



SUSTAINABILITY REPORT 2025

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FOREWORD BY THE CEO

[GRI 2-22]

Three years ago, I wrote that sustainability is not a destination but a continuous journey. Two years ago, I described the transformations shaping Africa's industries and our responsibility to lead them. This year, I want to tell you about what it looks like when the journey becomes the way you work.

In 2025, Solevo did not adjust its sustainability strategy. We lived it.

A Platform Built for the Long Game

2025 was the year the Solevo Group took its most significant step yet in building a truly integrated pan-African platform. The full operational integration of Multichem in Nigeria and Rolfes in South Africa was the defining work of the year — aligning systems, harmonizing compliance frameworks, unifying safety standards, and bringing a near-doubled workforce into a shared way of operating. By the close of 2025, we also welcomed XtremeBlue in Egypt, completing a remarkable milestone: Solevo now holds a deep operational presence in Nigeria, South Africa, and Egypt — the three largest economies on the African continent. Together, they anchor a deep-capillary distribution network stretching from South Africa through West and Central Africa into North Africa — a platform complete in a way it has never been before, and one that enables far more than geographic reach: shared investment in specialists, cross-border technical expertise, and the scale to raise standards everywhere we operate.

The Courage to Walk Away

As we brought Rolfes and Multichem fully into the Solevo family, we made a deliberate choice: many products in their portfolios that did not meet our standards — including some that had been among their best-selling lines — were retired. This was not a regulatory requirement. It was a values decision, and it was made without hesitation.

Compliance is no longer a project at Solevo — it is standard operating procedure. Across every business we integrate, we apply the same framework: rigorous safety standards, structured employee training, and a product portfolio we can stand behind without reservation. Responsible product stewardship is not a constraint on our business — it is the foundation of the trust that makes our business possible. We do not compete in markets where ethics are negotiable. That principle now runs through the entire group.

Innovation That Reaches the Last Mile

Africa's agricultural sector has long been underserved by generic, one-size-fits-all solutions. At Solevo, we are moving deliberately toward tailor-made solutions: through the specialty products we bring to market and the digital tools we build to support them. The launch of Solevo Farm in 2025 completed our trio of digital platforms: My Solevo for distributors, Solevo Retail for agro-retailers, and Solevo Farm for the farmer in the field.

Through Solevo Farm we now know the location of our individual smallholder farmer customers, understand their specific conditions, and can offer tailored crop protection recommendations based on real soil and leaf analysis. Agronomist-trained, AI-powered disease detection is helping farmers in remote areas access expertise that was previously unavailable to them.



The goal is not digital for its own sake. It is yield and it is livelihoods. It is a farmer in Côte d'Ivoire or Nigeria achieving results that were once reserved for large commercial operations. Supporting smallholder farmers — their productivity, their safety, and their prosperity — sits at the heart of our community impact commitment and our vision for what sustainable agriculture in Africa can look like.

Sustainability as Competitive Advantage

Africa is moving. Trading is giving way to distribution. Informal business is formalizing. Customers increasingly require consistency, traceability, and partners who operate to international standards. Solevo is a frontrunner in this shift — not because we announced it, but because we built for it.

Our EcoVadis Gold Medal, retained for the third consecutive year, places us in the top 5% of over 100,000 companies assessed globally. Our alignment with the UN Global Compact and our six-pillar sustainability roadmap are not credentials we display. They are disciplines we practice. And increasingly, they are the reason our suppliers choose us, our customers trust us, and our communities welcome us.

But what gives me confidence as I look ahead is not the scale of our platform — though it has never been greater. It is the consistency of our principles across every country, every business, and every decision we made this year. These integrations were not just administrative exercises. They represent every one of those employees joining the same culture of accountability, the same values, and the same commitment to health and safety that have guided Solevo for over a century. For a company whose sustainability commitments extend to labor, human rights, and organizational ethics, how we grow matters as much as how much we grow. That consistency is what transforms a strategy into a culture. And culture, more than any single achievement, is what endures.

I invite you to read this report as evidence of that culture in action.

Joris Coppey
CEO, Solevo Group



INTRODUCTION



PORTRAIT SOLEVO

[GRI 2-1, 2-6]

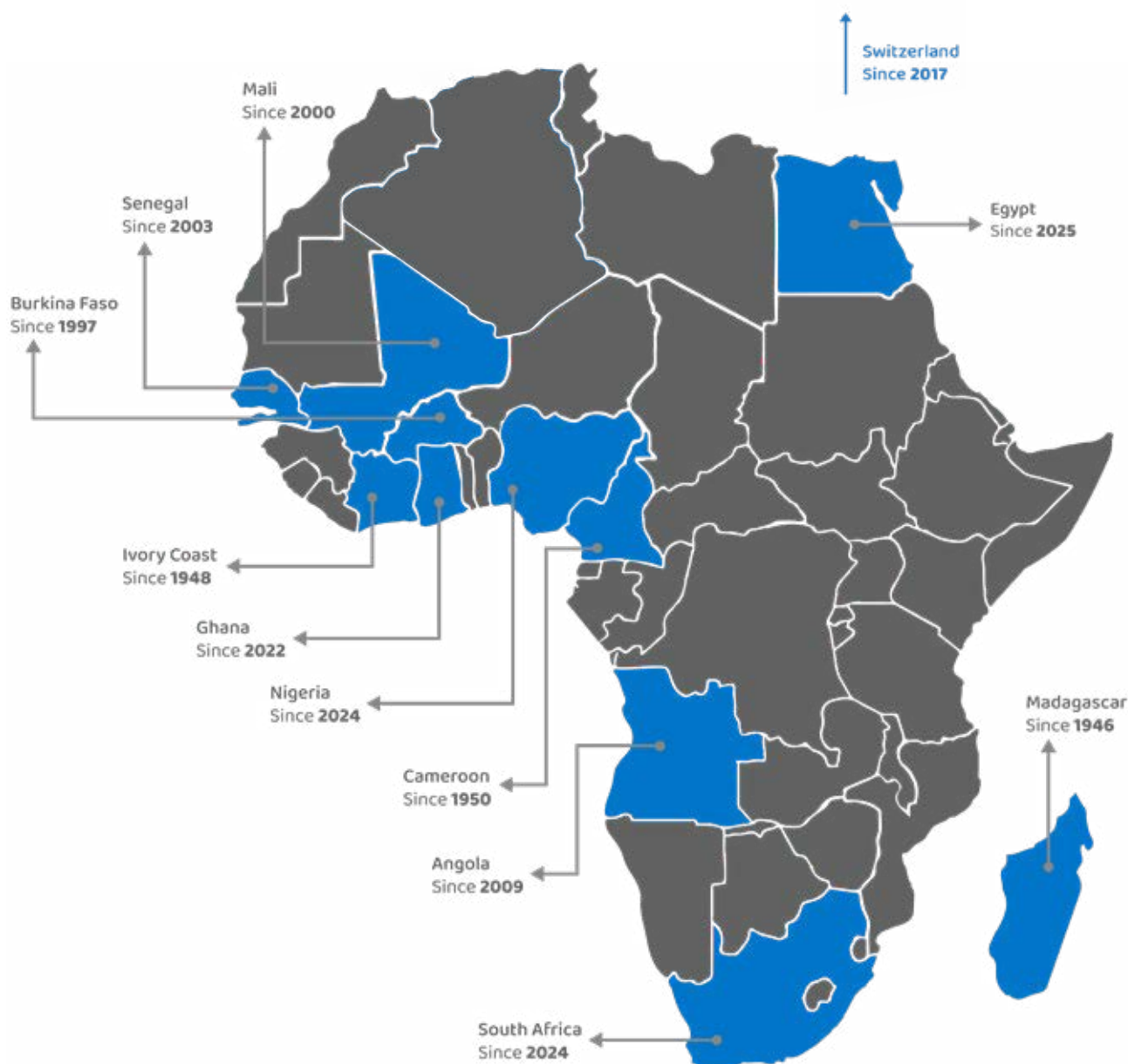
OUR COMPANY

The Solevo Group is a leading specialty chemicals distribution platform and trusted partner to farmers, businesses, industrial leaders, and communities across Africa. Backed by over a century of experience and close to 80 years of dedicated operations on the continent, Solevo is firmly established as a key enabler of Africa's drive for agricultural self-sufficiency and local industry development.

With 1,107 employees across 12 countries, our deep capillary distribution network spans from South Africa across West and Central Africa to North Africa.

We serve a diverse spectrum of industries — from agriculture and food production to personal care and hygiene, paint and construction, and water treatment. We are committed to delivering, innovative, sustainable, and high-quality products, services, and solutions tailored to the needs of African industries and farmers. Driven by the belief that self-sufficiency and local industry growth are integral to Africa's development, we remain dedicated to supporting the continent's dynamic transformation.

At the heart of our mission are four core values: integrity, commitment, proximity, and progress. We listen closely to the needs and challenges of our customers and respond through tailored solutions — while equally prioritizing a safe workplace for our teams and a reduced environmental footprint, ensuring our operations align with the broader goal of fostering sustainable development across Africa.



OUR HERITAGE

Founded in 1918 in France under the iconic brand La Cigogne, Solevo has a rich heritage rooted in reliability, quality, and innovation. Our journey in Africa began in 1946 with the establishment of Solevo Madagascar, marking the start of our transformation into a prominent pan-African brand.

Over the past 100 years, Solevo has grown significantly, expanding our footprint across the continent. Today, we operate in 12 countries, supported by a network of 1,107 employees who distribute more than 1,000 products. Our headquarters in Geneva, Switzerland, serve as the hub for our global sourcing efforts, enabling us to secure the best supplies and products worldwide to meet the unique demands of each market.

In April 2023, Solevo was acquired by Development Partners International (DPI) and a new chapter began. DPI invests in established, stable companies that contribute to Africa's sustainable development, bringing extensive experience and local network support to help companies achieve their strategic objectives. This partnership underpins our commitment to ambitious growth — including product and market expansion, supply chain digitalization, and consolidating our position as Africa's partner of choice for specialty chemical distribution.

In 2024, Solevo acquired Rolfes South Africa and Multichem Nigeria — pivotal acquisitions that marked an important step in broadening our product portfolio and deepening our local production capabilities. The acquisition of Rolfes, a leading

distributor of agricultural products, food ingredients and industrial chemicals, strengthened our ability to produce specialty formulations locally — tailored to the specific needs of regional crops, ecosystems, and water treatment. The acquisition of Multichem, the country's foremost B2B supplier of industrial chemicals, further expanded our reach across West Africa's dynamic industrial sector, adding a broad range of specialty chemical product lines to our offering. These acquisitions doubled the size of our organization and much of 2025 was devoted to behind-the-scenes work: integrating new businesses, aligning cultures, and embedding our ESG values across all acquired entities. This ensured that our growth translated not only into a larger footprint, but also into a stronger, more cohesive organization.

In 2025, Solevo continued to build on this momentum with the acquisition of XtremeBlue, a premier Egyptian specialty chemical distributor. A high-end, value-added operator serving high-growth sectors including Personal Care, Pharmaceuticals, Food & Beverage, and Water Treatment, XtremeBlue marks our entry into the strategic Egyptian market and opens a gateway into the Middle East — a significant step in deepening our North African presence and further enriching our specialty chemicals portfolio.

As we look to the future, we continue to honor our heritage by driving progress that benefits both our communities and the environment.



OUR BUSINESS

As a leading distribution platform for specialty chemicals, we operate across eight industries grouped into two market segments. We combine deep local knowledge with global sourcing expertise to deliver tailored solutions across the continent. The two segments — Solevo Life Sciences and Solevo Industrial Applications — reflect the breadth of our portfolio and the diversity of the communities and industries we serve.

The acquisition and integration of Rolfes and Multichem significantly enhanced our agriculture, potable and water treatment, and CASE offerings in 2025.

Solevo Life Sciences

- **Agriculture:** Solevo enhances agricultural productivity and farmer livelihoods across Africa through tailored crop nutrition, protection, and soil health solutions. Our portfolio addresses the continent's unique agronomic challenges — from variable soils to climate pressures — with precision fertilizers, bio-stimulants, biodegradable pesticides, drought-resistant seeds, and water-efficient technologies, all backed by local expertise. By combining high-quality inputs with field-ready knowledge, we help farmers optimize yields, reduce losses, and build long-term resilience. And we continue to innovate - developing increasingly sustainable formulations that reduce environmental impact and help farmers adapt to the evolving challenges of climate change.
- **Food & Nutrition:** From consumer-ready foods to poultry and livestock solutions, Solevo partners with food and feed producers to scale safe, high-quality nutrition across Africa's food value chain. Our specialty ingredients support diverse needs: dairy, sauces, and baked goods for human consumption, plus premixes, amino acids, and disinfectants for animal feed. Backed by labs and technical expertise, we ensure compliance with Africa's evolving food safety standards, protecting health from farm to table.
- **Personal Care & Hygiene:** Solevo partners with manufacturers to create high-quality, cost-effective solutions — from soaps and detergents to baby care and air fresheners — that meet Africa's diverse market needs. Our specialty ingredients are tailored to meet those needs, supported by technical expertise that helps local producers balance quality, performance, and affordability. Beyond supplying premium ingredients, we collaborate in labs to adapt formulations, ensuring products stand out in Africa's rapidly evolving hygiene landscape.
- **Potable Water:** Solevo partners with municipalities and industries to ensure reliable access to clean drinking water through specialized chemical treatments—including flocculants, disinfectants, and pH regulators – tailored to regional contaminants and infrastructure conditions. Whether serving high-capacity urban utilities or remotes industrial sites, our solutions prioritize efficacy, safety, and environmental responsibility while meeting the stringent safety standards for potable water.

Solevo Industrial Applications

- **Water Treatment:** Across Africa, rapid urbanization and industrialization have intensified the need for robust water infrastructure, making water and wastewater management a top priority for governments, businesses and investors. To support this essential sector, Solevo provides municipalities, industrial services, and desalination plants with additives and functional ingredients for flocculation, filtration, disinfection, and beyond. Our expertise helps optimize processes, enhance efficiency, and drive sustainability across the continent's essential water systems.
- **CASE:** The construction sector is growing rapidly all over the continent, and so is the need for housing and critical infrastructure. Solevo supports these sectors by collaborating with partners to develop performance-optimized formulations and solutions. With our partners, we focus on inputs and products for paints, varnishes, cement, and sealants and innovate in segments such as resins, fillers, pigments, or solvents. Our high-quality chemicals combat extreme heat, humidity, and structural stress, ensuring longevity in housing, roads, and industrial projects.
- **Mining & Energy:** Africa's rapid transformation relies on a steady supply of materials and energy. Solevo works with stakeholders across the mining and energy sectors to offer a wide portfolio of reagents and develop a reliable supply chain through adaptive storage and stock management. We provide supplies for the mining of different materials such as gold, nickel, and bauxite and are part of the energy value chain through collaborations with power plants, exploration, and treatment processes.
- **Packaging:** The demand for fast-moving consumer goods (FMCG) across Africa has driven an equal need for packaging solutions. We satisfy those needs by supplying both high-quality raw materials and products that are a key driver of food security, safety, and improvements in health and wellbeing across communities. We offer a range of solutions for cardboard boxes, dairy packaging, food packaging, bottles, and adhesives, like glues for cardboard boxes, and special glues for dairy packaging.

Across every market we serve, our value-added approach includes global sourcing from trusted manufacturers, local storage, rigorous product quality and deep application expertise. We ensure that our customers receive premium products and solutions that are precisely matched to their needs. Our differentiation lies in tailored solutions - from custom formulations to specialized technical requirements - developed in our in-house specialists and formulation labs. The result is a model where distribution becomes something more: a long-term strategic partnership built on consistent quality, shared knowledge, and mutual growth.

SOLEVO VALUE CHAIN

S O U R C I N G P A R T N E R S

Agro chemical formulators

Essential chemical producers

Food & feed formulators

Food ingredient producers

Formulators

Top-tier principals

Mines & mining companies

Specialty chemical producers

SOLEVO

Customer industry knowledge & networks

Supplier portfolio selection, global sourcing

Product quality control

Formulating, testing, manufacturing

Customer delivery & last mile

Technical support, laboratory testing & formulation

Overseas shipment (bulk, packed)

Customs & import

Blending, packaging, warehousing, value added services

C U S T O M E R S

- Agro-industrial groups
- Large plantations
- National distributors
- Regional retailers & agrodealers
- Medium-sized farms & cooperatives
- Smallholder farmers

- Food manufacturers
- Packaging manufacturers

- Municipalities potables water treatment facilities
- Public utilities
- Industrial services
- Industrial water treatment plants

- Soap manufacturing
- Detergent manufactures
- Personal Care companies
- Baby Care manufacturers
- Diaper manufacturers

- Paint manufacturers
- Construction companies
- Material producers
- Chemical producers

E N D P R O D U C T S

- Cereals & Legumes
- Industrial crops (cacao, rubber, etc.)
- Tree crops & fruit
- Vegetables
- Food
- Drinks

- Drinking Water
- Clean industrial water

- Personal hygiene
- Cosmetics

- Paints
- Varnishes & coatings
- Cement
- Silicones & sealants
- Roofing & bitumen
- Packaging

SUSTAINABILITY AT SOLEVO

[GRI 3-2]

OUR SUSTAINABILITY STRATEGY

Solevo's sustainability strategy is guided by a strong sense of responsibility and a long-term perspective on how we operate and create value. Sustainability considerations are integrated into the way we manage our operations, engage with stakeholders, and support customers across our value chain, with the aim of conducting business responsibly and contributing positively to the environments and communities in which we operate.

