

ETG Group Sustainability Report



► 2024-25

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Introduction

**We aim to evolve responsibly,
safeguarding a sustainable
future for every stakeholder
whose life we touch.**



Introduction

In 2023, we developed a sustainability strategy to guide us on our 'Net Positive' journey. This strategy sets out how we want to achieve a net positive impact in relation to nature, people, and business.

This sustainability report is divided into three main sections, namely Nature Positive, People Positive, and Business Positive. Under each section, we provide an update on our performance and activities and showcase key projects and initiatives that demonstrate our work and progress between April 2024 and March 2025. To bring our journey to life we will also meet a few of the many individuals who are driving sustainable initiatives at ETG and pushing us closer towards realizing our goals.



Nature Positive

The performance of our company and its social responsibility are closely linked to our ability to reduce the environmental impacts of our activities. Our goal is to preserve local communities and the ecosystems around our operations more effectively in the face of climate change.

Agriculture is at the heart of our business and will be one of the sectors worst affected by climate change. Our role is not only to support local communities in this transition towards sustainable and regenerative ecosystems but also to provide solutions to reduce greenhouse gas emissions and capture carbon through innovative mechanisms.



People Positive

ETG pays close attention to living and working conditions. This attention concerns all our partners and all sectors, including the producers, employees, stakeholders, and the communities in which we work.

To ensure long-term support, we offer comprehensive access to education and training programs. We work with all our employees to build a comprehensive approach, so that everyone can progress according to their needs and responsibilities. We want these actions to help convey our values and support the sustainable growth of ETG.



Business Positive

It is essential to be able to demonstrate safe, ethical and responsible business practices, and to ensure that our partners and suppliers meet the same standards.

We encourage and support responsible practices across all our verticals and downstream and upstream supply chains. We analyze our environmental, safety and social risk annually to help us clarify our commitments and policies, as well as our priorities for strengthening our management systems. We implement mitigation and remediation measures, which we monitor and assess through extensive data collection and analysis.

Sustainability Dashboard

**1,155,604**

Hybrid Cocoa, Coffee and Cashew Seedlings distributed

**467,254**

Farmers Reached through Farm Extension Services

**1,000,000**

tonnes of fertilizer products distributed at farmer level

**62.3 MWh**

of electricity consumed

**1,671,095**

multipurpose trees distributed to farmers and communities

**36%**

of project farmers are women

**11,419**

women supported by gender-tailored services

**147,587 t**

Carbon Dioxide Equivalent Emitted (CO2-e)

**50,000+**

Households covered by Child Labor Monitoring and Remediation System

**15,000**

Clean cookstoves distributed

**44,911**

EHS Training Hours

**1,456**

Megalitres of water consumed

**250+**

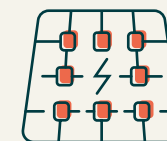
Agri-demonstration plots established

**26,892.5**

Hectares of cocoa, cashew and coffee agroforestry supported

**200**

Hectares of natural forests planted

**6.4%**

of energy produced from solar power

Letter From The CEOs

Over the past decade, ETG has strengthened its portfolio through further diversification, however, agriculture remains central to our business and sustainability agenda. A milestone in this journey has been securing the first Sustainability Linked Loan of its kind in Africa, framed around four commitments: reducing fossil fuel use and driving zero deforestation, restoring forest landscapes, expanding farmer extension services, and empowering women through access to credit and training. These commitments reflect our determination to address pressing challenges while building resilience.

The challenges of the past twelve months have highlighted the critical need for decisive action. Southern Africa endured one of the most severe droughts in decades, devastating crops, disrupting power generation, and straining economic stability. By contrast, in 2024, West and Central Africa suffered destructive floods and torrential rains, affecting numerous countries, damaging key crops, and displacing thousands of people.

Amid these challenges, collaboration across the agricultural value chain is essential. Governments, agribusinesses, development partners, and community organizations must work together to help farmers adapt through climate-smart practices, resilient infrastructure, and inclusive community development. ETG is playing its part through a sustainability strategy guided by three principles: Nature Positive, People Positive, and Business Positive.

These principles translate into action across our operations. Farmer extension services are central to our approach, equipping smallholders with knowledge, climate-smart techniques, quality inputs, and financial literacy. By expanding access, particularly for women and youth, we are helping to raise incomes, strengthen financial independence, and reduce food insecurity. We are working to make high-risk supply chains—cocoa, coffee, cotton, soya, and cashew—deforestation-free, while compensating for forest canopy loss through agroforestry projects. Our reforestation initiatives go further, restoring degraded landscapes such as areas in Ghana affected by illegal gold mining, with direct benefits for biodiversity, microclimates, and farmer profitability.

ETG continues to invest in infrastructure that supports resilient and sustainable agriculture. Strategically placed warehouses and buying centers reduce food waste and improve farmer incomes by enabling produce to be stored and sold at optimal times. Ongoing investments in processing, transport, and port infrastructure enhance trade efficiency, create jobs, and contribute to broader economic growth in emerging markets.

Through these combined actions, ETG is addressing immediate challenges while laying the foundation for long-term transformation. We remain committed to driving sustainable agricultural productivity, empowering communities, protecting ecosystems, and ensuring inclusive growth.

► **Birju Patel**
ETG CEO

► **Ketan Patel**
ETG CEO

From the Sustainability Desk

2024–2025 was a year of ups and downs. While we celebrated important milestones—such as the launch of our Sustainability Linked Loan (see page 55)—we also witnessed a shifting geopolitical landscape, with growing uncertainties for the global climate agenda, human well-being, and diminishing support for the most vulnerable communities on our planet.

In times like these, it is essential that companies remain true to their values and beliefs. Routes may change in response to new environments, but our purpose and direction should remain clear: to ensure that future generations can benefit from the same—if not greater—resources, safety, and natural wealth that we are privileged to enjoy today.

For ETG, this means continuing our sustainable transition toward becoming a net-positive business across the many markets in which we operate, while building more partnerships with like-minded stakeholders. Among other achievements, this has resulted in the continuous growth of our farmer extension services—now reaching more than 450,000 farmers globally—and our company's first-ever net reduction in absolute carbon emissions, despite being a growing business.



Additionally, in the last quarter of the year, we initiated a change in our Environmental and Social Governance (ESG) structure, increasing our capacity for sustainability- and EHS-driven transitions within our Business Units. This included a change in my own role, as I took on the position of Chief Sustainability Officer from Christof Walter. I would like to sincerely thank Christof for his leadership over the past three years and look forward to continuing our work together with all our passionate colleagues, partners, and farmers on our net-positive journey.



► **André van den Beld**
Chief Sustainability Officer

About ETG

We are continuing our journey to becoming a net positive company: One that gives more than it takes and makes a tangible contribution to solving global challenges



About ETG

Established in Kenya in 1967, ETG has developed into a global conglomerate with a presence in more than fifty countries, spanning six continents. The Group has a diverse portfolio of expertise across various industries, encompassing agricultural inputs, chemicals, logistics, food and food processing, energy, metals, and supply chain optimization.

To sharpen our product and geographic strategy, ETG has organized its businesses into seven verticals which are structured to ensure focus and to optimize strategic growth opportunities: Agri Inputs and Chemicals, Pulses, ETG Commodities, Vamara | Parrogate (Consumer Brands), ETG Logistics, Nutrisco (food ingredients, edible nuts, raw and processed cashew nuts, rice, sesame, and cocoa), and EIRS (Risk Management).

We are continually expanding across geographies and product categories, offering a broad range of products to meet the evolving needs and rising expectations of our customers and remain dedicated to responsible growth and to building a sustainable future.

Our aspirations come to life through carefully designed initiatives that address critical social and environmental challenges such as advancing gender empowerment, combating deforestation, and navigating the complex aftermath of geopolitical unrest, natural disasters, and climate change.

**58**

Years in Business

**450+**

Warehouses & Distribution Centers

**300+**

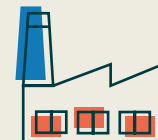
Trucks Operated

**12,808**

Employees

**50**

Countries

**90**

Large Sites

Our Vision

ETG envisions a world where we transcend limitations while positively impacting the lives of all our partners.

Our Values



Respect

We respect everyone and treat them with empathy, kindness, and dignity - irrespective of gender, race, or religion.



Pursuit of Excellence

We are resolute in our pursuit of excellence in every endeavor by being agile, championing change, and carrying an unwavering commitment to creating a long-lasting and positive impact within our industries and societies.



Integrity

We hold integrity as the cornerstone of our value system. It embodies the virtues of working with honor and honesty in everything we do, dealing with fairness in all our relationships with our customers, co-workers, and stakeholders.



Meritocracy

We collaborate and leverage the strengths of our business verticals and functions to create an environment where employees have the opportunity to excel. We remain neutral and unbiased when making decisions, always considering the organization's benefits, its employees, and society.



Leadership

The nature of our business presents several opportunities for individuals to take up the mantle of leadership. This encompasses accountability, a can-do attitude, and an unwavering commitment toward a common goal.

Business Verticals

ETG comprises seven business verticals, each with its own set of objectives and market drivers that focus on increasing shareholder value and improving farmers' lives.

▶ ETG Logistics

With an extensive network of port, city, and rural infrastructure supported by rail and road logistics assets, ETG Logistics is an end-to-end logistics service provider in 20 African countries that offers freight forwarding, ocean freight, airfreight, customs brokerage, ship agency, container handling (ICD), bonded warehousing, fertilizer and grains handling, cleaning & bagging, and warehousing and transportation services.

▶ Nutrisco

Nutrisco is ETG's food ingredients business, consisting of a variety of edible nuts, raw and processed cashew nuts, rice, sesame and cocoa. This business places increased focus on sustainable practices and have designed a number of initiatives addressing climate change and farmer training and development.

▶ Agri inputs and Chemicals

ETG's Agri Inputs and Agro-chemicals, backed and supported by our team of expert agronomists, are distributed to farmers across Africa. Our strategically located blending plants give ETG the ability to support regions throughout Africa. Agri Inputs has developed into a global player in the Agri Inputs space, distributing a variety of Straight and Specialized fertilizers globally.

▶ ETG Commodities

ETG Commodities trades on several platforms, with liquid derivative products being utilized to mitigate price risk throughout the commodities value chain. The products traded include oilseeds, sugar, coffee, grains, metals, and energy (Liquefied Petroleum Gas).

▶ Vamara | Parrogate

Vamara | Parrogate manages 28 brands and focuses on organic growth of its own branded products in specific areas and categories, while also pursuing an acquisition strategy in some geographies. With extensive processing and operating sites across 12 locations, Vamara provides inexpensive, high-quality items to its customers, consumers, and communities.

▶ ETG Pulses

ETG trades in all varieties of pulses (raw and processed pulses). Within Africa and Asia, close to 80 per cent of the procurement is from the farm gate, which greatly benefits rural communities. ETG has created a robust distribution network for pulses by operating 24 processing facilities across 7 countries.

▶ EIRS

EIRS is a growing international risk management professional services firm. We provide insights and support to our commercial and individual customers to help them navigate through the risks they face in the local markets in which they operate. EIRS has developed PURPLEWALLET, a technology-driven end-to-end insurance platform that utilizes artificial intelligence, machine learning and neural technology to facilitate asset surveying, and generate effortless policy placement.

ETG History

1967-1985

Company founded in Kenya

Began catering to East and Central Africa

Acquired by the current owner

Launches as an agro-participant in East Africa

1986-1996



Major supplier of food aid to UN World Food Program

Expansion of supply chain and infrastructure investments

Operations extended to Southern Africa

1997-2005

Major food aid supplier to NGOs

Processing, storage, and logistics in East & Southern Africa

2006-2011

Acquired and built plants in India, Mozambique, Uganda and Tanzania

ETG's first North American office opened

Increased volumes of maize, soya beans, wheat, nuts, and coffee

Commodities volume crosses 1 million tonnes



2012-2017

Expansion of operations in Canada and establishment of a new plant in Bangladesh

Expansion via cashew processing plant, logistics, and fertilizer plants

Private Equity shareholders on board

2018-2020

Pulses processing capabilities expanded and further fertilizer blending and manufacturing plants acquired in Southern Africa.

ETG introduced Vamara Group, our consumer brands vertical

Public Investment Corporation (PIC) gains shareholding in our Fertilizer and Inputs Vertical, EIHL; and Mitsui becomes a shareholder of ETC

2021-2025

Further expansion of operations in South and North America, West Africa, and Europe.

SABIC Agri-Nutrients acquires 49% stake in ETG Inputs Holdco Limited (EIHL)

Public Investment Corporation (PIC) acquires a stake at group level



ETG Climate Solutions established

Group invests in further diversification across industries including technology, metals and minerals, digitization and freight forwarding

Sustainability Strategy

Our approach is rooted in the idea of a net-positive impact on all people we interact with, while working within the carrying capacity of the earth.



