeguards critical functions in carbon storage and climate regulation, directly supporting climate change mitigation objectives.

Maintaining peatlands also reduces the Group's vulnerability to climate-related extreme weather events, such as floods and droughts, which may be exacerbated by peatland degradation. The target aligns with global and regional regulatory requirements related to land use and environmental protection, thereby reducing compliance risks and reinforcing the Group's broader biodiversity commitments. By extension, the Group promotes responsible sourcing practices and strengthens stakeholder confidence in its approach to sustainable land management.

2.4.4 Actions and resources related to biodiversity and ecosystems

Local initiatives promoting in favor of biodiversity preservation

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to biodiversity preservation. The resources allocated amount to € 430 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Reforestation Program for Riparian Zone Restoration (Agripalma, São Tomé & Principe)

Agripalma has initiated a long-term reforestation program aimed at restoring riparian zones impacted by its RaCP (International Sustainability & Carbon Certification) remediation activities. Launched in 2024, this initiative involves the replanting of 5 hectares annually over a 25-year period in the district of Cuaé, São Tomé. The program seeks to progressively rehabilitate these areas back to natural forest ecosystems, thereby supporting biodiversity conservation and contributing to pollution prevention.

Currently in its initial phase, the action engages local communities and the Direction of Environment and Biodiversity. It forms part of Agripalma's broader HSE annual plan, with dedicated financial resources allocated through its operational budgets.

Protection of wetlands and watercourses through buffer zones (Safacam, Cameroon)

Implemented in 2022, this action focuses on the protection of water resources by establishing buffer zones around wetlands and watercourses. It aims to preserve water quality and maintain natural hydrological functions while preventing pollution and degradation of aquatic ecosystems.

The initiative contributes to identifying, maintaining and protecting HCV areas both within and outside Safacam's concession. Involving workers and surrounding areas, it is designed as a long-term measure and is implemented annually through 2046.

Rehabilitation of biodiversity areas through reforestation of 50 hectares (Okomu, Nigeria)

This ongoing action consists of the systematic rehabilitation of degraded and deforested land through the reforestation of 50 hectares using suitable tree species, with phased planting and maintenance activities planned through 2026. The initiative aims to restore forest cover and biodiversity, while also improving soil fertility, reducing erosion and enhancing water retention in the targeted areas. It further contributes to increased carbon sequestration, supporting broader climate change mitigation efforts.

The action aligns with Okomu's environmental sustainability and climate policies, as well as ISO 14001 requirements related to biodiversity protection. It also supports commitments under RSPO frameworks for sustainable and deforestation-free operations and it delivers indirect environmental benefits downstream. Full establishment of the seedlings planted in 2025 is expected by 2027, with ongoing monitoring and maintenance activities in place to ensure high survival rates and effective ecosystem development. The initiative is financed through the allocated budget.

Forest ecosystem protection and riparian restoration monitoring (PSG, Ghana)

In 2025, PSG implemented targeted actions to strengthen the protection and restoration of forest ecosystems within its concession in the Western Region of Ghana. In response to ongoing threats such as illegal mining and logging, the site maintained a 24-hour eco-guard patrol system, deploying a dedicated team to monitor high-risk areas, particularly in the northern part of the concession and surrounding forest fringes. This continuous surveillance aims to prevent illegal incursions, protect HCV areas and safeguard biodiversity, including wildlife and critically endangered species. The effectiveness of these measures is reinforced through external monitoring and the regular reporting of identified threats to regulatory authorities.

In parallel, PSG conducted a Riparian Integrity Assessment across its remediation areas to evaluate the ecological condition of riparian zones, including their role in water regulation and ecosystem functioning. The assessment focused on verifying the restoration of natural conditions through the analysis of vegetation structure and aquatic life. Now completed and pending final reporting, this initiative supports the Group's broader commitment to ecosystem restoration and biodiversity conservation. Both actions are integrated into PSG's operational framework, funded through dedicated annual budgets and contribute to the implementation of Socfin Group RMP, particularly in relation to HCV management, riparian protection and sustainable land use practices.

Riverbed clearing operations for watercourse preservation (SOGB, Côte d'Ivoire)

In 2025, SOGB carried out riverbed clearing operations along the Dodo and Gnébouagbo rivers as part of its efforts to preserve watercourses and maintain aquatic ecosystem integrity. This completed action supports the Group's environmental protection policy by ensuring the proper functioning of freshwater ecosystems and preventing their degradation.

Implemented within the Dodo and Gnébouagbo river areas, the initiative contributes to the protection of water resources and surrounding biodiversity. It was funded through the biodiversity protection budget and forms part of the Group's broader commitment to sustainable environmental management.

2.4.5 Biodiversity and ecosystem metrics

Location in or near biodiversity-sensitive areas metrics

2025	
Number of sites owned, leased or managed in or near protected areas or key biodiversity areas	9
Area of sites owned, leased or managed in or near protected areas or key biodiversity areas	92 527 ha

To ensure accurate monitoring and reporting of biodiversity and ecosystem targets, Socfinaf applies standardized methodologies to identify and measure environmentally sensitive areas across its operations.

- **Identification of HCV and peatland areas:** Conducted by trained assessors following the HCV Resource Network's Common Guidance for the Identification of HCV. Areas are measured by certified third-party assessors under the Assessor Licensing Scheme, with methodologies audited through RSPO for all oil palm plantations to ensure accuracy and compliance with international standards.
- **Biodiversity-sensitive areas:** Identified using the Key Biodiversity Areas website and through nationally recognized nature conservation areas. The size of the Group's operations located in or near biodiversity-sensitive areas is measured using GPS tracking of concessions.

Targets metrics

2025	
Deforestation caused by the Socfinaf's activities (Target 1)	0
New development on peatlands (Target 2)	0

2.5 Resource use and circular economy (ESRS E5)

2.5.1 Impacts, risks and opportunities related to circular economy

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Environment	EN5 – Resource and waste management	ESRS E5	Significant	Important

The IROs related to ESRS E5 were identified through the DMA and are reflected in Socfinaf's macro-topic **EN5 – Resource and waste management**, which is assessed as material both from an impact and financial perspective. This topic covers Socfinaf's efforts to manage resources and minimize waste. It includes recycling of industrial waste, where by-products like fiber, shells and EFB are reused as biomass fuel or mulch. Socfinaf also manages industrial wastewater through systems like settling ponds and anaerobic lagoons, ensuring treated effluent meets environmental standards before release or reuse. Additionally, Socfinaf promotes household waste management, encouraging waste segregation and composting in staff accommodations and local communities.

Socfinaf has established a structured process to identify and assess material impacts, as well as risks, dependencies and opportunities related to resource use and the circular economy across its operations. This process is primarily embedded in the DMA, which evaluates both impact and financial materiality.

Actual and potential impacts are identified through stakeholder consultations addressing topics such as the benefits of recycling industrial and household waste and the environmental implications of inadequate treatment of factory water effluents. These impacts have been assessed as significant by stakeholders. In parallel, risks and opportunities related to resource management, including the use of fuel and fertilizers, the application of treated industrial wastewater to fields and the valorization of biodegradable waste in industrial processes, are assessed from a financial perspective and have also been identified as important.

This approach is complemented by regular independent EIA conducted across operational sites, which support the ongoing identification of actual and potential impacts related to resource use and waste management and help identify potential issues at an early stage. Stakeholder engagement is an integral part of the process, both through consultations carried out as part of the DMA and through those conducted within ESIA. The insights gathered are systematically taken into account, ensuring that the assessment reflects both internal analyses and external stakeholder perspectives.

As part of the DMA, Socfinaf has identified the following material IROs related to resource use and circular economy (ESRS E5):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
EN5	Resources inflows Resource outflows Waste	Recycling and valorization of industrial solid waste, including reuse of organic residues for energy or compost, reducing waste streams	⊕	Own operations Downstream
		Potential environmental impacts from inadequate wastewater management in regions with limited infrastructure	⊖	Own operations Downstream
		Difficulties in waste collection, storage and recycling	⊖	Own operations Upstream Downstream
		Exposure of fuel and fertilizer inputs to price fluctuations affecting Socfin's operating costs	R	Own operations
		Reuse of solid biodegradable waste (fibers and shells) for energy production, reducing emissions, energy costs and waste disposal costs	◎	Own operations
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies and commitments addressing all relevant topics.

In addition, Socfinaf closely monitors these material topics through defined metrics, including resource inflows -such as the total weight of products and technical and biological materials used, the percentage of biological materials used and the absolute weight of secondary reused or recycled components- and resource outflows, including the total waste generated and the total amount of non-recycle waste.

2.5.2 Resource use and circular economy management

Resource use and circular economy commitments

While there is no specific policy explicitly addressing sustainable sourcing and the use of renewable resources, these principles are embedded within Socfin Group RMP. This policy promotes increased use of green energy and reduced reliance on fossil fuels, the prevention of water and air pollution, effective wastewater treatment and the protection of water resources.

It also sets clear rules on the use of fire, allowing it only in well-documented cases where specific phytosanitary or other risks have been identified.

In addition, Socfin Group RMP encourages continuous improvement of agricultural practices, with a focus on achieving higher

yields while minimizing the use of inputs and natural resources. This includes optimizing fertilizer use and promoting the reuse of agricultural waste as soil amendments wherever possible.

Building on these existing commitments, the RMP will be further strengthened in 2026 to more comprehensively address resource use and circular economy topics.

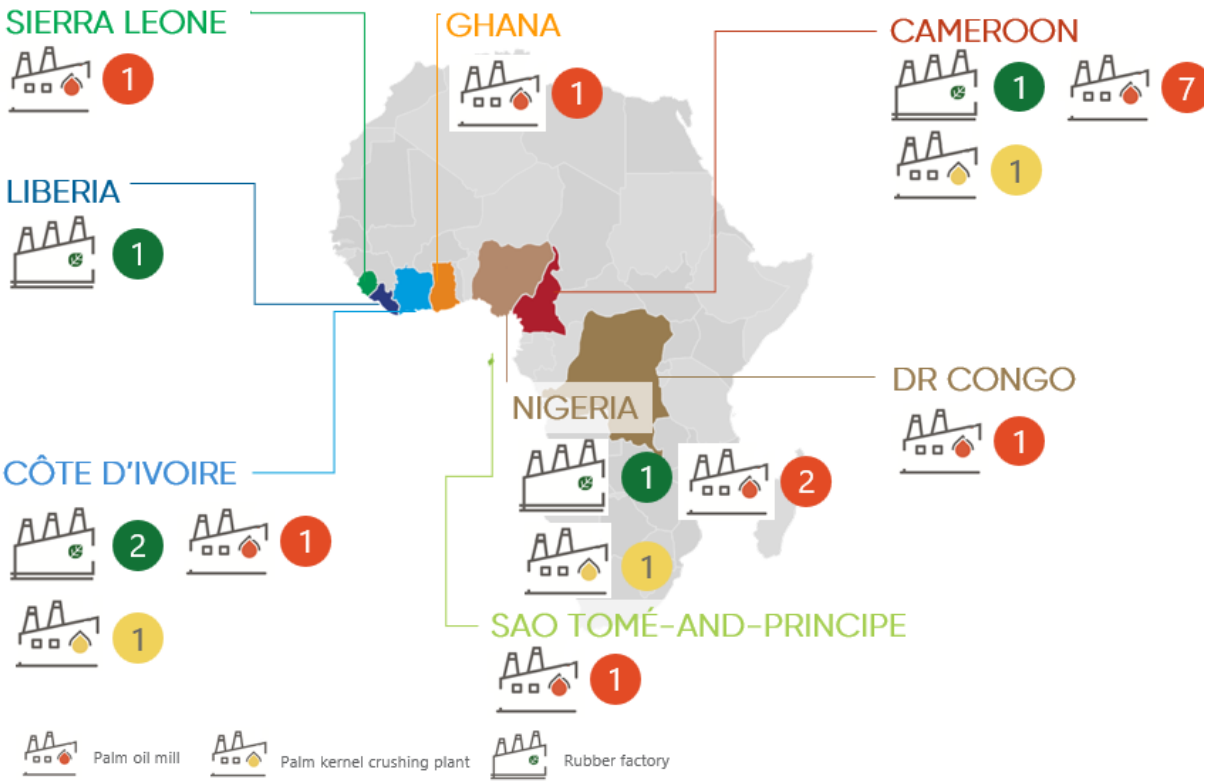
Material resource inflows

Socfinaf's operations rely on a range of material resource inflows associated with its agricultural and processing activities.

For palm oil activities, the primary material resource inflow consists of FFB harvested from oil palm plantations. These raw materials are processed in 14 palm oil mills: Cameroon (7), Côte d'Ivoire (1), DR Congo (1), Ghana (1), Nigeria (2), Sao Tomé and Principe (1) and Sierra Leone (1). There are also 3 palm kernel crushing plants located in Cameroon (1), Côte d'Ivoire (1) and Nigeria (1).

For rubber activities, the main material resource inflow is natural rubber harvested from rubber plantations, in the form of liquid latex or cup lumps. This raw material is processed in 5 rubber factories: Cameroon (1), Côte d'Ivoire (2), Liberia (1) and Nigeria (1).

In addition to agricultural raw materials, palm oil mills and rubber factories require water and energy to support their processing operations. Rubber factories also rely on packaging materials, including polythene sheets, cardboard, wooden pallets, plastic pallets and metal boxes, to ensure the proper handling, storage and transportation of finished products.



Key products and materials from production processes

Socfinaf's production activities generate several key products and materials, depending on the agricultural commodity.

For oil palm operations, the main final products are CPO and palm kernels (which can be either sold as such or processed to produce PKO). In addition, the production process generates various biomass by-products. Fiber and shells are recovered and used internally as energy inputs for the production of steam and electricity within the factories, thereby contributing to energy self-sufficiency. Other biomass by-products, notably EFB, are applied in the fields as organic fertilizers to support soil fertility and nutrient recycling.

For rubber operations, the principal final product is dry rubber. The production process also requires the use of packing materials, which consist mainly of plastic, wood, or metal, to ensure the safe handling, storage and transport of the finished product.

Optimization of waste management and waste streams

Socfinaf generates a variety of waste streams as a result of its plantation, industrial and community-related activities.

These include solid biodegradable waste originating from plantation operations and industrial processes, wastewater from industrial activities treated through lagoon systems and industrial waste such as obsolete spare parts, nursery plastics and fertilizer containers, which are disposed of at plantation waste collection centers and collected by registered service providers.

Additional waste streams include household waste generated in concession villages, which is currently disposed of in landfills located within the plantation areas, with improvement plans under consideration.

Medical waste generated by health outposts and clinics within concessions is treated using dedicated incinerators.

The main waste streams relevant to Socfinaf's activities are solid organic waste from palm oil processing, liquid organic waste from palm oil and rubber processing and solid non-organic waste generated by palm oil and rubber plantations as well as rubber factories.

Waste management practices are implemented at the subsidiary level and are based on a waste hierarchy that prioritizes, in the following order; prevention; re-use; organic material recycling; energy recovery; incineration without energy recovery for sanitary purposes; engineered landfill or lagoon; and, as a last resort, non-engineered landfill, discharge into aquatic environments, or biodegradation in the ground. Waste is systematically sorted and recycled where possible.

The collection, transport, recycling and disposal of both industrial and household waste are continuously monitored under EMS. HSE guidelines are applied to ensure safe handling of waste, including the use of appropriate Personal Protective Equipment (PPE) and proper storage conditions.

Solid biodegradable waste is mainly reused within operations, notably through application on plantation fields or reuse within factories. Hazardous waste is managed through dedicated procedures: chemical product storage is organized according to the First Expired–First Out (FEFO) principle to minimize the accumulation of expired products and registered companies collect hazardous waste such as used oils, oil filters and batteries.

Beyond operational measures, Socfinaf subsidiaries focus on installing appropriate waste sorting infrastructure and raising awareness among employees and surrounding communities on household waste management.

These actions are supported by certain tyre manufacturing clients, including Bridgestone and Michelin, who contribute to waste prevention by reducing packaging requirements. Socfin Group is also engaging with other tyre manufacturers to promote similar prevention initiatives.

Collaboration with tyre-maker customers

Socfinaf works closely with its tyre-maker customers to develop practical circular economy solutions across the value chain. One example of this collaboration relates to the transportation of dry natural rubber. Metal boxes are used as reusable packaging for deliveries to tyre manufacturers and are subsequently returned empty to Socfinaf for reuse.

This closed-loop packaging system significantly reduces the need for single-use packing materials, such as wooden pallets and cardboard, thereby limiting waste generation and supporting a more circular use of materials. This collaboration also demonstrates the close partnership between Socfinaf and its customers, as well

as their shared commitment to responsible management practices.

Monitoring of policies and targets

The effectiveness of policies and actions related to resource use is monitored through a set of operational indicators at mill and factory level. Key indicators include water and electricity consumption, fuel use and biomass consumption, each tracked both in absolute terms and per unit of product processed, as well as waste generation by category. In oil palm operations, waste streams that are by-products of raw materials are largely recovered, either through recycling on plantation fields or through use as biomass within factories.

While several actions are already in place to reduce resource consumption and promote the recycling of by-products and waste, measurable outcome-oriented targets have not yet been formally defined, as Socfinaf is still in the process of identifying, harmonizing and consolidating relevant KPI across its operations. Socfinaf plans to establish targets in 2026-2027, based on the identification and consolidation of a set of relevant KPI.

Additional policy elements, together with quantitative and qualitative KPIs and associated targets, will be implemented from 2026 onward to strengthen progress monitoring of progress and support continuous improvement.

Until these targets are defined, performance has been monitored on a historical basis, with progress assessed over the past 4 years using 2022 as the reference year. Once targets are in place, they will serve as the benchmark for measuring future progress.

Anticipated financial effects from resource use and circular economy

Socfinaf expects financial effects from resource use, circular economy and waste mainly through operating costs, investments and potential savings from improved efficiency and recovery of by-products. This includes more efficient use of water, fertilizers, and materials, as well as costs and benefits linked to waste reduction, recycling, and reuse of agricultural residues (e.g., biomass).

These effects relate to operational efficiency, waste management compliance, and opportunities from circular practices in plantation activities. Socfinaf depends on natural resources such as soil, water, and biomass, with impacts expected in the short term (waste and compliance costs) and long term (greater circular integration efficiency gains).

2.5.3 Actions and resources related to resource use and circular economy

Local initiatives promoting in favor of circular economy promotion

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to resource use optimization and circular economy development. The resources allocated amount at least to € 700 000 in investment expenses and € 500 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Implementation of waste bin system for structured waste collection (Okomu, Nigeria)

Implemented and active in 2025, this initiative consists of the deployment and use of waste bins across all Okomu operational locations to ensure full implementation of the Group's waste management system, based on the principles of refuse, reduce, reuse, recycle, recover and rot.

The action is aimed at improving environmental performance through cleaner operations while also enhancing cost efficiency by reducing unnecessary consumption. It supports Okomu's waste reduction and pollution prevention targets and strengthens alignment with ISO 14001 requirements on resource efficiency.

It further contributes to circular economy objectives and broader environmental stewardship commitments, while reducing the environmental footprint across all departments. Covering both industrial and non-industrial sites, this long-term continuous improvement action is supported by annual review and monitoring cycles.

In 2025, visible improvements in waste sorting and recycling were observed, supported by increased staff awareness through trainings and toolbox talks. The initiative is financed through the allocated budget.

Waste Recycling Program through EPA-certified partners (PSG, Ghana)

Continued implementation from past years and ongoing in 2025, this initiative involves partnering with Ghana EPA-certified waste managers to recycle metal, plastic and electronic waste generated from PSG's oil palm and rubber production activities in the Western Region of Ghana.

The program aims to ensure that the majority of applicable waste streams are diverted from landfills and directed towards material recovery processes. It supports PSG's alignment with circular economy objectives by promoting the reuse and repurposing of materials, thereby reducing the need for virgin resource extraction and contributing to more sustainable natural resource management.

This approach is consistent with Socfin's RMP Policy (component 1), which emphasizes the integration of sustainability principles into operations and resource management practices. The action involves employees, the EPA and licensed waste managers as key stakeholders and is embedded as a long-term operational commitment within PSG's waste management system. It is currently in progress, with data collected and reported through the HSE reporting framework and waste sales to EPA-approved collectors recorded as credits rather than expenditures in PSG's financial statements.

Waste Management Plan for structured sorting, reuse and traceability (SAC, Sierra Leone)

Implemented in 2024 and planned as a continuous long-term action, SAC's Waste Management Plan establishes a structured system for managing all corporate waste generated across plantation operations.

This includes sorting all waste at the SAC Waste Center, promoting reuse whenever possible, selling specific waste streams to certified local waste collectors, bioremediation process of the phytobac for certain hazardous wastes (waste from spillage remediation and chemical waste water), composting for organic waste and maintaining detailed records of all waste generated and disposed off.

The objective of this initiative is to improve the efficient use of natural resources and strengthen overall environmental performance across all operational activities, including construction, workshop, mill, plantation, HSE, security and administrative departments (HR/Finance). It applies across SAC's plantation in Sierra Leone and involves both workers and local communities as key stakeholders. The action is implemented on a continuous basis throughout the duration of the project and is financed through SAC's Sustainability Department budget.

2.5.4 Resource use and circular economy-related outcomes

2.5.4.1 Resource inflows metrics

Overall total weight

(kg)	2025
FFB for palm oil	1 612 952
Wet rubber for dry rubber	264 624
Overall total weight of products and technical and biological materials used	**1 877 576**

Biological materials

2025	
Percentage of biological materials (and biofuels used for non-energy purposes)	73%

Notes:

- *Raw rubber sourced from organizations that are members of GPSNR can be considered sustainably sourced, although GPSNR is not a certification scheme. All of Socfinaf's estates producing rubber are members of GPSNR and therefore shall comply with the sustainability principles set out in its Policy Framework. There is no sourcing of raw rubber from external suppliers. FFB sourced from RSPO-certified estates are considered sustainably sourced. All of Socfinaf's estates are RSPO certified and there is no sourcing of FFB from external suppliers.*
- *The calculation was carried out by extracting traceability data on the source of the raw material.*
- *Double counting was avoided by using actual volumes of sourced material. (AR25).*

Secondary reused or recycled

2025	
The absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging)	9 108 924

Methodological notes:

- *The calculation was carried out by multiplying, for each subsidiary, the number of metal containers used during the year by their average weight.*
- *Double counting was avoided by calculating the weight of individual metal boxes used for shipments based on their unit weight. (AR25).*
- *The rates of recyclable content in products and product packaging have not been reported for this year, as the associated data collection framework is currently being developed. Socfinaf is actively working to establish and progressively implement this indicator in future reporting cycles.*

2.5.4.2 Resource outflows metrics

2025	
Waste diverted from disposal (kg)	344 387 854
Waste directed to disposal (kg)	5 841 608
Non-recycled waste (kg)	5 841 608
Percentage of non-recycled waste	1.67%
Total waste generated	**350 448 575**

Notes:

- *Total waste generated includes special industrial waste generated.*
- *With regard to the waste generated from industrial activities (plantations and factories), waste streams are closely monitored and recorded to track quantities stored in waste collection centers. Waste collected by registered service providers is measured at weight-bridges or, depending of the type of waste, estimated based on volume (m^3). For waste generated in villages, quantities are generally estimated based on a sample measurement.*
- *The only by-product outflow relates to oil palm processing, while the main products are palm oil and rubber. FFB enter the palm oil mill complex where the fruits are separated from the bunches through a series of processing steps. At the end of the process, outputs include CPO, fibers, shells and palm kernels. The remaining part of the bunches, known as EFB, is temporarily stored within the mill complex, then weighed and transported for application as organic fertilizer in oil palm plantations.*
- *Breakdown by hazardous and non-hazardous waste and treatment type has not yet been reported due to limitations in data availability for both categories. Hence, the total amount of hazardous waste is not reported for the 2025 reporting cycle. Socfinaf is working to strengthen its data collection system to enable this disclosure in future reporting cycles.*

2.6 EU Taxonomy

2.6.1 Regulatory framework and application

The EU Taxonomy Regulation (EU) 2020/852, which entered into force on 12 July 2020, establishes a common classification system to identify economic activities that can be considered environmentally sustainable. As a key pillar of the European Union's sustainable finance framework, it aims to redirect capital flows toward activities that support the transition to a low-carbon, resource-efficient and resilient economy, in line with the EU's objective of achieving climate neutrality by 2050.