Our approach is informed by recognized international principles, frameworks, and best practices, while strongly grounded in compliance with applicable local legislation in all countries where we operate. Where applicable, this includes international benchmarks such as the International Finance Corporation's (IFC) Performance Standards, the conventions by the International Labor Organization (ILO), international trade compliance frameworks, and other recognized requirements in the countries in which we operate. Our sustainability practices are continuously reviewed and refined to

ensure they remain effective, relevant, and aligned with our long term objectives.

Solevo's sustainability strategy is structured around six core pillars, which together provide a coherent framework for addressing our most relevant environmental, social, and governance topics and for guiding implementation across all regions.

As part of the ongoing development of our sustainability approach, an external auditor is regularly engaged to conduct ESG audits covering all relevant ESG related areas for Solevo. Findings from these assessments are consolidated and translated into targeted measures within our Environmental and Social Action Plan (ESAP). These actions are a key component of Solevo's sustainability strategy and contribute directly to the delivery of our ESG ambitions and strengthening of our six sustainability pillars. Through this approach, insights from external due diligence are converted into practical measures and embedded in day-to-day operations via existing governance structures and operational processes. The most recent ESG audit covering all countries was conducted in 2025.



Labour & human rights

- Promote Health and Safety at work in all our operations and throughout the supply chain
- Improve diversity, equity and inclusion in particular for women and disabled people



Environment

- Protect biodiversity by supporting local reforestation programs
- Prevent accidental pollution
- Encourage wastes reduction, reuse and recycling
- Reduce our carbon footprint and greenhouse gas (GHG) emissions



Management system

- Respect local regulation and promote best sustainability practices
- Integrate international initiatives on sustainable development and ISO certifications



Outreach & communities

- Ensure training and awareness for the customers and consumers on best practices of storage and usage of our products
- Develop projects for innovative solutions in agriculture & industries
- Support local communities through charitable donations, sponsorships, and volunteering



Sustainable procurement & product management

- Assess and audit both international and national suppliers on sustainable development criteria
- Improve customer and product stewardship principles throughout our operations and supply chain
- Proactively leveraging innovative solutions for our products portfolio



Ethics

- Develop best in class practices against corruption, conflicts of interest and money-laundering
- Increase confidence between managers and employees
- Transparency on our ESG efforts and reporting



Ivory Coast



Cameroon



EXTERNAL RATINGS

External assessments serve as a reference point for evaluating sustainability and workplace practices. Respective ratings and certifications help benchmark progress over time and complement Solevo's internal monitoring.

Employee experience and organizational culture continue to be reviewed through recognized external assessment frameworks. Following the initial Great Place to Work® certifications awarded to our locations in Ivory Coast and Cameroon in 2024, both entities were reassessed, with their certifications successfully renewed during the 2025 cycle. These validations reflect the continuity of our people centered policies and the sustained engagement of our teams. While no additional countries were included during the reporting period, an extension of the Great Place to Work® program is planned in collaboration with Group Human Resources over the coming two years.

In parallel, Solevo once again achieved the EcoVadis Gold Medal, confirming its position within the same high-performance category as in previous assessments. The 2025 evaluation resulted in an overall EcoVadis score of 81, marking a further improvement compared to prior years (2024: 75, 2023: 73). This renewed Gold status underscores the maturity of our approach across environmental, social, ethical, and supply chain dimensions, positioning Solevo among the top-rated companies assessed by EcoVadis.

Together, these external recognitions reinforce our commitment to long term value creation based on responsible business conduct, transparent governance, and a strong workplace culture, and serve as a reference point as we continue to strengthen our sustainability performance across the Group.



GOVERNANCE



OUR VALUES

At Solevo, we believe that the growth of local industries is key to Africa's long-term development. Supporting the continent's transformation is central to our mission. Our actions are guided by four core values that shape our decisions, relationships, and operations across all markets: integrity, commitment, proximity, and progress.

INTEGRITY

Honesty, ethics, security, equity, respect
Place environment, ethics and security at the heart of our relationships



COMMITMENT

Motivation, ambition implication, result orientation
Integrate our customers' and partners' objectives as our own



PROXIMITY

Presence, confidence, advice, collaboration, team spirit
Build partnership and trusted, relationships with all of our stakeholders



PROGRESS

Performance, quality, growth, innovation
Focus on high-quality products, performance and the most efficient solutions



MANAGEMENT STRUCTURE AND GOVERNANCE

[GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-15]

A robust management structure and clear governance framework are central to Solevo's ability to deliver long term, sustainable growth. Our approach to governance is designed to support effective decision making, ensure accountability, and align business conduct with the interests of our stakeholders while also avoiding internal conflicts of interest. Clear roles, transparent processes, and high standards of oversight guide how we operate across the Group.

Executive Team

Solevo's Executive Team provides strategic leadership and operational direction for the Group, ensuring consistency of execution while remaining responsive to local market dynamics. The team brings together a broad range of expertise,

reflecting the diversity of the Group's activities and geographies, and plays a key role in embedding sustainability considerations into business decisions.

In 2025, the Executive Team was strengthened with the appointment of Ferdinand Mouko as Group Managing Director. This additional role enhances coordination between Group-level strategy and country operations and supports the effective implementation of priorities across the organization.

The Executive Team is closely involved in the preparation of the Sustainability Report, providing input and reviewing key disclosures and reported performance information throughout the reporting process.

As of 2025, the Executive Leadership Team comprises:



JORIS COPPYE

Chief Executive Officer (CEO)



TAHIROU BARRY

Chief Financial Officer (CFO)



FOLKERT TJEBBES

Chief Development Officer (CDO)



JEAN-DANIEL LITTLER

Group Director Human Capital and Legal



FRANCK CHABERT

Business Line Director, Agro



MATTHIEU VAN BRÉE

Business Line Director, Chemicals



FERDINAND MOUKO

Group Managing Director

Board of Directors

The Board of Directors plays a central role in guiding Solevo's strategy, including oversight of sustainability matters. It includes our CEO, three representatives from DPI, and two independent, non-executive directors. The Board meets regularly throughout the year to review progress, assess performance, and ensure appropriate governance.

Audit and Risk Committee

Sustainability related risks are addressed at Board level through the Audit and Risk Committee. The Committee is responsible for identifying and reviewing key risks, including financial, operational, environmental, social, and compliance related risks, and for ensuring that appropriate mitigation measures are implemented. It meets at least once a year, with additional meetings held when necessary. To safeguard the independence of internal audits, the Committee also has the authority to meet independently with external auditors.

ESG Steering Committee

Oversight of sustainability matters is provided by the ESG Steering Committee, which includes members of senior management. The Committee meets regularly to oversee Solevo's sustainability agenda, allocate resources, and ensure that commitments are appropriately implemented. It keeps the E&S Panel and the Board's Audit and Risk Committee informed of relevant developments and serves as an interface between executive management, the CEO, and shareholders.

Environmental & Social (E&S) Panel

The Environmental & Social (E&S) Panel complements Solevo's governance framework by providing additional expertise and

external perspectives on environmental and social matters.

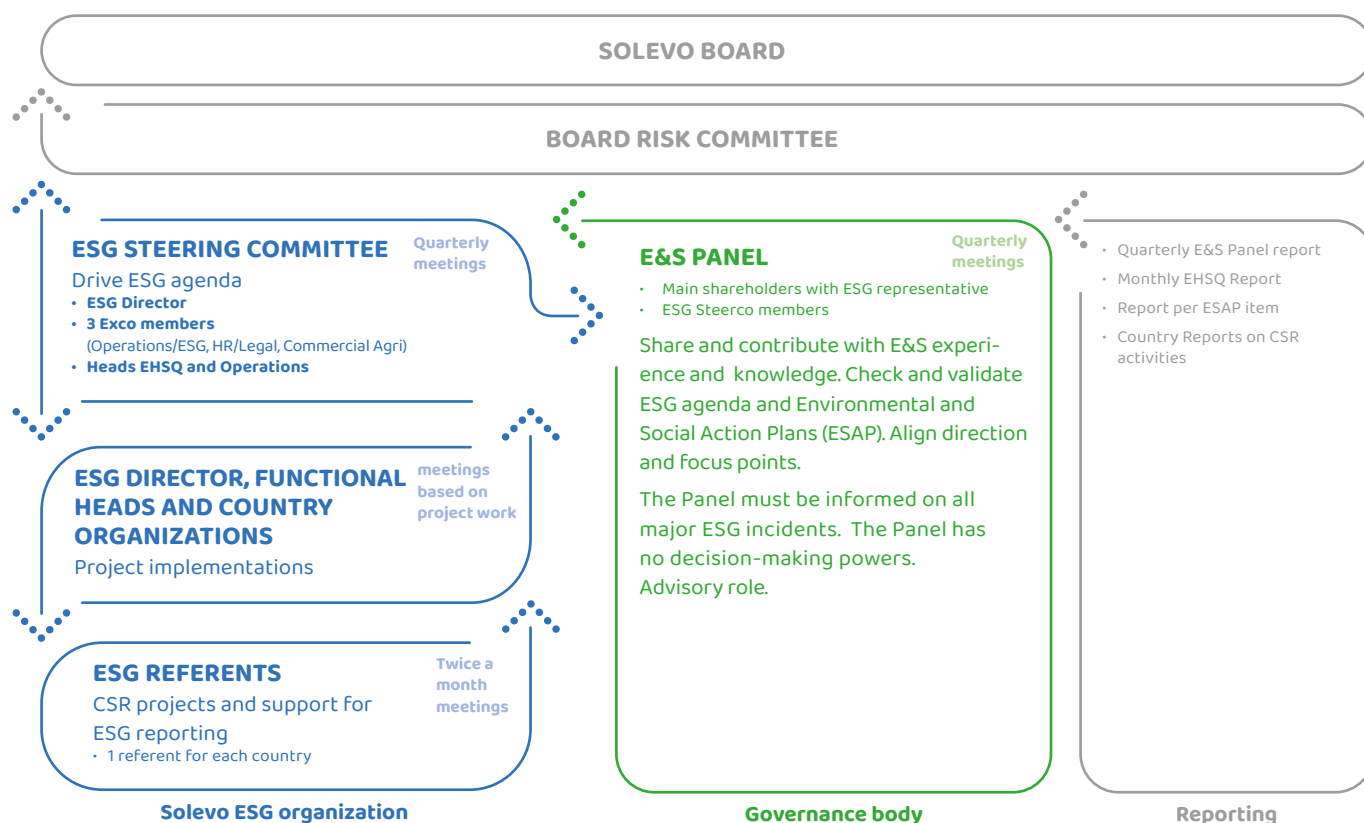
The Panel brings together ESG representatives from Solevo's shareholders – DPI, DEG (Deutsche Investitions- und Entwicklungsgesellschaft), Finnfund and FMO (Dutch entrepreneurial development bank) – as well as members of the Solevo ESG Steering Committee.

In an advisory capacity, sustainability experts from shareholders contribute with their experience and knowledge to support the ESG Steering Committee. The Panel focuses on sustainability strategy, new initiatives, company changes and the quality and closure of targeted measures under the ESAP.

The Panel meets on a quarterly basis to review developments and provide input on relevant environmental and social matters.

ESG Department

Our ESG Department plays a central role in translating Solevo's sustainability ambitions into action. Working closely with colleagues across all Functions, the department is responsible for shaping the ESG strategy, setting priorities and objectives, and identifying projects that support progress. It collaborates with teams at both Group- and country-level, leveraging local knowledge and expertise to support the implementation of ESG initiatives. While the department provides overall coordination and guidance, responsibility for implementing ESG efforts is shared across the organization and carried out by the responsible functions. This approach ensures that sustainability considerations are embedded into daily operations and decision making throughout the Group.



DIALOGUE WITH STAKEHOLDERS

[GRI 2-28, 2-29]

We view sustainability as a shared journey with those connected to our business. Meaningful progress is built on listening, collaboration, and long term partnerships with the people and organizations that influence and are influenced by our activities. Structured stakeholder engagement enables us to identify expectations, manage potential impacts responsibly, and support informed decision making across the Group.

In 2025, Solevo further strengthened this approach by formalizing stakeholder management and engagement through a Group level procedure. This overarching framework is designed to improve consistency, coordination, and communication across all regions and stakeholder groups. It provides clear guidance on stakeholder identification, engagement methods, and documentation, supporting a more structured and transparent dialogue throughout the organization.

Our stakeholders broadly fall into two main groups:

INTERNAL STAKEHOLDERS:

- Employees
- Management
- Board of Directors
- Shareholders
(including development and finance institutions)

Engagement with internal stakeholders is embedded in established governance and human resources processes. These include regular management meetings, employee surveys, performance and development dialogues, leadership exchanges, and formal reporting channels.

EXTERNAL STAKEHOLDERS:

- Customers
- Product Suppliers
- Equipment and service suppliers
- Banks
- Labor and service providers
- Local communities
- Government and regulatory bodies
- Non-governmental organizations
- Academic institutions and research partners
- Industry and trade associations

Engagement with external stakeholders is adapted to the nature of each relationship and the local operating context. Ongoing dialogue is maintained through customer and supplier interactions, supplier assessments, training, and audits along the value chain. Where activities may affect surrounding communities, environmental and social impact assessments are conducted, and relevant stakeholders are consulted at an early stage. Collaboration with non governmental organizations, academic and research institutions, and industry associations support knowledge sharing, responsible practices, and informed decision making.

Subsidiaries are actively involved in local professional associations and networks that promote collaboration and sustainable development at country level.

- **Angola:** Agriculture and Livestock Association (APAA), France-Angola Chamber of Commerce (CCFA)
- **Burkina Faso:** CropLife Burkina Faso
- **Cameroon:** Cameroon Business Association (GECAM), CropLife Cameroon, European Chamber of Commerce (EUROCHAM), French Business Circle of Cameroon (CAFCAM), UK Cameroon Chamber of commerce (UK-CCC)
- **Ghana:** CropLife Ghana
- **Ivory Coast:** CropLife Ivory Coast, European Chamber of Commerce (EUROCHAM), General Confederation of Ivory Coast Companies (CGECI), National Association of Professional Seed Producers (Seedlife), National Federation of Industries and Services of Ivory Coast (FNISCI), West African Fertilizers Associations (WAFA)
- **Madagascar:** Madagascar Inter-company Union
- **Nigeria:** Manufacturers Association of Nigeria (MAN), National Employers Consultative Association (NECA), Chemicals and Non-Metallic Products Employers Federation (CAMPEF), Lagos Chamber of Commerce and Industries (LCCI), National Association of Chambers of Commerce, Industries, Mines and Agriculture (NACCIMA), Nigeria Export Promotion Council (NNPC), Crop Life Nigeria (CL) und West Agric Input Dealers Association (WAIDA)
- **Mali:** CropLife Mali
- **Senegal:** CropLife Senegal, Senegalese Association of Fertilizers Professionals (APESEN), Chamber of Commerce (EUROCHAM)
- **South Africa:** CropLife South Africa, Sustainable Leather Foundation, Polyco, South African Sugar Technologists' Association (SASTA), Chemical Allied Industries Association (CAIA), Responsible Care, Bragan Ingredients, South African Association for Food Science and Technology und South African Association of the Flavour & Fragrance Industry

MANAGEMENT SYSTEM

Management systems are critical to ensure that Solevo operates in compliance with local regulatory requirements while consistently promoting best sustainability practices across the Group. Having clear structures reduces the risk of inconsistent management approaches across geographies, which could otherwise lead to variations in quality, environmental, or health and safety performance. Well-defined roles, controls, and independent audits also contribute to greater operational efficiency and help build trust with stakeholders by demonstrating reliability and a commitment to continuous improvement.



RESPECT LOCAL REGULATION AND PROMOTE BEST SUSTAINABILITY PRACTICES

[GRI 3-3]

As part of our management systems, Solevo is committed to fully complying with applicable local laws and regulatory requirements in all countries where we operate. This includes adherence to national regulations related to environmental protection, occupational health and safety, labor standards, and quality management. Respecting local regulatory frameworks is a fundamental prerequisite for responsible operations and underpins our license to operate.

