

# Evaluation of implementation of “Deep dive” action plan by Socapalm - Edéa

Closing meeting – 10 April 2026



# PROFOREST – ASSESSMENT TEAM

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**Patricia Offei**

Team Leader



**Joseph Isaiah Mensah**

Team Member



**Louis Defo**

Team Member



# OVERVIEW & ASSESSMENT PROCESS

## OVERVIEW

### Objective

- Verify measures implemented by Socapalm Edéa to address allegations and evaluate their alignment with recommendations made by EF\*.

### Scope

- Socapalm Edéa's operations.
- EF's investigation of allegations against Socapalm Edéa.
- Actions and measures in Socapalm Edéa action plan (updated December 2025).

\* EF: Earthworm Foundation

## ASSESSMENT PROCESS

- Development of checklist of follow up information.
- Consultations/interviews.
- Field visits and observations.
- Document review.
- Analysis and reporting.



# FIELD WORKPLAN

| Date             | Activity                                                                                                                                                                                                                                                             |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Wed 8 Apr 2026   | <ul style="list-style-type: none"> <li>Proforest team arrives in Edéa site.</li> </ul>                                                                                                                                                                               |
| Thurs 9 Apr 2026 | <ul style="list-style-type: none"> <li>Opening meeting (9 am).</li> <li>Document review.</li> <li>Interviews with management and key staff (HSE*, HR**, Community Relations, Gender Committee, Security Agents, Plantation Manager, Sustainability Team).</li> </ul> |
| Fri 10 Apr 2026  | <ul style="list-style-type: none"> <li>Consultations with selected communities (Ongué, Koukoué, Déhané and Apouh).</li> <li>Interview with NGO*** (AFRISE).</li> </ul>                                                                                               |
| Sat 11 Apr 2026  | <ul style="list-style-type: none"> <li>Mop up and preparation for closing meeting (morning).</li> <li>Closing meeting (10 am -12 noon).</li> </ul>                                                                                                                   |
| Sun 12 Apr 2026  | <ul style="list-style-type: none"> <li>Proforest team departs.</li> </ul>                                                                                                                                                                                            |

\* HSE: Health, Safety and Environment

\*\* HR: Human Resources

\*\*\* NGO: Non-Governmental Organization



# CONTEXT OF DEED DIVE INVESTIGATION



- From 2023 to the end of 2025, Socfin Group mandated Earthworm Foundation (EF\*) to conduct independent investigations, including field missions, to verify allegations raised by NGOs.
- Following each mission, EF published an investigation report outlining its findings and recommendations on its website.
- Based on these reports, Socfin developed action plans to address each identified issue. These action plans were updated on a quarterly basis and made publicly available on the Socfin website.
- In January 2026, Socfin partnered with Proforest to independently verify, through field visits, the alignment and implementation of the actions set out in these action plans, providing an additional independent external perspective.

\* EF: Earthworm Foundation

# SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

## SOCAPALM EDEA – KEY ELEMENTS

### Earthworm Foundation

May 2024: mission  
February 2025: publication of the report

### Feb. 2025 – Dec. 2025

Socfin publications of action plans

### Apr. 2026

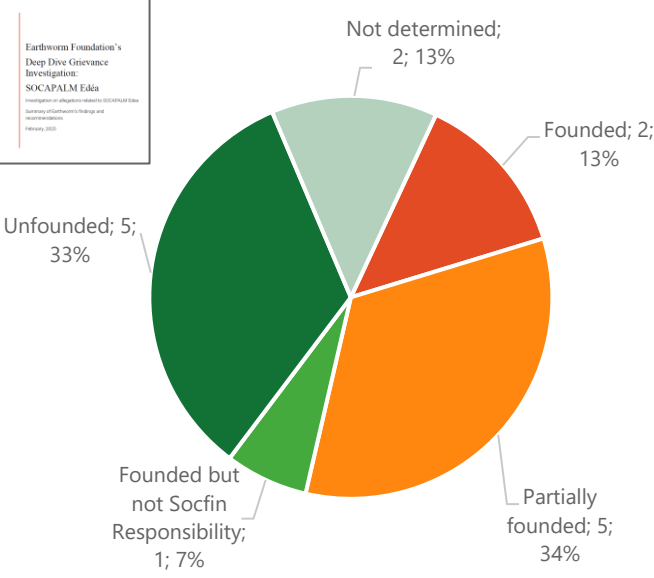
Proforest mission

15 allegations

29 actions

29 measures verified

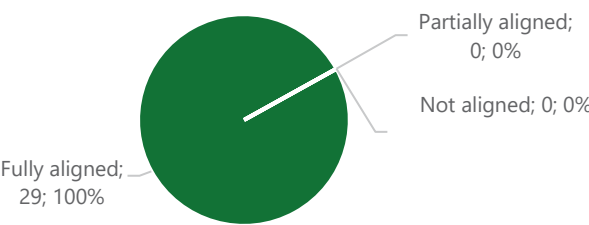
### Allegations findings



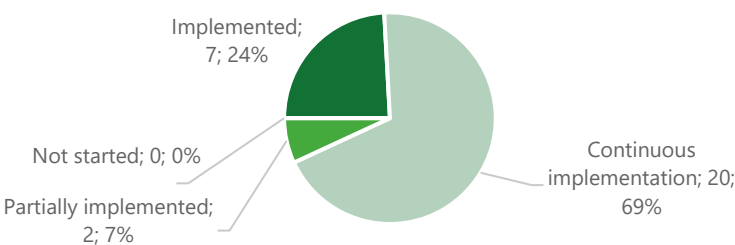
- #1: February 2025
- #2: June 2025
- #3: September 2025
- #4 : December 2025 → **closing of all the actions**