The EU Taxonomy is structured around 6 environmental objectives, which define the framework used to classify economic activities as environmentally sustainable (Climate Change Mitigation, Climate Change Adaptation, Sustainable Use and Protection of Water and Marine Resources, Transition to a Circular Economy, Pollution Prevention and Control, Protection and Restoration of Biodiversity and Ecosystems).

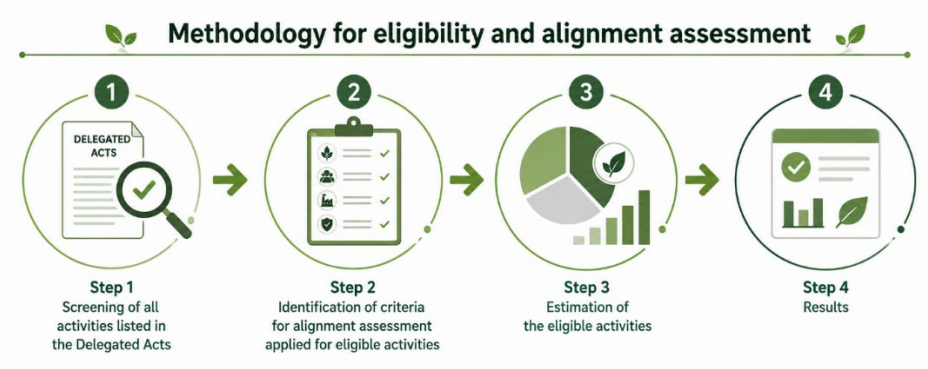
Economic activities are assessed against technical screening criteria defined in delegated acts to determine whether they make a substantial contribution to one or more of these objectives, Do No Significant Harm (DNSH) to the others and comply with minimum social safeguards.

In accordance with Article 8 of the Regulation, companies are required to disclose KPIs reflecting the proportion of their turnover, CAPEX and OPEX associated with Taxonomy-eligible and Taxonomy-aligned activities. These disclosures aim to enhance transparency and comparability for investors and other stakeholders.

For the financial year 2025 reporting cycle, Socfinaf applies the amendments introduced by Commission Delegated Regulation (EU) 2026/73 of 28 January 2026, which provides targeted simplifications to the EU Taxonomy framework, including a new materiality threshold, new reporting templates and changes to some DNSH criteria.

2.6.2 Methodology for eligibility and alignment assessment

For the financial year 2025 reporting cycle, Socfinaf followed a 4-step process to identify the activities which are eligible and aligned in accordance with the European Regulation governing the Taxonomy of sustainable activities (2020/852) across for sites in all the countries where Socfinaf operates.



Step 1: Screening of all activities listed in the Delegated Acts

The first step of the methodology consists of a comprehensive analysis of the economic activities defined in the EU Taxonomy regulatory framework, as set out in Regulation (EU) 2020/852 and the related Delegated Acts. This analysis is conducted by systematically reviewing the taxonomy-defined activities across the 6 environmental objectives:

1. Climate Change Mitigation (CCM)

2. Climate Change Adaptation (CCA)

3. Sustainable Use and Protection of Water and Marine Resources (WTR)

4. Transition to a Circular Economy (CEY)

5. Pollution Prevention and Control (PPC)

6. Protection and Restoration of Biodiversity and Ecosystems (BIO)

For each environmental objective, the list of eligible economic activities included in the delegated acts is reviewed in detail to identify those that may be applicable to Socfinaf's operations and value chain. This screening is conducted through a structured internal consultation involving several contributors from various departments (sustainability, finance, operations and technical experts). These contributors are requested to review the taxonomy-defined activities and provide their assessment regarding their potential relevance to Socfinaf's activities.

It turns out that Socfinaf identifies 6 eligible activities out of the 242 listed in the EU Taxonomy delegated acts, which are:

- CCM 4.8 - Electricity generation from bioenergy
- CCM 4.20 - Cogeneration of heat/cool and power from bioenergy
- CCM 4.24 - Production of heat/cool from bioenergy
- CCM 5.3 - Construction, extension and operation of waste water collection and treatment
- CCA 11.1 - Education
- BIO 1.1 - Conservation, including restoration, of habitats, ecosystems and species

****

Step 2: Identification of criteria for alignment assessment applied for eligible activities

The second step of the methodology consists of defining the alignment assessment criteria for the identified eligible activities, based on the technical screening criteria set out in Regulation (EU) 2020/852 and the related Delegated Acts, including substantial contribution, DNSH requirements and minimum safeguards. For each identified eligible activity, Socfinaf developed a structured assessment methodology to evaluate alignment with the EU Taxonomy criteria.

Substantial contribution criteria

First, a detailed questionnaire was designed and deployed at site level to assess compliance with the technical screening criteria for substantial contribution. Each Socfinaf site was required to complete this questionnaire to determine whether the activity meets the applicable thresholds and performance requirements.

DNSH criteria

In parallel, Socfinaf developed a second set of questionnaires for each eligible activity to assess compliance with the DNSH criteria across the relevant environmental objectives. These questionnaires ensure a systematic evaluation of potential adverse impacts and the implementation of appropriate mitigation measures.

Minimum safeguards

Finally, compliance with minimum safeguards is assessed through an internal review against 4 core topics: human rights (including workers' rights), anti-bribery and corruption, taxation and fair competition. This assessment is based on existing policies, procedures and practices implemented at Group level.

However, based on the results of these assessments and considering the application of the 10% materiality threshold introduced by the amended EU Taxonomy framework, none of Socfinaf's eligible activities exceed this threshold. As a result, no activity is considered Taxonomy-aligned for the reporting period.

****

Step 3: Estimation of the eligible activities

The EU Taxonomy Regulation requires this Sustainability Statement to disclose, as of 2022, the rate of eligibility and alignment of economic activities with the Taxonomy using 3 indicators defined by said Taxonomy:

- turnover (Revenues);
- CAPEX;
- OPEX.

Turnover

With respect to turnover, Socfinaf does not generate revenue from activities currently identified as eligible under the EU Taxonomy. The Group's core business model is based on agricultural activities (palm oil, natural rubber production and seed-related activities), which are not included in the economic activities defined in the EU Taxonomy delegated acts. Consequently, all EU Taxonomy KPIs related to turnover are equal to zero, meaning that both Taxonomy-eligible and Taxonomy-aligned turnover amount to 0%.

CAPEX

Regarding **CAPEX**, the 6 identified EU Taxonomy activities are considered relevant in relation to Socfinaf's investments. In particular, palm oil and natural rubber processing facilities partially rely on bioenergy to meet their energy needs (corresponding to activities CCM 4.8 - Electricity generation from bioenergy, CCM 4.20 - Cogeneration of heat/cool and power from bioenergy, CCM 4.24 - Production of heat/cool from bioenergy). In addition, all industrial sites are equipped with wastewater treatment systems to manage effluents generated by operations (in line with CCM 5.3 - Construction, extension and operation of waste water collection and treatment activity). Furthermore, all sites are subject to commitments related to biodiversity preservation, as described in ESRS E4 (which refers to BIO 1.1 - Conservation, including restoration, of habitats, ecosystems and species). Finally, Socfinaf subsidiaries supports local communities through the provision of

educational infrastructure, including schools for employees' children and surrounding communities (which relates to CCA 11.1 – Education activity).

To estimate the **CAPEX** associated with the 6 eligible activities, Socfin's approach to CAPEX is aligned with the EU Taxonomy definition and reporting requirements. This reporting includes additions to tangible and intangible assets during the financial year, before depreciation, amortization, remeasurements, revaluations and impairments, while excluding fair value changes. It also covers additions to tangible and intangible assets arising from business combinations, ensuring comprehensive inclusion of all relevant investments made during the reporting period. Furthermore, CAPEX is tracked in accordance with International Financial Reporting Standards (IFRS), as adopted under Regulation (EC) No 1126/2008, applicable to non-financial undertakings.

Moreover, the total CAPEX amount used in the EU Taxonomy analysis for Socfinaf is reconcilable with the financial statements and includes all categories of investments, notably agricultural and industrial investments.

In addition, Socfinaf has **applied a 10% materiality threshold**, as set out in the Commission Delegated Regulation (EU) 2026/73, as part of our assessment, since Socfinaf applies the amendments introduced by Commission Delegated Regulation (EU) 2026/73 for the financial year 2025 reporting cycle (as explained above).

OPEX

Regarding **OPEX**, the 6 identified EU Taxonomy activities are considered relevant in relation to Socfinaf's operating expenditures too (likewise for the CAPEX mentioned above).

To estimate the **OPEX**, the EU Taxonomy Regulation defines operating expenditures as direct non-capitalized costs relating to R&D, building renovation measures, short-term leases, maintenance and repair, as well as other direct expenditures linked to the day-to-day servicing of property, plant and equipment, whether performed by the undertaking itself or by third parties to whom activities are outsourced and which are necessary to ensure the continued and effective functioning of such assets. In practice, the identification and allocation of OPEX related to eligible activities at site level could not be reliably performed for the 2025 reporting cycle due to current limitations in available tools and data granularity.

The current accounting structure for cost allocation is not yet fully aligned with the EU Taxonomy methodology and is expected to be further developed and refined in future reporting cycles. As a result, eligible OPEX, aligned OPEX and total OPEX as required by the EU Taxonomy are reported as NC for the 2025 reporting year.

The Group intends to develop an enhanced methodology for the 2026 reporting cycle to improve the estimation of OPEX in line with the EU Taxonomy definition.

		Reported indicators relevancy		
Category	Activity	Turnover	CAPEX	OPEX
CCM 4.8	Electricity generation from bioenergy	✗	✓	✓
CCM 4.20	Cogeneration of heat/cool and power from bioenergy	✗	✓	✓
CCM 4.24	Production of heat/cool from bioenergy	✗	✓	✓
CCM 5.3	Construction, extension and operation of waste water collection and treatment	✗	✓	✓
CCA 11.1	Education	✗	✓	✓
BIO 1.1	Conservation, including restoration, of habitats, ecosystems and species	✗	✓	✓

2.6.3 EU Taxonomy results for FY25

KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3)	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities						Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non material (14)	Taxonomy aligned activities in previous financial year (N-1) (15)	Proportion of Taxonomy aligned activities in previous financial year (N-1) (16)
					Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)					
	M €	%	M €	%	%	%	%	%	%	%	%	%	%	M €	%
Turnover	642	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	0%
CAPEX	52	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%	0	0%
OPEX	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC	NC

NC: not calculated in FY25

Social information

3.

3.1 Own workforce
ESRS S1 **104**

3.2 Workers in the value chain
ESRS S2 **127**

3.3 Affected communities
ESRS S3 **141**

3. Social information

3.1 Own workforce (ESRS S1)

3.1.1 Impacts, risks and opportunities related to own workforce

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Social	SO1 – Local employees	ESRS S1	Minimal	Important
	SO2 – Employee development and wellbeing	ESRS S1	Informative	Important

The IROs related to ESRS S1 were identified through the DMA and are reflected in 2 Socfinaf's macro-topics **SO1 – Local employees** and **SO2 – Employee development and wellbeing**, which are assessed as material both from an impact and financial perspective. This topic covers Socfinaf's commitment to the well-being, rights and development of its workforce. It includes respect for fundamental labor rights, such as freedom of association and the ability for workers to join or form trade unions, as supported by its RMP.

Socfinaf upholds international labor standards and the Universal Declaration of Human Rights, ensuring fair wages, non-discrimination and protection from forced and child labor. In parallel, Socfinaf promotes employee growth and accountability through training programs, apprenticeships and support for local educational initiatives. It also invests in social well-being by providing housing, healthcare and community support to improve the quality of life of employees and their families.

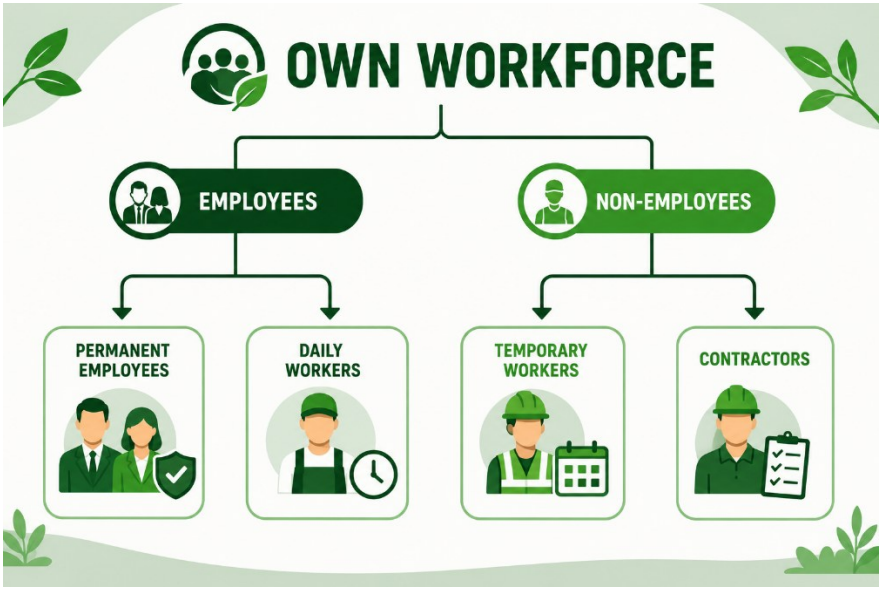
Finally, Socfinaf prioritizes occupational health and safety by implementing dedicated protocols, including the provision of PPE, accident reporting systems and safety committees to ensure a safe working environment.

Socfinaf's workforce is structured into 2 categories (each subdivided in 2 groups):

- **Employee's category includes:**
  - permanent company employees, who are contractually employed and receive a company-issued pays lip (on a full-time or part-time basis)
  - daily workers engaged under short-term daily contracts.
- **Non-employee's category comprises:**
  - temporary workers, who are hired through employment agencies to perform work for Socfinaf,
  - contractors, who are employed by third-party entities to carry out specific tasks.

In limited cases, other workers engaged under specific contractual arrangements may also be included.

All workers from these categories who can be materially impacted by Socfinaf are included in scope of disclosure.



Socfinaf's operations generate positive impacts on its workforce and their dependents, particularly due to the remote nature of many sites. A range of services is provided to support employees, non-employees and local communities.

These include access to medical infrastructure, ranging from hospitals to health outposts depending on site size. Health services are generally available at all times, with consultations typically provided free of charge for employees and at reduced cost for their families, alongside access to ambulances.

Education is supported through the presence of public schools within or near operational sites, complemented by financial and logistical assistance such as infrastructure development, provision of equipment and recruitment of additional teaching staff. Transport of pupils and scholarship programs are also implemented to support students from disadvantaged backgrounds and promote continued education.

Housing is provided to employees based on availability, adapted to family size and job level, with a commitment to ensuring adequate living conditions. Ongoing construction programs aim to improve proximity between housing and workplaces, while also enhancing access to essential facilities such as water points, sanitation infrastructure and kitchens. Social and leisure infrastructure is also developed within site communities.

Material negative impacts on the workforce are considered to be widespread or systemic in the contexts in which Socfinaf operates and include notably the occurrence of serious workplace accidents, in some cases resulting in fatalities, despite the preventive measures in place, as well as exposure to challenging working and living conditions associated with remote locations, potential limitations in access to essential services and risks related to labor practices within local operating environments.

Several material risks related to the workforce have been identified. These include potential difficulties in attracting and retaining employees willing to work in remote locations, as well as the possible increase in labor costs in response to rising living wage levels in countries of operation.

Material opportunities have also been identified. Improving housing conditions may strengthen employee retention and attractiveness as an employer, while continued investments in health and safety training and equipment are expected to

further reduce workplace accidents and enhance overall reputation.

At present, no formal transition plans related to environmental objectives have been implemented that would materially impact the workforce. It therefore remains to be assessed whether future plans could have such impacts.

Socfinaf maintains a strict zero-tolerance policy towards forced or compulsory labor, supported by internal policies, procedures and monitoring mechanisms. Although such risks may exist in certain countries of operation, no significant risks have been identified within Socfinaf's activities.

With regard to child labor, agricultural operations are considered to present a higher level of exposure due to the potential presence of workers' families, whereas manufacturing facilities are considered lower risk. Nevertheless, the risk of child labor is considered across all countries of operation.

Socfinaf recognizes that certain groups may be more exposed to risks of discrimination or harm, including women, young workers, migrants, or individuals belonging to minority religious or sexual orientation groups. A commitment is maintained to promote equal treatment and eliminate discrimination across all categories of workers, including non-employees, starting from recruitment processes. Priority is given to the employment of individuals from local communities surrounding operational sites.

No material risks or opportunities have been identified during the DMA that specifically relate to particular groups within Socfinaf's workforce. However, a particular attention is given to women regarding Gender-Based Violence (GBV) and harassment, notably through Socfin Group Policy on sexual harassment and violence, developed and approved by Socfin Group Board in July 2025.

As part of the DMA, Socfinaf identified the following material IROs related to own workforce (ESRS S1):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
S1	Child labor Forced labor Adequate housing Adequate wage Social dialogue Freedom of association Collective bargaining Work-life balance Health and safety Gender equality and equal pay for work of equal value Training and skills development Measures against violence and harassment in the workplace	Contribution to community well-being through initiatives in social projects, health, education and sport	⊕	Upstream Downstream
		Enabling of workers' right to association through Socfin's freedom of association commitment, fostering improved dialogue and representation	⊕	Own operations
		Enhancement of workers' skills and career development through training programs	⊕	Own operations
		Occurrence of serious workplace accidents, including fatalities, despite implemented preventive measures.	⊖	Own operations
		Risk of insufficient workforce and turnover due to the labor-intensive nature of palm oil and rubber production combined with the remoteness of certain sites, leading to potential impacts on production capacity	R	Own operations
		Risk of non-compliance with safety standards at non-certified sites	R	Own operations
		Risk of significant increases in labor and benefit costs due to stricter (e.g. health insurance, retirement plan) local regulations, leading to higher OPEX and pressure on financial performance in a labor-intensive business model.	R	Own operations
		Potential to reduce workplace accidents and enhance overall safety through the provision of training and equipment to employees, leading to improved working conditions and a strengthened reputation	◎	Own operations
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies, commitments and targets addressing all relevant topics. In addition, Socfinaf closely monitors these material topics through defined metrics, including number of employees and non-employees, employee turnover, collective bargaining coverage, diversity, adequate wage, social protection, training, health and safety, work-life balance, remuneration metrics, incidents. All these metrics related to Socfinaf's own workforce are monitored through internal reporting systems (no external body is involved in the review or validation process).

3.1.2 Policies, commitments and processes related to own workforce

3.1.2.1 Group policies and implementation at sites

Group RMP

Socfin Group RMP guides all Socfinaf activities and establishes the framework for managing material IROs related to its own workforce. Through this policy, the Group commits to ensuring social well-being and protection for its employees, including the protection of human rights, respect for workers' rights, health and safety, freedom of association, the implementation of effective grievance mechanisms and the prevention of discrimination and harassment.

The RMP includes specific commitments applicable to the Group's own workforce, notably:

- a zero-tolerance approach to serious human rights abuses, including intimidation, physical harm and/or threats
- promotion of gender equity and the strengthening of gender equality
- respect for the rights of all workers; and
- implementation of a grievance mechanism aligned with Principle 31 of the UN Guiding Principles on Business and Human Rights.

The policy applies without exception to all Socfinaf's workforce, operations, subsidiaries and suppliers, in all countries where the Group operates. It is approved by the Board of Directors and its implementation is monitored by the Group Head of Sustainability (and by an external-independent NGO), ensuring accountability at the highest level of the organization.

The principles set out in the RMP and the strategy supporting their implementation, are designed to align with internationally recognized standards and frameworks, including the UN Guiding Principles on Business and Human Rights, RSPO P&C and GPSNR Policy Framework.

In developing the RMP, the Group considered the interests and expectations of key stakeholders, including employees, local communities, suppliers, investors and environmental organizations, ensuring that their perspectives were taken into account in shaping the policy framework.

Group code of conduct

Socfinaf operates under Socfin Group code of conduct, which sets out the principles and standards that guide its activities. Within this code, a dedicated section focuses specifically on employees, outlining a series of clear commitments to ensure fair, safe and respectful working conditions.

First, the Group emphasizes health and safety at work. This includes providing appropriate training, ensuring access to adequate PPE and conducting regular controls. A strong HSE framework is implemented to maintain a secure working environment for all employees, including temporary workers, trainees and subcontractors.

Second, the code strictly prohibits child labor and forced labor. Socfin ensures that no individuals under the age of 18 are employed, regardless of local legal variations and extends this requirement to its partners and subcontractors.

Third, the Group enforces a zero-tolerance policy toward discrimination, harassment and intimidation. Any reported misconduct is promptly investigated and appropriate disciplinary actions are taken when necessary. In addition, Socfin is committed to providing fair and adequate remuneration. Employees receive salaries that comply with local regulations. Finally,

particular attention is given to the protection of vulnerable individuals, including pregnant women, nursing mothers and persons with disabilities. The Group ensures that working conditions are adapted to meet their specific needs.

Communication and dissemination of policies for employees

Socfin Group RMP and code of conduct have been communicated to all employees and are publicly available on Socfinaf's website. Relevant subsidiary policies are published on Socfinaf's online dashboard. In addition, all sites implement their own processes tailored to their context and audiences to ensure that policies are known to the relevant individuals or groups.

Across its subsidiaries, Socfinaf ensures that policies are widely communicated to both internal and external stakeholders through a mix of formal and accessible channels. Internally, policies are typically shared during employee inductions, training sessions, departmental briefings and awareness campaigns and are made available via notice boards, intranets, emails and even radio broadcasts.

To enhance understanding, communication is often adapted to local contexts, including the use of simple language, verbal explanations and translations into local languages. Externally, both policies are disseminated through Socfinaf websites, community meetings, engagement sessions, notice boards in local communities and communication materials such as brochures or newsletters.

Contractors and suppliers are informed through contracts, physical documents, emails and dedicated briefings, often with requirements for acknowledgment and compliance. Overall, these approaches aim to ensure that policies are accessible, clearly understood and effectively implemented across diverse stakeholder groups.

Tracking and monitoring workforce policies

To evaluate its performance and the effectiveness of its actions in relation to material IROs concerning its own workforce, the Group relies on a comprehensive set of quantitative metrics, detailed in the relevant ESRS S1 disclosures:

- **Workforce-related metrics:** Employee breakdown by category; Employee breakdown by gender; Staff turnover rate; Statistics related to maternity and paternity leave.
- **Health and safety metrics:** Work-related accidents, including injuries and fatalities; Injury rate; Number of lost days and lost days rate.
- **Training-related metrics:** Number of training sessions delivered, Total training hours, Number of workers attending training sessions.
- **Medical-related metrics:** Healthcare infrastructure data (hospitals, clinics, health posts); Medical staff data (doctors, nurses, midwives); Availability of ambulances; number of consultations and hospitalizations; Malaria statistics; Availability of family planning services, Treatment coverage for HIV and tuberculosis.
- **Education-related metrics:** Educational infrastructure (day care centers, nursery, primary and secondary schools); Number of teachers and students; Student-to-teacher ratios.
- **Workers' village-related metrics:** Housing and community infrastructure (villages, houses, kitchens, latrines, showers); Water points; Sports fields; Shops; Clubs; Marketplaces; Community

gathering places; Population statistics (workers, dependents and other residents).

All metric data are collected at subsidiary level by the relevant departments, including HR, HSE and Medical Departments. The data are subsequently transmitted to headquarters, where they are reviewed, verified and validated by the Group Sustainability Reporting Coordinator to ensure consistency, reliability and alignment with internal reporting standards.

At the reporting date, no formal measurable outcome-oriented targets have yet been established under ESRS S1. However, the Group has been monitoring a wide range of KPIs related to its workforce for several years, providing a solid foundation for structured performance management. Building on this established monitoring framework, the Group intends to further strengthen its approach by defining and formalizing specific measurable outcome-oriented targets during the year 2026.

The Group tracks the effectiveness of its policies and actions in relation to material sustainability-related IROs concerning its own workforce. This monitoring is carried out through several complementary internal and external processes. Internally, dedicated committees oversee actions across key topics such as safety, social well-being, workers' rights and health and safety.