Solevo promotes sustainability-best practices across the Group. Through harmonized policies, procedures, and management standards, we aim to apply consistent approaches while allowing flexibility to reflect local context and operational realities. This combination of strong local compliance and Group wide best practices supports risk management, operational resilience, and continuous improvement, and ensures that sustainability considerations are embedded into everyday decision making across our operations. These principles are further anchored in Solevo's Framework for Integrity (see page 25), which defines the Group's approach to ethical conduct, compliance, and responsible business practices.

INTERNATIONAL INITIATIVES AND ISO CERTIFICATIONS

[GRI 3-3]

Solevo aligns its operations with internationally recognized initiatives and management standards that support responsible business conduct, operational excellence, and long-term sustainable development.

Since 2023, Solevo has been a participant in the United Nations Global Compact (UNGC), which serves as a key reference framework for ethical behavior, human rights, labor standards, environmental responsibility, and anti-corruption. This participation reflects our commitment to embedding these principles consistently across the Group and into our daily business.

"BY END OF 2025, WE HAD ACHIEVED CERTIFICATION ACROSS ALL SOLEVO COUNTRIES, INCLUDING OUR HEAD-QUARTERS IN SWITZERLAND — NINE NEW CERTIFICATIONS IN A SINGLE YEAR. EVERY COUNTRY SUBMITTED TO THE PROCESS WAS CERTIFIED."

— Ghislaine Ouattara, EHSQ Director

In parallel, Solevo has defined a Group-wide ISO certification objective. By the end of 2026, all Solevo operations are expected to attain the three core ISO certifications – ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management). Switzerland, where Solevo operates with an office location only, is scoped exclusively for ISO 9001 certification. Together, these standards strengthen Group-wide alignment and ensure consistent management system practices across the organization.



Global ISO Certification Rollout

To achieve this objective, Solevo is implementing a phased global rollout, which commenced in 2024. Countries do not pursue all three certifications simultaneously. Instead, each operation begins with one ISO certification aligned with its operational maturity and risk profile, followed by additional certifications in subsequent phases. Prioritization differs by country, reflecting local context and business needs.

This phased approach allows the Group to build on practical experience and ensures that lessons learned in earlier phases can be applied in subsequent implementations. Knowledge sharing between countries is an integral part of the rollout and is supported by a structured internal framework designed to promote consistency and collaboration.

Weekly coordination meetings enable teams to align on requirements, exchange experiences, and address implementation challenges. In addition, targeted Group level trainings strengthen understanding of ISO standards and their application in operations. Internal audits, supported by standardized checklists, promote continuous improvement and allow teams to assess progress proactively. Overall implementation progress is reviewed on a monthly basis to maintain momentum and enable timely adjustments where needed.

During 2025, significant progress was made in advancing the ISO certification program. The Group remained on track with its certification objectives, and the audit program was successfully executed. All countries within the defined certification scope either obtained or maintained their certifications during the reporting period. By year-end, 15 out of 31 planned ISO certifications had been attained across the Group.

Country	ISO Certifications	Obtained in 2025	Obtained before 2025	Planned for 2026
Angola	ISO 9001	1		
	ISO 14001			
	ISO 45001			
Burkina Faso	ISO 9001			
	ISO 14001			
	ISO 45001			
Cameroon	ISO 9001			
	ISO 14001			
	ISO 45001			
Côte d'Ivoire	ISO 9001			
	ISO 14001			
	ISO 45001			
Ghana	ISO 9001			
	ISO 14001			
	ISO 45001			
Madagascar	ISO 9001			
	ISO 14001			
	ISO 45001			

Country	ISO Certifications	Obtained in 2025	Obtained before 2025	Planned for 2026
Mali	ISO 9001			
	ISO 14001			
	ISO 45001			
Nigeria	ISO 9001			
	ISO 14001			
	ISO 45001			
Senegal	ISO 9001			
	ISO 14001			
	ISO 45001			
South Africa	ISO 9001			
	ISO 14001			
	ISO 45001			
Switzerland	ISO 9001			

1 (audit completed; certification issued in February 2026 due to audit scheduling constraints),

As of 2025, the ISO certification status by country is as follows: ISO-related procedures formalized in 2025 will be further aligned with IFC requirements, ensuring that environmental, social, and governance considerations are fully integrated into Solevo's management systems.



ETHICS

Ethics are critical to ensuring that Solevo conducts its business responsibly, with integrity, transparency, and accountability across the Group. Clear ethical standards, effective speak up mechanisms, and robust due diligence processes help prevent misconduct, support timely remediation of concerns, and promote transparent decision making and reporting. Consistent application of ethical practices reduces the risk of corruption, conflicts of interest, money laundering, and related regulatory, legal, or reputational impacts. At the same time, confidential reporting channels and fair investigation processes strengthen trust between employees, management, and external stakeholders. Well defined standards and harmonized practices also create opportunities to strengthen governance and reinforce confidence in Solevo's responsible business conduct.



COMPLIANCE AND OUR FRAMEWORK FOR INTEGRITY

[GRI 3-3]

In a sector where regulatory frameworks often outpace enforcement capabilities, we have consistently chosen to meet — and frequently exceed — both local requirements and international standards. Compliance has been an integral part of our operations since our founding, reflecting a long-term perspective in which trust, quality, and accountability are essential to sustainable business growth. Today, compliance is embedded in our day-to-day activities and decision-making across the Group.

Solevo maintains a comprehensive framework for integrity that defines the principles, responsibilities, and standards underpinning ethical conduct across the Group. It provides a structured basis for managing integrity related risks and supporting consistent and responsible business practices.

The framework is built around three mutually reinforcing pillars:

- **Preventive Governance:** Solevo's Group Compliance Manager oversees the development and implementation of policies aligned with applicable laws and recognized international standards, including anti-bribery and anti-corruption requirements such as the UK Bribery Act and the U.S. Foreign Corrupt Practices Act (FCPA). These policies are supported by regular risk assessments, internal controls, and audit procedures designed to identify and mitigate integrity-related risks at an early stage.
- **Operational Vigilance:** Operational vigilance is supported through the Solevo digital application connecting Solevo with distributors, improving transaction transparency and product traceability. The platform strengthens operational oversight and is complemented by Solevo's whistleblowing system, promoting accountability across operations. The platform strengthens operational oversight and is complemented by Solevo's whistleblowing system, promoting accountability across operations.

- **Cultural Accountability:** Cultural accountability is fostered by embedding ethical responsibility into day to day activities. Employees at all levels are encouraged to uphold ethical standards and to take responsibility for integrity related matters as part of their professional roles.

This framework adapts to local contexts while maintaining consistent principles — and it travels with us as we grow. When we integrated Rolfes and Multichem into the Solevo Group, we applied the same compliance framework across both businesses from day one: rigorous safety standards, structured employee training, and a product portfolio we could stand behind without reservation. Where products in their portfolios did not meet our standards, we made the deliberate decision to retire them. This was not a regulatory requirement. It was a values decision.

“WE DO NOT COMPETE IN MARKETS WHERE ETHICS ARE NEGOTIABLE. THAT PRINCIPLE NOW RUNS THROUGH THE ENTIRE SOLEVO GROUP.”

— Joris Coppye, CEO of the Solevo Group

As we continue to expand across Africa, integrity and our ethical and compliance standards will guide both our operations and our partnerships. Responsible product stewardship is not a constraint on our business — it is the foundation of the trust that makes our business possible. We recognize this as both a business imperative and an obligation to the communities we serve — one that becomes increasingly important as African markets mature and formalize.



ETHICS AND INTEGRITY IN PRACTICE

[GRI 2-26, 3-3, 205-3]

While the framework for integrity defines the principles and standards guiding ethical conduct, Solevo ensures their effective implementation through structured processes and day to day practices. Under the supervision of the Group Director of Human Capital, Legal and Compliance, a central team oversees the integration and monitoring of related policies and procedures, ensuring alignment with local regulations and international standards.

Following the Group's growth through the acquisitions of Rolfes and Multichem Nigeria, a harmonization process was initiated in 2025 to further align ethical standards, policies, and practices across the organization. To realize the full potential of these mergers, a mapping exercise was conducted by our compliance teams which analyzed relevant systems and policies from both Solevo and the acquired companies. During this exercise, best practices are identified and then applied to the Group.

Beyond formal policies, Solevo places strong emphasis on awareness and accountability. The Code of Conduct, applicable to all employees and business partners, is embedded through targeted communication and scenario-based training delivered in local languages. Dedicated anti-bribery training and leadership discussions on ethical dilemmas and conflicts of interest further support consistent ethical behavior in day-to-day operations.

Grievance Mechanisms and Whistleblowing

We value grievances and feedback from external stakeholders as an important driver of improvement and development within the company. All grievances submitted through our formal mechanisms are systematically monitored, reviewed, and addressed in a timely and structured manner.

For internal concerns, a Group-wide Whistleblowing Policy provides a clear framework for raising, and assessing concerns across all entities, including defined roles and responsibilities, confidentiality standards, and protections against retaliation.

In line with this policy, Solevo's grievance mechanism, WhistleB, enables employees and external stakeholders to raise concerns related to unethical behavior, suspected misconduct, or breaches of law and internal policies in a secure and confidential manner.

Available 24/7 via phone or web and accessible in English, French, Portuguese and Afrikaans, the grievance mechanism serves three key purposes:

- **Risk Prevention:** Facilitates the early identification of potentially risky activities, fraud, corruption, or misconduct, allowing timely management intervention.
- **Investigation and Remediation:** Supports structured investigations and appropriate follow up actions in line with Solevo's Code of Conduct, internal policies, and applicable legal requirements.
- **Secure and Confidential Reporting:** Provides a confidential channel for reporting concerns and, where permitted by local law, allows anonymous submissions, with safeguards in place to protect whistleblowers from retaliation.

During the reporting period, a total of 92 grievances were submitted across our channels. Of these, 71 were customer complaints which were addressed on a case-by-case basis. The remaining 21 grievances were raised by internal stakeholders through our whistleblowing systems, of which 19 led to follow-up actions or remediation measures. All reported cases are subject to a structured assessment process. Where allegations are unsubstantiated, cases are closed and relevant management informed (2 cases in 2025). Where concerns are substantiated, appropriate teams are engaged, and corrective or disciplinary actions are taken in line with Solevo's Code of Conduct. Solevo applies a zero-tolerance approach to corruption, with no substantiated cases reported in 2025.

These mechanisms also support trust and confidence between employees and management by ensuring that concerns can be raised and addressed in a fair, transparent, and consistent manner.

Counterparty Due Diligence

All new counterparties undergo structured due diligence before onboarding in the ERP system, including anti-money-laundering and sanctions screening using designated due diligence tools such as Dow Jones RiskCenter. This initial assessment serves as a key control prior to entering into any commercial relationship. In higher risk contexts, enhanced due diligence measures are applied, which may include additional documentation checks, third party validation, and closer coordination with banks and insurers.

Solevo continuously reviews existing business relationships to reflect regulatory developments, ownership changes, geopolitical developments, and emerging integrity risks.



GOVERNANCE OUTLOOK 2026

- While 2025 was a year focused on integrating our acquisitions in **South Africa** and **Nigeria**, 2026 will center on further standardizing and simplifying our **internal practices, governance structures, and policies** across the entire group.
- We aim to achieve the **remaining ISO certifications** in our operating countries by the end of **2026** and therefore reach our target.



PROXIMITY

BUILD PARTNERSHIP AND TRUSTED,
RELATIONSHIPS WITH ALL
OF OUR STAKEHOLDERS

PROGRESS

FOCUS ON HIGH-QUALITY PRODUCTS,
PERFORMANCE AND THE MOST EFFICIENT
SOLUTIONS

INTEGRITY

PLACE ENVIRONMENT, ETHICS
AND SECURITY AT THE HEART OF
OUR RELATIONSHIPS

COMMITMENT

INTEGRATE OUR CUSTOMERS'
AND PARTNERS' OBJECTIVES
AS OUR OWN



SOCIAL



OUR PEOPLE

[GRI 2-7, 2-8]

At Solevo, our people remain the cornerstone of our performance, resilience, and long-term commitment. In 2025 the Group entered a pivotal phase of transformation. The year was defined by integration – integrating teams, cultures, systems, and ways of working – following the acquisitions in Nigeria and South Africa that more than doubled Solevo's workforce within twelve months. Managing this scale-up while preserving engagement, clarity, and cohesion across the organization became a central priority.

The integration of the new acquisitions, which in itself were partially multi-company structures, shaped much of the HR agenda in 2025. From an HR perspective, the focus was on ensuring continuity while harmonizing frameworks, aligning expectations, and creating stability for employees navigating change.

A key area of effort was the progressive alignment of HR policies and practices across the expanded Group. This included implementing Solevo policies and updating legacy frameworks to reflect Solevo's standards.

Solevo's identity remained constant. In 2025, particular attention was given to culture and values. We focused on ensuring shared principles were meaningful and applicable across all operating countries. To support this, many functions brought their people from all countries together in face-to-face workshops, where culture and values were discussed and deepened. By exchanging

best practices and learning from one another's experiences, the Group strengthened cultural consistency without compromising local identity.

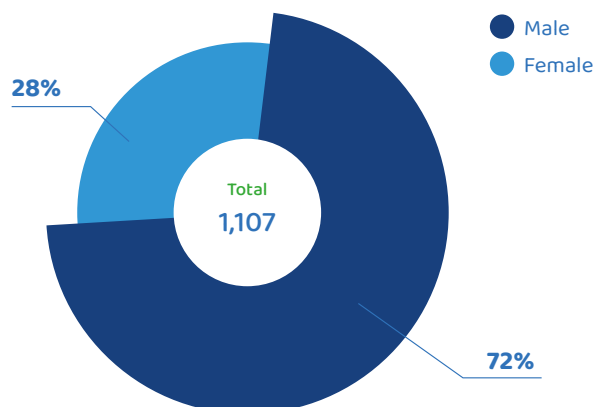
With these acquisitions, our workforce grew from 497 employees in 2024 to 1,107 employees in 2025. Our organizational structure was rolled out with the six core departments - General Management, Human Resources & Legal, Operations & Supply Chain, Finance, Agriculture, and Chemical (covering Personal Care, Food, Potable Water & Industrial applications). Each department is led by C-level executives. This dual leadership model, replicated at both group and country level, ensures strategic alignment while preserving the agility needed across diverse African markets.

The Solevo workforce is supported by seasonal contractors during high-intensity periods in Production and Warehousing, particularly in the agricultural sector where seasonal peaks require flexible resourcing. In 2025, Solevo engaged a total of 859 seasonal contractors (2024: 624). Every contractor operates under the same safety and fair pay standards we apply company-wide. While they are currently managed by local HR managers, a group-wide policy document is currently being developed and will be finalized in the first half of 2026.

The two acquired companies primarily work with contracted employees in Production and Warehousing and make less use of seasonal contractors. Any contractors they use have been aligned to the same standards as in the rest of Solevo.



Total number of employees 2025



Overview of Solevo's workforce

	2021	2022	2023	2024	2025
Total number of full time employees	393	421	465	496	1,107
Total number of part time employees	0	0	0	1	0
Total number of permanent employees	373	395	444	471	1,047
Total number of temporary employees	20	16	21	26	60
Total number of employees	393	421	465	497	1,107
Female	26%	26%	23%	24%	28%
Male	74%	74%	77%	76%	72%

2025 Figures include numbers from acquisitions (South Africa and Nigeria)

"I FOUND THE INTEGRATION INTO SOLEVO EASY — FROM A BUSINESS PERSPECTIVE, FROM A VALUES PERSPECTIVE, IT FELT ALMOST IMMEDIATE. WITH WATER, WE STARTED WORKING TOGETHER RIGHT AWAY. THE HR AND IT SIDE TAKES TIME ANYWHERE, BUT CULTURALLY, WE WERE ALIGNED FROM THE START."

— André Opperman, Managing Director, Rolfes Water

LABOR AND HUMAN RIGHTS

Safeguarding the wellbeing of our employees, our contractors, and our partners employees is a fundamental priority for Solevo and an essential condition for doing business. Given the inherent risks associated with chemical distribution, safety is embedded in our daily operations and decision-making.

We also recognize that some of the regions in which we operate face heightened risks related to labor and human rights issues due to less stringent regulatory frameworks. Without appropriate safeguards, this can expose both our workforce and individuals across our value chain to health and safety risks or inadequate working conditions.

To address these challenges, we have established robust systems and procedures to manage health and safety, provide training and development opportunities, and foster a working environment in which all employees feel safe, respected, and treated fairly.

1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



SAFETY

[GRI 3-3, 403-1, 403-2, 403-3, 403-5, 403-9]

Solevo's approach to safety is structured, pragmatic, and focused on prevention. Clear responsibilities are defined at site and group level, supported by our integrated Environment Health, Safety, and Quality (EHSQ) management framework. This framework provides the foundation for identifying risks, implementing controls, and continuously improving safety performance in everything we do.

