



SUSTAINABILITY Report

2024



www.socfin.com



Contents

I.	Introduction	7
1.	Message from the General Manager	7
2.	Commitment to environmental, social, societal and transparency aspects.....	7
3.	General profile	7
4.	Geographical presence in the country	8
5.	Hierarchical Organization chart of the plantation	8
6.	Capital structure (shareholding)	8
7.	Key dates.....	9
II.	Economic performance in figures	10
1.	Turnover and planted area by type of crop	10
2.	Palm oil and palm kernel productions.....	10
3.	Research and development projects	10
4.	Impacts of climate change on operations.....	10
5.	Objectives and perspectives	11
III.	Responsible governance	12
1.	Governance structure and management approach	12
2.	Policies, charters and code of conduct	12
3.	Compliance with legal requirement	12
a.	National environmental and social laws.....	12
b.	Fight against child labor	13
c.	Fight against forced or compulsory labor	13
d.	Fight against corruption	13
e.	Anti-competitive behavior.....	13
f.	Social contributions (pensions, occupational accidents, associations, unions)	13
g.	Compliance with labor laws (associations, unions).....	13
4.	Tax	14
a.	Approach to tax	14
b.	Tax governance	14
c.	Stakeholder engagement	14
5.	Voluntary compliance with other standards.....	14
a.	RSPO	14
b.	ISO 9001	14
c.	High Carbon Stock approach (HCS) and High Conservation Value (HCV)	14
d.	Free, Prior and informed Consent (FPIC)	15

e. Others.....	15
6. Supply chain and traceability.....	15
A. Identification	15
b. Transparency and fair procurement	15
c. Taking into account environmental and social aspects in the supply chain	15
7. Clients' standards	15
8. Third party evaluations	15
9. Complaints and grievance	16
10. Objectives and perspectives	16
IV. Strong social commitment.....	17
1. Company's social commitment	17
2. Overall assessment of key social indicators	17
a. Staff.....	17
b. Protection of employees.....	18
c. Internal complaints management	19
d. Meeting the financial needs of employees.....	19
e. Human resources key figures	19
f. Training opportunity: employee's capacity building	20
g. Membership and freedom of association of employees.....	20
h. Retirement.....	20
i. Career development.....	20
3. Availability of infrastructure for employees	21
a. In the villages	21
b. Investments in infrastructure	21
c. Mobility	22
4. Security of people and property	22
5. Health: a driving force for development.....	22
a. Health policy	22
b. Staff and health infrastructure	22
c. Meeting the financial needs of employees (medical loans)	23
d. Prevention, detection and treatment of diseases	23
e. Family planning	23
f. Data collection	23
g. Preparedness for emergency situations	23
6. Supporting education and training.....	23
a. Education policy	23
b. Infrastructure and staff	23

c.	Financial support and donations.....	24
7.	Micro-projects.....	24
8.	Perspectives and performance	25
V.	Ensuring employee safety	26
1.	Safety management system	26
2.	Occupational health and safety policy	26
3.	Occupational health and safety committees	26
4.	Risk analysis (realized this year or updated).....	26
5.	Programs and plans (existing and developed this year)	27
6.	Achievements	27
7.	Training and sensitization	28
8.	Medical check-up	28
9.	Monitoring.....	29
10.	Number of accidents (loss greater than one day)	29
11.	Accident rate per 200 000 hours of work	29
12.	The safety of people in the supply chain (training, audits).....	29
13.	Evolution over time.....	30
14.	Objective for the next year	30
VI.	Management of natural resources.....	31
1.	Environmental management system	31
2.	Status of certifications in progress	31
3.	Policies	31
a.	Water	31
b.	Soil protection.....	32
c.	Waste management	32
d.	Protection and enhancement of biodiversity.....	33
e.	Air emissions and ambient air	33
f.	Materials used	34
g.	Energy	34
h.	Impacts on climate change.....	34
i.	Preservation of High Conservation Values and High Carbon Stock Forests	34
4.	Environmental impact assessments	35
5.	High Conservation Value Studies and High Carbon Stock approaches (HCVa-HCSa)	35
6.	Environmental non-compliances	35
7.	Programs and plans (existing and developed this year)	35
8.	Achievements	36
9.	Trainings	36

10.	Monitoring	36
11.	Number of environmental accidents (details)	36
12.	Environmental accident rate for 200 000 hours of work.....	36
13.	Fire monitoring.....	36
14.	Evolution over the time.....	36
15.	Relations with Government/administrations	37
16.	Environmental aspects in the supply chain (training, audits, etc.).....	37
17.	Objective for the next year	37
VII.	Contribution to local development	38
1.	Local partners	38
a.	Subcontractors	38
b.	Stakeholders' engagement plan	38
2.	Community development plan.....	39
3.	Neighorly relations with local communities.....	39
a.	Access to health and education for communities.....	40
b.	Energy and water supply.....	40
c.	Opening and maintenance of roads	40
d.	Donations.....	40
4.	Partners in local development projects.....	41
a.	With communities.....	41
VIII.	Internal and external communication	42
1.	Strengthening internal communication	42
2.	Strengthening external communication.....	42
3.	External communication results.....	43
4.	Participation in events and/or sponsorship.....	43
IX.	Objectives and perspectives 2025-2026-2027	44
X.	Glossary	45
XI.	Key figures	46
XII.	Appendix	49

Figure 1: Maps of the Agripalma plantation.....	8
Figure 2: Agripalma's organization chart.....	8
Figure 3: Fresh fruit bunch	10
Figure 4: Agripalma plantation.....	11
Figure 5: Palm's fruits.....	11
Figure 6: HSE team.....	21
Figure 7: Cybersecurity training	21
Figure 8: Road's maintenance.....	22
Figure 9: Truck for employees' transport	22
Figure 11: Activities with Emolve creche.....	25
Figure 11: Member of the HSE Department	26
Figure 12: Safety Walkthrough	27
Figure 13: Water analysis	32
Figure 14: Sensibilization at Emolve primary school	32
Figure 15: Soil analysis	32
Figure 16: "Waste management center" area sign	32
Figure 17: Air analysis	34
Figure 18: Emolve washing place inauguration	39
Figure 19: Inauguration of a water well in Priai pesquera.....	39
Figure 20: Repair of the water well at Monte Mario.....	39
Figure 21: Inauguration of the community center in Priai pesquera.....	39
Figure 22: Rehabilitation route of the community of Ribeira Peixe	40
Figure 23: Football training for children from the Filhos de São Tomé association	41
Table 1: Plantation areas	10
Table 2: Palm oil and palm kernel productions	10
Table 3: Workforce distribution by department (only permanent employees).....	17
Table 4: Workforce distribution by category and gender	17
Table 5: Distribution of employees by category.....	17
Table 6: Age distribution by employees	18
Table 7: Employees turnover rate (only for permanent employees).....	19
Table 8: Number of maternity and paternity leaves	20
Table 9: Location of health centers and staff near the plantation	22
Table 10: Number of schools	24
Table 11: School management	24
Table 12: Distribution of the number of injuries resulting in DART at work by type of employees .	29
Table 13: Number of fires on the plantation	36

I. Introduction

1. Message from the General Manager

Despite its relatively small size, with 1 879 hectares planted, Agripalma has set its goal to produce high quality organic and sustainable palm oil.

Set in an environment of lush tropical vegetation and a pristine oceanfront attracting constant flows of tourists, Agripalma, as the largest company in the country, is bound to show the example in developing a responsible and sustainable tropical agriculture in close relationship with its neighboring communities.

Agripalma underwent a certification audit of the entire concession to obtain RSPO-IP certification. Combining the RSPO and organic certifications is very challenging but all ensures that Agripalma offers an outstanding sustainable palm oil quality that contributes to the development of São Tomé's economic and social wellbeing.

The year 2023 saw a significant drop in our production, mainly due to very unfavorable weather conditions, with very little sunshine. However, we remain optimistic about the plantation's potential.

Agripalma is in regular contact with its stakeholders, neighboring communities, authorities, staff representatives and NGOs to identify needs, opportunities and areas of improvement.

Achieving high standards in organic and sustainable palm oil production is not just an objective; it is a journey, requiring continuous efforts from all plantation staff, from the field employees to the plantation management.

Agripalma's road ahead looks promising, however it will not be an easy one and no efforts will be spared to achieve the

plantation's challenging goals, while celebrating the unique environment of São Tomé and its population.

Nicolas Bergerot

General Manager

2. Commitment to environmental, social, societal and transparency aspects

Aspects related to HSE (Health, Safety and Environment) and education are covered by the National Bill nº14/2007. This bill incorporates measures that guarantee adequate working conditions for employees in the agri-business sector. The Company ensures the implementation of measures covered by the above bill by employing experts in H&S (Health and Safety) and environmental aspects.

In line with the Socfin Group responsible management policy, one of Agripalma's priorities is its environmental and social responsibility. This responsibility translates into protective actions of the environment and improving workers and communities living conditions.

Agripalma strives to put in place rules of prevention to every form of risk:

- Preservation of biodiversity in the concession;
- Sustainable use of natural resources;
- Creation of nurseries for reforestation projects;
- Improving health services of workers;
- Engaging all the surrounding communities with the project.

3. General profile

Agripalma is located in the south of the island of São Tomé, Caué District, where unemployment was particularly high, with a

concession of 2 388 hectares. Today, Agripalma has 1 879 hectares of oil palms and the last planting extension was finished in 2014. Agripalma has 1 palm oil mill.

Today, Agripalma is a major economic player on the island, and it has become the largest private employer in São Tomé and Príncipe with 826 employees. It brought development and progress to the poorest and most deserted district of São Tomé, doing a sustainable and modern agriculture, affecting in a positive way people's living conditions.

4. Geographical presence in the country

São Tomé and Príncipe is an archipelago consisting of 2 main islands in the Gulf of Guinea.

The total area of the country is 1 001 km², the island of São Tomé covers 859 km², and the island of Príncipe 142 km². Both are volcanic islands with a rugged geography.

Agripalma is located in Caué District, Democratic Republic of São Tomé and Príncipe. Divided in 3 different areas:

- Ribeira Peixe - Main Plantation;
- D. Eugénia - Northern side plantation near Iô Grande River;
- And Alto Douro, Gumbela, Vainha and Cachoeira - Southern side near Malanza village.

Cocoa, coffee and pepper production are important contributors to the country's agriculture and exports; cocoa remains the main economic foreign currency source of the country, however in terms of volume palm oil accounts for more than 50% of the country's exports.

São Tomé and Príncipe's heavy dependence on the agricultural sector,

which provides 70% of the country's jobs and 80% of its exports, has encouraged the development of the sector in the archipelago.

