



Johnvents Group Sustainability Report

Table of Contents

SECTION	SUB-SECTION	PAGE
Introduction	About the Report	2
Leadership Messages	A Note from the Group Managing Director	3
	A Note from the Group Executive Director, Operations	3
	A Note from the Group Executive Director, Agri-Trade and FMCG Operations	4
	A Note from the Group Head, Special Projects	4
Johnvents Group	About Johnvents Group	5
	Our 3E Compass	5
	Johnvents at a Glance	6
	The Johnvents Journey	8
	Business Overview	9
	From Bean to Bar: Made in Nigeria	11
	Strategy & Governance	12
	Note from Sustainability Manager	13
	2025 ESG highlights	14
	Material Insights, Resilient Growth (Double Materiality Assessment)	16
Part 1 - Environmental Disclosures	Biodiversity in Action	23
	Energy Use and Transition	23
	Water Use, Discharge and Efficiency	24
	Tracking Emissions, Strengthening Resilience	25
	Climate Strategy: Policies and commitments	25
	Managing Operational Waste and Responsible Disposal	27
	Deforestation-Free Sourcing	28
Part 2 - Social Disclosures	Workforce Diversity	32
	Occupational Health, Safety and Wellbeing	33
	Human Rights and Responsible Business Conduct	37
	Forced and compulsory labour	38
	Child labour	39
	Strengthening Farmers, Supporting Communities	44
	Training and capacity building	45
	Community Investment and CSR Activities	47
Part 3 - Governance Disclosures	Policies and Governance Framework	49
	Due Diligence Documentation and Buyer Assurance	52
	Traceability	53
	Customer Health and Safety: Product Safety Compliance	55
	Sustainable Funding and Partnerships	59
	Johnvents sustainability charter and client programmes	61
	ESAP Implementation: BII and IFC	63
	Strengthening Compliance, Performance and Investor Assurance	64
Appendices	Appendix 1 - GRI Content Index	68
	Appendix 2 - Glossary and Abbreviations	87

Introduction

The 2025 reporting year unfolded amid heightened global scrutiny of agricultural supply chains. Regulatory developments such as the European Union Deforestation Regulation (EUDR), rising Development Finance Institution (DFI) expectations on environmental and social performance, climate-related risks, and persistent human rights challenges continue to redefine how agribusinesses operate. In response, Johnvents intensified its focus on strengthening traceability systems, reinforcing environmental and social safeguards, and building resilient, compliant, and future-ready supply chains.

About the Report

This Environmental, Social, and Governance (ESG) Report presents the sustainability performance of Johnvents Group for the reporting period 1 January 2025 to 31 December 2025. The scope of this report covers the Group's four subsidiaries — Johnvents Foods, Johnvents Industries, Premium Cocoa Products (Ile-Oluji), and Noble-Eagle, operating within the agricultural and food processing industries. Together, these entities represent the core operational footprint of Johnvents Group and form the basis for the disclosures and analyses contained in this report.

► Reporting Framework and Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) 13: Agriculture, Aquaculture and Fishing Sectors 2022 standard, ensuring alignment with globally recognised best practices in sustainability reporting. In addition, the Determination of Material Aspects (Double Materiality Assessment) was carried out following the principles of the Corporate Sustainability Reporting Directive (CSRD), enabling Johnvents Group to identify priority topics based on relevance, impact, and stakeholder expectations.

► Data Collection and Validation

All data supporting the GRI disclosures, including calculations for Scope 1 and Scope 2 greenhouse gas (GHG) emissions, was collected and validated using a dedicated sustainability data management platform. This platform ensures clear audit trails, traceability, and transparency throughout the data process, from source entry to final consolidation. Emissions calculations were performed using standardised methodologies embedded within the platform to enhance accuracy and consistency across all subsidiaries.

► Scope and Consolidation Approach

This report aggregates information from the operational locations of Johnvents Foods, Johnvents Industries, Premium Cocoa Products (Ile-Oluji), and Noble-Eagle. Data from each subsidiary underwent a structured validation process before being consolidated at the Group level. This approach ensures the comparability, completeness, and reliability of all ESG indicators presented.

A Note from the Group Managing Director

Publishing our first sustainability report is a moment we have worked toward with purpose and pride, and it marks the beginning of a new chapter in how Johnvents Group accounts for its impact and its commitments to the people and planet connected to our operations.

Over the past year, we have focused on strengthening the fundamentals of our sustainability approach. This includes deepening traceability across our supply chains, advancing our deforestation risk management systems, and improving how we measure and report our environmental impact.

A critical enabler of this progress is governance. We have continued to strengthen our governance structures, internal controls, and oversight mechanisms to ensure that sustainability is embedded within decision-making at every level.

We have also continued to invest in the people and communities that support our operations. Through structured farmer training programmes, human rights due diligence systems, and targeted inclusion initiatives, we are working to ensure that growth across our value chain is both responsible and sustainable. These efforts are supported by clearer governance frameworks and the ongoing implementation of our Environmental and Social Action Plan.

This report reflects where we are today: the progress we have made, the systems we have put in place, and the areas where further work is required.

Looking ahead, our focus remains clear: to strengthen execution, deepen governance, expand coverage across our value chain, and build a business that is both competitive and resilient in a rapidly changing environment.



John Alamu
Founder and Group
Managing Director

A Note from the Group Executive Director, Operations

Across Johnvents Group, the past year has been focused on embedding sustainability within our day-to-day activities, from sourcing and production to traceability, compliance, and logistics. Our priority has been to move beyond intent and ensure that sustainability is built into processes that are measurable, repeatable, and scalable.

A key area of progress has been supply chain traceability. We have continued to expand our farm mapping and data validation processes, integrating geospatial tools and risk assessment frameworks into sourcing decisions.

We have also advanced the implementation of our Environmental and Social Action Plan (ESAP), with a structured approach to monitoring progress across environmental performance, social responsibility, and occupational health and safety. These systems are supported by clearer internal accountability and regular performance tracking, ensuring that sustainability priorities are aligned with operational outcomes.

Equally important is the work being done at the community and farmer level. Through targeted training programmes and field-level engagement, we are strengthening capacity across our supply base and ensuring that sustainability standards are understood and implemented where they matter most.

Sustainability, from an operational perspective, is not static. It requires continuous refinement of systems, ongoing investment in people and tools, and the ability to respond to evolving regulatory and market demands. This report reflects the progress we have made in building a more structured and accountable operational framework, as well as the work that remains.



Dr. Yemisi Shittu
Group Executive Director, Operations

A Note from the Group Executive Director, Agri-Trade and FMCG Operations

This inaugural Sustainability Report marks a meaningful milestone in how Johnvents Group conducts its business and upholds accountability across our Agritrade and FMCG operations. It reflects not only our progress on sustainability and compliance, but also the broader systems, discipline, and operational focus required to build a resilient and competitive business.

Across our agritrade operations, we have continued to strengthen our sourcing networks, improve commodity handling standards, and deepen relationships with producers and off-takers in key markets.

In our FMCG business, we have focused on building brands and distribution capabilities that are responsive to evolving consumer preferences while maintaining the supply chain discipline that underpins product quality and availability.

This report sets a clear baseline, not only for sustainability performance, but for the systems, standards, and accountability structures we are embedding across sourcing, processing, and distribution. It captures where we are today and signals the direction in which we are building.

Looking ahead, our priorities are to grow our trade volumes and market reach with greater efficiency, strengthen our FMCG portfolio in both existing and emerging markets, and ensure that sustainability and compliance remain embedded in, rather than bolted onto how we operate.

Johnvents Group is building for the long term, as a credible trade and consumer goods business that competes on quality, integrity, and the strength of its operations.



Tarun Chawla
Group Executive Director,
Agri-trade and FMCG Operations

A Note from the Group Head, Special Projects

My role sits at the intersection of strategy and execution, and what has become increasingly clear is that the businesses best positioned for long-term growth are those that build resilience into their operations from the ground up.

Our work in special projects has been focused on exactly that, identifying where our value chains are most exposed, and putting in place the structures, partnerships, and capabilities needed to strengthen them.

This spans regulatory readiness, where we are actively aligning our operations with evolving international requirements such as the EU Deforestation Regulation (EUDR); responsible sourcing, where we are working to deepen traceability and raise standards at the producer level; and premium market access, where meeting higher compliance and quality thresholds is increasingly the price of entry into the markets that offer the greatest long-term value.

Beyond compliance, we are also focused on sustainable financing partnerships, recognising that access to capital on favourable terms is increasingly tied to demonstrable environmental, social, and governance performance.

Across all of these workstreams, the common thread is supply chain integrity. When we know where our commodities come from, how they are handled, and that they meet the standards our markets demand, we are better positioned to protect margins, reduce risk, and grow with confidence.

This report reflects the progress we have made and the foundation we are building. The work is ongoing, but the direction is clear.



Saloni Goyal
Group Head, Special Projects

About Johnvents Group

Johnvents Group is a multinational agribusiness and manufacturing company driving sustainable growth across the agricultural value chain, from primary production and sourcing to processing, manufacturing, supply chain management, and distribution.

Since 2016, the Group has evolved from a single entrepreneurial idea into an integrated operator with activities spanning upstream sustainability and production, world-class processing facilities, and downstream consumer and industrial brands serving local and international markets. As a global value chain participant, our strategy

connects the farm to the factory gate. We build direct partnerships at origin, assess local needs, and design supply chain solutions that strengthen quality, improve efficiency, and create long-term value.

Our mission is to nourish Africa and global markets while strengthening the communities that power our operations. Through an integrated value chain spanning farming, processing, trading, logistics, and consumer brands, we deliver measurable, inclusive impact built for scale: elevating farmers, partners, and customers at every stage.

Our 3E Compass

At Johnvents, our 3E Compass beautifully guides our strategy and culture, inspiring us to create meaningful impact and drive sustainable, long-term value together!

Enrich

We enrich lives and communities by creating opportunities across the value chain, ensuring growth that is shared, inclusive, and sustainable.



Evolve

We remain agile, continuously adapting our strategies to manage risk, respond to changing market and regulatory conditions, and capture new opportunities.



Elevate

We elevate everyone we work with: farmers, suppliers, employees, and customers, building strong partnerships and delivering value that endures.



Johnvents at a Glance



Geographic presence:
Africa, Asia, and the UAE



Subsidiaries:
8+ entities across
three continents



**Manufacturing
footprint:**
10 factories



Product portfolio
Cocoa, cashew, sesame,
legumes, soybean, almonds,
pistachio, rice, edible oil,
animal feed, and
FMCG products



Global reach:
Sourcing from 12+ origin
countries; exports to
30+ countries worldwide



Certifications:
Rainforest Alliance,
HACCP, FSSC 22000



Johnvents Foods, Idanre, Ondo State



Premium Cocoa Products Ile Oluji, Ondo State



Johnvents Industries, Ondo State



Noble Eagle Industries Owo, Ondo State

The Johnvents Journey

Since 2014, Johnvents has evolved from a farmer-focused initiative into a diversified multinational agribusiness operating across production, processing, manufacturing, logistics, and global trade. The journey reflects disciplined growth, vertical integration, and expanding global reach.

2014

Laying the Foundation

Began as an informal initiative supporting smallholder farmers with access to finance and farm inputs.

Focused on farmer empowerment and aggregation.

2016

Formal Establishment

Incorporated as Johnvents Consulting Limited.

Transitioned into structured trading and commodity aggregation.

Built early farmer networks and supply partnerships across Nigeria.

2016 – 2020

Scaling the Trading Platform

Expanded aggregation hubs and strengthened sourcing networks.

Transitioned from consulting into large-scale agricultural trading.

Established the foundation for vertical integration into processing and value addition.

2021

Entry into Processing and Industrial Scale Operations

Acquired and commissioned the 18,000 MT cocoa processing facility (Johnvents Industries Limited).

Commissioned the Johnvents Cocoa Factory in Ondo State (18,000 MT capacity).

Processed 5,000 MT of cocoa within six months of operations.

Launched the 150,000 Cocoa Farmers Empowerment Programme.

Expanded warehousing capacity to 15,000 MT.

2022

Strengthening Sustainability and Market Presence

Launched structured sustainability initiatives in 2022, marking the beginning of Johnvents' formal sustainability journey.

Distributed 50,000+ cocoa seedlings in support of long-term sustainability goals.

Achieved Rainforest Alliance Certification.

Launched Nigeria's first locally packaged pure cocoa powder.

Expanded exports into Europe and North America.

Established Haven Hauling to strengthen logistics capacity.

2023

Expansion and Consumer Market Entry

Acquired Premium Cocoa Products Ile-Oluji (PCPIL), increasing processing capacity to 48,000 MT.

Expanded commodity trading to 25+ agricultural products across Africa, Asia, and the Middle East.

Launched Johnvents Foods Limited, introducing branded consumer products.

Achieved a BBB+ credit from GCR.



2024

Diversification and Global Expansion

Established Johnvents DMCC in Dubai to support international commodity trading.

Founded Noble-Eagle Industries Limited, expanding into edible oils, animal feed, cereals, and FMCG.

Became Nigeria's largest sesame exporter, generating up to \$200 million in annual commodity sales.

Transitioned from a cocoa-focused company to a diversified agribusiness with global reach.

Business Overview

Our portfolio spans cocoa, cashew, sesame, legumes, almonds, pistachios, rice, edible oil, animal feed, FMCG, and logistics. Through integrated sourcing, large-scale processing, and efficient supply chain management, we deliver high-quality, certified products to customers in over 30 countries, serving both industrial buyers and consumer markets with scale and reliability.

Cocoa



We operate a fully integrated cocoa value chain from farm to finished product. With multi-origin sourcing across West Africa and a combined processing capacity of 48,000 MT across our facilities in Akure and Ile-Oluji, we are the largest cocoa processor in Nigeria and among the largest in Africa. Our cocoa liquor, butter, cake, and powder are exported to Europe, the USA, and Asia, supported by globally recognised certifications.

Cashew



We operate an integrated cashew value chain from sourcing to processing and global distribution. We source Raw Cashew Nuts (RCN) across key African origins, ensuring traceability and consistent quality. Through regional processing, we convert RCN into premium-grade kernels for industrial and retail markets, delivering reliability, scale, and efficiency to global buyers.

Sesame



Johnvents sources, processes, and exports natural and hulled sesame across key African and global origins. Through multi-origin sourcing and local value addition, we serve food processors and ingredient manufacturers across Asia and Europe with reliability and traceability.

Legumes



We trade and distribute pulses and peanuts to high-demand markets, including India, Indonesia, and South Africa, ensuring consistent quality, strong sourcing networks, and dependable global supply.

Edible Nuts



Johnvents supplies almonds and pistachios through trusted international partnerships and local processing, serving both industrial buyers and consumer markets with flexible, value-added offerings.

Rice and Others



We source high-quality rice from key Asian origins for distribution across African markets, while connecting West African rubber to high-demand Asian buyers. Supported by strong sourcing networks and efficient export logistics, we ensure reliable supply across both food and industrial commodity markets.

Edible Oil, Feed and Water



We supply vegetable oils for household and industrial use while converting agricultural by-products into high-quality animal feed. This integrated model maximizes crop value, strengthens supply chain efficiency, and supports both domestic and export markets.

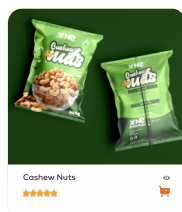
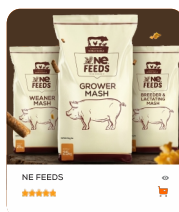
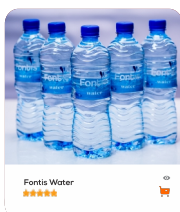
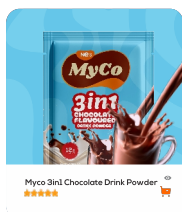
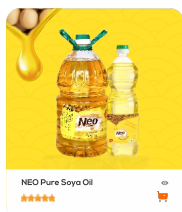
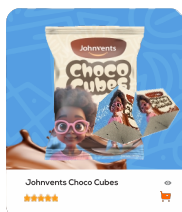
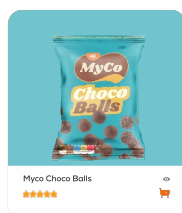
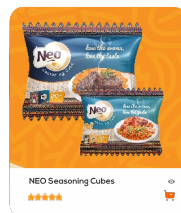
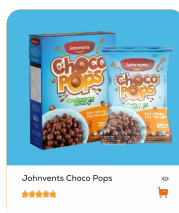
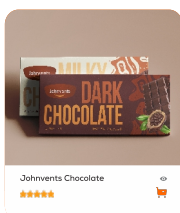
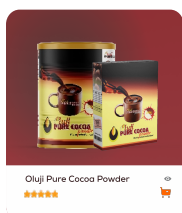
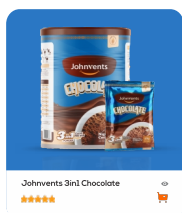
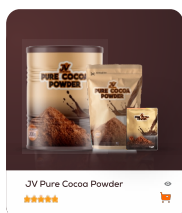
Logistics



Through Haven Hauling, we provide integrated logistics services that support internal operations and external industry partners with efficiency, reliability, and scale.

Johnvents FMCG

Our FMCG division transforms agricultural inputs into affordable consumer products, including cocoa beverages, cereals, seasoning cubes, edible oils, and bottled water, backed by strong quality standards and an integrated supply chain.



From Bean to Bar: Made in Nigeria

Johnvents Chocolate is deliciously grown, crafted, and packaged from bean to bar in West Africa, made with unique ingredients sourced directly from the region that gives it life. Understanding that journey is central to understanding who we are as a business.

The Farm

Johnvents Farms manages 1500 hectares of sustainable cocoa farmland across Oda and Ilara Mokin in Ondo State, Nigeria, where Good Agricultural Practices and climate-smart farming techniques are applied at every stage of production. Beyond our own farmland, we work directly with over 40,000 farmers across Nigeria, Ivory Coast, Ghana, and Cameroon, providing structured training, and ongoing field support to strengthen the quality and sustainability of cocoa at origin.

Our chocolate is rooted in the rich, complex soils of West Africa, where cocoa has been grown for generations. By sourcing directly from known farm origins, we bring out the distinct flavour notes that only a specific terroir can produce. Single-origin sourcing is not just a quality choice. It is a transparency commitment, connecting every bar to a specific place, a specific farmer, and a specific story.