At the heart of our safety culture are the Ten Golden Safety Rules, which guide behavior and risk management in day-to-day activities. These rules address critical areas such as the use of personal protective equipment, permit-to-work requirements, safe chemical storage, working at height, and site traffic safety. Developed collaboratively with people on the ground to reflect operational realities, they provide a common reference point for all employees and contractors including the new colleagues that joined Solevo through the acquisitions.

Risk assessment plays a central role in preventing incidents. During 2025, we achieved our goal to implement formalized risk assessment procedures across all our geographies. Each site now conducts regular, location-specific risk assessments tailored to its activities and operating environment, with findings monitored at group level to ensure consistency and oversight.

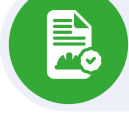
Operational managers carry out monthly safety reviews based on incident reports, near-miss observations, and SHE-Card indicators. This process helps track emerging issues and reinforces a culture of accountability and visible leadership in safety.

Training and awareness are essential to maintaining a strong safety culture. All employees and contractors receive mandatory safety inductions, complemented by targeted training on specific risks such as hazardous material handling, working at height, defensive driving, and emergency response. Our employees are integral part of our efforts to strengthen the overall health and safety performance at Solevo. Workers are actively encouraged to raise any concerns regarding health and safety issues through SHE-Cards (physical cards or through a dedicated mobile app). Findings are then discussed at regular site-level safety meetings which encourage open dialogue, enable teams to share lessons learned, raise concerns, and contribute to continuous improvement.

Solevo also recognizes that a safe workplace encompasses not only physical, but also mental well-being. Awareness initiatives and internal communication support early discussion of psychosocial risks, helping employees manage stress and maintain balance in their professional lives.

Transparent and immediate reporting of unsafe acts, near misses, and incidents is actively encouraged and viewed as a critical tool for prevention rather than fault-finding. Ongoing efforts

THE TEN SOLEVO GOLDEN SAFETY RULES

- 1  **Alcohol and drugs prohibited**
- 2  **Mandatory safety induction**
- 3  **Respect the wearing of PPE**
- 4  **Report unsafe acts and conditions**
- 5  **Establish a work permit**
- 6  **Reduce the co-activity of mobile equipment and pedestrians**
- 7  **Control specific work**
- 8  **Respect ANTICHOCS**
(Management system to avoid chemicals incompatibility during storage)
- 9  **Respect gestures and postures**
- 10  **Protect the environment**

Focus on strengthening the consistency and rigor of reporting across all sites to support timely escalation and effective corrective actions. Higher impact incidents are shared across the countries and reviewed with the local team and higher management (Group head EHSQ, Group Director Operations, CDO). Also detailed incident reporting to DPI has been strengthened. A monthly EHSQ report is shared across Solevo stating all incidents and KPIs, and this is reviewed quarterly in the E/S Panel. High impact incidents will be reported separately and at the time of the incident. Immediate informing of Group EHSQ, Operations, CDO and CEO for Lost Time Incidents has been strengthened.

In 2025 we lost one of our employees in a very tragic and unfortunate traffic accident. The employee, a pickup driver in South Africa, Johannesburg region, was hit from behind by another road user and lost his life in the following collision with a truck. Our thoughts are with him and his family.

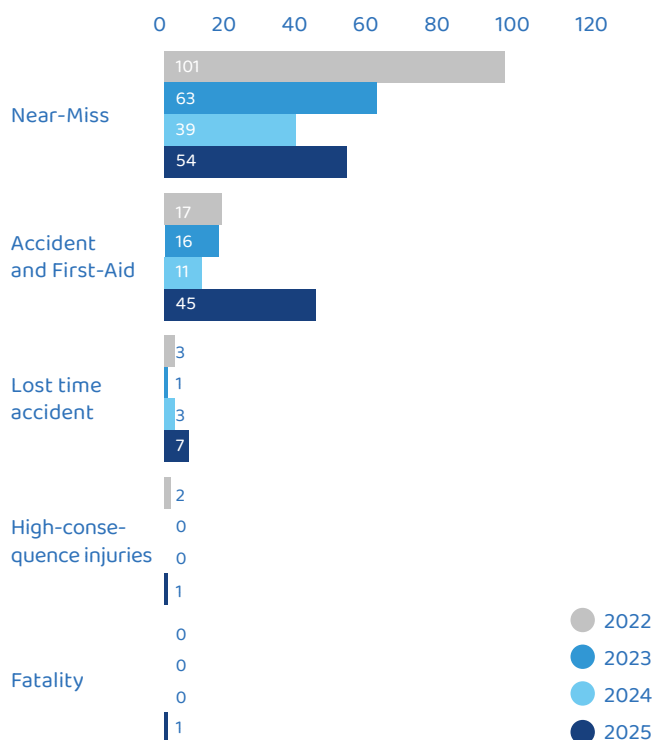
The 2025 safety performance reflects an expanded scope, including Nigeria and South Africa. This has led to an increase in the LTIR, primarily driven by a higher incident rate in South Africa compared to legacy Solevo operations. In total, one lost time incident was recorded in legacy Solevo, none in Nigeria, and six in South Africa, resulting in an LTIR of 0.35 (2024: 0.22). Despite this increase, South Africa achieved a reduction in incidents compared to 2024, and a targeted safety culture programme has been launched to further strengthen performance.

Next to Safety incidents, we have started to focus on Spills as a second category of important incidents in 2025. The definition of major spills has been tightened to 100 liters, where a full investigation and report is required. Minor spills have been encouraged to report more. Our safety expectations include contractors and external maintenance people on site. Suppliers and service providers are required to meet the same standards and are assessed through onboarding processes, audits, and ongoing supervision. Collaboration with local authorities and emergency services, including joint drills and inspections, further supports compliance and emergency preparedness.

“THE SLOGAN OF THIS DAY WAS ‘SEE, SAY, STOP’ — TO EMPOWER THE WORKERS TO SPEAK UP WHEN THEY SEE AN UNSAFE CONDITION OR AN UNSAFE ACT, TO STOP THOSE ACTIONS AND TO DO WHAT IS NECESSARY TO IMPROVE THOSE UNSAFE CONDITIONS.”

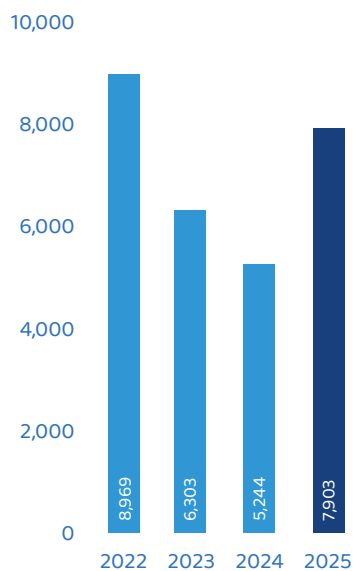
– Ghislaine Ouattara, EHSQ Director

Number and type of accidents



2025 Figures include numbers from acquisitions (South Africa and Nigeria)

Number of unsafe acts and conditions



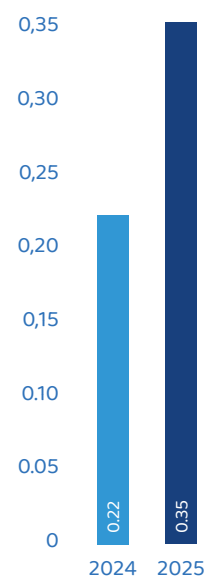
2025 Figures include numbers from acquisitions (South Africa and Nigeria)

Work-related injuries

	2024	2025
Total number of hours worked	2,668,103	4,563,843
By employees	946,095	2,395,045
By agency workers/contractors	1,722,008	2,168,798
Number of fatalities due to work-related injuries	0	1
By employees	0	1
By agency workers/contractors	0	0
Rate of fatalities due to work-related injuries	0	0.04
By employees	0	0.08
By agency workers/contractors	0	0
Number of work-related injuries with serious consequences (excluding fatalities)	0	3
By employees	0	2
By agency workers/contractors	0	1
Rate of work-related injuries with serious consequences (excluding fatalities)	0	0.13
By employees	0	0.17
By agency workers/contractors	0	0.09
Number of recordable work-related injuries	3	7
By employees	1	5
By agency workers/contractors	2	2
Rate of recordable work-related injuries	0.22	0.31
By employees	0.21	0.42
By agency workers/contractors	0.23	0.18
Lost time injury rate (LTIR)	0.22	0.35
By employees	0.21	0.50
By agency workers/contractors	0.23	0.18
Total number of workdays lost due to a work-related accident or ill health	63	110
By employees	2	98
By agency workers/contractors	61	12
Number of first aid injuries	11	39
By employees	0	16
By agency workers/contractors	11	23

2025 Figures include numbers from acquisitions (South Africa and Nigeria)

Lost time injury rate (LTIR)



EMPLOYMENT, DIVERSITY, EQUALITY & INCLUSION

[GRI 3-3, 3-30, 405-1]

At Solevo, we believe that an inclusive, fair, and respectful workplace is essential to building a resilient organization and sustaining long-term growth across the diverse markets in which we operate. Our commitment to employment equality and inclusion is embedded in our management practices and shapes how we attract, develop, and retain talent across all levels of the company.

Fair and inclusive employment practices

Solevo is committed to providing equal employment opportunities and to treating all employees with dignity and respect, regardless of gender, age, religion, nationality, disability, or background. We comply with applicable labor legislation in each country where we operate and seek to apply consistent principles across the Group, including fair wages, transparent employment conditions, and non-discriminatory practices. In Ivory Coast, Cameroon and South Africa, collective bargaining agreements support ongoing collaboration with worker representatives to maintain fair and competitive working conditions. Across all other operations, we voluntarily meet or exceed local standards, ensuring equitable treatment for all employees.

To support more equitable recruitment outcomes, Solevo applies inclusive hiring principles, including ensuring that at least one female candidate is part of the shortlist for each open position. To support this, we have updated our recruitment policy in 2025 to encourage hiring managers to actively challenge unconscious biases and assess candidates based on skills, experience, and potential. Our managers are encouraged to raise awareness of

unconscious behaviors that may influence decision-making and to promote fairer interactions in recruitment, performance evaluation, and day-to-day collaboration.

In parallel, we continue to invest in leadership development and internal mobility to support career progression for women already within the organization. We also mark key awareness initiatives, such as International Women's Day and health-focused campaigns, as opportunities to encourage dialogue, learning, and collective reflection across teams.

In 2025 we have implemented the Solevo wide HR system, including performance management, in the acquired companies in Nigeria and South Africa.

Looking ahead

Diversity, equality, and inclusion are ongoing commitments rather than one-time initiatives. Building a diverse team - with varied professional backgrounds, alumni networks, and cultural backgrounds - is essential for performance and talent development. Employees must be able to see themselves reflected and noticed with their leadership to build trust and an open culture. Looking ahead, we will continue refining our recruitment, development, and leadership practices, strengthening data and reporting capabilities, and fostering a work environment where everyone can grow and succeed. This is especially relevant for us, as we continue with the integration of our colleagues from recent acquisitions. Several Group-level policies are in development during 2026 and will allow further standardization and simplification of processes in the coming years.

Diversity in controlling bodies and among employees

	2022	2023	2024	2025
Percentage of people in the Team leaders/Supervisors				
Men	n/a	77%	76%	89%
Women	n/a	23%	24%	11%
Percentage of people in the Senior Management				
Men	89%	64%	78%	81%
Women	11%	36%	22%	19%
Percentage of people in the Executive Committee				
Men	100%	100%	83%	86%
Women	0%	0%	17%	14%

TRAINING AND DEVELOPMENT

[GRI 3-3, 404-1]

Learning and development are central to both individual career progression and Solevo's long-term performance. In 2025, we continued to invest in our people by strengthening our training practices and aligning development initiatives across the acquisitions. This alignment is our current focus and will remain so during 2026 as well.

Furthermore, we have started to work on a new learning management system in 2025, called the "Solevo Academy" which will allow more targeted trainings for our employees but also aims for a stronger connection between our teams across countries by enabling them to share insights and learnings across teams. This platform will be available to colleagues over the course of 2026.

Training priorities for each employee are identified through our newly standardized annual performance and development conversations between employees and their managers. These

form the basis for individual learning pathways, ensuring that development activities are relevant, targeted, and aligned with both personal ambitions and operational requirements.

To support effective planning and equitable access, we systematically track and classify training hours per employee. This enables us to understand how learning opportunities are distributed across the organization, identify potential gaps, and allocate resources where they are most needed. This approach also supports our commitment to providing meaningful development opportunities for all employees, regardless of role or location.

The decrease of average training expenditures per employee between 2024 and 2025 is primarily driven by the integration of South Africa into the reporting scope. The majority of training sessions in South Africa are delivered internally at reduced cost. As a result, while total training hours rose, the average training cost per employee decreased due to the higher share of lower-cost internal training provided to employees.

Average number of hours of training and education

	2023	2024	2025
Average number of hours of training total workforce	23	16	18
Average number of hours of training women	29	17	18
Average number of hours of training men	21	16	18
Average trainings and development expenditure (USD) per fulltime employee	759	699	236



THINKING BEYOND SOLEVO

[GRI 3-3]

Solevo's responsibility toward people extends to contracted people and partners.

Given the seasonal dynamics of the agricultural sector and the use of specialized external services, Solevo relies on flexible labor arrangements to support essential activities such as production support, maintenance, material handling, cleaning, security, and inventory supervision. In many of the markets where we operate, the use of contract labor for these functions is standard practice. Solevo does not engage with informal labor providers and works exclusively with agencies that are officially registered with local authorities and fully aligned with our Code of Conduct, ethical principles, and applicable legal requirements.

Additionally, all suppliers and labor agencies engaged by Solevo are required to comply with our ESG and ESHQ Policy, which sets out expectations related to occupational health and safety, gender equality, and compliance with local labor and wage regulations.

Partner agencies commit contractually to fair remuneration, safe and healthy working conditions, and non-discriminatory practices. Compliance clauses aligned with internationally recognized standards are embedded in contractual arrangements. In addition, Solevo ensures that all contracted workers operating at our sites benefit from a safe working environment and are adequately equipped to perform their duties. This includes role-specific training, appropriate workwear, and the provision of personal protective equipment (PPE) to ensure safety, visibility, and operational effectiveness.

To address potential concerns or breaches, Solevo maintains a whistleblower platform that is accessible not only to direct employees but also to external workers across our value chain. This confidential reporting channel enables individuals to raise concerns related to labor practices, ethics, or health and safety without fear of retaliation, ensuring that issues can be identified, investigated, and addressed appropriately. Further details on this mechanism are provided in the section on "Ethics & Integrity".

EMPLOYEE ENGAGEMENT

[GRI 3-3]

To better understand how our people experience their work and to assess the effectiveness of our people-related initiatives, Solevo conducts an independent annual Employee Engagement Survey across the Group. The 2025 survey, carried out in November, marked the seventh consecutive year of participation.

Overall, the 2025 Employee Engagement Survey confirms strong and resilient engagement levels across the Group, even amid organizational change. Despite the integration of the Nigeria and South Africa businesses into the survey scope, participation reached 94%, demonstrating a high level of employee involvement and trust.

Overall satisfaction (OSAT) was 82% in 2025, supported by a positive employee Net Promoter Score (eNPS) of +10, reflecting employees' willingness to recommend Solevo as a place to work. The inclusion of Nigeria and South Africa led to slightly lower scores across assessed topics compared to both the previous year and the legacy perimeter. However, when considering only the legacy perimeter, OSAT increased from 88% in 2024 to 89% in 2025, with improvements observed across all assessed sub-topics.

Beyond overall satisfaction, the survey assesses employee perceptions across six sub-topics:

- Vision and leadership
- Reward, recognition, and training
- Working conditions and sense of belonging
- Customer orientation
- Comprehension of corporate strategy
- Learning and career development

ESG topics continued to play an important role in shaping employee experience and Solevo's employer proposition. Across the Group, ESG commitments are increasingly recognized as a reason why employees choose to join and remain with Solevo. In a competitive talent market, particularly for technical and managerial profiles, the Group's clear stance on ethics, safety, sustainability, and community impact has become a differentiating factor. In 2025, this connection between ESG performance and talent attraction was further reinforced, with sustainability recognized not only as a responsibility, but as a source of pride and engagement for employees.