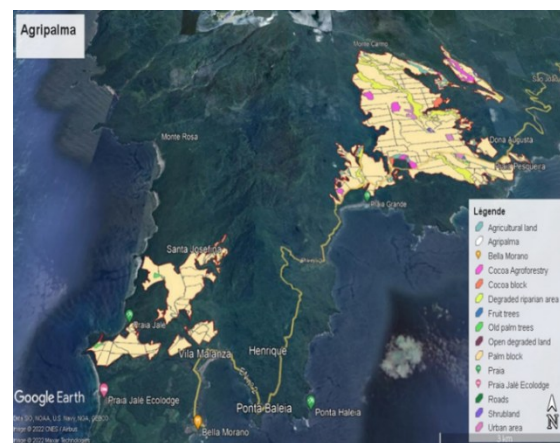


Figure 1: Maps of the Agripalma plantation

5. Hierarchical Organization chart of the plantation

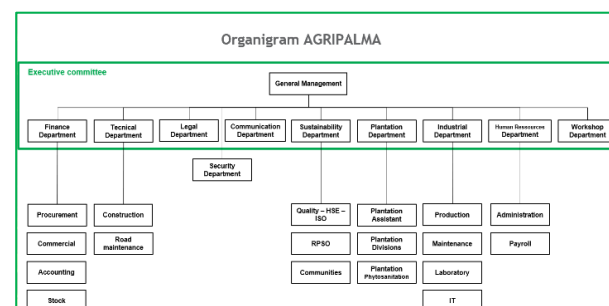


Figure 2: Agripalma's organization chart

6. Capital structure (shareholding)

The project started with STP Invest in 2009 entering into an agreement with the government to rehabilitate and extend an old government oil palms' plantation Emolve. The works started in 2010. In October 2013, Socfinaf purchased STP Invest, and with this purchase, 88% of the shares of Agripalma.

The capital structure is as follows:

- STP Invest (Socfinaf - Socfin Group): 88%;
- Government of São Tomé: 12%.

7. Key dates

2009: MoU signed between Agripalma and São Tomé Government for a concession.

2011: First planting of oil palms.

2013: Socfinaf (Socfin Group) acquired STP Invest and by consequence 88% of the shares of Agripalma.

2014: Last oil palm planting.

2017: Agricert Organic Standard (EU) 2018/848 up to current year.

2018: Palm oil mill construction.

2019: Palm oil mill commissioning and starting process, starting of exports end of the year.

Partnership with the Real Madrid Foundation to build passion for sports while driving education.

2020: First whole year of production and exportation of palm oil.

2021: RSPO-MB (Mass Balance) certification up to 2023.

2024: Agripalma achieved RSPO-IP certification.

II. Economic performance in figures

1. Turnover and planted area by type of crop

Agripalma's plantation is now a fully mature plantation, areas distribution are:

Plantation areas (2024) (ha)	
Matures	1 879
Immatures	0
Total	1 879

Table 1: Plantation areas

1 879 ha planting divided through 4 planting years, between 2011 and 2014.

2. Palm oil and palm kernel productions



Figure 3: Fresh fruit bunch

Agripalma's plantation is now a fully mature plantation and harvest and processing started in September 2019.

Agripalma's plantation applies best practice agronomic standards. The conditions of soil and climate should theoretically enable high yields while being a fully organic standard plantation.

Both our products, palm oil and palm kernels, are fully certified according with EU organic standards.

Due to the small market in São Tomé, local sales represented only 290 T in 2024.

Palm oil and palm kernel productions (2024)	
Productions	Tons
Crude palm oil	4 742
Palm kernel	1 110

Table 2: Palm oil and palm kernel productions

The knowledge and incorporation of innovating technologies done by Agripalma and the Socfin Group make the development sustainable in all ways. Thanks to the Socfin Group standard procedures, Agripalma reached its goal: becoming 100% organic since 2017.

3. Research and development projects

Agripalma is working with the Agric Scientific Center of São Tomé and the Research Department of Socfinco (Socfin Group) to develop organic oil palms plantations, help developing and improving varieties suitable to the climate and soils in Agripalma's concession. Agripalma also cooperates with the University of Gent (in Belgium) and with the Agronomy Department of the University of São Tomé.

4. Impacts of climate change on operations

São Tomé and Príncipe, as an island country, is potentially subject to environmental risks, in particular to the effects of climate change. This situation reinforces the importance of pointing out the situations of risk and vulnerability that climate change can bring to the production. Main risks are those related to the rainfall pattern and quantities and the potential increased prevalence of storms with resulting erosion and landslides.



Figure 4: Agripalma plantation



Figure 5: Palm's fruits

5. Objectives and perspectives

Agripalma's target for 2025 is to continue export its organic palm oil, and help the country become increasingly self-sufficient.

III. Responsible governance

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

Part of a Group, we wish to contribute to the achievement of these goals developed by the United Nations, the SDGs¹.

Socfin’s responsible management policy seeks to contribute to 12 SDGs.

1. Governance structure and management approach



Agripalma focuses its activities on the scrupulous respect of fundamental human rights, the SDGs, legislation, code of conduct, code of ethics, internal policies to guide its actions in favor of the Company’s employees, as well as the involvement of local communities and environmental protection.



For our local and rural development



For our local employees and communities



For our environment

2. Policies, charters and code of conduct

The commitments based on the Socfin Group’s responsible management policy are

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

reflected at Agripalma level in the following policies:

- Policy against sexual harassment and all forms of workplace violence;
- Reproductive rights policy;
- Freedom of association and collective bargaining policy;
- Freedom of formation of a committee of gender policy;
- Human rights, and protection of human rights defenders’ policy;
- Gender equality, child labor, bribery and corruption policy;
- Labor work policy;
- Health safety and environment policy.

In addition to these policies, Agripalma applies the Socfin Group’s code of conduct and has developed its own code of ethic.

These codes address themes such as: integrity, transparency, absence of conflict of interest, compliance with laws and regulations in force in Agripalma, etc. The code of ethics and the code of conduct are made available to Agripalma’s employees and partners: customers, suppliers, subcontractors, so that they can commit to respecting the principles and putting them into practice in their collaboration with Agripalma.

3. Compliance with legal requirement

a. National environmental and social laws

The Company complies with all legal requirements of the Democratic Republic of São Tomé and Príncipe (law of environment n° 10/1999). On a yearly basis, the Company obtains its registration and various certifications and permits from the relevant government agencies as required by the government of São Tomé and Príncipe.

b. Fight against child labor



Agripalma applies a zero-tolerance approach to child labor, and all necessary measures are in place within the Company to help prevent this scourge.

No person, man or woman, less than 18 years old can be hired or contracted, directly or indirectly, or allowed to develop a professional activity in Agripalma.

No person, man or woman, can work in Agripalma without a legal ID card. It is the only way to make sure that no non-adult will be engaged in Agripalma.

c. Fight against forced or compulsory labor

The Universal Declaration of Human Rights, which stipulates that all forms of forced or compulsory labor must be eliminated, is scrupulously respected at Agripalma. What's more, São Tomé laws (labor code and collective agreement) make it compulsory for any commitment to work of any kind to be agreed and formalized by an employment contract. In line with the Socfin Group responsible management policy and code of conduct, and Agripalma's code of ethics, there is no employee at Agripalma who works either compulsorily or forcibly.

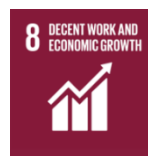
d. Fight against corruption



One of Agripalma's policies is to combat corruption in all its forms, including bribery and misappropriation, but also influence peddling. For that, Agripalma has an

internal code of conduct and an internal regulation that are approved by the general inspection of labor.

e. Anti-competitive behavior



Agripalma is committed to fight against anti-competitive behavior, in all of its operations but also in the supply chain (subcontractors).

We ensure the Socfin's codes of conduct is communicated to suppliers as well as provide training and awareness sessions to employees and suppliers and contractors.

The code of ethic is an integral part of all Agripalma's contracts.

f. Social contributions (pensions, occupational accidents, associations, unions)

The Company is strictly in compliance with the provisions of the Labor Laws of São Tomé, and the National Social Security & Welfare Corporation Pension Scheme.

Following the law, the Company pays 6% of the salary and the employee pays 4% to the National Social Security, thereby ensuring access for all employees to a retirement pension in the future.

Suppliers agree, in the contract to make available for audit to confirm or ensure compliance to Labor law.

g. Compliance with labor laws (associations, unions)

Agripalma is actively reviewing compliance to Labor law and immediately addressing any identified non-conformance.

There is one union legally founded in São Tomé today, Organização Nacional dos Trabalhadores de São Tomé E Príncipe (ONTSTP). Agripalma has 44% of employee unionized.

Social legislation recognizes employees' right to create or freely join the union.

4. Tax

a. Approach to tax

Agripalma keeps a close eye on local tax issues. In this way, the Company can remain compliant, and without any strategy, it simply respects the country's tax regulations.

We are audited by the government every year and have no non-conformities.

b. Tax governance

When there are new developments in taxation, each department within the Company take ownership of the subject and disseminate the information at directors' meetings. In this way, each Manager is kept abreast of the subject.

c. Stakeholder engagement

Agripalma holds periodic meetings with the local communities.

Continuous and collaborative engagement is often maintained with others stakeholders for various social and environmental issues.

Agripalma see its stakeholders as strong partners in achieving the sustainability agenda of the Company and promptly addresses any raised grievances or complaints.

5. Voluntary compliance with other standards

a. RSPO

Following the Socfin Group's commitment to have all its African subsidiaries RSPO certified, Agripalma has launched its RSPO (Roundtable on Sustainable Palm Oil) certification process in 2021.

In 2024, Agripalma has continued its efforts to maintain the renewal of its RSPO P&C and RSPO SCC certifications.

b. ISO 9001

Agripalma plans to obtain ISO 9001 certification by the end of 2025.

c. High Carbon Stock approach (HCS) and High Conservation Value (HCV)

Agripalma adheres to the Socfin Group's commitment to identify, maintain and protect High Carbon Stock (HCS) and High Conservation Value (HCV) areas.

This approach requires the application of several principles, such as carrying out an HCS study on new expansion projects, determining the HCS areas to be conserved and enabling the implementation of action plans to protect these areas.

The study will identify riparian zones, protected areas or areas with rare ecosystems, as well as areas of cultural or economic importance to local communities and indigenous peoples, so that appropriate measures can be proposed to protect them.

Furthermore, this approach is designed to be used alongside existing actions and integrated with other land-use planning and conservation protocols, such as Free, Prior and Informed Consent (FPIC) and the identification of HCV zones.

The HCV report has been published in 2023. Due to the decrease of the concession in 2022, HCV Africa who has done the study has revised and reissued its maps in August 2023.

d. Free, Prior and informed Consent (FPIC)

The Socfin Group follows the “FAO Manual on Free, Prior and Informed Consent”.

Agripalma adheres to the principles of the Socfin Group responsible management policy, including its commitment to: “Respect the right of indigenous peoples and local communities to give or withhold their Free, Prior and Informed Consent (FPIC) to any operations affecting lands or resources over which they have legal, community or customary rights”.