Regular meetings between management and workers' representatives contribute to monitoring implementation, assessing progress and identifying areas for continuous improvement. Externally, effectiveness is assessed through audits conducted by governmental authorities as well as by independent auditors under RSPO certification framework, providing additional assurance on compliance and performance.

The measurable targets to be established in 2026 will be aligned with the commitments set out in Socfin Group RMP. The overall level of ambition is to achieve full compliance with the policy. Specific quantitative targets will be defined for KPIs relating, in particular, to health and safety performance, gender-related indicators, human rights and grievance management.

Progress against these targets will be measured using 2026 as the base year.

3.1.2.2 Commitments in favor of own workforce at site-level

Human rights protection

The Group commits to ensuring that the rights of any individual working in operations within the scope of this policy are respected according to applicable local, national and international legislation, including the 8 fundamental conventions of the International Labor Organization (ILO). Key elements include:

- **Child labor:** Child labor is prohibited and appropriate measures are implemented to prevent it.
- **Forced labor:** Forced or bonded labor and human trafficking are prohibited, with preventive measures in place.
- **Recruitment:** Recruitment practices are transparent and fair, with direct recruitment encouraged.
- **Health & safety:** Workers' health and safety are protected from risks that could cause permanent injury, illness, or death.
- **Employment contracts:** Workers receive written contracts in a language they understand, detailing the type of work, salary and

payment conditions, working hours, holidays and other leave and additional employment benefits.

- **Decent Living Wage (DLW):** When applicable and validated by RSPO, DLW are implemented.
- **Non-discrimination:** Workers are protected from any form of discrimination violating human rights.
- **Harassment & Abuse:** Harassment and abuse, including sexual harassment and GBV, are prohibited, with policies and procedures in place for prevention and redress.
- **Access to remedy:** Workers at all levels have access to remedies for grievances, whether judicial or through credible grievance mechanisms, without fear of recrimination or dismissal.
- **Housing:** Where housing is provided, efforts are provided to meet standards of hygiene, physical safety and decency.
- **Freedom of association:** Freedom of association and collective bargaining are respected; where legally restricted, alternative means are provided.

Socfinaf and its subsidiaries emphasize structured engagement with employees through unions, safety committees, open communication channels, grievance handling and fair labor practices. Key mechanisms include employee and union representation, regular meetings and committees, health and safety trainings, agreements and collective bargaining platforms and grievance mechanisms.

To complement the RMP, Socfinaf's subsidiaries have developed policies and strategies to respect the human rights of all stakeholders engaged. These cover human rights, freedom of association, equal opportunity and non-discrimination, child labor, sexual harassment and grievance management.

All RSPO-certified Socfinaf companies are verified for human rights compliance. In addition, they implement robust policies, grievance mechanisms and monitoring processes to ensure adherence to international labor standards such as the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD (Organization for Economic Co-operation and Development) Guidelines for Multinational Enterprises.

Socfinaf's companies provide and enable remedy for human rights impacts through their grievance mechanisms, ensuring resolution for complainants (see section 3.1.2.3. Processes and channels for own workforce to mitigate negative impacts and raise concerns at sites).

Working condition and work-life balance

Socfinaf is committed to providing a safe, fair and supportive working environment that promotes the well-being of all employees. Through Socfin Group RMP, Socfinaf ensures that working conditions meet high standards of social protection, adequate remuneration, professional development and work-life balance.

- **Social protection:** All employees of Socfinaf benefit from social protection measures in accordance with applicable local, national and international standards. These include access to healthcare, occupational safety provisions and insurance coverage, helping to safeguard employees and their families against health and social risks.
- **Workplace accident:** Socfinaf is committed to preventing workplace accidents and occupational illnesses

by implementing robust health and safety management and monitoring systems. Preventive measures include risk assessments, safety training, the provision of appropriate protective equipment and continuous monitoring of workplace conditions. When incidents occur, they are recorded, investigated and followed by corrective actions to prevent recurrence.

- **Training and skill development:** Socfinaf invests in the professional growth of its workforce through structured training programs and skill development initiatives. These programs aim to enhance employee competencies, improve career progression opportunities and strengthen overall organizational performance. Trainings are provided to employees, contractors and relevant stakeholders to ensure that knowledge and best practices are shared across the organization.
- **Family-related leave and work-life balance:** Socfinaf promotes work-life balance by providing family-related leave in line with national regulations and best practices. Employees have access to parental leave, enabling them to care for their families while maintaining job security. Additional flexibility measures, where feasible, support employees in balancing professional and personal responsibilities.

Promotion of equal treatment and opportunities for all workforce

Socfinaf is committed to eliminating discrimination in the workplace, covering a range of potential grounds for discrimination, through Socfin Group RMP that includes targeted commitments to support inclusion and positive action for employees from groups at particular risk of vulnerability. Socfin Group RMP outlines several key commitments, notably:

- **Gender equity:** Efforts to include and support women and other groups that may be disadvantaged due to gender in the workplace who may face discrimination in the workforce.
- **Protection of vulnerable workers:** Recognition and respect for the rights of migrant workers, temporary workers and subcontractors, who may be at heightened risk of exploitation or exclusion. The policy explicitly prohibits forced or bonded labor, human trafficking and child labor.
- **Freedom of association:** Guarantees all workers the right to form and join trade unions and engage in collective bargaining, providing mechanisms for marginalized or vulnerable groups to voice concerns.
- **Grievance mechanism:** A transparent system aligned with the UN Guiding Principles on Business and Human Rights allows vulnerable workers to report and resolve issues, including discrimination or exclusion.
- **Training & capacity building:** Programs for employees, smallholders and suppliers aim to build skills and increase opportunities for those in vulnerable positions.

In addition to Group-level policies, Socfinaf subsidiaries develop locally adapted policies to address their specific contexts, supported by staff training on non-discrimination practices. Across operations, several targeted policies are in place: special labor policies addressing migrant workers; freedom of association policies

ensuring workers' rights to unionize and engage in collective bargaining; gender equality policies and committees promoting inclusion and support for women and gender minorities; and policies against sexual harassment and violence aimed at protecting women and other vulnerable groups.

Across Socfinaf's sites, various mechanisms are in place to ensure marginalized and vulnerable employees are heard and their concerns addressed. The most common approach is through Gender Committees. These committees provide a structured platform for discussions on gender equity, workplace safety and parental rights. They also support pregnant women and new mothers by ensuring non-discriminatory work policies, maternity benefits and access to childcare support. Additionally, subsidiaries have grievance mechanisms in place to allow workers to voice concerns confidentially.

Direct engagement with vulnerable groups, including people with disabilities, pregnant women and victims of workplace discrimination, is also conducted through focus groups, consultations and social committees.

Subsidiaries reinforce workers' rights through policies on equal opportunities, child labor, freedom of association and non-discrimination. Collective Bargaining Agreements (CBAs) also play a role in ensuring worker rights are protected. Moreover, there are training sessions to raise awareness about workplace inclusion and fair treatment.

Commitments to provide reporting channels for employees

Socfinaf and its sites are committed to providing employees with accessible channels to raise concerns on any matter affecting their well-being, rights, or working conditions. These channels, including those available at Group level, ensure that any reported issues are thoroughly investigated and addressed and that all employees have the opportunity to report concern and receive appropriate follow-up.

At subsidiary level, resources are allocated to support internal reporting mechanisms, including staff time and additional budgets to address raised issues, such as improvements in water quality and other site-specific concerns.

All Socfinaf subsidiaries commit to tracking and monitoring the effectiveness of these channels. Across the organization, third-party mechanisms are integral to their grievance management systems, offering employees a high level of independence and confidentiality. These include third-party hotlines (often anonymous) and mediation or advisory services, such as independent legal and technical advice option and the third-party hotline.

Third-party mechanisms are typically communicated clearly to workers through training, awareness sessions and accessible materials to ensure that all employees are aware of their rights to use such services.

These processes and channels are detailed in 3.1.2.3. Processes and channels for own workforce to mitigate negative impacts and raise concerns at sites section.

To ensure issues raised are effectively tracked, addressed and resolved, the companies utilize structured mechanisms and regular monitoring:

- **Grievance logging and monitoring:** Most companies maintain grievance logs or internal databases to track complaints. These logs typically include details such as the date the issue was raised, the nature of the grievance and the status of resolution. Some companies also monitor the time it takes to resolve each grievance and

ensure compliance with established timelines.

- **Resolution procedures:** Issues are addressed through clearly defined Standard Operating Procedures (SOPs) that outline the steps for resolving grievances, including options for mediation or third-party intervention. In some cases, complaints that cannot be resolved internally are escalated to external bodies like RSPO complaints systems or legal authorities.
- **Feedback and transparency:** Once an issue is resolved, feedback is given to the complainant to ensure satisfaction. Some companies also provide formal documentation or closure forms, where employees can express their satisfaction or dissatisfaction with the resolution.
- **Internal audits and reviews:** Several companies include monitoring of the grievance channels as part of their internal audits or sustainability reviews. These audits help to identify gaps, measure the effectiveness of the channels and make necessary improvements. Periodic reviews are conducted to ensure that the grievance system is functioning efficiently.
- **Training and capacity building:** Ongoing training for staff involved in grievance management ensures that employees handling grievances are well-equipped to address issues effectively. Additionally, lessons learned from resolved cases are integrated into Socfinaf's operations to prevent future problems.

3.1.2.3 Processes and channels for own workforce to mitigate negative impacts and raise concerns at sites

Engagement with employees and their representatives

Socfinaf subsidiaries place strong emphasis on engaging its employees and their representatives to ensure that their perspectives inform decision-making processes and the management of actual and potential impacts. Across its subsidiaries, structured engagement mechanisms are in place to integrate workforce feedback into operational and strategic activities, particularly in areas related to health, safety, labor conditions and sustainability.

Employee input is gathered through both direct and indirect channels, including materiality assessments, direct consultations with workers, regular meetings (such as meeting with management, HSE Committees and union meetings…), grievance mechanisms, surveys, whistleblowing channels, training sessions, performance appraisals and routine workplace meetings. Engagement occurs both directly with employees and through elected staff representatives or recognized trade unions, ensuring that individual and collective perspectives are considered.

The engagement process follows a structured but context-specific approach across subsidiaries. Engagement takes place at different stages of decision-making, including during impact identification, policy development and implementation of mitigation measures.

Feedback collected through these channels is reviewed by management and incorporated into operational improvements, policy updates and strategic decisions. Outcomes and actions taken are communicated back to employees through internal reports, meetings and newsletters to ensure transparency. Dedicated budgets

and resources are allocated to support these engagement processes and to ensure that worker input is taken seriously and translated into concrete actions.

At each Socfinaf site, responsibility for stakeholder engagement is shared across different levels of the organization. At the subsidiary level, General Managers and local sustainability Managers are responsible for ensuring that engagement activities are effectively carried out and that their outcomes inform operational practices. At the Group level, the Head of Sustainability provides oversight and monitoring to ensure consistency and effectiveness across operations.

In addition to CBA established between subsidiaries and local unions that are designed to define terms and conditions of employment and respects of human rights, each Socfinaf site also has the standards established by the sustainability platforms such as RSPO for oil palm and GPSNR for rubber. Both platforms cover the respect of human rights of workers, among other key sustainability topics.

The effectiveness of engagement with the workforce is assessed through several mechanisms. Certification audits, such as RSPO audits, evaluate compliance with stakeholder engagement and labor standards. Inspections by local authorities, including Labor Department audits, verify the adequacy of labor and engagement systems. Internally, Socfinaf monitors grievances received through formal grievance mechanisms, tracks response times and reviews resolution outcomes as indicators of whether concerns are being addressed effectively and whether engagement efforts meet employee needs.

Grievance mechanisms for employees

Socfinaf has established formal grievance mechanisms across all its subsidiaries to ensure that employees can raise concerns safely, confidentially and without fear of retaliation. Each subsidiary is required to implement and maintain an accessible, impartial and transparent grievance system designed to foster trust, accountability and constructive dialogue within the workplace.

Employees may report concerns through multiple channels, including grievance boxes and both internal and external complaint reception systems. These mechanisms are designed to guarantee confidentiality or anonymity upon request, while ensuring that complaints are handled independently and impartially. The system does not restrict employees from pursuing other judicial or non-judicial remedies outside Socfinaf.

The grievance mechanism is structured to be accessible and appropriate for all employees. It takes into account potential vulnerabilities and specific needs, including those of women and other potentially at-risk groups. Safeguards are in place to prevent any form of reprisal, intimidation, or discrimination against individuals who raise concerns.

All grievances are systematically recorded, tracked and kept up to date. Each complaint is acknowledged and addressed through a defined follow-up process, with clear timelines and documented steps taken toward resolution. Records include actions undertaken, outcomes of the resolution process, any unresolved matters (together with the reasons and planned next steps) and confirmation that the complainant has been informed of the progress and status of the case in a language they understand.

To ensure effectiveness, each subsidiary is responsible for communicating and promoting the grievance mechanism

among employees in appropriate languages and formats. Where necessary, assistance is provided to ensure that all employees, including those who may face literacy or other access challenges, can effectively use the system.

Whistle-blowing hotline for employees

Socfinaf subsidiaries provides its employees with access to an independent whistle-blowing platform designed to ensure anonymity, confidentiality and ease of communication. The hotline enables employees to report concerns related to misconduct, breaches of Socfinaf policies, violations of labor rights, unethical behavior, corruption, harassment, health and safety issues, or other non-compliance matters.

The whistle-blowing mechanism is accessible through secure and independent channels, allowing employees to raise concerns without fear of retaliation. The system is designed to be user-friendly and accessible to employees across subsidiaries, ensuring that concerns can be communicated safely and efficiently.

All reports received through the whistle-blowing platform are logged, assessed and handled according to a structured review process. Investigations are conducted impartially and appropriate corrective actions are implemented where necessary. Socfinaf ensures follow-up on reported cases and monitors response timelines to promote accountability and transparency.

Gender committees for employees

Socfinaf has established Gender Committees across its operations to foster a safe, inclusive and gender-sensitive work environment. These committees play a central role in preventing and addressing GBV, promoting gender equity and supporting the well-being of employees, contractors and surrounding communities. They act as trusted grievance channels, raise awareness of gender-related issues and identify as well as investigate concerns, with a particular focus on improving conditions for women in the workplace.

The Gender Committees are built on principles of inclusivity, representation and trust. Members are selected through a transparent process and must demonstrate integrity, discretion, empathy and strong listening skills. The composition reflects the diversity of the workforce, with representatives from different departments, worker categories and communities. At least half of the members are women and women are encouraged to take on leadership roles within the committee. The committees operate with the support of top management, which ensures that adequate financial, human and logistical resources are available for their effective functioning.

To ensure their impact, Gender Committee members receive dedicated training on gender concepts, GBV and relevant policies and legal frameworks. They operate under strict confidentiality and ethical standards, particularly when handling sensitive cases. Each committee develops and monitors an action plan, meets regularly to review progress and is periodically evaluated to ensure continuous improvement. Through these structured mechanisms, Socfinaf strengthens its approach to gender inclusion and creates a safer and more respectful working environment for all.

3.1.3 Actions and resources related to own workforce

General approach to manage material impacts, risks and opportunities

Socfinaf subsidiaries have implemented a broad range of preventive and corrective measures to mitigate negative impacts on their own workforce. These measures focus on key areas such as employee safety, grievance mechanisms, gender equity and employee engagement. Through these actions, operations aim to prevent workplace risks and ensure a safe, fair and inclusive working environment for all employees.

In addition, most subsidiaries have structured processes in place to provide or enable remedy in relation to actual material impacts. These processes include the systematic identification, assessment and resolution of workforce-related issues, particularly in the areas of occupational safety, health and grievance management. Work-related accidents, injuries and illnesses are actively tracked and investigated, with corrective actions such as safety improvements, equipment repairs and workplace adjustments implemented to prevent recurrence. Grievance mechanisms and gender committees also play a key role in ensuring fair and timely resolution of employee concerns.

Beyond remediation, subsidiaries also implement a wide range of initiatives aimed at delivering positive impacts for their workforce. These include financial incentives such as performance-based bonuses and merit-based promotions, as well as health and well-being programs focused on improving access to healthcare and strengthening workplace safety.

Efforts are also made to support work-life balance through recreational activities, sports facilities and employee events. Training and career development initiatives are deployed to enhance skills and support professional growth, while investments in infrastructure, housing, transport and childcare further contribute to improved working and living conditions.

The effectiveness of these actions is monitored through a combination of quantitative and qualitative indicators. These include employee retention and turnover rates, grievance resolution performance, training participation and skills development outcomes, as well as findings from internal and external audits such as RSPO surveillance audits and independent assessments. Regular internal reviews and consultations with unions, Gender Committees and health and safety teams further support continuous monitoring and improvement.

To identify appropriate actions in response to actual or potential negative impacts, subsidiaries rely on multiple complementary mechanisms. These include structured engagement with worker representatives, unions and Gender Committees, as well as formal grievance channels such as whistleblowing systems and HR procedures. Regular audits and inspections, combined with direct management-worker interactions, help detect emerging issues and trigger corrective measures. Targeted committees on safety, gender and health further ensure continuous attention to specific risk areas.

Regarding material risks and opportunities, actions are taken to mitigate risks linked to workforce dependency, regulatory compliance and employee retention, while also pursuing opportunities to improve workforce well-being. Initiatives include competitive benefits such as housing and healthcare, training programs, internal career development pathways and policies supporting employee well-being, including maternity protection. Effectiveness is

monitored through audits, compliance checks and employee feedback mechanisms. At the same time, opportunities are pursued by investing in improved living and working conditions, including housing upgrades, healthcare access, safety improvements and wellness programs, alongside initiatives aimed at strengthening long-term retention and engagement.

Finally, Socfinaf ensures that its practices do not cause or contribute to material negative impacts on its workforce through adherence to international sustainability frameworks such as RSPO and GPSNR, as well as partnerships with external assessors. These frameworks provide regular assessments and any identified gaps trigger immediate corrective action plans to ensure continuous improvement.

Local initiatives promoting in favor of own employees

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to the development and well-being of its own workforce. The resources allocated amount to € 1 200 000 in investment expenses (CAPEX) and € 12 000 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Construction of new worker housing and maintenance of existing accommodations (SOGB, Côte d'Ivoire)

In 2025, SOGB implemented a set of initiatives aimed at improving workers' living conditions and overall well-being. These include the construction of housing for employees, the ongoing maintenance of worker accommodations and the purchase of laundry machines, completed by the end of 2025. All these actions have been designed to ensure safe, decent and functional living environments.

Together, these actions contribute to enhancing the quality of life of employees by providing suitable and well-maintained housing facilities. They support the Group's policy on worker welfare and are primarily targeted at employees as key stakeholders.

The housing construction and maintenance activities are continuous and form part of a long-term commitment to improving living standards on site and financed through the dedicated housing budget.

Human rights impact assessment and due diligence (PSG, Ghana)

Scheduled for implementation in 2026, the project aims to conduct a structured assessment of PSG's human rights risks within its operations and define a structured human-rights-focused action plan for PSG's operations in the Western Region of Ghana, covering both oil palm and rubber production activities.

The objective is to ensure full alignment with applicable UN and ILO frameworks, thereby reinforcing PSG's commitment to responsible business conduct and Human Rights Due Diligence (HRDD). The process is aligned with Socfin Group Socfin Group RMP, which upholds the Universal Declaration of Human Rights, promotes a zero-tolerance approach to human rights violations and ensures respect for gender equality and workers' rights.

It also supports compliance with emerging regulatory and voluntary standards,

including RSPO requirements, the EU Corporate Sustainability Due Diligence Directive (CS3D), GPSNR principles and EUDR obligations.

The assessment will cover PSG's core operational environment, including both employees and surrounding communities and is planned for completion by Q2 2026. Currently in the methodology review phase, it will provide a structured foundation for future human rights risk management and the development of targeted action plans.

Sanitary facilities renovation and canteen improvement (SCC, Côte d'Ivoire)

In 2025, SCC implemented a set of initiatives aimed at improving working conditions, health and employee well-being across the site. This includes the renovation of sanitary facilities to correct degraded installations and ensure better hygiene, dignity and comfort for all employees, completed within the year.

In parallel, ongoing works are being carried out to improve the canteen facilities, with the objective of enhancing food service conditions and overall employee welfare. Together, these actions contribute to strengthening health, safety and social well-being in the workplace for the entire workforce. The completed renovations and the ongoing canteen improvements are financed through the site's Sustainable Development budget.

Revised CBS (PSG, Ghana)

Agreed in 2025, the revised CBA is expected to enhance employee welfare and overall satisfaction within PSG's workforce. The agreement aligns with Socfin Group RMP, which aims to improve the social well-being of employees and their families, while promoting decent working conditions across operations.

It covers PSG's oil palm and rubber production activities in the Western Region of Ghana and directly concerns employees within Socfinaf's core operational environment. Implementation is planned over the 2026–2028 period. The agreement is finalized with applicable signatures from both PSG and the (local and national) workers' union and reflects ongoing collaboration with employees as key internal stakeholders.

3.1.4 Metrics related to own workforce

Employees metrics

Number of employees (workforce) – by country	2025
Cameroon	5 461
Côte d'Ivoire	9 464
DR Congo	2 272
Ghana	2 524
Liberia	2 048
Nigeria	295
Sao Tome & Principe	762
Sierra Leone	3 027
Total employees	**25 853**

Note:

- *There are differences between financial and sustainability reporting approaches. In the sustainability statement (here), workforce data are reported on a year-end headcount basis, while financial statement data may be reported either at year-end or on an average basis depending on the country.*

Number of employees (workforce) – by gender	Women	Men	Total employees
Number of permanent employees (permanent workers)	5 093	16 400	21 493
Number of temporary employees[(1)]	0	0	0
Number of non-guaranteed hours employees (daily workers)	2 994	1 366	4 360
Total employees	**8 087**	**17 766**	**25 853**

Note:

(1) At Socfinaf subsidiary level, "temporary workers" are classified as "non-employees" and are therefore excluded from the employee category, resulting in a reported figure of 0 temporary employees within this category.

Employee turnover	2025
Percentage of employee turnover[(1)]	26.34%
Number of employees who have left the undertaking	5 552

Note:

(1) The percentage of employee turnover is calculated only on permanent employees.

Non-employee metrics

Non-employee	2025
Number of non-employees in own workforce	19 234
Number of non-employees in own workforce - people provided by undertakings primarily engaged in employment activities	19 234

Collective bargaining coverage and social dialogue

	2025
Percentage of total employees covered by collective bargaining agreements	63%

Own workforce in region (non-EEA) covered by collective bargaining and social dialogue agreements by coverage rate and by region	2025
Cameroon	100%
Côte d'Ivoire	4%
DR Congo	100%
Ghana	100%
Liberia	79%
Nigeria	100%
Sierra Leone	100%
Sao Tomé & Principe	100%

Note:

- *The methodology used for this information is based on workers' contracts.*

Diversity

Gender distribution at top management level	2025
Female	42 (15%)
Male	233 (85%)

Note:

- *The methodology used to calculate these figures is based on the 'Top management level' definition, which refers to management positions within a subsidiary, such as General Manager, Plantation Manager, Human Resources Manager, and Technical Manager.*

Distribution of employees (headcount) by age group	2025
< 30 years	5 566
30-50 years	16 566
> 50 years	3 727

Note:

- *The methodology used for this information is based on employment contracts.*

Adequate wages

Percentage of employees below wage benchmark – by Country	2025
Cameroon	0%
Côte d'Ivoire	0%
DR Congo	16%(1)
Ghana	0%
Liberia	0%
Nigeria	0%
Sao Tomé & Principe	0%
Sierra Leone	0%

Notes:

(1) In DR Congo, the 2019 revision of the national minimum wage has not yet been fully implemented in the agricultural sector, as its application was conditional upon tax relief measures that have not yet been enacted. The situation remains under ongoing engagement with the relevant authorities.