Solevo employee engagement survey results

	2022	2023	2024	2025 (legacy perimeter*)
Participation rate	86%	92%	89%	94%
Overall satisfaction	82%	88%	88%	82% (89%)
Vision and leadership	75%	78%	80%	75% (81%)
Reward, recognition and training	52%	52%	56%	55% (59%)
Working conditions and sense of belonging	80%	80%	79%	78% (81%)
Customer orientation	78%	78%	78%	79% (81%)
Comprehension of corporate strategy	86%	86%	89%	87% (90%)
Learning and career development	49%	57%	60%	60% (61%)

* Figures in brackets exclude employees from acquired entities in South Africa and Nigeria, allowing comparability with historical data prior to these acquisitions

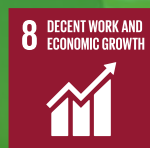
Throughout the year, maintaining employee engagement and well-being remained a priority during acquisition processes. Integration introduces complexity and challenges, which may temporarily impact employee engagement scores. At the same time, it creates opportunities. Expanded career paths, broader collaboration, and exposure to diverse expertise can strengthen engagement over the longer term. Realizing these opportunities is a key focus for 2026.





OUTREACH & COMMUNITIES

As a company with deep, long-standing roots in the communities where we operate, we are committed to supporting their long-term well-being, particularly in regions where public resources are limited and needs are most acute. We operate in geographies rich in potential but facing significant challenges, and our ambition is to help communities with our services. We do this through the products we provide, enabling safer, more sustainable practices and economic opportunities to our clients and end-users and by leveraging innovation and digitalization. At the same time, we support initiatives that improve the health and well-being of local communities and their environments. This engagement is not only meaningful for the people and places we serve, but also valued by our employees, who appreciate the opportunity to see the direct, positive impact of their engagement.



SUPPORTING LOCAL COMMUNITIES

[GRI 3-3]

Our corporate social responsibility engagement is structured around four strategic focus areas, which form the basis for our engagement in all the countries we operate:

- Blood Donations
- Support for Education
- Support for Women
- Tree Planting

Each country is encouraged to adapt initiatives in these areas to its specific local context and priorities, validated at group level for positive impact. An individual ESG referent in each of our countries oversees these efforts, manages local projects and shares learnings and new ideas with other ESG referents. Dedicated budgets have been allocated to support this work, ensuring that community projects are adequately resourced and designed to deliver impact over the long term. Our newly acquired entities in Nigeria and South Africa are already actively contributing, organizing blood donation drives and tree-planting activities within their own geographies.

Strengthening public health through blood donation

Blood shortages remain a critical public health challenge across many African countries and can lead to preventable loss of life. In response, Solevo has partnered with national blood banks and health authorities to organize regular blood donation campaigns. These take place on a rotating basis across all our regions and are open to employees, their families, contractors, customers, visitors, and other community members. In 2025, our group-wide efforts resulted in the collection of 578 bags of blood, representing an approximate 11% increase compared to 2024. This growth

reflects our strengthened internal awareness-raising and the more active involvement of external stakeholders. The blood collected through these initiatives will support health services in treating victims of medical emergencies and help save lives in the communities where we operate.

Development Through Education

Through our "Support Education" initiative, we work to improve learning conditions and help students succeed at every stage of their school journey. Our efforts include building and refurbishing classrooms and libraries, donating essential school supplies such as furniture, books, notebooks, pens, and tables, and recognizing and encouraging high-performing students through targeted support and incentives.

In 2025, we placed particular emphasis on supporting children with physical disabilities. We have entered into a three-year partnership with a special school in Senegal with the ambition to enable children with physical disabilities to participate fully in learning and social activities on equal terms alongside other children. Given the significant number of children with disabilities in Senegal, this school plays a key role in supporting their inclusion and development. As part of this collaboration, we support the school by providing wheelchairs and hygiene products, and by enabling training sessions for school staff so they are better equipped to respond to the specific needs of these children.

In 2025, our activities reached around 3,213 beneficiaries in total (2024: 3,300). We also offered internship programs to help young graduates gain practical experience and support a smoother transition into the workforce.



Advancing women's opportunities and wellbeing

Across our subsidiaries, we support women through targeted trainings, donations, and partnerships with local women's associations, helping to strengthen both their economic opportunities and personal well-being. In 2025, our initiatives reached more than 941 beneficiaries through a range of activities, more than doubling the 2024 figure (400).

An example is a project implemented in southern Senegal in collaboration with a local women's farming association. Following a site visit, it became evident that the association faced significant challenges related to security and limited access to agricultural resources, which constrained productivity and income-generating potential. At the request of the community, Solevo provided targeted support to address these barriers.

The project included the financing and construction of a protective fence to secure the farmland, the provision of seeds, and the coverage of contractor costs necessary to implement the improvements. As a result, the women gained a safer working environment, increased their farming activities, and improved their capacity to cultivate and sell crops. This support contributes directly to enhanced food security and offers the women greater prospects for financial independence.

While this initiative originated from a direct request by the local community, Solevo generally identifies and develops such projects through the assessment of local needs. This approach ensures that support is relevant, impactful, and aligned with the specific social and economic contexts in which Solevo operates, reinforcing our commitment to inclusive and sustainable development.

Restoring ecosystems through community tree planting

Environmental stewardship is a core element of our community engagement. Our tree planting initiatives are designed to address both environmental challenges and local needs by contributing to climate resilience, combating desertification, improving soil quality, and supporting water availability. In addition, trees provide shade and shelter and can create direct value for communities when species with economic or medicinal benefits, such as fruit bearing varieties, are selected. These initiatives are implemented on a small scale and in close collaboration with local communities to ensure local relevance and ownership. We actively seek to avoid unintended negative impacts, including risks related to land use change or deforestation associated with large scale planting programs. By working closely with communities and maintaining a targeted approach, we aim to ensure that our activities contribute positively to both ecosystems and livelihoods. Trees remain a key focus for strengthening environmental resilience and supporting the long term health of local landscapes.

In 2025, we planted 10,860 trees across all our countries of operation, more than four times the number planted in 2024 (2,481 trees). This was made possible through close collaboration with local governments and environmental institutions, reinforcing our commitment to reforestation and ecosystem restoration.

Strengthening community resilience and inclusion

Beyond our core focus areas, our teams frequently respond to specific local needs and support vulnerable groups. Several of our geographies suffer from regular flooding. We are collaborating with local authorities to provide financial support for victims of flood incidents as well as supporting the organization of pumps to combat flooding. Through the collaboration with the authorities, we have the opportunity to scale the impact of our engagement further.

In 2026, we plan to build on our tree-planting experience by piloting an innovative project that combines reforestation with circular resource use. Rather than relying solely on purchasing and distributing trees, we aim to grow trees internally and use part of this production to supply local communities, while using the remainder to produce biochar. In collaboration with the environmental service, we are working to secure suitable land and resources, with Solevo funding the necessary materials and managing both the distribution of trees and the application of biochar. Biochar serves as a long-term soil improver and can also be used to generate gas for lighting, creating additional benefits for communities, particularly in unelectrified villages. Through this project, we seek to enhance the impact of our existing reforestation efforts while supporting more sustainable agricultural practices and access to basic energy services.

"WHAT WE TRY IS TO HAVE EVERYBODY INVOLVED. ALL THE INITIATIVES THAT ARE PROPOSED CAN BE STUDIED AND IF IT'S INTERESTING, WE WILL TRY TO MAKE IT HAPPEN. IT'S NOT A TOP-DOWN STRATEGY — IT CAN COME FROM EVERYBODY, AND THAT'S WHAT WE WANT TO PROMOTE."

– Antonin Christophe (Operations Director, Ivory Coast)

EMPOWERING THROUGH DIGITALIZATION

Across the African continent, digital transformation is gaining pace, driven by expanding mobile connectivity, increasing access to technology, and a growing middle class seeking smarter, more efficient solutions. In agriculture, digital tools can help overcome long-standing barriers and unlock additional value for farmers and agro-merchants. In this context, Solevo has been investing in digital innovation as a key lever to strengthen our connection with the (smallholder) farmers we serve and to support more resilient, productive agricultural systems.





In many of our markets, limited infrastructure and restricted access to information remain significant challenges. To help address these gaps, Solevo has developed a mobile first digital ecosystem connecting distributors, retailers, and farmers. We have created different apps for our clients and partners in the agriculture sector that link our business network of distributors, retailers, and farmers, and provide access to a broad portfolio of high-quality products. Through these apps, users can search our portfolio, view real-time product availability, and agree on prices to place confirmed orders, supporting more transparent and efficient transactions.

Solevo currently works with almost 1,000 contracted distributors, who in turn serve a network of 30,000 resellers, ultimately reaching an estimated 3 million smallholder farmers. As smartphone penetration in sub-Saharan Africa continues to grow, farmers and agro-merchants increasingly rely on digital channels for real-time agricultural advice and product information. Expectations are evolving: users now look for intuitive mobile tools that facilitate business transactions, offer tailored agronomic guidance, and enable more direct engagement with suppliers. Our applications are designed to support these day-to-day needs, as we are transitioning from purely transactional tools to a "daily advisory" application. Our goal is to help agro-merchants plan more efficiently by providing visibility on stock levels, reducing unnecessary travel, and guiding users toward the right product for specific crops and conditions. In parallel, we have begun rolling out business intelligence tools for retailers to help local small and medium-sized enterprises manage their operations more efficiently. Over time, these features have the potential to reduce input misuse and contribute to more consistent yields.

The enhanced visibility enables Solevo to guide resellers and farmers toward more appropriate product choices, helping to reduce overuse of inputs, limit crop-input mismatches, and mitigate related environmental impacts. Distributors and retailers benefit from actionable information to improve inventory planning, reduce waste, and strengthen working capital efficiency.

597
 DISTRIBUTORS,
8,646
 RETAILERS AND
156,602
 FARMERS ONBOARDED ON DIGITAL
 SOLEVO PLATFORMS

These tools also advance Solevo's broader objective of building a more stable, connected supply chain. When farmers and agro-merchants are better equipped to plan, purchase, and apply products effectively, the entire network becomes more robust, from suppliers of agricultural inputs to end users in the field. Over time, this can contribute to a more resilient agricultural system, where both economic and social value are created and shared.

To better support farmers, Solevo is also developing new digital services aimed at strengthening yields and resilience. In 2025, we introduced AI-powered crop disease detection within the “Solevo Farm” app, enabling farmers to scan potentially affected crops with their smartphones and receive immediate feedback on the likely disease, with an accuracy rate of more than 95%, along with practical guidance on how to address it and which products to use. The app also offers a direct channel to our Solevo agro-advisors, who can support with further questions. These innovations bring us closer to the end users of our products and give us deeper, real-time insight into their needs, allowing us to tailor our support and solutions more effectively.

User numbers by stakeholder group

	2024	2025
Distributors onboarded on App	388	597
Retailers onboarded on App	5,380	8,646
Farmers onboarded on App	0	156,602

Impact of Solevo's digital innovations		Contributing to SDG
Environmental	Tailored product recommendations help reduce waste and improve efficiency. Availability checks support better logistics planning for distributors.	15 LIFE ON LAND
Social	Improved input loan access helps farmers invest ahead of harvest cycles and improves financial security. Finance tools and loyalty programs ease capital pressure and support long-term profitability.	2 ZERO HUNGER 8 DECENT WORK AND ECONOMIC GROWTH
Governance	Real-time access to statements and credit history increases transparency. Digital tracking of rebates and transactions helps prevent misuse.	8 DECENT WORK AND ECONOMIC GROWTH



SOCIAL OUTLOOK 2026

- A group-wide policy on contractor management will be developed in 2026 to **ensure greater consistency, transparency, and compliance** across all operations when collaborating with third-party workers.
- The new learning management system, Solevo Academy, will be launched group-wide, providing a centralized platform **for training, knowledge sharing, and employee development**.
- **Training practices and development initiatives** will be further strengthened and aligned across the group during 2026. Focus lies on harmonizing content, improving accessibility, and ensuring that employees across all regions benefit from these learning opportunities.
- In collaboration with our local communities, we are launching a pilot project to further develop **our tree planting initiatives** by integrating reforestation efforts with biochar production. The biochar can be used by local communities to **enhance soil health**, while simultaneously contributing to long-term carbon sequestration in the soil.



82%

OF OVERALL EMPLOYEE
SATISFACTION

0.35

LOST TIME INJURY RATE (LTIR)

578

BAGS OF BLOOD COLLECTED THROUGH BLOOD
DONATION CAMPAIGN
(69% INCREASE COMPARED TO 2023)

156,602

FARMERS ONBOARDED
ON THE SOLEVO APP



ENVIRONMENT



ENVIRONMENTAL IMPACT

Our business is closely intertwined with the environment. Many of our products are applied directly in fields, influencing soil, water, and broader ecosystem conditions. Our customers depend on healthy, stable environments to sustain their own operations and livelihoods. This interdependence is particularly evident in the context of climate change, which is already affecting weather patterns, agricultural productivity, and resource availability across our markets. In addition, and especially through our recent acquisitions, we are increasingly involved in the provision of drinking water and water treatment solutions across our geographies. Water is a critical resource for sustainable development, and Solevo is actively contributing to securing reliable supplies for both potable and industrial water treatment.

We also recognize that our own activities generate waste that, if not properly managed, can negatively impact the environment around our sites. By strengthening waste management practices and supporting waste collection initiatives, we work to reduce these negative impacts.



ENERGY AND CLIMATE

[GRI 3-3]

Improving our climate resilience

One of our main priorities this year was to complete Solevo's first climate risk assessment, covering all our geographies, including South Africa and Nigeria. The results confirmed that climate-related risks are already material to our business. In several of our operating countries, heat stress, heavy precipitation, flooding, and drought start to become visible, particularly for warehouses and other critical assets. Among these, drought risk is especially expected to increase substantially over the mid-term (2041–2070) and the long-term (2071–2100). These risks are highly dependent on local conditions and therefore affect our sites differently across geographies.

The climate risk assessment provided valuable insights into our potential exposure and will guide the development of a comprehensive climate adaptation strategy over the coming years. Sites located in areas with high physical risk and more vulnerable asset designs will be prioritized.

It is not only our sites that face potential damage; our customers, especially the farmers, are also directly exposed to these physical risks. Of particular relevance for them, and therefore for us, are crop yield risks as the effects of climate change intensify. While some crops, like cabbage and oil palm, face high risks in our operating countries, others such as maize and rice may benefit from the changing conditions. To help farmers manage these crop risks, we use our communication channels to share practical information on how they can strengthen their resilience, for example, with crops that are less affected by expected climate impacts and biostimulants that strengthen the crop against diseases and climate impact.

In addition to physical risks, transition risks related to the shift toward a low carbon economy can also create challenges. We see these not only as risks to be mitigated, but also as opportunities to build competitive advantage by investing in low carbon technologies, such as solar PV, and in business models and solutions that reduce emissions for us and our customers. By monitoring transition drivers closely, we aim to leverage them to unlock value through cost savings, innovation, and stronger brand positioning. We believe that resilience must be embedded in our core operations, which is why adaptation measures and technology upgrades, such as improving warehouse weather-proofing, enhancing water efficiency, and diversifying sourcing, are just as important as decarbonization in safeguarding long term value.

“CLIMATE CHANGE IS NO LONGER AN ABSTRACT RISK FOR US. RAINY SEASONS ARE ARRIVING LATER AND ENDING SOONER. FARMERS ARE PLANTING UNDER INCREASING UNCERTAINTY, AND OUR PRODUCT STRATEGY HAS TO RESPOND TO THAT.”

– Franck Chabert, Business Line Director Agro

At Solevo, we are committed to investing in innovation, evolving our portfolio, and further differentiating our services to mitigate climate related risks and capture emerging opportunities. In the coming years, our climate adaptation strategy will help ensure that we can continue to operate our sites safely while providing our customers with the right products and services, enabling them to effectively manage growing climate challenges.



Increasing energy efficiency

[GRI 302-1, 305-1, 305-2, 305-3, 305-4]

In 2025, we continued to advance energy efficiency and expand the use of renewable energy across our operations, building on the foundations laid in previous years. While our overall energy consumption increased in line with our growing business, we achieved a 17.9% reduction in electricity use per ton of product sold, and fuel consumption per ton remained broadly aligned with sales growth. This reflects the impact of our energy-efficiency initiatives.

Across all Solevo locations, we are rolling out a group-wide policy to gradually replace conventional lighting with energy-efficient LED systems. As part of routine maintenance, failed traditional bulbs are now systematically replaced with LED alternatives. In

parallel, we are further extending the use of solar-powered external lighting in several countries, with the aim of reducing reliance on emissions-intensive grid electricity and diesel-powered backup systems.

To further curb electricity demand, we are also making better use of natural light. At selected sites, roof panels are being replaced with transparent materials to maximize daylight and reduce the need for artificial lighting. These technical improvements are supported by operational measures, including policies that limit the use of lighting during daylight hours, both inside and outside our facilities. Together, these actions help improve the overall performance and reliability of our sites while contributing to a gradual decoupling of our energy use from business growth.

