Environmental, Social & Governance (ESG) Policy

KOKO GROUP OF COMPANIES

Version 1.0
19 March 2025

Revision History				
Revision #	**Description of Change**	**Author**	**Effective Date**	**Approved By**
1.0	Initial Version	Abdel Agadazi & Valentine Odhiambo	19/03/2025	- Humphrey Indire - Ashaba Kamahoro - Matthew Schiller

KOKO Group of Companies
1) KOKO Networks Limited (Mauritius), 2) KOKO Networks Limited (Kenya), 3) KOKO Networks Global Services (Kenya) Limited, 4) KOKO Networks Private Limited (India), 5) KOKO Networks Uganda Limited, 6) KOKO Networks Rwanda Limited, 7) Saarus Innovations Private Limited (India), and 8) KOKO Networks (UK) Limited or any other KOKO Group subsidiaries that may be incorporated in the future. Together, we will refer to these as "KOKO Group of Companies" or "KOKO Group" or "KOKO".

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Introduction

We fully embrace the values of sustainable development, environmental protection, and social responsibility. In line with these values, one of our objectives is to implement an Environmental and Social Management System (ESMS) to provide transparent governance and ensure compliance with international environmental, social, health, and safety (ESHS) standards, including:

- The International Finance Corporation (IFC) 2012 Performance Standards

- IFC Environmental Health and Safety Guidelines

- United Nations Global Compact (UNGC) principles

- The International Labour Organization (ILO) Core Labour Standards and ILO Basic Terms and Conditions of Work

- Applicable national laws, regulations, and international standards

Commitments

Considering ESG factors in our business is necessary given the changing risk landscape, which includes increasing environmental, social, and climate-related challenges. We are dedicated to continuously improving performance to reduce any adverse impacts from our operations. Specifically, KOKO will achieve this by:

1. **Legal Compliance and Ethical Operations:** Adhering to all applicable environmental, health, safety, and social legislation while ensuring responsible product handling and transportation, minimal waste generation, and proper waste disposal.

2. **Sustainability and Strategic Integration:** Incorporating environmental and social risks into strategic decisions and supporting the development of sustainable technologies and processes.

3. **Safe and Responsible Operations:** Ensuring safe, reliable, and responsible transportation, storage, and distribution of products while safeguarding employee health and safety.

4. **Stakeholder Engagement and Accountability:** Promoting awareness, responsibility, and transparency among stakeholders through clear communication, ESMS training, and accessible feedback mechanisms.

5. **Workforce Well-being and Fair Practices:** Ensuring employee safety, non-discrimination, fair treatment, and freedom of association.

6. **Risk Management and Emergency Preparedness:** Implementing preventative measures and emergency response procedures to protect employees and facilities.

7. **Sustainable Procurement and Resource Allocation:** Integrating environmental, social, and safety criteria into procurement decisions and ensuring adherence to our Supplier Code of Conduct.

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8. **Continuous Improvement and Transparency:** Setting measurable objectives, striving for ongoing performance improvement, and maintaining accountability through transparent reporting.

9. **Universal Policy Understanding:** Ensuring all stakeholders, including employees, understand and communicate this policy effectively and appropriately.

How we operationalize the ESG Policy

ESG Responsibility: Direction and oversight of the ESG Policy is the responsibility of the KOKO Group Board, which has delegated day-to-day management responsibility to the KOKO Corporate Management Team. Progress on this policy will be reported to the Board regularly. Active participation and engagement at all levels of the business are of great importance to ensure that all staff own ESG.

ESG Reporting and Communications: ESG risks and opportunities are addressed periodically at Board meetings. KOKO monitors and reports key ESG metrics. These metrics include personal injuries and fatalities, operational incidents, energy consumption, greenhouse gas emissions, water and waste consumption, other board-level or operational issues, and any other metric requested by the Board.

ESG Training: We ensure appropriate awareness of ESG matters among Board members, management, employees, and contractors, as well as additional specialized ESG training for certain positions where necessary. We also document the initiatives adopted to raise awareness of ESG matters (eg, training, communications, campaigns) and ensure that the training program is periodically re-evaluated and updated.

This Policy applies to KOKO Group of Companies and will be reviewed annually.

Matthew Schiller
President & Chief Operating Officer
24 March 2025

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