- *The methodology used to estimate these percentage is based on minimum daily wage for the sector.*

Social protection

- *For permanent employees*

Social protection coverage – by type and by country	2025
Social protection coverage for employees against loss of income due to sickness	
- Cameroon	Yes
- Côte d'Ivoire	Yes
- DR Congo	Yes
- Ghana	Yes
- Liberia	Yes
- Nigeria	Yes
- Sao Tomé & Principe	Yes
- Sierra Leone	Yes
Social protection coverage for employees against loss of income due to unemployment starting from when the own worker is working	
- Cameroon	No
- Côte d'Ivoire	No
- DR Congo	No
- Ghana	No
- Liberia	No
- Nigeria	No
- Sao Tomé & Principe	No
- Sierra Leone	No
Social protection coverage for employees against loss of income due to employment injury and acquired disability	
- Cameroon	Yes
- Côte d'Ivoire	Yes
- DR Congo	Yes
- Ghana	Yes
- Liberia	Yes
- Nigeria	Yes
- Sao Tomé & Principe	Yes
- Sierra Leone	Yes
Social protection coverage for employees against loss of income due to parental leave	
- Cameroon	Yes
- Côte d'Ivoire	Yes
- DR Congo	Yes
- Ghana	Yes
- Liberia	Yes
- Nigeria	Yes
- Sao Tomé & Principe	Yes
- Sierra Leone	Yes
Social protection coverage for employees against loss of income due to retirement	
- Cameroon	Yes
- Côte d'Ivoire	Yes
- DR Congo	Yes

- Ghana	Yes
- Liberia	Yes
- Nigeria	Yes
- Sao Tomé & Principe	Yes
- Sierra Leone	Yes

- *For daily workers*

Social protection coverage – by type and by country	2025
Social protection coverage for employees against loss of income due to sickness	
- Cameroon	N/A
- Côte d'Ivoire	No
- DR Congo	Yes
- Ghana	No
- Liberia	Yes
- Nigeria	N/A
- Sao Tomé & Principe	N/A
- Sierra Leone	N/A
Social protection coverage for employees against loss of income due to unemployment starting from when the own worker is working	
- Cameroon	N/A
- Côte d'Ivoire	No
- DR Congo	No
- Ghana	No
- Liberia	No
- Nigeria	N/A
- Sao Tomé & Principe	N/A
- Sierra Leone	N/A
Social protection coverage for employees against loss of income due to employment injury and acquired disability	
- Cameroon	N/A
- Côte d'Ivoire	Yes
- DR Congo	Yes
- Ghana	Yes
- Liberia	Yes
- Nigeria	N/A
- Sao Tomé & Principe	N/A
- Sierra Leone	N/A
Social protection coverage for employees against loss of income due to parental leave	
- Cameroon	N/A
- Côte d'Ivoire	No
- DR Congo	No
- Ghana	Yes
- Liberia	Yes
- Nigeria	N/A
- Sao Tomé & Principe	N/A

- Sierra Leone	N/A
Social protection coverage for employees against loss of income due to retirement	
- Cameroon	N/A
- Côte d'Ivoire	Yes
- DR Congo	No
- Ghana	Yes
- Liberia	No
- Nigeria	N/A
- Sao Tomé & Principe	N/A
- Sierra Leone	N/A

Note:

- *The methodology used for this information is based on employment contracts in compliance with local labor legislation*

Health and safety

	2025
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognized standards or guidelines	100%
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	1
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	3
Number of recordable work-related accidents for own workforce(1)	1 899
Rate of recordable work-related accidents for own workforce(1)	35
Number of cases(2) of recordable work-related ill health of employees	20
Percentage of own workforce who are covered by health and safety management system	100%

Notes:

(1) The reported number and rate of recordable work-related accidents cover employees only (non-employees are excluded)

(2) Socfinaf's definition of recordable cases is broader than the ILO List of Occupational Diseases, as it also includes other work-related illnesses or injuries resulting in long-term medically prescribed leave

- *All figures related to fatalities and accidents are based on local records within health and safety reporting systems.*

Work-life balance

	2025
Percentage of employees entitled to take family-related leave	5%
Percentage of entitled employees that took family-related leave	99.5%
Percentage of entitled employees that took family-related leave by gender - Male	100%
Percentage of entitled employees that took family-related leave by gender - Female	98.5%

Note:

- *The methodology used to calculate these figures is based on HR system data tracking employee eligibility, maternity/paternity leave status, and return-to-work events recorded throughout the reporting period.*

Remuneration metrics

	2025
Gender pay gap[1]	17.7%
Annual total remuneration ratio[2]	143.26

Notes:

*(1) The gender pay gap calculated here applies to all employees (permanent employees and daily workers – non-employees are excluded) who have worked the full year 2025 without interruption and who were active at the end of December, based on their basic salary. The gender pay gap ratio, as required under ESRS standards, reflects an aggregated view across all Socfinaf employees and therefore mixes individuals across different roles, levels, and functions. However, when the analysis is conducted at position level, men and women in equivalent roles receive the same remuneration, with the pay difference between genders usually being 0%, demonstrating **full pay equity** for equivalent positions across Socfinaf.*

*(2) The annual total remuneration ratio calculated here applies to all employees (permanent employees and daily workers – non-employees are excluded) who have worked the full year 2025 without interruption and who were active at the end of December, based on their gross salary. The annual total remuneration ratio, as defined by ESRS standards, is the ratio between the highest-paid individual's annual total remuneration and the median annual total remuneration of employees. At country level, comparing employee remuneration with applicable local benchmarks shows that remuneration is consistently above local regulatory requirements, which demonstrates **compliance with local legislation** (minimum wage**)** and a commitment to **offering competitive remuneration** in each country of operation (see table **Adequate wages** above).*

Incidents, complaints and severe human rights impacts

	2025
Number of incidents of discrimination[(1)]	53
Number of complaints filed through channels for people in own workforce to raise concerns	227
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0
Number of severe human rights issues and incidents connected to own workforce[(2)]	51
Number of severe human rights issues and incidents connected to own workforce that are cases of non-respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	51

Notes:

(1) Work-related incidents of discrimination on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period.

(2) *Serious allegations in public reports or the media are not included.*

- *All these figures are compiled from internal grievance reporting systems. In addition, due to certain data limitations, the total amount of fines, penalties, and compensation for damages related to the reported incidents and complaints (S1-17: 103c and S1-17: 104d) cannot be reliably disclosed at this stage. Efforts are underway to address these limitations, and the disclosure is expected to be included in the next reporting cycle.*

3.2 Workers in the value chain (ESRS S2)

3.2.1 Impacts, risks and opportunities related to workers in the value chain

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Social	SO3 – Sustainable value chains	ESRS S2	Informative	Important

The IROs related to ESRS S2 were identified through the DMA and are reflected in Socfinaf's macro-topic **SO3 – Sustainable value chains use**, which is assessed as material both from an impact and financial perspective. This topic highlights Socfinaf's commitment to building responsible and sustainable value chains. It includes the protection and respect of employee rights across the entire supply chain, ensuring labor rights and standards are upheld through Socfinaf's RMP and due diligence mechanisms, even among subcontractors and suppliers.

Additionally, Socfinaf promotes smallholder inclusion in supply chains, offering planting materials, agronomic training and support to help smallholders meet certification standards and integrate into the value chain.

The value chain workers identified as being subject to material impacts are primarily smallholders supplying raw materials, namely FFB and natural rubber. These workers are part of the upstream value chain and include individuals involved in the harvesting and initial processing of agricultural commodities. All value chain workers who can be materially impacted by Socfinaf are included within the scope of disclosure.

In the geographies where the Group operates, particularly in West Africa, there are known risks of child labor and forced or compulsory labor. These risks are especially present in rural farming communities where smallholders operate and where children may contribute to agricultural activities. As a result, all operations are considered to present potential exposure to such risks within the value chain.

These material negative impacts on value chain workers are considered to be widespread or systemic, reflecting the broader socio-economic contexts in which the Group operates. While preventive and corrective measures are in place, these risks are linked to structural challenges present in sourcing regions rather than isolated incidents.

At the same time, Socfinaf contributes to positive impacts on value chain workers, particularly smallholders and their workforce. The Group provides stable market access, enabling smallholders to secure consistent income streams.

It also invests in social infrastructure such as schools, healthcare facilities and roads, benefiting both workers and local communities. In addition, training and capacity-building initiatives are implemented to promote good agricultural practices and improve productivity and livelihoods.

In this context, both a material risk and a material opportunity have been identified in relation to value chain workers. Increasing regulatory requirements, particularly in European markets, may create pressure on suppliers, especially smallholders, potentially disrupting sourcing if compliance cannot be achieved.

Conversely, meeting these standards can create opportunities through access to premium markets and improved value for both suppliers and the Group.

The Group develops its understanding of risks affecting value chain workers through initiatives such as traceability programs and compliance processes, including alignment with evolving regulations. These efforts enable the collection of data on supplier characteristics, such as workforce composition and demographics. Training and awareness programs further support engagement with suppliers on topics such as non-discrimination, while grievance mechanisms provide channels for workers to raise concerns, particularly those who may be more vulnerable. Certain material risks and impacts affect specific groups within the value chain. Child labor risks relate to individuals below the legal working age in the countries of operation, while risks of forced labor are relevant across all sourcing geographies for rubber and FFB.

As part of the DMA, Socfinaf identified the following material IROs related to workers in the value chain (ESRS S2):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
S2	Working time Adequate wages Social dialogue Child labor Forced labor Collective bargaining Work-life balance Health and safety Gender equality Training and skills development	Partnerships with smallholders providing training, inputs and market access, alongside procurement from smallholders, supporting local economies	⊕	Upstream
		Code of conduct and RMP requiring suppliers to respect labor rights across the value chain, promoting responsible practices throughout the supply chain	⊕	Upstream
		Traceability frameworks enhancing transparency and smallholder inclusion, alongside potential barriers linked to high input costs and limited access to planting materials	⊖	Upstream
		Limited climate change adaptation and physical resilience among smallholders to extreme weather events, contributing to persistent vulnerability, reinforced poverty cycles and constrained future production capacity for meeting demand from the Group and a growing population.	R	Upstream
		Integration and support of smallholders in the production process through training, provision of agricultural inputs and assistance for adaptation and resilience, enhancing resilience levels and improving yields	◎	Upstream

⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity

To manage these IROs, Socfinaf has established policies, commitments and targets addressing all relevant topics. In addition, Socfinaf monitors these material topics through one target (percentage of traceability for raw material supply sourced from smallholders).

3.2.2 Policies, commitments and processes related to workers in the value chain

3.2.2.1 Group policies and implementation at sites

Group RMP

Socfin Group RMP emphasizes its commitment to local and rural development in Africa, including the integration of smallholders into relevant supply chains and the fair, transparent negotiation of prices with them. The policy further underscores the importance of providing training and support to smallholders and extends all of the Group's sustainability commitments—including respect for human rights—to all suppliers.

The RMP applies to all suppliers, including smallholders supplying oil palm FFB or wet natural rubber, where relevant. The RMP is approved by the Board of Directors, while the Compliance Officer oversees the third-party due diligence policy.

The principles set out in the RMP, together with the strategies for their implementation, are aligned with the UN Guiding Principles on Business and Human Rights, RSPO P&C and GPSNR Policy Framework. The Policy was developed with due consideration of stakeholders' interests, including those of suppliers.

Group code of conduct

Socfinaf operates under a comprehensive Socfin Group code of conduct that forms a central part of its broader policy framework aimed at ensuring the protection and fair treatment of workers across its value chain. The code of conduct, which explicitly applies to all stakeholders including third-party suppliers and smallholders, sets clear expectations regarding ethical conduct, respect for human rights and sustainable business practices. It reinforces the Group's commitment to responsible operations beyond its direct activities and ensures that these standards are upheld throughout its supply chain.

Furthermore, Socfin Group code of conduct and its implementation strategy are aligned with internationally recognized standards, including the UN Guiding Principles on Business and Human Rights, RSPO P&C and GPSNR Policy Framework. This alignment underscores Socfinaf's dedication to upholding high ethical and social standards across its supply chain, making the protection of value chain workers a fundamental aspect of its operations.

Third-party due diligence policy

Socfinaf implements a third-party due diligence policy to ensure that its suppliers and partners uphold responsible labor practices across the value chain. This policy aims to safeguard the rights and well-being of workers employed by third parties, including contractors, suppliers and other business partners. It establishes clear expectations that all partners operate in compliance with applicable labor laws and international standards, particularly in relation to working conditions, human rights and ethical conduct.

As part of this approach, Socfinaf conducts due diligence processes to assess, prevent and mitigate potential risks affecting workers in its value chain. This includes evaluating suppliers on key topics such as the prohibition of child labor and forced labor, the prevention of discrimination and harassment, the provision of fair wages and the guarantee of safe and healthy working conditions. Suppliers are expected to implement appropriate policies and controls and to extend these commitments

throughout their own operations and subcontracting chains.

The policy also promotes continuous monitoring and engagement with suppliers to ensure ongoing compliance and improvement. Where risks or non-compliance are identified, corrective actions are required and follow-up measures are implemented. Through this structured due diligence framework, Socfinaf strengthens oversight of labor practices beyond its direct operations and contributes to the protection of workers' rights across its entire value chain.

Communication and dissemination of policies for workers in the value chain

Socfinaf ensures that Socfin Group RMP, the code of conduct and third-party due diligence policy are made available to potentially affected stakeholders and those responsible for their implementation across the value chain, particularly suppliers and smallholders. These policies are communicated through multiple channels, including public displays and both individual and group meetings and are integrated into contractual arrangements where applicable, notably through the inclusion of relevant clauses and third-party due diligence requirements.

The Group also ensures that these policies are effectively embedded into operational practices. Responsibility for engaging with value chain stakeholders—and for ensuring that the insights gained inform the Group's approach—rests with various functions depending on the local context, including the Director of Administration, Plantation Superintendent, Smallholders' Department Manager and Raw Material Purchase Department Manager. Through this structured and context-specific approach, policies are disseminated to suppliers, smallholders and other third parties, ensuring awareness, compliance and alignment with Socfinaf's sustainability commitments, while supporting their effective implementation in practice.

3.2.2.2 Commitments in favor of workers in the value chain at site-level

Human rights protection toward workers in the value chain

Socfinaf, as part of Socfin Group, demonstrates a strong commitment to upholding human rights throughout its operations and supply chains. Through its RMP, which applies across all operations, the Group's approach to value chain workers explicitly addresses key human rights risks, including trafficking in human beings, forced labor or compulsory labor and child labor. These principles are clearly embedded in the policy framework and are particularly relevant to third-party suppliers, including smallholders. The policy therefore sets out explicit prohibitions and expectations aimed at preventing such violations and ensuring respect for fundamental human rights across the value chain.

Suppliers and smallholders are provided with access to a grievance mechanism in line with Guiding Principle 31 of the UN Guiding Principles on Business and Human Rights, ensuring that disputes or alleged violations are addressed promptly and fairly. Furthermore, the third-party due diligence policy ensures that all third parties are assessed against high standards of ethics and social responsibility, including a firm commitment to Socfin's code of conduct.

Socfinaf acknowledges and respects the rights of local communities, smallholders and their workers in all aspects of its operations. Socfinaf's commitments include:

- **Zero-tolerance:** Applying a zero-tolerance approach to serious

human rights violations, including intimidation, physical attacks and threats.

- **Gender equity:** Promoting gender equity and strengthening gender equality across all operations.
- **Worker's rights:** Recognizing the rights of all workers, including subcontractors, temporary workers and migrant workers.
- **Transparency:** Maintaining transparent, culturally appropriate and open communication channels with all stakeholders.
- **Community support:** Encouraging long-term collaboration to implement local projects that support decent livelihoods, including social well-being, health, education and food security.
- **Grievance mechanism:** Implementing a grievance mechanism compliant with UN Guiding Principle 31, used to resolve disputes and monitor the implementation of corrective measures in partnership with the communities and/or appointed third parties (as detailed in 3.2.2.3. Processes and channels for workers in the value chain to mitigate negative impacts and raise concerns at sites section).

Through these policies and practices, Socfinaf ensures that human rights are respected and protected across its value chain, fostering ethical, safe and equitable working conditions for all workers across its value chain.

Reporting channels for value chain workers

Socfinaf is committed to ensuring that all workers in its value chain have safe, accessible and effective channels to raise concerns, report violations, or express their needs. Reports may be submitted, anonymously and are treated confidentially.

To support workers across its value chain in exercising their rights and addressing issues, Socfinaf provides the following reporting channels:

- **Grievance mechanisms:** Structured processes that allow workers, including smallholders and subcontractors, to report concerns related to working conditions, human rights, or ethical issues.
- **Whistle-blowing channel:** Confidential and secure platform for reporting serious misconduct, unethical behavior, or violations of Socfin's code of conduct.

The perspectives of smallholders are collected through the channels mentioned above. When feedback relates to the impacts of operations on smallholders, appropriate measures are taken to remediate or prevent such impacts in accordance with the established processes.

Protection against retaliation policies are in place to ensure that individuals using any reporting channel are safeguarded from retaliation, intimidation, or any other adverse consequences.

To ensure awareness and trust in these reporting channels, Socfinaf assesses whether value chain workers are informed about and confident in, the structures and processes available to raise concerns or express their needs. This assessment is primarily based on the concerns received, how they are addressed and the level of satisfaction reported by those who

submitted requests. On-site assessments may also be conducted with smallholders to evaluate their understanding of and confidence in, the grievance management procedure. These measures help ensure that value chain workers feel their concerns are acknowledged, fairly addressed and that the mechanisms in place are both accessible and trusted.

3.2.2.3 Processes and channels for workers in the value chain to mitigate negative impacts and raise concerns at sites

Engagement with value chain workers

Socfinaf adopts a comprehensive and context-sensitive approach to engaging with value chain workers, particularly smallholders, recognizing their pivotal role in the agricultural supply chain. This approach combines direct interaction, tailored support programs and robust monitoring systems to foster sustainable and mutually beneficial partnerships. Extensive traceability efforts, ensuring 100% traceability for suppliers of FFB and rubber, enable the Group to identify and directly engage with smallholders and their workers in the field.

Engagement with value chain workers occurs either directly or through credible representatives such as designated contacts within cooperatives. The type and frequency of engagement depend on the scale of the supply chain and the local context of each operation. Interactions may include:

- On-site individual meetings with smallholders and workers
- Group meetings for discussion and feedback
- Written communications, including text messages or letters
- Indirect engagement through representatives or cooperative contacts

The frequency of engagement ranges from weekly to quarterly, depending on operational needs. These interactions may serve to share information, gather feedback, or disseminate training materials.

The effectiveness of engagement efforts is assessed through complaints logged in the grievance system and their manner in which they are resolved. Long-term collaboration with smallholders also reflects the quality of engagement, whether collective or individual. In addition, on-site assessments help verify that engagement activities effectively support the implementation of Socfinaf policies. Monitoring indicators—such as the number of training sessions delivered and the progress in supplier identification and geolocation—also reflect the scale and depth of engagement.

Responsibility for ensuring that engagement takes place and that its outcomes inform the undertaking's approach is assigned to several functions, depending on the local context. These include the Director of Administration, the Plantation Superintendent, the Smallholders' Department Manager and the Raw Material Purchasing Department Manager.

While no global framework agreement applies to this category of raw material suppliers, Socfinaf ensures that all engagement activities are aligned with Socfinaf's commitments to human rights and sustainable practices, thereby fostering a transparent, accountable and supportive environment for workers across the value chain.

Grievance mechanisms for workers in the value chain

Socfinaf ensures that all suppliers and value chain workers have access to grievance mechanisms in line with Guiding Principle 31 of the UN Guiding Principles on Business and Human Rights. These mechanisms provide a structured and safe process through which value chain workers, including vulnerable or marginalized individuals, can share concerns related to human rights, working conditions, or other ethical issues.

Socfinaf gathers insight into the perspectives of particularly vulnerable workers through:

- Complaints logged through the grievance system and their resolution.
- Direct meetings with cooperative representatives, ensuring all individuals have the opportunity to express their concerns.
- Supporting measures such as Gender Committees, suggestion boxes, toll-free numbers.
- Trainings on equal opportunity and anti-discrimination to promote inclusion and awareness.

When a material negative impact is identified, the grievance mechanism enables investigation and the provision of appropriate remedies. Actions may include immediate remediation for affected party, as well as the implementation of preventive measures to mitigate the risk of recurrence.

Grievance mechanisms therefore serve as key tool in ensuring accountability, protecting human rights and fostering trust and collaboration with smallholders and other value chain workers.

Whistle-blowing channel

Socfinaf provides a confidential whistle-blowing channel as part of its broader system for addressing ethical and human rights concerns. This channel enables workers, suppliers and other stakeholders to report serious misconduct, unethical behavior, or violations of Socfin Group code of conduct without fear of retaliation.

The whistle-blowing system complements other engagement and grievance processes by ensuring that:

- Reports of material negative impacts on value chain workers are thoroughly investigated
- Remedies are provided in a manner acceptable to affected parties
- Preventive measures are implemented to avoid recurrence of similar impacts
- Protection against retaliation is guaranteed for all individuals using the channel

Together with grievance mechanisms and other reporting tools, the whistle-blowing channel ensures transparency, accountability and the safeguarding of human rights throughout Socfinaf's value chains.

3.2.3 Target: 100% traceability for raw material supply

Definition of the 100% traceability target

The Group has set a clear target to achieve full traceability of its raw material supply by 2025, covering all natural rubber and FFB supplied to its palm oil mills, palm kernel crushing plants and rubber factories. This initiative ensures that every raw material can be traced back to the specific plantation or smallholders where it was produced.

The target is fully aligned with the RMP, which commits the Group to transparency, sustainability and ethical sourcing across its operations and supply chains. Implementation relies on plot mapping, geo-referencing of plantations and identification of smallholders, enabling accurate tracking and monitoring of all suppliers.

Through this traceability system, Socfinaf strengthens accountability and sustainable practices across its supply chain, supporting responsible sourcing while enhancing engagement with smallholders and other upstream suppliers. This target contributes to the policy's broader objectives by:

1. **Enhancing supply chain transparency:** Achieving 100% traceability enables, the Group to monitor, verify and ensure compliance with its sustainability commitments, reducing environmental and social risks.
2. **Mitigating deforestation and land use risks:** The policy explicitly commits to zero deforestation. Full traceability allows verification that suppliers are not linked to deforestation after 31 December 2020, in line with the EU Deforestation Regulation (EUDR).
3. **Ensuring compliance with environmental and social standards:** Traceability allows the Group to assess and monitor supplier compliance with local environmental regulations, social standards and best agricultural practices.
4. **Strengthening the Group's sustainable sourcing strategy:** By engaging with smallholders and suppliers, the traceability initiative enables risk assessment, targeted support and to improved compliance with sustainability requirements.
5. **Enhancing market access and customer confidence:** Full traceability meets customer expectations and aligns with global sustainability frameworks, including RSPO and GPSNR.
6. **Managing impacts on value-chain workers:** Traceability enables the Group to identify where workers are employed along the supply chain by linking raw materials to specific plantations and suppliers. This visibility supports the identification, assessment and monitoring of labor-related risks, including working conditions, occupational health and safety, child and forced labor and access to grievance mechanisms. By enabling targeted engagement, audits and corrective actions with suppliers including smallholders, traceability helps prevent and mitigate adverse impacts on value-chain workers and supports continuous improvement in labor practices, in line with the Group's RMP.

By integrating traceability as a core sustainability metric, the Group ensures that its policy commitments translate into tangible, measurable actions, driving long-term environmental and social benefits.

Scope and applicability of the 100% traceability target

To achieve this goal, Socfinaf implements several key activities. Raw material sourcing ensures that FFB from oil palm and natural rubber are traceable to their origin. Supplier and smallholder identification involves collecting detailed information, including geo-referenced polygons of farm plots and planter data, to establish clear traceability. Data management is supported through traceability databases and monitoring systems that verify compliance and track sourcing practices across the supply chain.

The traceability initiative focuses primarily on the upstream supply chain. For Socfinaf-owned plantations, 100% traceability is already established, supported by GPS-mapped (Global Positioning System) boundaries and comprehensive plantation management records. For third-party suppliers and smallholder farms, full traceability is required, including geo-mapping and compliance verification. While the main focus is upstream, traceability also benefits downstream operations, ensuring that only verified and sustainably sourced raw materials are delivered to downstream actors.

The geographical scope of this traceability effort includes all countries where Socfinaf operates—Sierra Leone, Liberia, Côte d'Ivoire, Ghana, Nigeria, Cameroon, São Tomé and Principe and the DR Congo—as well as any other countries from which raw materials are sourced. This broad scope ensures that the Group maintains consistent traceability standards across all operations and sourcing locations.