| SOCAPALM EDÉA – ACTION PLAN – DECEMBER 2025                                              |                   |                                                                                                                                             |                         |                                                                                                                                                                                      |                                                                                                                                                                |           |            |                  |  |
|------------------------------------------------------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------|------------------|--|
| ALLEGATIONS                                                                              |                   | ACTIONS                                                                                                                                     | STATUS & IMPLEMENTATION |                                                                                                                                                                                      |                                                                                                                                                                | TIMEFRAME |            |                  |  |
| TOPIC                                                                                    | FINDING           |                                                                                                                                             | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                 | LONG TERM STRATEGY                                                                                                                                             | INITIAL   | NEW        | REASON FOR DELAY |  |
| Non-effectiveness of the retrocessions set out in Amendment No. 1 to the Lease agreement | Partially founded | Collect and process community points of contention in a participatory manner.                                                               | Continuous              | 1. Regular collection of community concerns during biparte meetings and through community representatives.<br>2. Documentation and initial processing of these points of contention. | 1. Establish a structured feedback loop to ensure that community concerns are tracked, addressed, and communicated back to the communities in a timely manner. | Mar. 2026 | Continuous | /                |  |
|                                                                                          |                   | Ensure compliance with legal provisions in any process aimed at regularizing inconsistencies in relation to Socapalm Edéa's land situation. | Continuous              | 1. Recent identification of boundary markers carried out by the Ministry of Cadastre team.<br>2. Monitoring the receipt of the official report.                                      | 1. Strict compliance with legal procedures in any land regularization process based on official data.                                                          | Mar. 2026 | Continuous | /                |  |
| 12/2025 Socapalm Edéa - Action Plan - Update 4 2                                         |                   |                                                                                                                                             |                         |                                                                                                                                                                                      |                                                                                                                                                                |           |            |                  |  |

### Alignment of measures



### Status of implementation of measures



Verification of measures implemented

**Implemented:** Reported measure is confirmed to be fully implemented.

**Partially implemented:** Reported measure has been partially or fully implemented but does not fully address issue.

**Continuous implemented:** Reported measure is still being implemented.

**Not started:** Reported measure is planned, but yet to be implemented.

Alignment implemented measures with EF recommended actions

**Fully aligned**

**Partially aligned**

**Not aligned**

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                                              |                   | ACTIONS                                                                                                                                     | STATUS & IMPLEMENTATION |                                                                                                                                                                                        |                                                                                                                                                                | PROFOREST VERIFICATION |                           |                 |
|------------------------------------------------------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------|-----------------|
| TOPIC                                                                                    | FINDING           |                                                                                                                                             | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                   | LONG TERM STRATEGY                                                                                                                                             | MEASURES               |                           | RECOMMENDATIONS |
|                                                                                          |                   |                                                                                                                                             |                         |                                                                                                                                                                                        |                                                                                                                                                                | ALIGNMENT              | STATUS                    |                 |
| Non-effectiveness of the retrocessions set out in Amendment No. 1 to the Lease agreement | Partially founded | Collect and process community points of contention in a participatory manner.                                                               | Continuous              | 1. Regular collection of community concerns during bipartite meetings and through community representatives.<br>2. Documentation and initial processing of these points of contention. | 1. Establish a structured feedback loop to ensure that community concerns are tracked, addressed, and communicated back to the communities in a timely manner. | Fully aligned          | Continuous implementation |                 |
|                                                                                          |                   | Ensure compliance with legal provisions in any process aimed at regularizing inconsistencies in relation to Socapalm Edéa’s land situation. | Continuous              | 1. Recent densification of boundary markers carried out by the Ministry of Cadastre team.<br>2. Monitoring the receipt of the official report.                                         | 1. Strict compliance with legal procedures in any land regularization process based on official data.                                                          | Fully aligned          | Continuous implementation |                 |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                                              |                   | ACTIONS                                                                                                        | STATUS & IMPLEMENTATION |                                                                                                                                               |                                                                                                                                      | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|                                                                                          |                   |                                                                                                                | STATUS                  | MEASURES IMPLEMENTED                                                                                                                          | LONG TERM STRATEGY                                                                                                                   | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                           |
| TOPIC                                                                                    | FINDING           |                                                                                                                |                         |                                                                                                                                               |                                                                                                                                      | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Non-effectiveness of the retrocessions set out in Amendment No. 1 to the Lease agreement | Partially founded | Continue the negotiations initiated with certain communities in order to reach agreements between the parties. | Continuous              | 1. Ongoing dialogue and meetings with representatives of communities.<br>2. Documentation of negotiation outcomes and any agreements reached. | 1. Maintain regular communication channels with all communities to facilitate timely negotiations and ensure sustainable agreements. | Fully aligned          | Continuous implementation | Recent Bipartite Meeting minutes (1 <sup>st</sup> quarter of 2026) provide a status update on the process. However, no records were available regarding concerns raised during the sensitization sessions on the retrocession process or discussions related to the validation of the definitive maps, as the process is still ongoing. Dialogue is ongoing; however, outcomes and agreements shall be clearly evidenced. |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                  |                   | ACTIONS                                                                                                                                                                            | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                         |                    | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                         |
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| TOPIC                        | FINDING           |                                                                                                                                                                                    | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                    | LONG TERM STRATEGY | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                         |
|                              |                   |                                                                                                                                                                                    |                         |                                                                                                                                                                                                                         |                    | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                         |
| Lack of land for livelihoods | Partially founded | When finalizing the handover process, ensure that the living space is effectively demarcated. See Recommendation N°4 of MINDCAF’s* correspondence (n°041667 of 20 September 2023). | Continuous              | 1. Organization of a work session with Earthworm Foundation, Socfin HQ** and Socapalm Top Management regarding the retrocession and living space.<br>2. Mapping of the living space and demarcation for each community. | /                  | Fully aligned          | Continuous implementation | The mapping of community living areas and boundary demarcation activities have been completed. However, the final validation of the demarcation process and the issuance of definitive maps is ongoing. |