Across our sourcing communities, ripe pods are hand-harvested, split open, and the beans extracted. What follows is critical to quality: fermentation, a carefully managed biological process that develops the flavour precursors defining the final product, and drying, where beans are spread under the sun to reach the precise moisture content required for safe storage and export. Each step is monitored against Johnvents' quality and traceability standards, with farm-level data captured and linked to unique farmer identification numbers.

The Supply Chain

From farm gate, cocoa moves through a structured and fully traceable supply chain. Licensed Buying Agents collect and aggregate beans at origin, with every transfer documented and digitised into the Group's Information Management System. Batches

are assigned unique identifiers that travel with the cocoa through warehousing, quality checks, and transportation to our processing facilities.

As a multi-origin trader and preferred supplier to industrial clients, Johnvents sources premium cocoa beans from Nigeria, Ghana, and Ivory Coast. By the time a batch arrives at the factory gate, its entire journey, from which farm it came from to which hands it passed through, is on record.

From Factory to Finished Product

At Johnvents Industries Limited in Akure and Premium Cocoa Products Ile-Oluji Limited, the transformation begins. From the careful selection of beans at the farm gate to the processing floor, every step is managed with precision and purpose. Fermentation profiles, roast temperatures, grinding consistency, and conching times are all monitored to bring out the full potential of the bean.

Beans are cleaned, sorted, and roasted to precise temperature profiles that unlock the complex flavour compounds developed during fermentation. The roasted beans are cracked and winnowed to separate the nibs from the shell. The nibs are ground into cocoa liquor, a pure, unsweetened chocolate mass that forms the foundation of every cocoa product. From the liquor, the process diverges: pressing separates cocoa butter from cocoa cake, which is then milled into cocoa powder. Each output, liquor, butter, cake, and powder, is tested against rigorous quality standards before leaving the facility.

At Johnvents Foods in Idanre, our FMCG facility, cocoa derivatives are transformed into chocolate and consumer products that reach everyday tables. Johnvents Chocolate meets FSSC 22000 food safety standards. And it is made entirely in Nigeria, by Nigerians, from bean to bar.



Strategy & Governance

At Johnvents Group, strong corporate governance is fundamental to achieving sustainable growth, responsible leadership, and long-term value creation. The Board of Directors is committed to maintaining the highest standards of governance, transparency, and accountability across all operations of the Group.

The Board provides strategic guidance and oversight to ensure that the company operates in alignment with its values, regulatory requirements, and stakeholder expectations. Through well-defined governance structures and specialised board committees, we monitor organisational performance, manage risks effectively, and promote ethical conduct across all areas of the business.

Our governance framework integrates environmental, social, and governance (ESG) considerations into strategic decision-making, ensuring that sustainability remains a core priority in the Group's operations and long-term strategy. The Board actively supports initiatives that strengthen responsible sourcing, environmental stewardship, employee well-being, and community engagement.

By fostering a culture of integrity, accountability, and responsible management, the Board remains dedicated to safeguarding stakeholder interests while driving resilient and sustainable growth for Johnvents Group.

Through continuous review and strengthening of our governance practices, we aim to ensure that the Group operates with transparency, sound oversight, and a clear commitment to sustainable value creation.

Role of the Board of Directors

At the centre of the governance architecture is the Board of Directors, responsible for providing strategic direction, ensuring effective oversight, and safeguarding stakeholder interests. The Board guides corporate strategy, monitors performance, manages risks, and ensures alignment with sustainability priorities.

Key Committees Supporting Governance

Governance and Nominations Committee

Oversees board composition, governance practices, and the nomination and evaluation of directors to ensure effective leadership and accountability.

Audit and Risk Management Committee

Oversees financial reporting, internal controls, compliance, and risk management to ensure transparency, accountability, and effective governance.

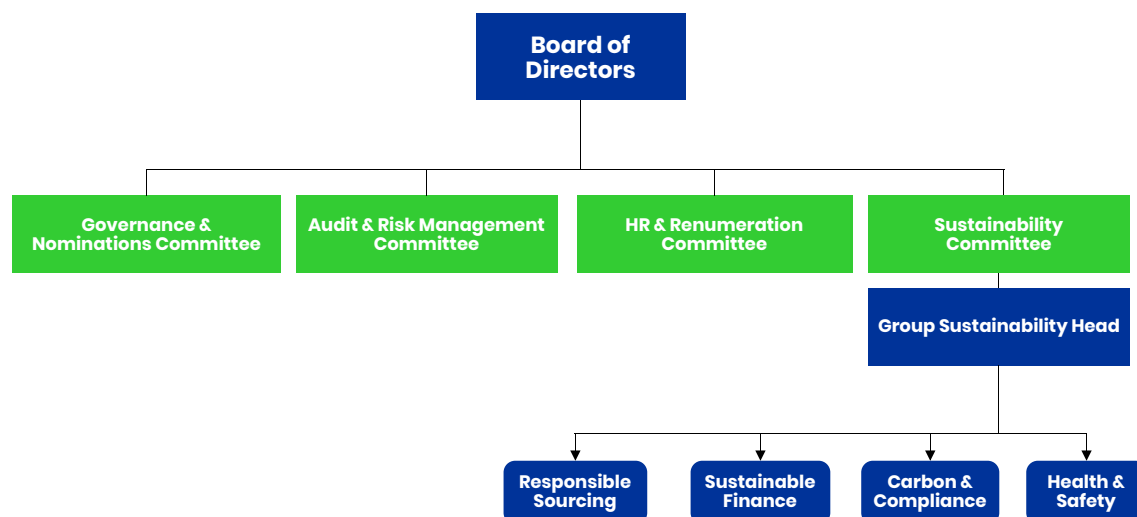
HR and Remuneration Committee

Oversees human resource policies, executive compensation, and remuneration structures to ensure alignment with organisational performance and governance standards.

Sustainability Committee

Oversees the company's sustainability strategy, ESG performance, and environmental and social initiatives to ensure alignment with responsible business practices and long-term value creation.

Operational leadership for sustainability is led by the Group Sustainability Head, who is responsible for implementing the Group's sustainability strategy and coordinating ESG initiatives across business units.



The sustainability function is further supported by specialised focus areas, including:

- **Responsible Sourcing** – Promoting ethical and sustainable supply chains.
- **Sustainable Finance** – Integrating sustainability considerations into financial planning and investments.
- **Carbon and Compliance** – Managing climate-related initiatives, carbon footprint monitoring, and regulatory compliance.
- **Health and Safety (H&S)** – Ensuring safe working environments and robust occupational health and safety standards.

This governance structure ensures that sustainability is embedded across strategic decision-making and operational implementation, supporting the Group's commitment to responsible business practices and long-term value creation.

Note from Sustainability Manager

At Johnvents Group, sustainability is at the heart of how we grow, innovate, and create value. As a company operating in dynamic and resource-intensive sectors, we recognise our responsibility to balance economic progress with environmental stewardship and social well-being. Over the past year, we have continued to strengthen our commitment to responsible business practices across our operations and value chain.

In 2025, we advanced responsible business practices through three pillars: environmental responsibility, social impact, and ethical governance. We made progress in improving compliance, resource efficiency, sustainable sourcing, and supply chain traceability, in collaboration with our partners, suppliers, and stakeholders. We also remained focused on investing in our people by fostering a safe, inclusive workplace and supporting community initiatives that create lasting social value.

This report highlights our achievements, key learnings, and the steps we are taking to build a more sustainable future. We thank our employees, partners, and stakeholders for their continued support as we advance our sustainability agenda.



Roopshikha
Corporate ESG Manager

2025 ESG Highlights



19.29M kgCO₂e
Total CO₂e Emissions



18.32M kgCO₂e
Scope 1 - Direct Emissions



962.71K kgCO₂e
Scope 2 - Indirect Emissions



39.4 %
Renewable / low-carbon energy share



50,000+ Farms
Screened against protected areas for deforestation monitoring



591.78 ML (Mega litre)
Water withdrawal



150.4 ML (Mega litre)
Water consumption



2.17 MT
Hazardous waste generated



15.29 MT
Non-Hazardous waste



10 Risk Assessments
conducted across operators operations



Traceability Strengthened
Farm-to-warehouse traceability systems implemented



In-house deforestation
risk analysis deployed



FSSC 22000, Halal, Kosher, SMETA and Rainforest Alliance



Global Certifications
maintained



Compliance Monitoring
Stronger certified-volume and batch tracking controls



3,042 ESG Training
HSE training delivered



286 Meetings
Toolbox safety meetings conducted



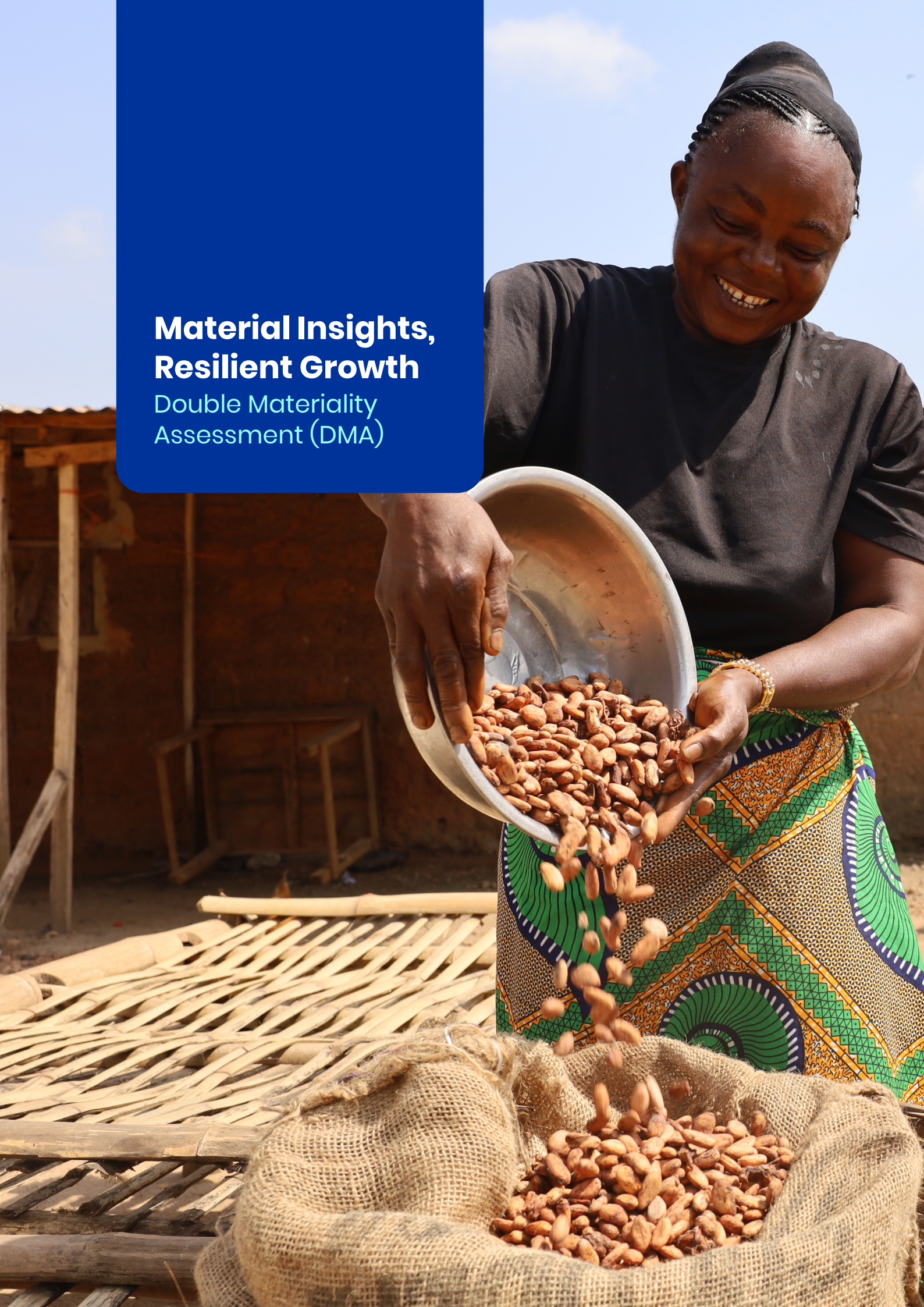
370 participants
Women wellness program



Women: 30%, Men: 70%
Workforce Diversity

Material Insights, Resilient Growth

Double Materiality
Assessment (DMA)



Material Insights, Resilient Growth

Double Materiality Assessment (DMA)

About This Disclosure

This Double Materiality Assessment (DMA) Disclosure Statement covers the reporting period 1 January to 31 December 2025.

This DMA was conducted for two complementary purposes: to systematically identify and assess sustainability topics that are material from both an impact and a financial perspective; and to provide investors, financiers, and institutional stakeholders with a structured, forward-looking view of how Johnvents Group quantifies and manages ESG-related risks and opportunities. The Group has been actively engaging in capital markets through multiple commercial paper issuances, and this disclosure directly supports its investor-grade ESG positioning.

Methodology

Process Overview

The DMA was conducted by applying a dual-lens framework aligned with CSRD/ESRS double materiality principles and GRI 3: Material Topics 2021. The process followed four sequential steps:

IRO Identification: A long-list of Impacts, Risks, and Opportunities (IROs) was developed using the ESRS topic taxonomy, informed by the Group's industry classification (Consumer Staples: Agricultural Products and Services), and extended with custom IROs specific to Johnvents Group's agri-value-chain profile.

Impact Scoring: Each impact-side IRO was scored internally across four ESRS dimensions: Scale, Scope, Remediability, and Likelihood. Weightings and thresholds were set, and topics exceeding the threshold were considered for further stakeholder engagement.

Financial Assessment: Risk and opportunity IROs were scored on the basis of magnitude and likelihood. As with the impact assessment, weightings and thresholds determined which IROs were advanced for stakeholder engagement.

Stakeholder Engagement: A multi-stakeholder survey was administered across investors, management, consultants, and certification bodies. Individual respondent scores were extracted and averaged to derive materiality coordinates. The initial universe of topics was consolidated into 11 topics aligned with GRI standards.

Assessment Scope

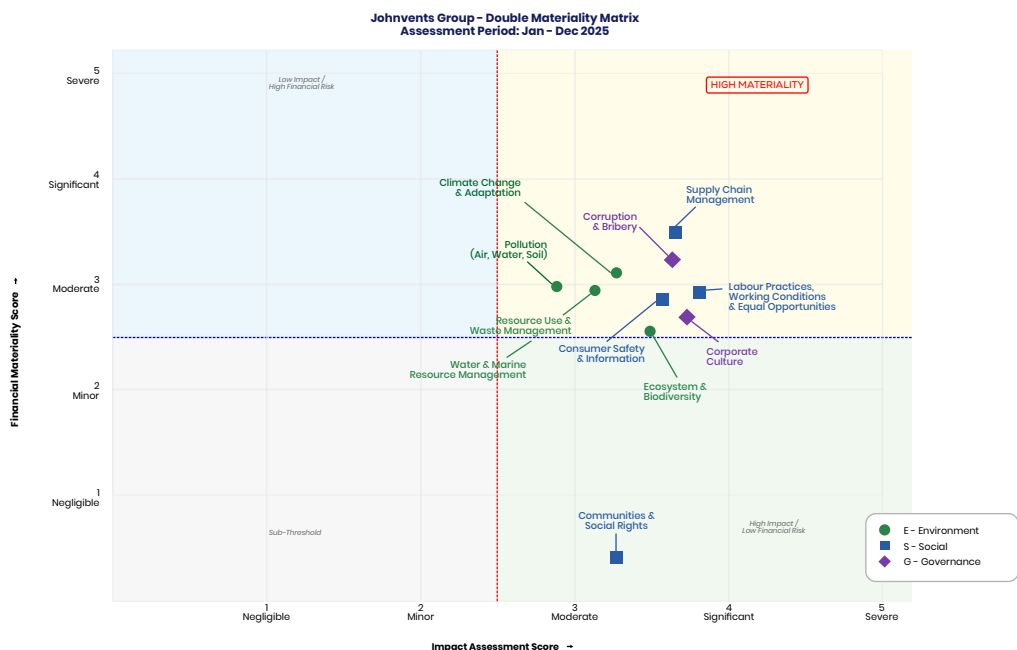
The assessment covered the Group's own operations and its value chain, including senior management, consultants, and investors and certification bodies. Time horizons considered were short-term (0 to 2 years), medium-term (2 to 5 years), and long-term (5 or more years).

Stakeholder Engagement

A comprehensive stakeholder engagement process was undertaken for the Double Materiality Assessment. Internal stakeholders, including employees, senior management, and members of the Board, were consulted to capture organisational insights and priorities. For the external dimension, perspectives were gathered from key stakeholder groups such as investors, industry consultants, and relevant certification bodies. Their input helped ensure that the assessment reflects both internal expectations and broader external considerations.

Materiality Matrix

The matrix below plots 11 material topics consolidated from 25 universe of topics and aligned to GRI standards. The x-axis represents the Impact Assessment score and the y-axis represents the Financial Materiality score. All 11 consolidated topics breach at least one materiality threshold, placing Johnvents Group's full ESG agenda within scope for GRI disclosure.



Material Topics: Summary Table

The table below lists all topics appearing in the materiality matrix, ranked by combined significance. Topics marked as material under impact materiality, financial materiality, or both are subject to full disclosure.

Topic	Financial Materiality	Impact Materiality	Quadrant
Climate Change and Adaptation	YES	YES	High Both
Water and Marine Resource Management	YES	YES	High Both
Ecosystems & Biodiversity	YES	YES	High Both
Pollution of Air, Water, and soil	YES	YES	High Both
Resource Use and Waste Management	YES	YES	High Both
Corporate Culture	YES	YES	High Both
Corruption and Bribery	YES	YES	High Both
Labour Practices, Working Conditions & Equal Opportunities	YES	YES	High Both
Consumers and End-Users Safety and Security	YES	YES	High Both
Supply Chain Management	YES	YES	High Both
Communities' Economic, Social and cultural Rights	YES	YES	High Impact Only

Material Topics-IRO Detail

The following table provides the complete list of individual IROs assessed as material on the impact dimension, with full statements, nature, type, and time horizon. Topics are grouped by pillars.