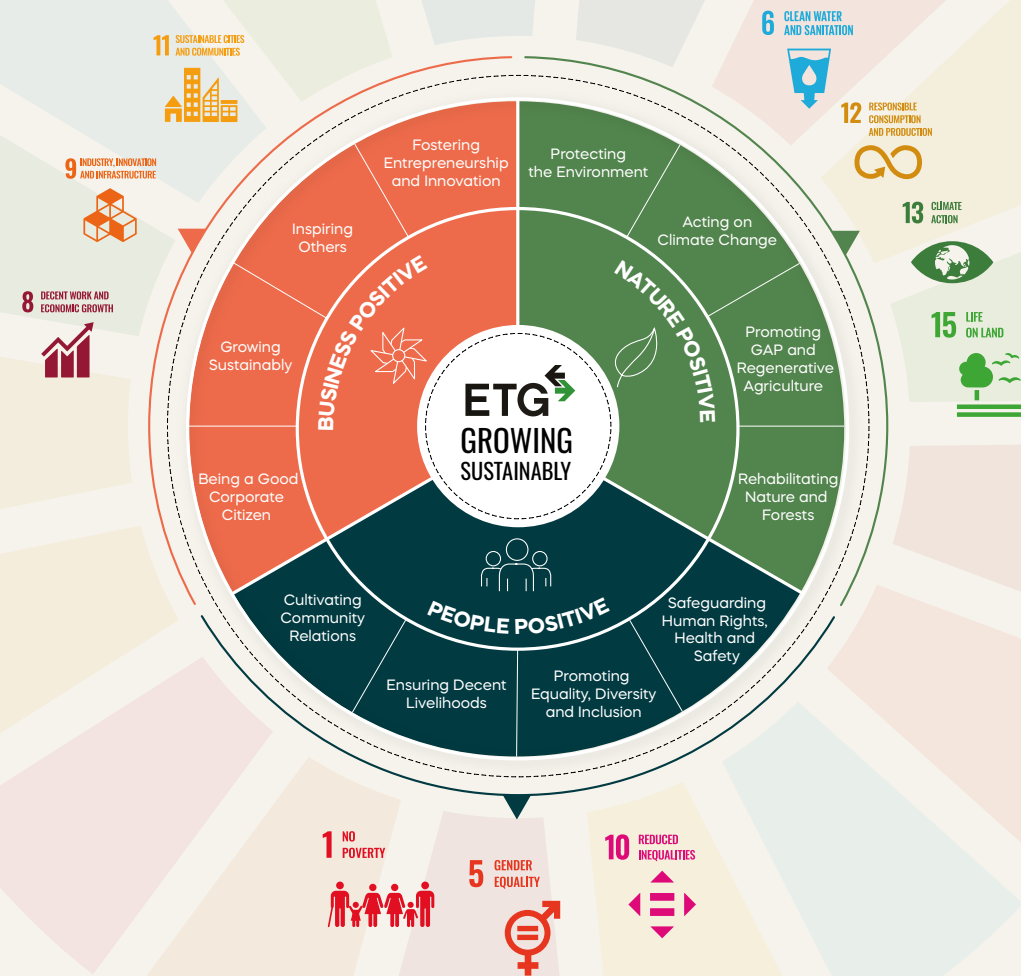
Sustainability Strategy

For ETG, sustainability is a way of doing business. A way that is not only a moral imperative but makes good business sense: Hundreds of studies with thousands of data points over more than 30 years show that businesses that do well in sustainability tend to also do well commercially.¹ This insight has recently led to the idea of net positivity – that businesses do well by giving more than they take, leaving everyone and everything that they touch and interact with in a better place than before.²

Our ambition is to fully transform into a net positive business. We know that this is a journey and that this journey is not without its challenges, set-backs and conflicting objectives. We also realize that some parts of our business are closer to being net positive than others; and that finally, it is an ambition that we can only achieve together with others.

To guide us on our journey, we have developed a framework of three principles and twelve criteria. They set out three areas where we want to achieve net positive impact – nature, people and business – and the criteria by which we will measure our progress against each of them.

This framework was informed by our vision and values (see page 10) and by an analysis of what matters to ETG and what ETG matters to. It also considers external frameworks: The United Nations Sustainable Development Goals,³ the IFC Performance Standards,⁴ ILO Declarations and Conventions,⁵ and the principles of the United Nations Global Compact.⁶



ETG's Sustainability Framework

From Strategy to Action

To operationalize our framework and make progress measurable, we have defined our first set of performance indicators that reflect our immediate priorities:

1. Absolute Scope 1 and 2 GHG Emissions measures our direct greenhouse gas emissions from fuel and electricity use across all business units of ETG. We aim to reduce our emissions in line with the SBTi trajectory framework, meaning a 30 per cent reduction by 2030 compared to 2022-2023 baseline emissions.

2. Deforestation-Free Supply Chains measures the percentage of ETG's high-risk supply chain that is demonstrably deforestation free. We have currently identified 13 cocoa, coffee, soya, cotton and cashew supply chains which we are assessing to rule out deforestation events.

3. Landscape Reforestation measures the number of trees planted in forest plots in landscapes outside of agricultural farms. ETG acknowledges that such reforestation efforts are required to make regions more drought resilient. Indigenous tree species, such as medicinal or timber species, are planted to bring benefits to local communities through sustainable harvest. We are currently planting around 200 hectares of forest plots per year.

4. Extension Services to Supply Chain Farmers measures the number of farmers in ETG's supply chains who receive extension services including training on better agricultural, social or climate smart farming practices through group sessions, individual

coaching, or digital platforms. Efforts also focus on increased access to micro-credit, agricultural inputs, (improved) seed material, or labor support. We aim to reach more than 1 million farmers by 2030.

5. Extension Services to Women Farmers measures the percentage of women farmers. We aim to have 50 per cent of our project farmers women by 2030.

6. Gender-Oriented Support Services to Women Farmers measures the number of women farmers who receive tailored gender-oriented initiatives provided by ETG or partner organizations to increase their incomes and households' decision-making. We aim to support at least 30,000 women in our supply chains by 2030.





Nature Positive

Nature Positive

All economic activity ultimately relies on the functioning of our Earth's ecosystems. At the same time, humanity's economic activities have, within a few generations, put such pressure on these life support systems that they threaten their very functioning.⁷ As a company, we are committed to working in ways that are mindful of our impacts on nature, preserve our earth's ecosystems and restore them to a better state where possible

Protecting the Environment

ETG's business includes a network of factories, warehouses, depots and offices around the world, as well as logistics and trade operations. We are committed to ensuring that the environmental impacts of our operations and supply chains are avoided or mitigated.

Promoting Good Agricultural Practices and Regenerative Agriculture

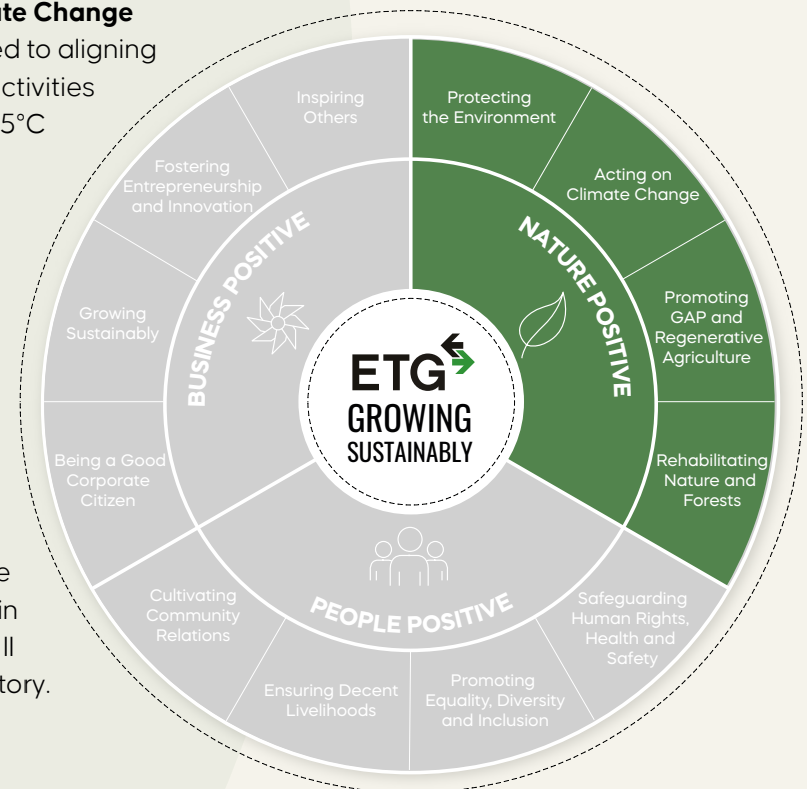
Agricultural commodities and inputs are a cornerstone of ETG's business, through which we interact with millions of smallholder farmers worldwide. ETG is committed to supporting them in professionalizing their farming to achieve reliable and decent incomes, work safely, maintain and increase soil fertility, conserve water and biodiversity, and make a contribution to climate change mitigation and adaptation.

Rehabilitating Nature and Forests

ETG's business is highly intertwined with nature, both depending on it and influencing it. We are committed to contributing to the global nature positive goal, with no net losses now and making a net positive contribution. Our reforestation efforts are a clear step in this direction and go beyond supply chain boundaries.

Acting on Climate Change

ETG is committed to aligning all its business activities with the below 1.5°C global warming target. We are also looking at how to adapt our business to the changing climate and how to strengthen the resilience of our supply chains, and have embedded this in our Scope I and II reduction trajectory.



Water & Waste

Minimizing waste and conserving water are critical parts of our sustainability journey.

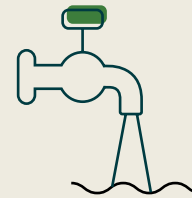
We are committed to supporting the global shift away from the traditional “take, make, waste” linear economic model and toward a circular economy. Our circular economy strategy prioritizes reduction and reuse to extend the life of materials, while cutting waste and carbon emissions.

This commitment reflects our belief that the planet’s resources are precious and underscores our responsibility to minimize environmental impacts and reduce carbon emissions.

Our approach centers on circular solutions that reduce waste, water use, pollution, and emissions. We focus on preventing waste, strengthening reuse systems, and maintaining transparent reporting to ensure measurable impact.

We are also working to reduce water use in our factory operations and improve access to clean water and sanitation. For example, in Côte d’Ivoire we are providing boreholes and WASH facilities in schools and communities.

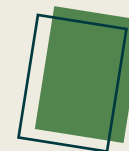
As we move towards 2030, we will continue to prioritize solutions that continue to increase circularity and further reduce waste and emissions.



1,456
megalitres
of water consumed



1,573 t
total waste produced



63.2 t
paper



15
megalitres
of water discharged



4.4 t
hazardous waste



137 t
plastic

Emissions

Even as we continue to grow as a company we can report our first-ever net reduction in absolute carbon emissions.

Our recent interventions, including the installation of solar arrays on our facilities and the rollout of comprehensive energy efficiency measures, are beginning to deliver measurable reductions in our emissions.

By generating clean, renewable electricity on-site, we are increasing our energy security, while efficiency upgrades are lowering our overall energy demand. Together, these actions are not only cutting emissions but also building long-term resilience in our operations.

To guide and strengthen these efforts, we have conducted detailed feasibility studies into coal replacements. These assessments help us identify the most effective opportunities, ensure that investments are both practical and impactful, and provide confidence that reductions and removals are robust, credible, and trackable.

By combining tangible interventions with rigorous evaluation, we are ensuring that our sustainability initiatives are positioned for lasting success and are aligned with our goals to become a net positive company.

Year	Scope 1	Scope 2	Total
2023-24	155,225 t CO2-e	45,889 t CO2-e	201,114 t CO2-e
2024-25	147,544 t CO2-e	42,661 t CO2-e	190,205 t CO2-e

	Scope 1 Emissions (t CO2-e)	
	2023-24	2024-25
Coal	104,282	72,186
Diesel	23,500	30,281
Firewood	8,619	17,055
Kerosene	15	56
LPG	869	1,331
Natural Gas	971	748
Paraffin	43	0
Petrol	1,160	1,633
Propane	36	17
Refrigeration	1,224	1,224
Waste Oil	0	0
Extrapolated Emissions	14,506	23,014
Total Emissions	155,225	147,544

	Scope 2 Emissions (t CO2-e)	
	2023-24	2024-25
Recorded Emissions	36,675	36,073
Extrapolated Emissions	9,214	6,588
Total Emissions	45,889	42,661

Cocoa and Forests Initiative

Protecting and restoring biodiversity, sequestering carbon stocks in West African forests, and addressing climate change.

Deforestation of tropical rainforests is a major issue in Côte d'Ivoire and Ghana, which together produce nearly two-thirds of the world's supply of cocoa, the main ingredient in chocolate. According to Global Forest Watch, between 2002 and 2023, Côte d'Ivoire lost 28 per cent and Ghana 14 per cent of their humid primary forest, with a large portion of this loss attributable to cocoa farming expansion.

ETG is a signatory of the Cocoa and Forest Initiative (CFI). In collaboration with our sustainability foundation, Beyond Beans, we are safeguarding and replenishing forests, fostering community involvement, and promoting sustainable production practices while supporting the livelihoods of farmers.

Under the initiative we restored a total of 200 hectares of degraded agricultural land in cocoa producing communities in Côte d'Ivoire and Ghana through reforestation initiatives. These areas were planted with native tree species in partnership with local communities and technical partners experienced in community-based reforestation. These partners play a crucial role in engaging communities through awareness sessions, helping to identify suitable plots, and providing technical guidance for establishing sustainable forestry systems.

Over the past four years, as part of our ASASE project in Ghana, we have set up 25 Community Resource Management Committees (CRMCS) that are based in communities bordering forests. These CRMCS lead conservation and reforestation efforts by sensitizing their communities on the importance of forest conservation, regularly monitoring their local forests, and reporting illegal logging activities to law enforcement agencies. In these communities, there is improved participation in tree-planting initiatives, greater awareness and understanding of forest conservation benefits, and more widespread adoption of agroforestry practices.

In addition to conservation efforts, 33,000 multipurpose tree seedlings were planted on 30 ha of degraded land, including over 17,000 tree seedlings on 16 ha of illegal mining (galamsey) land. Over the past 3 seasons, we have reforested 100 ha of degraded land with over 110,000 timber and fruit tree seedlings.





► Dorcas Larthey Sustainability Champion

Dorcas Larthey, ETG | Beyond Beans Farmer Livelihoods Project Supervisor in Ghana, oversees the quality implementation of the Nestlé Income Accelerator Program. Her role ensures that every activity, from farm support to financial literacy, meets program standards and contributes to sustainable improvements in farmer welfare.

For Dorcas, sustainability is deeply personal. She says: *“It’s rewarding to know that the work I am doing today can have a lasting impact for the land, families, and future generations.”* She is motivated by seeing farmers improve their incomes, enroll their children in school, and feel hopeful about the future. *“I’ve seen how small changes like better farming methods, sending and keeping children in school, or saving in a group can make a big difference for families.”*

Her current work focuses on initiatives that build resilience while protecting the environment. These include supporting farmers to prune cocoa farms for higher yields, promoting school enrollment for children aged 6–16, planting shade and fruit trees to enhance biodiversity, and encouraging participation in Village Savings and Loans Associations. Each of these, she explains, is designed *“not only to improve farmers’ incomes and resilience but also to promote long-term, sustainable development in their communities.”*

One of her most memorable achievements has been scaling the pruning initiative. Initially, farmers feared pruning would damage their cocoa trees. But after seeing healthier farms and increased productivity, participation grew. *“In the first year, 88 per cent of farmers benefited and by the second year, the percentage rose to 97 per cent—showing increased trust and engagement from farming families.”*

For Dorcas, sustainability means securing the future. *“I work with farmers who depend on the land. If we do not take care of it, their future and their children’s future is at risk.”* Her hope is that the program will expand further, continuing to transform farming households and communities in ways which last.