\* MINDCAF: Ministère des Domaines et des Affaires Foncières - Ministry of State Property and Land Affairs

\*\* HQ: Head Quarters

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                  |                   | ACTIONS                                                                                                                                                           | STATUS & IMPLEMENTATION |                                                                                                                                                                                                |                                                                                                                                                                                | PROFOREST VERIFICATION |             |                 |
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| TOPIC                        | FINDING           |                                                                                                                                                                   | STATUS                  | MEASURES<br>IMPLEMENTED                                                                                                                                                                        | LONG TERM STRATEGY                                                                                                                                                             | MEASURES               |             | RECOMMENDATIONS |
|                              |                   |                                                                                                                                                                   |                         |                                                                                                                                                                                                |                                                                                                                                                                                | ALIGNMENT              | STATUS      |                 |
| Lack of land for livelihoods | Partially founded | Carry out a study of land use by riparian communities in critical villages in order to gain a better understanding of land use and implement appropriate actions. | Done                    | <div><div>1. Initial data collection through discussions with community leaders and local stakeholders.</div><div>2. Mapping of key land use areas based on available information.</div></div> | <div><div>1. Conduct a comprehensive study of land use in collaboration with communities and experts to guide sustainable land management and conflict prevention.</div></div> | Fully aligned          | Implemented |                 |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                  |                   | ACTIONS                                                                                                                                                                                | STATUS & IMPLEMENTATION |                                                                                              |                                                                                                                                          | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                    |
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| TOPIC                        | FINDING           |                                                                                                                                                                                        | STATUS                  | MEASURES IMPLEMENTED                                                                         | LONG TERM STRATEGY                                                                                                                       | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                    |
|                              |                   |                                                                                                                                                                                        |                         |                                                                                              |                                                                                                                                          | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                    |
| Lack of land for livelihoods | Partially founded | Identify, as part of a pilot project, groups of young entrepreneurs from agriculture or other sectors who could benefit from support in setting up their income-generating activities. | Continuous              | 1. Identification and discussion of groups of young entrepreneurs during bipartite meetings. | 1. Formalize a pilot support program based on bipartite feedback to help young entrepreneurs develop their income-generating activities. | Fully aligned          | Continuous implementation | Communities are informed about opportunities available to support local entrepreneurship and business development. For Edéa, however, no local entrepreneur groups have yet been identified for support or program implementation. |

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| ALLEGATIONS                               |                   | ACTIONS                                                                                     | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                           | PROFOREST VERIFICATION |             |                 |
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| TOPIC                                     | FINDING           |                                                                                             | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | LONG TERM STRATEGY                                                                                                                                                                                                        | MEASURES               |             | RECOMMENDATIONS |
|                                           |                   |                                                                                             |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                           | ALIGNMENT              | STATUS      |                 |
| Occupation of sacred sites by plantations | Partially founded | Finalize and implement the management plan for sacred sites using a participatory approach. | Done                    | <div><div>1. Monitoring of sacred sites by ecopatrols to ensure sites are maintained and protected.</div><div>2. Meeting with the family of the first village chief's tomb to explore formal agreement on site care and non-exploitation by the Company.</div><div>3. Management plans for sacred site finalized in July 2025 through participatory dialogue with communities and families concerned, ensuring respect for cultural values and clear responsibilities for site maintenance.</div></div> | <div><div>1. Monitor the implementation of the management plans for sacred sites among the community.</div><div>2. Continuous respect to bipartite agenda of meetings including a discussion on sacred sites.</div></div> | Fully aligned          | Implemented |                 |