Involvement of stakeholders in 100% traceability target

The Group's 100% traceability by 2025 target aligns with international industry frameworks such as RSPO and GPSNR, as well as regulatory requirements under EUDR. These frameworks are developed through multi-stakeholder processes, involving NGOs, private companies, financial institutions, policymakers and smallholders. By adopting this target, the Group ensures compliance with evolving market, regulatory and stakeholder expectations, while strengthening transparency and sustainability across its supply chain.

Methodology, measurement and performance of the 100% traceability target

The Group's 100% traceability target for raw material supply by 2025 was defined using scientific methodologies, industry best practices, regulatory alignment and socio-economic considerations. This approach ensures that the target is both aligned with global sustainability goals and grounded in local operational realities.

The methodology relies on robust supply chain traceability standards. Each supplier's plantation is geo-referenced through GIS-

based mapping, including polygon mapping and GPS coordinates, to ensure precise location tracking. Mapping is conducted with on-the-ground GPS data collection and verified using GIS tools. Smallholders and suppliers provide ownership details, land size and production capacity to support accurate traceability records. All data is centralized on digital traceability platforms to ensure compliance and facilitate monitoring.

Several assumptions underpin the target, including the feasibility of data collection from smallholders, the accuracy of plantation boundary data and the full adoption of digital traceability systems to enable real-time tracking and reporting. These assumptions take into account regional access, technological adoption and engagement with independent smallholders.

Compliance with certification and sustainability frameworks is an integral part of the methodology. Traceability for palm oil aligns with RSPO requirements for plantation-to-mill verification, while rubber traceability follows GPSNR framework for responsible sourcing and supplier monitoring.

The target also ensures regulatory and market compliance, aligned with EUDR and national environmental laws in sourcing countries, particularly regarding land-use rights, deforestation and conservation. At the same time, local social and economic factors are considered to avoid excluding smallholders. Socfinaf provides capacity-building programs, training and local partnerships to help smallholders comply with traceability requirements, while addressing challenges such as limited digital infrastructure.

Overall, the 100% traceability target is based on conclusive scientific evidence, ensuring that the Group's raw material supply chain is transparent, sustainable and fully monitored from source to downstream operations.

The baseline for this target was 0% in 2017, meaning that at the start of the measurement period, none of the third-party raw materials were fully traceable to their source smallholder plantations. The target was set to be achieved by 2025, representing a complete traceability of all natural rubber and FFB supplied to the Group's palm oil mills and rubber factories. This allowed for the implementation of robust traceability systems, including supplier identification, geo-referenced mapping of plantations and digital monitoring tools, to ensure compliance with the Group's sustainability and ethical sourcing commitments.

Progress of the target

Socfinaf has been actively working to achieve 100% traceability of its raw material, aiming to ensure that all rubber and palm oil sourced can be traced to the exact plantation or smallholder plantation of origin. In 2024, Socfinaf-owned plantations achieved full traceability, with all plot boundaries accurately geo-

referenced. For third-party suppliers and smallholders, traceability is progressing steadily, with notable advancements in supplier registration, polygon mapping and compliance verification during onboarding.

Progress is tracked and monitored using a combination of tools and processes. GIS mapping and polygon data collection ensure that farms are accurately geo-referenced. Supplier registration and data verification confirm that all suppliers provide detailed farm information and meet traceability requirements. Compliance monitoring through periodic internal inspections guarantees sourcing transparency, while stakeholder engagement - including smallholder training and support programs - promotes adherence to traceability standards.

The Group evaluates progress using key metrics such as the percentage of raw material supply that is fully traceable and the number of supplier plantations mapped and recorded in traceability databases.

Steady progress has been achieved across all supply chains, with increasing supplier participation, improved data quality and broader adoption of traceability measures. Challenges remain, particularly regarding smallholder compliance, which requires capacity-building programs and field-level support for data collection, plot mapping and verification.

Through these efforts, Socfinaf continues to advance toward full traceability, ensuring transparency, sustainability and compliance with regulatory requirements while fostering engagement and support for its smallholder network.

As of 31 December 2025, the Group has made significant progress toward this target; however, full traceability has not yet been achieved across all supply chains. Overall, 99% of Socfinaf's natural rubber production and 91% of FFB production was fully traceable in 2025. In 2025, the Group continued to produce and sell fully traceable, EUDR-compliant natural rubber volumes.

To address the remaining gaps, the Group rolled out a digital traceability and smallholder-management platform. This tool enables structured smallholder registration, polygon mapping, supply-chain linkage and data verification for sites that did not previously have such systems in place.

Building on the 2025 milestone and lessons learned, the Group will define a revised roadmap in 2026 to close remaining traceability gaps. This updated target will be formalized and disclosed once validated.

3.2.4 Actions and resources related to workers in the value chain

General approach to manage material IROs related to value chain workers

Socfinaf is committed to supporting smallholders and workers across its supply chain through a range of initiatives aimed at preventing, mitigating and remediating material negative impacts. Across its subsidiaries, these initiatives include training and capacity-building programs for smallholders, regular awareness campaigns and workshops, integration of smallholders into sustainability initiatives such as EUDR compliance and certification schemes, as well as regular assessments to monitor practices and risks. These actions are designed to strengthen responsible sourcing practices and reduce exposure to social and environmental risks in the value chain.

Where actual material impacts occur, subsidiaries have established processes to provide or enable remedy. These rely on structured mechanisms such as monitoring systems, audits, grievance procedures and worker engagement channels.

These tools ensure that affected value chain workers can raise concerns and that appropriate corrective actions are implemented in a timely manner, with follow-up to verify resolution and prevent recurrence. In addition to remediation, the Group implements further initiatives aimed at delivering positive impacts for value chain workers.

These include structured engagement with smallholders, continuous training programs and integration into certification and regulatory compliance frameworks.

These initiatives are intended to improve agricultural practices, enhance productivity and strengthen livelihoods while also supporting long-term sustainability objectives. The effectiveness of these actions is tracked and assessed through a combination of impact assessments, audits, KPIs and stakeholder feedback mechanisms. These tools vary by location but collectively ensure ongoing monitoring, accountability and continuous improvement in outcomes for value chain workers.

To identify appropriate responses to actual or potential negative impacts, subsidiaries rely on risk assessments, smallholder engagement and grievance mechanisms. These processes enable early identification of issues and ensure that appropriate corrective actions are defined and implemented in a timely manner. When material negative impacts are identified, structured approaches guide the response, including defined implementation timelines, effectiveness monitoring and corrective measures where necessary.

This ensures that actions are not only taken but also evaluated for their effectiveness in addressing the identified issues. To ensure that remedy processes are accessible and effective, subsidiaries maintain monitoring systems, conduct audits, operate grievance mechanisms and engage directly with workers. These mechanisms are designed to ensure that affected individuals can access remedy channels and that outcomes are properly implemented and followed up.

In managing material risks arising from dependencies on value chain workers, the Group implements measures aligned with the RMP and regulatory frameworks such as EUDR. These measures aim to mitigate risks such as deforestation and child labor while ensuring compliance and continuity in sourcing relationships. At the same time, these measures also create opportunities by supporting value chain actors in meeting regulatory requirements, improving agricultural practices and enhancing productivity. This contributes to improved market access, potential premium pricing

and more sustainable long-term supply chains.

To ensure that its own practices do not cause or contribute to material negative impacts, subsidiaries apply risk assessments, audits, worker consultations, grievance mechanisms and transparency initiatives. These processes help identify and address potential risks early and ensure responsible operational practices.

Resource allocation for the management of material impacts primarily includes dedicated personnel and expert teams responsible for smallholder engagement, monitoring and the implementation of sustainability initiatives. These resources support the operationalization of engagement and improvement programs across the value chain.

The Group also seeks to use its leverage within business relationships to manage material negative impacts affecting value chain workers. This is achieved through capacity-building initiatives, compliance requirements and participation in industry-wide collaborations aimed at improving labor and environmental standards.

Participation in multi-stakeholder initiatives such as RSPO and GPSNR further supports the management of material impacts. These platforms promote improved labor conditions, safety, fair compensation and sustainable agricultural practices. They also enhance transparency, market access and long-term resilience for smallholders and the broader supply chain.

Finally, initiatives and processes designed to deliver positive impacts for value chain workers are aligned with the SDGs, reinforcing their contribution to broader social and environmental objectives.

Local initiatives in favor of workers in the value chain

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to support smallholders and workers across the value chain. The resources allocated amount to € 4 000 000 in OPEX for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Training and capacity-building for supply chain workers and smallholders (Socapalm, Cameroon)

Launched in 2021 and continued as an ongoing program in 2025, this action aims to strengthen skills and practices among supply chain workers, with a particular focus on smallholder. The program is expected to improve working conditions and operational practices while enhancing compliance with applicable regulatory requirements. It also reinforces Socapalm's commitment to respecting and promoting human rights throughout the value chain and addressing stakeholder expectations regarding labor practices.

A specific support to smallholders includes logistics-related costs, notably FFB transport and road maintenance expenses. Implementation is carried out on an annual basis within Socapalm's supply chain in Cameroon, targeting smallholders as the primary stakeholder group. The initiative is continuous and supported by operational expenditures related to production units, including periodic impact assessments across the value chain.

Value chain due diligence and smallholder integration actions (Okomu, Nigeria)

Okomu has implemented a set of value chain initiatives in 2025 aimed at strengthening responsible sourcing, improving due diligence practices and enhancing smallholder inclusion within its supply chain. A key action consists of the regular assessment of material impacts across the value chain, implemented in 2025 and conducted on a recurring basis.

This process covers both upstream and downstream activities, including suppliers, contractors and service providers. It supports the delivery of sustainable products to Okomu while reinforcing alignment with industry standards and best practices. It also strengthens Socfinaf's Human Rights, Sustainability and Supplier Management policies by enhancing due diligence processes, promoting responsible sourcing and ensuring compliance with CSRD and ESRS requirements.

This action was carried out in 2025 and is supported through office operations budgets. In addition, Okomu has implemented a smallholder integration initiative aimed at incorporating small-scale producers into a structured supply chain scheme that ensures stable market access.

Launched in 2025 and continuing as part of an ongoing improvement process, this initiative enhances the skills and knowledge of value chain workers while increasing engagement, productivity and alignment with Socfinaf policies. It also contributes to Socfinaf's commitment to respecting and promoting human rights and dignity throughout its operations and value chain, while supporting its Human Rights, HSE and sustainability policies through the promotion of decent work, responsible value chain practices and compliance with labor and ethical standards.

The initiative covers upstream and downstream value chain actors, including suppliers, contractors and service providers and is funded through dedicated program budgets.

Smallholder support and field management actions (SOGB, Côte d'Ivoire)

SOGB has implemented a set of ongoing actions in 2025 aimed at strengthening smallholder support, improving field coordination and ensuring effective operational management across its plantation and surrounding areas. These actions include the maintenance of operational buildings and related costs, as well as various personnel-related expenses supporting field activities. They also cover the supervision and coaching of smallholders, carried out on a continuous basis to ensure compliance with Socfinaf expectations and to strengthen engagement with local producers.

Additional measures include personnel costs across different operational sectors, as well as expenses linked to the geolocation of plots to improve traceability and land management. SOGB also supports agricultural learning through field school initiatives across multiple sites alongside nursery activities. Overall, these actions contribute to strengthening relationships with smallholders and supporting Socfinaf's commitments toward its clients by improving agricultural practices, field monitoring and technical guidance. They are carried out continuously in 2025 and are funded through common operational support budgets.

3.3 Affected communities (ESRS S3)

3.3.1 Impacts, risks and opportunities related to affected communities

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Social	SO4 – Community relations	ESRS S3	Informative	Significant
	SO5 – Sustainable consumption	ESRS S3	Important	Informative

The IROs related to ESRS S3 were identified through the DMA and are reflected in 2 Socfinaf's macro-topics **SO4 – Community relations** and **SO5 – Sustainable consumption** which are assessed as material both from an impact and financial perspective. This topic covers Socfinaf's commitment to fostering positive relationships with local communities. It includes the protection and respect of community rights, ensuring the rights of local populations are upheld through FPIC, ESIA and grievance mechanisms to address concerns. Socfinaf also focuses on rural development, implementing initiatives such as the construction of clinics, schools and roads to improve socio-economic conditions in remote regions. Additionally, Socfinaf invests in local infrastructure, enhancing health centers, educational facilities, road networks and clean water systems to support and uplift surrounding communities.

All affected communities who can be materially impacted by Socfinaf are included within the scope of disclosure. These include communities living or working around operational sites, communities along the value chain, communities at key endpoints of production such as extraction or processing areas, as well as indigenous peoples.

Affected communities primarily include populations living within and around concession areas, as well as communities connected to the Group's value chain activities. The Group operates in regions where agro-industrial sites have a direct influence on local socio-economic conditions and where communities often coexist in close proximity to plantations. In this context, the Group is committed to respecting land rights, including legal, customary and community-based rights and to fostering continuous dialogue with local stakeholders.

Particular attention is given to land tenure complexities, demographic pressures and potential overlapping claims, with resolution processes involving local authorities and communities. The principle of FPIC is applied for new developments, supported by ESIA and stakeholder engagement plans. Indigenous communities, such as the Bagyéli in Cameroon, are specifically considered, with commitments aligned with international standards.

Material negative impacts on communities are considered widespread or systemic in nature, reflecting the socio-economic and territorial contexts in which the Group operates. These impacts are linked to structural factors such as land pressure, demographic growth and historical land use patterns.

Socfinaf generates a broad range of positive impacts for affected communities through its operations and long-term presence in remote regions. As a major employer in many remote areas, the Group provides stable employment opportunities with structured working conditions and wages, often representing a key source of

income for local populations. Beyond employment, the Group actively contributes to community development through investments in essential infrastructure, including water supply systems, electricity access, telecommunications and road maintenance, which are critical to improving access to markets, schools, healthcare facilities and urban centers.

The Group also plays a significant role in supporting education by maintaining and improving school infrastructure, facilitating access for children from local communities and providing scholarships to encourage continued schooling. In parallel, access to healthcare is enhanced through the provision of affordable medical services, as well as the construction, renovation, or logistical support of health centers in certain locations.

Economic inclusion is further strengthened through partnerships with local businesses, SMEs and a large network of smallholders and collectors involved in palm oil and rubber production. These stakeholders benefit from training, access to improved planting materials, technical support and integration into international markets. Additional community development initiatives, such as the construction of boreholes and other local projects, contribute to improving living standards and fostering long-term resilience.

In terms of risks and opportunities, 1 material risk and 1 material opportunity have been identified. The first risk relates to potential reputational and operational impacts if community resilience is not adequately considered in business decisions. The second risk concerns increasing demographic pressure and land scarcity in certain areas, which may affect the Group's license to operate. The main opportunity lies in the continued development of community infrastructure and services, which strengthens stakeholder relationships and may also generate new local sourcing and business opportunities.

To understand how specific communities may be at greater risk of harm, the Group relies on ESIA, HCV studies, engagement with external experts and continuous dialogue with local communities. Additional insights are provided by external assessments and grievance mechanisms.

Finally, no material risks or opportunities have been identified as being specific to particular sub-groups within affected communities, as the impacts and dependencies are generally shared across the broader community context in which the Group operates.

As part of the DMA, Socfinaf identified the following material IROs related to affected communities (ESRS S3):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
S3	Adequate housing Adequate food Water and sanitation Land-related impacts Security-related impacts Freedom of expression Freedom of assembly Impacts on human rights defenders FPIC Self-determination Cultural rights	Contribution to local communities' food security through local production from large plantations and smallholders, supported by collaboration with local governments to implement food security programs, including training for women associations and other community-focused initiatives addressing food security challenges.	⊕	Upstream Downstream
		Contribution to local infrastructures: provision of electricity and water supply to community villages, investments in road infrastructure facilitating product transport and benefiting communities	⊕	Upstream Downstream
		Promotion of sustainable practices and initiatives across the sector through the RMP, aligned with GPSNR and RSPO frameworks, contributing to improved outcomes for local communities and surrounding populations	⊕	Upstream Downstream
		Occurrence of land and sacred site conflicts leading to contested community rights in certain concessions	⊖	Upstream Downstream
		Difficulty in obtaining or retaining land due to population growth and urban expansion affecting local communities and surrounding areas	R	Own operations Upstream Downstream
		Provision of infrastructure to local communities, including schools, health outposts and water access points, strengthening community relationships and enabling the identification of potential commercial opportunities such as local suppliers, while supporting reputation and long-term financial stability conducive to business development	◎	Own operations Upstream Downstream
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies, commitments and targets addressing all relevant topics.

3.3.2 Policies, commitments and processes related to affected communities

3.3.2.1 Group policies and implementation at sites

Group RMP

Socfinaf, as part of Socfin Group, has established a RMP that sets out clear commitments to respect and protect the rights of affected communities across its operations and supply chains. A central pillar of this policy is the recognition of the rights of indigenous peoples and local communities, including the application of the FPIC principle for any activities affecting land or resources to which communities hold legal, customary, or traditional rights.

The policy also emphasizes the importance of maintaining ongoing, transparent and culturally appropriate dialogue with communities, as well as promoting long-term partnerships to support local development in areas such as health, education, food security and overall living conditions. In addition, it recognizes land tenure rights and preserves traditional access for subsistence and cultural practices, while balancing environmental protection commitments.

A formal grievance mechanism, aligned with international standards, is implemented to ensure that disputes can be raised, addressed and resolved effectively, with follow-up jointly monitored by the Group and stakeholders.

The scope of the RMP is comprehensive and applies to all operations of Socfin Group and its subsidiaries, including plantations, factories and mills, regardless of ownership structure. It also extends to all third-party suppliers, including smallholders supplying FFB and natural rubber, ensuring that the same standards are upheld throughout the value chain.

Accountability for the implementation of the policy lies at the highest level of governance, with the Board responsible for ensuring that adequate human and financial resources are allocated. The policy is embedded into decision-making processes, management systems and performance metrics across the organization, including subsidiaries and business units, to ensure effective and consistent implementation.

The policy is aligned with a range of internationally recognized standards and frameworks, including RSPO P&C, GPSNR Policy Framework, the HCV Resource Network, the HCS Steering Group, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the UN Guiding Principles on Business and Human Rights. It also incorporates principles from the ILO and applies FPIC methodologies in line with best practices.

The development and revision of the policy have taken into account the interests of key stakeholders. It was initially developed in 2017 and later updated in 2022 with the support of EF, integrating additional elements from evolving international frameworks and ensuring alignment with stakeholder expectations.

To ensure accessibility and effective implementation, the policy is communicated to affected communities through regular engagement mechanisms, including bipartite and tripartite meetings. These interactions allow the Group to explain its commitments, gather feedback and ensure that stakeholders understand their rights and the processes available to them.

More broadly, the RMP is aligned with internationally recognized instruments related to human rights and community protection. This includes the

implementation of FPIC processes prior to any new development, grievance mechanisms consistent with the UN Guiding Principles on Business and Human Rights and the use of HCV and HCS assessments conducted by qualified experts and made publicly available. These elements collectively ensure that the Group's approach to affected communities is structured, transparent and aligned with global best practices.

Policy communication and target-setting approach

Socfinaf ensures that its policies are effectively communicated to all relevant stakeholders, including employees, contractors and local communities, through a wide range of tailored channels. Subsidiaries use both formal and informal communication methods to ensure accessibility and understanding across diverse contexts. These include notice boards, community meetings, social media platforms and the involvement of Community Liaison Officers who play a key role in facilitating dialogue with local populations.

In more remote areas, additional tools such as radio broadcasts and public announcement systems are used to reach a broader audience. Some subsidiaries also rely on digital communication channels, including websites, internal newsletters and bulk SMS, while others distribute physical copies of policies to stakeholders. These approaches are complemented by regular sensitization sessions and face-to-face meetings, ensuring that key topics such as sustainability, human rights and health and safety are clearly understood and effectively implemented.

With regard to target-setting, the Group has not established specific outcome-oriented targets related to affected communities. Instead, the current approach focuses on continuous monitoring and evaluation of actions implemented on an annual basis. This allows for flexibility in responding to evolving local contexts and ensures that initiatives remain relevant and effective. At this stage, the Group considers that this approach provides a sufficient framework for managing impacts on communities without the need for formalized outcome-based targets.

3.3.2.2 Commitments in favor of affected communities at site-level

Human right protection commitments toward affected communities

Socfinaf subsidiaries are committed to protecting the human rights of affected communities and integrating these principles into their operations and decision-making processes. This commitment is grounded in alignment with internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and standards set by the ILO.

A key aspect of this approach is the respect for the rights of indigenous peoples and local communities, particularly regarding land tenure and resource use. Subsidiaries apply the principle of FPIC before undertaking any activities that may affect community land or livelihoods. In parallel, they support local development through initiatives aimed at improving access to healthcare, creating employment opportunities and strengthening community capacity.

Engagement with communities is structured through ongoing consultation processes and formal grievance mechanisms. These mechanisms ensure that concerns can be raised, addressed and resolved in a transparent and timely manner. In some cases, commitments have

been formalized through agreements with communities, reflecting a structured approach to managing relationships and addressing potential impacts.

Particular attention is also given to vulnerable groups within affected communities. Policies and initiatives addressing issues such as child labor, reproductive rights, sexual harassment, freedom of expression and gender equality contribute to strengthening protections and promoting inclusion. Through these combined efforts, subsidiaries aim to ensure that human rights are upheld, community relationships are maintained and potential impacts are managed responsibly.

Indigenous people protection commitments

Socfinaf, through Socfin Group RMP, is committed to respecting and protecting the rights of indigenous peoples in line with internationally recognized standards, including UNDRIP. The policy explicitly provides for the maintenance of ongoing, effective, transparent and culturally appropriate dialogue with indigenous communities, ensuring that their perspectives are taken into account in all relevant operations. It also affirms the respect of land access rights and tenure for both local and indigenous communities.

These commitments are further reinforced through the implementation of participatory mapping processes aimed at identifying and recognizing customary and individual land rights. The Group also ensures the application of FPIC principles in line with international best practices, for all operations that may affect indigenous populations or their resources.

In practice, these commitments are particularly relevant in contexts where indigenous communities are present near operational sites. For instance, within Socfinaf operations, the Bagyéli Pygmy community lives in the vicinity of Socapalm's activities in Cameroon, near Kienké. The Group's policy framework therefore aims to ensure that their rights, traditions and livelihoods are respected and protected through structured engagement and responsible land management practices.

Commitment to community rights and access to remedy channels

Socfinaf subsidiaries have adopted a comprehensive approach to respecting the human rights of affected communities, including indigenous peoples. This approach combines strict legal compliance with international standards, the systematic application of FPIC and continuous stakeholder engagement. It also includes measures to protect cultural and land rights, alongside training initiatives and specific protocols to ensure that security practices respect human rights. Through these combined elements, subsidiaries aim to prevent adverse impacts while fostering constructive and long-term relationships with communities.

When material negative impacts on communities are identified, structured processes are in place to provide or contribute to remedy. These rely on grievance mechanisms and compensation frameworks that allow affected communities to raise concerns and seek resolution. Issues are typically addressed through engagement meetings and, where relevant, external complaint management systems. Participatory approaches, including FPIC-related processes, are also used to ensure that communities are actively involved in identifying and agreeing on appropriate solutions. This collaborative approach supports

transparent, timely and fair resolution of grievances.

The tracking and monitoring of issues raised by communities are ensured through a combination of formal and informal mechanisms. Community Liaison Officers regularly engage with communities to follow up on ongoing grievances, while more formal discussions take place during bipartite and tripartite meetings. In addition, many sites maintain external grievance registers to document and monitor concerns raised by community members. Meeting outcomes are recorded and site-level procedures define follow-up actions and timelines. Although tracking practices may vary across sites, the frequency of engagement and diversity of communication channels support consistent monitoring of issues and their resolution.

Finally, commitments are in place to ensure that individuals who raise concerns through these channels are protected against retaliation. These safeguards aim to create a safe and trusted environment for communities to express grievances and contribute to continuous improvement in the management of social impacts.

3.3.2.3 Processes and channels for affected communities to mitigate negative impacts and raise concerns at sites

Engagement of affected communities and inclusion in decision making

Engagement with affected communities by Socfinaf is conducted through a structured and continuous approach combining formal, informal and ad hoc mechanisms. Regular engagement platforms such as bipartite meetings between subsidiaries and communities, as well as tripartite meetings involving local authorities, constitute the main forums for dialogue. These meetings are complemented by ad hoc consultations when urgent issues arise, ensuring timely interaction on specific concerns.