“I’ve seen how small changes like better farming methods, sending and keeping children in school, or saving in a group can make a big difference for families.”



Farm of the Future

Advancing climate-resilient cocoa production in Ghana and transforming cocoa farming into a more sustainable industry.

This innovative new project, funded by the Netherlands Enterprise Agency (RVO), is establishing a 4-hectare model farm near Kumasi, Ghana to showcase the benefits of agroforestry-based cocoa production. This model farm and accompanying learning center aim to empower local farmers with techniques that enhance yields, restore biodiversity, and increase resilience against climate change.

The project is structured into multiple phases to ensure systematic implementation and impact assessment. The initial phase focuses on conducting a comprehensive context analysis and setting up the model farm and learning center. During this period, partners will coordinate with local stakeholders, establish foundational training programs, and develop an agroforestry curriculum aligned with planting and harvesting cycles.

In the second phase, the project will intensify training sessions, enhance the learning center's resources, and begin scaling the agroforestry model across additional farms, engaging 100 farmers across multiple communities. A robust monitoring and evaluation framework will track progress throughout this period.

The final phase centers on assessing project outcomes, refining the agroforestry model based on field results, and finalizing the scalability roadmap. By the project's conclusion, the Farm of the Future aims to have established a self-sustaining framework for climate-smart cocoa farming that can be replicated across the region.



ETG Climate Solutions



► **Pondai Dengu**
Head of Commercial Development

2024 has been a year of strategic progress and systems building for ETG Climate Solutions. In a world demanding urgent climate action, we have continued to place communities, especially women and smallholder farmers, at the heart of our response, while strengthening the technological and institutional foundations needed to deliver measurable, lasting impact.

Our mission is grounded in the belief that Africa can lead in climate solutions, not just participate. And that belief drives our work to build integrated, inclusive, and tech-enabled value chains that respond to both the ecological realities and economic aspirations of the continent.

Institutional Evolution and Team Growth

The Climate Solutions Department now employs over 100 staff across Zambia, Kenya, and Malawi, including specialists in agroforestry, carbon finance, GIS and remote sensing, clean energy systems, MRV (monitoring, reporting, and verification), and community engagement. Our focus has shifted from early-stage piloting to building an end-to-end platform capable of developing, financing, and operating high-integrity climate programs at scale.

Agroforestry: Scaling Impact with the Empowering Farmers Foundation

Our agroforestry work, delivered in deep partnership with the Empowering Farmers Foundation (EFF), has become a cornerstone of our climate and community strategy.

Together, we have engaged over 20,000 smallholder farmers, planting more than 1 million trees across Zambia and Kenya. With plan to double this in 2025. These trees are now delivering critical ecosystem services: restoring soil fertility, stabilizing watersheds, enhancing biodiversity, and sequestering carbon.

EFF's grassroots network and long-term presence in rural communities have been instrumental in ensuring trust, participation, and knowledge transfer. Through farmer field schools, women's groups, and peer-led demonstrations, we are equipping communities with the skills needed to nurture and protect their trees over the long term.

In parallel, we are working with EFF to embed carbon literacy training at the community level, helping farmers understand how and why their efforts link to the global carbon market, and how benefits will flow back to them through a fair, transparent model.



Clean Cooking: Improving Lives, Reducing Emissions

We distributed over 15,000 improved cookstoves in Zambia in 2024, with pilots expanding to Kenya in 2025. These stoves reduce indoor air pollution, deforestation, and the time spent collecting firewood, while also generating Gold Standard-certified carbon credits under the TPDDTEC methodology.

We are developing community awareness campaigns and technical support networks, particularly for women-led households, to encourage proper use and sustained adoption. We also initiated the digital tracking of stove distribution and usage, laying the groundwork for smart monitoring, reporting, and verification in 2025.

This program is about more than emissions, it is about health, dignity, and time freedom, especially for women and girls.

Biomass and Biochar: Building a Circular Carbon Economy

Our work in biomass and biochar progressed in 2024. We are commissioning our first biomass processing facility in Malawi, capable of transforming agricultural waste into clean-burning fuel and biochar for soil amendment.

We collected and processed over 5,000 metric tons of biomass across Zambia and Malawi, with early-stage pilots now testing the application of biochar in climate-smart farming systems. These efforts will feed into new carbon methodologies focused on methane avoidance, soil carbon storage, and energy substitution.



Our Commitment

ETG Climate Solutions exists to bridge climate finance and community resilience. We are not just planting trees, distributing stoves, or collecting biomass, we are building sustainable value chains that empower farmers, support women, restore degraded ecosystems, and link African communities to the benefits of global climate action.

Our partnership with EFF and our investments in digital innovation demonstrate what's possible when local knowledge meets global tools, and when climate programs are designed communities in mind.

Roots of Revival

Restoring degraded illegal gold mining sites through reforestation, and community stewardship in Ghana.

In 2023, ETG initiated the restoration and reforestation of an abandoned illegal mining site in the Nsokote district, starting with 16 hectares of degraded land in Dinkyiea, Ghana. Illegal gold mining, commonly referred to as 'Galamsey', is widespread in the cocoa communities where we operate, causing severe environmental damage such as deforestation, water pollution, and soil degradation. These challenges pose a significant risk to the long-term sustainability of the cocoa industry.

The 16-hectare plot was selected after months of engagement with community stakeholders, including traditional chiefs, local government officials, community members, and women's groups. Given the legal framework where land sold to miners reverts to the community when it is abandoned, we ensured that mining activities had ceased and confirmed there were no disputes or conflicts over ownership or future use.

The restoration took over two years, as unlike reforestation on fallow agricultural land, galamsey land is far too degraded for direct tree planting. In 2023, we prepared the land by leveling and covering mining pits to restore the original land profile and recreating channels for blocked waterbodies. Heavy machinery was used to create storm drains and reshape waste materials (subsoil) left from mining activities.

Mining activities had stripped the land of its topsoil, vegetation, and fertility, so the area was left fallow for a year to allow the soil to stabilize. Leguminous crop species such as *Pueraria procumbens* were planted to fix

atmospheric nitrogen, and fertilizers were applied to replace the missing nutrients. Throughout this process, ETG consulted land restoration experts to ensure best practices were followed.

In 2024, the land was reforested with 1,100 trees per hectare, comprising seven native timber species: *Cedrela*, *Emire*, *Ofram*, *Edinam*, *Mahogany*, *Kokrodua*, and *Mansonia*. To prevent potential contamination from residual toxins or heavy metals, only non-food tree species were planted. A survival rate survey is scheduled for 2025, after which gap-filling activities will be carried out to ensure successful reforestation.

Extensive community engagement was integral to the project, involving chiefs, local government officials, women's groups, and other stakeholders. The restoration strategy was collaboratively developed with the community and land restoration experts and local community members actively participated by contributing labor, fostering a sense of ownership and long-term commitment to the reforestation efforts.



The mining area before and after the start of reforestation



► Oyejoke Oyeyemi

Sustainability Champion

As Junior Coordinator for Agroforestry and Environment in Nigeria, Oyejoke Oyeyemi plays a pivotal role in advancing sustainable cocoa production across ETG | Beyond Beans' supply chain. She leads the coordination of agroforestry and environmental initiatives, ensuring alignment with global sustainability standards while empowering cocoa farming communities to adopt climate-smart practices.

Her work focuses on coordinating farmer training, capacity building, and coaching initiatives on proper planting and farm management techniques. She also oversees demonstration plots, conducts field monitoring to track seedling survival, and ensures compliance with recommended agroforestry practices. Beyond the field, Oyejoke manages budgets, prepares client reports, guides her team, and represents the organization in external engagements.

She says sustainability is both professional responsibility and personal conviction: *"Being part of a system that empowers smallholder farmers, improves landscapes, and enhances climate resilience brings deep fulfillment."*

Oyejoke's current projects demonstrate this vision in action. She supports cocoa farm rehabilitation with improved seedlings, increasing biodiversity through agroforestry and multipurpose

trees, and farmer sensitization on sustainable land management. She is also engaged in innovative pilots such as introducing biochar from agricultural waste to improve soil health, increase yields, and boost carbon sequestration.

One of her most memorable achievements was coordinating the distribution and monitoring of thousands of cocoa and shade tree seedlings, a project that strengthened cocoa farm rehabilitation and landscape restoration. The farmers' enthusiastic feedback reinforced *"the value of our interventions"* and highlighted the tangible impact of her work.

Looking ahead, she is eager to scale up sustainability efforts by *"leveraging data and innovation"* and building *"farmer-friendly systems for environmental compliance,"* with the conviction that small changes can drive lasting transformation.

"Environmental stewardship is a moral duty to ensure our actions today do not compromise the well-being of future generations."



Sustainable Manufacturing with Solar Power

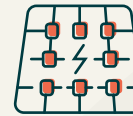
Our production facilities in Zimbabwe are embracing solar power in our drive to cut emissions and move towards net-zero.

Four of ETG Parrogate's production facilities across Zimbabwe have taken a major step toward sustainability with the installation of 12,161 solar panels. The facilities, which produce an array of products such as cooking oil, soap, cotton, and textiles, will now generate a combined 12,349,798 kWh of clean electricity annually. This covers 67.5 per cent of their total power needs and significantly reduces our reliance on fossil fuels and the grid.

The solar arrays, designed to last at least 25 years, are expected to offset over 12 thousand tonnes of CO₂ emissions each year. By cutting carbon emissions and easing pressure on the grid, the project not only supports our net-positive climate goals but also strengthens local grid reliability and helps prevent blackouts during peak demand. Excess energy will either charge onsite storage batteries or be exported back to the grid under a net metering arrangement.

The initiative also delivers economic and social benefits, creating local jobs, boosting supply chains, and serving as an educational model for renewable energy adoption across all of our production sites.

With a payback period of less than five years, the investment is both environmentally and financially strategic. It positions ETG as a leader in sustainable manufacturing and sets a precedent for the wider industry to follow.



12,161
panels



102,915 kWh
generated
each month



12,000
tonnes of CO₂
mitigated per year





► Tirupati Pawar Sustainability Champion

As Production Manager at Pramukh Agro Industries PLC (Nutrisco) in Ethiopia, Tirupati Pawar wears many hats. He plays a key role in sustainability, quality, plant administration, corporate affairs, operational excellence, industrial and employee relations, and also procurement. But beyond the job titles and responsibilities, Tirupati is most passionate about one thing: building a better and more sustainable future at ETG.

Driven by a strong sense of responsibility toward future generations and the planet, Tirupati believes sustainability is a lens through which all decisions, both personal and professional, must be made.

Among his achievements is reducing diesel consumption in operations, a milestone that reflects both environmental consciousness and operational efficiency. For Tirupati, safety is also a core pillar of sustainability, he says: “*One incident is one too many*,” which drives his efforts to embed a culture of safety across all operations.

The major challenge he faces is the lack of awareness around sustainability, but rather than an obstacle, he sees this as an opportunity for growth and advocacy. Tirupati is currently championing several key sustainability initiatives, including increasing workplace safety, recycling paper, and cutting diesel usage even further.

Tirupati and his team are committed to aligning operations with ETG’s sustainability goals, improving efficiency, and working closely with the government to develop an even deeper understanding of sustainable practices.

“I believe that every action we take, whether personal or professional, has an environmental impact, and we each have the power to choose whether that impact is positive or harmful.”



Accelerating Climate Resilient Food Systems in Ethiopia

Building climate resilience and strengthening Ethiopia's food systems through sustainable farming and carbon-smart innovations.

This project, funded by the Danish Development Cooperation (Danida) and implemented in partnership with Agriterro, the University of Copenhagen, and Mary's Meals, seeks to enhance the sustainability and resilience of Ethiopia's food systems while directly improving the livelihoods of 10,000 smallholder farmers. By addressing food loss, soil degradation, and nutritional gaps, the project will also contribute to the World Resource Institute's 10x20x30 Initiative on Preventing Food Loss and Waste.

At its core, the initiative emphasizes climate-smart and resource-efficient solutions. The introduction of hermetic PICS Bags offers farmers a low-cost, pesticide-free method of reducing post-harvest losses. This innovation not only prevents waste but also extends the storage life of crops, supporting food security and reducing environmental impacts linked to chemical use. Simultaneously, our guaranteed offtake of maize, soy, and teff ensures that farmers have reliable markets for their produce, which will be processed into nutritious foods such as Tasty Soya Pieces, which can strengthen community nutrition and reduce malnutrition.

Sustainable land management is another cornerstone, with 5,000 hectares targeted for improved practices. The project will pilot artisanal biochar production, enabling farmers to enhance soil fertility while capturing and storing carbon. By combining biochar with agricultural inputs, farmers can increase yields, rehabilitate soils, and contribute to long-term carbon sequestration.

Through these innovations, the project aims to reduce vulnerability to climate shocks, improve nutrition for 30,000 people, and promote circular, sustainable farming practices that benefit both communities and the environment.



The Road to Regenerative Coffee

ETG's RegenCoffee program is helping to mitigate climate risks and supporting coffee farmer livelihoods

Climate change is reshaping coffee-growing regions due to rising temperatures and changing rainfall patterns. In 2024, this threat was no longer theoretical—climate disruptions were actively affecting yields and farmer livelihoods. Droughts in Brazil and Vietnam, two of the world's largest coffee producers, led to reduced yields which severely impacted coffee prices. These events showcase how climate change, coffee production and income resilience for farmers are interconnected, and must be addressed as a whole.

Across our coffee origins, we have expanded work on "RegenCoffee", regenerative agriculture adapted for coffee cultivation. It has a holistic and farmer-centric approach addressing GHG emission reductions and nature protection, while bringing income increases and building resilience to farmers.

We have executed baseline on carbon footprint and agronomic practices and developed implementation roadmaps with experts for three coffee origins. Field interventions have now started with the training of 3,000+ farmers on agroforestry, carbon low fertilizer use and other climate smart interventions.

Best practices are showcased on more than 30 demo plots, and 60,000 coffee and 50,000 shade tree seedlings have been made available to farmers.

Over the next years the reach of these projects will be expanded with increased monitoring of farmer livelihoods and the carbon impact.



"I am very happy to have received shade trees for my farm. During training I learned about the benefits of shade trees for my coffee but also for the soil. I chose seedlings of Calliandra, Prunus and Albizia and in the future I want to integrate some fruit trees in my coffee garden."