This commitment was reaffirmed in its responsible management policy, which is publicly available on www.socfin.com.

e. Others



Agripalma started the certification of its operations according to the “organic farming” requirements. For several years now, Agripalma has not used any chemical fertilizers or biocides in its plantation.

Agripalma obtained EU Organic Standard Production and Global Gap certification of its palm fruit and palm oil production in December 2017 and the IPAC Agricert Organic Standard Vs0407/2019.

6. Supply chain and traceability

a. Identification

Agripalma sources its production from its own plantation, no external purchase of raw material is currently planned.

b. Transparency and fair procurement

Agripalma is committed to transparency, following the RSPO Principle n° 1 and all its criteria.

Supply chain rules and guidelines are clearly communicated to suppliers through Agripalma’s Supplier Manual and code of ethic.

c. Taking into account environmental and social aspects in the supply chain

The whole supply originates from Agripalma’s own plantations.

7. Clients’ standards

Currently Agripalma’s clients are based in Europe and Western Africa. Agripalma adheres to the requests and standards of its clients.

Our current clients require from us organic and RSPO certifications.

8. Third party evaluations

All production and export are controlled by the scientific agronomic center of São Tomé and an independent control company (SGS). Unions are also working closely with the Company, the general inspection of labor of São Tomé and the general management of environment.

9. Complaints and grievance

Our grievance procedure has been revised and communicated internally and to all stakeholders (including communities) during 2023.

Survey conducted by the Company demonstrated good understanding of the grievances' procedures by all stakeholders.

10. Objectives and perspectives

As part of Agripalma's business activities, we have a number of commitments and objectives that we implement every year.

The Company is committed to local and rural development, i.e. reducing unemployment, providing training and contributing as much as possible to the well-being and economic development of the surrounding communities.

It is committed to ensuring the well-being of its employees by respecting local labor laws and human rights, and strives to respect its commitments by enshrining them in its internal policies.

Finally, the Company is also committed to protecting the environment through RSPO and organic certification and a policy of sustainable agriculture.

IV. Strong social commitment

This chapter is dedicated to the Socfin Group's and Agripalma's social commitment to its employees. Please see chapter 7 for engagement with local communities.

1. Company's social commitment

Striving to be a responsible employer, Agripalma's commitment towards its employees is outlined in its code of ethics, the RSPO manual of policies and procedure, and internal policies and procedures.

Agripalma is committed to provide a safe and quality environment for its employees both to work and to live in with their families.

2. Overall assessment of key social indicators

a. Staff

At the end of 2024, Agripalma had a total of 826 employees, of which 723 are permanent employees, 1 is a temporary worker and 102 are contractors.

i. Workforce distribution by department

	Number of employees	Ratio
General Management	5	1%
Human Resources (+ teachers & others...)	38	5%
Agronomy	540	75%
Industrial	90	12%
Finance and administration	9	1%
Sustainable Development	15	2%
Audits and agricultural technics	14	2%
Purchase/sales	11	2%
Security	1	0%
Total	723	100%

Table 3: Workforce distribution by department (only permanent employees)

ii. Workforce distribution by category and gender

	Men	Women	Total	Ratio of women
Permanent employees	486	237	723	33%
Temporary worker	0	1	1	100%
Contractors	64	38	102	37%
Total	550	276	826	33%

Table 4: Workforce distribution by category and gender

iii. Presentation of the different kind of employee's status and global distribution

	Number of employees	Ratio
Employees	723	88%
Temporary worker	1	0%
Contractors	102	12%
Total	826	100%

Table 5: Distribution of employees by category

iv. Integration of young people into the working world

Agripalma is committed to helping young people enter the world of work.

With its wide range of activities, Agripalma is a source of opportunity for young pupils and students leaving school to validate their internships or diplomas.

The Company also opens up employment opportunities for unskilled young people, for the various tasks carried out in the fields.

Last year, as part of a government program for professional experience, Agripalma welcomed 6 interns. This opportunity proved beneficial for both the Company and the interns. Agripalma is eager to continue

participating in similar initiatives in the future.



	18-29	30-50	>50
Employees	233	327	163
Temporary worker	1	0	0
Contractors	78	24	0
Total	312	351	163
	38%	42%	20%

Table 6: Age distribution by employees

v. Minimum wage

Agripalma is firmly committed to complying with the applicable laws regarding wages and working conditions. In accordance with the law, the Company ensures that no salary paid is below the minimum wage set by the government of São Tomé. It is important to note that in São Tomé, the minimum wage varies depending on the size of the company, specifically the number of its employees. For companies with more than 30 employees, such as Agripalma, the legal minimum monthly wage is set at STD 1 600.

However, Agripalma’s commitment goes beyond simply meeting this minimum threshold. In fact, the Company exceeds the legal requirements and ensures that its employees receive salaries that are well

above the minimum wage. The lowest salaries at Agripalma are more than twice the legal minimum, reflecting the Company’s dedication to providing fairer and more equitable working conditions for its employees. This wage policy is a concrete example of how Agripalma supports its employees, helping to improve their quality of life and purchasing power, while adhering to social and ethical standards.

b. Protection of employees

At **Agripalma**, employee protection is primarily based on respect for **human rights** and **fundamental freedoms**. The Company makes it a priority to ensure that its employees work in an environment that respects their dignity, freedom, and inalienable rights. These core principles are integrated into the Company’s policies and actions, particularly through its **code of ethics**, which guides behavior within the organization and establishes clear standards for respecting human rights.

Among Agripalma’s internal policies, several have been specifically put in place to prevent and address situations that could harm the well-being of employees, including:

- **The policy against sexual harassment and all forms of workplace violence**, aimed at eradicating any inappropriate, aggressive, or discriminatory behavior, and ensuring a healthy and respectful working environment for all.
- **The policy on freedom of association**, which guarantees all employees the right to freely associate and defend their collective interests without fear of retaliation.

- **Health, Safety and Environment (HSE) policies**, designed to protect the physical and mental health of employees while ensuring safe working conditions and environmental preservation.

Agripalma does not just define these policies; the Company actively communicates these commitments. In fact, a key part of the Company's strategy is the regular dissemination of this information to all employees, as well as to external partners, service providers, and suppliers. The goal is to ensure that all stakeholders understand and respect these commitments, not only in theory but also in daily practice.

This communication is carried out through **training sessions, information meetings, and written materials** that clearly outline employees' rights and responsibilities, as well as the procedures for reporting violations of internal policies. Agripalma ensures that its employees are not only informed of their rights but also have the necessary tools to report any concerning or uncomfortable situations.

c. Internal complaints management

Agripalma places a strong emphasis on monitoring employee satisfaction and addressing grievances promptly through its well-established internal grievance Standard Operating Procedures (SOP). The Company actively encourages employees to voice their concerns and ensures that all grievances are thoroughly investigated and resolved in a timely manner. In 2024, Agripalma successfully maintained a track record of resolving all grievances, underscoring its commitment to fostering a positive and supportive work environment. This proactive approach not only strengthens employee trust and morale but also contributes to the overall success and harmony within the Company.

d. Meeting the financial needs of employees

Agripalma provides the possibility to open bank accounts for all employees. Thus, everybody may have access to bank loans and credits, although this option may be disregarded by some employees. For this, Agripalma has installed, together with BGFI Bank, an ATM machine in the plantation.

Agripalma allows employees to acquire salary advances monthly, on the second week of every month. In 2025, the Company plans to establish a banking institution, the first in the Caué district. This will encourage employees to open bank accounts and promote the development of the region, particularly by offering new borrowing opportunities and other financial services.

e. Human resources key figures

Employees at 01.01.2024		804
Recruitments		0
Separations	Resignations	53
	Discharges	22
	Other departures	6
Employees at 31.12.2024		723
Turnover		5.04%

Table 7: Employees turnover rate (only for permanent employees)

The turnover rate is consistent with trends observed in the primary sector, but several factors contribute to this situation:

- Agricultural sectors are seeing a decline in the number of employees, primarily due to challenging working conditions.
- As literacy and education levels have risen, there has been a shift in individuals' employment expectations, with a growing preference for opportunities in the tertiary sector.

- Additionally, a significant portion of workforce departures is linked to migration to Portugal, where the government has opened its borders to attract low-cost labor, further contributing to the trend.

	Male	Female	Total
Employees eligible for maternity/paternity leave	0	2	2
Employees on maternity/paternity leave	0	2	2
Employees expected to return to work after a maternity/paternity	4	3	7
Employees who have returned to work after a maternity/paternity leave	4	3	7
Return to work rate	100%	100%	100%

Table 8: Number of maternity and paternity leaves

f. Training opportunity: employee's capacity building

Each department within the Company conducts a thorough assessment of the training needs of its employees, taking into account both individual and collective needs. These training sessions aim to improve performance.

The Company implements an annual training plan designed to address these identified needs. In 2024, 137 training programs were delivered, demonstrating a continuous commitment to investing in skills' development. This plan allows the Company to adjust its priorities and ensure that its employees have the necessary tools to evolve.

As a concrete example, HSE (Health, Safety and Environment) agents recently underwent specialized training led by an external expert recognized in the field.

This training, which covered both theoretical aspects and practical skills, enabled the agents to earn a certification. This certification strengthens the legitimacy of the HSE agents in their roles and allows them to better meet the Company's safety and environmental standards.

By promoting this type of ongoing training, the Company ensures sustainable development for its teams while also supporting their professional growth.

g. Membership and freedom of association of employees

Social legislation recognizes employees' right to freely establish or join a union. Some of Agripalma's employees are members of the São Tomé and Príncipe Workers' Organization (ONTSTP). In addition, the Company has an internal policy that guarantees and respects this right.

h. Retirement

Agripalma assists future retirees with their administrative procedures with the relevant authorities for their retirement.

i. Career development

Agripalma actively supports internal professional development by providing employees with opportunities for growth and mobility within the Company, ensuring equal opportunities for all, regardless of gender.

Several employees have had the chance to transition to new roles, gaining new skills and enriching their professional journey. This approach not only enhances talent retention but also fosters continuous improvement in both individual and collective performance, creating a dynamic and motivating work environment.

By encouraging internal mobility and promoting gender equality in career progression, Agripalma strengthens its commitment to fostering a culture of development, inclusion, and equal opportunities for all its employees.



Figure 6: HSE team

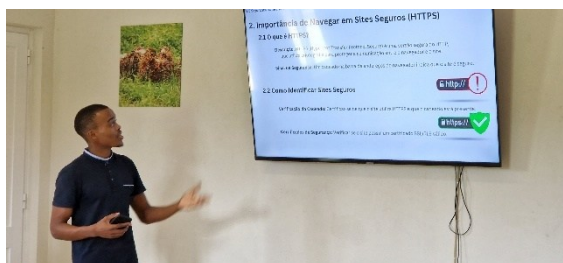


Figure 7: Cybersecurity training

3. Availability of infrastructure for employees

a. In the villages

The former government palm oil company Emolve built most houses and infrastructures in the 2 villages, Emolve and Clotilde. Since the transfer of the plantations' management in 2009 Agripalma has added electric wiring to the facilities.