Environment

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Crop yield variability from extreme weather (droughts, floods, heatwaves) threatening raw material availability and supply continuity.	Climate Change & Adaptation	Cocoa yields are highly sensitive to rainfall patterns and temperature shifts. Stakeholders across investor and employee groups rated the likelihood of this impact as high, reflecting the already-visible disruption to sourcing. This IRO is material under the financial dimension as a market and supply-chain risk to revenues.	Negative	Potential	Long Term
Threat to rural livelihoods and food security for the 40,000+ smallholder farmers in Johnvents Group supply network.	Climate Change & Adaptation	Income instability from climate-driven yield losses cascades into food insecurity for farming communities. This has a high scope score given the breadth of affected communities. It is material to Johnvents Group both as an impact it has an obligation to address and as an operational risk to sourcing continuity.	Negative	Potential	Long Term
High energy intensity of production based on non-renewable sources increases the overall carbon footprint.	Climate Change & Adaptation	Processing operations are energy intensive. Use of non-renewable energy generates Scope 1 and 2 emissions that are directly attributable to Johnvents Group. It is also material as a transition risk given tightening carbon pricing regimes and investor scrutiny of emissions intensity.	Negative	Actual	Medium Term
Supplier climate adaptation: sourcing resilience through long-term agricultural practices.	Climate Change & Adaptation	Johnvents Group's ability to maintain raw material supply depends on smallholder farmers adapting to climate stress. Active supplier engagement on adaptation (soil health, drought-resilient varieties) is an actual positive impact already underway. Material because it is a differentiating factor and leads to premium market positioning.	Positive	Actual	Short Term
Customer and consumer climate mitigation: food waste reduction, packaging recyclability, and Scope 3 emissions reduction.	Climate Change & Adaptation	Downstream collaboration on packaging and food waste reduction reduces Scope 3 emissions attributable to Johnvents Group's products. Rated as actual and positive, this is material as a commercial differentiation lever with global buyers increasingly requiring Scope 3 disclosures.	Positive	Actual	Short Term
Water pollution from agricultural runoff: pesticides and fertilizers contaminating surface and groundwater.	Pollution of air, water, soil	Contamination of water bodies is a significant, hard-to-remediate negative impact. Given Johnvents Group's geographic footprint in water-stressed regions of Nigeria, this IRO is material and carries regulatory, reputational, and community license-to-operate implications.	Negative	Potential	Medium Long Term
Soil pollution from intensive pesticide and fertilizer use leading to soil degradation and loss of fertility.	Pollution of air, water, soil	Soil degradation is an existential risk to a cocoa agribusiness dependent on long-term land productivity. This IRO has direct financial materiality through asset value (land) and long-term yield capacity.	Negative	Potential	Medium Long Term

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Water stress and scarcity due to high water consumption in production and cleaning processes.	Water & Marine Resource Management	Processing operations require significant water volumes. In regions already experiencing water scarcity, this creates both an impact on local communities and a financial risk of operational disruption.	Negative	Actual	Short Term
Waste to landfill from processing operations negatively impacting soils, water, and contributing to climate change.	Resource use & Waste Management	Processing generates solid and organic waste. Current disposal practices lack circularity. Stakeholders rated this as an actual, near-term impact (Short Term horizon) on a significant scale.	Negative	Actual	Short Term
Supporting the transition to nature-positive solutions by improving supplier practices and participating in habitat restoration.	Impacts on the extent and condition of ecosystems	Johnvents Group has actual positive impact potential through its smallholder network. Transitioning suppliers to agroforestry and regenerative practices can restore habitats at scale. Material because it creates competitive differentiation with premium buyers.	Positive	Actual	Long Term
Impact of resource extraction and transformation of ecosystems. Agricultural activities reduce biodiversity through chemical use; unmanaged waste and emissions can alter ecosystem balance.	Impacts on the extent and condition of ecosystems	Johnvents Group operates across cocoa processing and agribusiness with a 150,000+ smallholder farmer network. Agrochemical use, land conversion, and waste streams directly threaten local biodiversity. Stakeholders rated this Significant on Scale and Scope; regulators and certification bodies flagged it as a long-term reputational and compliance risk.	Negative	Potential	Long Term

Social

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Influence on public trust in food systems through transparent, traceable, and responsibly sourced cocoa products.	Consumers and/or end-users safety & security	As a processor supplying global buyers, Johnvents Group practices directly shape perceptions of food system integrity. Stakeholders rated likelihood as high for this positive potential impact. It is material as a commercial imperative, brand trust is foundational to premium pricing and long-term offtake agreements.	Positive	Potential	Medium Term
Ensuring food safety and quality standards across all products and supply chains.	Consumers and/or end-users safety & security	Food safety is a non-negotiable compliance baseline and a direct positive impact on end consumers. Non-compliance creates financial exposure through recalls, regulatory penalties, and loss of certifications. Material under applicable export regulations.	Positive	Actual	Short Term

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Lack of supply chain traceability creates negative downstream impacts, including exposure to forced labour and deforestation risks.	Consumers and/or end-users safety & security	Processing operations require significant water volumes. In regions already experiencing water scarcity, this creates both an impact on local communities and a financial risk of operational disruption.	Negative	Potential	Short Term
Gender equality, diversity, and non-discrimination: active commitment to equal opportunity across the workforce.	Labour practices, Working conditions & Equal opportunities	Rated highest of any social IRO. Johnvents Group's workforce demographics and gender inclusion practices directly affect employee wellbeing and organisational performance. Material under GRI standards and increasing investor scrutiny of DEI as a social quality indicator.	Positive	Actual	Short Term
Employee training and capability development.	Labor practices, Working conditions & Equal opportunities	As a processor supplying global buyers, Johnvents Group practices directly shape perceptions of food system integrity. Stakeholders rated likelihood as high for this positive potential impact. It is material as a commercial imperative, brand trust is foundational to premium pricing and long-term offtake agreements.	Positive	Potential	Medium Term
Ensuring fair remuneration of all employees.	Labour practices, Working conditions & Equal opportunities	Fair pay is a foundational condition of decent work (ILO standards) and a core GRI requirement. Material because wage practices affect staff turnover, community relations, and compliance with all countries' labour law and international certification standards.	Positive	Actual	Short Term
Health and safety risks from industrial activities: accidents, occupational illness, and inconsistent protection standards.	Labour practices, Working conditions & Equal opportunities	Processing environments carry physical hazards. Harm from health & safety incidents is difficult to reverse. Financially material through insurance costs, productivity loss, litigation exposure, and potential loss of certification.	Negative	Actual	Short Term
Safe working conditions across the value chain, particularly for smallholder farmers.	Supply Chain Management	With 150,000+ smallholder farmers in scope, working condition standards have a massive reach. Material and essential for maintaining Rainforest Alliance and other certifications that carry direct commercial value in global markets.	Positive	Actual	Short Term
Traceability and monitoring requirements affecting working conditions of supply chain workers.	Supply Chain Management	Regulatory compliance may increase monitoring burdens on smallholder farmers, potentially affecting their working conditions and income. Material under GRI, Johnvents Group must ensure compliance activities do not inadvertently create new burdens for vulnerable supply chain workers.	Negative	Potential	Medium Term

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Ability to detect and prevent forced labour and deforestation within the supply chain.	Supply Chain Management	Non-detection of forced labour or deforestation in the supply chain creates catastrophic regulation and reputational risk. Rated potential and positive, reflecting the upside of having robust detection systems. This is also directly linked to market access for global buyers.	Positive	Potential	Medium Term
Contribution to local communities through economic activity, employment, and infrastructure support.	Communities' economic, social and cultural rights	Johnvents Group is a major economic actor in its communities. Direct employment and smallholder income payments constitute significant economic contribution. Material as a positive social impact to be measured and reported, and as a social licence-to-operate factor in regions where community relations are critical.	Positive	Actual	Medium Term

Governance

IRO Statement	Topic	Why It Is Material	Nature	Type	Time Horizon
Anti-corruption system: combating fraud, protecting whistleblowers, and managing conflicts of interest.	Climate Change & Adaption	Johnvents Group operates in jurisdictions where corruption risk is elevated. An active anti-corruption framework is an actual, positive impact on governance integrity. Material as a mandatory reporting requirement; the absence of robust controls would create both legal exposure and investor confidence risk.	Positive	Actual	Medium Term
Effective and transparent corporate governance structure positively influencing investor confidence and stakeholder relations.	Corporate culture	Governance quality is a foundation for all ESG commitments. Material under GRI standards; transparent governance is increasingly a prerequisite for institutional investment, development finance, and export certification.	Positive	Potential	Medium Term
Building an inclusive, safe, ethical, and engaging work environment to improve employee wellbeing and engagement.	Corporate culture	Organisational culture directly determines whether policies translate into practice. Culture is the mechanism through which all other ESG commitments are embedded. Employee engagement levels affect productivity, retention, and the credibility of external ESG disclosures.	Positive	Actual	Short Term

Part 1
**Environmental
Disclosures**



Biodiversity in Action

Johnvents is deeply committed to halting and reversing biodiversity loss by ensuring that our activities do not contribute to deforestation, habitat degradation, or species loss, while actively working to protect and enhance ecosystems across our operations and supply chains.

To achieve these goals, we have mandated the strict avoidance of land conversion in primary forests, High Conservation Value (HCV) areas, and legally protected ecosystems, alongside the establishment of biodiversity buffers around water bodies and wildlife corridors.

To actively reverse loss and restore nature, we implement reforestation and landscape restoration projects in degraded cocoa-growing areas and partner with local communities to conserve native species.

We also promote climate-smart agroforestry systems that integrate indigenous shade trees to improve soil health and carbon sequestration.

These commitments are guided by a strategic objective to ensure no net loss of biodiversity, which we monitor using GIS, remote sensing, and field surveys.

Our approach is informed by and aligned with international best practices and frameworks, specifically IFC Performance Standard 6, the FAO Voluntary Guidelines for Sustainable Soil Management, and the Cocoa and Forests Initiative (CFI).

Energy Use and Transition

Energy use is a key driver of the Group's Scope 1 and Scope 2 emissions. To support emissions management and operational planning, Johnvents tracks energy consumption by source category, including fossil and renewable or low-carbon energy. This supports clearer insight into reliance on different energy sources and helps identify opportunities for efficiency improvements and increased use of renewable energy over time.

Table: Energy Consumption and Mix

Energy Consumption	Quantity (MWh)
Disclose the fuel consumption from crude oil and petroleum products	10554.951
Disclose the fuel consumption from natural gas	13,837.224
Disclose the consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	6867.220
Disclose the total fossil energy consumption	31259.395
Disclose the share of fossil sources in total energy consumption (Unit: %)	60.585777
Disclose the fuel consumption of renewable sources, including biomass (also comprising industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	20335.880
Disclose the total renewable and low-carbon energy consumption	20335.880
Disclose the share of consumption from renewable and low-carbon sources in total energy consumption (Unit: %)	39.414223
Disclose the total energy consumption	51595.27

Table: Electricity Consumption (Purchased vs. Generator)

Energy Consumption	Quantity (MWh)
Electricity purchased	1510.76
Electricity generated through generator (Diesel/gas generator)	5359.63

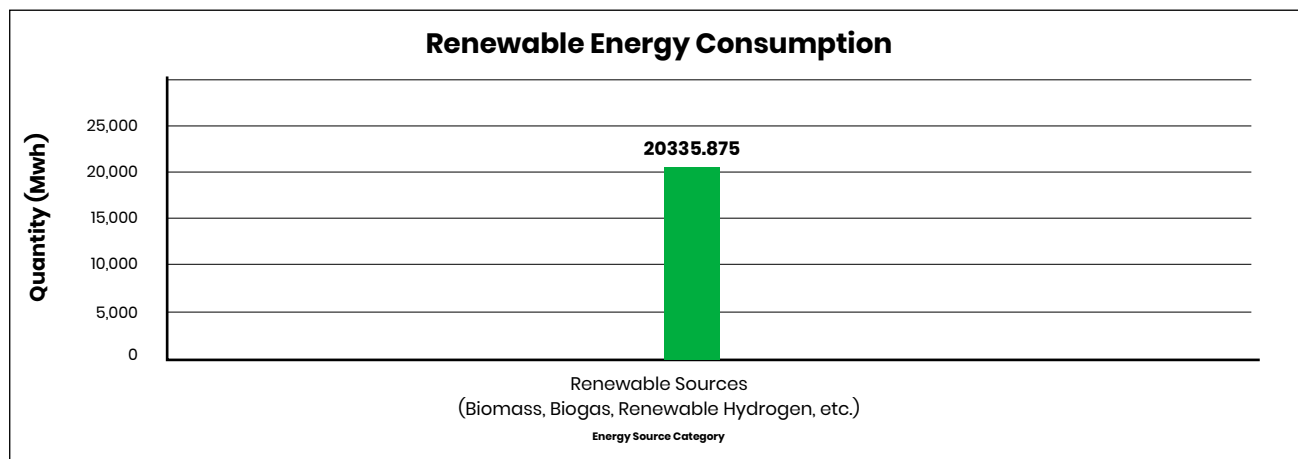


Figure: Renewable Energy Consumption

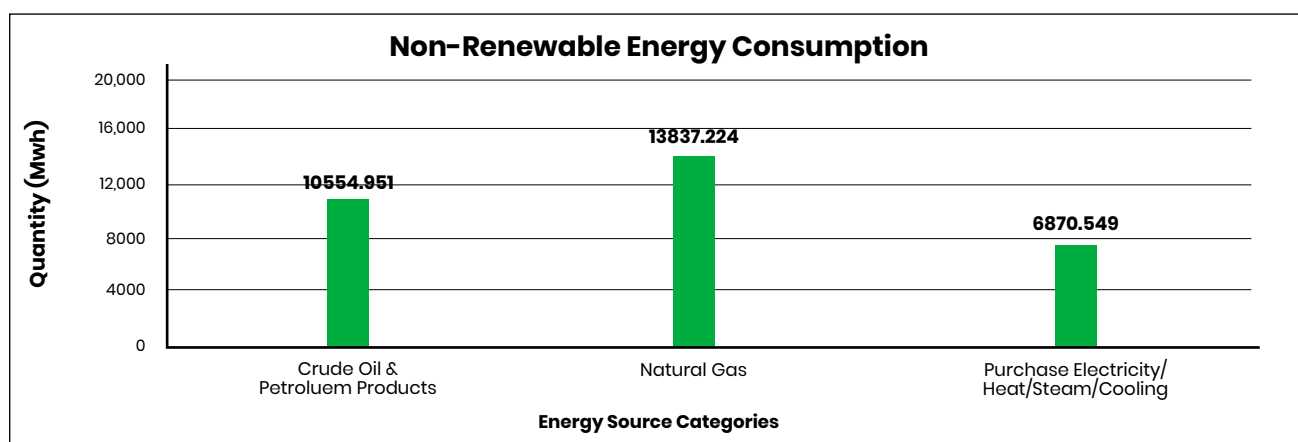


Figure: Non-Renewable Energy Consumption

Water Use, Discharge, and Efficiency

Johnvents monitors water withdrawal, discharge, and consumption to strengthen resource efficiency and minimise impacts on local water resources. Water performance data supports internal management decision-making and broader environmental stewardship across operational sites. The tables below summarise water-related performance for the reporting period.

Management of Water Discharge-Related Impacts

Water Withdrawal

Category	All Areas (ML)	Areas with Water Stress (ML)
Groundwater (total)	591.78	0

Water Discharge

Category	All Areas (ML)	Areas with Water Stress (ML)
Water discharge by destination		
Surface Water	4.61	0
Water Consumption		
Water discharge by destination	150.4	0

Tracking Emissions, Strengthening Resilience

Climate Governance and Emissions Management

In 2025, Johnvents strengthened its climate governance by establishing a GHG inventory aligned with the GHG Protocol, covering Scope 1 and Scope 2 emissions across its operations. The inventory enhances transparency, identifies key emissions drivers, primarily fuel-based energy use, and provides a foundation for future efficiency improvements and expanded emissions coverage, including Scope 3.

Johnvents recognises climate change as a material risk to operational performance, agricultural supply stability, and long-term business resilience. Rising temperatures, shifting rainfall patterns, and more frequent extreme weather events affect cocoa production, processing efficiency, and logistics reliability. In

response, the Group is strengthening internal systems to better understand and manage climate-related risks and impacts.

GHG Inventory

The Group strengthened its climate governance framework in 2025 by establishing a structured greenhouse gas (GHG) inventory aligned with the GHG Protocol Corporate Accounting and Reporting Standard, applying the operational control approach to define organisational boundaries.

This ensures that emissions are consistently tracked across all areas where the Group exercises operational control, promoting transparency and accountability across all reporting entities.

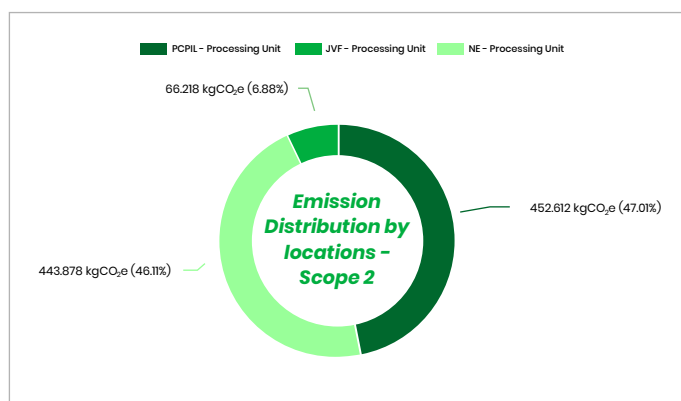
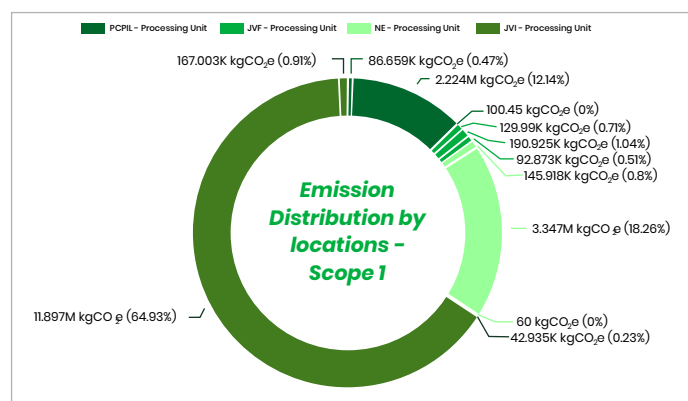
Emissions

Category	Unit	Amount
Gross direct (Scope 1) GHG emissions	Metric tons of CO ₂ equivalent	18,320
Gross location-based energy indirect (Scope 2) GHG emissions	Metric tons of CO ₂ equivalent	962.71

Table: Scope 1 and Scope 2 GHG Emissions (CO₂e)

- Scope 1 emissions represent the largest share of the Group's carbon footprint, primarily driven by stationary and mobile fuel combustion linked to processing facilities, logistics activities, and reliance on self-generated power.
- Scope 2 emissions, while comparatively lower, reflect electricity consumption across operational and administrative sites.