Grievance channels are also available for communities to raise concerns, although most grievances are typically addressed directly during these structured meetings, where they are discussed, recorded and followed by agreed corrective actions. These platforms also serve as key spaces for discussing and prioritizing community requests, including CSR (Corporate Social Responsibility) initiatives and development projects.

Community perspectives are systematically integrated into decision-making processes through continuous consultation and feedback mechanisms. Engagement takes place at different stages of project development, including before, during and after implementation. Tools such as ESIA, participatory mapping, community forums and external audits are used to identify potential impacts and incorporate community feedback into operational decisions. This ensures that concerns raised by communities directly inform project design, mitigation measures and ongoing operational adjustments.

Engagement is structured across multiple types and frequencies depending on local contexts. Interactions include participatory approaches such as community-led initiatives and mapping exercises, consultative meetings and informational sessions focused on awareness-raising around rights, responsibilities and project impacts. Engagement is typically held on a regular basis, ranging from monthly or quarterly meetings to biannual sessions, with additional ad hoc meetings organized when required. Dedicated committees, such as tripartite platforms, are also convened periodically to address specific issues or disputes.

Operational responsibility for ensuring that engagement takes place and that its outcomes inform decision-making is assigned to dedicated functions within subsidiaries. These typically include Community Liaison Officers, Sustainability Managers and other senior Managers responsible for external relations and stakeholder engagement. These roles ensure coordination of engagement activities, grievance handling and integration of community feedback into operational and strategic decisions. They also ensure the involvement of relevant technical functions, such as environmental or HR teams, when needed.

Special attention is given to ensuring that vulnerable or marginalized groups within communities are included in engagement processes. Targeted approaches such as separate meetings, focus group discussions and tailored outreach activities are used to capture the perspectives of women, youth, elderly people and persons with disabilities. These methods help ensure inclusive participation, reduce barriers to engagement and promote social inclusion across all segments of affected communities.

The effectiveness of engagement is assessed through multiple mechanisms, including feedback from community representatives, grievance resolution outcomes, internal monitoring and periodic audits. Some subsidiaries also conduct surveys or evaluate the impact of CSR initiatives and the overall quality of community relations. These assessments are regularly reviewed at management level to identify areas for improvement and strengthen engagement practices over time.

Finally, engagement with indigenous peoples is guided by specific commitments to respect their rights, including the application of FPIC for all activities affecting their land or resources. Communication channels with indigenous communities are maintained in a transparent, continuous and culturally appropriate manner. Their rights to land access, cultural practices and traditional uses of resources are explicitly recognized within engagement processes. In addition, ESIA are systematically conducted for new projects, incorporating mitigation measures, community development plans and stakeholder engagement frameworks that form part of formal agreements with governments and communities.

Grievance channels and access to remedy mechanisms

Socfinaf ensures that affected communities have broad, accessible and inclusive mechanisms to raise concerns, including through third-party systems. These mechanisms are available to all communities and can be used anonymously, ensuring confidentiality and reducing barriers to reporting issues.

A wide range of grievance channels is available to communities, including face-to-face engagement with Socfinaf representatives, community meetings, phone calls, text messages, written submissions, grievance boxes and dedicated hotlines or whistleblowing platforms. In some cases, toll-free numbers and 24/7 access are provided to enhance accessibility. Community Liaison Officers play a central role in facilitating communication, often acting as the primary point of contact, assisting community members in local languages and ensuring that grievances are properly recorded and followed up through structured tracking systems.

To support effective use of these channels, subsidiaries implement clear accessibility and awareness measures. Grievance tools such as suggestion boxes and written forms

are made available in multiple locations, while hotline numbers and reporting channels are publicly displayed in communities. Regular sensitization sessions are also organized to explain how the mechanisms work and to encourage their use, including for individuals with limited literacy. The combination of oral, written and digital channels ensures inclusivity and strengthens trust between communities and operations.

When concerns are raised, subsidiaries apply structured processes to provide or enable remedy for human rights impacts. These include grievance resolution systems, whistleblowing procedures and direct engagement with community representatives. All cases are assessed and addressed through dialogue-based approaches, often in line with FPIC principles for land-related issues and supported by participatory mapping when relevant. These processes are designed to ensure transparency, accountability and timely resolution of grievances, while reinforcing compliance with international human rights standards.

Processes trust and access

Socfinaf places strong emphasis on ensuring that affected communities are aware of, understand and trust the mechanisms available to raise concerns and seek resolution. Awareness is reinforced through multiple communication channels, including the display of grievance procedures on notice boards, regular sensitization sessions, public announcements via radio and direct engagement with Community Liaison Officers. Community meetings also play a central role, as they are used to regularly explain how grievance systems function and how concerns can be raised. Additional tools such as policy distribution, follow-up discussions and periodic review meetings further support clarity and reinforce transparency.

The level of trust and awareness is assessed through several complementary approaches. Communities are directly consulted through surveys, interviews and engagement meetings to gather feedback on their perception of grievance mechanisms. Participation rates in engagement and grievance processes are also monitored, as high levels of participation are generally interpreted as an indicator of trust and accessibility. In addition, some subsidiaries track complaint volumes and resolution patterns to better understand how communities interact with these systems. Satisfaction assessments and follow-up on grievance outcomes further contribute to evaluating whether concerns are being effectively addressed. Overall transparency in responses and the absence of complaints about the process itself are also considered signals of trust.

All grievance and engagement mechanisms are directly accessible at the level of the relevant operational entity within Socfinaf. Communities can engage directly with Socfinaf through regular meetings, Community Liaison Officers, written communication and locally adapted explanations provided in relevant languages. This ensures that affected communities have straightforward and practical access to Socfinaf structures responsible for addressing their concerns.

3.3.3 Actions and resources related to affected communities

General approach

Socfinaf implements a broad set of actions to manage impacts and support affected communities, focusing on prevention, mitigation, remedy and positive development outcomes. These actions include environmental and social management measures such as water quality monitoring, waste management, buffer zones and ESIA-based risk identification, combined with structured community engagement and FPIC-based consultation processes. Where negative impacts occur, grievance mechanisms, Community Committees and external review tools support dialogue-based resolution, compensation and corrective actions with monitoring and follow-up to ensure effectiveness.

In parallel, Socfinaf carries out extensive community development initiatives aimed at improving living conditions and strengthening local resilience. These include investments in water infrastructure (boreholes, wells, rehabilitation of water points), sanitation facilities, education (schools, scholarships, equipment), healthcare access, road maintenance and broader community infrastructure. These measures are complemented by capacity-building programs, livelihood diversification support, local employment creation, smallholder integration and regular engagement with communities. The scope of these actions primarily covers communities neighboring operational sites and plantations, with the objective of fostering long-term socio-economic development and reinforcing positive relationships with local populations.

Local initiatives in favor of affected communities

For 2025, Socfinaf has identified and is actively implementing several initiatives as part of its contribution to support affected communities. The resources allocated amount to € 1 400 000 in OPEX and € 650 000 in investment expenses for 2025, with a similar level of expenditure expected in the coming years, reflecting the ongoing nature of these activities, which have been consistently carried out over several years.

These initiatives are deployed across Socfinaf subsidiaries and cover a range of operational levers, as detailed below:

Registration of Land Titles with the National Land Commission (SAC, Sierra Leone)

Initiated in 2024 and planned for continuation through 2025, this action focuses on the registration of all land titles with the new National Land Commission. It includes the identification and mapping of family landholdings, as well as the issuance and distribution of land titles. A key operational condition linked to this process is the suspension of any greenfield development until several requirements are met, including the completion and public disclosure of mapping and studies on High Conservation Value (HCV), High Carbon Stock (HCS) and peatland areas; the completion of the FPIC process; and the resolution of any ongoing land disputes, or the implementation of a mutually agreed and freely consented dispute resolution mechanism. The action covers land title management (including land sublease arrangements) within SAC's concession areas and primarily affects local communities. The program is planned for completion in 2025. It is also considered a remedial action addressing past shortcomings, notably the initial lack of differentiation between landowners and land users during project development. It is funded through SAC's

Sustainability and Community Liaison departments.

Provision of free education for employees' and community children (LAC, Liberia)

LAC provides tuition-free education for six registered children of school-going age of employees registered at the time of employment until the completion of secondary high school. Also, the Company agrees to provide scholarships each year to 14 children selected from the employees' registered children up to the completion of college education within Liberia. Selection to be based on academic performance and conduct.

Similarly, LAC provides free education for the affected Slo River community children as well as the William Garblah orphanage home. This ongoing community initiative, with activities implemented at the beginning of 2021 school year up to present, provides free access to education for school-going children in Grand Bassa Districts 3 & 4, Liberia. The program aims to encourage parents to keep their children in school and support the development of future community leaders who can contribute to local development. The initiative is aligned with Socfin's RMP framework, which promotes the implementation of local community projects that improve decent living conditions, particularly in the education sector. It covers activities related to rubber production operations and targets surrounding communities, including employees' children, as the main beneficiaries. The decision to implement this action was taken in accordance with the Memorandum of Understanding (MoU) between LAC and the local communities, ensuring free access to schooling and reinforcing long-term social commitments. The program is continuous in nature and is financed through LAC's GMD Annual Budget for public relations, under community-related expenses.

Community Infrastructure Development and Rehabilitation (Agripalma, São Tomé & Príncipe)

Completed in 2025, this set of actions focused on improving community infrastructure and living conditions within the District of Caué, São Tomé. The program included the construction and rehabilitation of community centers, providing spaces for recreation and meetings and supporting long-term collaboration on local development initiatives related to social life, health education and food security. It also covered the support and improvement of school infrastructure and education initiatives, contributing to better learning conditions for local communities and the District Education Delegation.

In addition, it included the rehabilitation and maintenance of community water points, laundry facilities and other essential infrastructure to improve access to basic services. These actions targeted local communities, the District Municipality and the District Education Delegation. All activities were completed as of December 2025 and were funded through Agripalma's HSE operational budget.

Construction of potable water boreholes and periodic maintenance of installations (Brabanta, DR Congo)

Initiated in November 2025 and planned over the 2025-2030 period, this action aims to ensure sustainable access to safe drinking water and to secure water supply for both the plantation and surrounding communities. It contributes to the responsible management of water resources while supporting local populations. Currently ongoing, the initiative involves the construction of boreholes and the regular maintenance of associated infrastructure and is financed through the allocated budget.

Governance information

4.

4.1 Business conduct
ERSR G1 **153**

4. Governance information

4.1 Business conduct (ESRS G1)

4.1.1 Impacts, risks and opportunities related to business conduct

	Socfinaf's macro-topic	ESRS identification	Impact materiality	Financial materiality
Governance	GO1 – Responsible business conduct	ESRS G1	Important	Critical

The IROs related to ESRS G1 were identified through the DMA (process detailed in 1.6. DMA section) and are reflected in Socfinaf's macro-topic **GO1 – Responsible business conduct**, which is assessed as material both from an impact and financial perspective. This topic outlines Socfinaf's commitment to operating with integrity and transparency. It includes ethics, transparency and traceability, supported by its code of conduct, responsible sourcing policies, traceability systems and sustainability reporting. Socfinaf also upholds a responsible governance system, integrating sustainability into corporate governance through its ESG Committee, Board oversight and management policies. Additionally, Socfinaf enforces anti-bribery and anti-corruption practices, including ethics hotlines, compliance training and regular audits under its Group RMP and code of conduct.

As part of the DMA, Socfinaf identified the following material IROs related to business conduct (ESRS G1):

ESRS	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
GO1	Corporate culture Protection of whistle-blowers Management of relationships with suppliers including payment practices Prevention and detection of corruption	Enforcement of ethical conduct through a comprehensive code of conduct, supporting transparency, integrity and responsible business practices	⊕	Own operations Upstream Downstream
		Strong anti-bribery and anti-corruption framework promoting the dissemination of best practices in ethical business conduct in dealings with external partners	⊕	Upstream Downstream
		Existence of a grievance and complaints management system developed with EF, ensuring systematic recording, analysis, investigation, corrective action and monitoring of complaints, supporting transparency and accountability	⊕	Own operations Upstream Downstream
		Opaque contract negotiations at local level may contribute to corruption and undermine transparency and fair competition in the external business environment	⊖	Upstream Downstream
		Breaches of local laws at country level may expose Socfinaf to significant risks, including legal sanctions, financial penalties, operational disruptions and reputational damage, such as regulatory fines, suspension of operating licenses, or exclusion from public tenders	R	Own operations Upstream Downstream
		Implementation of a RMP covering commitments to rural development, employees, communities and the environment, reinforcing Socfinaf's positioning as a responsible business and supporting enhanced reputation and long-term financial performance	◎	Own operations, Upstream, Downstream
⊕ Positive impact - ⊖ Negative impact - R Risk - ◎ Opportunity				

Socfinaf identified material impacts, risks and opportunities (IROs) related to business conduct by assessing its African operations, where differing regulatory enforcement levels and local business practices could increase exposure to risks such as informal arrangements or corruption.

This assessment also considered agribusiness-specific activities and the structure of transactions, including procurement and land-related dealings with local stakeholders and intermediaries. To manage these IROs, Socfinaf has established strong policies, commitments and processes addressing all relevant topics.

In addition, Socfinaf closely monitors these material topics through defined metrics, including: number of convictions for violation of anti-corruption and anti-bribery laws, amount of fines for violation of anti-corruption and anti-bribery laws, average number of days to pay invoice from

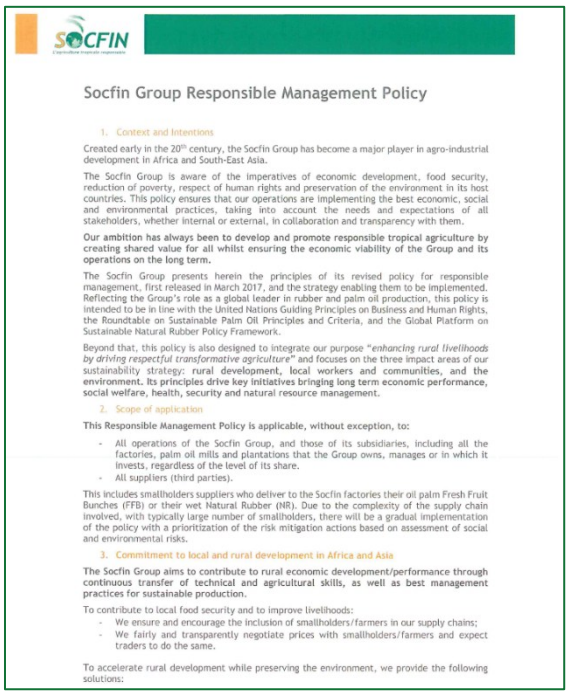
date when contractual or statutory term of payment starts to be calculated, number of outstanding legal proceedings for late payments, percentage of functions-at-risk covered by training programs.

All this information is detailed in the following sections.

4.1.2 Business conduct policies

4.1.2.1 Corporate culture

Group RMP



Socfin Group Responsible Management Policy

1. Context and Intentions

Created early in the 20th century, the Socfin Group has become a major player in agro-industrial development in Africa and South-East Asia.

The Socfin Group is aware of the imperatives of economic development, food security, reduction of poverty, respect of human rights and preservation of the environment in its host countries. This policy ensures that our operations are implementing the best economic, social and environmental practices, taking into account the needs and expectations of all stakeholders, whether internal or external, in collaboration and transparency with them.

Our ambition has always been to develop and promote responsible tropical agriculture by creating shared value for all whilst ensuring the economic viability of the Group and its operations on the long term.

The Socfin Group presents herein the principles of its revised policy for responsible management, first released in March 2017, and the strategy enabling them to be implemented. Reflecting the Group's role as a global leader in rubber and palm oil production, this policy is intended to be in line with the United Nations Guiding Principles on Business and Human Rights, the Roundtable on Sustainable Palm Oil Principles and Criteria, and the Global Platform on Sustainable Natural Rubber Policy Framework.

Beyond that, this policy is also designed to integrate our purpose "*enhancing rural livelihoods by driving respectful transformative agriculture*" and focuses on the three impact areas of our sustainability strategy: **rural development, local workers and communities, and the environment. Its principles drive key initiatives bringing long term economic performance, social welfare, health, security and natural resource management.**

2. Scope of application

This Responsible Management Policy is applicable, without exception, to:

- All operations of the Socfin Group, and those of its subsidiaries, including all the factories, palm oil mills and plantations that the Group owns, manages or in which it invests, regardless of the level of its share.
- All suppliers (third parties).

This includes smallholders suppliers who deliver to the Socfin factories their oil palm Fresh Fruit Bunches (FFB) or their wet Natural Rubber (NR). Due to the complexity of the supply chain involved, with typically large number of smallholders, there will be a gradual implementation of the policy with a prioritization of the risk mitigation actions based on assessment of social and environmental risks.

3. Commitment to local and rural development in Africa and Asia

The Socfin Group aims to contribute to rural economic development/performance through continuous transfer of technical and agricultural skills, as well as best management practices for sustainable production.

To contribute to local food security and to improve livelihoods:

- We ensure and encourage the inclusion of smallholders/farmers in our supply chains;
- We fairly and transparently negotiate prices with smallholders/farmers and expect traders to do the same.

To accelerate rural development while preserving the environment, we provide the following solutions:

The Group RMP sets out Socfin's overarching commitments to responsible business practices across its operations in Africa. The policy focuses on promoting local and rural development, improving the well-being of employees and surrounding communities and implementing integrated actions to combat deforestation and preserve the environment. It also reflects a commitment to transparency, continuous improvement and independent verification through third-party tools and experts.

Section 6 of the policy, dedicated to transparency and business conduct, establishes clear commitments:

- Compliance with all applicable local and international laws and regulations;
- A strict prohibition of any form of corruption, as detailed in the Group anti-bribery and anti-corruption policy;
- Publication of a global action plan with defined objectives and timelines to ensure transparency and continuous improvement, with annual updates submitted to the Board of Directors;
- Public disclosure of concession maps, permits and the results of HCS and HCV participatory mappings, where permitted by local legislation;
- Proactive consultation and collaboration with relevant stakeholders, including NGOs, civil society organizations, authorities, local communities, neighboring companies, customers, suppliers and industry organizations;
- Commitment to achieving 100% traceability of raw material supply by 2025.

The policy applies to all Socfinaf operations and subsidiaries, as well as to all third parties working for or with Socfinaf and its subsidiaries, without any identified exclusions.

Ultimate responsibility for overseeing the implementation of the RMP and its complementary policies rests with the Board of Directors, including senior executives at Board level. Day-to-day operational accountability is delegated to senior Managers within Socfinaf's operations, who ensure compliance with

policy requirements, particularly those related to business conduct. The Headquarter Compliance Officer works closely with on-site Managers to support implementation initiatives and monitor adherence.

All commitments set out in the Group RMP contribute to the identification, mitigation and monitoring of material IROs related to business conduct and corporate culture.

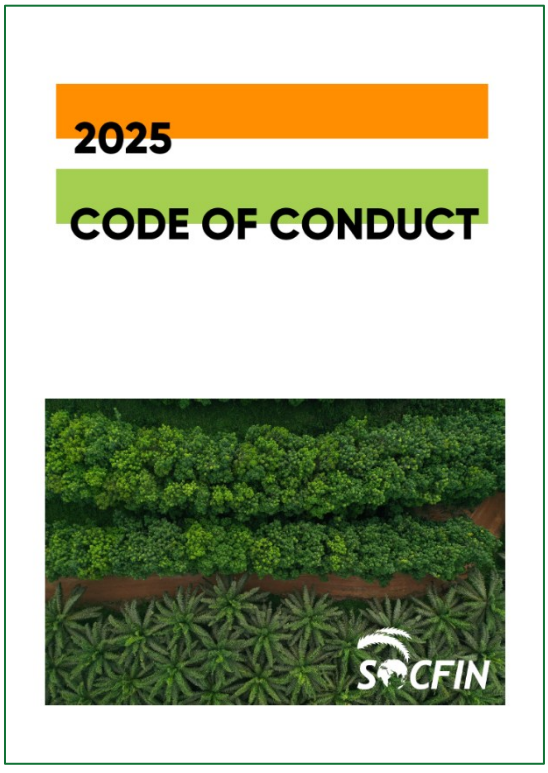
Socfinaf's operations are audited against the standards of RSPO and the Group is a founding member of GPSNR. The Group upholds the principles of the UN Universal Declaration of Human Rights and implements Principle 31 of the UN Guiding Principles on Business and Human Rights. It also aligns with the EU Whistleblowing Directive.

Key stakeholders, particularly communities located in and around Socfin's operations, are actively involved through the application of the FPIC principle for all operations affecting land or resources over which they hold legal, community or customary rights. In establishing the RMP, the Group has taken into account the interests of key stakeholders, including suppliers, clients, NGOs and civil society organizations, as well as governmental authorities.

The RMP is publicly available on the Group's website and is communicated to interested parties through meetings and information sessions. The Group's code of conduct is also accessible online.

****

Group code of conduct



Socfinaf establishes, develops, promotes and evaluates its corporate culture primarily through a structured governance and compliance framework centered on the Group code of conduct, which was reviewed in 2025 and applies to all Socfinaf employees, including senior management.

The Group code of conduct sets clear expectations regarding ethical behavior, integrity and compliance. To embed these principles across the organization, Socfinaf has implemented various training programs, including a comprehensive online training platform accessible to senior and junior Managers as well as employees in sensitive roles. These initiatives are designed to strengthen awareness, reinforce expected standards of conduct and promote a consistent culture of responsibility throughout the Group.

Training on business conduct is delivered through a combination of online training modules, plenary training sessions, short awareness sessions and visual communication tools such as billboards. Participation in training activities is systematically recorded, either through attendance sheets for in-person sessions or

via digital tracking systems for online courses, ensuring effective monitoring of completion rates and supporting the continuous improvement of the program.

In line with the requirement for all employees to complete compliance training modules at least once every 2 years, the Compliance Department has rolled out 4 core training modules (compliance basics, preventing corruption, data protection and information security) as part of its framework for addressing corruption and bribery risks. These trainings are delivered through a digital learning platform and are complemented by in-person sessions conducted locally by designated representatives, ensuring both accessibility and contextual relevance.

Identification of unlawful behavior or breaches of the code of conduct or similar internal rules is performed on an ongoing basis through internal audits, reviews, controls and risks self-assessments, involving when applicable: compliance-related trainings helping to uncover and prevent potential blind spots or missing understanding of group policies and procedures, auditing techniques such as walkthroughs, trend analyses, exceptions-based controls, data analytics, substantive testing, keyword searches and enquiries in public databases. Investigation process implies a formalized review and analyses of potential unlawful behavior or breaches and is performed following a specific methodology recommended by the association of certified fraud examiners, which is concluded with a formal investigation report along with lessons learnt if deemed relevant.

To report concerns relating to unlawful behavior or breaches of the code of conduct or similar internal rules, Socfinaf has established multiple reporting channels that are explained in the whistle-blowing policy. These include, but are not limited to, direct access to HR, a person's direct report, a team member or a member of the Board, as well as web-based and telephone reporting systems operated by an external service provider in order to ensure confidentiality and impartiality. In addition, at the subsidiary level, local toll-free numbers, Gender Committees and external mail boxes are provided to ensure accessible and trusted reporting mechanisms.

These channels enable employees and stakeholders to raise concerns securely and support effective investigation and follow-up processes.

All these processes related to the code of conduct, also support the management, monitoring and mitigation of material IROs related to business conduct and corporate culture.

****

Cybersecurity policy

Socfinaf is committed to protecting its information systems and business operations from cyber threats through a comprehensive cybersecurity framework. It implements technical and organizational measures designed to ensure the confidentiality, integrity and availability of its data and digital infrastructure. These measures include risk assessments, access control procedures, secure data management practices, incident response planning and regular system monitoring.

Employees receive awareness training on cybersecurity risks such as phishing, data breaches and safe use of digital tools. The Group continuously reviews and strengthens its cybersecurity practices to adapt to evolving threats and to ensure

compliance with applicable data protection and information security regulations.