Since 2023, the 2 villages are no longer managed by the Company and per the updated and revised Concession contract with the Government.

Each village has a Community Leader who collaborates closely with the Company to address needs of residents of each village.

There are 2 riparian villages for employees in which reside also non-employees or former employees.

i. Employees' personal utilities

Even if the villages are no longer managed by Agripalma, the Company still participates to the maintenance of the infrastructure for public schools and of the road to access to the government health center.

ii. Leisure facilities

The riparian villages offer various recreational facilities, such as:

- Football fields with official dimensions.
- Shops, canteens, and bars also serving as meeting and relaxation spaces.

In 2022, the partnership between Filhos de São Tomé and the Company enabled the construction of a Ludothèque. The inauguration of this space is scheduled for the first quarter of 2025.

b. Investments in infrastructure

In 2024, Agripalma devoted a budget of STD 1 705 208 to improving infrastructure in riparian villages such as for the maintenance of houses access to water and electricity, and to telecommunication.



Figure 8: Road's maintenance

c. Mobility

As all the employees are located outside the concession, they come and go in trucks adapted to people transport and a bus provided by the Company.



Figure 9: Truck for employees' transport

4. Security of people and property

Agripalma has various security checkpoints within the plantation to secure Company facilities, and employees, and to prevent illegal logging and petty theft. The whole Security Department is managed by one Agripalma's employee and an external professional security company.

Agripalma ensures respect to Human rights by providing training on our Human rights

and code of ethics to the security guards and their Managers.

5. Health: a driving force for development

a. Health policy

Agripalma's health policy aims to provide safe and high-quality healthcare services to its entire workforce, as well as to their dependents and the surrounding communities.

Agripalma has taken out insurance for all its employees and has established a partnership with the Regional Health Department. Furthermore, the Company works closely with the General Labor Inspectorate to ensure compliance with all legal working conditions. This cooperation also includes training for Agripalma's HSE team, as well as for employees in general.

To facilitate the supply of medicines, which are often scarce in the district, Agripalma has made an agreement with a local pharmacy to ensure the availability of medication for employees and their family. Starting in 2025, employees will have access to an on-site pharmacy, which will greatly improve access to healthcare and the quality of health services.

Every week, a Doctor is on site to carry out health checks. For 2025, the signature of an agreement with a medical group to organize an annual medical examination is planned.

b. Staff and health infrastructure

Health infrastructures are public.

Health infrastructures and staff (2024)			
	Ribeira Peixe	Porto Alegre	Total
Health Centers	1	1	2
Doctors	1	1	2
Nurses	4	5	9
Assistants	1	1	2

Table 9: Location of health centers and staff near the plantation

The health staff are under the responsibility of the Regional Health Department.

Agripalma spends STD 72 000 every year for an insurance to cover health costs related to injuries.

c. Meeting the financial needs of employees (medical loans)

The Company has agreements with some pharmacies, allowing employees to obtain their medication without any upfront payment. The healthcare providers send the invoices directly to us, and the corresponding amount is then deducted from the employee's salary at the end of the month.

d. Prevention, detection and treatment of diseases

The detection and treatment of diseases is a public service. Nevertheless, Agripalma supports employees with transport, medicines and with financial assistance when, in case of severe illness.

Agripalma also closely collaborates with the direction of health on disease breakout alerts in the island, information and awareness. For instances, during a hype of dengue, the Health Department informed the Company who shared awareness of symptoms, promoted control tests and share information on emergency contacts and measures to take in case of suspicion of dengue infection.

e. Family planning

Family planning services are managed by the Regional Health Department and this service is available in all Health institutions.

f. Data collection

All the information gathered by the Company is coming from the relevant departments of the government.

g. Preparedness for emergency situations

The Company has SOPs in place in case of emergency and all employees are trained to these SOPs according to RSPO standard.

Agripalma has its internal emergency procedure and process. The emergency and evacuation plan have been updated for the palm oil mill and approved by the National Service of Civil protection and Firefighters in 2024.

Every year the Company trains the emergency response and evacuation team with each member being awarded the relevant certificate.

6. Supporting education and training

a. Education policy

Agripalma is dedicated to improving the availability and quality of the public schools in the area where it operates.

Agripalma has supported the schools in the concession and neighboring communities with desk and chairs for the students, transportation as well as attending others necessities upon request.

b. Infrastructure and staff

The school infrastructure is Government property.

Agripalma helps to pay the salaries of 3 teachers, an initiative that helps improving the quality of teaching.

In addition, Agripalma assists with maintenance in the buildings such as school's civil construction, maintenance, electrification and supply of electronic assets (computer, TV, DVD) for education purposes.

In 2024, Agripalma's investment in school amounted to STD 267 880.

School categories	Number of schools
Crèches	6
Nursery schools	3
Primary schools	6
Secondary schools	1
Total	16

Table 10: Number of schools

School management	Number of schools
State	14
Plantation	2
Private	0
Total	16

Table 11: School management

c. Financial support and donations

i. Student loans

The Company does not offer student loans, but provides financial support to its employees in various ways, including:

- To ensure optimal conditions for employees with babies or children under the age of 2, Agripalma collaborates with several community crèches. The Company provides teachers at its own expense to support these crèches. To date, 4 communities benefit from this service thanks to the commitment of Agripalma's teachers.
- In addition, Agripalma covers the maintenance of the crèches' infrastructure and ensures that all additional needs expressed by their management are met.

- The Company also covers the monthly tuition fees for all its employees (within the scope of the concession) and provides a daily lunch for each of them.
- Lastly, the crèche recently renovated its facilities to improve the safety and well-being of both the children and the employees.

ii. School transport

The Ministry of Education and the Regional Education Department have buses for school transport.

The Company donates regularly petrol for the school buses.

7. Micro-projects

Agripalma continues its social project together with the Real Madrid foundation through the ONG Filhos de São-Tomé, to associate sport and education and to participate in the development of children. That partnership includes a soccer school for a 100 employees' children, supplementary classes for pupils with school difficulties and periodical medical. The Real Madrid Foundation is also bringing coaches to provide training to 7 staff members so they can train the children. The training started at the end of 2019: students received jerseys from the foundation and are training twice a week in 7 different groups.

Agripalma has also collaborated with the NGO Filhos de São Tomé to provide training on "Resume Building and Entrepreneurship" to the youth of the plantation villages. As a result, members of the plantation community were invited to present their projects and participate at an entrepreneurship contest in the Island and the 1st prize was awarded to a member of the plantation community.

About the Real Madrid Foundation

The Real Madrid Foundation embodies the Real Madrid's commitment to Society and develops its social and cultural awareness programs.

Objective

Its main goal is to promote, both in Spain as well as abroad, the values inherent to sport, and the latter's role as an educational tool capable of contributing to the personal development of those who practice it. In addition, it is a means of social integration for those who find themselves suffering from marginalization, as well of promotion and dissemination of all the cultural aspects linked to sport.

More news on this project:

www.realmadrid.com/en/news/2020/08/12/more-than-10000-children-benefit-from-the-foundation-in-africa

www.filhosstp.org/project-in-caue-with-frm

Agripalma will continue its efforts in the coming years to improve access to education and health services in a rural area.

8. Perspectives and performance

Until now, in the south of the country there are only 2 schools, providing classes up to the 12th grade.

After that, children have to travel to the capital city to go to college, but most of the time, they give up studying. As some families have no financial resources or no family there to accommodate them.

Agripalma will continue its efforts in the coming years to improve access to education and health services in rural areas.



Figure 10: Activities with Emolve creche

V. Ensuring employee safety

1. Safety management system

The Company has reinforced its HSE Department, which is now well-structured and operates effectively. Comprising a team of 12 members, the HSE Department is seamlessly integrated across all Company Departments.

Agripalma's Safety Management System is carefully developed in accordance with international best practices, local legislation, and RSPO standards. This approach ensures that our operations are conducted safely, while minimizing risks to both the environment and our workforce.



Figure 11: Member of the HSE Department

2. Occupational health and safety policy

Agripalma has a comprehensive health and safety policy that aligns with the Socfin Group's code of conduct, which includes a dedicated section focused on workplace safety. This policy is reviewed annually to ensure its continued relevance and effectiveness in addressing emerging risks and maintaining a safe working environment.

By regularly updating the policy, we reinforce our commitment to the well-being of our employees and the highest safety standards across all our operations.

3. Occupational health and safety committees

Since 2023, Agripalma has established an Occupational Health and Safety Committee consisting of employees from various departments. This multidisciplinary committee aims to enhance workplace safety by promoting best practices, identifying potential hazards, and implementing preventive measures across all operational areas. The Occupational Health and Safety Committee meets quarterly.

4. Risk analysis (realized this year or updated)

Agripalma conducts comprehensive risk assessments across all its activities and operations at every level of the organization. Our risk analyses are systematically reviewed and updated on an annual basis to ensure they remain accurate and relevant. Improvement actions identified during these assessments are integrated into the Company's strategic management plans, ensuring continuous enhancement of safety and efficiency.

In 2024, Agripalma made significant investments to strengthen its data analysis capabilities. This effort included partnering

with certified experts specializing in safety assessments of air quality, emissions, and ambient air conditions in the workplace. By leveraging advanced analytical services, Agripalma aims to improve monitoring, mitigate potential risks, and enhance the overall health and safety standards for its employees and operations.

5. Programs and plans (existing and developed this year)

Health and safety are **overseen on a daily basis** by the HSE Department, ensuring a consistent focus on employee well-being and workplace safety. Weekly safety topics and training sessions are provided to all employees across all areas of the Company to reinforce awareness and compliance.

The Company has implemented various programs and plans to enhance safety, including:

- An emergency response procedure and evacuation plan to ensure readiness in case of incidents.
- A road safety procedure, highlighting road safety as a priority to minimize transportation-related risks.
- A comprehensive safety inspection program, meticulously documented to verify adherence to safety procedures and requirements, contributing to the achievement of the Group's key performance indicators.

In 2024, we launched the **Safety Walkthrough Program**, actively involving senior Managers. This program includes monthly inspections of working conditions conducted in collaboration with management and the HSE team. It provides Managers with valuable insights into workplace conditions, allows them to recommend improvements, and

demonstrates their commitment to the safety and well-being of all employees.



Figure 12: Safety Walkthrough

6. Achievements

In 2024, Agripalma took an important step by organizing professional external training for its HSE agents for the first time. This training aimed to significantly enhance their skills and expertise in occupational health and safety, reinforcing the Company's commitment to fostering a safe and healthy work environment for all employees.

In the same year, Agripalma also successfully filled the position of HSE

Coordinator, a strategic move that allowed for a more singular and dedicated focus on health and safety. This new role has strengthened the coordination and implementation of safety protocols across the organization, ensuring that health and safety measures are continually improved and adhered to.