Energy consumption within the organisation in kWh

	2023	2024	2025
Diesel (stationary)	445,776	2,043,842	1,623,054
Diesel (mobile)	3,572,256	9,979,519	11,521,297
Petrol/Gasoline (stationary)	0	36,235	41,529
Petrol/Gasoline (mobile)	836,812	2,117,020	2,150,047
Butane	0	18,413	190,537
Total consumption of fuels from non-renewable sources	4,854,844	14,195,027	15,526,464
Electricity consumption from all sources in kWh (including Geneva)	1,833,754	3,648,783	3,223,394
Total energy consumption within the organization	6,688,598	17,843,810	18,749,858

Calculation litres diesel to kWh, factor from DEFRA 2025, Diesel (100% mineral diesel), 10.561 kWh/litre; calculation litres petrol to kWh, factor from DEFRA 2025, Petrol (100% mineral petrol), 9.685 kWh/litre; calculation kilograms butane to kWh, factor from DEFRA 2025, 13.639 kWh/kg. 2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)



Reducing carbon emissions

[GRI 305-1, 305-2, 305-3]

2025 marked a year of continuous efforts based on the initiatives we started in previous years and expanding them across the new acquisitions.

To reduce our **Scope 1 emissions**, we continued modernizing our cooling systems by phasing out older air conditioning units in favor of more efficient models that use lower impact refrigerants. This transition is underway across the group and our objective is to complete this process at all sites by the end of 2026. We are pursuing similar improvements in how we manage energy use during power outages. In several countries where grid stability can be a challenge, diesel generators remain critical to maintaining operations. To reduce fuel consumption and associated emissions, we have optimized generator deployment by introducing additional smaller units for weekends and off peak periods, allowing sites to run the smallest generator required at any given time.

Several pilot projects are also underway to identify additional emission reduction opportunities. In Ivory Coast, we have tested electric forklifts as an alternative to fuel powered models. The pilot was successful, and the purchase of 2–3 electric forklifts is planned for 2026. While a full transition to electric forklifts is not feasible across all operations, the pilot demonstrated that certain sites are well suited to operate these machines. We are also further scaling up our on site solar power generation.

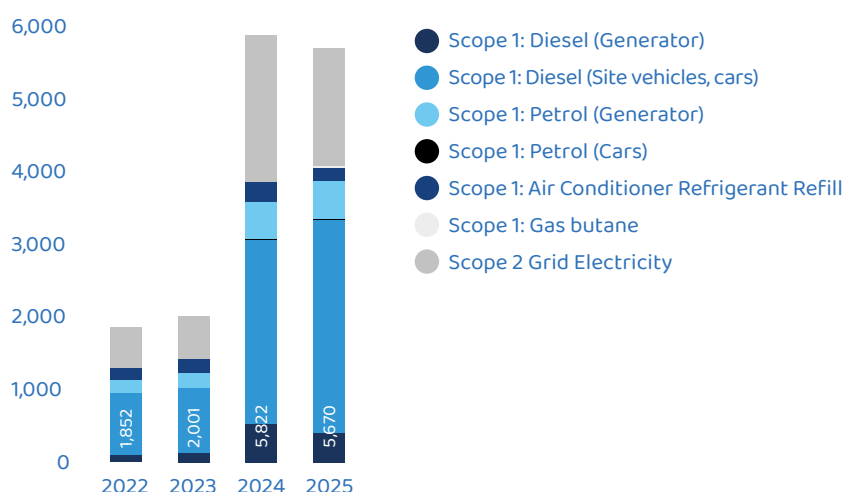
To reduce our **Scope 2 emissions**, we are piloting a smart energy management system that automatically switches off lighting during the day to avoid unnecessary power consumption. While in most of our markets it is currently not possible to fully source renewable energies, reducing our energy consumption through efficiency measures or increasing our own electricity production remain the largest levers.

Annual scope 1+2 GHG emissions in tCO₂e

	2022	2023	2024	2025
Scope 1	1,290	1,421	3,817	4,065
Scope 1: Diesel (Generator)	80	112	532	409
Scope 1: Diesel (Site vehicles, cars)	853	901	2,515	2,904
Scope 1: Petrol (Generator)	0	0	9	10
Scope 1: Petrol (Cars)	186	203	512	519
Scope 1: Air Conditioner Refrigerant Refill	171	205	262	181
Scope 1: Gas butane	0	0	4	42
Scope 2	562	580	2,005	1,604
Scope 2: Grid Electricity	562	580	2,005	1,604
Total Scope 1 + 2	1,852	2,001	5,822	5,670
Total Scope 1 + 2 per kt sales	n/a	4.14	8.02	6.16

2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)

Annual scope 1+2 GHG emissions in tCO₂e



2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)

Due to our business model, the majority of our overall emissions are caused upstream and downstream of our own operations (**Scope 3**), namely during the use phase of the products we sell and during the production of the products we purchase. In 2025, we continued to strengthen our understanding of value chain emissions by advancing the work begun with our first group-wide Scope 3 greenhouse gas (GHG) assessment conducted in 2024. Building on this foundation, we again assessed our Scope 3 emissions for the 2025 reporting year with the support of an independent external expert. These recurring assessments are essential for identifying meaningful reduction opportunities and for shaping action plans. Drawing on the insights from our global GHG calculations, we are developing a carbon strategy aligned with recognized international frameworks such as the Science Based Targets initiative (SBTi) and the Task Force on Climate-related Financial Disclosures (TCFD).

Our analysis confirms that the largest share of our Scope 3 footprint is linked to the **use of sold products**, which accounts for around 73% of total Scope 3 emissions. The majority of these emissions arise when fertilizers are applied, as chemical reactions in the soil can release greenhouse gases such as nitrous oxide (N₂O) and ammonia (NH₃). We are working to address these emissions by promoting more efficient application practices and by advancing our portfolio of next generation fertilizer solutions and biostimulants. For more information on how our products contribute to lower value chain emissions, see the section on sustainable solutions.

Purchased goods and services represent the next most material category, contributing approximately 16% of our Scope 3 emissions. This includes emissions from the extraction and manufacturing of the raw materials and products we source. In response, we are actively promoting organic fertilizers, microbial-based inputs, and other alternatives that reduce reliance on mined raw materials and offer more sustainable, ESG-aligned options. A relevant example in this field is our engagement in South Africa where we source kelp as a basis for our fertilizer production. As a renewable resource, kelp offers a more sustainable alternative to mineral-based fertilizers. Over the coming years, we plan to significantly increase the production of kelp-based fertilizers in South Africa.

Upstream transportation and distribution account for around 4% of our Scope 3 footprint. These emissions are primarily associated with the transport of goods we purchase into our African markets. Most of these goods are shipped by sea, representing about 90% of emissions in this category, followed by air transport, which accounts for the remaining share. Sea transport is the most efficient mode for emissions, but the volumes and distances are large.

While our carbon strategy is still being developed, the continued assessment of Scope 3 emissions gives us a strong foundation for more detailed analysis and targeted action. It allows us to advance with greater transparency and rigor as we embed climate considerations into our core business decisions and progress toward a lower-carbon future.

Annual scope 3 GHG emissions in tCO₂e

Scope 3 Category	2023	2024	2025
Purchased goods and services	319,397	567,807	587,670
Capital goods	1,812	2,307	1,303
Fuel- and energy-related activities	407	1,034	1,122
Upstream transportation and distribution	99,818	125,534	142,337
Waste	115	330	338
Business travel	429	1,365	2,255
Employee commuting	451	1,147	1,110
Upstream Leased Assets	0	11	12
Downstream transportation and distribution	12,226	16,795	23,634
Processing of sold products	89,486	193,581	214,265
Use of sold products	1,575,836	2,433,022	2,682,705
End-Treatment of Sold Products	0	286	272
Total Scope 3	2,099,977	3,343,220	3,657,023
Total Scope 3 per kt sales	4,340	4,606	3,972

2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)



WASTE

[GRI 3-3, 306-3, 306-5]

At Solevo, we take a group-wide approach to waste management and pollution prevention. This is based on spill prevention and response, waste management, site housekeeping and emergency response.

Our emergency response plans are designed to minimize environmental and health impacts and are based on detailed risk assessments. They set out clear intervention steps, required equipment, and defined roles and responsibilities. Our teams receive regular training to ensure they can respond quickly and effectively, and we conduct annual drills with local authorities, including firefighters, environmental agencies, and police.

In 2025 we focused on spills prevention and reporting. Major spills are defined as incidents exceeding 100 litres and are managed in a manner similar to injuries, including formal investigation, reporting, and review by senior management. Spill kits across all sites were reviewed and enhanced, alongside targeted awareness measures to prevent spills and ensure that all incidents, including minor ones, are reported. In Ivory Coast we have invested in new flooring for the acids storage and containment bunds has been reviewed. Training programs covered product hazards, defensive driving, safe chemical handling, and spill containment, helping to reinforce a culture of responsibility and vigilance across our operations.

We have established a formal waste management procedure for all sites, which outlines the requirements for sorting and handling waste and provides clear guidance to employees. All locations are equipped with color-coded bins to support effective waste segregation, and hazardous waste, as well as other waste removed from our sites, is managed exclusively by authorized

waste management companies. To keep everyone informed and engaged, we use weekly toolbox meetings at site level to communicate updates and planned improvements to our waste management practices and to discuss any operational challenges or concerns.

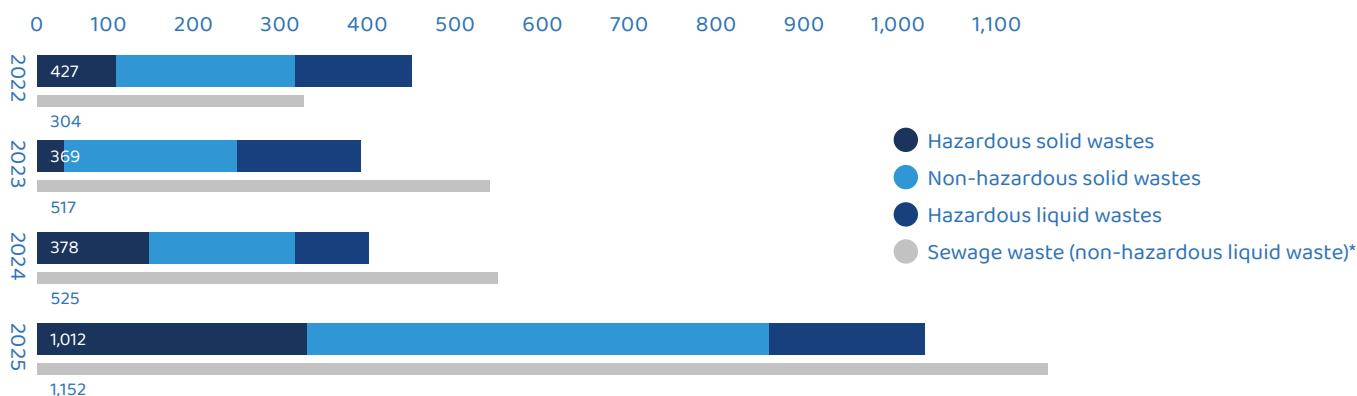
We are also working to improve how we measure and monitor our performance. A group wide KPI to track our recycling ratio is under development, which will help us assess progress and identify opportunities for improvement over time. While the introduction of this KPI has been slightly delayed due to recent acquisitions, we continue to monitor the quantities of waste generated at each site in the meantime.

In 2025, our reporting scope expanded due to recent acquisitions and improvements in data collection, resulting in more comprehensive waste reporting. This expansion of our operational footprint is reflected in higher reported volumes across all reported waste categories.

Reported non-hazardous liquid waste consists almost entirely of sewage. Due to issues with the local sewage system at one site, the facility is currently not connected to public infrastructure. As a result, wastewater is collected and removed by authorized service providers, leading to a temporary increase in reported volumes.

In 2025, we recorded a total of 27 minor spills and 19 major spills. The increase in recorded spills is mainly linked to improved reporting practices and higher awareness across all sites. As a result, incidents – including minor spills – are captured more consistently. Business growth following recent acquisitions also contributed to the overall increase. At the same time, the total volume of spills decreased significantly compared to 2024, indicating improved containment and response to incidents.

Waste generated in Tons



2025 figures include numbers from acquisitions (South Africa and Nigeria)

*Non-hazardous liquid waste consists exclusively of sewage waste from sites that are not connected to a municipal sewage system.

	2022	2023	2024	2025
Spills				
Number of accidental spills	12	34	15	46
Major spills	n/a	n/a	4	19
Minor spills	n/a	n/a	11	27
Volume of accidental spills (l)	182	548	128,565	9,729
Volume Major spills	n/a	n/a	123,423	8,692
Volume Minor spills	n/a	n/a	5,142	1,037
Waste in t				
Non-hazardous solid waste	204	197	167	528
Hazardous solid waste	90	31	127	307
Hazardous liquid waste	133	140	84	177
Total waste (excl. Sewage waste [non-hazardous liquid waste])	427	368	378	1,012
Total waste per kt sales (excl. Sewage waste [non-hazardous liquid waste])	n/a	0.760	0.521	1.099
Sewage waste (non-hazardous liquid waste)*	304	517	525	1,152
Removal of Waste in t				
Recycled waste (plastic and paper)	0	3	2	34
Solid waste removed and/or destroyed	1,055	155	249	822
Liquid waste removed and/or destroyed	437	590	522	1,343
Maintenance				
Used oil (t)	31	0	0	383
Industrial water management				
Liquid effluents (t)	405	572	627	55,699

2025 figures include numbers from acquisitions (South Africa and Nigeria)

*Non-hazardous liquid waste consists exclusively of sewage waste from sites that are not connected to a municipal sewage system.

WATER

[GRI 3-3]

Clean water is one of the most critical resources for Africa's future. The continent's macro-trends, including a growing population, rapid urbanization toward megacities, and an expanding middle class, are driving up demand for a reliable supply of clean water. At the same time, the intensifying effects of climate change, such as rising temperatures and prolonged droughts, are increasing the scarcity of this vital resource. Ensuring sustainable water management is therefore not only an environmental responsibility, but also fundamental to Africa's long-term resilience and prosperity.

For Solevo, clean water is both a strategic business area and a key lever for positive impact. Water-related activities represent an important share of our Life Sciences and Industrial Applications segments, with a strong focus on potable and process water treatment and underpin our commitment to sustainable development across the region.

Our recent acquisitions have further strengthened our capabilities in this field. With the acquisition of Rolfe in 2024 and XtremeBlue at the end of 2025, we have broadened our expertise and solutions to address the continent's water challenges more effectively. XtremeBlue will play an especially important role in the coming years in the development and support of desalination plants, which are critical for water supply in certain regions. We are investing in their research and development laboratories to enhance these capabilities.

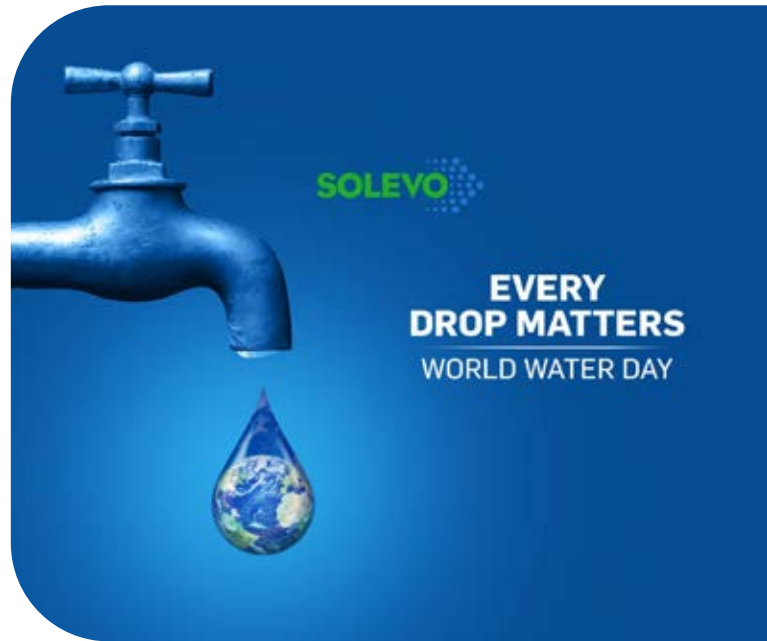
Potable water supply

To improve access to safe drinking water across Africa, we supply municipalities and public utilities with the chemical products needed to treat, clean, and purify water to potable quality. In Ivory Coast, for example, we collaborate closely with local authorities and participate in joint ventures with other private companies to strengthen the local water supply system. Our partners provide and operate the infrastructure, while we deliver essential treatment materials and share technical expertise on their proper use. Over the course of these collaborations, we also offer additional support services to help ensure that treatment plants operate efficiently and that the supplied products are used to their full potential. Our high product quality and reliability of supply have made us a partner of choice for potable water solutions.