4.1.2.2 Management of relationships with suppliers

Group purchasing policy

The Group purchasing policy defines the guidelines and procedures governing all procurement activities carried out on behalf of Socfinaf or its Socfinaf entities, whether in the capacity of agent or principal. This policy enables Socfinaf to evaluate suppliers and ensures that all purchasing activities are conducted in a consistent, transparent and ethical manner.

Within Socfinaf, social and environmental criteria are systematically integrated into the selection and evaluation of suppliers and other contractual partners. While the specific implementation may vary depending on the local context, it follows a structured and documented assessment process that reflects the Group commitment to responsible sourcing.

Each supplier is evaluated using a standardized supplier assessment form covering 4 main criteria: performance quality, delivery performance, commercial performance and HSE performance. The HSE criterion specifically addresses social and environmental requirements, such as the use of PPE by contractors, compliance with packaging requirements and adherence to the Group code of conduct.

In addition, the policy sets clear ethical guidelines. Employees are required to avoid any conflict of interest or fraudulent practices. As such, the acceptance of gifts or entertainment from suppliers is prohibited and any potential or actual conflict of interest must be formally declared.

****

Third party due diligence policy

Socfinaf's subsidiaries implement structured supply chain due diligence processes, alongside environmental compliance and social risk mitigation measures, to promote sustainable practices across their operations.

From an environmental risk management perspective, suppliers are required to prevent pollution, illegal land clearing and unsustainable resource extraction. Particular attention is given to the prevention of illegal timber harvesting, habitat destruction and land encroachment in environmentally sensitive areas. Suppliers are expected to comply with applicable national regulations as well as relevant international sustainability frameworks, thereby contributing to the mitigation of biodiversity loss and ecosystem degradation risks.

Water and waste management form an additional pillar of compliance. Suppliers must implement appropriate effluent monitoring and treatment systems to ensure adherence to environmental standards. They are also required to follow strict waste management and disposal procedures in order to prevent contamination of water bodies and surrounding environments.

On the social side, land use practices and demographic pressures are closely monitored within supplier relationships. Population growth and migration dynamics in certain regions may increase pressure on land resources and some suppliers may engage in unsustainable land use practices. In particular, subsistence agriculture expansion and the use of fire for land clearing represent risks to protected habitats and surrounding ecosystems.

Through its due diligence approach, Socfinaf seeks to identify, monitor and mitigate these environmental and social risks within its supply chain.

****

Payment practices and late payment prevention

Since supplier selection is primarily driven by operational criteria (detailed above), Socfinaf also pays close attention to its payment terms to ensure that suppliers are paid in a timely manner.

In this regard, Socfinaf distinguish 2 categories of suppliers: smallholder suppliers and other suppliers.

For smallholder suppliers, in practice, the majority of them require advance payments or payment upon delivery (an internal standard payment term will be determined in 2026 for smallholder suppliers).

For other suppliers, standard contractual terms generally provide for payment within 30 days of the invoice date. These arrangements contribute to predictable cash flow management for suppliers and reduce exposure to payment delays.

Generally, observed late payment issues are exceptional cases due to administrative or transfer delays, occasionally arising due to local banking systems or central bank processing times.

4.1.2.3 Prevention and detection of corruption and bribery and lobbying activities

Anti-bribery and anti-corruption policy

Socfin Group has established anti-bribery and anti-corruption policies aligned with the principles of the UN Convention against Corruption and consistent with applicable EU and international requirements. These policies form part of the Group's broader compliance framework and set clear standards prohibiting any form of bribery or corrupt conduct across its operations.

The functions identified as most exposed to corruption and bribery risks include purchasing, sales, finance, logistics (import and export activities) and senior plantation management. These "functions-at-risk" roles (by virtue of their roles, mandates, decision-making authority and operational responsibilities) are inherently more vulnerable to risks such as fraud, corruption, conflicts of interest, financial irregularities and asset misappropriation.

As a result, they are subject to enhanced awareness initiatives and strengthened control measures, reflecting their significant exposure to third parties, financial flows and regulatory interactions.

Socfinaf subsidiaries has implemented procedures to prevent, detect and address allegations or incidents of corruption or bribery. Prevention and detection are supported through structured training programs, the availability of confidential whistleblowing channels and the performance of internal audits. Senior and middle management are required to complete a detailed online compliance training course covering bribery and corruption, including practical examples and knowledge assessments to ensure understanding.

Investigations arising from alerts related to potential non-compliance are coordinated at head office level by the Compliance Officer and the Head of Sustainability. Investigations are conducted by ad hoc committees established according to the nature and complexity of the issues raised, ensuring independence from the operational management chain involved in prevention and detection activities.

Outcomes of investigations and compliance matters are reported to management through monthly compliance reports, discussions during periodic CODIR (Executive Committee) meetings and ad hoc reporting on alerts, investigations and related corrective actions. This ensures appropriate oversight by management and supervisory bodies.

Anti-corruption and anti-bribery policies are communicated to relevant stakeholders through meetings, plenary training sessions, online training modules, notice boards and email communications.

The Group's compliance training program consists of several online courses covering compliance basics, data protection, information security and preventing corruption. The anti-corruption modules address key topics such as the definition and forms of corruption, global corruption risks, interactions with public officials and private sector actors, gifts and hospitality (benefits and gratuities) and the use of consultants and intermediaries. These trainings are delivered to employees designated as holding a "function-at-risk" (mentioned previously).

At Socfinaf, 91% of "function-at-risk" are covered by these trainings. In addition to the "function-at-risk", all members of senior management at Group and subsidiary level have completed the online compliance training, including the anti-bribery and anti-corruption module, reinforcing tone from the top and leadership accountability in promoting ethical business conduct.

In case of breaches in procedures and standards related to anti-corruption and anti-bribery, Socfinaf follows the same actions and processes established for breaches of the code of conduct or similar internal rules, including ongoing identification through internal audits, reviews, controls and risk self-assessments, as well as formal investigation, reporting and remediation processes supported by confidential reporting channels.

****

Whistle-blowing policy

Socfin Group has established a whistle-blowing policy designed to provide a secure and trusted framework for reporting concerns related to misconduct, unethical behavior or breaches of internal rules. The policy includes clear safeguards to protect individuals who report irregularities. In particular, it guarantees protection against retaliation and ensures that whistleblowers can raise concerns without fear of adverse consequences.

Multiple reporting channels are available, including mechanisms that allow for anonymous submissions. All channels are structured to guarantee strict confidentiality of the whistleblower's identity and of the information disclosed, in line with applicable legal requirements and internal compliance standards.

The Group is committed to investigating reported incidents promptly, independently and objectively. In accordance with the policy, receipt of any alert is acknowledged within 7 days. Where necessary, an independent investigation is initiated. The whistleblower is informed within 3 months about the progress of the investigation and, where applicable, the measures taken in response to the report.

Socfinaf, as a European-listed company, is subject to European Union legislation on whistleblower protection, notably the EU Whistleblowing Directive, which establishes minimum standards for safeguarding individuals who report breaches of Union law. The Group's policy is aligned with these

legal requirements, reinforcing its commitment to transparency, integrity and accountability.

****

Lobbying activities

Socfinaf does not engage in lobbying activities and does not seek to influence public policy, legislative processes, or regulatory outcomes as part of its operations. In line with its internal gifts, hospitality & entertainment procedure, the Group maintains a strict prohibition on offering any gifts, benefits, or items of value to government officials or Politically Exposed Persons (PEPs), regardless of the amount. This includes cash, cash equivalents and any individualized or preferential gifts. Only modest, non-selective refreshments of negligible value may be provided in a meeting context, provided they are reasonable, offered equally to all participants and strictly independent of any decision-making or negotiation process. Moreover, no members of the management, or supervisory bodies appointed held a comparable position in public administration in the 2 years preceding their appointment.

4.1.3 Actions and resources related to business conduct

The main actions related to business conduct are undertaken at Socfin Group level, which bears the associated costs and resources (no relevant CAPEX and OPEX from Socfinaf) and is responsible for defining governance practices applicable to Socfinaf. In 2025, Socfin Group and Socfinaf jointly implemented the following actions:

Amendment of the code of conduct

In 2025, the Group code of conduct was updated by the Compliance Department in line with best practices recommending an annual review to ensure it remains current and relevant. This revision incorporates recent legislative developments, particularly in the areas of data protection, as well as emerging topics such as artificial intelligence, ensuring that the code of conduct continues to accurately reflect the company's standards and commitments.

The foreword was also updated to reinforce its guiding principles. All employees, including those of Socfinaf, are required to read and formally acknowledge the revised code of conduct.

Compliance training

The Compliance Department continued its efforts in 2025 to strengthen the compliance training program and extend its scope of application, progressively including a broader number of employees across the organization. 4 core modules (compliance basics, preventing corruption, data protection and information security) remained central to the program, addressing key topics related to corruption and bribery prevention.

Training was delivered through a digital learning platform and complemented by in-person sessions organized locally by designated representatives to enhance outreach and engagement.

Implementation of a new grievance mechanism tool

The Group acquired in 2025 a new digital platform (Ulula) to strengthen grievance mechanisms for all relevant stakeholders,

including employees, workers in the value chain and affected communities.

This tool enables whistleblowers to report concerns in a secure and accessible manner, while ensuring proper handling and follow-up of grievances. This new tool will also enable Socfinaf to closely and accurately monitor whistleblowing reports, thereby improving oversight and facilitating timely and appropriate responses to reported concerns.

All these actions contribute to strengthening and supporting the objectives of all policies related to business conduct (mentioned 4.1.2 section) by promoting a consistent, transparent, and ethical framework across Socfinaf.

At site level, designated local representatives are responsible for ensuring the implementation of Group Compliance and business conduct policies through local initiatives. These include the display of the code of conduct, the establishment of a dedicated hotline, the installation of suggestion boxes, as well as awareness-raising activities on the code of ethics and anti-corruption measures.

4.1.4 Metrics related to business conduct

Prevention and detection of corruption or bribery

2025	
Percentage of functions-at-risk covered by training programs	91%
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Amount of fines for violation of anti-corruption and anti-bribery laws (€)	0

Payment practices

2025	
Average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated [1]	35 days
Percentage of payments aligned with standard payment terms [2]	(unavailable)
Number of outstanding legal proceedings for late payments	0

Notes:

(1) The average number of days to pay invoices is calculated using a financial ratio based on the WCR, linking trade payables to the level of purchases rather than individual payment dates. At this stage, Socfinaf does not yet have the tools to perform a precise date-based calculation, making the WCR-based method a consistent and reliable proxy.

(2) The percentage of payments aligned with standard payment terms, Socfinaf is not yet able to report this metric, as a formal standard payment term for smallholder suppliers has not been defined, unlike for other supplier categories. This framework is expected to be developed in 2026.

Entity-specific information

5.

5.1 Partnerships for sustainable development 164
O1

5.2 Productivity and yield 172
O2

5. Entity-specific information

5.1 Partnerships for sustainable development (O1)

5.1.1 Impacts, risks and opportunities related to partnerships for sustainable development

	Socfinaf's macro-topic	Impact materiality	Financial materiality
Entity-specific	O1 – Partnership for sustainable development	Critical	Critical

The IROs related to ESRS G1 were identified through the DMA (process detailed in 1.6. DMA section) and are reflected in Socfinaf's macro-topic **O1 – Partnership for sustainable development**, which is assessed as material both from an impact and financial perspective. This topic covers Socfinaf's strategic partnerships with NGOs, research institutions, and certification bodies to drive innovation in sustainable agricultural practices. Through these collaborations, Socfinaf aims to enhance its environmental and social performance, leveraging expertise, research, and best practices to continuously improve the sustainability of its operations and create long-term positive impacts on both ecosystems and communities.

As part of the DMA, Socfinaf identified the following material IROs related to partnership for sustainable development:

	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
Entity-specific	Roundtable for Sustainable Palm Oil (RSPO) Sustainable certifications Global Platform for Sustainable Natural Rubber (GPSNR) Collaboration with third-party partners	Improvement of certification and traceability systems through engagement with RSPO and GPSNR	⊕	Upstream Downstream
		Reinforcement of responsible operational practices through adherence to sustainability certification standards such as ISO	⊕	Upstream Downstream
		Strengthening of sustainability practices through collaboration with external partners	⊕	Upstream Downstream
		Increase in reputational risk, restriction of access to financing, and potential loss of key business contracts, including with tire manufacturers, in the event of weakened or disrupted external partnerships	Ⓡ	Own operations Upstream Downstream
		Development of certified sustainable agricultural products, enabling access to premium markets and strengthening long-term commercial value creation	◎	Own operations Upstream Downstream
⊕ Positive impact - ⊖ Negative impact - Ⓡ Risk - ◎ Opportunity				

To manage these IROs, Socfinaf has established policies and commitments addressing all relevant topics. In addition, Socfinaf closely monitors these material topics through defined metrics, among which RSPO indicators and certifications data.

5.1.2 Roundtable for Sustainable Palm Oil (RSPO)

Commitment to RSPO principles and standards

Socfinaf, through its parent company Socfin Group, is a member of RSPO, an international non-profit organization that brings together stakeholders across the palm oil value chain to develop and implement globally recognized standards for sustainable production. RSPO membership as a smallholder entails a formal commitment to comply with RSPO P&C, a comprehensive framework covering environmental stewardship, biodiversity and forest protection, responsible land use, respect for human rights and labor standards and the fair treatment of local communities and workers. It further requires compliance with the Supply Chain Certification Standard (SCCS), which ensures the traceability and integrity of certified palm oil products throughout the supply chain.

Compliance with these standards is verified annually through independent audits conducted by certification bodies accredited by ASI (Assurance Services International). These audits encompass document reviews, field inspections and consultations with workers, communities and other relevant stakeholders.

In 2025, all Socfinaf sites engaged in palm oil production are RSPO-certified.

Socfin's engagement within RSPO in 2025

Beyond certification, Socfin is an active participant in RSPO's standard-setting and governance processes, contributing its expertise to shape the future of sustainable palm oil.

In 2025, Socfin participated in 2 RSPO taskforces dedicated to the development of new operational guidelines: 1 on HRDD and 1 on prevailing living wages, for which Socfin was nominated as co-chair, a recognition of its commitment in this area. Further, Socfin provided an in-depth technical review of the upcoming PalmGHG calculator and a member of PSG team contributed to a working session on FPIC, providing context on local implementation realities in Africa.

Socfin also played an active role in the review process of the updated RSPO P&C, which were formally approved in November 2025 and will enter into force in May 2026. Additionally, Socfin was invited to speak at the 2024 RSPO Annual Roundtable Conference, where it addressed the specific context of

palm oil production in Africa and the opportunities and challenges facing certified production on the continent.

Through these engagements, Socfin continues to contribute to the evolution of global sustainability standards while striving for continuous improvement across its own operations.

RSPO certification coverage in palm oil sites for 2025 reporting cycle

Socfinaf's palm oil sites		RSPO certification
Cameroon	*Safacam (1 site)*	V
	Socapalm (6 sites)	V
Côte d'Ivoire	*SOGB (1 site)*	V
Congo RD	*Brabanta (1 site)*	V
Ghana	*PSG (1 site)*	V
Nigeria	*Okomu (2 sites)*	V
Sierra Leone	*SAC (1 site)*	V
Sao Tomé & Principe	*Agripalma (1 site)*	V
Proportion of sites certified		**100%**

RSPO figures for 2025 reporting cycle

2025	
Certified-RSPO area (ha)	176 603
Certified-RSPO area (%)	100%
Palm kernel crushing certified RSPO (%) (1)	100%
Quantity of RSPO-certified CPO produced (T)	287 892
RSPO-certified CPO produced (%)	78%
Quantity of RSPO-certified PKO produced (T)	9 723
RSPO-certified PKO produced (%)	72%
Quantity of RSPO-certified CPO product sold at physical (T)	5 518
Quantity of RSPO-certified CPO product sold at credits (T)	115 037
Quantity of RSPO-certified PKO product sold at physical (T)	5 082
Quantity of RSPO-certified PKO product sold at credits (T)	1 204

Notes:

(1) Palm kernel crushing plant is applicable to 3 oil palms sites (SOGB, Okomu and Safacam).

- *These RSPO figures are based on RSPO standards and certified by independent third-party auditors accredited by the RSPO.*

5.1.3 Sustainable certifications

Commitment to sustainable certification and international standards

Socfinaf relies on sustainability certifications as key tools, as they provide a

structured and internationally recognized framework to manage the environmental, social and operational risks inherent to its agricultural and agro-industrial activities.

Standards developed by ISO include:

- **ISO 14001 (Environmental Management Systems - EMS):** focuses on identifying, managing and reducing environmental impacts.
- **ISO 9001 (Quality Management Systems):** ensures consistent product and service quality while enhancing process efficiency.
- **ISO 45001 (Occupational Health and Safety Management Systems):** aims to prevent work-related injuries and improve workplace safety.

These standards enable Socfinaf to systematically identify, monitor and mitigate its impacts. Given Socfinaf's exposure to sensitive issues such as deforestation, biodiversity loss and worker safety, they ensure the implementation of robust management systems rather than ad hoc practices.

Moreover, ISO certifications enhance credibility and trust among stakeholders. Socfinaf operates in regions subject to significant scrutiny from NGOs, investors and regulators. Certification by independent third parties demonstrate alignment with international best practices, which is critical to maintaining its license to operate and accessing global markets.

Finally, ISO certifications support operational efficiency and continuous improvement. By standardizing processes across plantations and industrial sites, Socfinaf can reduce incidents, optimize resource use and improve overall performance—an essential lever for a geographically dispersed organization.

Summary of site's ISO certification coverage

		ISO 14001 certification	ISO 9001 certification	ISO 45001 certification
Cameroon	*Safacam*		✔	
	Socapalm	✔		
Côte d'Ivoire	*SCC*	✔	✔	
	SOGB	✔	✔	
Congo RD	*Brabanta*			
Ghana	*PSG*			
Liberia	*LAC*	✔	✔	
Nigeria	*Okomu*	✔	✔	✔
Sierra Leone	*SAC*	✔		
Sao Tomé & Principe	*Agripalma*		✔	
Proportion of Socfinaf subsidiaries certified		**60%**	**60%**	**10%**

Note:

- *These ISO-related data are verified by independent third-party certification bodies accredited by relevant national accreditation authority.*

Organic certification coverage in Sao Tomé & Principe

In addition to ISO certifications, Socfin Group decided in 2017 to implement and opt for Organic certification in Sao Tomé & Principe (for Agripalma site) to reduce the environmental impact of its palm oil production while strengthening its market positioning. This certification is based on European standards, notably the EU Organic Regulation, which imposes strict requirements on farming practices, traceability and the absence of chemical inputs. Complying with these standards enables Agripalma to sell its products in the European market, benefit from higher value products and align with increasing regulatory and consumer expectations on sustainability.

		Organic certification
Sao Tomé & Principe	*Agripalma*	✔

Note:

- *This Organic certification is verified by an independent third-party certification body accredited by relevant national accreditation authority.*

5.1.4 Global Platform for Sustainable Natural Rubber (GPSNR)

Commitment to GPSNR principles and standards

GPSNR is one of the key initiatives addressing sustainability challenges in the rubber sector. It is a multi-stakeholder platform officially launched in March 2019, following several years of preparatory work that began around 2014–2015. GPSNR was created in response to growing concerns about the environmental and social impacts of natural rubber production, particularly deforestation, biodiversity loss and human rights issues. In October 2018, GPSNR was founded by a group of industry leaders, including Socfin Group, to drive sustainability in the natural rubber supply chain. As an industry-led initiative, GPSNR is committed to improving the socio-economic and environmental performance of the sector.

As an active founding member, Socfinaf aligns its sustainability approach with GPSNR's 12 Principles of sustainable natural rubber and adheres to the 8 overarching themes guiding its Policy Framework. These include commitments to legal compliance, the protection of community livelihoods, the preservation of healthy and functioning ecosystems—particularly through a strict no-deforestation approach—and the respect of internationally recognized human rights. The Group fully complies with GPSNR's reporting requirements, with its subsidiaries' disclosures made publicly available on the platform's website each year. Demonstrating its continued engagement, Socfin actively contributes to GPSNR working groups, including the Assurance Model Taskforce in 2024 and, following the General Assembly in December 2024, has been re-elected to the Executive Committee of GPSNR.

Socfin engagement within GPSNR in 2025

In 2025, Socfin further strengthened its involvement within GPSNR by actively contributing to several of its governance and technical bodies, including participation in 3 working groups and 1 Executive Committee. Through this engagement, the Group supports the development and implementation of practical tools, methodologies and standards aimed at enhancing sustainability, traceability and accountability across the natural rubber value chain. This active participation reflects Socfinaf's commitment to continuous improvement and to playing a constructive role in shaping the future of a more responsible and sustainable rubber sector.

5.1.5 Collaboration with third-party partners

Collaboration with main NGO partner: EF

Socfinaf partnered with EF in 2016 and became a formal member in 2017. EF is an international non-profit organization that supports companies in addressing environmental and social challenges within their supply chains, with a strong focus on responsible land use, community engagement and human rights.

This partnership combines expertise in tropical agriculture with EF recognized experience in managing complex sustainability issues and stakeholder relations. It has played a key role in structuring and strengthening the Group's sustainability approach across its operations. As part of this collaboration, several key initiatives have been implemented:

- the formalization of a RMP, setting out Socfin Group's commitments on environmental and social matters;
- the establishment of a grievance mechanism, with publicly accessible complaints and support from EF in their assessment and resolution;
- the conduct of independent field investigations (deep dives) to assess allegations raised at Socfinaf subsidiaries.

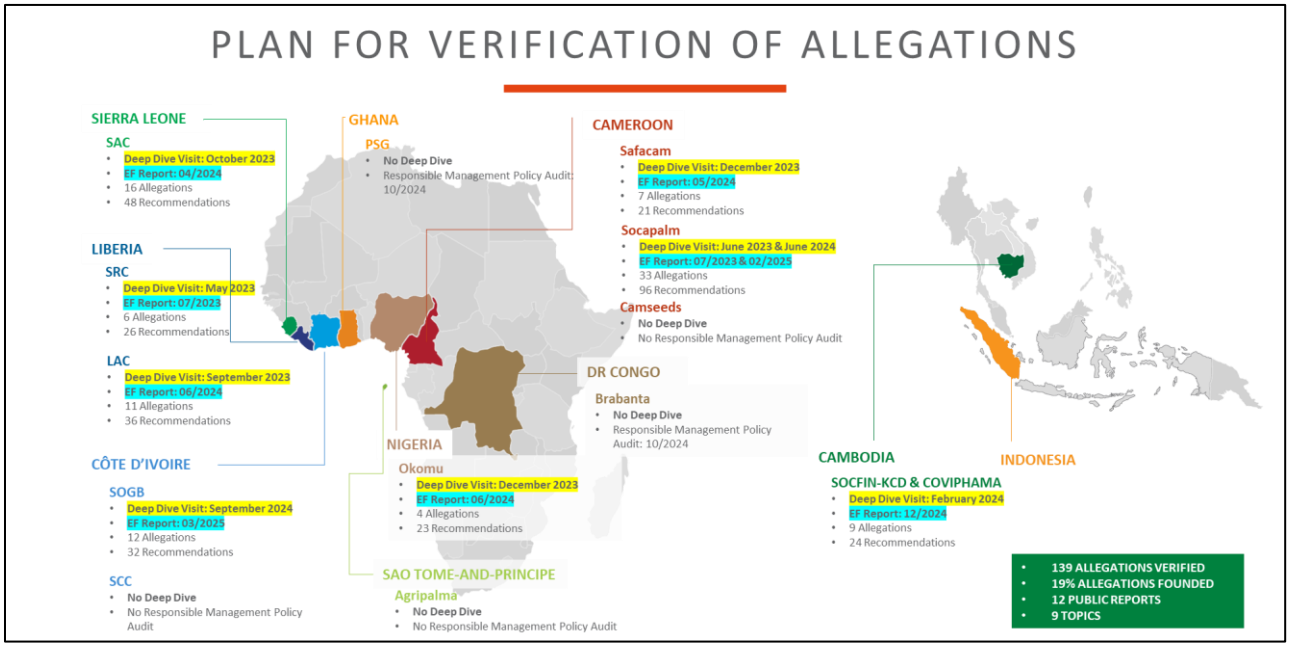
Following these assessments, Socfinaf develops and implements action plans tailored to each case. These action plans are published on the Groups website and updated on a quarterly basis, ensuring transparency and accountability. They cover cases assessed as founded, partially founded, not determined, or not attributable to Socfinaf. The deep-dive investigations conducted by EF, together with the resulting action plans, have contributed to identifying previously unaddressed issues and implementing long-term corrective measures at both Group and site levels. In parallel, Socfinaf has strengthened its global grievance framework through the introduction of a hotline operated in partnership with an independent third party, providing an additional channel for stakeholders to raise concerns.