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| ALLEGATIONS                                                                         |         | ACTIONS                                                                                                                               | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                         | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                                                               | FINDING |                                                                                                                                       | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                  | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                                                                      | MEASURES               |                           | RECOMMENDATIONS |
|                                                                                     |         |                                                                                                                                       |                         |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                         | ALIGNMENT              | STATUS                    |                 |
| Sexual harassment: violence against women employees by their colleagues at Socapalm | Founded | Continuously build the capacity of Gender Committee in terms of their duties and the process for registering and handling complaints. | Continuous              | <div><div>1. Continuous training and support provided to the Gender Committee on their roles, complaint registration, and management procedures.</div><div>2. Initial awareness sessions conducted for employees on GBV* prevention and the role of the Gender Committee.</div></div> | <div><div>1. Ensure permanent integration of GBV prevention in staff induction and regular awareness sessions for all employees.</div><div>2. Establish a simple monitoring system (e.g., quarterly internal review of complaints and actions taken by the Gender Committee) to ensure continuous improvement.</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Continuous implementation |                 |

\* GBV: Gender-Based Violence

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| ALLEGATIONS                                                                         |         | ACTIONS                                                                                                                                                    | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                 | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                                                               | FINDING |                                                                                                                                                            | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                               | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                              | MEASURES               |                           | RECOMMENDATIONS |
|                                                                                     |         |                                                                                                                                                            |                         |                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                 | ALIGNMENT              | STATUS                    |                 |
| Sexual harassment: violence against women employees by their colleagues at Socapalm | Founded | Implement a communication strategy dedicated to the Gender Committee (posters of Socapalm's internal policies on gender equality, toll-free number, etc.). | Continuous              | <div><div>1. Intensification of poster display across sites.</div><div>2. Creation and deployment of specific posters about the Gender Committee (roles, contacts, gender equality policy, ethics assistance hotline).</div></div> | <div><div>1. Ensure regular update and renewal of communication materials to keep messages visible, clear, and adapted to the context.</div><div>2. Integrate the Gender Committee communication in all Company communication channels (e.g., internal magazine, staff meetings, community events).</div></div> | Fully aligned          | Continuous implementation |                 |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                                         |         | ACTIONS                                                         | STATUS & IMPLEMENTATION |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                      | PROFOREST VERIFICATION |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| TOPIC                                                                               | FINDING |                                                                 | STATUS                  | MEASURES IMPLEMENTED                                                                                                                     | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                                   | MEASURES               |             | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                                                                     |         |                                                                 |                         |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                      | ALIGNMENT              | STATUS      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Sexual harassment: violence against women employees by their colleagues at Socapalm | Founded | Draw up and implement a supporting protocol for victims of GBV. | Done                    | <div><div>1. Drafting the protocol.</div><div>2. Distribution to all sites.</div><div>3. Organization of awareness sessions.</div></div> | <div><div>1. Ensure the protocol is regularly reviewed and updated based on feedback from the Gender Committee, victims, and field experience.</div><div>2. Integrate the protocol into induction and refresher training for managers, the Gender Committee, and key staff.</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Implemented | A protocol for the management of GBV incidents and complaints has been developed. The protocol has been shared with all sites across the Group. Awareness-raising and training sessions have been conducted for Gender Committee members and designated users of the protocol to ensure a clear understanding of the procedures for handling and following up on GBV incidents and complaints. Socapalm has implemented the measures outlined in the action plan. However, there should be included additional measures on implementation of the protocol. |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                                         |         | ACTIONS                                                                                                                          | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                             | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                                                               | FINDING |                                                                                                                                  | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                 | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                          | MEASURES               |                           | RECOMMENDATIONS |
|                                                                                     |         |                                                                                                                                  |                         |                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                             | ALIGNMENT              | STATUS                    |                 |
| Sexual harassment: violence against women employees by their colleagues at Socapalm | Founded | Ensure the confidentiality and security of the information and actors involved in handling complaints relating to gender issues. | Continuous              | <div><div>1. Awareness sessions for workers and Gender Committee members on confidentiality and data protection.</div><div>2. Memo from the GM to remind staff of best practices and specify that non-compliance may lead to sanctions.</div><div>3. Clear mention of confidentiality requirements in bipartite reports.</div></div> | <div><div>1. Integrate confidentiality and data protection requirements into the Company's internal procedures and code of conduct.</div><div>2. Periodically assess compliance with confidentiality practices during internal audits or Gender Committee reviews.</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Continuous implementation |                 |

\* GM: General Manager

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                                         |         | ACTIONS                                                                                    | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                              | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                                                               | FINDING |                                                                                            | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                        | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                           | MEASURES               |                           | RECOMMENDATIONS |
|                                                                                     |         |                                                                                            |                         |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                              | ALIGNMENT              | STATUS                    |                 |
| Sexual harassment: violence against women employees by their colleagues at Socapalm | Founded | Increase the Gender Committee's awareness-raising activities in all the workers' villages. | Continuous              | <div><div>1. Define a calendar of awareness-raising activities specifying that they are held in the workers' villages.</div><div>2. Keep records/evidence of awareness activities carried out since early 2025.</div></div> | <div><div>1. Establish regular awareness campaigns in all villages as part of the Gender Committee's routine work.</div><div>2. Integrate feedback from village residents and participants to continuously adapt and improve the awareness content.</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Continuous implementation |                 |