**441,000
MEGALITERS**

OF WATER PURIFIED TO POTABLE QUALITY USING
SOLEVO PRODUCTS

These solutions are critical for protecting public health and supporting the growth of both urban and rural communities. In 2025, our products were used to treat approximately 441,000 megaliters of water to potable standards, supplying almost 58 Million people with clean drinking water for a full year.



Process water treatment

In addition to our work on potable water, we also support industrial water management through dedicated process chemistry solutions. In sectors where water is used for heating, steam generation, cooling, or other industrial processes, we supply treatment chemicals that help ensure water is properly treated before it is discharged back into the environment. Our coagulants and flocculants are applied in a range of industries, including automotive and food production, such as sugar manufacturing. In cooling systems, our products help prevent the buildup of chemical residues in recirculating water, enabling clients to lower their overall water consumption for treatment.

**146,279
MEGALITERS**

OF WATER TREATED FOR SAFE RELEASE USING SOLEVO
PRODUCTS

This support is particularly important for industries such as manufacturing, energy, and food processing, where water quality, operational efficiency, and regulatory compliance are critical. In 2025, our solutions enabled clients to treat around 146,000 megalitres of process water, significantly reducing their environmental footprint.

We deliver full service water treatment solutions for industries such as automotive manufacturing, including systems that convert alternative water sources, such as rainwater, into process water and enable the separation and reuse of production wastewater.

Through these activities, Solevo contributes to protecting natural ecosystems, preventing waterborne diseases, enabling quality of produced products and reducing industrial pollution.

SUSTAINABLE PROCUREMENT & PRODUCT MANAGEMENT

At Solevo, responsible procurement and stewardship of our products are central to our business model and our commitment to sustainable value creation. Our suppliers and the solutions we develop directly shape the environmental and social outcomes of our value chain. We recognize that sustainable business begins with transparent supplier relationships and extends through rigorous product oversight, and end-user engagement throughout the product lifecycle. By developing sustainable solutions that combine performance with environmental benefits, advancing circular packaging through reduction and reuse, and investing in end-user training, we strengthen our value chain. Operating across Africa, we work with suppliers to meet consistent standards and reliable product quality. Through our Supplier Code of Conduct, centralized procurement governance, risk-based audit approaches, and structured stewardship programs, we create conditions for shared progress toward responsible and sustainable procurement and product management.



SUSTAINABLE PROCUREMENT & PRODUCT MANAGEMENT

[GRI 3-3]

Solevo's sustainable procurement framework defines how our suppliers should demonstrate environmentally and socially responsible practices.

The Framework is implemented through the Supplier Code of Conduct (SCoC), which translates these expectations into binding requirements for all suppliers providing products, services, or other forms of support to Solevo. The SCoC is based on applicable local legislation and internationally recognized standards and is a prerequisite for any supplier relationship.

Potential suppliers are assessed before entering into a partnership, including through sustainability related due diligence processes. Solevo works with suppliers to address identified gaps and support improvements where appropriate. In cases where supplier practices do not meet defined requirements and cannot be remedied, Solevo retains the right to discontinue the business relationship and exclude the supplier. In 2025, no cases required suspension or blacklisting.

During 2025, Procurement governance continued to integrate the new acquisitions through centralization of purchasing activities. Buying is transferred to the centralized procurement functions in Geneva and Dubai. This development supports

OUR FOUR KEY AREAS:



Health and safety

- Comply with all applicable local legislation and international best practice in terms of health and safety
- Implement a Health and Safety policy for employees and subcontractors, applying the best standards (ISO 45001, IFC PS, ILO, etc.)
- Ensure appropriate and safe working conditions
- Provide Solevo with relevant product information (safety data sheets for chemicals, certificates of analysis and compliance, etc.)
- Prevent any harm to an individual's physical or mental integrity



Labor and human rights

- Support the principles set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and all relevant social standards (United Nations Global Compact; SA 8000)
- Ensure that business is conducted in a manner that recognises the right of all individuals to be treated with dignity and respect
- Reject all forms of discrimination and eliminate illegal working conditions such as child or forced labor
- Ensure career management for employees
- Supporting Diversity and Inclusion
- Eliminate all forms of harassment and discrimination



Environment

- Comply with all environmental legislation applicable in the countries in which we operate
- Adopt a proactive approach to environmental challenges, including energy optimization
- Contribute to the prevention of climate change
- Help protect biodiversity and ecosystems
- Preventing pollution
- Reduce greenhouse gas (GHG) emissions
- Reduce the use of natural resources



Governance

- Comply with the various regulations relating to international sanctions, the fight against money laundering and the financing of terrorism
- Implement a Know Your Customer (KYC) process
- Encourage ethical behaviour by reporting unethical behaviour and breaches of the Code of Conduct
- Prevent corruption, bribery, fraud, conflicts of interest and money laundering
- Prevent any violation of physical and digital data in order to guarantee the security of information

greater harmonization of processes, improved visibility and control over suppliers, stronger risk assessment, and more effective volume management across regions.

Supplier monitoring is supported by a risk based audit approach. Depending on the supplier profile, country, purchasing volume, and risk exposure, audits are conducted either by Solevo's procurement teams or, for product quality aspects, with the support of independent third parties. The audit scope focuses on the most relevant risks, including social conditions, site security, fire prevention and management, and environmental practices. During 2025, a total of 13 suppliers were audited in line with this approach.

13

**SUPPLIER AUDITS WERE COMPLETED,
COVERING ENVIRONMENTAL COMPLIANCE, QUALITY
STANDARDS, AND ESG ALIGNMENT**

Through its sustainable procurement framework, the Supplier Code of Conduct, centralized procurement governance, and structured audit processes, Solevo continues to strengthen oversight of its supply chain and support responsible procurement and product management across its operations.

SUSTAINABLE SOLUTIONS

[GRI 3-3]

Sustainable solutions are a central element of Solevo's product strategy and continue to guide the development of both agricultural and chemical offerings. Our focus lies on solutions that combine performance with environmental and operational benefits, while responding to evolving customer needs across agriculture, Food, cosmetics, and industrial applications.

Sustainable Agricultural Solutions

Solevo's agricultural solutions are designed to deliver agronomic performance while reducing environmental impact - addressing the needs of today's farmers without compromising the productivity of tomorrow's.

Our approach is centered on expanding solutions that combine agronomic performance with reduced environmental impact. By investing in sustainable agricultural solutions, Solevo is responding to shifting customer expectations and preparing its portfolio for markets that are expected to evolve over time.

Smarter fertilization, more resilient growth, lower emissions

Fertilizers and soil inputs remain fundamental to agricultural productivity. At the same time, their inefficient use—particularly in the case of nitrogen based products—can contribute to greenhouse gas emissions, soil degradation, and water pollution. Solevo addresses these challenges by rethinking how nutrients are delivered to crops and by supporting farming systems that are more efficient, resilient, and sustainable over the long term. These efforts support the gradual reduction of the environmental footprint of our agricultural portfolio.

Our activities are structured around four closely connected areas:

- **Reducing nitrogen losses**

We advance fertilizer solutions that improve nutrient efficiency, including slow and controlled release formulations that better align nutrient availability with crop demand. By limiting losses through volatilization and leaching, these solutions support more efficient input use and reduced environmental impact. Organic fertilizers complement this approach by supporting nitrogen utilization and nutrient retention in soils.

	2022	2023	2024	2025
Supplier Code of conduct signed (Geneva)	0	8	22	60
Supplier Code of conduct signed (other countries)	0	0	55	191
Total Supplier Code of Conduct signed	0	8	77	251
Questionnaire signed (Geneva)	0	10	23	65
Questionnaire signed (Other countries)	0	0	10	75
Total questionnaire signed	0	10	33	140

- **Biological nitrogen fixation**

Biological pathways offer an effective complement to synthetic fertilizers. Solevo develops microbial solutions that fix atmospheric nitrogen, with proven applications in legume crops and ongoing work to extend similar solutions to non-legume systems across a wider range of crops.

- **Climate resilience and carbon sequestration**

Resilient agriculture depends on healthy soils. Solevo evaluates solutions and practices that support carbon storage while delivering agronomic benefits, including regenerative approaches and biochar-based inputs that strengthen soil structure, fertility and long-term resilience.

- **Sustainable agricultural practices**

In addition to products, we promote practices that improve efficiency and reduce environmental impact. This includes encouraging legume-based crop rotations and supporting inputs that enable more precise nutrient management and balanced production systems.

The role of biostimulants

The development of biosolutions—particularly biostimulants—represents a cornerstone within Solevo's sustainable agricultural solutions and a key driver of the portfolio's future direction. While these solutions currently account for a limited share of Group sales, their development aligns with a broader global shift toward biological and nature based agricultural inputs.

Biostimulants support plant growth by activating natural physiological processes rather than targeting pests directly. By strengthening plants' own ability to cope with abiotic and biotic stress, these products enable crops to better defend themselves, which can contribute to reducing both the use and the dosage of conventional pesticides where agronomically appropriate.

In 2025, Solevo continued to expand its biostimulant portfolio, building on the foundations established in previous years. Capabilities linked to the Rolfes acquisition in South Africa further support this development, including kelp and seaweed based biostimulants that deliver strong agronomic results. These products provide vegetal hormones and bioactive compounds that enhance nutrient uptake, root development, and stress tolerance, with performance that compares favorably to other available solutions.

Beyond agronomic value, biostimulants also offer structural advantages. Compared to conventional chemical fertilizers, biosolutions are more concentrated and lighter to transport, resulting in lower impacts related to logistics and distribution. This contributes to improved resource efficiency across the value chain.

While the market for biostimulants is still at an early stage in many parts of West and Central Africa, Solevo is deliberately investing ahead of widespread market adoption. This forward looking approach reflects a strategic ambition to be a leading player in biosolutions. In parallel, biostimulants open access to export markets where demand is already established, including Europe, the United States, and Asia.

Sustainable Chemical Solutions

Solevo's sustainable chemical solutions support customers across food, cosmetic, and industrial applications by combining product performance with efficient, safe, and responsible use. Building on the approach established in previous years, sustainability in this context is closely linked to how chemical products are selected, applied, and supported throughout customer operations.

“SOME PRODUCTS WE CHOSE TO PHASE OUT IN 2023 ARE ONLY NOW BEING FORMALLY BANNED ACROSS OUR MARKETS. WE ANTICIPATED THIS BY MULTIPLE YEARS. THE IDEA IS TO LEAD — AND TO ALWAYS PROPOSE THE MOST SUSTAINABLE SOLUTIONS.”

— Jacques Hommes, Group Business Line Manager CPP & Seeds

Our focus is on solutions that help customers optimize processes, limit inefficiencies and negative environmental impacts, and manage operational risks. This approach is supported by targeted technical expertise and application support, enabling the effective and responsible use of chemical products in practice.

Key elements of our sustainable chemical solutions include:

- **High performance with improved efficiency**

We prioritize chemical products that deliver the required functional performance while supporting lower resource use, reduced process intensity, or improved operational efficiency. This allows customers to achieve their performance objectives while using inputs more efficiently.

- **Process efficiency and waste reduction**

Selected solutions contribute to more stable and consistent processes, helping to reduce product losses, reprocessing, and waste generation during manufacturing and downstream use. Improved process control supports both operational efficiency and reduced environmental footprint.

- **Safety and compliance support**

Through careful product selection and guidance on handling and application, Solevo supports safer operations and helps customers meet relevant regulatory and quality requirements, reducing risks related to incorrect use or non-compliance.

Chemical Application development

In 2025, these solutions were further strengthened through the development of dedicated application laboratories. The laboratories focus on chemical applications in personal care and hygiene, food, CASE, and selected agricultural uses. To strengthen customer co-development capabilities, Solevo initiated the setup of ten small-scale application laboratories across its markets.

These labs support application development, innovation, and quality assurance by enabling formulation optimization, increased customization, process validation, and early identification of inefficiencies. By addressing performance and quality aspects before

products are deployed at customer sites, they help prevent material losses, reduce operational risk, and support more efficient use of chemical products.

PACKAGING, RESOURCE EFFICIENCY, AND CIRCULAR ECONOMY

[GRI 3-3]

Packaging remains an important focus area within Solevo's environmental approach, particularly in contexts where waste collection and recycling infrastructure is still developing. Our actions continue to be guided by three complementary principles already established in previous years: avoiding packaging where possible, extending the use phase of packaging through reuse, and supporting recycling solutions where reuse is not feasible. In 2025, all initiatives introduced earlier remain ongoing and are being progressively reinforced across our operations.

Reducing packaging at the source

Avoiding packaging wherever possible remains one of the most effective ways to limit waste generation. In line with this approach, we continue to prioritize bulk and minibulk supply models over smaller, single use formats whenever technically and commercially feasible. In several industrial applications, liquid products are supplied directly in bulk through dedicated tanks rather than in solid or packaged form. This limits the use of packaging materials, reduces additional processing requirements for customers, and helps lower associated energy consumption and handling risks.

Reuse of packaging materials

A significant proportion of our products is distributed in Intermediate Bulk Containers (IBCs), drums, and plastic canisters. When properly handled, many of these containers can be reused for their original purpose, extending their useful life and reducing demand for new packaging. We continue to operate return and reuse programs in selected countries, building on existing practices in locations such as Côte d'Ivoire, Burkina Faso and South Africa. In some cases, containers are collected, inspected, and cleaned to enable safe reuse. These initiatives support resource efficiency while helping us better understand local conditions and requirements for scaling circular packaging models.

Reducing waste through packaging design

In parallel with reuse efforts, we continue to explore ways to reduce packaging waste through improved design. Resealable formats remain in place for certain products, allowing customers to use them over multiple seasons and reducing the need for single-use packs. We also continue to assess alternative packaging materials and formats that could improve recyclability or reduce environmental impact, while ensuring product safety and compliance. These evaluations are ongoing and adapted to local market conditions and available infrastructure.

"WE'RE INCREASING BULK SUPPLY — MEANING LESS PACKAGING, LESS PLASTIC. WE ARE OPTIMIZING FORMULATIONS FOR MUNICIPALITIES AND OFFERING BETTER PRODUCTS, REDUCING THE COST OF NEW FACILITIES. THESE ARE SUSTAINABLE SOLUTIONS, NOT JUST SUSTAINABLE PRODUCTS."

— Matthieu Van Bree, Business Line Director, Chemicals

Recycling and circular initiatives

Where reuse is not possible, we support recycling solutions that give packaging materials a second life. In the agricultural sector, used crop protection containers are collected with farmers and partners and transformed into plastic pellets that can be reused in the production of durable goods such as pallets or furniture. Complementary initiatives, including local plastic bottle collection programs around Solevo sites, further contribute to reducing waste and promoting local recycling value chains, with 1,006 kg of plastic bottles collected in 2025. These actions reflect our commitment to practical, locally adapted circular economy solutions.

Despite ongoing challenges, particularly where collection and recycling infrastructure is limited, we continue to prioritize practical approaches that combine waste reduction, reuse, and recycling.





PRODUCT STEWARDSHIP AND END-USER TRAINING [GRI 3-3]

Product stewardship and end user training remain central to Solevo's commitment to safe, responsible, and effective product use. For many of Solevo's solutions, correct application is critical to safety, environmental protection, and optimal performance. Ensuring that customers and end users have the necessary knowledge and practical skills therefore remains a core element of Solevo's approach.

Solevo invests in direct engagement with end users to complement product information provided through labels, safety data sheets, and technical documentation. Through structured stewardship programs, regular training sessions are delivered across business segments, often in collaboration with business partners. These trainings are designed to equip end users with practical knowledge covering handling, storage, and application of products.

For agricultural products, training activities focus on promoting safe and responsible product use while supporting good farming practices. Training content typically covers seasonal timing, appropriate dosage, the correct use of personal protective equipment (PPE), and proper waste management. These activities help reduce health and environmental risks while supporting effective product performance in the field.

To ensure accessibility and relevance, trainings are conducted directly on site and, where needed, in local languages. Solevo teams work closely with farmers, distributors, producers and local partners to adapt content to regional conditions and practices. Local field agents play a key role in supporting knowledge transfer at community level.

To extend outreach beyond population centers, Solevo continues to rely on mobile and on the ground engagement formats. Initiatives such as the Agro Truck and SOLEtour remain active across several countries, although scale and frequency vary by market. These initiatives allow Solevo to reach more remote communities, raise awareness of good agricultural practices, and demonstrate the correct use and benefits of its products. Field days and dedicated training days further complement these efforts.