Emissions vary across business units in line with production scale, operational intensity, and energy demand. Facilities with higher processing throughput contribute a greater proportion of total emissions, providing clear insight into key emissions drivers and priority areas for efficiency improvement.



Methodology

We establish our greenhouse gas (GHG) inventory methodology in strict alignment with the GHG Protocol Corporate Accounting and Reporting Standard, applying the operational control approach to define our organisational boundaries. This ensures that emissions are consistently tracked across all areas where the Group exercises operational control, promoting transparency and accountability across our reporting entities.

Scope Coverage

Our current inventory covers Scope 1 emissions, comprising direct emissions from stationary and mobile fuel combustion, including generators, boilers, and vehicles, and Scope 2 emissions, comprising indirect emissions from purchased electricity across manufacturing facilities, warehouses, and offices. Scope 3 emissions, specifically those associated with agricultural

production and logistics, are not yet included. We intend to progressively expand our coverage as our data systems and reporting capacity mature.

Data Collection and Calculation

We collect activity data at the facility level from fuel consumption logs, generator and vehicle records, electricity invoices, and equipment registers. Emissions are calculated using internationally recognised emission factors derived from the Intergovernmental Panel on Climate Change (IPCC) and GHG Protocol guidance.

Data Assurance

We strengthen data quality through internal validation checks, periodic reviews of activity data, and variance analysis conducted by our Sustainability team to ensure a reliable baseline for performance tracking.

Climate Strategy: Policies and Commitments

We recognise that climate change directly affects agricultural productivity, cocoa quality, farmer livelihoods, and ecosystem stability. To safeguard its cocoa and broader agribusiness value chain, the Group is implementing targeted climate adaptation actions designed to strengthen resilience from farm to factory.

1. Climate-Smart Agriculture for Resilient Production

To adapt to increasing temperature shifts, irregular rainfall, and pest pressure, we promote climate-smart agriculture across our farming operations and smallholder supply base. Key adaptations include:

- Adoption of agroforestry, intercropping, and cover cropping to buffer crops against climate stress and maintain soil moisture.

- Introduction of drought-resistant, climate-resilient cocoa varieties suitable for hotter and drier conditions.
- Training farmers on integrated pest management and soil conservation to help them manage climate-related pest and disease risks.

2. Water and Soil Adaptation Measures

To reduce vulnerability to drought, soil degradation, and water scarcity, we implement:

- Drip irrigation and rainwater harvesting to ensure water availability during dry spells.
- Soil restoration practices such as mulching, composting, and organic inputs that improve fertility and support climate-resilient yields.

3. Climate-Resilient and Deforestation-Free Supply Chains

We strengthen supply chain resilience through ecosystem-based adaptation:

- Maintaining a deforestation-free sourcing model to protect forest ecosystems that regulate rainfall and local microclimates.
- Supporting reforestation and landscape restoration in cocoa-producing communities.
- Utilising traceability systems to ensure sourcing from legal and climate-stable landscapes.

4. Farmer Livelihood and Community Resilience

Recognising farmers as frontline actors in climate adaptation, we enhance resilience by:

- Providing training, climate information services, and access to finance to help farmers manage climate variability.
- Supporting diversified income opportunities to reduce vulnerability to climate-related crop losses.
- Strengthening farmer cooperatives and women-led groups to improve community capacity to absorb climate shocks.

5. Technology and Innovation for Climate Adaptation

To support early warning, risk management, and data-driven adaptation:

- Investing in research and development for climate-resilient agronomic techniques.
- Using satellite imagery and AI tools to monitor crop health, drought stress, and climate patterns.
- Collaborating with agricultural research institutes and universities on climate-resilient farming solutions.

6. Governance to Support Adaptation Actions

A Climate Action Committee oversees adaptation progress and implementation.

- Climate KPIs are embedded in business strategy, ensuring adaptation is operationalised across the value chain.
- Progress will be documented annually through a Climate Impact Report.

Managing Operational Waste and Responsible Disposal

Johnvents tracks waste generation and disposal pathways to support responsible waste handling, strengthen operational controls, and identify opportunities for waste reduction and diversion. Waste data is monitored by waste type and treatment route. The tables and figures below summarise waste performance for the reporting period.

Management of Significant Waste-Related Impacts

Waste	Total
Biomedical Waste Disposal (MT)	0.03

Waste by Type (Hazardous Waste)	Quantity (MT)
Used Oil	2.11
Used Filter	0.06

Waste by Type (Non-Hazardous Waste)	Quantity (MT)
Plastic Waste	1.58
Metal Scrap	1.6
Paper	1.4
Cardboard	0.94
Wood Waste	0.27
Agricultural Waste	6.81
Other Waste	2.69

Table: Waste Generation (Non-Hazardous Type)

Waste Directed to Disposal		Quantity (MT)	
Category	Subcategory	Unit	Amount
Hazardous Waste	Other disposal operations	Metric tonnes	2.17
Non-hazardous Waste	Other disposal operations	Metric tonnes	15.29

Deforestation-free Sourcing

Deforestation poses significant risks to biodiversity, climate stability, and long-term agricultural productivity. For cocoa supply chains, unmanaged forest loss also presents material regulatory, market, and reputational risks. Johnvents recognises these risks and is committed to ensuring that cocoa sourced through its operations is not linked to deforestation or forest degradation, in line with the European Union Deforestation Regulation (EUDR) and Rainforest Alliance (RA) requirements.

To operationalise this commitment, Johnvents has implemented a structured in-house Deforestation Risk Analysis (DRA) system. The DRA is designed to detect, flag, and address potential post-2020 forest loss within the supply chain, supporting a deforestation-free sourcing approach that meets applicable regulatory and certification requirements. The analysis focuses on detecting overlap between mapped farm polygons and forest loss occurring after the EUDR cut-off date of 31 December 2020, enabling farm-level compliance risk assessment.



Deforestation-free Sourcing Mapping

Scope of Analysis

In 2025, the programme successfully reached 40,000 farmers across its sourcing regions. A total of 122,916 hectares of land were verified as deforestation-free, reinforcing the Group's commitment to sustainable cocoa sourcing. In terms of certification, five farmer groups obtained Rainforest Alliance certification, strengthening compliance with international sustainability standards.

Sustainability Contributor

Clara serves as Monitoring and Evaluation (M&E) Manager, supporting the company's cocoa sustainability and regulatory compliance efforts. She manages end-to-end supply chain data for cocoa across the Group, including comprehensive farmer data management. She leads the collection, validation, and monitoring of sustainability and traceability of data across sourcing origins, ensuring data integrity for internal analysis and external reporting.

A standout achievement in her tenure is the design of the company's in-house deforestation risk assessment methodology, which enables the team to verify sourcing areas effectively, enhancing the Group's ability to assess and mitigate deforestation risks within its supply chain.

In addition to her technical leadership, she provides essential support to country teams and prepares comprehensive EUDR documentation for international clients, ensuring seamless market access and reinforcing the Group's zero-

deforestation commitments. Through her work, Clara contributes to data-driven decision-making, regulatory readiness, and transparency in sustainable cocoa sourcing.

"My goal is to make sure our sustainability data is as reliable as the cocoa we source. By building practical tools to track our impact, we can clearly show our commitment to protecting forests and supporting farmers."



Clara Anye
Monitoring and
Evaluation Manager

Risk Classification Framework

Following spatial analysis, farm plots are categorised into three risk levels:

Risk Level	Criteria
Low Risk	No overlap with post-2020 forest loss
Medium Risk	Less than 1% overlap and outside protected areas
High Risk	≥1% overlap with forest loss or located within protected areas

This structured classification enables prioritised verification and efficient resource allocation.

Secondary Verification and Remediation

Farm plots classified as medium or high risk undergo secondary verification. Johnvents uses a third-party application to generate evidence packs, including before-and-after satellite imagery and Normalised Difference Vegetation Index (NDVI) analysis, to confirm or refute potential deforestation events.

Where deforestation is confirmed, affected plots are excluded from the EUDR-compliant supply chain to maintain strict regulatory adherence.

Outputs from the DRA are consolidated into a master compliance database and visualised through internal dashboards, including reporting on total EUDR-compliant sourcing area in hectares. The

workflow is applied on an ongoing basis and updated as new satellite data becomes available, ensuring continuous monitoring, traceability, and audit readiness.

Overall Outcome

Through its structured DRA workflow, Johnvents ensures that cocoa sourced through its compliant supply chain is systematically screened, verified, and aligned with EUDR and Rainforest Alliance requirements, reinforcing a deforestation-free sourcing approach.

Part 2

Social Disclosures



Workforce Diversity

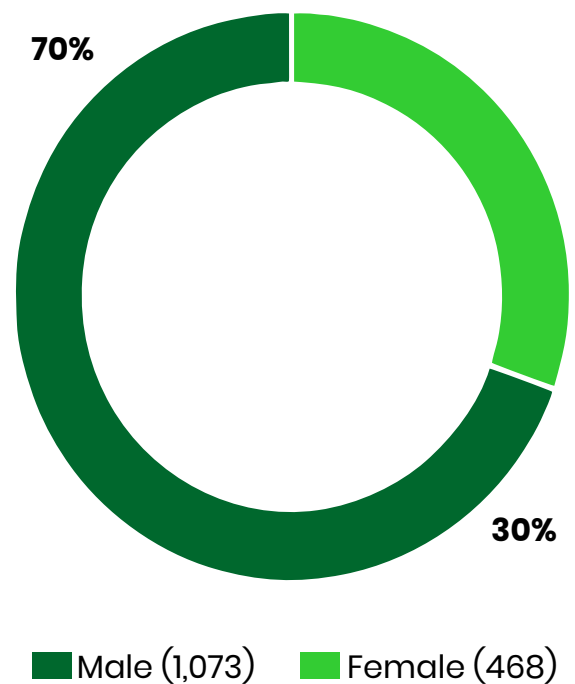
As part of our commitment to fostering an inclusive, diverse, and equitable workplace, Johnvents Group continues to monitor and disclose key workforce metrics in alignment with leading ESG frameworks, including GRI 405: Diversity and Equal Opportunity. Our gender distribution reflects our ongoing efforts to build a balanced workforce and strengthen representation across all levels.

Key Insights

- Johnvents Group maintains 30% female representation, reflecting steady progress toward gender balance across operational and corporate teams.
- Our inclusion strategy focuses on targeted recruitment, leadership development for underrepresented groups, and supportive workplace policies.
- Initiatives such as equal opportunity hiring, gender sensitisation training, and inclusive HR policies continue to shape a more equitable work environment.

Gender Diversity Pie Chart

Workforce Distribution (Total: 1541)



Occupational Health, Safety, and Wellbeing

Johnvents Group operates an Occupational Health and Safety Management System (OHSMS) designed to protect all workers and visitors across the Group's operations. The OHSMS covers all employees, contractors, vendors, temporary staff, and visitors, and applies across all workplaces and activities, including factories, administrative offices, warehouses, construction sites, and remote working environments. Contractors and temporary workers are required to receive appropriate induction and comply with Johnvents Group's safety standards prior to commencing work.

No workers, activities, or workplaces are excluded from the scope of the OHSMS, reflecting Johnvents Group's commitment to a consistent safety culture across all operations and all company locations.

Sustainability Contributor

Over the last six months, Mary supported measurable improvements in workplace safety performance at Johnvents Industries Limited through stronger training coverage, better hazard reporting, and faster corrective actions. The focus was on building a proactive safety culture where workers report risks early and controls are implemented consistently.

Her contributions included:

- Increasing proactive hazard and near-miss reporting through awareness and follow-up.
- Strengthening first aid and fire safety training participation and compliance.

- Improving PPE adherence and accelerating corrective action closure.
- Reinforcing cross-team collaboration to embed safety as a shared responsibility.



► Mary Idoreyin Utong

Health, Safety and Environment Officer,
Johnvents Industries Limited

Managing Workplace Hazards and Incidents

Johnvents is committed to maintaining an OHSMS aligned with ISO 45001:2018 and applicable statutory requirements. Work-related hazards are identified through ongoing risk assessments conducted at site level, with active worker participation. Risk assessments are reviewed and updated following incidents, operational changes, or identification of non-routine risks.

To manage identified risks, Johnvents applies a hierarchy of controls, prioritising:

1. Elimination
2. Substitution
3. Engineering controls
4. Administrative controls
5. Personal Protective Equipment (PPE)

To ensure effectiveness, the organisation provides

sufficient information, instruction, supervision, and training to all personnel, including induction training, job-specific procedures, and emergency response preparedness. Continuous improvement is supported through routine monitoring, internal audits, and tracking of key safety indicators including Lost Time Injury Frequency Rate (LTIFR). Johnvents encourages the reporting of hazards and near misses without fear of reprisal and supports worker wellbeing through access to medical care, mental health support, and wellness programmes.

Occupational Health Services

Johnvents provides occupational health services focused on prevention, early detection, and worker health awareness.

Health Service	Total
Pre-employment medical examinations	194
Periodical medical examinations conducted	409
Health awareness programmes conducted	34

Figure: Employee Health Examination & Awareness

Worker Training on Occupational Health and Safety

Johnvents mandates comprehensive occupational health and safety training for all employees, contractors, and temporary staff to ensure competence and preparedness before work begins. Training includes general modules such as safety induction, emergency response, and first aid, as well as job-specific procedures tailored to site and task hazards. To sustain safety

awareness, the organisation conducts regular fire drills and safety exercises, runs continuous safety campaigns, and delivers refresher training whenever new risks are identified or procedures change. Supervisors provide ongoing instruction and oversight to ensure workers understand their responsibilities and contribute to a strong safety culture.

Sustainability Champion

Olusegun advanced HSE implementation and helped improve Health, Safety and Environment KPI tracking at Noble-Eagle. Progress included more consistent monitoring of water use, wastewater, and waste management data for GRI KPIs and GHG reporting, supporting a shift in site culture from reporting as an obligation to reporting as a responsibility.

His contributions included:

- Strengthening site-level collection and consistency of environmental and social operational data.
- Building team awareness around accuracy and timely reporting expectations.

- Supporting capacity building with People and Culture and site leadership.
- Driving steady improvement despite legacy challenges such as late submissions.



Olusegun E. Olaniyi
HSE Officer, Noble-Eagle Industries Limited, Owo

Emergency Preparedness and Mock Drills

Johnvents conducts emergency preparedness drills to test evacuation readiness, strengthen response coordination, and identify practical improvement actions. Mock drills are used to reinforce worker awareness of alarm procedures, muster point discipline, headcount accountability, and safe response behaviour during simulated emergencies.

During the reporting period, fire emergency mock drills were conducted across key operational areas, with outcomes documented and corrective actions assigned to strengthen preparedness and reduce risk.

Admin 1 Fire Emergency Mock Drill

The Admin 1 Fire Emergency Mock Drill was conducted on 24 November 2025 to assess alarm activation, evacuation response, and muster point headcount procedures. The alarm was activated successfully, and staff evacuated to the designated assembly point. The total evacuation time was approximately seven minutes. Observations showed that 65% of staff evacuated immediately, while 35% delayed evacuation to

retrieve personal belongings. Headcount was completed without discrepancies.

Key improvement actions:

- Reinforce staff awareness to evacuate immediately upon alarm activation and avoid delays in retrieving personal items.
- Continue periodic mock drills to strengthen emergency response discipline and consistency.

Water Factory Fire Emergency Mock Drill

The Water Factory fire emergency mock drill assessed response speed, evacuation discipline, muster point behaviour, and headcount completeness. The alarm was activated successfully and total evacuation time was approximately one minute and 53 seconds. Observations noted that 80% of staff responded swiftly, while 10% appeared confused and 10% were uncertain of the correct procedure. At the muster point, 70% assembled appropriately; however, 30% lingered around the facility. During headcount, approximately ten staff members were not

registered, indicating gaps in accountability and assembly discipline.

Key improvement actions:

- Strengthen awareness on muster point discipline and the importance of reporting immediately for headcount.
- Conduct scenario-based drills and reinforce toolbox talks to reduce confusion and improve role clarity during emergencies.
- Improve headcount procedures to ensure complete registration and accountability.

Health and Safety Capacity Building

Workforce safety remains a core compliance priority. Structured health and safety training programmes were conducted across all entities during the reporting period.

Table: Health and Safety Training Hours by Entity (2025)

Entity	Training Hours
Johnvents Industries Limited (JVI)	252
Johnvents Foods (JVF)	289
Premium Cocoa Products Ile-Oluji Limited (PCPIL)	218
Noble-Eagle Industries Limited	315
Total	1,074

This capacity building reinforces regulatory compliance and strengthens internal safety culture across the Group.

Table: Training and Campaigns (2025)

Indicator	Total
Campaigns and promotions conducted (HSE and ESG)	56
Emergency mock drills conducted	5
HSE committee meetings conducted	16
Stakeholder engagement meetings conducted	40
Toolbox meetings conducted	286
HSE and ESG training programmes conducted	25
HSE/ESG trainings (Total man hours)	3,042

International World Cleanup Day 2025

As part of International World Cleanup Day 2025, Johnvents Group implemented the "Strive for Five: Mobilising Workplace for a Cleaner Future" initiative to strengthen workplace hygiene, employee awareness, and engagement around maintaining cleaner and safer work environments across operations.

Key activities included a dedicated factory cleanup session to reinforce good housekeeping practices and improve workplace sanitation, alongside an on-site staff sensitisation session focused on sustaining a cleaner workplace culture. A Group-wide employee engagement webinar was also delivered via Microsoft Teams on 24 September 2025, hosted by Olusegun E.

Olaniyi, HSE Lead at Noble-Eagle Industries Limited, with Dapo Omolade, Chief Executive Officer of Hybrid Group, as Guest Speaker. The session reinforced shared responsibility for workplace cleanliness and hygiene across all operational sites.



Grievances

Johnvents maintains mechanisms for workers to raise concerns and report issues. Grievances are logged, reviewed, and addressed in line with internal procedures.