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| ALLEGATIONS                                                           |         | ACTIONS                                                                                                                | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                 | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|                                                                       |         |                                                                                                                        | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                         | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                              | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| TOPIC                                                                 | FINDING |                                                                                                                        |                         |                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                 | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Sexual harassment: violence against local women by Socapalm employees | Founded | Build the capacity of Gender Committee representatives in recording and handling complaints relating to gender issues. | Continuous              | <div><div>1. Organization of specific training sessions on complaint documentation, confidentiality, and follow-up procedures.</div><div>2. Provision of clear, simplified tools (report templates, registers, guidance notes) to facilitate complaint handling.</div></div> | <div><div>1. Ensure annual refresher training for Gender Committee representatives.</div><div>2. Integrate complaint handling and documentation practices into internal audits or periodic Gender Committee reviews to identify areas for improvement.</div><div>3. Commitment and implementation of the “Socfin Group Sexual Harassment and Violence Action Plan”.</div></div> | Fully aligned          | Continuous implementation | Capacity-building sessions have been conducted for Gender Committee members on the recording, handling and follow-up of GBV complaints. Training sessions covered complaint registration, confidentiality requirements, survivor-centered approaches, and follow-up procedures. Gender Committee members have been provided with a standardized complaint recording form that includes all key actions required for the registration, management, referral and follow-up of complaints received. Socapalm should further strengthen the deployment and use of the ULULA platform for the receipt, recording and management of complaints. |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                           |         | ACTIONS                                                         | STATUS & IMPLEMENTATION |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                 | PROFOREST VERIFICATION |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| TOPIC                                                                 | FINDING |                                                                 | STATUS                  | MEASURES IMPLEMENTED                                                                                                                     | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                                                              | MEASURES               |             | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                                                       |         |                                                                 |                         |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                 | ALIGNMENT              | STATUS      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Sexual harassment: violence against local women by Socapalm employees | Founded | Draw up and implement a supporting protocol for victims of GBV. | Done                    | <div><div>1. Drafting the protocol.</div><div>2. Distribution to all sites.</div><div>3. Organization of awareness sessions.</div></div> | <div><div>1. Ensure the protocol is regularly reviewed and updated based on feedback from the Gender Committee, victims, relay agents, and field experience.</div><div>2. Integrate the protocol into induction and refresher training for Managers, the Gender Committee, relay agents and key staff.</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Implemented | A protocol for the management of GBV incidents and complaints has been developed. The protocol has been shared with all sites across the Group. Awareness-raising and training sessions have been conducted for Gender Committee members and designated users of the protocol to ensure a clear understanding of the procedures for handling and following up on GBV incidents and complaints. Socapalm has implemented the measures outlined in the action plan. However, there should be included additional measures on implementation of the protocol. |

SOCAPALM EDÉA – PROFOREST VERIFICATION – APRIL 2026

| ALLEGATIONS                                                           |         | ACTIONS                                                                                                                                                    | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                              | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                                                                                                                                           |
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| TOPIC                                                                 | FINDING |                                                                                                                                                            | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                               | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                                                           | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                           |
|                                                                       |         |                                                                                                                                                            |                         |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                              | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                                                                                                                                           |
| Sexual harassment: violence against local women by Socapalm employees | Founded | Implement a communication strategy dedicated to the Gender Committee (posters of Socapalm's internal policies on gender equality, toll-free number, etc.). | Continuous              | <div><div>1. Intensification of poster display across sites and communities.</div><div>2. Creation and deployment of specific posters about the Gender Committee (roles, contacts, gender equality policy, ethics assistance hotline).</div></div> | <div><div>1. Ensure regular update and renewal of communication materials to keep messages visible, clear, and adapted to the context.</div><div>2. Integrate the Gender Committee communication in all Company communication channels (e.g., internal magazine, staff meetings, community events).</div><div>3. Commitment and implementation of the "Socfin Group Sexual Harassment and Violence Action Plan".</div></div> | Fully aligned          | Continuous implementation | Evidence was available of posters, notices and sensitization materials displayed on notice boards across the site and in several surrounding communities. Specific posters about the Gender Committee members have not yet been developed. However, the contact details of Gender Committee members are available on notice boards, providing stakeholders with access to reporting and support channels. |

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| ALLEGATIONS                                                           |         | ACTIONS                                                                                                    | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                        | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| TOPIC                                                                 | FINDING |                                                                                                            | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                                           | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                     | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                                                                       |         |                                                                                                            |                         |                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                        | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Sexual harassment: violence against local women by Socapalm employees | Founded | Ensure that the activities of the Gender Committee representatives in the riparian villages are effective. | Continuous              | <div><div>1. Set up monitoring registers for cases of violence involving direct and indirect workers and other situations within the riparian communities.</div><div>2. Conduct awareness sessions on reporting cases and communication with the Gender Committee during bipartites.</div><div>3. Carry out quarterly monitoring of the registers.</div></div> | <div><div>1. Regularly review the monitoring registers with the Gender Committee and site management.</div><div>2. Provide refresher training for Gender Committee representatives and relay agents based on needs.</div><div>3. Maintain ongoing awareness activities in the communities with support from local leaders.</div></div> | Fully aligned          | Continuous implementation | <div>There is a monitoring file in place for all cases of GBV involving direct and indirect workers and from communities. Meeting records and minutes provide evidence that the Gender Committee conducts short awareness-raising sessions during bipartite meetings. The Gender Committee conducts quarterly monitoring of case file/register. No specific measures were identified to assess or monitor the effectiveness of Gender Committee community relays operating in neighboring villages. It is recommended to develop and implement a structured work plan for the activities of the community relays and set up a system to monitor this.</div> |