Regular site visits and follow-up actions conducted by EF have further supported continuous improvement and the effective implementation of corrective measures on the ground.

Since the beginning of its collaboration with EF in 2016, Socfinaf has significantly strengthened the deployment of its RMP across its operations. EF has conducted 43 site visits to support the effective implementation of the Group's sustainability commitments, alongside 9 in-depth deep-dive investigations into specific allegations. These investigations have resulted in 48 publicly disclosed action plans developed by Socfinaf, ensuring transparency and structured remediation. In parallel, EF has published 10 independent reports related to these investigations,

reinforcing external accountability and stakeholder trust.

In 2025, no additional site visits or deep-dive investigations were conducted by EF, reflecting the conclusion phase of the partnership. However, Socfinaf continued to demonstrate its commitment to transparency and follow-up by publishing 30 action plans linked to previous investigations. While no new independent reports were issued by EF during the year, the ongoing disclosure of action plans highlights the Group's efforts to ensure continuity in addressing identified issues and implementing corrective measures. The partnership between Socfinaf and EF concluded on 26 November 2025.



Collaboration with local partners for local and rural development

With the objective of stimulating local entrepreneurship, the sites call as much as possible upon local Small and Medium sized Enterprises (SME) and Very Small Businesses (VSB). For example, our subsidiaries in Cameroon partner with Agricultural Family Schools (AFS) to educate young people in the region in professions and rural entrepreneurship (agricultural production, small livestock, crafts, processing, etc.), thus facilitating local socio-economic development.

Another example is that of Agripalma, our subsidiary in Sao Tomé, which since the end of 2019 has formed a partnership with the Real Madrid Foundation to link sports and education and as such contribute to children's well-being.

5.2 Productivity and yield (O2)

5.2.1 Impacts, risks and opportunities related to productivity and yield

	Socfinaf's macro-topic	Impact materiality	Financial materiality
Entity-specific	O2 – Productivity and yield	Critical	Significant

The IROs related to ESRS G1 were identified through the DMA (process detailed in 1.6. DMA section) and are reflected in Socfinaf's macro-topic **O2 – Productivity and yield**, which is assessed as material both from an impact and financial perspective. This topic focuses on Socfinaf's commitment to productivity and yield optimization, achieved through ongoing research and development in seed varieties, advanced agronomic practices, and comprehensive on-the-ground training. These efforts are aimed at maximizing output per hectare while simultaneously conserving resources, ensuring both efficiency and sustainability in its agricultural operations.

As part of the DMA, Socfinaf identified the following material IROs related to productivity and yield:

	Related sub-topics	Material IROs	Type of IROs	Position in the value chain
Entity-specific	Palm oil productivity Rubber productivity	Improvement of agricultural productivity and land-use efficiency through enhanced palm oil and rubber yield management practices	⊕	Own operations
		Strengthening of long-term plantation resilience and environmental sustainability through R&D-driven innovation, resource-efficient practices and biodiversity-conscious cultivation methods	⊕	Upstream Own operations Downstream
		Exposure to reduced agricultural productivity and operational resilience due to climate variability, plant diseases and constraints affecting plantation performance	Ⓡ	Upstream Own operations Downstream
		Long-term profitability through improved plantation productivity, higher crop yields and strengthened access to value-added sustainable commodity markets	◎	Own operations Upstream Downstream
⊕ Positive impact - ⊖ Negative impact - Ⓡ Risk - ◎ Opportunity				

To manage these IROs, Socfinaf closely monitors these material topics through defined metrics, among which palm oil productivity and rubber productivity. These indicators are monitored through internal reporting process (no external body other than the assurance provider is involved in the review or validation process).

5.2.2 Palm oil productivity

Palm oil productivity approach and strategy

For Socfinaf, productivity and yield are a material topic and a strategic priority as identified through its DMA, as they are essential to operational performance, long-term sustainability and the economic viability of its palm oil activities. Yield improvement is a key lever to optimize land use, strengthen resilience and maintain competitiveness within the palm oil value chain.

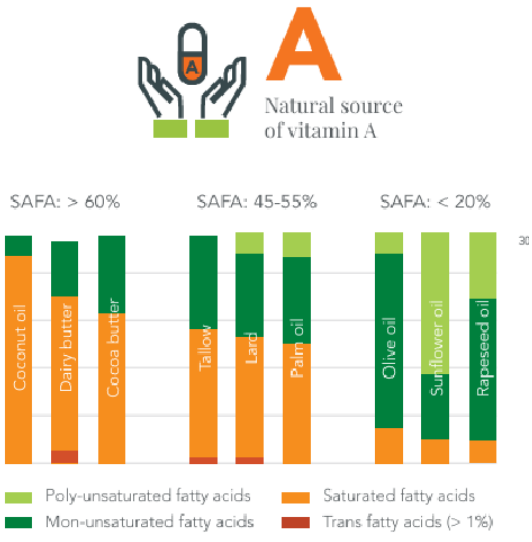
To achieve these objectives, Socfinaf relies on a combination of agronomic best practices, field monitoring tools, technical support to smallholders and data-driven approaches such as plot mapping, yield tracking and geolocation systems. Continuous R&D also play a central role in improving planting material, soil management and adaptation to local conditions specific to oil palm cultivation.

This approach is supported by key internal capabilities, including Camseeds for seed R&D and SOGB's laboratory facilities in Africa, which provide analytical support and contribute to improved agronomic decision-making for palm oil operations.

Nutritional benefits of palm oil

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. 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, it is important to note that CPO is particularly rich in carotene (a precursor of vitamin A) and tocopherols, a natural antioxidant, which explains its use in Africa as a natural source of vitamin A.



Contribution of oil palm's productivity to 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 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.

Palm oil productivity metrics

2025	
Socfinaf's palm oil productivity (T CPO/ha)	3.44

Methodological note:

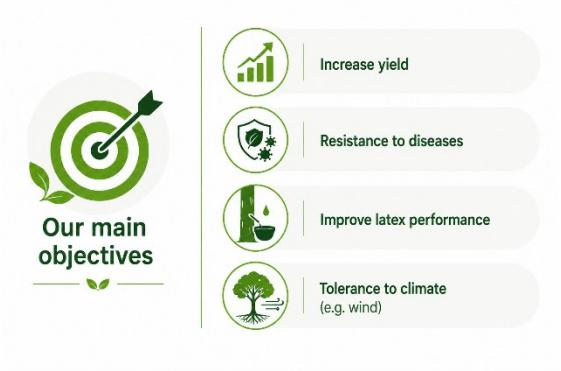
- *Palm oil productivity refers to the yield of Crude Palm Oil (CPO) per unit of mature planted area, expressed in tons per hectare (T CPO/ha).*

5.2.3 Rubber productivity

Research and development projects for rubber activity

The productivity and yield improvement initiatives implemented by Socfinaf are part of the broader commitment and strategic vision of Socfin Group in the field of research and development. Through continuous innovation and close collaboration with specialized research institutes and universities, Socfin Group aims to enhance agricultural performance while addressing long-term environmental and operational challenges. To support the development of a more efficient and resilient rubber sector, Socfin Group integrates expertise in genetics, agronomy, physiology, soil science and environmental management.

A key priority is the development and selection of high-performing planting material capable of delivering higher dry rubber yields, stronger resistance to fungal diseases, improved latex metabolic performance and greater tolerance to climatic and operational constraints such as reduced tapping frequencies and wind exposure.



These activities are conducted through dedicated research centers, which play an important role in advancing biotechnology applications in rubber cultivation. Through innovative propagation techniques, including rubber cuttings, Socfin Group seeks to develop stronger and more productive trees while improving plantation resilience.

In parallel, ongoing work on exploitation systems focuses on optimizing reduced-frequency tapping practices, stimulation protocols and potassium nutrition management in order to maintain productivity, reduce labor intensity and preserve the long-term health of plantations.

Advanced monitoring tools, including latex diagnosis (Suc, (Sucrose content) Pi (Inorganic phosphate), RSH (Reducing Sulphur Hydroxyls), TSC (Total Solid Content)), combined with soil and leaf analyses, support a better understanding of tree physiology, nutrient balance and plantation performance. Additional studies on zero-burning practices and agroforestry systems also contribute to improving soil quality, promoting biodiversity and strengthening climate resilience under both industrial and smallholder production systems.

Sustainability remains a core component of the Group's R&D approach. By reducing dependence on agrochemicals and inorganic fertilizers and promoting more resource-efficient agricultural practices, Socfin Group contributes to the protection of local ecosystems and supports the long-term sustainability of the natural rubber sector, including alignment with evolving international frameworks such as EUDR.

Rubber productivity metrics

2025	
Socfinaf's rubber productivity (T Rubber dry/ha)	1.80

Methodological note:

- *Rubber productivity refers to the yield of dry natural rubber produced per unit of tapped mature rubber plantation area, expressed in tons per hectare (T Rubber dry/ha).*

Limited assurance report

6.

Independent practitioner's limited assurance report 176

Shape the future
with confidence

Ernst & Young
Société anonyme

35E, Avenue John F. Kennedy
L-1855 Luxembourg
Tél : +352 42 124 1
www.ey.com/en_lu

B.P. 780
L-2017 Luxembourg
R.C.S. Luxembourg B47771
TVA LU 16063074

Autorisations d'établissement :
00117514/13, 00117514/14, 00117514/15, 00117514/17, 00117514/18, 00117514/19

Independent practitioner's limited assurance report

To the Board of Directors of
SOCFINAF S.A.
4, Avenue Guillaume
L-1650 Luxembourg
Grand Duchy of Luxembourg

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the 2025 CSRD Sustainability Statement (the "Sustainability Statement") of SOCFINAF S.A. (the "Company") for the year ended December 31, 2025.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Statement is not prepared, in all material respects, in accordance with article 29(a) of the EU Directive 2013/34/EU ("the Directive") including:

- compliance with the European Sustainability Reporting Standards ("ESRS"), including that the process carried out by the Company to identify the information reported (the "Process") is in accordance with the description set out in ESRS 2 IRO-1;
- compliance of the disclosures in subsection "EU Taxonomy" with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").
- prepared taking into consideration the Delegated Regulation (EU) 2025/1416 ("Quick Fix").

Other Matter

Article 29(a) of the Directive requires that the Sustainability Statement prepared in accordance with the Directive be included as a clearly identifiable section of the consolidated management report.

The Sustainability Statement has been published by the Company as a standalone sustainability statement and therefore not included in the consolidated management report.

This Other Matter is presented to draw attention to the presentation of the sustainability information and does not affect our conclusion.

Shape the future
with confidence

Basis for Limited Assurance Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (revised) (“ISAE 3000”), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, established by the International Auditing and Assurance standards Board (“IAASB”) as adopted for Luxembourg by the Institut des Réviseurs d’Entreprises (“IRE”).

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Our responsibilities under this standard are further described in the ‘Responsibility of the Réviseur d’entreprises’ section of our report.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants, including International Independence Standards, issued by the International Ethics Standards Board for Accountants (IESBA Code) as adopted for Luxembourg by the “Commission de Surveillance du Secteur Financier” (CSSF), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (”ISQM”) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, as adopted for Luxembourg by the CSSF, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Emphasis of Matter

We draw attention to the section 1.2 “Disclosures in relation to specific circumstances for the Sustainability Statement” which describes that in 2025, the Company further refined and strengthened the methodologies used to calculate a majority of its quantitative sustainability metrics, which also affects year-on-year comparability.

Consequently, the comparability of 2024 quantitative data with the 2025 Sustainability Statement is limited.

Accordingly, the 2025 Sustainability Statement presents quantitative information for the 2025 reporting period only, as the inclusion of 2024 quantitative figures could potentially mislead users of the report. Our conclusion is not modified in respect of this matter.

Shape the future
with confidence

Responsibilities of the Board of Directors for the Sustainability Statement

The Board of Directors of the Company is responsible for designing, implementing and maintaining a process to identify the information reported in the Sustainability Statement in accordance with the ESRS and for disclosing this Process in note IRO-1 of the Sustainability Statement.

This responsibility includes:

- understanding the context in which the SOCFINAF S.A.'s activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the entity's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

The Board of Directors of the Company is further responsible for the preparation of the Sustainability Statement in accordance with the article 29(a) of the EU Directive 2013/34/EU, which includes the information identified by the Process, including:

- compliance with the ESRS;
- preparing the disclosures in subsection "EU Taxonomy" within the environmental section of the Sustainability Statement, in compliance with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation");
- designing, implementing and maintaining such internal control that the Board of Directors determines is necessary to enable the preparation of the Sustainability Statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making
- assumptions and estimates that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Company's sustainability reporting process.

Inherent limitations in preparing the Sustainability Statement

In reporting forward-looking information in accordance with ESRS, the Board of Directors of the Company is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Company. Actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Sustainability Statement, the Board of Directors of the Company interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

Responsibility of the Réviseur d'entreprises

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000, we exercise professional judgement and maintain professional skepticism throughout the engagement.

Our responsibilities in respect of the Sustainability Statement, in relation to the Process, include:

- Performing risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify risks that the process to identify the information reported in the Sustainability Statement does not address the applicable requirements of the ESRS, but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process.
- Designing and performing procedures to evaluate whether the Process to identify the information reported in the Sustainability Statement is consistent with the Company's description of its Process, as disclosed in ESRS 2 IRO-1.

Our other responsibilities in respect of the Sustainability Statement include:

- Performing risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal control; and
- Designing and performing procedures responsive to where material misstatements are likely to arise in the Sustainability Statement. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Shape the future
with confidence

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Statement. The procedures performed in a limited assurance engagement vary in nature and form, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including identification of disclosures where material misstatements are likely to arise in the Sustainability Statement, whether due to fraud or error.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
    - performing inquiries to understand the sources of the information used by management (e.g., stakeholder engagement, business plans and strategy documents); and
    - reviewing the Company's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Company was consistent with the description of the Process set out in ESRS 2 IRO-1.

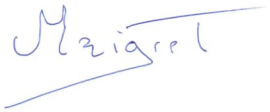
In conducting our limited assurance engagement, with respect to the Sustainability Statement, we:

- Obtained an understanding of the Company's reporting processes relevant to the preparation of its Sustainability Statement by:
    - Conducting inquiries with the different data owners on the reporting processes;
    - Conducting inquiries with local data owners during local site visits.
- Evaluated whether all information identified by the Process to identify the information reported in the Sustainability Statement is included in the Sustainability Statement;
- Evaluated whether the structure and the presentation of the Sustainability Statement is in accordance with the ESRS;
- Performed inquiries of relevant personnel and analytical procedures on selected disclosures in the Sustainability Statement;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Sustainability Statement;
- Compared selected disclosures in the Sustainability Statement with the corresponding disclosures in the financial statements and management report;
- Evaluated the methods, assumptions and data for developing estimates and forward-looking information;

Shape the future
with confidence

- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Sustainability Statement;
- Performed review procedures with respect to the EU taxonomy disclosures;

Ernst & Young
Société anonyme
Cabinet de révision agréé



Gabriel De Maigret

Luxembourg, 4 June 2026

Appendices

7.

7.1 Glossary **184**

7.2 Table of content **186**

7.1 Glossary

ACOP - Annual Communication of Progress

AFS - Agricultural Family Schools

ASI - Assurance Services International

CAPEX - Capital Expenditure

CBA - Collective Bargaining Agreement

CEC - Cation Exchange Capacity

CFO - Chief Financial Officer

CO - Carbon Monoxide

CO_2 - Carbon dioxide

COD - Chemical Oxygen Demand

CODIR - Executive Committee

CPO - Crude Palm Oil

CSR - Corporate Social Responsibility

CSRD - Corporate Sustainability Reporting Directive

DLW - Decent Living Wage

DMA - Double Materiality Assessment

DNSH - Do No Significant Harm

DR – Democratic Republic

EC - European Council

EEA - European Economic Area

EF - Earthworm Foundation

EFB - Empty Fruit Bunches

EFRAG - European Financial Reporting Advisory Group

EIA - Environmental Impact Assessments

EMP - Environmental Management Plan

EMS - Environmental Management System

E-PRTR - European Pollutant Release and Transfer Register

ESG – Environmental, Social and Governance

ESIA - Environmental and Social Impact Assessments

ESRS - European Sustainability Reporting Standards

EU – European Union

EUDR - Regulation on Deforestation-free Products / EU Deforestation Regulation

FEFO - First Expired–First Out

FFB - Fresh Fruit Bunches

FPIC – Free, Prior and Informed Consent

GBV - Gender-Based Violence

GHG - greenhouse gas

GPS – Global Positioning System

GPSNR - Global Platform for Sustainable Natural Rubber

GRI - Global Reporting Initiative

HCS - High Carbon Stock

HCSA - HCS Approach

HCV - High Conservation Value

HR - Human Resources

HRDD - Human Rights Due Diligence

HSE - Health, Safety and Environment

IFRS - International Financial Reporting Standards

ILO - International Labor Organization

IPCC - Intergovernmental Panel on Climate Change

IPM - Integrated Pest Management

IROs - Impacts, Risks and Opportunities

ISCC - International Sustainability & Carbon Certification

ISO - International Organization for Standardization

JEC - Joint Research Centre-EUCAR-Concawe

kg – Kilogram

KPI - Key Performance Indicators

LCA - Life Cycle Assessment

LUC - Land Use Change

m^3 – Cubic meter

MoU - Memorandum of Understanding

MCS - MEO Carbon Solutions

MWh - Megawatt-hour

NGO - Non-Governmental Organization

NMVOCs - Non-Methane Volatile Organic Compounds

NO_2 - Nitrogen Dioxide

OECD – Organization for Economic Co-operation and Development

OPEX - Operating Expenses

P&C - Principles and Criteria (RSPO)

PEP - Politically Exposed Persons

Pi - Inorganic phosphate

PKC - Palm Kernel Cake

PKO - Palm Kernel Oil

PM - Particulate Matter

POME - Palm Oil Mill Effluent

PPE - Personal Protective Equipment

R&D - Research & Development

RaCP - International Sustainability & Carbon Certification

RMP - Responsible Management Policy

RSH - Reducing Sulphur Hydroxyls

RSPO - Roundtable on Sustainable Palm Oil

SCCS – Supply Chain Certification Standard

SDG - Sustainable Development Goals

SME - Small and Medium sized Enterprises

SO_2 - Sulphur Dioxide

SOP - Standard Operating Procedure

Suc - Sucrose content

T - Ton

TSC - Total Solid Content

UN – United Nations

UNDRIP - United Nations Declaration on the Rights of Indigenous Peoples

VSB - Very Small Businesses

WCR - Working Capital Requirement

WHO - World Health Organization

7.2 Table of content

Contents

1. General information (ESRS 2) 5
   1.1 General basis for preparation of the Sustainability Statement 5
   1.2 Disclosures in relation to specific circumstances for the Sustainability Statement 6
   1.3 Governance, management and supervisory bodies 9
   1.4 Due diligence, risk management and internal control over sustainability reporting 12
   1.5 Strategy, business model and value chain 15
   1.6 Double-materiality analysis 21
      1.6.1 Description of the methodology 21
      1.6.2 Double-materiality results 25
2. Environmental information 39
   2.1 Climate Change (ESRS E1) 39
      2.1.1 Impacts, Risks and Opportunities (IROs) related to climate change 39
      2.1.2 Climate change adaptation and mitigation 41
      2.1.3 GHG emissions 43
         2.1.3.1 GHG emissions approach and methodology 43
         2.1.3.2 GHG emissions metrics 47
      2.1.4 Energy consumption 48
      2.1.5 Actions and resources related to climate change 50
   2.2 Pollution (ESRS E2) 52
      2.2.1 Impacts, risks and opportunities related to pollution 52
      2.2.2 Pollution management 54
         2.2.2.1 Air pollution 54
         2.2.2.2 Water pollution 56
         2.2.2.3 Soil pollution 57
         2.2.2.4 Substances of concern 59
      2.2.3 Actions and resources related to pollution 60
   2.3 Water and marine resources (ESRS E3) 62
      2.3.1 Impacts, risks and opportunities related to water and marine resources 62
      2.3.2 Water management at operated sites 64
      2.3.3 Water usage metrics 68
      2.3.4 Actions and resources related to water 68
   2.4 Biodiversity and ecosystems (ESRS E4) 70
      2.4.1 Impacts, risks and opportunities related to biodiversity & ecosystems 70

2.4.2 Biodiversity and ecosystems management 72
2.4.3 Ambition for biodiversity and ecosystem protection 80
2.4.3.1 Target 1: Zero deforestation caused by Socfinaf's activities 80
2.4.3.2 Target 2: Zero new development on peatlands 82
2.4.4 Actions and resources related to biodiversity and ecosystems 84
2.4.5 Biodiversity and ecosystem metrics 86
2.5 Resource use and circular economy (ESRS E5) 87
2.5.1 Impacts, risks and opportunities related to circular economy 87
2.5.2 Resource use and circular economy management 88
2.5.3 Actions and resources related to resource use and circular economy 92
2.5.4 Resource use and circular economy-related outcomes 95
2.5.4.1 Resource inflows metrics 95
2.5.4.2 Resource outflows metrics 96
2.6 EU Taxonomy 97
2.6.1 Regulatory framework and application 97
2.6.2 Methodology for eligibility and alignment assessment 97
2.6.3 EU Taxonomy results for FY25 102
3. Social information 104
3.1 Own workforce (ESRS S1) 104
3.1.1 Impacts, risks and opportunities related to own workforce 104
3.1.2 Policies, commitments and processes related to own workforce 108
3.1.2.1 Group policies and implementation at sites 108
3.1.2.2 Commitments in favor of own workforce at site-level 110
3.1.2.3 Processes and channels for own workforce to mitigate negative impacts and raise concerns at sites 114
3.1.3 Actions and resources related to own workforce 117
3.1.4 Metrics related to own workforce 119
3.2 Workers in the value chain (ESRS S2) 127
3.2.1 Impacts, risks and opportunities related to workers in the value chain 127
3.2.2 Policies, commitments and processes related to workers in the value chain 129
3.2.2.1 Group policies and implementation at sites 129
3.2.2.2 Commitments in favor of workers in the value chain at site-level 130
3.2.2.3 Processes and channels for workers in the value chain to mitigate negative impacts and raise concerns at sites 132
3.2.3 Target: 100% traceability for raw material supply 134
3.2.4 Actions and resources related to workers in the value chain 138

3.3 Affected communities (ESRS S3) 141
3.3.1 Impacts, risks and opportunities related to affected communities 141
3.3.2 Policies, commitments and processes related to affected communities 144
3.3.2.1 Group policies and implementation at sites 144
3.3.2.2 Commitments in favor of affected communities at site-level 145
3.3.2.3 Processes and channels for affected communities to mitigate negative impacts and raise concerns at sites 147
3.3.3 Actions and resources related to affected communities 150
4. Governance information 153
4.1 Business conduct (ESRS G1) 153
4.1.1 Impacts, risks and opportunities related to business conduct 153
4.1.2 Business conduct policies 155
4.1.2.1 Corporate culture 155
4.1.2.2 Management of relationships with suppliers 158
4.1.2.3 Prevention and detection of corruption and bribery and lobbying activities 159
4.1.3 Actions and resources related to business conduct 161
4.1.4 Metrics related to business conduct 162
5. Entity-specific information 164
5.1 Partnerships for sustainable development (O1) 164
5.1.1 Impacts, risks and opportunities related to partnerships for sustainable development 164
5.1.2 Roundtable for Sustainable Palm Oil (RSPO) 165
5.1.3 Sustainable certifications 166
5.1.4 Global Platform for Sustainable Natural Rubber (GPSNR) 168
5.1.5 Collaboration with third-party partners 169
5.2 Productivity and yield (O2) 172
5.2.1 Impacts, risks and opportunities related to productivity and yield 172
5.2.2 Palm oil productivity 173
5.2.3 Rubber productivity 174
6. Limited assurance report 176
7. Appendices 183
7.1 Glossary 184
7.2 Table of content 186