Ssebudde Richard, 35, Farmer in Greater Masaka, Uganda



► Anne van der Veen

Sustainability Champion

Anne van der Veen, Head of Coffee Sustainability at ETG, plays a pivotal role in safeguarding our “license to operate” amid evolving regulations such as the EU Deforestation Regulation (EUDR), and leading the development of farmer-level programs that deliver real value for coffee suppliers and roasting clients.

Through her vision and action, Anne is helping shape a coffee sector with sustainability solutions that are commercially viable and environmentally regenerative.

Guided by her conviction for “*doing good while doing business*,” Anne sees companies not just as contributors to social and environmental risks, but as powerful agents for creating solutions. This belief fuels her drive to explore innovations, refine purchasing practices, and collaborate with like-minded buyers and suppliers to enable a lasting impact across the coffee sector.

Anne’s work spans a wide range of coffee origins and challenges from a smallholder with one acre of forest-grown coffee in Ethiopia to a large estate of mono-cropped coffee in Brazil. Turning sustainability ideas which work for all these different types of origins into action is what makes her start each working day with energy.

Her approach blends creativity, agility, and persistence – essential in a landscape where shifting regulations and market dynamics

can feel like “3D chess”. Under her leadership, ETG Coffee is expanding regenerative agriculture initiatives, which support farmer income, biodiversity, and carbon reduction, with the RegenCoffee program gaining traction among coffee companies and NGOs.

Anne works from the ground up, overseeing practical field implementation and scientific impact measurement. She takes pride in projects like launching biochar production in Uganda from local waste and using it as an organic fertilizer.

She says that impact of her work brings her immense satisfaction, such as the program for women coffee farmers in Togo, whose incomes have grown substantially through ETG’s living income project.

“I’m so grateful to work with passionate teams and partners who succeed in embedding new innovations in coffee communities.”



Deforestation-Free Sourcing

An update on our preparations to comply with the new European Union Deforestation-Free Regulation (EUDR).

We have made significant strides towards deforestation-free sourcing by preparing our coffee, cocoa, and soya supply chains for compliance with the EUDR regulations. Through expanded field interventions, we scaled farmer mapping efforts, strengthened traceability systems, and deepened due diligence protocols.

At the end of 2024, the European Commission's decided to delay EUDR enforcement by one year, and it is now set to enter into force from 30 December 2025. This extension has provided a critical window to further refine our systems, strengthen partnerships, and ensure readiness across our diverse operations—reinforcing our long-term commitment to sustainability, transparency, and smallholder resilience.

In 2024-2025, we reached the following milestones:

Full integration of satellite-based deforestation risk assessment

ETG was a launching customer of the Meridia Verify tool, providing us with a pivotal role in contributing to new features on the platform and piloting their integration in our validation process. Meridia Verify has accessible public and commercial deforestation and

land use layers which we use to verify the sourcing plots of our products. This partnership has reinforced the depth and reliability of our assessments and made implementation efficient and harmonized.

Ground Truthing

Where desk assessments have highlighted a risk of deforestation, ETG has moved to ground truthing. False positives, where remote sensing inaccurately detects deforestation, may unfairly exclude farmers. Extensive ground truthing has been executed through interviews with farm owners and field observations. In Uganda, for example, cutting down shade trees in a coffee field or a neighbor cutting their plantation, resulted in deforestation falsely being detected. A solid protocol for ground truthing is followed to assess the plots at risk, and when there was sufficient proof, plots have been reclassified to be deforestation-free, allowing sourcing to continue.

Supplier Due Diligence

To ensure legal compliance, ETG has compiled country risk assessments and supplier scorecards. Our key suppliers are surveyed, their systems are assessed, and desk and field validations are executed. The ETG sustainability teams have executed EUDR several validation trips, visiting supplying farmers and warehouses in Côte d'Ivoire, Ethiopia, Ghana, Uganda, Vietnam, Togo, India, and Nigeria. These country risk assessments and supplier assessments are also supportive of wider compliance for ETG supplier scoring and provide preparatory steps for European CSRD and CSDDD regulations.



People Positive

People Positive



Through our business, we directly and indirectly interact with hundreds of thousands of people daily: our employees, farmers, suppliers and contractors; the communities in which we operate; our customers; and our shareholders and investors. Our ambition is to have a positive impact on all people whose lives we touch, no matter how large or small their contribution to our business.

Safeguarding Human Rights, Health and Safety

ETG respects the dignity and rights of all humans and is committed to safeguarding human rights at work and the health and safety of every individual in its supply chains.

Promoting Equality, Diversity and Inclusion

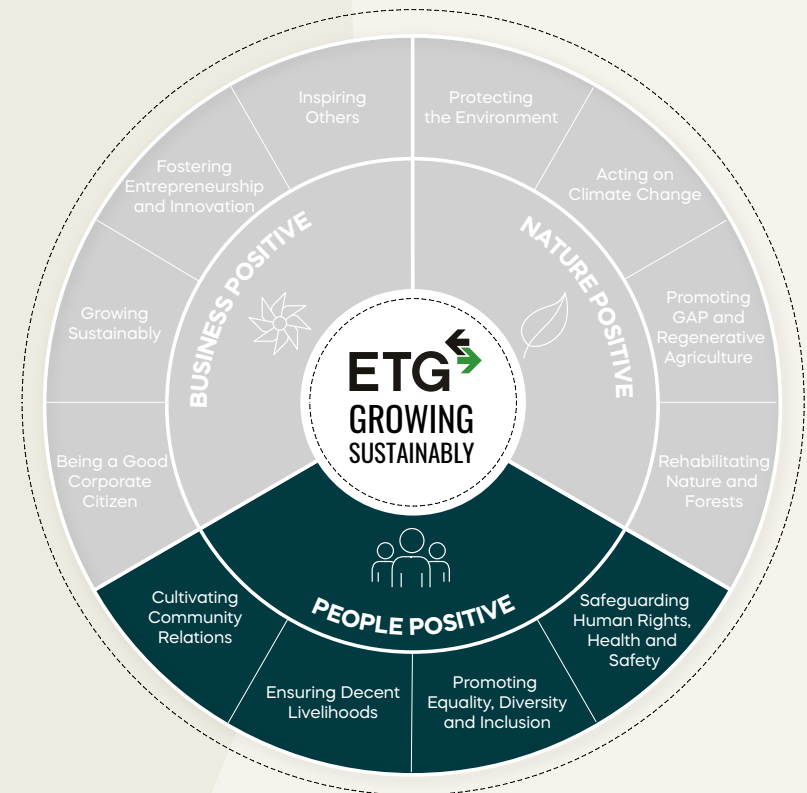
ETG is a global company working across continents, countries and cultures. We are committed to treating every individual in our supply chains with equal respect, reward based on merit and creating a diverse and inclusive workspace for our people, free from discrimination, intimidation or harassment. In our supply chain programs, we are committed to increasing access for women community members.

Ensuring Decent Livelihoods

ETG provides income to tens of thousands of people, including farmers and workers, many of whom are at the bottom of the income pyramid. ETG is working towards paying for our goods and services at a level that is in line with a decent living income.

Cultivating Community Relations

ETG is committed to building and maintaining good relationships with the communities it operates in and to contributing to community development where possible. In our farmer communities, we have launched gender-tailored interventions such as savings groups to boost women's financial decision-making, directly benefiting households' nutrition and education.





► Ismail Ansari

Sustainability Champion

Ismail Ansari is a multi-disciplinary leader whose responsibilities span sustainability, quality assurance, plant administration, corporate affairs, operational excellence, industrial and employee relations, procurement, sales, production, and maintenance. With such a broad portfolio, he works at the intersection of people, processes, and the planet, ensuring that each decision aligns with both business goals and environmental stewardship.

He thrives on variety and purpose in his work: *"Sustainability, quality, production, and plant maintenance are at the heart of what I do."* Ismail's approach to sustainability is pragmatic and holistic: *"It's not just 'being green'—it's smart business and social responsibility."* By balancing economic, environmental, social, and regulatory considerations, he ensures that sustainability is embedded in operations rather than treated as a separate goal.

One of his proudest professional achievements is delivering zero life-threatening incidents in the workplace, a testament to his safety-first mindset. As he puts it, *"Safety is a state of mind – accidents are an absence of mind."* His commitment to building a strong safety culture goes hand in hand with his belief that the greatest safety challenge is human nature itself: *"We tend to think accidents happen to others, not to us."*

In Ethiopia, Ismail continues to champion sustainable initiatives with a focus on operational efficiency and reducing the environmental

footprint of industrial activities: *"We are working on operational efficiencies to reduce our environmental impact."*

Driven by a vision of continuous improvement, Ismail's leadership blends strategic oversight with hands-on engagement, making him a key force in advancing both EHS and broader sustainability goals within ETG.

"Sustainability is not just 'being green'—it's smart business and social responsibility."



Cash Transfers Supporting Youth in Coffee

Despite two billion cups of coffee being consumed daily, many coffee-growing families still struggle to earn a decent living.

Through macro assessments, ETG was able to evaluate the main social risks for our main origins, such as child labor, inequality and unfair working conditions. In many African origins, the social risks are rooted in poverty. Therefore, a number of our coffee projects provide a roadmap focused on improving smallholder incomes towards a living income.

Together with the Netherlands Enterprise Agency (RVO) and 100WEEKS, we developed the ESPRESSO project, which combines the roadmap to a living income with youth inclusion. Uganda has a notably young population, with around 70 per cent under the age of 30 seeking employment. Youth groups address this challenge by offering income opportunities for young people, while also providing older coffee farmers with regenerative agronomic labor services.

Within the ESPRESSO project, 100WEEKS provides cash transfers and business training to youth groups. ETG and our partner Botfa train farmers in regenerative agriculture and supply tools such as saws and spades, enabling youth to put these practices into

action. In addition, young people are encouraged to start new businesses, helping them diversify their incomes during the coffee off-season.

In 2024, ETG onboarded 400 Ugandan youth into savings groups and business training programs, with 120 of them also receiving additional cash transfers. In the cash transfer program, which started in 2025, each of them received \$4 per week for one year. Cash transfers play a pivotal role by improving access to finance, enabling investments in enterprises, and supporting essential household needs.



“Before joining the 100WEEKS, I was tired of life. I used to work as a casual laborer and was not earning much and we were four months behind in rent. I have now saved up and managed to start my own retail business. I am genuinely hopeful, and life got better.”

Eve Nanteza, Uganda



► Milly Kakungulu Sustainability Champion

As a Human Rights Due Diligence Officer at ETG, Milly Kakungulu is at the forefront of embedding sustainability and ethical practices into ETG's coffee supply chain. Her work ensures compliance with international standards such as the EU Deforestation Regulation (EUDR), Rainforest Alliance, and 4C, while also safeguarding farmer livelihoods and protecting the environment.

Milly's role blends social, economic, and environmental dimensions. She assesses human rights risks, conducts field visits and audits, and engages directly with farmers, cooperatives, and communities. *"You get to engage directly with communities, farmers, and cooperatives, helping improve livelihoods while ensuring compliance with global standards,"* she explains. For her, sustainability is not just a responsibility, but a source of purpose. *"The ability to engage directly with communities, influence policy, and contribute to global standards like EUDR gives my work purpose and impact."*

Her commitment is evident in projects such as the Cash Plus initiative, which supported some of the poorest farmers in ETG's sourcing regions. Guiding them into the programme and witnessing their progress remains her most memorable achievement. Similarly, the 100WEEKS programme, which combines unconditional stipends with training in financial literacy and agronomy, equips farmers to strengthen incomes and resilience.

For Milly, sustainability reflects a shared commitment between herself and ETG: protecting human rights, improving livelihoods, and ensuring long-term environmental responsibility. *"By embedding sustainability into our operations, we strengthen community relationships, promote ethical practices, and build resilient, future-ready supply chains,"* she says.

Looking ahead, she is determined to expand her impact by strengthening responsible sourcing across more regions, driving innovation in due diligence, and using field insights to influence global policy. *"I'm excited to contribute to ETG's evolving sustainability strategy... ultimately creating lasting, positive change for people and the planet."*

"By embedding sustainability into our operations, we strengthen community relationships, promote ethical practices, and build resilient, future-ready supply chains."



Talent Development

Every transformation begins with people. Our future is being built by thousands of individuals who bring their energy, ideas, and commitment to work every single day. Our role is to give them the platform, resources, and inspiration to do their best work and grow as leaders in their own right.

One way we do this is through initiatives like *'On the Shoulders of Giants.'* This mentorship program connects emerging leaders with experienced professionals across geographies and disciplines. It is not just about advice. It is about sharing wisdom, sparking ambition, and helping the next generation see further than those who came before.

Across ETG, we are creating pathways for women to take on larger roles, access sponsorship networks, and help shape the future of our company. When women thrive, our whole business becomes stronger and more resilient.

This year we also celebrated the arrival of our 2025 Graduate Engineer Trainee cohort at ETG's Global Business Services in Bangalore. Each of them was carefully selected for potential, passion, and perspective. As they begin their journey, we stand ready to guide, challenge, and champion them at every step.

Our commitment is simple. We will keep building a culture where growth is natural, voices are heard, and everyone has the opportunity to make a lasting mark on ETG's story.

Key Statistics



12,808
Employees



80%
Men

20%
Women



44,911
Hours of EHS Training
Average: 15 hours of training per employee



93%

Grievance Closure
Rate
27 closed items out of 29 total



67%
Direct
Employees

33%
Contract
Employees

Investing in Our People



► **Binny Dawson**

Global Head - People Development

We see sustainability as inseparable from the development of people, and believe that preparing our workforce for the future is imperative for delivering long-term value to stakeholders and communities. Our People Agenda provides the framework for this commitment, preparing employees with the skills needed to succeed in a rapidly changing world.

In 2025, ETG Academy launched *Project Prometheus*, a global initiative inspired by the belief that knowledge should be accessible to all, not the privilege of a few. The program develops future-critical skills like AI and Digital Literacy, Critical Thinking, Problem Solving, Growth Mindset, Leadership, and Collaboration.

Project Prometheus complements ETG's wider learning ecosystem, which includes leadership journeys such as Catalyst (emerging leaders), Spark (young leaders), and Ignite (enlightening managers). It is further supported by initiatives like 'On the Shoulders of Giants' (mentoring) and 'The Giant Within You' (coaching), along with technical mastery programs in agronomy, finance, IT, and trade. Together, these interventions create an integrated pathway for employees to grow as professionals, specialists, and leaders.