Table: Grievances (Total)

Grievances	Total
Number of Grievances Reported	1
Number of Grievances Closed	1
Number of Grievances Pending	0

Worker-related Injuries and Safety Incidents

Johnvents tracks safety incidents for on-roll and contractual workers to identify trends, strengthen preventive controls, and improve workplace safety performance.

Table: Safety Incidents (On-Roll Employees)

Safety Indicator	Total
Lost Time Injuries (LTI)	5
First aid injuries	86
Man-days lost due to LTI	3
Near misses	90

Table: Safety Incidents (Contractual Employees)

Safety Indicator	Total
Near Misses	19

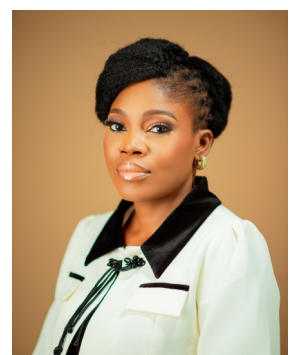
Sustainability Contributor

During the reporting period, Pamela supported improvements in employee relations, inclusion, and workplace conditions through coordinated HR actions implemented in collaboration with the Sustainability team. These efforts reinforced the Group's commitments to decent work, human rights, and responsible business conduct.

Pamela supported the implementation of a formal and accessible grievance management system to ensure employees can raise concerns without fear of retaliation. Awareness sessions were conducted to explain grievance procedures, whistleblowing channels, and confidentiality safeguards, with reported grievances documented, investigated, and resolved through defined internal processes.

She reinforced gender inclusion by embedding non-discrimination and equal opportunity principles within HR policies and practices. Gender equality and diversity training was delivered to staff and supervisors to promote respectful engagement and inclusive decision-making,

contributing to improved awareness, fair treatment, and broader participation across roles. She also supported continuous improvement of working conditions through alignment with labour standards, occupational health and safety requirements, and employee welfare expectations. Collectively, these contributions improved employee engagement, reduced social and operational risks, and supported a more inclusive workplace culture across the Group.



Pamela Elekwachi
HR Generalist, Johnvents Group

Human Rights and Responsible Business Conduct

Johnvents is committed to upholding internationally recognised human rights across its operations and supply chain. This commitment is formalised in the Group's Human Rights Policy, which aligns with the UN Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, core International Labour Organization (ILO) conventions, and the principles of the United Nations Global Compact. Together, these frameworks guide the Group's approach to labour standards, non-discrimination, child protection, and responsible business conduct.

The policy applies to all employees, contractors, suppliers, and business partners operating under Johnvents Group's operational control. Implementation is overseen through established governance and compliance structures, with senior management accountable for monitoring performance and integrating human rights oversight into broader ESG reporting and risk management frameworks.

Johnvents upholds fundamental labour standards, including freedom of association and collective bargaining, fair wages, regulated working hours, and statutory benefits. The Group maintains a zero-tolerance approach to discrimination, harassment, forced labour, and child labour across its operations and sourcing network.

Human rights due diligence is embedded within operational processes through supplier screening, contractual obligations, field-level monitoring, grievance mechanisms, and periodic risk assessments, with enhanced attention given to higher-risk sourcing regions. During the reporting period, no unresolved human rights grievances were recorded across Group operations. Continuous training and sensitisation programmes are conducted for employees, field officers, and farmers to strengthen awareness of rights, responsibilities, and available reporting channels.

Forced and Compulsory Labour

Johnvents Group is committed to the protection of human rights and decent working conditions by maintaining a zero-tolerance policy towards forced labour in all operations and business relationships. Forced labour in any form, including bonded labour, human trafficking, or coercion, is strictly prohibited.

This commitment is aligned with:

- The Nigerian Labour Act
- ILO Conventions 29 and 105 on Forced Labour, and Protocol No. 29 on Forced Labour (2014)
- The UN Guiding Principles on Business and Human Rights (UNGPs)
- The International Bill of Human Rights

Johnvents Group commits to the following:

Zero Tolerance: Prohibiting forced labour, bonded labour, servitude, debt bondage, and human trafficking.

Freedom of Employment: Ensuring workers have the right to leave employment freely with reasonable notice.

No Retention of Identity Documents: Prohibiting the confiscation of workers' passports, identity cards, or personal documents.

Fair Recruitment Practices: Ensuring that workers are recruited ethically, with no recruitment fees charged to workers.

Prevention Measures

- Conducting due diligence and risk assessments across all operations and suppliers to identify forced labour risks.
- Incorporating forced labour clauses into supplier and contractor contracts.
- Requiring age and identity verification during recruitment to prevent trafficking and bonded labour.
- Auditing recruitment agencies to ensure no recruitment fees are charged to workers.
- Establishing awareness programmes on worker rights, freedom of movement, and the prohibition of forced labour.

Mitigation Measures

- Where risks are identified, increasing monitoring and engaging with suppliers to strengthen labour practices.
- Working with recruitment agencies, NGOs, and government bodies to ensure safe and ethical hiring.
- Providing additional oversight for operations in high-risk industries or geographic regions.
- Suspending or limiting contracts with suppliers or partners who fail to take corrective actions.

Redress and Remediation

Where forced labour is discovered within Johnvents' operations or supply chain:

- **Immediate action:** Removing the worker or workers from harmful or coercive conditions.
- **Restitution:** Ensuring full payment of owed wages and compensation for damages.
- **Support services:** Facilitating access to social, legal, and rehabilitation services through

partnerships with NGOs or government agencies.

- **Supplier accountability:** Requiring suppliers to implement corrective actions; failure to comply may result in contract termination.
- **Non-retaliation:** Ensuring workers reporting violations are protected from retaliation.

Child Labour

Johnvents Group is committed to maintaining a work environment that upholds the highest standards of human rights, including the elimination of child labour in all its forms. The Child Labour Policy aligns with international labour laws, conventions, and the Group's ethical standards to prevent child labour and ensure a safe and fair workplace for all employees.

Policy Objectives

- To prohibit the use of child labour in all aspects of Johnvents Group's operations and supply chain.
- To promote the welfare of children by ensuring they are not exploited for labour under any circumstances.
- To ensure compliance with national and international labour laws, including ILO conventions and the United Nations Convention on the Rights of the Child.

- To provide guidelines for employees, contractors, and suppliers on the importance of eliminating child labour and enforcing compliance.

Recruitment Practices

- During the recruitment process, Johnvents Group verifies the age of all potential employees to ensure compliance with the legal minimum working age.
- Documentation such as birth certificates, national identification, or other valid forms of age verification is requested to confirm a candidate's eligibility for employment.
- Contractors, suppliers, and business partners are required to adopt similar recruitment practices to prevent the use of child labour.

Sustainability Champion

Babalola supported core field implementation work across the Ile-Oluji and Owo operational units. He contributed to field data collection and strengthened audit readiness through documentation and verification support, while also supporting CLMRS activities in Idanre through household and community profiling and remediation efforts.

His contributions included:

- Supporting Rainforest Alliance audit readiness through accurate field documentation.
- Providing reporting and documentation support to strengthen internal controls.
- Completing IFC Action Learning Programme (ALP) training and supporting the cascading of knowledge to cooperatives.
- Contributing to CLMRS implementation through profiling and remediation support.



Babalola Oluwagbohunmi
Field Officer

Nestlé Cocoa Plan

Nestlé Representative Abdulai Abdul Rahaman, Nestlé Cocoa Plan Manager, Ghana and Nigeria

"I want to thank you for your warm reception during this visit and previous ones. I must commend the good progress seen on the ground since the commencement of this partnership with Johnvents Group under the Nestlé Cocoa Plan (NCP) and Child Labour Monitoring and Remediation System (CLMRS) programme."

The field visits, which afforded us the opportunity to interact with smallholder farmers, suppliers including Licensed Buying Agents and brokers, nursery operators, and other stakeholders in the programme, are a testament to the dedication and commitment of the Johnvents management and sustainability team to building a cocoa supply chain that is truly sustainable.

The monthly CLMRS KPI submissions for 2025, covering January to December and verified by the International Cocoa Initiative (ICI), demonstrated continuous and significant progress in child labour awareness and sensitisation, household and children profiling, community profiling, child labour

case identification, remediation, and follow-up visits. In the year under review, approximately 96% of households covered by CLMRS activities were verified and profiled, and all children identified as being at risk of child labour received appropriate support.

We encourage Johnvents to continue strengthening its systems, always keeping sight of the overall goal: better lives, better farming, and better cocoa for every farmer in the programme.



Sustainability Contributor

We are encouraged by the positive feedback shared regarding the milestones reached under the Nestlé Cocoa Plan programme. The management of Johnvents Group is fully committed to ensuring that all programme KPIs, as outlined from the outset of this partnership, are fully implemented and sustained.

Our sustainability team will continue to work closely with farmers and all stakeholders in the programme to ensure that every pillar of the NCP is upheld. We deeply appreciate the timely support and monthly reviews provided by both the Nestlé team and the ICI team. These reviews have consistently provided valuable insights into areas for improvement, and the results we are seeing today are a direct reflection of that collaborative approach.

We remain committed to building a sustainable cocoa supply chain that is free of child labour, and to supporting all our smallholder farmers in improving their livelihoods.



Ebenezer 'Seyi Kehinde
Sustainability Country Lead

Child Labour Monitoring and Remediation

Johnvents is committed to preventing, identifying and addressing child labour risks within its sourcing communities. During the reporting period, Johnvents reached over 40,000 farmers through child labour prevention, monitoring and awareness activities under its Child Labour Monitoring and Remediation System, CLMRS. Our CLMRS approach draws on internationally recognised frameworks, including the International Cocoa Initiative, ICI, CLMRS approach and the Rainforest Alliance Assess-and-Address requirements. The programme is designed to identify risks early, strengthen community awareness, support vulnerable households and ensure that remediation actions are followed through where child labour risks are identified.

Community-level risk assessment formed the starting point across covered sourcing areas. Based on the risk profile identified, communities were grouped into intervention tiers, allowing Johnvents to direct more intensive monitoring and support to higher-risk locations. Higher-risk communities received household-level monitoring, case identification and close follow-up. Medium-risk communities were covered through structured assess-and-address activities, including internal inspections and committee-led oversight. Lower-risk communities received prevention and awareness activities focused on early detection, education and sensitisation.

Communities were reviewed periodically and could move between tiers as their risk profiles changed. Where a child was identified as being at risk of child labour, the case followed a structured remediation process. Each case was reviewed, classified by severity and supported through household counselling and an individual remediation plan. Remediation support included education-related assistance, such as school kits and learning materials, where required. Follow-up visits were conducted until closure criteria were met and the case was formally reviewed.

Johnvents remediation approach also addresses underlying household vulnerabilities. Through Village Savings and Loan Associations, GALS household methodologies, women's livelihood support and income diversification activities, the programme works to strengthen household resilience and reduce the economic pressures that can contribute to child labour risk. Awareness and sensitisation activities were conducted across covered sourcing communities, engaging farmers, spouses, children and community leaders. These activities helped build shared responsibility for child protection and reinforced the importance of education, safe farming practices and community-level vigilance.



Sustainability Contributor

During the reporting period, Tadese supported the Johnvents Sustainability Programme through capacity building, field engagement, and direct coordination of activities across multiple communities. Working with sustainability officers, field trainers, IMS personnel, and community facilitators, he helped ensure that structured training sessions reached all targeted locations.

Under an IFC-sponsored initiative, he supported the training of over 8,000 farmers across Ondo State in climate-smart agriculture, alongside training on Good Agricultural Practices (GAP), responsible agrochemical use, biodiversity protection, forest conservation, child labour prevention, safe working conditions, traceability, and proper recordkeeping, with reported participation of 80 to 90%. He also supported the successful completion of five Rainforest Alliance certification audits through farm monitoring, documentation support, and farmer mobilisation, strengthening compliance and traceability across the value chain.



Tadese Waliu Kolade
Sustainability Supervisor

Strengthening Farmers, Supporting Communities

In 2025, Johnvents delivered structured training programmes to 40,000 farmers across its sourcing communities, focused on strengthening social compliance, environmental stewardship, agricultural productivity, and quality management practices. Training covered labour and human rights standards, climate-smart and environmentally responsible farming, improved agronomic and post-harvest techniques, traceability recordkeeping, and quality improvement, equipping farmers with the knowledge and tools to strengthen both farm resilience and market readiness.

Our Farms: From Seedling to Sustainable Origin

Johnvents Farms serves as Johnvents' anchor origin model for sustainable cocoa production. Located across Oda, Ile-Oluji, Idanre, and Ilara, the farms span approximately 1,500 hectares cumulatively and play a strategic role in strengthening traceability, productivity, and long-term supply security.

Nursery & Farm Development

Johnvents Farms operates a structured cocoa nursery programme focused on improving planting material quality and agronomic performance. During the reporting period:

- Over 300,000 improved cocoa seedlings were planted
- More than 700 hectares were cultivated
- 100+ cocoa farmers were engaged through agronomic training and inputs support, contributing to improved livelihoods across participating communities

- Crop diversification included cocoa, oil palm, and plantain

The nursery promotes improved cocoa varieties, including the TC cocoa series, a high-yielding hybrid capable of delivering yields of ≥2 MT per hectare at maturity. This supports higher productivity, enhanced farmer income potential, and improved supply stability.

Post-Harvest Management

Post-harvest processes at Johnvents Farms include fermentation, drying (using drying mats), bagging, storage, and quality evaluation. These structured practices ensure consistency in bean quality, including targeted moisture content and grading standards, while enabling full traceability from farm to factory.

As a controlled origin within the Group's sourcing network, JV Farms strengthens supply chain visibility and supports compliance alignment with evolving sustainability requirements, including the

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
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EU Deforestation Regulation (EUDR).

Through improved agronomy, structured farm management, and full traceability integration, JV Farms reinforces Johnvents commitment to responsible land use and sustainable cocoa production.



Empowering Cocoa Farmers Through Grievance Mechanism Training

As part of Johnvents Group's commitment to a transparent and sustainable cocoa value chain, the Group has strengthened community engagement through grievance mechanism training across cocoa-growing communities. The initiative empowers farmers to voice concerns, seek solutions, and improve working and environmental conditions.

Aligned with the International Finance Corporation (IFC) Performance Standards 2 and 4, the training promotes stakeholder engagement and community participation. Through interactive sessions delivered in local languages, field instructors help farmers view grievances as constructive tools for communication and continuous improvement.



A Note from the Group Head of Corporate Communications and Marketing

Sustainability is no longer a standalone strategy or an afterthought undertaken for visibility. It is a core business concern, integrated into how organisations operate, make decisions, and define long-term value. This report represents our ongoing commitment to communicating sustainability with clarity and integrity, grounded in execution, supported by data, and aligned with the realities of our operations.

Over the past year, our focus has been on strengthening the alignment between action and narrative. As the Group has advanced its work in traceability, human rights due diligence, environmental management, and compliance, our responsibility has been to translate these efforts into communication that is credible, structured, and evidence-based.

Community investment and social responsibility continue to play an important role within our

broader sustainability framework. Through initiatives such as outreach programmes, community infrastructure projects, and farmer engagement programmes, we are contributing to the social and economic resilience of the communities connected to our operations. We recognise, however, that impact must go beyond activity. It must be measurable, relevant, and aligned with the long-term priorities of both the business and the communities we serve.



Ilabeshi Gabriel
Group Head, Corporate Communications and Marketing

Training and Capacity Building

In 2025, Johnvents trained 40,000 farmers across its sourcing communities through structured capacity-building programmes designed to strengthen social compliance, environmental stewardship, agricultural productivity, and quality management.

Training was delivered through structured field-based group sessions and community meetings facilitated by trained field officers. Follow-up farm visits were conducted to reinforce learning,

provide practical guidance, and assess adoption of recommended practices. Participation is tracked through attendance registers, while field-level observations and monitoring visits support evaluation of implementation.

Collectively, these programmes contribute to improved farm productivity, reduced social and environmental risks, strengthened traceability readiness, and enhanced cocoa quality across Johnvents' sourcing footprint.

Employee Engagement and Wellness

At Johnvents Group, employee wellbeing is not limited to physical safety on the factory floor. It extends to the health, dignity, and sense of belonging of every person across our operations. Through structured wellness events, medical outreach programmes, and inclusive engagement activities, we invest in the whole person behind every role.

International Women's Day 2025: Women, Work, and Wellbeing

This message set the tone for an inspiring International Women's Day celebration held simultaneously across all four Johnvents Group factory locations on 8 March 2025. Embracing the global theme of "Accelerate Action," with a special focus on women's wellness and wellbeing, the Group affirmed that meaningful progress begins with women's health, because only healthy women can accelerate change at home, in the workplace, and across society.

In collaboration with the Medical Women's Association of Nigeria (MWAN) and the Breast Cancer Association of Nigeria (BRECAN), Johnvents Group hosted a wellness event themed "Women, Work, and Wellbeing," reflecting the Group's

ongoing commitment to empowering women and championing their health at every stage.

Celebrations were held across Johnvents Industries in Akure, Premium Cocoa Products in Ile-Oluji, Noble-Eagle Industries in Owo, and Johnvents Foods in Idanre. The atmosphere across all sites was marked by energy, unity, and purpose.

Activities were thoughtfully designed to promote health, fitness, and holistic wellbeing, including light exercise routines, engaging wellness discussions, and breast cancer screening sessions. In total, 370 women participated across all locations, making this one of the Group's most impactful employee wellness events of the reporting period.



International Women's Day 2025: Participation by Location

Location	Women Participants
Noble-Eagle Industries, Owo	215
Johnvents Foods, Idanre	70
Premium Cocoa Products Ile-Oluji Limited (PCPIL)	45
Johnvents Industries, Akure	40
Total	370



International Men's Day 2025: Men, Strength, and Impact

From 25 to 27 November 2025, Johnvents Group organised a three-day internal engagement and medical outreach across all subsidiaries and operational locations to mark International Men's Day, themed "Men, Strength, and Impact." The campaign recognised the contributions of men across the business, promoted workplace wellness, raised awareness on occupational health risks, and encouraged proactive health screening and a fitness culture within the organisation.