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| ALLEGATIONS                                                           |         | ACTIONS                                                                                                                          | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                            | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                                                 | FINDING |                                                                                                                                  | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                                               | LONG TERM STRATEGY                                                                                                                                                                                                                                                                                                                                                                                         | MEASURES               |                           | RECOMMENDATIONS |
|                                                                       |         |                                                                                                                                  |                         |                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                            | ALIGNMENT              | STATUS                    |                 |
| Sexual harassment: violence against local women by Socapalm employees | Founded | Ensure the confidentiality and security of the information and actors involved in handling complaints relating to gender issues. | Continuous              | <div><div>1.</div><div>Awareness sessions for workers and Gender Committee members on confidentiality and data protection.</div><div>2.</div><div>Memo from the GM to remind staff of best practices and specify that non-compliance may lead to sanctions.</div><div>3.</div><div>Clear mention of confidentiality requirements in bipartite reports.</div></div> | <div><div>1.</div><div>Establish regular awareness campaigns in all villages as part of the Gender Committee’s routine work.</div><div>2.</div><div>Integrate feedback from village residents and participants to continuously adapt and improve the awareness content.</div><div>3.</div><div>Commitment and implementation of the “Socfin Group Sexual Harassment and Violence Action Plan”.</div></div> | Fully aligned          | Continuous implementation |                 |

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| ALLEGATIONS     |                | ACTIONS                                                                                                                                                                     | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                        | PROFOREST VERIFICATION |                           |                 |
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| TOPIC           | FINDING        |                                                                                                                                                                             | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                                                                                                      | LONG TERM STRATEGY                                                                                                                                                                                                     | MEASURES               |                           | RECOMMENDATIONS |
|                 |                |                                                                                                                                                                             |                         |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                        | ALIGNMENT              | STATUS                    |                 |
| Water pollution | Not determined | Involve communities, as much as possible, in the process of sampling and analyzing river water in order to increase the level of credibility and acceptance of the results. | Continuous              | <div>1. Plantation Director sends a letter to communities to designate a representative before the analysis.</div> <div>2. Confirm the designated person during the bipartite meeting or through a community letter.</div> <div>3. Notify the community of analysis dates with a letter and acknowledgment of receipt.</div> <div>4. Keep an attendance list proving the representative’s presence during sampling.</div> | <div>1. Regularly engage communities through quarterly bipartite meetings and involve their representatives during the annual water analysis to ensure transparency and trust, supported by clear documentation.</div> | Fully aligned          | Continuous implementation |                 |

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| ALLEGATIONS     |                | ACTIONS                                                                                                                             | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                          |                                                                                                                                                                        | PROFOREST VERIFICATION |             |                 |
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| TOPIC           | FINDING        |                                                                                                                                     | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                     | LONG TERM STRATEGY                                                                                                                                                     | MEASURES               |             | RECOMMENDATIONS |
|                 |                |                                                                                                                                     |                         |                                                                                                                                                                                                                                          |                                                                                                                                                                        | ALIGNMENT              | STATUS      |                 |
| Water pollution | Not determined | Ensure that sampling points are respected and document all incidents affecting these sampling points that may justify their change. | Done                    | <div><div>1. Physical identification of sampling zones with signs and geographic coordinates for clear and precise location.</div><div>2. Mapping of sampling points within the plantation for easy planning and monitoring.</div></div> | <div><div>1. Regularly monitor and verify sampling points on-site to ensure they are respected and update documentation promptly if any changes are needed</div></div> | Fully aligned          | Implemented |                 |

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| ALLEGATIONS                                 |                   | ACTIONS                                                                                                            | STATUS & IMPLEMENTATION |                                                                                                                                                                        |                                                                                                                                                                                                       | PROFOREST VERIFICATION |                              |                 |
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| TOPIC                                       | FINDING           |                                                                                                                    | STATUS                  | MEASURES<br>IMPLEMENTED                                                                                                                                                | LONG TERM STRATEGY                                                                                                                                                                                    | MEASURES               |                              | RECOMMENDATIONS |
|                                             |                   |                                                                                                                    |                         |                                                                                                                                                                        |                                                                                                                                                                                                       | ALIGNMENT              | STATUS                       |                 |
| Difficulties<br>accessing<br>drinking water | Partially founded | Share copies of<br>results of borehole<br>water analyses<br>carried out in<br>communities with<br>local residents. | Continuous              | 1. Presentation of water<br>quality parameters during<br>bipartite meetings.<br><br>2. Results are provided to<br>communities against<br>acknowledgment of<br>receipt. | 1. Establish a routine to<br>systematically share<br>borehole water analysis<br>results with<br>communities during<br>regular bipartite<br>meetings, ensuring<br>transparency and<br>community trust. | Fully aligned          | Continuous<br>implementation |                 |

