

ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) POLICY

1 SCOPE

At Koa, we are building a business that empowers rural communities in West Africa to create significant added value to the global food system by applying innovative processes to turn plant-based resources into unique taste experiences and positive impact. Through innovation we have unlocked a new decentralised value chain around the cocoa pulp.

We are the very first company to extract the cocoa pulp and its fruit juice in close cooperation with smallholders in West Africa. The pulp extraction reduces food waste while its processing by Koa provides farmers with an additional income. At the same time, a unique and versatile ingredient is brought to the culinary market. Through innovation we are trying to build a business that creates real impact while being sustainable on the Triple Bottom Line: People, Planet, Profit.

The Triple Bottom line is the backbone of our business model and deeply rooted into why the founders have started Koa back in 2017. An active commitment to positive material impact on the society and the environment is also reflected in our manifesto and was incorporated into the organisation's governance structure through an extension of the official business purpose of all legal entities within the group (i.e. KSAG, KIGL).

Koa's manifesto: We are convinced that it is our duty to shape a joyful future for our stakeholders, the society and all life on our planet.

2 POLICY STATEMENT

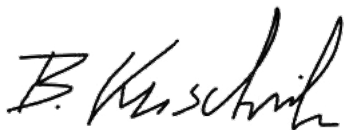
As an environmentally informed and socially responsible company, Koa subscribes to an Environmental and Social Management System ("ESMS") in compliance with applicable IFC Performance Standards and requirements of ISO 14001:2015 International Standard.

Our Policy commitments are to:

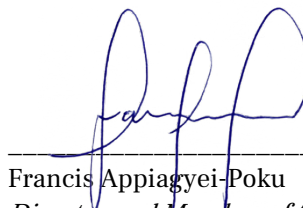
- i. Improve upon our corporate image and reputation in the international markets;
- ii. Prevent, reduce or limit negative environmental, social and climate impacts and improve the environmental and social benefits of our initiatives;
- iii. Support the conservation and protection of biodiversity and sustainably manage energy and water resources;
- iv. Avoid negative impacts on the living conditions, livelihoods and land tenure of communities;

- v. Ensure the health and safety at work of our own employees and require our suppliers and contractors to implement measures to protect the health and safety of their employees at work;
- vi. Prohibit forced labour and child labour, prohibit discrimination, prohibit and combat sexual harassment and support the freedom of association and the right to collective bargaining of workers;
- vii. Comply with all relevant environmental, social, health and safety as well as land acquisition policies, laws and regulations of Ghana and Switzerland as well as international standards.
- viii. Develop clear and open communication channels between Management, employees, third party suppliers and communities in which we operate.
- ix. Ensure all legal entities within Koa have, where legally permissible, a commitment to positive material impact on society and environment in their official company purpose.
- x. Establish and promote best practices in our operations to ensure continual improvement of our environmental and social performance.
- xi. Ensure that anyone who works for and on behalf of Koa including among others employees, suppliers, service providers and contractors is responsible for demonstrating acceptable environmental behaviours and reporting potential environmental and social risks.

This Policy Statement is our statement of commitment to all environmental and social matters and shall be audited and periodically reviewed to ensure its relevance to changing priorities.



Benjamin Kuschnik
Director and Member of the Board at KSAG



Francis Appiagyei-Poku
Director and Member of the Board at KIGL