As a direct result of these initiatives, Agripalma achieved a remarkable improvement in its audit results in 2024, demonstrating the effectiveness of these efforts in creating a safer workplace and meeting industry standards.

Furthermore, we continued our commitment to health and safety by delivering weekly HSE minutes across all departments, focusing on a wide range of essential topics related to occupational health and safety.

In 2024, Agripalma launched the “Safety Walkthrough” program, a key initiative designed to strengthen management’s involvement in cultivating a robust safety culture within the organization.

7. Training and sensitization

The HSE team continues to organize weekly training sessions on a variety of HSE topics, in order to increase employee awareness and involvement in health and safety processes and procedures.

Over 203 training were offered to all employees out of which 137 were HSE related.

The Company continues to reinforce key training themes through regular refresher sessions, including:

- **Environmental awareness**, covering riparian zone preservation, sustainable energy and water use, and the legal requirements and consequences of illegal logging.

- **Ethical standards**, such as the code of ethics and human rights policies.

In 2024, Agripalma maintained its commitment to HSE training through various activities, including:

- Risk analysis,
- Hot work safety,
- Confined space procedures,
- Workplace hygiene and safety,
- Emergency response team training,
- Targeted driver training and vehicle inspection protocols.

8. Medical check-up

Medical check-ups are done by the government Regional Health Department.

Agripalma has signed an agreement with the Delegation of Health for the District of Caué in which government Doctors attend our premises on a weekly basis to perform Admission medical exams, annual medical check-ups and follow-up on work accident-related injuries.

To accommodate the size of the workforce and ensure compliance with legal requirements for annual health assessments, Agripalma has entered into a service agreement with the Medical Association of São Tomé. This partnership facilitates on-site medical services at our facilities, providing additional support alongside the healthcare services offered by the district health delegation.

In 2024, Agripalma facilitated the opening of the first private pharmacy by providing the building for its operation on the plantation. This initiative is designed to enhance the quality of life for employees while also benefiting the surrounding community.

9. Monitoring

The HSE Department, in collaboration with the HR Department, monitors all employees across operations and tracks employees on medical leave due to accidents or illness.

Work-related accidents and injuries are logged in an internal database, and since December 2021, a monthly report has been created to analyze accident trends on the plantation.

HSE uses these reports to analyze accidents, identify root causes, and take action to reduce risks.

The Company also tracks the number of internal and external audits, the management of non-conformities (measuring how many are resolved on time), the number of HSE inspections, safety observations reported, and corrective actions taken or closed. These measures enable the Company to ensure a safe and compliant work environment while promoting the continuous improvement of its health, safety, and environmental practices.

10. Number of accidents (loss greater than one day)

Employee type	Number of work injuries resulting in DART
Permanent workers	46
Temporary worker	0
Contractors	0
Total	46

Table 12: Distribution of the number of injuries resulting in DART at work by type of employees

11. Accident rate per 200 000 hours of work

Accident rates per 200 000 working hours by type of employee are distributed as below, in 2024:

- Permanent employees: 36.55;

- Temporary worker: 0;
- Contractors: 0.

12. The safety of people in the supply chain (training, audits)

In the context of personal safety throughout the supply chain, and in order to guarantee a safe working environment, Agripalma has put in place several key measures:

- **Visitor safety induction:** Agripalma systematically provides appropriate Personal Protective Equipment (PPE) to visitors and subcontractors on the concession. Clear and detailed safety instructions are also given to ensure compliance with current safety standards.
- **Accident and emergency management:** Agripalma ensures optimal emergency preparedness with fully trained and equipped first aiders, as well as a dedicated fire emergency response team. In collaboration with the National Fire Department, the Company conducts annual refresher training to maintain a high level of readiness and effectiveness in cases of an emergency.
- **Compliance with safety regulations:** Agripalma is dedicated to upholding the highest safety standards through strict compliance with safety regulations. To ensure a safe working environment, the Company conducts regular audits to identify risks, implement corrective actions, and continuously improve workplace safety. These audits reinforce Agripalma's commitment to protecting employees and subcontractors by ensuring adherence to established safety protocols.

By providing necessary training, implementing safety protocols, and conducting regular audits, the Company ensures the protection of its employees, subcontractors, and visitors, fostering a culture of safety throughout the supply chain.

- Expand the number of health and safety programs to further reinforce a culture of safety in the workplace.

By implementing these objectives, Agripalma will strengthen its commitment to workplace health and safety while driving continuous improvement next year.

13. Evolution over time

Over time, Agripalma has continually improved its Health, Safety and Environment (HSE) practices to ensure a safer workplace. The establishment of the HSE Committee marked a significant milestone in this evolution, providing structured oversight and proactive management of safety-related issues across the Company.

Regular toolbox talks and safety walkthroughs have been implemented as vital tools to actively involve both employees and Top Management in continuous safety discussions. These initiatives foster a culture of awareness, collaboration, and proactive risk prevention. Through concise and targeted sessions, Agripalma ensures that all employees, including subcontractors, are fully informed about potential hazards and the essential precautions required to sustain a safe working environment.

14. Objective for the next year

Aiming to promote sustainability and safety, Agripalma has set the following objectives for next year:

- Improve the detection of occupational illnesses by conducting comprehensive medical evaluations of employees.
- Minimize workplace accidents through thorough root cause investigations and the implementation of targeted corrective measures.

VI. Management of natural resources

1. Environmental management system

In order to have a real impact on the environment, Agripalma has set up an environmental management system based on concrete actions in the field. Agripalma actively monitors biodiversity and wildlife in collaboration with a team of experts in monitoring and identification of threats and protection of biodiversity through the remediation project and CBGG through the compensation project.

In addition, the Company is working closely with the Obô Natural Park and experts in the field to strengthen its ability to develop and implement an effective management plan to protect areas of High Conservation Value (HCV).

In 2022, Ecoguards were hired to support the patrolling of these areas, improve environmental reporting, denounce illegal practices to the relevant local entities and support the implement appropriate mitigation measures.

Finally, Agripalma scrupulously ensures compliance with local environmental protection legislation.

2. Status of certifications in progress

In 2024, Agripalma was certified:

- Agricert organic certification;
- RSPO-IP certification.

3. Policies

Agripalma has implemented a rigorous internal policy regarding health, safety, and the environment, based on the following principles:

- A commitment to preserving the health, safety, and well-being of individuals, while protecting the environment. To this end, **Agripalma** sets ambitious objectives in these areas, regularly evaluates the results achieved, and takes concrete actions to meet these objectives.
- Strict compliance with applicable laws and regulations.
- Particular attention is given to the continuous training of its employees, the systematic identification of risks associated with its activities, and the implementation of strategies to reduce their impact on individuals and biodiversity. Furthermore, the Company conducts thorough investigations into all incidents, raises awareness among its employees, and draws lessons to continuously improve its practices.

a. Water

Agripalma constantly monitors the quality of the surrounding bodies of water and the community water points for the communities.

The organization maintains a quarterly plan of maintenance of the water conduits and deposits in the concession.

Water analysis of the quality of water in the communities are performed yearly to determine the quality of water at the water collection points.



Figure 13: Water analysis

Awareness sessions on sustainable use of water are part of the training program for HSE to all employees and communities.



Figure 14: Sensibilization at Emolve primary school

In 2024 the total usage of production water for the palm oil mill was 25 391 m³.

b. Soil protection

Agripalma implements strict measures to prevent and control accidental chemical spills during storage and transportation. The Company also ensures that potential contamination risks related to waste generated from equipment maintenance and refueling are minimized. To guarantee a rigorous management of these risks, Agripalma adopts enhanced safety protocols, provides continuous training for its personnel, and uses appropriate equipment to reduce any environmental impact.

Agripalma maintains a yearly program for road maintenance to ensure adequate intervention to minimize soil erosion.

Riparian areas are also maintained as per RSPO Guidelines to protect soil structure and prevent erosion.

In addition, Agripalma has soil analysis carried out to verify soil condition and fertility.



Figure 15: Soil analysis

c. Waste management

Agripalma created in 2022 a waste management center to ensure adequate management: reuse, recycling, recovery and disposal.



Figure 16: "Waste management center" area sign

Agripalma ensures adequate segregation at the source to a dedicated waste segregation area provided on-site.

Socialization sessions on waste management are provided to workers and communities members.

Agripalma maintains its program for recycling of tires through a controlled donation program with neighboring communities for sustainable practices such

as horticulture, animal fence and others activities.

All effluents from the palm oil mill are disposed of in the lagoons, with no overflow observed to date.

In addition to the effluents in lagoon, Agripalma ensures effluents from all operations (workshop, garage, etc.) are separated and no contaminated effluent/water is released to the environment.

Agripalma has made significant progress in establishing strong partnerships with certified waste dealers, ensuring proper waste treatment and disposal in compliance with environmental standards. Through these collaborations, the Company not only guarantees responsible waste management but also ensures strict adherence to local and international regulations. These initiatives aim to promote sustainability and reduce the environmental impact of its operations, while supporting innovation in waste management methods.

d. Protection and enhancement of biodiversity

High Conservation Value (HCV) areas inside the concession have been demarcated by Agripalma and the Department of Forestry of São Tomé.

Agripalma is also acting as a buffer and protection zone for the Obô Natural Park mostly to prevent illegal hunting and logging.

Agripalma hired Ecoguards to perform monitoring of HCV areas, increased focus on riparian and remediation areas, report illegal logging and monitor human intervention from locals on concession borders.

Agripalma continues its collaboration with the international NGO BirdLife for sensibilization of its workforces and

communities for respect and protection of the Obô Natural Park and biodiversity.

A training program in collaboration with CBGG will be established in the first quarter of 2024 to establish clear monitoring parameters for the HCV areas in the concession.

e. Air emissions and ambient air

As part of its HSE monitoring plan, Agripalma conducts an annual inspection of atmospheric emission sources and pollutants.

The Company also carries out an annual analysis in collaboration with certified laboratories and implements the recommendations to ensure that emission levels remain in compliance with applicable environmental standards.

Management of Company's fleet and optimization of fuel usage (vehicles, machines, gensets) has been one of Company key means to reduce emissions.

But also, Agripalma maintains a good nutrient plan to optimize the nutrient balance and minimize GHG emissions.

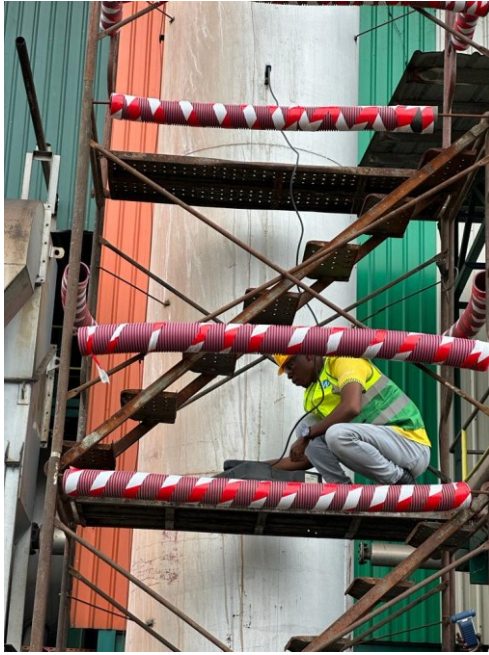


Figure 17: Air analysis

f. Materials used

Agripalma ensures rigorous surveillance and control over the materials utilized in its operations, such as chemicals, fuels, oils, wood, and other essential resources. This is achieved through a systematic process that involves the requisitioning of materials from the warehouse by all departments. Each department submits a formal request for materials, which are then meticulously tracked and monitored to guarantee proper usage, inventory management, and compliance with safety and environmental standards.