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| ALLEGATIONS                           |                   | ACTIONS                                                                                                                                                                                  | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                  | PROFOREST VERIFICATION |             |                 |
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| TOPIC                                 | FINDING           |                                                                                                                                                                                          | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                                                                                                                          | LONG TERM STRATEGY                                                                                                                                                                                                               | MEASURES               |             | RECOMMENDATIONS |
|                                       |                   |                                                                                                                                                                                          |                         |                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                  | ALIGNMENT              | STATUS      |                 |
| Difficulties accessing drinking water | Partially founded | Complete the drinking water infrastructure currently underway, with priority given to the village of Déhané, as indicated by the results of the survey of drinking water infrastructure. | Done                    | <div><div>1. Discuss progress and challenges during quarterly bipartite meetings with communities.</div><div>2. Annual presentation and handover of CSR* projects with priority on water infrastructures.</div><div>3. Completion of the drinking water infrastructure in Déhané with official reception.</div><div>4. Evidence of The Déhané project published in the press "La Voix du Koat" on the 12/06/2025.</div></div> | <div><div>1. Ensure sustainable completion and maintenance of drinking water infrastructure by integrating community feedback during bipartite meetings and establishing a maintenance plan with local stakeholders.</div></div> | Fully aligned          | Implemented |                 |

\* CSR: Corporate Social Responsibility

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| ALLEGATIONS                           |                   | ACTIONS                                                                                                                                                                              | STATUS & IMPLEMENTATION |                                                                                                                                |                                                                                                                                                    | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                      |
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| TOPIC                                 | FINDING           |                                                                                                                                                                                      | STATUS                  | MEASURES IMPLEMENTED                                                                                                           | LONG TERM STRATEGY                                                                                                                                 | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                      |
|                                       |                   |                                                                                                                                                                                      |                         |                                                                                                                                |                                                                                                                                                    | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                      |
| Difficulties accessing drinking water | Partially founded | Continue to explore with communities alternative ways of supplying drinking water that Socapalm Edéa could support (development of springs, connections to existing networks, etc.). | Continuous              | 1. Regular discussions with communities during bipartite meetings to explore and identify alternative drinking water solutions | 1. Maintain regular dialogue with communities through bipartite meetings to identify and support sustainable alternative drinking water solutions. | Fully aligned          | Continuous implementation | Records of bipartite meetings indicate that discussions on alternative sources of potable water supply are ongoing with the concerned communities. However, some communities have not yet identified or proposed alternative potable water supply options for further consideration. |

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| ALLEGATIONS                           |                   | ACTIONS                                                                                      | STATUS & IMPLEMENTATION |                                                                                                                                                                    |                                                                                                                                                              | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                                 | FINDING           |                                                                                              | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                               | LONG TERM STRATEGY                                                                                                                                           | MEASURES               |                           | RECOMMENDATIONS |
|                                       |                   |                                                                                              |                         |                                                                                                                                                                    |                                                                                                                                                              | ALIGNMENT              | STATUS                    |                 |
| Difficulties accessing drinking water | Partially founded | Implement the action plan resulting from the drinking water infrastructure inventory report. | Continuous              | 1. Clarification by the General Manager on the procedures for managing boreholes.<br>2. Development of an action plan for boreholes with non-compliant parameters. | 1. Ensure regular review and update of the borehole action plan during bipartite meetings, with follow-up on corrective actions for non-compliant boreholes. | Fully aligned          | Continuous implementation |                 |

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| ALLEGATIONS                |                   | ACTIONS                                                                                                                                                                               | STATUS & IMPLEMENTATION |                                                                                                                                                                |                                                                                                                                  | PROFOREST VERIFICATION |                       |                                                                                                                                                                                                                                                                         |
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| TOPIC                      | FINDING           |                                                                                                                                                                                       | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                           | LONG TERM STRATEGY                                                                                                               | MEASURES               |                       | RECOMMENDATIONS                                                                                                                                                                                                                                                         |
|                            |                   |                                                                                                                                                                                       |                         |                                                                                                                                                                |                                                                                                                                  | ALIGNMENT              | STATUS                |                                                                                                                                                                                                                                                                         |
| Violation of labour rights | Partially founded | Provide each CVV* employee with his or her NSIF** registration number.                                                                                                                | Continuous              | 1. Regular monitoring to ensure that all CVV members receive and are informed of their NSIF registration number.                                               | 1. Integrate the communication of NSIF numbers into the process of appointing or renewing CVV members, and keep records updated. | Fully aligned          | Partially Implemented | The checklists reviewed do not indicate whether CVV members are registered NSIF, nor do they include corresponding registration numbers. Interviews conducted with CVV members in some communities revealed a lack of clarity regarding their NSIF registration status. |
|                            |                   | Ensure employment conditions of CVVs are in line with regulations (compliance with annual leave entitlement, taking account of night baskets, drawing up employment contracts, etc.). | Continuous              | 1. Establishment of a compliance monitoring mechanism for identifying and controlling CVV through census, checklist and inspection to ensure legal compliance. | 1. Spot controls are conducted on CVV’s workers to assess compliance.                                                            | Fully aligned          | Partially Implemented | The checklists reviewed provide evidence of compliance monitoring activities and oversight of CVV operations. However, no evidence was available to demonstrate that CVV members are covered by formal employment contracts.                                            |