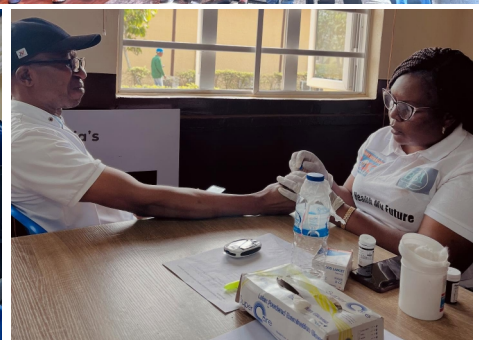
Activities were implemented across nine locations: Johnvents Industries Akure, Johnvents Foods Idanre, Premium Cocoa Products Ile-Oluji, Noble-Eagle Industries Owo, Johnvents DMCC Dubai, Johnvents Trading Kano, Johnvents Trading Ikom, Haven Hauling Apapa, and Haven Hauling Isolo. Across all sites, the celebration featured health talks, wellness engagement sessions, and team activities designed to foster a culture of proactive self-care among male employees.

Medical Outreach

In partnership with the Federal Medical Centre (FMC) Owo, Johnvents delivered onsite medical screening across all manufacturing locations. Services provided included vital signs assessment, random blood sugar screening, blood pressure checks, health education on occupational hazards, Lassa fever awareness, and one-on-one consultations with clinicians.

Table: Medical Outreach Participation by Location

Location	Participants Screened	Age - Range
Noble-Eagle Industries, Owo	95	20 to 58 years
Johnvents Foods, Idanre	74	21 to 63 years
Premium Cocoa Products Ile-Oluji Limited (PCPIL)	49	19 to 60 years
Johnvents Industries, Akure	69	19 to 63 years
Total	287	



Community Investment and CSR Activities

At Johnvents Group, our responsibility to the communities connected to our operations extends beyond the boundaries of our supply chain. Through targeted community investment initiatives, we are working to improve quality of life, create opportunity, and build lasting social value in the areas where we operate and source.



Noble Eagle Women Empowerment Programme

Phase 1: Transforming By-Products into Opportunity

The Noble Eagle Women Empowerment Programme is a flagship CSR initiative of Noble-Eagle Industries Limited, designed to promote women's economic empowerment and inclusive growth within the Owo community and surrounding areas. The programme leverages Distilled Fatty Acid (DFA), a by-product of the company's oil refining process, transforming production waste into opportunity by equipping women with soap-making skills, entrepreneurial knowledge, and pathways to financial inclusion. This approach directly embodies the circular economy principles at the heart of responsible production.

Overview

- 50 women from Owo Community (widows, traders, homemakers, artisans)
- Five-day in-person training (14-18 July 2025)
- Two months of supervised production and monitoring
- Starter kits and formulation manuals provided.



Training Components

Participants received hands-on training in:

1. Soap formulation and production techniques
2. Safe chemical handling and raw material management
3. Basic entrepreneurship and market readiness
4. Record-keeping for micro-enterprise development

Early Outcomes

Within one month of completion:

82% initiated home-based soap production

69% began earning income from sales

93% reported increased confidence in financial decision-making

Participant satisfaction:

4.86 / 5

Qualitative feedback highlighted increased independence, business ambition, and confidence.

Quality Assurance & Continuous Improvement

The Noble Eagle Quality Control Team reviewed participant products:

- Liquid soap met domestic benchmarks (minor pH adjustments recommended)
- Variability observed in bathing and laundry soap quality
- Additional coaching and refresher sessions introduced to improve standardization and product consistency

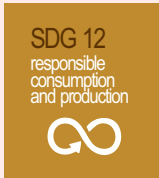
Implementation Challenges & Mitigation Challenges:

- Venue compliance constraints
- Initial product inconsistencies

Mitigation Measures:

- Structured follow-up visits
- WhatsApp-based monitoring and peer support
- Ongoing technical guidance

SDG Alignment



Johnvents Children's Day Outreach Programme

Every year on Children's Day, celebrations tend to be concentrated in urban centres, leaving children in rural and remote communities without recognition or participation. Johnvents Group launched its Children's Day Outreach Programme to change that, bringing celebrations, gifts, and engagement directly to communities that are often overlooked.

The programme was launched in 2024 with our first outreach in Kosodu community, Oyo State, a deliberate choice to begin where the need was greatest. In 2025, we expanded the programme to Arikanki Local Government Area in Oyo State, reaching more children across a wider geography.

As part of the outreach, children received writing materials and other educational supplies to support their learning, a small but meaningful investment in the futures of the communities we serve.

Since the programme's inception, we have reached over 500 children across these communities, creating moments of joy and visibility for children who deserve to be seen and celebrated.

This initiative reflects something simple but important at Johnvents: we believe that every child, regardless of where they live, deserves to feel valued. As we grow, so does our commitment to expanding this programme and deepening its reach across our operational communities.



Johnvents Apex League: Youth Development Through Sport

The Johnvents Apex League is a structured community development programme designed to advance youth development, promote social inclusion, and strengthen community cohesion through competitive secondary school football. Implemented by Johnvents Foods Limited in Ondo State, the programme addresses a recognised gap in structured youth engagement and sporting infrastructure in underserved school communities,

Indicator	Outcome
Schools participating	16
Public secondary schools	12
Private secondary schools	4
Registered student-athletes	320+
Direct school community reach	8000 students
Estimated indirect reach (digital and radio)	120,000+ impressions
Season duration	6 months
Estimated total physical spectator engagements	24,000 to 40,000

Season 1: Reach and Participation

The inaugural season of the Johnvents Apex League was delivered across 16 secondary schools in Ondo State, comprising 12 public schools and four private institutions. Key participation metrics for Season 1 include:

Programme Design and Standards

The league was structured to deliver a genuine development experience rather than a casual competition. Each participating school received home and away kits, ensuring equitable participation regardless of school resources. Fixtures were scheduled across six months with standardised rules, compliance systems, and professional matchday coordination. Leadership and technical awards were introduced alongside standard football awards to recognise qualities beyond athletic performance, including sportsmanship, teamwork, and fair play.

The programme invested in officiating technology including four-angle VAR coverage and wireless referee communication systems, setting a standard of transparency and fairness that reinforced trust among schools, parents, and community stakeholders.

creating a platform through which young people can develop discipline, teamwork, leadership, and ambition.

The programme directly supports the Group's commitment to community investment under GRI 413: Local Communities and contributes to SDG 4 (Quality Education), SDG 10 (Reduced Inequalities), and SDG 17 (Partnerships for the Goals).



Community Outcomes

The Johnvents Apex League delivered measurable social outcomes within participating school communities. Schools reported improved student discipline, stronger inter-school relationships, increased school pride and participation, and meaningful exposure to a structured competitive environment that many students had not previously accessed.

Participating institutions provided verified feedback reflecting the programme's community impact. Comfort Tenderfeet College described experience as valuable and memorable, expressing appreciation for the quality of organisation and the opportunity provided to their students. Oyemekun Grammar School noted that the programme brought out qualities in students that the school had not seen before and provided exposure that would not otherwise have been available. Aquinas College highlighted the positive effect on student motivation and the value of having a credible platform on which to showcase talent.

These outcomes reflect the programme's core purpose: to create structured opportunity for young people in communities connected to Johnvents' operations.

Inclusivity and Public School Access

A deliberate design choice in the Johnvents Apex League is the majority participation of public secondary schools, which account for 75% of participating institutions. Public schools in Ondo State often lack access to structured sporting competitions, adequate equipment, and professional coaching environments. By anchoring the league around public school participation and providing kits and infrastructure support to all teams equally, the programme ensures that community development impact reaches the students who need it most.



Solar Streetlamp Project

Access to safe, reliable lighting is a basic but transformative community need. In response to safety concerns along the road connecting the Roadblock junction to the Johnvents factory, the Group funded and installed solar-powered streetlamps along this corridor. The project has significantly improved night-time visibility and pedestrian safety for community members, factory workers, and motorists who use this route daily. By choosing solar-powered infrastructure, the initiative also reflects our commitment to clean energy solutions that deliver long-term community benefit without ongoing energy costs.

Oluji Sports Complex

Recognising that youth development and community wellness are foundations of long-term social resilience, Johnvents Group is supporting the development of a modern sports complex in Ile-Oluji. The facility is designed to provide the local community with access to quality recreational infrastructure, creating a dedicated space for sport, physical activity, and social interaction. Beyond recreation, the complex is intended to serve as a hub for youth engagement, community cohesion, and the promotion of healthy lifestyles in a region where such facilities have historically been limited. This investment reflects our belief that thriving communities and thriving businesses are inseparable.

Part 3
**Governance
Disclosures**



Policies and Governance Framework

Johnvents Group maintains a comprehensive policy framework that establishes consistent standards across all entities and functions. The framework guides ethical conduct, responsible sourcing, human rights protection, environmental stewardship, and transparent business practices. Policy commitments are operationalised through structured training and field implementation, supported by monitoring and accountability mechanisms to ensure consistent application across the Group's sourcing footprint and operations.

Policy Implementation Through Training Programmes

Johnvents embeds responsible business conduct throughout its sourcing activities and farmer relationships through structured training delivered by trained field officers via group sessions, community meetings, and follow-up farm visits. Participation is tracked through attendance registers, while field observations and monitoring visits are used to assess adoption and implementation.

Training programmes include:

Good Social Practices (GSP) Training

Strengthens compliance with labour and human rights standards, covering child rights protection, prevention of forced and child labour, non-discrimination, fair working conditions, freedom of association, grievance mechanisms, worker welfare, and occupational health and safety. This supports alignment with international sustainability standards and buyer requirements.

Good Environmental Practices (GEP) Training

Reinforces environmental stewardship by addressing farm-level environmental risks, including integrated pest management, responsible fertiliser and agrochemical use, waste management, water conservation, fire prevention, protection of high conservation value areas,

biodiversity conservation, and safe disposal of agrochemical containers.

Good Agricultural Practices (GAP) and Good Quality Management Practices Training

Operationalises productivity and quality commitments through modules on farm planning, soil fertility, pest control, post-harvest handling, fermentation, drying, storage, traceability recordkeeping, moisture management, and export standards, supporting yield improvement, loss reduction, and market readiness.

Governance and Accountability for Policy Delivery

Johnvents uses its Environmental and Social Action Plan (ESAP) as a central framework for assigning and managing responsibilities for sustainability commitments across the Group.

Strategic Oversight and Governance: An integrated Environmental and Social Management System (ESMS) defines Group and entity-level roles, ensuring senior management accountability for performance monitoring and the integration of human rights and environmental oversight into broader risk management processes.

Defined Action Ownership: The ESAP translates policy commitments and investor expectations into prioritised actions, each with defined ownership and evidence requirements. During the reporting period, the Group reached implementation of ESAP commitments by aligning corrective action plans and assigning accountable leads across sites.

Structured Reporting Cycles: Policy implementation is monitored through weekly, monthly, and quarterly tracking cycles to enable timely risk alerts and management intervention.

Digital Accountability Tools: Implementation is supported by digital tools, including a GRI-aligned ESG KPI tracking sheet that consolidates indicators across business units for site-level decision-making and Group-level reporting.

Group Policies

Code of Conduct

Johnvents' Code of Conduct defines expected standards of behaviour for all employees and forms the foundation of the Group's ethical culture. It provides guidance on professional conduct and integrity, workplace safety and non-discrimination, confidentiality and data protection, and compliance with laws and internal standards. The Code is integrated into onboarding processes and performance expectations across all entities.

Supplier Code of Conduct

Johnvents extends its governance standards across the supply chain through a Supplier Code of Conduct embedded within supplier agreements. The Supplier Code sets expectations on labour rights and humane working conditions, occupational health and safety, environmental responsibility, ethical business conduct, and the prohibition of forced and child labour.

Human Rights Policy

Johnvents' Human Rights Policy aligns with internationally recognised frameworks and reinforces zero tolerance for forced labour and child labour, equal opportunity and non-discrimination, safe and fair working conditions, and respect for workers, communities, and stakeholders. Human rights considerations are embedded across operations and sourcing activities.

Grievance Mechanism

Johnvents maintains an accessible grievance mechanism across all entities, enabling confidential and anonymous reporting of workplace concerns or rights violations. Key features include defined investigation timelines, transparent resolution processes, and documented grievance logs. During the reporting period, all recorded grievances were resolved with no outstanding cases.

Anti-Bribery and Corruption Policy

Johnvents maintains an Anti-Bribery and Corruption (ABC) Policy to support transparency, ethical decision-making, and compliance with applicable anti-corruption laws. The policy includes a prohibition on bribery, gifts and hospitality controls, conflict-of-interest declarations, and whistleblowing provisions. Periodic employee training is conducted to strengthen awareness of corruption risks and available reporting channels.

Whistleblowing Awareness: KPMG Ethics Line

A knowledge-sharing session on whistleblowing awareness was conducted on 19 December 2025 by KPMG through the KPMG Ethics Line, to strengthen employee awareness of reporting channels and confidentiality safeguards.

ESG Policy

The Group's ESG Policy sets out commitments to sustainable business practices, environmental stewardship, social responsibility, and strong governance. It provides guidance on pollution prevention, occupational health and safety, community engagement, climate management, and resource efficiency.

Responsible Sourcing Policy

The Responsible Sourcing Policy guides procurement practices to align supplier selection and management with environmental and social standards. Supplier oversight processes, including audits where applicable, support compliance across key partners.

Responsible Financing and Investment Policy

The Responsible Financing and Investment Policy guides investment decisions and investor relationships toward ESG-aligned principles. This includes screening for environmental and social risks and ensuring that capital allocation supports sustainability objectives.

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2- Social Disclosures	Part 3- Governance Disclosures	Appendices
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Through structured policy implementation, supplier oversight, grievance management, and employee training, Johnvents continues to reinforce ethical conduct, responsible sourcing, regulatory compliance, and long-term corporate integrity across all entities.

Due Diligence, Documentation, and Buyer Assurance

Johnvents maintains a structured documentation framework that ensures end-to-end traceability, regulatory compliance, and transaction transparency across its cocoa supply chain. Through verified farmer data, geolocation mapping, batch-level traceability, complete export records, and certification reporting aligned with EUDR and Rainforest Alliance requirements, the Group reinforces buyer confidence and market access.

Enabling Transparency, Traceability & Market Access

Maintaining trust in international cocoa markets requires more than quality production, it demands verifiable traceability, regulatory compliance, and complete transaction transparency. Johnvents provides a structured documentation framework that supports end-to-end traceability, buyer due diligence, and compliance with evolving regulatory standards, including the EU Deforestation Regulation (EUDR) and the Rainforest Alliance (RA) Certification Programme. Johnvents documentation suite ensures that every shipment is supported unique batch identifiers linking finished products (cocoa butter, liquor, cake, and powder) to raw material batches and mapped farm polygons, enabling full chain-of-custody verification and regulatory documentation aligned with buyer expectations.

Compliance

Johnvents maintains a structured compliance framework across all entities, supported by statutory permits, internationally recognised certifications including FSSC 22000, Halal, Kosher, and Rainforest Alliance, structured health and

safety training, and independent audits and inspections including SMETA and NESREA assessments. Together, these systems reinforce regulatory adherence, product integrity, ethical trade readiness, and sustained access to international markets.

Operating across multiple jurisdictions and export markets requires disciplined regulatory oversight and robust controls across food safety, environmental management, and occupational health and safety. This compliance framework underpins operational integrity, protects product quality, and reinforces customer and investor confidence.

a. Regulatory Permits and Licences

Across its operational footprint, Johnvents maintains all required statutory permits to support safe, compliant, and environmentally responsible operations. Key permits include:

- Factory permits under the Factories Act
- Toxic and hazardous substances permit under NESREA requirements
- Air quality permits covering boilers, generators, and production units
- Fire safety permits from state fire service inspections and certifications
- Environmental health permits covering sanitation and waste handling compliance
- Pressurised vessel certifications covering air receivers, boilers, and storage tanks
- Routine inspections, permit renewals, and internal compliance checks ensure that regulatory approvals remain valid, and operational risks are effectively managed.

b. Assurance Through Certification

Johnvents maintains a structured documentation framework that ensures end-to-end traceability, regulatory compliance, and transaction transparency across its cocoa supply chain. Through verified farmer data, geolocation mapping, batch-level traceability, complete export records, and certification reporting aligned with EUDR and Rainforest Alliance requirements, the Group reinforces buyer confidence and market access.

Johnvents issues formal compliance declarations confirming that sourced cocoa meets client-specific regulatory requirements, including verification that sourcing areas are outside protected zones and post-2020 deforestation risk areas.

For Rainforest Alliance (RA) certified volumes:

- All transactions are recorded in the Rainforest Alliance Certification Portal (RACP) within two weeks of quarter-end.
- Certified volumes and associated premiums are transparently tracked.
- Controls are implemented to reduce double-selling risk and ensure certification integrity.

Audit and Compliance

Table: Audit and Compliance Performance

Indicator	Total
Internal and external audits completed	18
Legal improvement notices received	17
Risk assessments completed or reviewed	10

Traceability

Digital systems and data integrity are central to Johnvents' compliance strategy, operational efficiency, and buyer assurance. In 2025, Johnvents strengthened its digital infrastructure to enhance traceability, improve geospatial accuracy, reduce compliance risk, and internalise verification capabilities across the cocoa value chain. Innovation efforts were focused on three core areas: end-to-end traceability, geospatial mapping and data integrity, and compliance-driven research and development.

a. End-to-End Traceability

Johnvents operates a traceability system designed to support both Identity Preserved and Segregation supply chain models. Rainforest Alliance certified and EUDR-compliant cocoa is physically separated from conventional volumes from farm gate through aggregation, warehousing, and processing.

First Mile: Farm-Level Traceability

Traceability at origin combines digital and physical tracking controls:

- Farmers receive unique identification numbers.
- Transactions are documented via physical receipts.
- Licensed Buying Agents (LBAs) and brokers maintain ledger records.
- Records are digitised into the Group's Information Management System (IMS).
- Cocoa transfers are tracked within a six-day window to preserve quality.

This hybrid control system ensures that the movement of cocoa is documented from farm gate to aggregation point.

Capacity Building for Traceability and EUDR Readiness

The 2025 Annual Licensed Buying Agents Training was conducted in September and October across Ondo and Cross River State centres respectively. The programme brought together over 80 LBAs from six key cocoa-producing states: Ondo, Ekiti, Edo, Abia, Akwa Ibom, and Cross River.