This process not only helps in maintaining the integrity of operations but also ensures that any potential risks associated with the handling or storage of materials are minimized. By enforcing these stringent controls, Agripalma can maintain a high level of accountability, reduce waste, and enhance operational efficiency.

g. Energy

Agripalma relies on diesel generators for electricity supply for housing and Company infrastructures. Measures are planned to improve energy efficiency, including regular

equipment maintenance and the gradual replacement of outdated materials.

The preparation for provision of nation grid electricity initiated in 2023 is in continued progress.

In term of use of renewables, Agripalma already uses biomass (fibers and shells from production) to generate heat and power the plant's boiler. A steam turbine could be commissioned by 2027 to produce electricity, depending on the installation of a more powerful boiler.

h. Impacts on climate change

Agripalma continues to collaborate closely with the Obô Natural Park to protect the surrounding forests and preserve their integrity within the concession area. The Company has been actively working on initiatives to reduce Greenhouse Gas (GHG) emissions and prevent deforestation in its areas of operation. Plans are in place to integrate renewable energy sources to further mitigate GHG emissions and combat global warming. Additionally, Agripalma implements effective soil erosion and runoff management practices, which are crucial for sustaining the ecosystem services that are particularly vital in the context of climate change.

i. Preservation of High Conservation Values and High Carbon Stock Forests

Agripalma continues its successful collaboration with BirdLife International to enhance its staff's understanding of São Tomé's biodiversity.

In 2024, Agripalma conducted site visit to its remediation areas (riparian) with experts from the Direction of Forestry and Biodiversity to gear up the replanting strategy for this area.

The team of Ecoguards have been trained by BirdLife International to monitor High Conservation Value (HCV) areas and other biodiversity-related concerns within the concession. This dedicated team of Ecoguards has undergone additional, specialized training by experts on biodiversity and remediation project, to further strengthen their capacity to protect and preserve the local ecosystem.

Extending the RaCP training to employees and neighboring communities from all sectors has enabled overall engagement and participation in the reporting of threats and protection of biodiversity inside the concession and national protected areas.

4. Environmental impact assessments

The main objective of the Environmental and Social Impact Assessment (ESIA) is to identify the environmental and social effects, whether direct or indirect, resulting from the implementation of the project.

In 2024, the frequency of analysis for water emissions and effluent analysis was revised to align with international standards and group guidelines.

5. High Conservation Value Studies and High Carbon Stock approaches (HCVa-HCSa)

High Conservation Value approaches (HCVas) are natural habitats of exceptional or critical importance. The HCV assessment aims to evaluate these areas from both biological and social perspectives to meet the requirements of the Roundtable on Sustainable Palm Oil (RSPO) certification process.

HCV study was completed in November 2020.

Agripalma ensures rigorous management of its HCV areas to preserve or enhance their identified values through tailored management plans, monitoring measures, and active involvement of stakeholders, including local communities, NGOs, and authorities. This approach promotes sustainable resource use while respecting biodiversity and cultural values.

Agripalma employs a skilled team of Ecoguards dedicated to monitoring biodiversity and patrolling High Conservation Value (HCV) areas. Their mission is to promptly identify and report potential threats to these critical ecosystems, ensuring effective conservation efforts.

Twice a year, Ecoguards team and biodiversity experts conduct field expeditions across all protected areas to assess remediation sites and data.

6. Environmental non-compliances

In 2024, the Company received no non-conformities for the activity and continues to request government guidance to improve and comply with the country's various regulations and laws.

Agripalma continues to nurture strong relationships with environmental stakeholders and fosters a spirit of collaboration.

7. Programs and plans (existing and developed this year)

The Environmental Management Plan is founded on a comprehensive environmental analysis of the plantation site and Group legal requirements. It specifically addresses the following areas:

- Soil pollution;
- Water contamination;

- Reduction of natural resource consumption (including water, electricity, and consumables);
- Air pollution;
- Service providers and subcontractor management;
- Greenhouse gas emissions reduction;
- Waste management.

8. Achievements

In March 2024 Agripalma proudly achieved the RSPO-IP certification.

In 2024, Agripalma established its first contract with a certified waste dealer and made substantial progress in hazardous waste management by enhancing segregation processes and upgrading storage facilities.

9. Trainings

The environment is a very important issue for the Company, which is committed to protecting the environment as part of its activities. This includes employee training.

It is vital for the Company that employees adopt the right gestures and understanding on this subject.

That's why we regularly organize a variety of environmental training courses, such as:

- forest fires,
- protection of water areas,
- protecting biodiversity.

10. Monitoring

The Company performed in 2024 water analyses on the main river (Mioba) supplying water to the concession, on the spring supplying water to the offices as well on the water collection points in the concession, as part of the continuous water management plan.

Water analyses are also performed daily on the water supplied to the palm oil mill.

Agripalma has recycled 20 760 kg of waste in 2024. This number will continuously improve to increase significantly in 2025 as we optimized the control and management of the waste management center.

11. Number of environmental accidents (details)

0 environmental accident has been reported in 2024.

12. Environmental accident rate for 200 000 hours of work

As no environmental accident has been registered in 2024, the rate is 0.00

13. Fire monitoring

	January	February	March	April	May	June	July	August	September	October	November	December
Number of fires	0	0	0	0	0	0	0	0	0	0	0	0

Table 13: Number of fires on the plantation

The south is rarely exposed to fires due to its rainy climate. However, in the rare cases where fires do occur, they are caused by domestic fires.

To prevent the risks, Agripalma runs fire awareness campaigns in the communities.

In 2024, there was 0 fire.

14. Evolution over the time

Agripalma has consistently maintained a record of zero fires and other environmental incidents. Despite the minimal risk of fire in the region, the Company remains vigilant by actively

monitoring environmental conditions within its concession and conducting annual fire prevention awareness campaigns for workers and neighboring communities.

15. Relations with Government/administrations

In 2024, the Sustainability Department held multiple meetings with the Directorate of Environmental Biodiversity and carried out joint site visits to facilitate the implementation of a remediation plan for riparian zones.

16. Environmental aspects in the supply chain (training, audits, etc.)

Plantation SOPs stipulate clear rules and guidelines on zero deforestation.

Agripalma provides continuous sensitization sessions on environmental topics, such as (but not limited to):

- Preservation of riparian areas;
- Sustainable water and energy consumption;
- Environmental spill;
- Rare and endangered species of Soa-Tomé of biodiversity;

- Illegal logging and deforestation.

Employees living in the community are made continuously aware of the environmental implications and impact of non-preservations of the existing watercourses and illegal cutting of trees.

Agripalma will continue its efforts to **promote broader community engagement** by **strengthening collaboration** with relevant institutions and NGOs.

17. Objective for the next year

Agripalma is strongly committed to maintaining sustainable operations and generating positive environmental and socio-economic impacts in São Tomé. To achieve this, renewing our RSPO-IP certification in 2025 is essential. One of Agripalma's key priorities for 2025 is to successfully meet the objectives and targets established under the RSPO Remediation and Compensation Project (RaCP). This will be achieved by implementing effective strategies and collaborating closely with stakeholders to uphold these standards, thereby contributing positively to sustainable palm oil production.

VII. Contribution to local development

1. Local partners

a. Subcontractors

Supporting local development by helping small businesses in the region is a priority for Agripalma. This approach is not limited to the economic growth of the region; it also plays a crucial role in improving the well-being of local populations. By supporting these companies, Agripalma actively participates in the creation of jobs and the enrichment of the regional economic ecosystem.

To make this initiative a reality, Agripalma is setting up various types of subcontracts, thus creating opportunities for small local businesses.

Free supply of water and electricity: Agripalma supports the small businesses present in the concession by providing them with essential resources such as water and electricity free of charge, in order to facilitate their operation and growth.

Outsourcing of cafeteria services: The Company has also outsourced the management of cafeteria services at the palm oil mill to a small local entrepreneur, enabling the latter to develop his business while meeting the needs of employees.

Creation of palm oil retail outlets: in 2022, Agripalma offered contracts to small entrepreneurs for the creation of palm oil retail outlets. This initiative led to the successful signing of 20 contracts, further strengthening the Company's involvement in the development of local entrepreneurs.

These actions enable small local businesses to develop while meeting the specific needs of Agripalma. These collaborations strengthen economic and social ties,

creating a virtuous circle where the Company and the community support each other. By investing in local development, Agripalma contributes to the sustainability of the region and fosters strong and lasting partnerships.

b. Stakeholders' engagement plan

It is essential for the Company to get to know its external partners well in order to promote better understanding and harmonious relations with the neighborhood. This approach strengthens relationships and ensures proactive management of local issues. With this in mind, the Company has mapped out its stakeholders, which include not only the 10 neighboring communities, but also government institutions relevant to the Caué district, where our operations are located. This map also identifies the employees' union, the government institutions in charge of environmental issues, as well as the NGOs operating in the district.

Since 2022, in order to optimize communication and exchanges with these various actors, Agripalma has recruited a liaison officer. This employee plays a key role in facilitating communication between the Company and its external partners. The aim is to constantly improve our relations with stakeholders by offering a direct point of contact within the Company, which can respond effectively to their requests, concerns and other needs.

Thanks to this approach, Agripalma aims to establish a transparent dialogue, strengthen collaboration with the neighborhood and contribute to the sustainable and harmonious development of the region, while meeting the expectations of stakeholders.

2. Community development plan

The meetings organized between Agripalma and local communities aim to support their development, particularly in rural areas. People living in regions far from the city do not always have access to the same services and infrastructure, such as potable water, electricity or adequate roads. These inequalities create significant challenges for local communities, which is why Agripalma is actively committed to addressing them.

Each year, the communities draw up a list of their concerns and needs, which they submit to the Company. Depending on the viability of the proposed projects, Agripalma plans and implements initiatives to improve the living conditions of the locals. This approach makes it possible to respond in a targeted and adapted manner to local priorities, while ensuring that the projects are feasible in the long term.

In 2024, thanks to this collaboration, more than 11 projects have been successfully completed. These initiatives include the construction of wells to provide potable water, the installation of bus shelters to improve the safety and comfort of users, and the renovation of schools to provide a more child-friendly learning environment. These projects demonstrate Agripalma's commitment to sustainable development and improving the living conditions of the surrounding communities.