The importance of this approach is underscored by the World Economic Forum's Future of Jobs Report 2025, which highlights

that 39 per cent of current worker skill sets will be transformed or become outdated by 2030. This finding strengthens ETG's conviction that continuous learning is essential for both people and business sustainability.

Beyond skills and leadership, our development agenda is anchored in culture. Through the ETG Way, we embed shared values, responsible practices, and an entrepreneurial spirit that unites employees across geographies.

By democratizing learning through self-paced platforms, experiential opportunities, and future-focused programs like *Project Prometheus*, ETG ensures that growth is inclusive, scalable, and sustainable. In doing so, we are preparing a workforce that is resilient, future-ready, and equipped to deliver long-term impact for employees, partners, investors, governments, and communities worldwide.



From the EHS Team



► **Deneshree George**
Head EHS

Our vision is to create a zero-harm workplace where every employee returns home safely to their families each day. Over the past year, we have made significant progress in strengthening our EHS culture, embedding global standards, and building accountability across all levels of the organization.

Our network of **EHS Site Champions** continues to grow, driving engagement through regular inspections, toolbox talks, and local ownership of safety initiatives (see pages 44, 46 & 52). Our focus on global certifications such as BRC, IMS and RFA and Lender requirements has further reinforced alignment with international standards, integrating EHS more deeply into operational practices.

While we are proud of these achievements, we also acknowledge the difficulties to operate in an area with many stakeholders and sub-contractors. It is our mission to extend our standards and values to all people involved in our operations, be it directly or indirectly.

Looking ahead, the rollout of our **ETG Critical 6** marks a major step forward. Covering Contractor Safety, Working at Height, Confined Space Entry, Lockout-Tagout, and Electrical Safety, these six critical elements are being embedded through training,

observations, and audits to ensure consistent implementation across all sites.

Our priorities for the year ahead includes:

- Driving full adoption of the ETG Critical 6 across all sites
- Building on the progress of the EHS Insight system launched in 2023/24 to strengthen monitoring and reporting
- Expanding leadership accountability and the EHS Champion network to embed a values-driven culture of care across the organization.

We thank all our employees for their dedication to advancing EHS at ETG. Through leadership, on-site safety initiatives, and the daily support of their teams, they are helping to secure a resilient, responsible, and safe organization.

As we move forward, we remain committed to protecting our people, supporting our communities, and safeguarding the well-being of our employees.



Health & Safety

Sustaining excellence in Environmental, Health, and Safety (EHS) requires collective responsibility across all levels of our business –from executive leadership to frontline teams.

Guided by the IFC Performance Standards and the World Bank Group's Environmental, Health, and Safety Guidelines,⁹ we are committed to a process of continuous improvement. To strengthen knowledge and skills, we offer comprehensive online training covering more than 180 EHS topics, ensuring that both employees and contractors have access to globally recognized best practices.

Our EHS Management System, EHS Insight, enables us to monitor, manage, and improve EHS performance consistently, reinforcing our dedication to safeguarding people and the environment.



Health and Safety Performance

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
First Aid Cases	146	114	164	129	348	35	42
Minor Injuries	8	14	13	18	269	11	18
Lost Time Injuries	0	19	14	20	78	4	6
Total Hours Worked	15,254,400	15,854,720	16,179,520	17,346,560	18,219,512	23,427,190	26,768,476
Total Injury Frequency Rate (TIFR)	0.52	1.45	1.45	2.19	4.10	0.13	0.20
Lost Time Injury Frequency Rate (LTIFR)	0.00	0.57	0.68	1.15	4.28	0.03	0.05

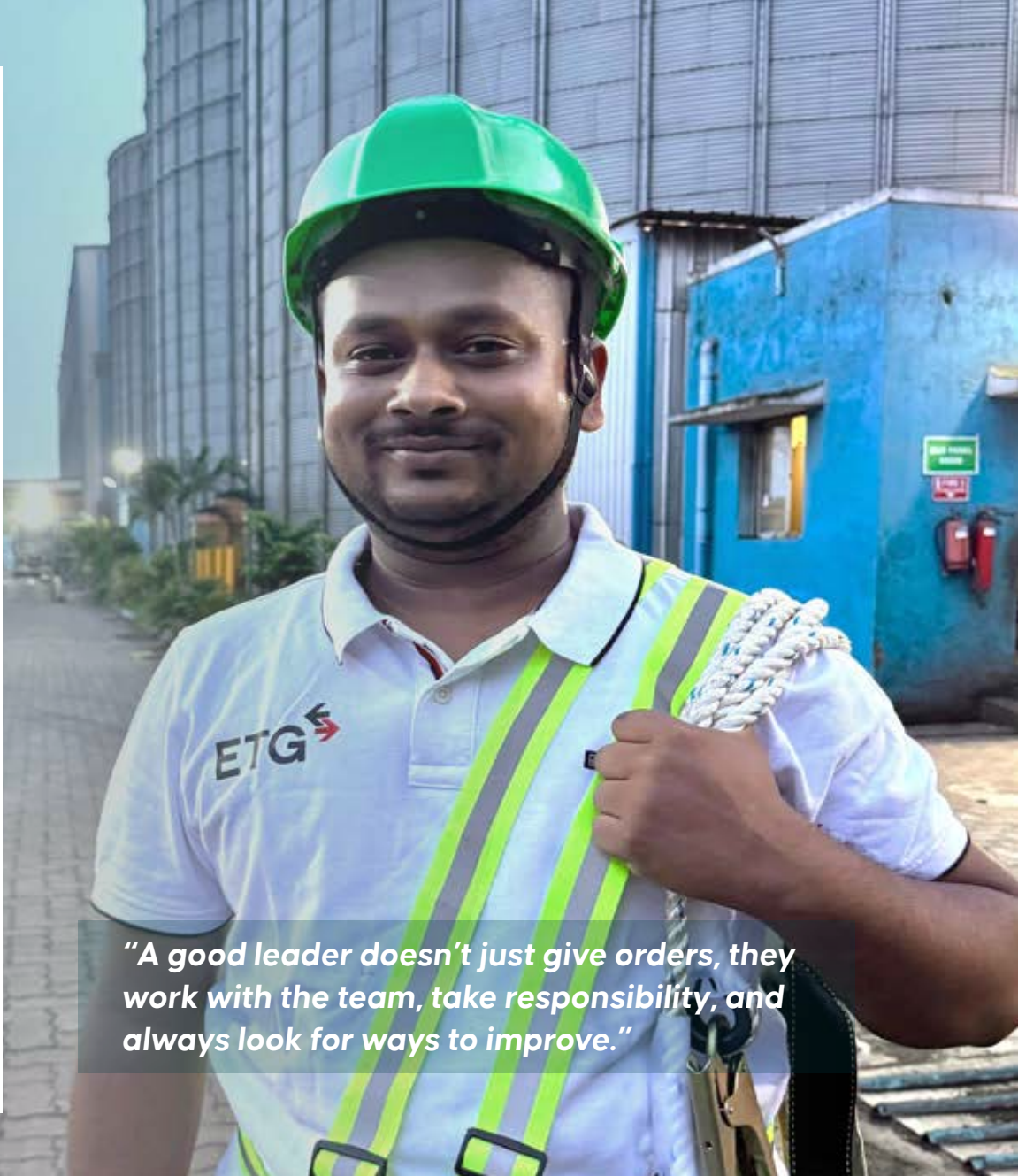
▶ Abhishek Kumar

EHS Champion

At ETG, safety isn't just a checklist; it's a culture, and Abhishek Kumar is right at the heart of it. As the Environmental, Health, and Safety (EHS) Compliance Officer at the ETC Agro Processing site in Kolkata, India, his mission is clear: *"to keep the workplace safe, healthy, and environmentally friendly."* From conducting routine audits to leading employee training and awareness programs, Abhishek works hard to ensure everyone follows safety protocols, uses personal protective equipment (PPE) correctly, and is prepared for emergencies.

"When I joined ETG, I started from zero," he recalls. *"People had very little experience in safety, so I took a pledge that I would teach them and do my best in EHS."* He led toolbox talks, introduced proper PPE usage, and fostered open discussions about near-misses. Over time, his persistence has paid off, and he has helped to build a culture where safety is a shared value.

What drives him is: *"the need to make sure everyone goes home safely to their family after work."* This sense of responsibility pushes him not only to enforce safety measures but also to inspire lasting change in workplace behavior. One of the biggest challenges he faced was shifting mindsets. *"People are often comfortable with the way they've always done things,"* he explains. Through communication and leading by example, he has gradually won workers trust and helped them embrace new safety practices.



"A good leader doesn't just give orders, they work with the team, take responsibility, and always look for ways to improve."

Environment, Health and Safety

Our EHS team oversees the environmental, social, and food safety regulations in our warehouses and processing facilities.

The team directly supports the vertical teams globally to strengthen standards in our factory operations.

Internal trainings and workshops take place on a monthly basis, and the EHS team conducts internal audits with all processing sites being inspected at least once every six months for corrective measures.

In addition, the following third-party standard and audit schemes take place:

- **Good Manufacturing Practice System** - GMP+ Certificate
- **Food Safety Management System (FSMS)** - ISO 22000/FSSC 22000/BRC
- **Environment Management System (EMS)** - ISO 14001:2015
- **Occupational Health & Safety Management System** - ISO 45001:2018
- **Certification for Fertilizer Operations IFA** - Protect & Sustain
- **Quality Management System (QMS)** - ISO 9001: 2015
- **The Chain of Custody standard by Rainforest Alliance**
- **BRC Certification**
- **International Sustainability & Carbon Certification (ISCC)**



330

EHS Audits Conducted



25

Certification Audits Conducted



Willie Prinsloo

EHS Champion

Willie Prinsloo is the Safety, Health, Environment, and Quality (SHEQ) & Operations Efficiency Manager at EIHL, Kynoch Fertilizers. He oversees all SHEQ aspects at Kynoch's eleven South African sites, which blend, bag, and distribute fertilizers locally and to neighboring African countries. His role also extends into EHS projects and process improvements across EIHL's operations throughout Africa.

With nearly thirty years in the fertilizer industry, Willie is driven by one clear purpose: *"We must all strive towards a common goal of safety first in everything we do."* He finds motivation in *"making a difference in other people's lives"* and takes pride in implementing changes that produce positive outcomes.

From experience, he knows *"what can go wrong and what impacts it can have on peoples' personal lives,"* which is why he insists on constant review and improvement of safety measures. Early in his career, he disliked EHS visits, seeing them as a opportunity for safety personnel to take photos of what you are doing wrong and present it to management. Over time, he realized EHS's value and shifted toward a supportive, educational approach, and a chance to guide employees on correct practices rather than penalize them.

Willie's leadership has contributed to EIHL's recent International Fertilizer Association (IFA) Excellence Certification under the

Protect & Sustain program, which he calls *"an exceptional achievement"* made possible by huge team effort.

Changing attitudes toward safety remains a challenge, as many believe accidents *"cannot happen to me."* His message is clear: *"Act responsibly...you are responsible for your own safety!"*

He challenges the misconception that EHS is a cost, stressing that avoiding incidents protects lives, assets, and productivity. Good housekeeping, he says, *"not only promotes a safe work environment but also improves productivity."*

"Act responsibly, always remember that EHS staff are there to support you, you are responsible for your own safety!"



EmpowHER

Leveraging Village Savings and Loans Associations (VSLAs) to enhance financial access for smallholder farmers, particularly women.

In Côte d'Ivoire, smallholder farmers remain vulnerable due to low incomes, limited financial inclusion, and minimal influence over farmgate prices. Women contribute 70 per cent of agricultural labor but receive only 20 per cent of household income, and children are still found in child labor rather than school.

The EmpowHER project is designed to enable farming households to generate more income and improve children's well-being.

The project has two phases. In the assessment phase, 112 VSLAs expressing interest will undergo an economic and organizational evaluation to determine their creditworthiness and the level of technical support needed. Advans, a microfinance company in Côte d'Ivoire, will conduct a thorough credit assessment to identify the necessary financial interventions. Based on these findings, the implementation phase will link VSLAs to financial institutions, enabling them to access tailored financial products. Technical support will also be provided to help ensure loans are used to increase household income and improve child welfare.

EmpowHER aims to increase household income by providing greater financial stability and opportunities for diversifying incomes and entrepreneurial investment. By supporting rural families, the project seeks to reduce child labor and improve access to education and healthcare. A key focus is empowering women by strengthening their role in financial decision-making and economic participation within their communities.





► Mary Agyeiwaa Otaah Sustainability Champion

As Project Supervisor for Community Development at ETG | Beyond Beans, Mary Agyeiwaa Otaah plays a key role in advancing sustainable cocoa production and improving community livelihoods in Ghana. She coordinates key initiatives across the supply chain, ensuring that field activities such as *Menstrual Hygiene Day*, *International Day of the Girl Child*, and the *World Day Against Child Labor* are successfully executed. With a sharp focus on accountability and results, Mary ensures that our community development officers submit timely and accurate data from the field and closely monitors progress against targets and work plans.

Mary combines technical expertise with strong leadership, supporting field staff through training, constructive feedback, and online knowledge-sharing sessions. Her ability to build systems by developing frameworks and protocols reflects her commitment to structure, documentation, and long-term efficiency in community development. She also produces high-profile reports to ensure the story is told and the impact of our interventions is visible.

Her approach to work is marked by creativity, collaboration, and adaptability. She loves the dynamism and creativity that her role brings and values the free flow of idea-sharing, which fuels innovative, transformative projects. Among these is the digitization of Village Savings and Loans Associations, which will reduce record-keeping burdens while strengthening financial

resilience in cocoa-growing communities. Mary also contributes to infrastructure projects that provide classroom blocks, WASH facilities, boreholes, and menstrual health education in schools—laying foundations for healthier, more educated generations.

She says sustainability is about “*continuity and lasting change*”. She views it as essential for improving farmers’ livelihoods, strengthening household resilience, and ensuring that interventions address not only immediate needs but also education, health, and economic development for the long term. A memorable example was the 2024 Menstrual Hygiene Day in Ntinanko, where children had the chance to ask questions about their reproductive health, contributing to a future generation free from period poverty.

Mary is excited about expanding the use of technology for data management and program efficiency. She is also passionate about deepening education and awareness initiatives on menstrual health, water, sanitation and hygiene (WASH), and environmental sustainability, while building greater collaboration across communities, government, and the private sector. Through her vision, skills, and leadership, Mary ensures that sustainability at ETG | Beyond Beans is not just a principle, but a reality.