Themed "Enabling Sustainable Supply Chains: Traceability and EUDR Compliance," the sessions focused on strengthening traceability systems and preparing LBAs for compliance with the EU Deforestation Regulation. Participants received practical guidance on due diligence requirements, supply chain documentation, and responsible sourcing practices.

The training reaffirmed Johnvents Group's commitment to building a transparent, responsible, and sustainable cocoa supply chain. Additional sessions are planned across other sourcing regions to ensure broader alignment and readiness.



Warehouse and Processing Traceability

At central warehouses and processing facilities:

- Raw materials are assigned unique batch numbers.
- Batch numbers are mapped to production runs.
- Finished products, including cocoa butter, liquor, cake, and powder, carry linked batch codes.
- Automated labelling embeds origin traceability into final packaging.

This enables full backward traceability from export-ready products to mapped farm polygons.

b. Geospatial Mapping and Data Integrity

To meet EUDR requirements, Johnvents has institutionalised a structured farm mapping and geospatial validation system.

Mapping Infrastructure

- **30+** enumerators deployed
- **50,000+** farms mapped
- GPS-enabled devices used in field
- Farm polygons captured using Field Area Measure (FAM) tool
- Each polygon linked to unique Farmer ID

Audit-Ready Data and Innovation-Driven Compliance

Before entry into the master database, geospatial data undergoes a structured validation workflow in QGIS, governed by three primary controls:

1. Geometry validation, including error correction and node cleanup.
2. Area threshold screening with a minimum threshold of 0.01 hectares.
3. Coordinate precision standardised to six decimal places.

Additional controls include monthly re-validation of 10% of low-risk plots and an annual internal audit benchmarked against external datasets. These controls ensure audit readiness and regulatory-grade data precision. In 2025, Johnvents strengthened its innovation capacity through targeted R&D initiatives to reduce external verification dependency and improve compliance efficiency.

c. Food Safety and Quality Certifications

Johnvents continues to strengthen its food safety and quality assurance systems through internationally recognised certification programmes, enhancing export readiness, product integrity, and access to international markets.

In-House Deforestation Risk Analysis

A key milestone in 2025 was the full deployment of the in-house DRA workflow, enabling internal pre-screening of farm polygons at scale. The system integrates QGIS, the Hansen Global Forest Change dataset, Copernicus Land Cover data, and satellite-based alert layers.

By flagging high-risk polygons upstream, the system improves due diligence efficiency, reduces third-party verification costs, and strengthens internal compliance controls.

Continuous Improvement Mechanism

To maintain operational relevance, field officers and warehouse managers participate in structured feedback loops, annual refresher training tests updated standard operating procedures, and compliance tools are refined based on field performance. This ensures that innovation remains practical, scalable, and field-aligned.

Overall Innovation Impact

Through digital traceability systems, structured geospatial controls, and in-house compliance innovation, Johnvents continues to strengthen regulatory readiness, improve data integrity, and enhance buyer confidence across its cocoa supply chain.

FSSC 22000 Certification Status

- **Johnvents Industries Limited (JVI):** Fully certified and maintaining compliance through ongoing internal audits.
- **Premium Cocoa Products Ile-Oluji Limited (PCPIL):** Is fully certified
- **Johnvents Foods (JVF) and Noble Eagle:** Undergoing Stage 2 audit (Bureau Veritas).



d. External Audits and Certifications

Johnvents engages accredited external audit and certification bodies to independently verify compliance, sustainability performance, and food safety systems. These audits promote transparency, reinforce accountability, and support international market access.

Sustainability and Responsible Sourcing

The Rainforest Alliance audit confirms alignment with environmental sustainability, biodiversity protection, and social responsibility requirements across agricultural sourcing and processing operations.



Ethical Trade and Labour Standards

The SMETA audit at Johnvents Industries Limited evaluates labour practices, occupational safety, environmental management, and business integrity, strengthening supply chain credibility for ethical trade partnerships.



Environmental Regulatory Compliance

NESREA environmental audits conducted across all facilities assess emissions levels, waste management practices, chemical handling, and environmental controls. Certification reinforces compliance with national environmental regulations and sustainable operational practices.



Overall Assurance Position

Through independent audits, internationally recognised certifications, and regulatory inspections, Johnvents maintains a multi-layered compliance framework that supports legal adherence, strengthens buyer confidence, and reinforces long-term corporate sustainability.

Halal Certification: JVI & PCPIL



Kosher Certification: JVI & PCPIL



Rainforest Alliance Supply Chain Certification: JVI & PCPIL



A Note from Managing Director, Johnvents Industries Limited

Johnvents Industries Limited sits at the heart of what we do as a Group. It is where raw cocoa is transformed into world-class products that reach buyers across Europe, Asia, and the Americas, and where the standards we set for quality, safety, and responsible operations are put to the test every single day.

In 2025, we deepened our commitment to operating a factory that we are genuinely proud of. Maintaining our FSSC 22000 certification remains a point of pride, but more importantly, it reflects the discipline and dedication of every person on our factory floor who understands that food safety is not a checklist, it is a culture. That culture is what gives our buyers confidence and what keeps our products competitive in the most demanding markets in the world.

From a sustainability perspective, JVI has made meaningful strides. Our traceability systems now support full backward linkage from finished cocoa products to mapped farm polygons, giving our customers the regulatory-grade documentation they need for EUDR compliance and responsible sourcing assurances. Our energy and emissions data, captured for the first time as part of this inaugural report, gives us a clear baseline from which to drive efficiency improvements across our processing operations.

We also recognise that a great factory is built on great people. The investments we have made in occupational health and safety, worker training, and a culture of open hazard reporting are not peripheral to our operations. They are central to how we run a facility that is safe, efficient, and built to last.

As Johnvents Industries continues to grow in processing capacity and market reach, our responsibility to operate with integrity, transparency, and care for the people and communities connected to our operations only grows with it. This report is a reflection of that responsibility, and a commitment to continuously raising the bar.



▶ **Caroline Omotosho**
Managing Director, Johnvents Industries Limited

Sustainability Champion

Rogbitan leads traceability implementation and supports field monitoring of EUDR compliance among farmers and other supply chain actors. His work strengthened documentation completeness, certification traceability continuity, and farmer onboarding progress across the supply chain.

His contributions included:

- Leading traceability documentation and monitoring for over 10,000 MT of Rainforest Alliance certified cocoa during the 2024/2025 crop year.
- Supporting the onboarding of EUDR-compliant farmers into the supply chain.
- Coordinating field implementation and monitoring of EUDR requirements.
- Completing IFC Action Learning Programme (ALP) training and supporting capacity building cascaded to cooperatives and farmers.



▶ **Rogbitan Abdul Bodunde**
Traceability Supervisor

Sustainability Champion

Friday supported JVI's achievement of FSSC 22000:2018 certification by strengthening the Food Safety Management System and aligning it with operational needs. His work focused on building audit-ready systems, improving quality outcomes, and reinforcing a culture of continuous improvement that supports customer trust and market access.

His contributions included:

- Leading and coordinating gap analysis activities and readiness improvements.
- Strengthening internal audit discipline and corrective action follow-through.
- Supporting staff training and awareness for consistent food safety practices.
- Reinforcing continuous improvement by linking quality, efficiency, and responsible operations.



Agbro Oghenebrozie Friday
Quality Assurance Manager,
Johnvents Industries Limited

Customer Health and Safety: Product Safety Compliance

During the reporting period, Johnvents did not identify any incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services. This performance is supported by a structured compliance framework and internationally recognised food safety and quality certification programmes.

Johnvents Industries Limited, the Group's core processing facility, remains certified under the FSSC 22000 Food Safety Management System and maintains compliance through continuous internal controls and periodic external audits.

Premium Cocoa Products Ile-Oluji Limited is fully certified, while Johnvents Foods and Noble-Eagle are currently undergoing Stage 2 audits.

These efforts are complemented by additional certifications relevant to Johnvents' product portfolio and customer requirements, including Halal, Kosher, and Rainforest Alliance certifications. Together, these systems strengthen product integrity, support legal adherence, and reinforce customer confidence in the safety and quality of Johnvents' products and services.

Sustainability Champion

Olusolade played a key role in PCPIL's progress toward FSSC 22000 certification by strengthening system readiness, audit discipline, and corrective action management. His leadership helped align site operations with international food safety requirements and strengthened staff capability and compliance culture.

His contributions included:

- Leading gap analysis and internal audits to identify priority improvements.
- Overseeing corrective actions including infrastructure upgrades and staff training.
- Coordinating audit engagement and evidence readiness across functions.
- Strengthening team alignment and accountability for food safety performance.



Olusolade Olawale N.
Quality Assurance Manager and
Food Safety Team Leader, Premium
Cocoa Products Ile-Oluji Limited

PCPIL Successfully Completes FSSC 22000 Stage 2 Audit

Premium Cocoa Products Ile-Oluji Limited successfully completed its FSSC 22000 Stage 2 Audit on 17 and 18 November 2025. This milestone reaffirms the company’s commitment to food safety, quality excellence, and adherence to international cocoa processing standards.

External auditors reviewed operational controls, Good Manufacturing Practice (GMP) procedures, hazard analysis, hygiene management, traceability, documentation systems, prerequisite programmes, and management involvement. The audit outcome reflects strong system performance and the collaborative effort of teams across Quality Assurance, Sustainability, Production, Engineering, Warehousing, Logistics, Human Resources, and HSE.

This achievement strengthens PCPIL’s reputation

within the cocoa value chain and reinforces customer confidence. The company remains committed to continuous improvement, capacity building, and maintaining world-class food safety standards.



Sustainable Funding and Partnerships

Johnvents continues to advance its sustainability agenda through strategic funding partnerships and technical collaborations that strengthen governance, traceability, farmer livelihoods, and environmental compliance across the value chain. These partnerships provide both financial backing and specialised expertise to support the structured implementation of our sustainability roadmap.

Partnerships at a Glance

Partner	Objective	Focus Area	Key Milestone
IFC International Finance Corporation	Promoting sustainable private sector investment in developing countries	Capacity building	Training cocoa farmers on Good Agricultural Practices; professionalising farmer cooperatives; building LBA capacity on record keeping and traceability
BIl British International Investment	Supporting business growth in developing countries through impact investing and sustainable development	Market-oriented	Creating a shared value model benefiting Johnvents and approximately 3,000 smallholder farmers through the CASA Plus programme

British International Investment (BII): Responsible Investment Engagement



British International Investment

Johnvents maintains active engagement with British International Investment (BII) to strengthen alignment with responsible investment principles and ESG integration.

BII PRI Roundtable Participation

On 15 September 2025, Johnvents Group participated in the Lagos PRI Roundtable convened by BII. The session brought together portfolio companies and investors to provide feedback on BII's Policy on Responsible Investing, which is currently under review.

Discussions focused on strengthening ESG expectations, enhancing transparency between BII and co-investors, clarifying specific compliance requirements, improving guidance and reporting frameworks, and introducing greater flexibility in implementation timelines. The consultation provided valuable insights that will inform the revised policy, scheduled for launch on 1 April 2026.

Participation in this roundtable reflects Johnvents' proactive engagement with investors and commitment to aligning with evolving responsible investment standards through collaborative and practical implementation approaches.



CASA Plus: BII Technical Assistance

Through the CASA Plus programme, supported by BII, Johnvents is advancing initiatives focused on farmer livelihoods and community resilience. The programme supports structured interventions aimed at improving productivity, income stability, and long-term sustainability within cocoa-growing communities.



IFC: International Finance Corporation

Johnvents works closely with the IFC to strengthen cooperative structures and improve traceability systems with Licensed Buying Agents. The collaboration supports enhanced environmental and social governance standards across operations.



IFC Technical Assistance Contract Signing

In July 2025, Johnvents successfully signed a milestone-based Technical Assistance (TA) Contract with the International Finance Corporation (IFC), marking a significant step in strengthening our partnership and advancing shared objectives focused on operational excellence, sustainability performance, and long-term value creation.

The milestone-based structure reinforces accountability, structured implementation, and measurable progress across agreed priority areas. Through this collaboration, the IFC will provide targeted technical support to enhance governance systems, environmental and social performance frameworks, and overall institutional capacity. This agreement further reflects investor confidence in the Group's sustainability roadmap and strengthens alignment with international best practices.



IFC Agribusiness Leadership Programme Training

In November 2025, eight Johnvents sustainability staff, seconded as technical master trainers under the IFC project, participated in a five-day Agribusiness Leadership Programme (ALP) training held from 3 to 7 November 2025. The programme covered modules on understanding cooperatives, governance and leadership, membership and member relations, financial literacy and recordkeeping, and business planning and management.

On the final day, participants conducted teach-back sessions to demonstrate their understanding and facilitation skills, after which their readiness for field deployment was assessed.

These trained staff will cascade the programme to 21 cooperatives across Idanre and Owo Local Government Areas, with four venues selected to accommodate 105 participants. The cascading sessions commenced in December 2025. The training was facilitated by subject-matter expert Djankuo Ndjoukou and supported by Owolabi Ayobami.



Soil Assessment and Climate-Smart Agriculture

In technical collaboration with the Cocoa Research Institute of Nigeria (CRIN), Johnvents conducted soil assessments across 155 cocoa farms in Ondo, Cross River, and Akwa Ibom States to support data-driven sustainability investments and targeted agronomic interventions.

Yields increased from approximately 360 kg/ha in 2023 to 440 kg/ha in 2024, with soils showing strong improvement potential through targeted nutrient management. Agroforestry adoption reached 42%, while irrigation remains limited across the assessed farms.

Recommended interventions include soil testing, balanced fertiliser and compost application, climate-smart agronomy practices, and greater inclusion of women and youth. These actions are expected to improve yields, strengthen soil health, and enhance smallholder resilience.



Inclusive Stakeholder Engagement to De-Risk and Scale Sustainable Cocoa

Between January and June 2025, Johnvents Industries conducted a structured stakeholder engagement process across Ondo, Abia, and Cross River States under its Cocoa Backward Integration Project. The process was aligned with the AA1000 Stakeholder Engagement Standard (2015), EUDR requirements, and Rainforest Alliance principles to strengthen risk mitigation and long-term sustainability.

The engagement highlighted the importance of social licence, trust, and transparent grievance mechanisms, with key risks identified around land tenure and pricing transparency. Encouragingly,

92% of community leaders expressed willingness to partner, and 77% of producer groups reported a positive perception of the initiative.

Priority interventions include formalised land agreements, strengthened grievance systems, participatory mapping, cooperative development, women and youth inclusion, agroforestry expansion, and enhanced awareness of compliance and deforestation-free requirements. These actions are expected to reduce land-related risks, improve farmer trust and retention, increase certification and traceability adoption, and reinforce ESG and donor compliance performance.



Inclusive Stakeholder Engagement to De-Risk and Scale Sustainable Cocoa

Partnership

Cocoa Research Institute of Nigeria

Johnvents partners with the Cocoa Research Institute of Nigeria (CRIN) to strengthen agronomic practices and improve cocoa productivity. The collaboration provides technical research expertise, improved planting material guidance, and farm-level advisory support to enhance yield performance and resilience within the sourcing network.



Eco-Solutions

Johnvents partners with Eco-Solutions to strengthen traceability Standard Operating Procedures and support structured implementation across sourcing operations. This partnership enhances compliance readiness, documentation integrity, and transparency throughout the supply chain.



Johnvents Sustainability Charter and Client Programmes

Our sustainability programmes are designed to ensure responsible sourcing, regulatory compliance, and long-term resilience across our supply chain. We implement a structured sustainability framework that combines mandatory compliance requirements with farmer capacity strengthening and targeted client programmes.

All farmers in our sourcing network receive a base package of sustainability services, including farmer registration and profiling, farm mapping and deforestation risk analysis, and training on good agricultural practices, climate-smart farming, gender awareness, and the prevention of child and forced labour. We also support farmers with improved harvest and post-harvest management practices to enhance quality and productivity.

Approximately 30% of our farmers participate in Rainforest Alliance certification, while the remainder of our supply base is managed to ensure full compliance with the EU Deforestation Regulation and other traceability and legality requirements.

Beyond the core sustainability package, we implement client-specific sustainability programmes that align with market requirements and long-term sourcing partnerships. These programmes include certification

implementation, yield estimation, soil analysis, demonstration plots, nurseries and seedling distribution, and the establishment of Child Labour Monitoring and Remediation Systems under specific initiatives such as the Nestlé Cocoa Plan. We also promote farmer livelihoods and financial resilience through income diversification training, Village Savings and Loan Associations (VSLAs), and linkages to financial institutions.

Current client programmes across our supply chain include:

- **Nestlé Cocoa Plan:** Rainforest Alliance certified cocoa powder.
- **Daarnhouwer:** Rainforest Alliance certified product supply.
- **Barry Callebaut:** EUDR-compliant cocoa beans.
- **Ecom:** EUDR-compliant cocoa butter.
- **Olam:** Rainforest Alliance certified cocoa beans.

Through this integrated approach, we ensure that our cocoa products meet the sustainability, traceability, and quality expectations of our global partners.



ESAP Implementation: BII and IFC

Johnvents implements a structured Environmental and Social Action Plan (ESAP) aligned with international standards to manage environmental, social, governance, and occupational health and safety risks while meeting investor expectations. The ESAP translates compliance requirements into prioritised actions across governance, environmental performance, social responsibility, health and safety, and reporting, supported by robust monitoring systems and digital tools. Implementation has progressed significantly, with measurable improvements in compliance, stakeholder engagement, and operational oversight.

Sustainability Contributor

As Environmental and Social Lead for Johnvents Group, Ayodeji plays a central role in embedding sustainability into operations across all entities by strengthening environmental stewardship, social responsibility, and governance systems. He provides coordinated environmental and social oversight to support regulatory compliance, alignment with international standards, and continuous ESG performance improvement.

Through the development and implementation of the Group's Environmental and Social Management System, routine audits, and practical corrective action plans, he supports risk reduction, resource efficiency, and responsible operations. He has driven sustainability performance monitoring across the Group, achieving over 75% GRI KPI data collection coverage, encompassing water efficiency, Scope 1 and Scope 2 carbon emissions, and key social and governance indicators.

He also supports certification processes, strengthens stakeholder engagement mechanisms, and integrates climate and resource efficiency practices into daily operations, helping position the Group for resilient growth and responsible value creation.

"Sustainability thrives when environmental protection, social wellbeing, and ethical governance are woven into every decision. The environmental and social function serves as the bridge that makes this integration possible."