Figure 18: Emolve washing place inauguration



Figure 19: Inauguration of a water well in Praia pesquera



Figure 20: Repair of the water well at Monte Mario



Figure 21: Inauguration of the community center in Praia pesquera

3. Neighborly relations with local communities

In order to guarantee a lasting and mutually beneficial relationship with stakeholders, particularly neighboring communities, Agripalma is actively committed to transparency and to building trust through various communication initiatives. Among

these, the Company has put in place several effective means such as:

- quarterly meetings to discuss common issues and project progress,
- the appointment of a Liaison Officer dedicated to interaction management and mediation,
- an improved system for handling external complaints, ensuring that concerns expressed by communities are addressed quickly and appropriately.

In 2024, Agripalma went a step further by building notice boards in the surrounding areas to keep the communities informed of internal innovations and upcoming projects. These boards serve as a vehicle for transparency by allowing locals to follow the progress of the Company's initiatives.

Since the implementation of these measures, relations between Agripalma and stakeholders have evolved positively, consolidating a climate of trust, cooperation and serenity. This proactive approach has not only fostered better mutual understanding, but has also helped to create an environment of constructive and respectful dialogue.

a. Access to health and education for communities

Local communities already have access to public schools as well as public health centers and hospitals, thus ensuring basic coverage in terms of education and healthcare. However, aware of the specific challenges faced by rural areas, Agripalma is committed to further improving the inhabitants' living conditions.

In 2024, the Company and a local pharmacy came together to launch an ambitious project: the establishment of a community pharmacy. This project, the first of its kind in the region, represents a significant step

forward for the rural population, who will now have access to essential medicines close to home, thus reducing the often long and costly journeys to urban facilities.

Access to healthcare services and medicines in these remote areas has always been a major challenge. This project aims to address this issue by bringing medical services closer to rural communities, which represents an important step forward in improving their quality of life and general well-being. The initiative will enable residents to benefit from better medical care while reducing geographical and economic barriers.

b. Energy and water supply

Agripalma supports the health center in Ribeira Peixe with power, water and some medical supplies and transportation.

c. Opening and maintenance of roads

Agripalma regularly rehabilitates roads within its concession, including those used by communities.



Figure 22: Rehabilitation route of the community of Ribeira Peixe

d. Donations

In 2024, Agripalma continues its commitment to local communities by supporting various projects through donations and concrete actions. Among the initiatives carried out, the Company contributed to the rehabilitation of the kitchen of the Emolve nursery school,

manufactured chairs and tables for the elementary school, and carried out repair work on the Ribeira Peixe school. In addition, Agripalma donated a computer and a printer to the school in Malanza, as well as school supplies for several other schools in the region.

In order to strengthen the community infrastructure, the Company also donated roofing sheets for the Monte Mario community center, thus helping to improve meeting spaces for residents. In addition, the Sustainability Department team organized the construction of a Christmas tree at the school; the Company will continue to do so every year in several other schools.

4. Partners in local development projects

a. With communities



Since 2019, Agripalma has formed a solid and lasting partnership with the Filhos de São Tomé Foundation, a partner of the prestigious Real Madrid Foundation. This partnership aims to combine sport and education with the aim of improving the well-being of children and young people in the region. Thanks to this collaboration, the association has set up teams of young people, aged 5 to 18, in different regions. These teams take part in team sports, such as football, which allows the children not only to develop their sporting skills, but also to reinforce fundamental values such as solidarity, teamwork and discipline.



Figure 23: Football training for children from the Filhos de São Tomé association

The association has taken care to select local trainers, who have then been trained by specialist coaches from the Real Madrid Foundation. These trainers provide regular and professional monitoring, organizing training sessions several times a week. This program allows children to benefit from continuous training, while creating an environment conducive to their personal and social development.

VIII. Internal and external communication

The current environment demands total transparency from companies. Communication is therefore a strategic tool for responding to society's preoccupations.

This is why it is imperative for Agripalma to implement internal and external communications that answer its stakeholders' needs.

Since 2018, Agripalma has invested a great deal of time in setting up its communication tools, including a good knowledge of its internal and external environment, with the aim of circulating information effectively.

Agripalma is now present on social networks such as LinkedIn and Facebook, as well as on the Socfin Group's website. Finally, it has an in-house magazine/newsletter and various reports such as the financial report and the sustainability report.

All these publications enable the Company to develop a sentiment of belonging internally, and to share its increasingly transparent vision of its activities, values and performance.

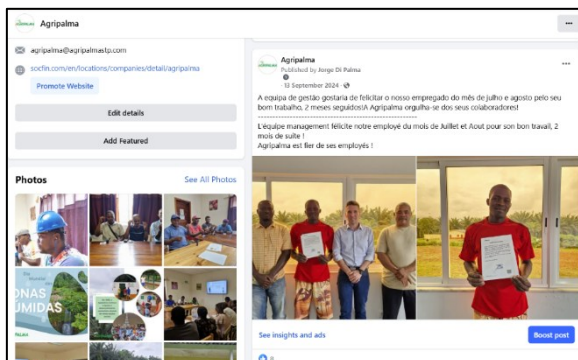
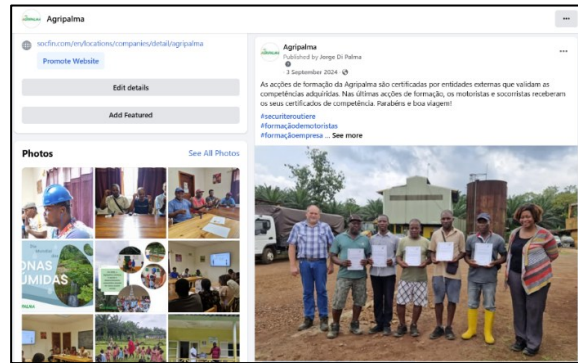


1. Strengthening internal communication

Publications cover a vast panel of topics, including our commitment to community development, internal training, occupational safety and health issues for all, etc. Through its various

communications, Agripalma aims to inform, prevent and act.

In terms of social networks, and Facebook in particular, we have seen a real improvement, with a 35% increase in followers, and 76% more visits to our page between 2023 and 2024.



In addition to social networks, Agripalma has published 2 editions of its internal magazine/newsletters, which have evolved in terms of graphics, content and creative participation. The magazine has been a great success with our employees.

2. Strengthening external communication

Through external communication, our aim is to build a solid relationship of trust with our partners by adopting a more regular,

transparent and clear approach. To achieve this, we have developed several communication tools tailored to this objective. In particular, we use LinkedIn as a recruitment platform, while on Facebook we share various content relating to our business. In addition, our website enables quick and easy consultation of public documents, facilitating access to information for our partners and the general public.

3. External communication results

Through its external communication, Agripalma wishes to strengthen the trust of its partners by adopting total transparency. Therefore, we have selected the most relevant platforms for this type of communication. Although the implementation of these tools is recent, the

initial feedback obtained, such as likes and comments from the public, will enable us to refine our approach and improve the quality of our communication, particularly in terms of transparency.

4. Participation in events and/or sponsorship

In 2024, Agripalma provided financial support to the national chess team of São Tomé and Príncipe. The team won the tournament in Portugal and then participated in the World Chess Championship.



IX. Objectives and perspectives 2025-2026-2027

Agripalma's social responsibility is its contribution to sustainable development. The experience and results of the actions developed in 2024 allowed us to define and reinforce strategic lines of intervention, for example:

- Maintain and strengthen the partnership with our main development partners;
- Ensure the safety and trust of employees;
- Improvement of internal infrastructures;
- Reduce health and environmental risks as much as possible with a risk management policy;
- Optimize production with the application of good organic agricultural practices;
- Continue to support community projects;
- Respect and follow the procedures, policies and principles of the Socfin Group to promote a responsible tropical agriculture;
- Renew all existing certifications - Organic and achieve RSPO-IP;
- Obtain ISO certification;
- Maintain good relations with government, NGOs, communities and other stakeholders.

Agripalma also intends to continue working to improve the living conditions of all its employees and the communities living in and around its plantation, by encouraging responsible tropical agriculture and continuing the dialogue that has been established.

X. Glossary

Term	Meaning
ATM	Automatic Teller Machine
BGFI	Banque Gabonaise et Française Internationale (Gabonese and French International Bank)
CBGG	Gulf of Guinea Biodiversity Center
DART	Days Away, Restricted, or Transferred
ESIA	Environmental and Social Impact Assessment
EU	European Union
FAO	Food and Agriculture Organization
FFB	Fresh Fruit Bunches
FPIC	Free, Prior and Informed Consent
GHG	Greenhouse Gas
H&S	Health and Safety
ha	Hectare
HCS	High Carbon Stock
HCSa	High Carbon Stock approach
HCV	High Conservation Value
HR	Human Resources
HSE	Health, Safety and Environment
ID (card)	Identity Card
ISO	International Standards Organization
MoU	Memorandum of Understanding
nb	Number
NGO	Non-Governmental Organization
ONTSTP	Organização Nacional dos Trabalhadores de São Tomé E Príncipe Organization of Workers of São Tomé and Príncipe
P&C (RSPO)	Principles and Criteria regarding RSPO
PPE	Personal Protective Equipment
RaCP	Remediation and Compensation Project
RSPO	Roundtable on Sustainable Palm Oil
RSPO-IP	Identity Preserved regarding RSPO
RSPO-MB	Mass Balance regarding RSPO
SCC (RSPO)	Supply Chain Certificate regarding RSPO
SDG	Sustainable Development Goals
SGS	Société Générale de Surveillance (General Inspection Society)
SOP	Standard Operational Procedure
STD	São Tome e Príncipe Dobra - local currency

XI. Key figures

	Unit	Goals	Agripalma
Financial data (expenditures)			
General infrastructure	STD		12 414 401
Health	STD		148 000
Education	STD		267 880
Environment	STD		5 012 257
Occupational health and safety	STD		1 472 273
Trainings	STD		0
Framework	STD		0
Donations	STD		788 080
Sustainability budget	STD		20 102 891
Financial data (turnover)			
Palm	STD		132 807 000
Workforce			
Permanent employees	nb		723
<i>of which are female</i>	<i>nb</i>		<i>237</i>
Temporary employees	nb		1
<i>of which are female</i>	<i>nb</i>		<i>1</i>
Contractors	nb		102
<i>of which are female</i>	<i>nb</i>		<i>38</i>
Total workforce	nb		826
<i>of which are female</i>	<i>nb</i>		<i>276</i>
Staff turnover rate	%		5.04%
Employees eligible for maternity leave	nb		2
Employees on maternity leave	nb		2
Employees supposed to return to work	nb		3
Employees who have returned to work	nb		3
Maternity leave return to work rate	%		100%
Employees eligible for paternity leave	nb		0
Employees on paternity leave	nb		0
Employees supposed to return to work	nb		4
Employees who have returned to work	nb		4
Paternity leave return to work rate	%		100%
Male/female salary ratio	%		100%
Area			
Concession size	hectares		2 388
Oil palm planted area	hectares		1 879
General infrastructure			
Palm oil mill	nb		1
Production			
Crude palm oil	T		4 742
<i>Of which RSPO certified palm oil</i>	<i>T</i>		<i>4 742</i>
Traceability and transparency			
Traceability			
Palm oil - Level 1	%		100
Palm oil - Level 2	%		100
Palm oil - Level 3	%		100