In 2025, Solevo launched a train-the-trainer program in Côte d'Ivoire, working with CropLife Côte d'Ivoire to facilitate the training program. Twenty people from partner cooperatives were selected, to be trained and equipped to deliver farmer training on agronomic best practices, the safe and responsible use of crop protection products, and gender-based violence and harassment awareness. The first project result was that a new local training capacity was built, with whom we will stay in touch for developing products and enhance farmer engagement

The trainers had a target to train 200 farmers individually. Each one of them exceeded that target and together they trained 4,847 smallholder farmers, strengthening responsible product stewardship and promoting safer agricultural and social practices. The success of this project in Côte d'Ivoire provides a foundation for a scalable and structured "training of trainers" approach for all our countries to strengthen agronomic knowledge across its value chain. It contributes to improving farming practices, supporting productivity, and promoting more sustainable and responsible use of agricultural inputs. Through this initiative, SOLEVO reinforces its role as a key partner in advancing sustainable agriculture and empowering local farming communities.

Beyond agriculture, similar stewardship principles apply to Solevo's chemical solutions, adapted to the specific operational contexts of industrial, mining, and water related applications.

In industrial contexts, Solevo provides regular training and on site support. Dedicated teams operate at selected customer warehouses and sites, supporting day to day product handling and training staff on proper use, storage, and risk prevention. This service has been further extended and continues to be reinforced, helping customers strengthen safety practices, avoid spillages, and prevent environmental harm.

4,847

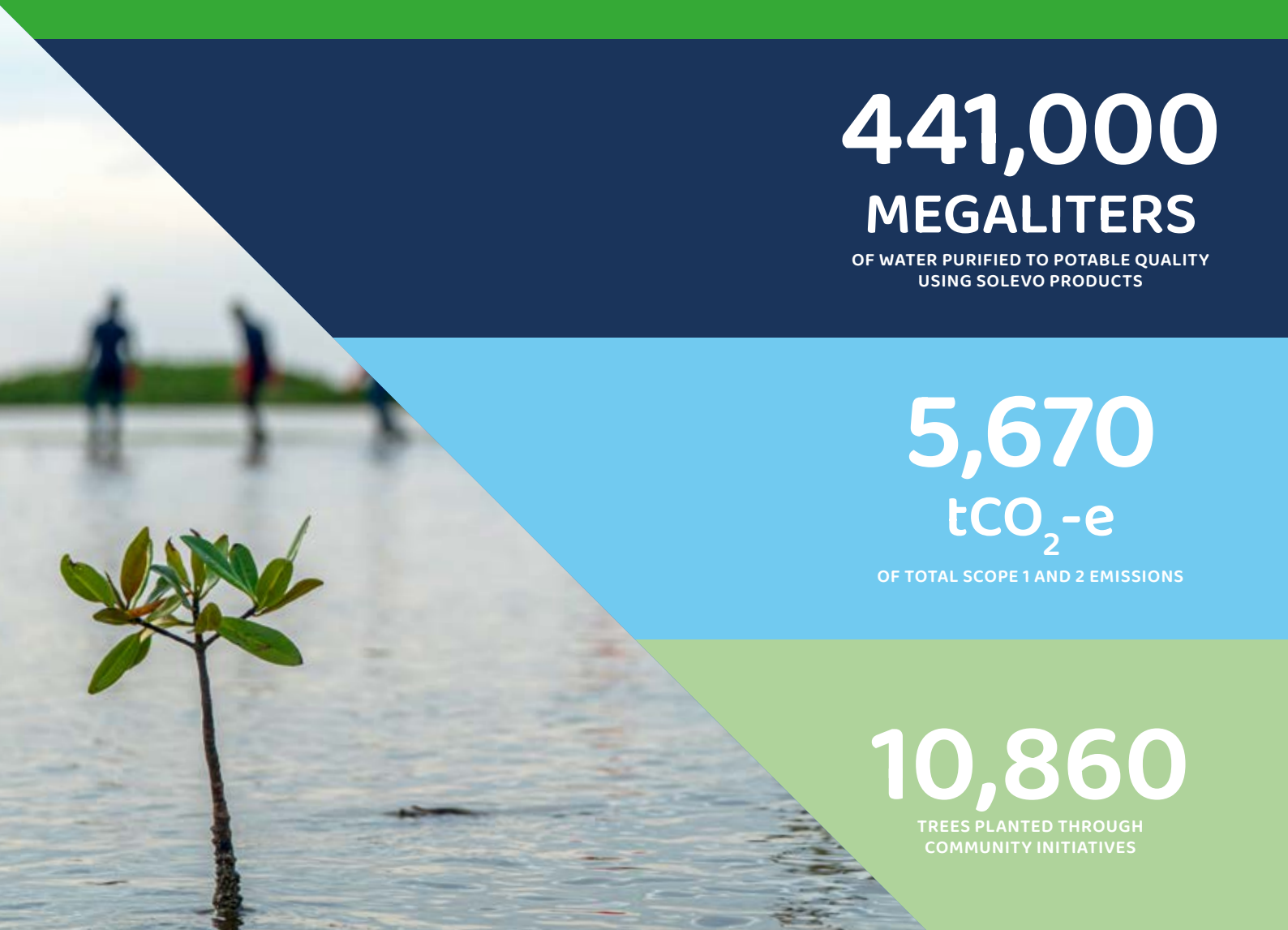
**SMALLHOLDER FARMERS REACHED THROUGH THE
"TRAIN-THE-TRAINER" PROGRAM IN CÔTE D'IVOIRES**

In specific areas such as water treatment, product stewardship requires particular attention, as Solevo provides integrated services in addition to products. Training therefore focuses on the correct integration of solutions into customer processes, as well as on safe handling throughout the application lifecycle.

In addition to product supply, Solevo supports customers with tailored value-added solutions. Where appropriate, this includes consulting services and repackaging options aimed at reducing operational risks related to handling, storage, and application. By aligning product formats with customer needs, Solevo contributes to safer operations and more responsible product use.

ENVIRONMENT OUTLOOK 2026

- The group-wide phase-out and replacement of outdated air conditioning units is planned to be completed by the end of 2026, **improving energy efficiency** and **reducing associated emissions** across operations.
- We plan to further expand the transition to **electric forklifts** across operations where technically feasible, supporting our group-wide emission reduction measures.
- Our small-scale application **laboratories**, the establishment of which began in 2025, will be **finalized in 2026**, enabling enhanced product testing capabilities, quality control and closer alignment with specific customer needs.



441,000 MEGALITERS

OF WATER PURIFIED TO POTABLE QUALITY
USING SOLEVO PRODUCTS

5,670 tCO₂-e

OF TOTAL SCOPE 1 AND 2 EMISSIONS

10,860

TREES PLANTED THROUGH
COMMUNITY INITIATIVES

ABOUT THIS REPORT

[GRI 2-2, 2-3, 2-5]

This sustainability report covers the efforts of the entire Solevo Group with all its subsidiaries in the reporting year from 1st of January 2025 to the 31st of December 2025. For the first time, our two 2024 acquisitions Multichem Nigeria and Rolfes in South Africa have been fully included in Solevo's reporting. Our most recent acquisition of Xtreme Blue in Egypt will be fully included in the 2026 report. The Solevo Sustainability Report is published annually. The present report was not subject to external assurance.

Contact point for this report: Folkert Tjebbes, Chief Development Officer, Folkert.tjebbes@solevogroup.com



ANNEX

CLIMATE CHANGE

FUEL CONSUMPTION

Fuel consumption in litre (l) or kilogram (kg)	2023	2024	2025
Diesel (stationary) (l)	42,254	193,546	153,684
Diesel (mobile) (l)	338,602	945,030	1,090,929
Gasoline (stationary) (l)	0	3,724	4,288
Gasoline (mobile) (l)	86,269	217,577	221,998
Gas- butane (kg)	0	1,350	13,970

2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)

REFRIGERANT CONSUMPTION

Refrigerant consumption in kilogram (kg)	2022	2023	2024	2025
Refrigerant R410	59	39	59	56.5
Refrigerant R22	28	55	67	45.5
Total	87	94	126	102

2024 and 2025 figures include numbers from acquisitions (South Africa and Nigeria)

OWN WORKFORCE

NEWLY HIRED EMPLOYEES AND EMPLOYEE TURNOVER

Newly hired employees and employee turnover	2023	2024	2025
Total rate of new employees during the reporting period	14%	15%	19%
Total employee turnover rate	9%	9%	8%
Rate new employees in Angola during the reporting period	18%	24%	36%
Rate of employees in Angola who left the organisation during the reporting period	6%	6%	12%
Rate new employees Burkina Faso during the reporting period	17%	0%	9%
Rate of employees Burkina Faso who left the organisation during the reporting period	0%	4%	0%
Rate new employees in Cameroon during the reporting period	4%	8%	8%
Rate of employees in Cameroon who left the organisation during the reporting period	6%	2%	6%
Rate new employees in Ghana during the reporting period	20%	32%	50%
Rate of employees in Ghana who left the organisation during the reporting period	30%	6%	35%
Rate new employees Ivory Coast during the reporting period	24%	21%	36%
Rate of employees Ivory Coast who left the organisation during the reporting period	9%	3%	3%
Rate new employees in Madagascar during the reporting period	6%	18%	12%
Rate of employees in Madagascar who left the organisation during the reporting period	13%	2%	18%
Rate new employees in Mali during the reporting period	11%	0%	14%
Rate of employees in Mali who left the organisation during the reporting period	0%	0%	0%
Rate new employees Senegal during the reporting period	12%	6%	21%
Rate of employees Senegal who left the organisation during the reporting period	26%	2%	14%
Rate new employees in Switzerland during the reporting period	19%	13%	11%
Rate of employees in Switzerland who left the organisation during the reporting period	19%	4%	5%
Rate new employees in South Africa during the reporting period	n/a	n/a	13%
Rate of employees in South Africa who left the organisation during the reporting period	n/a	n/a	11%
Rate new employees in Nigeria during the reporting period	n/a	n/a	25%
Rate of employees in Nigeria who left the organisation during the reporting period	n/a	n/a	5%

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER
DEVELOPMENT REVIEWS

	2023	2024	2025
Percentage of total workforce who received a regular performance and career development review during the reporting period	100%	100%	100%
Percentage of women who received a regular performance and career development review during the reporting period	100%	100%	100%
Percentage of men who received a regular performance and career development review during the reporting period	100%	100%	100%

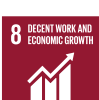
SWISS CODE OF OBLIGATIONS, ART. 964B

The following sections contain the report on non-financial matters in accordance with Art. 964b of the Swiss Code of Obligations.

Art. 964b content requirement	Section	Location
General information required to understand the nature of our business	CEO Statement	p. 5
	Portrait Solevo	p. 8–11
Description of our business model	Portrait Solevo	p. 8–11
Environmental matters (including CO ₂ goals)	Concepts followed	p. 49–51, 53, 55, 57, 58, 60
	Measures and their effectiveness	p. 21, 22, 49–55, 58–61
	Risks and their management	p. 48, 49, 53, 55, 58
	Key performance indicators	p. 50–55, 58, 61
Social issues and employee related issues	Policies adopted	p. 26, 33, 34, 36–38
	Measures and their effectiveness	p. 30, 31, 34–39, 41–44
	Risks and their management	p. 21, 22, 32, 33, 34, 36–38, 40–44
	Key performance indicators	p. 30, 31, 34–37, 38–39, 41–44
Respect for human rights	Concepts followed	p. 32–34, 41, 42, 36, 57, 58
	Measures and their effectiveness	p. 32–35, 36, 41, 42, 57, 58
	Risks and their management	p. 21, 22, 32, 33–36, 41, 42, 57, 58
	Key performance indicators	p. 34–37, 57, 58
Combating corruption	Concepts followed	p. 20–26
	Measures and their effectiveness	p. 21, 22, 25, 26
	Risks and their management	p. 20–26
	Key performance indicators	p. 22, 26
References to national, European or international regulations	Solevo Sustainability Report	p. 65–69
Inclusion of the subsidiaries	Solevo Sustainability Report	p. 63

SDG INDEX

The 17 Sustainable Development Goals (SDGs) set by the United Nations, along with their 169 targets, act as a guiding framework for the necessary changes that governments, businesses, and civil society must undertake to achieve a sustainable future. These goals and targets address the critical economic, social, environmental, and governance challenges of our era, driving transformational change. At Solevo, we have embraced these goals as core values and as guidance for our company's actions and strategies.

	Sustainable Development Goal	Chapter	Location
	No Poverty	Labor and human rights	p. 32–39
	Zero Hunger	Outreach & communities	p. 40–44
	Good Health and Well-Being	Labor and human rights, Outreach & communities	p. 32–44
	Quality Education	Labor and human rights, Outreach & communities	p. 32–44
	Gender Equality	Labor and human rights, Outreach & communities	p. 32–44
	Clean Water and Sanitation	Environmental impact	p. 48–55
	Decent Work and Economic Growth	Labor and human rights, Outreach & communities	p. 32–44
	Industry, Innovation and infrastructure	Management system	p. 20–23
	Reduced Inequalities	Labor and human rights	p. 32–39
	Responsible Consumption and Production	Environmental impact, Sustainable procurement & product management	p. 48–61

	Sustainable Development Goal	Chapter	Location
	Climate Action	Environmental impact	p. 48–55
	Life below Water	Environmental impact	p. 48–55
	Life on Land	Outreach & communities, Environmental impact	p. 40–44, 48–55
	Peace, Justice and Strong Institutions	Management systems, Ethics	p. 20–26
	Partnerships for the Goals	Management system, Sustainable procurement & product management	p. 20–23, 56–61

GRI CONTENT INDEX

Statement of use	Solevo has reported with reference to the GRI Standards for the period 01.01.2025 to 31.12.2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard/ Other source	Disclosure	Location and additional information
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GENERAL DISCLOSURES

The organization and its reporting practices

GRI 2: General Disclosures	2-1 Organizational details	p. 8–9
	2-2 Entities included in the organization's sustainability reporting	p. 63
	2-3 Reporting period, frequency and contact point	p. 63
	2-4 Restatement of information	During the preparation of the 2025 report, inconsistencies were identified in previously reported fuel consumption, energy consumption and greenhouse gas (GHG) emissions data. Prior-year figures have therefore been restated to align with the underlying datasets used for GHG calculations. In addition, the reporting scope was expanded to include operations in Nigeria and South Africa. As a result, reported fuel consumption, energy consumption and Scope 1, 2 and 3 emissions increased compared to the previously disclosed 2024 figures. Furthermore, the governance disclosure on gender representation was corrected. In the 2024 report, the reported percentage of men and women referred to the Executive Committee, although it was mistakenly presented as relating to the Board of Directors. The disclosure has been corrected in the 2025 report.
	2-5 External assurance	p. 63

Activities and workers

GRI 2: General Disclosures	2-6 Activities, value chain and other business relationships	p. 9–11
	2-7 Employees	p. 30–31
	2-8 Workers who are not employees	p. 30–31

GRI Standard/ Other source	Disclosure	Location and additional information
Governance		
GRI 2: General Disclosures	2-9 Governance structure and composition	p. 17, 18
	2-11 Chair of the highest governance body	p. 17, 18
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 17, 18
	2-13 Delegation of responsibility for managing impacts	p. 17, 18
	2-14 Role of the highest governance body in sustainability reporting	p. 17
	2-15 Conflicts of interest	p. 17
	2-16 Communication of critical concerns	p. 25, 26
Strategy, policies and practices		
GRI 2: General Disclosures	2-22 Statement on sustainable development strategy	p. 5
	2-23 Policy commitments	p. 12, 13, 21, 22
	2-24 Embedding policy commitments	p. 12, 13, 21, 22
	2-25 Process to remediate negative impacts	p. 24–26
	2-26 Mechanisms for seeking advice and raising concerns	p. 26
	2-28 Membership associations	p. 19
Stakeholder engagement		
GRI 2: General Disclosures	2-29 Approach to stakeholder engagement	p. 19
	2-30 Collective bargaining agreements	p. 36
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-2 List of material topics	p. 12
Management System		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 20–22
Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 24–26
Own indicator	Number of reported cases through our whistleblowing system	p. 26
Labor and human rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 32–39
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 65
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 33, 34
	403-2 Hazard identification, risk assessment, and incident investigation	p. 33, 34
	403-3 Occupational health services	p. 33, 34
	403-5 Worker training on occupational health and safety	p. 33, 34
	403-9 Work-related injuries	p. 34, 35
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 37
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 66
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 36

GRI Standard/ Other source	Disclosure	Location and additional information
Outreach & communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 40–44
Own indicator	Number of collected bags of blood through blood donation campaigns	p. 41,42
Environmental Impact		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 48, 49, 53, 55
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	p. 49, 50, 64
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 51
	305-2 Energy indirect (Scope 2) GHG emissions	p. 51
	305-3 Other indirect (Scope 3) GHG Emissions	p. 52
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 53, 54
	306-2 Management of significant waste-related impacts	p. 53
	306-3 Waste generated	p. 53, 54
	306-5 Waste directed to disposal	p. 53, 54
Own indicator	Number and volume of spills	p. 53, 54
Sustainable procurement & product management		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 56–61
Own indicator	Number of supplier audits completed covering environmental compliance, quality standards and ESG alignment	p. 58