“Sustainability ensures that all the positive interventions we are making now will continue to benefit all the communities within our supply chain.”

Building Resilience in Zambia

By helping smallholder farmers to manage their farms more effectively, we are increasing climate resilience and strengthening local food systems.

Monica Chinkonkoto, Ruth Mukopali, and Sibongile Matambo are among thousands of smallholder farmers benefiting from a training program supported by the International Finance Corporation (IFC), the Global Agriculture and Food Security Program (GAFSP), and ETG.

When drought hit central Zambia, Monica's maize and soybean crops withered. In the past, such a loss would have been devastating for her family. But thanks to training she received through her cooperative, Monica had diversified—building a chicken coop and planting a vegetable garden. *"Because of the training, I knew to prepare for drought,"* she said.

The training program, launched in 2022, aims to reach 30,000 smallholders in Zambia and Malawi by 2026. It is supported by GAFSP's Private Sector Window and focuses on building resilience by teaching farmers better agricultural practices, financial management, and how to treat farming as a business. IFC and ETG are also working to strengthen local food systems by supporting ETG's maize and soybean supply chains. This includes improving access to inputs like seeds and fertilizer, enhancing last-mile distribution, and linking farmers to markets.

For Monica and others, the impact has been transformative. *"It opened my mind,"* she said, noting how budgeting and record-keeping now help her family avoid spending essential farming funds on daily expenses. Her family now plans

monthly, ensuring they have money for inputs before the rainy season. Other farmers, like Chifwembe Nsofu, echo this sentiment. *"In the past, I didn't know if I made a profit or a loss. Now I can track income and grow my business."*

The program also trains ETG staff, agro-dealers, and village-based agents, helping them improve distribution and outreach. For ETG, this partnership is strategic. *"Supporting emerging farmers has always been key to our strategy,"* said Himanshu Shah, deputy general manager of ETG's treasury department. ETG's ongoing collaboration with IFC is helping to boost agricultural sustainability and rural livelihoods across the region.



Photo: Chloe George/IFC

Digitizing Village Savings & Loan Associations (VSLAs)

VSLAs serve as a crucial stepping stone to formal financial services, helping members to safely grow their savings and access bigger loans.

Our VSLAs are being set up on digital foundations to enhance their efficiency and transparency, build financial track records, and foster trust in the financial sector.

Digitizing credit history and automating key performance indicators for reporting helps to improve data accuracy and strengthens the financial credibility—or 'bankability'—of VSLAs, enabling members to access even larger loans. Additionally, digitalization streamlines savings and loan processes, making it easier for groups to sustainably manage their funds. These innovations support the long-term resilience of VSLAs, ensuring they remain a powerful tool for financial independence.

To support financial inclusion, we are running projects where we analyze and identify our most successful and mature VSLAs and link them to microfinance institutions, safely introducing them into a formal banking environment. These links enable them to open bank accounts, access larger financial opportunities, and meet their growing needs—all while staying within the VSLA framework.

By facilitating these financial linkages, we help VSLAs and their members invest more effectively, strengthen their businesses, and reduce the Living Income Gap.



556
VSLA Groups



11,419
Members



72%
Women



School Mobility Project

Providing easier access to school is a way to increase attendance and reduce the risk of child labor in our supply chains.

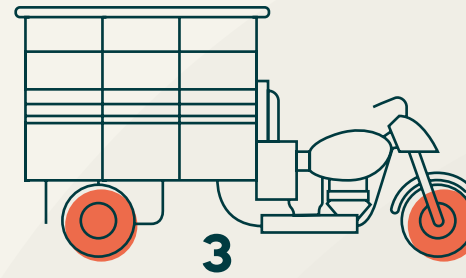
Some cocoa-growing communities are far from the nearest school, which makes it difficult for children to get to classes, and muddy roads in the rainy season only compound this problem.

The School Mobility Project in Ghana is our transport initiative in partnership with Child Rights International (CRI) and Nestlé which is providing a way for children to get to school more quickly and easily.

On average, children in the Abeho Community in Suhum, Ghana, must walk for an hour to get to school, but the new tricycle cuts this to around 15-20 minutes. Fitting up to 12 children on each trip and return them all at the end of the school day. Children ages 6-17 (with a higher priority given to the younger kids) can now jump onboard and get safely and quickly to class.

Innocents Yeboah-Num, our Project Manager – Community Development, says: “Our goal is for children to be able to get to school and back safely and comfortably. This will go a long way to ensuring that distance is no longer a barrier to a quality education for school children.”

Three tricycles were recently handed over to the communities of Abeho, Atuagyebie, and Nsata Mangoase/Nsata Aboabo, who will also maintain and manage them through a committee specially formed for this project. Our Community Development team and CRI will continue to provide support and ensure that the children continue to get the education they need and deserve.



**3
motorized
tricycles now take
children to school**



Child Learning and Education Facility

To address learning poverty in Côte d'Ivoire we are helping to improve access to quality education for four million children.

According to the most recent international evaluation, only 40.4 per cent of students in Côte d'Ivoire reached a sufficient level or higher in reading by the end of primary school, while 59.6 per cent of students were unable to read a simple paragraph. In math, only 17.2 per cent of students reached a sufficient level or higher, with 82.8 per cent unable to perform simple operations.

'Learning poverty' is being unable to read and understand a simple text by age 10. The indicator combines the share of primary-aged children out of school, who are defined as schooling-deprived, and the share of pupils below a minimum proficiency in reading, who are defined as learning deprived.

Child labor remains widespread in cocoa-growing regions, where many children perform hazardous tasks that keep them out of school, such as land clearing and handling harmful chemicals. Weak school infrastructure and poor teaching quality further discourage education, contributing to low attendance, heightening the risk of child labor. Addressing these challenges is a key priority for the Ivorian government.

To support this effort, the Child Learning and Education Facility (CLEF), a coalition of government, industry, including ETG, and philanthropic partners, is working to improve access to quality education in cocoa-producing regions of Côte d'Ivoire. It aims to develop school infrastructure, train teachers in effective pedagogical practices and engage parents in their children's learning.

By uniting a wide range of partners, in 2024, its first full year of operation, CLEF trained 7,054 teachers in effective teaching practices, along with 120 national trainers and 300 pedagogical advisers and inspectors.

An accelerated learning program reintegrated 4,277 out-of-school children, 44 per cent of them girls, into formal education, many of whom had never previously attended school. CLEF also provided 143 motorcycles to pedagogical advisers to help them support teachers in remote areas.

Looking ahead, CLEF plans to build and equip 35 new schools across its six target regions in 2025. By 2027, it aims to improve learning for 4 million children, support 1.6 million parents in engaging with their children's education and integrate 19,800 out-of-school children into the formal school system.



Building Family-Friendly Workplaces

Our daycare and training initiatives in Benin are supporting women employees, improving childcare, and enhancing workplace inclusion.

At our cashew factory in Benin, we have recently upgraded part of the facility to establish a daycare center for the children of our female employees. The project, led by Plant Manager Rajat Budhiraja (see overleaf) and supported through funding from GIZ, aims to provide practical support to working mothers who manage both professional and household responsibilities.

The daycare combines renovated indoor rooms with a newly built outdoor extension, creating a safe and stimulating environment where children can enjoy a variety of activities. With both quiet play areas and outdoor space for more active games, the facility is designed to promote well-being and balance. This initiative is complemented by training programs for female staff, focusing on empowerment, financial literacy, and personal development. Together, the daycare and training programs provide a dual benefit: reducing the stress of childcare while enabling women to strengthen their skills and confidence in the workplace.

For employees, the initiative translates into improved job satisfaction and greater opportunities for professional and personal growth. For the factory, it contributes to reduced absenteeism and stronger employee engagement. The impact also extends beyond the workplace. Children benefit from a secure, supportive environment, while mothers gain the ability to earn an income with greater peace of mind. By combining childcare with targeted training, the program supports gender inclusion and contributes to a more sustainable and equitable workplace.





► Rajat Budhiraja EHS Champion

As Factory Manager at our cashew processing facility in Benin, Rajat Budhiraja oversees the entire production lifecycle, encompassing efficiency, quality, safety, sustainability, and innovation. It's a dynamic environment that brings every key performance area under one roof: productivity, food safety, cost control, morale, and more.

When he joined ETG four years ago, during the early project phase, he saw opportunities for improvement in EHS (Environment, Health & Safety) practices. Drawing on his experience, he led a proactive overhaul: assessing risks, supporting training, staying updated on regulations, and building trust across teams. This journey earned him recognition as an EHS Champion, a title that he wears with pride and purpose. But he says, *"It's more than just a title, it's a responsibility to safeguard people, protect the environment, and support long-term business sustainability."*

Some of his proudest EHS achievements include national recognition for implementing best practices in sustainability, praise from a lead ESAP auditor, calling our EHS system the best they had seen, and being honored by the Group EHS team for leadership in creating a safety-first culture.

Driving compliance and awareness across a diverse workforce, many of whom come from rural non-industrial backgrounds, has obvious challenges. Add limited resources and the need to

integrate cost-effective technology, and it is clear that EHS is not just about policies; it's about people, education, and creative problem-solving. He enjoys turning complex or overwhelming situations into clear, actionable solutions, saying: *"It's a dynamic environment that challenges me every day and continuously pushes me to grow, innovate, and improve."*

Rajat says what drives him is making a real impact, which he achieves by simplifying complexity, offering fresh perspectives, and building systems that empower people to succeed. Looking ahead, he is eager to take on new projects, help establish future facilities, and push forward with initiatives such as carbon reduction, water harvesting, and renewable energy.

"EHS is not just a system. It's a core pillar of any responsible industry. It's not a cost but an investment in people, performance, and long-term success."





Business Positive



Business Positive



As a global company, we believe that our entrepreneurial spirit and conducting our business with integrity will not only determine our own success but set a precedent for others. Business, how we envisage it, is lean, agile and efficient while contributing to a more connected, interdependent and value-driven culture.

Being a Good Corporate Citizen

ETG is committed to fulfilling its commercial, fiscal, legal, social and environmental obligations, acting transparently in the spirit of fair competition, and making philanthropic contributions.

Growing Sustainably

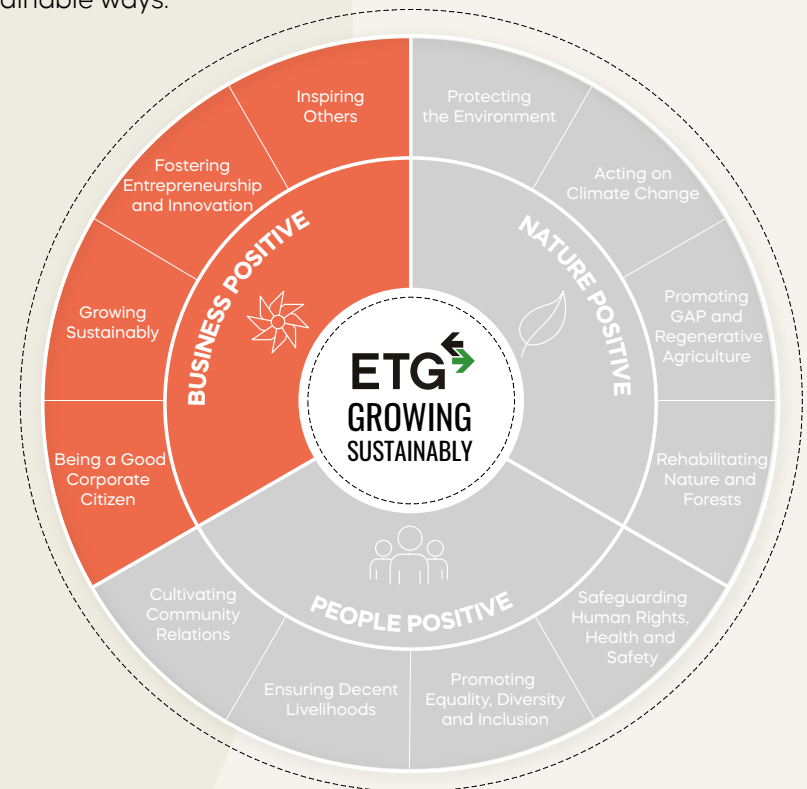
ETG's business is growing, and we recognize the imperative to do so within the planetary boundaries and respecting the dignity and rights of all people we interact with. Where we are involved in sectors that are not yet fully aligned with this imperative, we will develop sustainability transition strategies.

Fostering Entrepreneurship and Innovation

Entrepreneurship and innovation are the centerpiece of ETG's purpose and values. We are committed to adapting and growing responsibly as a diversified enterprise, creating a sustainable impact for all our stakeholders.

Inspiring Others

In many of the sectors ETG is involved in, it is a leader. We embrace our responsibility to be an example and to motivate our suppliers, business partners and peers to adopt good business practices and work in sustainable ways.



Our First Sustainability Linked Loan

In partnership with Development Banks and commercial lenders, ETG has launched its first Sustainability Linked Loan

The \$608 million Sustainability Linked Loan (SLL) embeds sustainability performance targets directly into the loan agreement, covering emissions reduction, zero deforestation in high-risk supply chains, forest regeneration, farmer support, and gender empowerment. Coordinated by SMBC and Rabobank with FMO and TDB, the framework meets LMA standards and was validated by Sustainalytics, with external audits confirming 100 per cent score in 23-24, and a 80 per cent score in 24-25.

ETG's Strategy Centers on Four Key Areas:

1. Decarbonization & Deforestation-Free Supply Chains

ETG is committed to cutting Scope 1 and 2 emissions, including converting agri-waste into biofuel to reduce fossil fuel use.

High-risk supply chains—such as cocoa, coffee, cotton, soy, and cashew—are being made deforestation-free. ETG is going beyond EU regulations by including non-EU destinations and compensating for farmland canopy loss through agroforestry initiatives.

2. Reforestation

We are also pioneering forest landscape recovery, planting indigenous species with local authorities to boost biodiversity, climate resilience, and farmer profitability.

3. Farmer Extension Services

Through extension services, ETG provides training in climate-smart practices, high-quality inputs, micro-finance access, and business skills. These services aim to raise productivity, income, and food security while reducing poverty.

4. Women's Empowerment

Recognizing women's vital but undervalued role in agriculture, ETG is increasing their participation in training and farmer services. Gender-tailored programs, village savings and loan associations, and entrepreneurial initiatives are helping women access credit, diversify income, and achieve financial independence.

With the SLL, ETG is turning sustainability goals into action, building resilient supply chains while enhancing farmer livelihoods.