Health and Safety			
Working accidents - Only for permanent and temporary workers			
Total hours worked	nb		948 588
Work-related fatalities	nb		0
Work-related injuries	nb		173
Injury rate per 200 000 hours	nb/200 000 h		36.48
Occupational injuries or illness resulting in DART	nb		46
DART incidence rate per 200 000 hours	nb/200 000 h		9.70
Lost days	nb		659
Lost day rate per 200 000 hours	nb/200 000 h		138.94
Training			
Training and sensitization	nb		137
Training hours	h		9 795
Workers that attended training	nb		28 615
Environment			
HCV areas	ha		354
Peatland planted areas (planted before 2017)	ha		0
Accidental fires due to internal causes	nb		0
Area burned as a result of accidental fires started by internal causes	ha		0
Accidental fires started by external causes	nb		0
Area burned as a result of accidental fires started by external causes	ha		0
Consumption indicators			
Factories			
Fuel use per processed ton of FFB	L/T FFB		7.00
Water use per processed ton of FFB	m ³ /T FFB		1.21
Electricity use per processed ton of FFB	kWh/T FFB		21.77
Workshops and garage			
Average fuel consumption - light vehicles	l/100 km	< 14.5	10.46
Average fuel consumption - trucks	l/100 km	< 55	26.52
Average fuel consumption - tractors	l/h	< 4.0	4.83
Average fuel consumption - gensets	l/kWh	<1.8	0.27
Renewable energy production			
Steam turbines fed by biomass	kWh		0
Turbine power produced/ton FFB processed	kWh/T FFB		0
Turbine use POM	%		0
Greenhouse gas emissions			
CO ₂ emissions from palm oil - Scope 1	T CO ₂ e		8 638
CO ₂ emissions from palm oil - Scope 2	T CO ₂ e		0
CO ₂ emissions from palm oil - Scope 3	T CO ₂ e		106
Total CO ₂ emissions from palm oil	T CO ₂ e		8 744
Quality indicators			
Air emissions			
SO ₂	mg/m ³	<500	52.50
NO _x	mg/m ³	<200	17.31
Dust PM10	mg/m ³	<100	441
Dust PM2.5	mg/m ³	<50	402
CO ₂	mg/m ³	<9	146.6
Ambient air			
Dust PM10	mg/m ³	<100	0.32
Dust PM2.5	mg/m ³	<50	0.13

Management of non-hazardous industrial waste			
Waste disposed of in a municipal landfill	kg		48 500
	m ³		49
Waste collected by a registered dealer	kg		8 640
	m ³		9
Waste recovered (energy recovery)	kg		2 109 000
	m ³		2 109
Waste recovered (organic recycling/composting)	kg		4 737 360
	m ³		4 451
Waste recovered (material recycling)	kg		20 760
	m ³		21
Liquid waste disposed of in the lagoons	m ³		23 042
Agricultural data			
Toxic products used			
Use of Aldicarb	kg		0
Use of Paraquat	kg		0
	l		0
Use of Carbofuran	kg		0
Others OMS 1a / 1b	kg		0
Organic fertilizer used			
Empty fruit bunches	T		4 180
Quantity of stalk compost/mill effluent	T		0
PK fibers	T		584
Other solids (kernels)	T		991
Purchase of organic fertilizer	T		520
Educational data			
Crèches	nb		6
Nursery schools	nb		3
Primary schools	nb		6
Secondary schools	nb		1
Total	nb		16
Of which are plantation schools	nb		2
Teachers	nb		112
<i>Of which are supported by the plantations</i>	<i>nb</i>		<i>3</i>
	<i>%</i>		<i>3</i>
Students	nb		1 509
Ratio students/ teacher	nb		15.14

XII. Appendix



SCS Global Services does hereby certify that an independent audit has been completed and conformity to the applicable standard(s) has been confirmed for:

AGRIPALMA LDA

Ribeira Peixe, Caué, 953, Sao Tome And Principe

RSPO Membership Number: 1-0269-19-000-00

Parent Company: SOCFIN SA, 4 avenue Guillaume, 1650, Luxembourg

This operation meets all the necessary qualifications to be certified for the for the production and management of the following:

Palm Oil and Palm Kernel Production – Identity Preserved

AGRIPALMA LDA has shown to meet all the necessary qualifications to be certified as a production and management system in accordance with the RSPO Principles and Criteria for the Production of Sustainable Palm Oil: 2018 *revised 01 February 2020 with updated Supply Chain Requirements for Mills

Certificate number	SCS-RSPOPC-000247
Start date certificate	26-10-2021
Expiration date certificate	25-10-2026
Date of first certification	26-10-2021
Issued by	SCS Global Services

Authorized signatory name Matthew Rudolf
Vice-President International Business

Authorized signature

SCS Global Services, 2000 Powell Street, Ste. 600, Emeryville, CA 94608 USA
SCS Global Services was accredited to provide RSPO Principles & Criteria Certification on 13 November 2018.
This certificate remains property of SCS Global Services and can be withdrawn in case of terminations as mentioned in the contract or in case of changes or deviations of the above-mentioned data. The licensee is obliged to inform SCS Global Services immediately of any changes in the above-mentioned data. Only an original and signed certificate is valid.

The issuing Certification Body is responsible for the accuracy of this document.
Version 3-3 (April 2024) | © SCS Global Services

AGRIPALMA LDA

Ribeira Peixe, Caué, 953, Sao Tome And Principe

RSPO Membership Number: 1-0269-19-000-00

Parent Company: SOCFIN SA, 4 avenue Guillaume, 1650, Luxembourg

Palm Oil Mill and Supply Base				
Mill Address		Ribeira Peixe, Caué, 953, Sao Tome and Principe		
GPS Location		Lat: 0.10743 Long: 6.60335		
CSPO Projected Tonnage Total <i>IP</i>		5,440.25 MT		
CSPK Projected Tonnage Total <i>IP</i>		926 MT		
Estates FFB Projected Tonnage <i>IP</i>		23,150 MT		
Scheme Smallholders FFB Tonnage		N/A		
Estates	GPS Reference		Certified Area (ha)	Annual FFB Production (mt)
	Latitude	Longitude		
AGRIPALMA (TITLE 409)	0.108783	6.5978	652.6	23,150
AGRIPALMA (TITLE 410)	0.097483	6.58	1,735.3	
TOTAL			2,387.9	23,150

SCS Global Services, 2000 Powell Street, Ste. 600, Emeryville, CA 94608 USA
 SCS Global Services was accredited to provide RSPO Principles & Criteria Certification on 13 November 2018.
 This certificate remains property of SCS Global Services and can be withdrawn in case of terminations as mentioned in the contract
 or in case of changes or deviations of the above-mentioned data. The licensee is obliged to inform SCS Global Services
 immediately of any changes in the above-mentioned data. Only an original and signed certificate is valid.

The issuing Certification Body is responsible for the accuracy of this document.
 Version 3-3 (April 2024) | © SCS Global Services

Certificate for operators, groups of operators and exporters in third countries for products to be imported into the European Union as organic products or in-conversion products

Part I: Mandatory elements	I.1 Document number ST-BIO-172.678.0000002.2024.001			I.2 Operator type ☒ Operator ☐ Group of operators ☒ Exporter											
	I.3 Operator or group of operators Name Agripalma, Lda Address Ribeira Peixe Distrito de Cané São Tomé e Príncipe Ribeira Peixe Country São Tomé and Príncipe ISO Code ST		I.4 Control authority/Control body Authority Agricert - Certificação de Produtos Alimentares Lda (ST-BIO-172) Address Rua Alfredo Mirante n.º 1 R/c esq. , 7350-082, Elvas Country Portugal ISO Code PT												
	I.5 Activity or activities of the operator, group of operators or exporter • Production • Preparation • Storing • Export														
	I.6 Category or categories of products as referred to in Article 35 (7) of Regulation (EU) 2018/848 of the European Parliament and of the Council and production methods • (a) Unprocessed plants and plant products, including seeds and other plant reproductive material Production method: – Organic production excluding during the conversion period • (d) Processed agricultural products, including aquaculture products, for use as food Production method: – Production of organic products														
	I.7 Directory of products <table border="1"> <thead> <tr> <th>Name of the product</th> <th>Combined nomenclature (CN) code as referred to in Council Regulation (EEC) No 2638/87 for products within the scope of Regulation (EU) 2018/848</th> <th></th> </tr> </thead> <tbody> <tr> <td>Óleo de palma (Palm oil)</td> <td>151110 Crude oil</td> <td>Organic</td> </tr> <tr> <td>Óleo palmiste (Palm kernel oil)</td> <td>120799 other than: 1207 91, 1207 70 00, 1207 60 00, 1207 50, 1207 40, 1207 30; 1207 21 00, 1207 29 00, 1207 10 00</td> <td>Organic</td> </tr> <tr> <td>Cacau (Cocoa)</td> <td>18010000 Cocoa beans, whole or broken, raw or roasted</td> <td>Organic</td> </tr> </tbody> </table>				Name of the product	Combined nomenclature (CN) code as referred to in Council Regulation (EEC) No 2638/87 for products within the scope of Regulation (EU) 2018/848		Óleo de palma (Palm oil)	151110 Crude oil	Organic	Óleo palmiste (Palm kernel oil)	120799 other than: 1207 91, 1207 70 00, 1207 60 00, 1207 50, 1207 40, 1207 30; 1207 21 00, 1207 29 00, 1207 10 00	Organic	Cacau (Cocoa)	18010000 Cocoa beans, whole or broken, raw or roasted
Name of the product	Combined nomenclature (CN) code as referred to in Council Regulation (EEC) No 2638/87 for products within the scope of Regulation (EU) 2018/848														
Óleo de palma (Palm oil)	151110 Crude oil	Organic													
Óleo palmiste (Palm kernel oil)	120799 other than: 1207 91, 1207 70 00, 1207 60 00, 1207 50, 1207 40, 1207 30; 1207 21 00, 1207 29 00, 1207 10 00	Organic													
Cacau (Cocoa)	18010000 Cocoa beans, whole or broken, raw or roasted	Organic													
This document has been issued in accordance with Commission Implementing Regulation (EU) 2021/1378 to certify that the operator or group of operators complies with Regulation (EU) 2018/848.															
I.8 Date, place Date 20 December 2024 13:12:33 -01 (Europe/Luxembourg) Name and signature Agricert - Certificação de Produtos Alimentares Lda Place Elvas (PT)			I.9 Validity Certificate valid from 20/12/2024 to 19/12/2025												