\* CVV: Comité Villageois de Vigilance - Village Vigilance Committee  
\*\* NSIF: National Social Insurance Fund

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| ALLEGATIONS             |                                                     | ACTIONS                                                                                       | STATUS & IMPLEMENTATION |                                                                                                                                                                                      |                                                                                                                                                            | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                   | FINDING                                             |                                                                                               | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                 | LONG TERM STRATEGY                                                                                                                                         | MEASURES               |                           | RECOMMENDATIONS |
|                         |                                                     |                                                                                               |                         |                                                                                                                                                                                      |                                                                                                                                                            | ALIGNMENT              | STATUS                    |                 |
| Intimidation and arrest | Founded but not the responsibility of SOCAPALM Edéa | Maintain direct engagement with the Apouh village to reach agreements that improve relations. | Continuous              | 1. Formal letters and meeting requests sent regularly to demonstrate openness to dialogue.<br>2. Engagement through third parties (administrative authorities or neutral mediators). | 1. Continue demonstrating willingness for dialogue through written communication and by involving recognized local authorities to gradually rebuild trust. | Fully aligned          | Continuous implementation |                 |

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| ALLEGATIONS                                                                  |                | ACTIONS                                                                    | STATUS & IMPLEMENTATION |                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                 | PROFOREST VERIFICATION |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| TOPIC                                                                        | FINDING        |                                                                            | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                                                                                                                                                 | LONG TERM STRATEGY                                                                                                                                                              | MEASURES               |                           | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                              |                |                                                                            |                         |                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                 | ALIGNMENT              | STATUS                    |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Local resident injured in uprising during attempt to extend Edéa plantations | Not determined | Contact the individual concerned to discuss ways to resolve the situation. | Continuous              | <div><div>1. Review of available information related to the event, noting that no conclusive evidence (such as a medical report) has been provided to confirm the alleged injury.</div><div>2. Maintain openness to formal dialogue if new, substantiated elements are presented by the concerned party.</div></div> | <div><div>1. Continue monitoring community relations through established mechanisms (bipartite meetings) and address any future grievances based on verified facts.</div></div> | Fully aligned          | Continuous implementation | Evidence of engagement with the concerned individual was available, and the case file demonstrates that Socapalm has undertaken follow-up actions. However, the individual has not provided the supporting evidence required to enable further assessment and resolution of the case. Socapalm remains open to continued dialogue and engagement should the individual choose to come forward and provide the necessary information. |

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| ALLEGATIONS           |                                          | ACTIONS                                                                                        | STATUS & IMPLEMENTATION |                                                                                                                                                                                           |                                                                                                                                                         | PROFOREST VERIFICATION |             |                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| TOPIC                 | FINDING                                  |                                                                                                | STATUS                  | MEASURES IMPLEMENTED                                                                                                                                                                      | LONG TERM STRATEGY                                                                                                                                      | MEASURES               |             | RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                                                       |
|                       |                                          |                                                                                                |                         |                                                                                                                                                                                           |                                                                                                                                                         | ALIGNMENT              | STATUS      |                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Other recommendations | Additional recommendation proposed by EF | Draw up and implement a procedure setting out the steps to follow when apprehending a suspect. | Done                    | <div>1. Creation of a memo detailing the key steps to follow in the event of theft, misappropriation, or other incidents.</div> <div>2. Awareness sessions CVV and security agents.</div> | <div>1. Ensure regular updates of the procedure based on feedback and incidents, and include it in refresher training for CVV and security staff.</div> | Fully aligned          | Implemented | <div>A memo has been circulated to all relevant stakeholders outlining the procedures for handling suspects in case of theft, harassment, etc. Awareness and sensitizations sessions have been conducted for all security agents including CVV, Africa Security and Ecopatrol teams.</div> <div>Further efforts should be made to reinforce awareness and understanding of the procedure among security agents.</div> |

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| ALLEGATIONS           |                                          | ACTIONS                                                                                                                                                       | STATUS & IMPLEMENTATION |                                                                                                                             |                                                                                                                                                                                             | PROFOREST VERIFICATION |                           |                 |
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| TOPIC                 | FINDING                                  |                                                                                                                                                               | STATUS                  | MEASURES IMPLEMENTED                                                                                                        | LONG TERM STRATEGY                                                                                                                                                                          | MEASURES               |                           | RECOMMENDATIONS |
|                       |                                          |                                                                                                                                                               |                         |                                                                                                                             |                                                                                                                                                                                             | ALIGNMENT              | STATUS                    |                 |
| Other recommendations | Additional recommendation proposed by EF | Increase the number of information channels within the communities to ensure that job opportunities for positions of responsibility are communicated to them. | Continuous              | 1. Communication of job opportunities to communities with acknowledgement of receipt to ensure information has been shared. | 1. Establish and maintain multiple communication channels within communities (meetings, notice boards, local representatives) to ensure timely and wide dissemination of job opportunities. | Fully aligned          | Continuous implementation |                 |

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