"We are humbled to partner with institutions that enable us to truly make an impact in the lives of people, whilst keeping a keen focus on addressing pressing issues pertaining to climate change and land conservation."



► **Paul van Spaendonk**
ETG Treasury Chief

Cocoa-Carbon Finance

Examining the business case for adopting more resilient cocoa production based on biochar in Côte d'Ivoire

An interest in biochar is developing in the cocoa and coffee sectors. The application of biochar enhances soil quality in terms of nutrient and water-holding capacity. It can contribute to the development of resilient cocoa and coffee farming systems while also presenting a secure method of reducing and removing carbon.

Since 2023, ETG and IDH have collaborated on two projects which focus on developments around biochar as a carbon innovation within the smallholder setting. The ambition is to build an attractive business case for farmers and ensure social integrity in the developed carbon finance strategy through cost-benefit sharing. Together, we want to bring insights to the cocoa and coffee sectors to promote sustainable scaling models and to contribute to sector-wise (carbon) policies.

We are currently piloting different models for producing biochar from cocoa pod husks within farming communities in ETG's supply chain. Alongside this, research and studies will be undertaken to build a scalable business model to attract carbon finance in support of this innovation.

Based on an assessment of the carbon reduction and removal potential, a cost-benefit analysis should evaluate the impact on farmers. This will be the point of departure to explore how carbon finance can be leveraged within the supply chain.



► Côte d'Ivoire Supervisory Team Eight Sustainability Champions

In Côte d'Ivoire, ETG | Beyond Beans has divided sourcing operations into eight regions. Each region is supervised by a Regional Supervisor, who serves as the first point of contact for farmers and cooperatives in their area. These supervisors play a key role in keeping our cocoa supply chain certified and audit-ready, overseeing the implementation of community development and agroforestry programs, and providing farmers with individualized training and coaching:

For **Kouassi N'Goran Martin**, sustainability means finding the right balance between social, economic, and environmental priorities. He monitors certification activities, conducts pre-audits, and coordinates agroforestry projects. He is particularly proud of raising awareness among producers about pesticide use, watercourse protection, and the importance of preserving primary forests. He says: *"Sustainability is essential because it helps to protect the environment, combat climate change, improve living conditions, and reduce social inequalities. Using resources efficiently also reduces costs and can increase productivity."*

Boko Koffi Bambélé specializes in agroforestry and environmental activities. His days are filled with supporting sustainability programs in the field, leading tree nursery efforts, and producing biochar as an agricultural input. He finds great satisfaction through reforestation, saying: *"I love growing tree seedlings by establishing nurseries."* By supplying shade trees and making

biochar, he is helping farmers combat climate change while improving soil health and productivity.

Certification is not only about compliance, it also unlocks market opportunities for farmers. **Yao Kouamé Pierre** has dedicated his work to this critical link. Overseeing Rainforest Alliance certification and our in-house Beyond Beans standard, he ensures cooperatives can access premium markets. *"Sustainability is essential for me and my team as it contributes to the improvement in the living conditions of local populations,"* he says. His leadership in implementing the Beyond Beans standard, often in cooperatives that struggled with compliance, has meant that farmers retain commercial viability and secure better sales conditions.

Dalleba Guy Roger oversees planning and coordination across sustainability pillars, with a particular focus on agroforestry. He values working closely with farmers to restore biodiversity, create nurseries, and reforest degraded land. He says: *"I appreciate the positive impact I have on the team and the organization in managing challenges and ensuring that my objectives are met ►"*



through good collaboration and effective communication.” His projects have improved both productivity and soil fertility, while also helping to restore Côte d’Ivoire’s forest cover.

Guy-Roger Aka also plays a pivotal role in connecting technical standards with farmer realities. He manages agroforestry, demo plots, and community reforestation while facilitating relationships between cooperatives and development partners. His proudest achievement is the rollout of cocoaching—individualized coaching tailored to farmers’ needs. *“Cocoaching has had a positive impact; farmers testify to the difference it makes,”* he says, underlining how personalized training translates into better yields, sustainability, and better livelihoods.

Goho Massohode Michael brings a systems perspective, combining technical supervision with strong community engagement. He manages certification teams, community development, traceability, and reforestation projects. His work helps farmers adopt climate-smart practices while ensuring full compliance with international standards. *“Sustainability is essential for my team because it guarantees long-term survival,”* he says. *“It strengthens our competitiveness and ensures we meet growing customer expectations.”*

Gueu Dieudonne Anicet coordinates certification and sustainability standards, ensuring transparency and accountability across cooperatives. His achievements include setting up a nursery of 120,000 plants and helping 700 producers access banking services. His vision is clear: *“My work contributes to*

improving farmers’ living conditions and maximizes the positive social, environmental, and economic impact of agriculture.”



Guy-Roger Aka planting tree seedlings

Last but not least, **Katiengbolo Soro** is

passionate about coaching farmers so they can achieve higher yields and improve their livelihoods. By guiding producers on pruning techniques and forest tree planting, he has helped many boost their productivity and living conditions. He says: *“I am happy when a farmer confirms that their cocoa production has increased thanks to my coaching.”* For him, sustainability ensures communities can prosper while maintaining healthy cocoa plantations for generations to come.

Individually, each of these supervisors brings unique areas of expertise. They are also fully interchangeable, with the capacity to carry out all aspects of the role as needed. Collectively, they form a strong and versatile team working to safeguard our cocoa supply chain in Côte d’Ivoire, strengthen the resilience of farming communities, and improve farmer livelihoods.

Sustainable Finance: Straight to Farm Level

Harnessing sustainable finance to strengthen food security, empower farmers, and align capital with environmental impact.

Sustainable finance is key for farmer support, especially on the ground in Africa. It is a bridge between capital and impact ensuring that our operations strengthen food systems, support farmers, and build resilience across the more than 50 countries where we operate.

For ETG, sustainable finance is not abstract; it is how we structure transactions, manage risk, and align financial decisions with real lives. In Malawi, for example, we designed a cross-border financing structure that enabled timely fertilizer imports despite local banking limits. By addressing regulatory concerns and managing default risks, we protected both farmer access and financial stability. Similarly, when foreign exchange shortages threatened supply, we absorbed short-term volatility to keep critical inputs flowing to smallholders. These solutions demonstrate how finance can mitigate risk for banks while safeguarding food security for communities.

Governance is also central to our approach. Transparent documentation, strong partnerships with regulators, and robust compliance frameworks build confidence among banks, investors,

and development finance institutions. This commitment positions ETG as a trusted partner capable of aligning impact with accountability.

We are also investing in green infrastructure and logistics. In Mozambique, Zambia, and several other hubs, we are investing in energy-efficient warehouses and optimizing logistics routes to cut carbon emissions. ETG is also making tangible progress in technology, such as solar power solutions in warehouses to reduce reliance on fossil fuels.

Many of these projects are backed by sustainability-linked financing, tying loan terms to measurable improvements in environmental performance. In doing so, we embed innovation and accountability into our capital structure.

Looking ahead, we see opportunity in sustainability-linked loans, blended finance models, and even carbon credit programs that leverage our farmer networks. Sustainable finance is not a side initiative, it is central to how we plan, grow, and future-proof our business. By aligning capital with purpose, we ensure resilience for farmers, confidence for partners, and long-term value for the communities we serve.

“For ETG, sustainable finance is not an abstract concept. It is the way we structure transactions, mobilize capital, and innovate around risk to support farmers, communities, and governments across the 50+ countries where we operate.”



► **Partha Dutta**
Regional Chief Financial Officer

Featured Partnerships

ETG's growing network of farmer extension services and environmental projects have been made possible by the many partners who support our ambition to fully transform into a net positive business.

2024-25 brought many new collaborations and platforms which are allowing us to exchange expertise and innovation, bring solutions to scale and serve more than 460,000 smallholder farmers.

Here we highlight a few important new partnerships on top of the many presented in this report.



ACRFSE Project

The Accelerating Climate Resilient Food Systems in Ethiopia project funded by Danida, will build resilience by supporting 10,000 farmers with 1,000 MT of biochar compost and training in regenerative practices. It will strengthen cooperatives to diversify incomes, enhance food processing, and create jobs. By sourcing 6,500 MT of high-quality maize and soybeans over the project period, ETG will develop nutritious Corn Soya Blends, improving market access, food security, and livelihoods.



Restoring Illegal Mining Sites

Together with GIZ, we are looking into the feasibility of rehabilitating 100 hectares of land degraded by illegal mining in Ghana and to transition 3,000 hectares of cocoa farms into agroforestry plots, which will benefit 300 communities and around 10,000 farmers.

If practicable, the project will pilot scalable restoration models, and is designed to target €1.5m in farmer income, job creation, biodiversity recovery, and long-term carbon sequestration.



CASILENT PROJECT

Funded by Danida, ETG | Beyond Beans is implementing the CASILENT project in Ghana to boost cocoa yields, improve the environment, and support 5,000 farmers. Covering 8,000 hectares, the project will promote sustainable, climate-smart cocoa production through pruning and planting agroforestry trees, helping farmers diversify activities and incomes, and by sharing carbon revenue from biochar and agroforestry through Payments for Ecosystem Services (PES).



ECOSHIFT

To cut carbon emissions, ETG is replacing coal in factory boilers with agricultural waste, improving heat efficiency, and exploring renewable energy for warehouses.

Together with technical partners DEG and FMO, the ECOSHIFT project is piloting biomass sourcing and pellet production through central facilities and mobile rural units. ETG is the first to trial this at scale, with studies assessing pellet efficiency, supply chain viability, and potential impacts on farmers and land use.

Featured Platforms



Sustainable Nut Initiative

The Sustainable Nut Initiative (SNI) is a precompetitive collaboration platform, that is committed to a more sustainable nut sector. It aims to create an approach that goes beyond certification and risk-assessments to tackle future sustainability issues on a sectoral level.

ETG joins forces with other SNI partners to address and mitigate sustainability issues in nut supply chains. Ensuring there is a profitable business case for everyone involved in the supply chain.



idh

IDH Living Income Steering Committee

ETG is a member of the Living Income Roadmap Business Action Committee (BAC) of the Sustainable Trade Initiative (IDH). Through this platform, ETG and other agri-sector companies are developing tools and implementation strategies to reduce the living income gap of smallholder farmers.

The committee meets each quarter to exchange learnings and project outcomes in a pre-competitive setting. Other members include Nestlé, PepsiCo, Unilever, Danone, WUR, OFI, and Mars.



World Cocoa Foundation

World Cocoa Foundation

ETG is a member of the World Cocoa Foundation (WCF) through which we contribute to the Cocoa and Forests Initiative (see page 20) and the Child Learning & Education Facility (see page 50).

We have also collaborated with WCF and Quantis to help create the first ever greenhouse gas accounting standard for cocoa supply chains. This GHG Accounting Standard Methodology is designed to help companies in the cocoa sector meet their Scope 3 reporting obligations.



GLOBAL COFFEE PLATFORM

Global Coffee Platform

ETG Coffee is a member of the Global Coffee Platform (GCP). The GCP is a convening actor in the coffee sector, developing sustainability frameworks and driving collective action initiatives. ETG collaborates with GCP on the equivalence of ETG's Beyond Beans responsible sourcing standard with the GCP reference code for sustainable coffee. ETG also participates in the GCP Annual Conference to laise with other members and receive updates on key topics such as purchasing practices and regenerative coffee.

Featured Platforms

10x20kx30

10x20kx30 Initiative

ETG has invested heavily in local processing infrastructure, establishing plants for commodities such as sesame, pulses, and cashew. These efforts have strengthened local economies while significantly reducing post-harvest losses.

To further reduce food waste, ETG joined the 10x20kx30 Initiative in 2024. This initiative supports UN Sustainable Development Goal 12.3 to halve global food waste and reduce supply chain losses by 2030.



Helping to feed the world sustainably

International Fertilizer Association

ETG is a member of the International Fertilizer Association (IFA), which promotes the efficient and responsible production, distribution, and use of plant nutrients. This mission is vital to ensuring the world can be fed sustainably.

IFA members work together to identify areas of common interest, take joint actions, and shape collective positions on the complex challenges facing the industry today. ETG has achieved full IFA certification across all our fertilizer operations.

ZERO HUNGER
Private Sector Pledge

Zero Hunger Pledge

The Zero Hunger Pledge is a commitment to eliminate hunger, ensure food security, improve nutrition, and promote sustainable agriculture. ETG is one of 102 companies that have so far contributed to the more than \$645 million commitment made towards zero hunger in 54 countries.

ETG has made a commitment to various investments across several different countries, demonstrating the group's dedication to achieving food security and eradicating hunger by 2030.





Governance

Governance

ETG's Group Sustainability Department coordinates the group's sustainability efforts. The team's responsibilities fall into five areas:

- 1. Sustainable Business Development** to determine the sustainability direction of the group.
- 2. Partnerships** to support business units in building strategic alliances with internal and external stakeholders such as bank technical assistance teams, public-private initiatives and the not-for-profit sector.
- 3. Environment, Health and Safety (EHS)** to direct environmental management, health and safety policies, structures and capabilities and support our warehouse and production facilities in implementation.
- 4. Environmental, Social and Governance (ESG) Compliance** to ensure compliance with legal sustainability and reporting obligations of our lenders, shareholders, and customers.
- 5. Decarbonization** to set our carbon reduction trajectory and supporting business units in renewable transitions.

The team works closely with sustainability teams in ETG's operational business units and with other corporate functions – such as human resources, legal compliance and treasury.

Alignment with external standards and frameworks

Our sustainability work aligns with several external standards and frameworks:

- ILO Declaration on Fundamental Principles and Rights at Work and ILO core conventions⁵
- The IFC Performance Standards⁴
- The United Nations Global Compact⁶
- The World Bank Environmental, Health, and Safety (EHS) Guidelines⁹
- African Development Bank Group's Integrated Safeguards System¹⁰
- The United Nations Sustainable Development Goals.³



ETG's Sustainability Organogram



EFF

Catalysing change in agricultural communities in sub-Saharan Africa

Empowering Farmers Foundation

Since its establishment in 2013, the Empowering Farmers Foundation (EFF), a close partner of ETG, has supported rural communities across Kenya, Mozambique, Tanzania, and Zambia to improve livelihoods, enhance food security, and mitigate the impacts of climate change. With over 2 million trees planted and 40,000 farming families impacted this year, EFF continues to strengthen its mission of empowering farmers and building resilient agricultural communities.