Ayodeji Gaffar
Environmental and Social Lead, Johnvents Group

Strengthening Compliance, Performance, and Investor Assurance

Responsible growth requires disciplined risk management, structured oversight, and measurable performance improvement. To support this, Johnvents continues to implement a comprehensive Environmental and Social Action Plan as the central framework for managing environmental, social, governance, and occupational health and safety risks across the Group.

The ESAP aligns operations with internationally recognised standards, including IFC Performance Standards, World Bank Environmental Health and Safety Guidelines, BII Good Practice Notes, and relevant European DFI requirements. It provides a structured pathway to identify gaps, implement corrective actions, and strengthen governance systems while maintaining investor confidence.

Investor Expectations

Investor partners require demonstrable evidence of robust environmental, social, and occupational

health and safety management systems, evidence-based due diligence and regulatory compliance, time-bound corrective action plans, strengthened internal capacity and documentation, and transparent and periodic performance reporting. The ESAP translates these expectations into prioritised actions with assigned responsibilities, documentation requirements, and defined completion timelines.

Priority ESAP Actions

The ESAP addresses five core pillars:

ESG and OHS Governance

- Establishment of an integrated Environmental and Social Management System.
- Clear definition of Group and entity-level roles.
- Periodic internal and third-party environmental and social audits.

Environmental Compliance and Performance

- Maintenance of permits and regulatory approvals including environmental assessments, environmental impact assessments, and waste management permits.
- Strengthened pollution prevention and emissions controls.
- Improved waste management and resource efficiency.
- Energy optimisation and exploration of renewable energy integration.

Social Performance and Community Engagement

- Enhanced stakeholder engagement and grievance mechanisms.
- Improved labour standards aligned with ILO and DFI expectations.
- Social impact assessments and human rights screening.

Health and Safety Management

- ISO-aligned occupational health and safety procedures and controls.
- Hazard identification and emergency preparedness drills.
- HSE KPI tracking and performance monitoring.

Monitoring, Reporting, and Transparency

- Quarterly ESAP performance tracking.
- Annual reporting aligned with GRI standards.
- Structured investor updates and disclosures.

Monitoring and Reporting Framework

To ensure disciplined implementation, Johnvents applies a structured monitoring and reporting framework with weekly, monthly, quarterly, and annual tracking cycles. Each action item has defined ownership and evidence requirements, supported by documentation such as permits, audit reports, training records, site inspections, and corrective action logs. Performance is reviewed against IFC, BII, and DFI benchmarks, and risk alerts are used to flag delays or emerging environmental and social risks requiring management intervention.

Digital Monitoring Tools

To enhance data integrity and transparency, Johnvents deploys two core digital tools. The GHG Monitoring Dashboard tracks Scope 1 and Scope 2 emissions and resource-use data in alignment with the GHG Protocol and TCFD guidance. The GRI-aligned ESG KPI Sheet consolidates environmental, social, governance, and HSE indicators across business units to support reporting and decision-making.

Progress on ESAP Implementation

During the reporting period, Johnvents made significant progress on ESAP commitments agreed with investors. Most investor comments have been fully addressed, the internal audit framework has been operationalised to validate ESAP implementation, and corrective action plans have been formalised, assigned, and rolled out across sites. Overall, ESAP implementation has reached 75%, with remaining actions advancing according to defined timelines and accountable leads.

Outcome Highlights

Key outcomes of ESAP implementation to date include strengthened environmental compliance and permitting status, improved grievance management and stakeholder engagement, enhanced workforce capacity and safety procedures, and greater governance discipline through structured reporting. Johnvents remains on track to complete outstanding actions and further consolidate sustainability systems in the next reporting cycle.

Appendices

Appendix 1: GRI Content Index

This GRI Content Index has been prepared in reference to the GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 standard, covering the reporting period from 1 January to 31 December 2025. It outlines the disclosures relevant to our material topics and demonstrates how our sustainability practices align with the Global Reporting Initiative's principles of transparency, accuracy, and stakeholder inclusiveness. The index provides direct references to sections within this report where each disclosure is addressed, ensuring clear and accessible navigation for all stakeholders.

All ESG KPI data presented in this report was captured and consolidated using the Group's third-party ESG reporting software, IRIS Carbon.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Reason for OMISSION	PAGE NO
GRI 2: General Disclosures 2021	2-1 Organizational details	Refer to "About Johnvents Group"		
	2-2 Entities included in the organization's sustainability reporting	Refer to "About Johnvents Group"		
	2-3 Reporting period, frequency and contact point	Refer to the Cover Page		
	2-4 Restatements of information		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-5 External assurance	Refer to "External Audits and Certifications" within Governance		
	2-6 Activities, value chain and other business relationships	Refer to "Eco-Solutions" within Traceability & Due Diligence		
	2-7 Employees	Refer to "JOHNVENTS AT A GLANCE"		
	2-8 Workers who are not employees	Refer to "JOHNVENTS AT A GLANCE"		

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 – Social Disclosures	Part 3 – Governance Disclosures	Appendices
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Reason for OMISSION			PAGE NO	
	2-9 Governance structure and composition		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-10 Nomination and selection of the highest governance body		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-11 Chair of the highest governance body		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-12 Role of the highest governance body in overseeing the management of impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-13 Delegation of responsibility for managing impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-14 Role of the highest governance body in sustainability reporting		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-15 Conflicts of interest		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Reason for OMISSION	PAGE NO
	2-16 Communication of critical concerns		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-17 Collective knowledge of the highest governance body		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-18 Evaluation of the performance of the highest governance body		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-19 Remuneration policies		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-20 Process to determine remuneration		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-21 Annual total compensation ratio		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	2-22 Statement on sustainable development strategy	Refer to "Leadership Messages"		
	2-23 Policy commitments	Refer to "Group Policies" (Governance)		
	2-24 Embedding policy commitments	Refer to "Sustainability Strategy & Governance"		

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
	2-25 Processes to remediate negative impacts				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
	2-26 Mechanisms for seeking advice and raising concerns		Refer to "Empowering Cocoa Farmers Through Grievance Mechanism Training"				
	2-27 Compliance with laws and regulations		Refer to "Strengthening Compliance, Performance, and Investor Assurance"				
	2-28 Membership associations				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
	2-29 Approach to stakeholder engagement		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.				
	2-30 Collective bargaining agreements.				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Refer to "Methodology" (DMA)		
	3-2 List of material topics	Refer to "Material Topics" (DMA)		

13.1 Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Climate Change and Adaptation" (Environment, IRO Detail)		
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	102-3 Just transition		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	102-4 GHG emissions reduction targets and progress		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	102-5 Scope 1 GHG emissions	Refer to "Scope 1 GHG Emissions" (Environment)		
	102-6 Scope 2 GHG emissions	Refer to Scope 1 and Scope 2 GHG Emissions" (Environment)		
	102-7 Scope 3 GHG emissions		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	102-8 GHG emissions intensity		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
	102-9 GHG removals in the value chain				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
	102-10 Carbon credits				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)						
	305-7 Nitrogen oxides (NOX), Sulphur oxides SOX), and other significant air emissions				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

13.2 Climate Adaptation

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to “Climate Change and Adaptation” (Environment, IRO Detail)		
GRI 102: Climate Change 2025	102-2 Climate change adaptation plan	Refer to “Climate Strategy: Policies and Commitments”		
	102-3 Just transition		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.3 Biodiversity

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Impacts on the Extent and Condition of Ecosystems (Environment IRO Detail)"		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Refer to "Biodiversity in Action" (Environment)		
	101-2 Management of biodiversity impacts	Refer to "Biodiversity in Action" (Environment)		
	101-3 Access and benefit-sharing		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	
	101-4 Identification of biodiversity impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	
	101-5 Locations with biodiversity impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	
	101-6 Direct drivers of biodiversity loss		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	
	101-7 Changes to the state of biodiversity		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	
	101-8 Ecosystem services		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles	

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Aquaculture production		Not applicable		Johnvents does not operate, manage, or engage in any aquaculture-related activities.		
	Aquatic organisms caught or harvested		Not applicable		Johnvents does not operate, manage, or engage in any aquaculture-related activities.		

13.4 Natural Ecosystem Conversion

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Impacts on the Extent and Condition of Ecosystems" (Environment, IRO Detail)		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Deforestation- and conversion-free production			Baseline year; data management systems are being developed to support full disclosure in future reporting cycles
	Deforestation- and conversion-free sourcing	Refer to "Deforestation-Free Sourcing" (Environment)		
	Natural ecosystems converted by the organization			Baseline year; data management systems are being developed to support full disclosure in future reporting cycles
	Natural ecosystems converted by suppliers			Baseline year; data management systems are being developed to support full disclosure in future reporting cycles

13.5 Soil Health

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Pollution of Air, Water, and Soil" (Environment, IRO Detail)		
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13.6 Pesticides use

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Pollution of Air, Water, and Soil" (Environment, IRO Detail)	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.

13.7 Water and Effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Water and Marine Resource Management" (Environment, IRO Detail)	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.
	303-2 Management of water discharge-related impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.
	303-3 Water withdrawal	Refer to "Water Use, Discharge, and Efficiency" (Environment)	
	303-4 Water discharge	Refer to "Water Use, Discharge, and Efficiency" (Environment)	
	303-5 Water consumption	Refer to "Water Use, Discharge, and Efficiency" (Environment)	

13.8 Waste

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Resource Use and Waste Management" (Environment, IRO Detail)		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	306-2 Management of significant waste-related impacts		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	306-3 Waste generated	Refer to "Operational Waste and Responsible Disposal" (Environment)		
	306-4 Waste diverted from disposal		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	306-5 Waste directed to disposal	Refer to "Operational Waste and Responsible Disposal" (Environment)		

13.9 Food Security

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Consumer and End-User Safety and Security" (Social, IRO Detail)		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Food loss	Refer to "Food Loss" (Food Security)		

13.10 Food Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Consumer and End-User Safety and Security" (Social, IRO Detail).		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Refer to "Customer Health and Safety" (Social)		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Food safety certification	Refer to "Food safety certification" within Social		
	Food safety recalls		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.11 Animal health and welfare

GRI 3: Material Topics 2021	3-3 Management of material topics		Not identified as material in the materiality assessment.	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Animal health and welfare certification		Not identified as material in the materiality assessment.	
	Survival of aquatic animals		Not identified as material in the materiality assessment.	

13.12 Local Communities

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to “Communities’ Economic, Social, and Cultural Rights” (Social, IRO Detail)		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Refer to “Innovation and Digitalization” (Governance)		
	413-2 Operations with significant actual and potential negative impacts on local communities		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.13 Land and resource rights

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to “Communities’ Economic, Social, and Cultural Rights” (Social, IRO Detail)		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Operations where land and natural resource rights may be affected		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	Violations of land and natural resource rights		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.14 Rights of Indigenous Peoples

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to “Communities’ Economic, Social, and Cultural Rights” (Social, IRO Detail)		
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Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Operations where Indigenous Peoples may be affected				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
	Free, prior, and informed consent				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

13.15 Non-Discrimination and Equal Opportunity

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities" (Social, IRO Detail)					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
	405-2 Ratio of basic salary and remuneration of women to men				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Employment and compensation based on nationality and migrant status				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

13.16 Forced or compulsory labor

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities (Social, IRO Detail); Forced and Compulsory Labour Policy (Social)"		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to "Forced and Compulsory Labour" (Social)"		

13.17 Child labor

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities (Social, IRO Detail); Forced and Compulsory Labour Policy (Social)"		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Refer to "Child Labor" (Social)"		

13.18 Freedom of association and collective bargaining

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities (Social, IRO Detail); Human Rights (Social)"		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.19 Occupational Health and safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Consumer and End-User Safety and Security" (Social, IRO Detail)		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Refer to "Occupational Health, Safety, and Wellbeing" (Social)		
	403-2 Hazard identification, risk assessment, and incident investigation	Refer to "Occupational Health, Safety, and Wellbeing" (Social)		
	403-3 Occupational health services	Refer to "Occupational Health, Safety, and Wellbeing" (Social)		
	403-4 Worker participation, consultation, and communication on occupational health and safety		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	403-5 Worker training on occupational health and safety	Refer to "Occupational Health, Safety, and Wellbeing" (Social)		
	403-6 Promotion of worker health		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	403-8 Workers covered by an occupational health and safety management system		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
	403-9 Work-related injuries		Refer to "Occupational Health, Safety, and Wellbeing" (Social)				
	403-10 Work-related ill health				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

13.20 Employment Practices

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities" (Social, IRO Detail)		
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13.21 Living income and living wage

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Labour Practices, Working Conditions, and Equal Opportunities" (Social, IRO Detail)		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Wage and payment terms in collective bargaining agreements		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	Living wage		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.22 Economic inclusion

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Communities' Economic, Social, and Cultural Rights" (Social)		
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Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Refer to “Gender Equality and Women’s Empowerment; Community Development and Livelihoods”				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		Refer to “Gender Equality and Women’s Empowerment; Community Development and Livelihoods”				
	203-2 Significant indirect economic impacts		Refer to “Gender Equality and Women’s Empowerment; Community Development and Livelihoods”				

13.23 Supply chain traceability

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to “Supply Chain Management (Social, IRO Detail); Supplier Code of Conduct (Group Policies)”		
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Traceability of products sourced	Refer to “Smart Supply Chain and Traceability Systems”		
	Traceability certification	Refer to “Compliance and Certification Reporting”		
	Projects for supplier traceability certifications		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.24 Public policy

GRI 3: Material Topics 2021	3-3 Management of material topics		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
GRI 415: Public Policy 2016	415-1 Political contributions		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.25 Anti-competitive behavior

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Corporate Culture" (Governance, IRO Detail)		
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	

13.26 Anti-corruption

GRI 3: Material Topics 2021	3-3 Management of material topics	Refer to "Corruption and Bribery (Governance, IRO Detail); Anti-Bribery and Corruption Policy (Group Policies)		
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption		Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.	
	205-2 Communication and training about anti- corruption policies and procedures	Refer to "Anti-Bribery and Corruption Policy (Group Policies)"		

Table of Contents	Introduction	Leadership Messages	Johnvents Group	Part 1- Environmental Disclosures	Part 2 - Social Disclosures	Part 3 - Governance Disclosures	Appendices
	205-3 Confirmed incidents of corruption and actions taken				Baseline year; data management systems are being developed to support full disclosure in future reporting cycles.		

**All ESG KPI data presented in this report was captured and consolidated using the Group’s third-party ESG reporting software IRIS Carbon.*



Appendix 2: Glossary and Abbreviations

Abbreviation	Full Term / Meaning
ABC	Anti-Bribery and Corruption
AI	Artificial Intelligence
ALP	Agribusiness Leadership Program
BII	British International Investment
BV / Bureau Veritas	Bureau Veritas (third-party certification/verification body)
CL	Child Labour
CLMRS	Child Labour Monitoring and Remediation System
CO ₂ e	Carbon dioxide equivalent
COP	Code of Conduct
CRIN	Cocoa Research Institute of Nigeria
CSA	Climate-Smart Agriculture
CRSD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
DRA	Deforestation Risk Analysis
E&S	Environmental and Social
ESA	European Space Agency
ESAP	Environmental and Social Action Plan
ESG	Environmental, Social, and Governance
ESMS	Environmental and Social Management System
ESRS	European Sustainability Reporting Standards
EUDR	European Union Deforestation Regulation
FAM	Field Area Measure (polygon capture tool)
FAO	Food and Agriculture Organization (United Nations)
FSSC 22000	Food Safety System Certification 22000
FSTL	Food Safety Team Lead
GAP	Good Agricultural Practices
GEP	Good Environmental Practices
GFW	Global Forest Watch
GHG	Greenhouse Gas
GHG Protocol	Greenhouse Gas Protocol (Corporate Accounting and Reporting Standard)
GIS	Geographic Information System
GLAD	Global Land Analysis and Discovery (deforestation alerts, Global Forest Watch)
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
GSP	Good Social Practices
HACCP	Hazard Analysis and Critical Control Points
HCV	High Conservation Value
HR	Human Resources
HSE	Health, Safety, and Environment
IFC	International Finance Corporation
ILO	International Labour Organization
IMS	Information Management System

IP	Identity Preserved (supply chain model)
IPCC	Intergovernmental Panel on Climate Change
IRO	Impact, Risk and Opportunity
ISO	International Organization for Standardization
JVI	Johnvents Industries Limited
JVF	Johnvents Foods Limited
KPI	Key Performance Indicator
LBA	Licensed Buying Agent
LGA	Local Government Area
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
M&E	Monitoring and Evaluation
MT	Metric tonne
NDVI	Normalized Difference Vegetation Index
NESREA	National Environmental Standards and Regulations Enforcement Agency
OHS	Occupational Health and Safety
OHSMS	Occupational Health and Safety Management System
PCPIL	Premium Cocoa Products (Ile-Oluji) Limited
PPE	Personal Protective Equipment
PRI	Principles for Responsible Investment
PS2 / PS4 / PS6	IFC Performance Standards 2, 4, and 6
QGIS	Quantum Geographic Information System
R&D	Research and Development
RA	Rainforest Alliance
RACP / RACP Portal	Rainforest Alliance Certification Portal
RADD	Radar for Detecting Deforestation (alerts, Global Forest Watch)
SC	Supply Chain
SEDEX	Supplier Ethical Data Exchange
SMETA	Sedex Members Ethical Trade Audit
SOP	Standard Operating Procedure
TA	Technical Assistance
TCFD	Task Force on Climate-related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosures
UNGPs	United Nations Guiding Principles on Business and Human Rights
VSLA	Village Savings and Loan Association
WDPA	World Database on Protected Areas
WRI	World Resources Institute
WWTP	Wastewater Treatment Plant

Datasets and Platforms

Term	Description
Copernicus Land Cover	Land cover dataset produced under the European Union's Copernicus Earth observation programme
ESA WorldCover	Global land cover dataset produced by the European Space Agency
Global Forest Watch (GFW)	Forest monitoring platform developed by the World Resources Institute, incorporating GLAD and RADD alert systems
Hansen Global Forest Change dataset	Global forest cover change dataset developed by the University of Maryland

Units of Measurement

%	Percent
kg	Kilogram
kgCO ₂ e	Kilograms of carbon dioxide equivalent
kWh	Kilowatt-hour
m ³	Cubic metre
ML	Megalitre
MWh	Megawatt-hour
t	Tonne (metric)
tCO ₂ e	Tonnes of carbon dioxide equivalent