Aligning Sustainability Priorities

In January 2025, ETG Group Sustainability hosted a strategic workshop in Lusaka, uniting teams from EFF, Parrogate, and ETG Climate Solutions. The session focused on key 2025 priorities, including farmer data digitization with implementation planned for Tanzania and Zambia, sustainability-linked loans supported by deforestation monitoring frameworks, and the ECOSHIFT Project aimed at tracking crop biomass in Malawi, Zambia, and Zimbabwe. The workshop strengthened cross-team collaboration and established a way forward for projects that EFF and ETG Group Sustainability are working on together.



Organic Soybean in Zambia

In an important milestone for EFF, February 2025 saw GIZ, ETG Commodities, and EFF Zambia join forces to launch the Sustainable Agriculture and Forestry Ecosystem (SAFE) initiative. The partnership, formalized at the GIZ's Lusaka offices, represents a shared commitment to transforming Itezhi-tezhi district in Zambia's Southern Province into a hub of organic soybean production.

At the heart of SAFE lies a smart collaboration: ETG Commodities with market expertise, GIZ provides strategic support, while EFF Zambia takes the lead on grassroots implementation. Our teams will work shoulder-to-shoulder with local farmers - recruiting, training, and equipping them with the skills needed for sustainable soybean cultivation. This ground-level engagement ensures global sustainability standards take root in Zambian soil, creating a model that balances ecological responsibility with economic viability for smallholder farmers. ►

Empowering Farmers Foundation

Expanding Women's Access to Finance

EFF is working with ETG to advance women's economic empowerment through the ETG-AfDB AFAWA (Affirmative Finance Action for Women in Africa) Program. Funded by the African Development Bank (AfDB), the AFAWA Project supports women employees in ETG and women entrepreneurs working within ETG supply chains, by improving access to financing and strengthening business skills within their agricultural value chains. This

intervention aligns with ETG's wider sustainability commitments by ensuring that women farmers and entrepreneurs are better positioned to thrive in markets.

Between August 2024 and February 2025, EFF conducted a gender diagnostic and training needs assessment, engaging women-led businesses, female employees at ETG, and women's cooperatives across Mozambique, Tanzania, Zambia, and Zimbabwe. This assessment involved analyzing the broader gender policy landscape to identify gaps. We conducted baseline surveys and focus groups with 200 women-led SMEs, 200 female employees, and cooperatives to capture challenges. We also engaged diverse stakeholders, including men and financial institutions, to ensure multiple perspectives were included.



Piloting Digital Innovation

ETG Inputs Holdco Ltd (EIHL) engaged EFF Tanzania to pilot a digital attendance tracking system for farmer training. The study aimed to replace paper-based records with a more efficient, accurate digital solution. Using Kobo Toolbox, four ETG agronomists in Dodoma, Lindi, Rukwa, and Tabora tested the system with 145 farmers. Results showed faster data entry, fewer errors, automated Excel reports, and real-time record access. Agronomists highlighted its ease of use, time savings, and secure storage. The study recommends scaling the system across EIHL with training and phased rollout to boost efficiency, accuracy, and decision-making in farmer training. ►



Empowering Farmers Foundation



► Elnora Nzai Sustainability Champion

Elnora Nzai is a Field Extension Officer with the Empowering Farmers Foundation (EFF) in Kenya, where she plays a vital role in linking the organization with farming communities. Her work is rooted in sustainability, focusing on equipping farmers with knowledge and practices that enhance productivity while safeguarding the environment.

Through farmer training and group formation, she promotes collaboration and knowledge exchange, ensuring that farmers are better equipped to face both economic and environmental challenges. She emphasizes practices such as crop rotation, soil conservation, and agroforestry, which she describes as essential for “long-term sustainability.” These methods not only boost productivity but also safeguard fragile ecosystems.

Sustainability is at the heart of her mission. “It helps us be innovative and ready to use natural and available resources in solving our challenges,” she explains, highlighting how organic composting and agroforestry reduce dependence on external inputs. One of her proudest moments was training farmers to make compost with local materials: “The results of the crops were wonderful. This encouraged me more to work with the community.” Her role in the organization’s carbon project further deepens her impact. Activities like cashew and moringa distribution and finger millet promotion not only improve nutrition and provide

markets for farmers but also contribute to global climate change mitigation. As she says, “The provision of improved cooking stoves... has reduced carbon emissions... This also conserves the environment for future generations.”

Elnora’s work is not without challenges, from unreliable rainfall to cultural resistance to new technologies. Yet she remains motivated by witnessing progress in the field. For her, sustainability is more than a concept; it is a path toward dignity and security. Looking ahead, she is committed to “changing the lives of our farmers... as we also conserve the environment for future generations.” ►



“When I see the progress in the field, healthy seedlings growing, farmers harvesting finger millet, and families using improved cookstoves, it reminds me that our efforts are creating positive and tangible change in the community.”

Empowering Farmers Foundation

Advancing Climate-Smart Agroforestry

In 2024, EFF Kenya distributed over 900,000 seedlings to 14,600 farmers through the Tukuze Kilifi Agroforestry Project, funded and co-implemented with ETG Climate Solutions (see page 23). The second phase is underway, with plans to plant 1.3 million seedlings across eight new wards in 2025. Distributed seedlings included cashew (464,420) and moringa (436,668). To support farmers, EFF provided ongoing guidance and invested in water and soil conservation measures, crucial during the 2024 drought. Fifteen farm ponds were constructed to harvest rainwater, while 50 vermicompost sites improved soil fertility. Nutrition campaigns in five wards engaged 200 participants on the health benefits of finger millet and moringa, and certified millet seed was distributed to 6,250 farmers, boosting crop diversity and resilience.

In Zambia, EFF and ETG Climate Solutions, with support from Parrogate Ginneries Ltd and DEG, implemented the DeveloPPP Project in Eastern Province. Between April 2024 and March 2025, 923,333 cashew, gliricidia, and moringa seedlings were distributed to nearly 5,000 farmers. These efforts promote climate-smart practices such as agroforestry design, pest and fire management, and smart irrigation, strengthening both farms and farmer livelihoods.

In Mozambique, the Climate Smart Cashew Project, co-led by EFF and ETG with funding from USAID and Africa Trade and Investment, distributed 119,000 cashew seedlings to over 4,600 farmers in six districts of Nampula Province. The initiative aimed to revitalize the cashew sector by improving access to high-quality seedlings, encouraging climate-smart farming, and fostering sustainable nursery operations. It also supported ETG Korosho in strengthening its cashew supply chain by obtaining Rainforest Alliance certification for growers and its processing factory. The project concluded in March 2025.

Through these initiatives across Kenya, Zambia, and Mozambique, EFF and its partners are building climate resilience, improving livelihoods, and supporting sustainable agroforestry systems. ▶



Empowering Farmers Foundation

Strengthening Farmer Community Capacities

In Tanzania, Mozambique, Malawi, and Zambia, the IFC–EIHL Agri Business Advisory Project continued to strengthen supply chains and farmer capacities through training initiatives.

Beginning in July 2022, this project was created to enhance the efficiency of ETG's maize and soybean supply chains in-country by improving the last mile distribution of inputs, farmer productivity and market linkage. In this project, EFF provides support in project coordination and implementation, i.e. design, implementation, documentation, and evaluation.

This project has reached 2,000 farmers directly and will reach another 57,000 indirectly. Importantly, this intervention has impacted more than 150 agro-dealers and more than 150 Village Based Agents who will now be better equipped to deal with the requirements of their customers.

Additionally, nearly 50 Farmer Organizations are participating in this program. In Zambia and Malawi, the implementation of project activities has been completed, and preparations are underway to conduct an endline survey which will feed into the impact analysis. The learnings will inform stakeholder discussions on the second phase of the project. ►



Empowering Farmers Foundation



► Kamini Menon Sustainability Champion

Kamini Menon, CEO of Empowering Farmers Foundation (EFF), is building a future where sustainability is the norm. Guided by the values of integrity, respect, excellence, agility and accountability, she ensures that EFF's programs not only serve immediate needs but also create systems that endure. She says: *"There's never a dull day, my job challenges me to constantly look for better ways of doing things."*

One of Kamini's proudest achievements has been EFF's successful reintroduction of finger millet in Kenya's coastal regions. Once pushed aside by maize farming, this indigenous, drought-resistant grain is now making a comeback thanks to EFF's awareness campaigns, provision of seeds, and farmer training. The effort has revived local food traditions while addressing malnutrition among vulnerable groups, from young mothers to the elderly. As she explains, *"millets are better suited for the environment and can tackle malnutrition, which is prevalent in Kilifi County."*

Her approach to sustainability emphasizes building resilient systems that survive beyond project funding cycles. Whether it is enabling smallholders with access to seeds, training in good agricultural practices, or creating market linkages, Kamini sees EFF as a catalyst for long-term change. The establishment of the Mibibo Cashew Farmers Cooperative illustrates both the promise and the challenges of this model—empowering farmers

to secure better prices, yet highlighting the difficulties of leadership, and the short-comings of capital in sustaining such systems independently.

In the future, Kamini envisions expanding EFF's agroforestry model across additional communities and countries. By *"growing trees that provide income, promoting indigenous staples that provide household nutrition, and imparting knowledge and tools on climate-smart agriculture,"* she is steering EFF towards a future where smallholder farmers can be food secure, resilient in the face of climate change, and comfortable in their livelihoods.



"EFF has a playbook for projects that can be transformative in assuring smallholder communities of income, food security and climate adaptation."

Report Methodology

This report was published on the 25th of September 2025. We publish reports on an annual basis.

Sustainability is key to ETG's operations, and we aim to continue to build transparency and equity into our strategy and reporting. The data in this report is a fair and transparent account of our business and its related sustainability actions.

We strive to ensure that the information presented within is accurate, comprehensive, and unbiased. Throughout this report, we aim to hold ourselves accountable for the sustainability commitments we have made, both to ourselves and our stakeholders. As such, we have developed our monitoring framework in consultation and coordination with our partner institutions.

ETG continues to grow and expand into new categories and markets, through organic growth and the acquisition of new businesses and brands. As we welcome more brands, we review our sustainability commitments to ensure that they continue to remain relevant given that some acquired brands are at a different stage in their sustainability journey, and it often takes time to bring them up to historical levels of sustainability performance.

It is our belief that our sustainability commitments should be both ambitious as well as realistic and achievable. We are therefore setting overarching commitments which encompass both the growth of our historical business and the acquisition of new brands and businesses.

Data Collection

We collect and analyze **social and environmental data** from our operating sites monthly via a digital platform called EHS Insight. This tool allows us to manage, quality control, analyze and report on our environmental and social data, to define and follow corrective actions and undertake audits and inspections.

Standards and Methodologies

Our **carbon footprint** is calculated in accordance with the GHG Protocol Corporate Standard, revised edition. The footprint includes Scope 1 emissions (direct GHG emissions from sources that are owned or controlled by the company), Scope 2 emissions (indirect GHG emissions from the generation of purchased electricity consumed by the company) and emissions from the combustion of biomass. Emissions are based on recorded monthly activity data (purchases) of around 120 large facilities (food processing facilities, fertilizer and chemical blending plants, large warehouses, main offices). Emissions from around 400 smaller sites, such as depots, small warehouses and small offices are estimated, based on their floor area and staff head count.

High-risk supply chains for deforestation are defined by allocating deforestation risk scores to commodity-country pairs. We use the Global Map of Environmental & Social Risk in Agro-commodity Production (GMAP)¹¹ tool to allocate supply chain risk scores and categorized scores higher than 80 points as high risk. From the results, ETG has excluded ►

supply chains with insignificant operational volumes and increased risk-scoring for strategic origins for future growth or local processing.

- **Cocoa** – Côte d'Ivoire, Ghana, Nigeria, Cameroon, and Togo
- **Coffee** – Uganda, India, Vietnam and Togo
- **Soya** – Malawi and Zambia
- **Cashew** – Benin
- **Cotton** – Zambia.

Forest is defined according to the European Union Deforestation-free Regulation (EUDR) and the Food and Agriculture Organization (FAO) definitions, which is "land spanning more than 0.5 hectares with trees higher than 5 m and with a canopy cover of more than 10 per cent."

This includes various forest landscapes, from wet tropical forests to seasonal and drier savannah and woodland forests. Forest degradation is defined in line with EUDR and the FAO, as structural changes to forest cover, taking the form of the conversion of primary forests or naturally regenerating forests into plantation forests or into other wooded land. This definition covers all categories of forests defined by the FAO.

ETG defines **deforestation free supply chains** as supply chains where:

- No conversion of forest to agricultural land took place, conforming with EUDR.
- No forest degradation took place, conforming with EUDR.
- Shade tree canopy cover in shade tolerating crops cocoa, coffee and cashew, loss on existing farmland is actively maintained. In case of shade tree canopy loss, ETG commits to restoring canopy cover by shade tree planting, either through agroforestry efforts or by planting trees on farm boundaries.
- A deforestation cut-off date of December 2020 applies to conform with EUDR.

To measure **deforestations levels**, ETG relies on Landsat imagery, which provides images with 30 m by 30 m pixels. ETG considers any removal of vegetation with a value higher than 30 per cent canopy cover as forest loss for the entire pixel.

Reforestation is defined in line with FAO recommendations to result in an area covering at least half a hectare. The trees in the area must be able to grow to heights above 5 m and have a minimum crown cover of 10 per cent. In reforestation projects, ETG uses indigenous trees, defined as species evolved in the same area, region, or biotope where the forest stand is growing and are adapted to the specific ecological conditions predominant at the time of the establishment of the stand.

The **numbers of farmers** benefiting from training and extension services are captured in Farmer Project Databases. All ETG business units have their own database systems and monitoring tools according to local needs and partnerships. Sixty per cent of our extension service interventions are recorded digitally, which we intend to increase to 100 per cent over time. The farmer agronomist services of ETG's Agri-Input division represent the majority of non-digitized field extension services. Field agronomists register farmer attendance during trainings on paper forms, which are currently not recorded digitally. Due to the large number of trainings, we use an estimation formula for the number of farmers receiving them..

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Colophon

This report was made possible by many people. We would like to thank all of them for their contributions, their dedication and the collaborative spirit that brought this report to life.

Coordination ♦ Layout ♦ Graphics ♦ Editing: Tristan Bayly

In Memoriam

This report is dedicated to the memory of Daniel (Danie) Du Plessis.



