



Global Farmers Market

GEBANA SUPPLIERS' SUSTAINABILITY REPORT

2024

WE WANT TO DOUBLE OUR IMPACT.

gebana's promise in 2023, our anniversary year

Watch our video to find out
how gebana makes a difference.
gebana.com/impact



GEBANA GROUP

MORE SUSTAINABILITY, MORE FAIRNESS.

Two years ago, while dealing with a difficult market environment, we announced our intention to double our impact. Despite some hurdles along the way, 2024's figures show that we're on the right track.

The total premium paid out directly to farmers through the gebana model was 8 % higher than in 2023. Investment in the Global South has increased by 138 %, and the number of dynamic agroforestry plots has more than doubled, going from 279 to 561.

Touching on different KPIs, this report focuses on the evolution of gebana Trade's suppliers during 2024. For a more comprehensive insight about the gebana Group's situation, take a look at our annual report: gebana.com/annualreport2024.

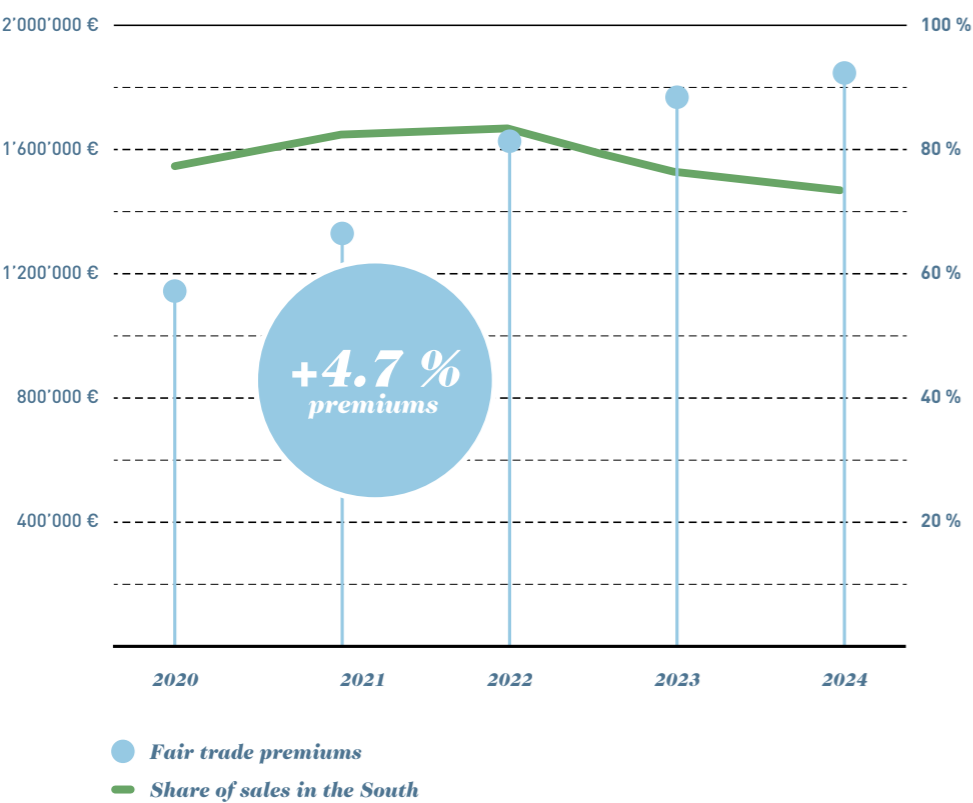
gebana Group KPIs

Revenue sharing and premiums

gebana is a dedicated company with integrated supply chains. We operate our own subsidiaries in Burkina Faso and Togo and hold minority stakes in companies in Brazil and Greece. Beyond that, we collaborate closely with key partners through long-term contracts, pre-financing arrangements, and premium-based models.

The figures below are consolidated for gebana AG (the holding company based in Switzerland), gebana Trade (the wholesale company based in the Netherlands), gebana Togo and gebana Burkina Faso.

One of our key performance indicators monitors the proportion of sales generated by our own companies in the South, which amounted to 74 % in 2024. The premiums paid to farmers, including our gebana model payments, fair trade premiums and solidarity premiums increased again by 4.5 % and totalled €1'844'277.



The share of sales in the South has been declining for two years due to the crisis in the soy market that affected gebana Togo.. At the same time, business in the North has been growing steadily.

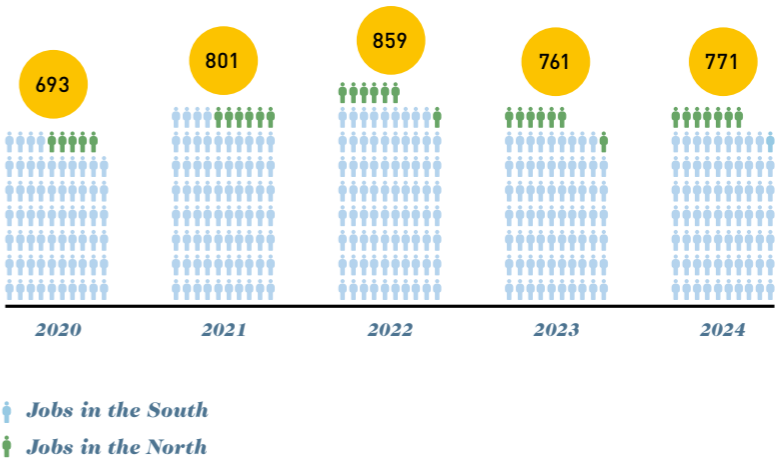
The premiums include the Fairtrade and gebana model premiums.

Jobs gebana Group

gebana has 771 employees worldwide who work each day toward a fairer and more sustainable global trade. Of these, 608 work in Burkina Faso and 89 in Togo. All of them have social security – which is not a given in these countries.

In our factory premises in Burkina Faso, a nurse is also available to all employees free of charge. Permanent employees benefit from subsidies for medication. In addition, gebana Burkina Faso offers subsidised childcare for its employees' children.

In Togo, employees receive subsidies for telephone costs, accommodation, transport and maternity leave.



Investments and risks in the South

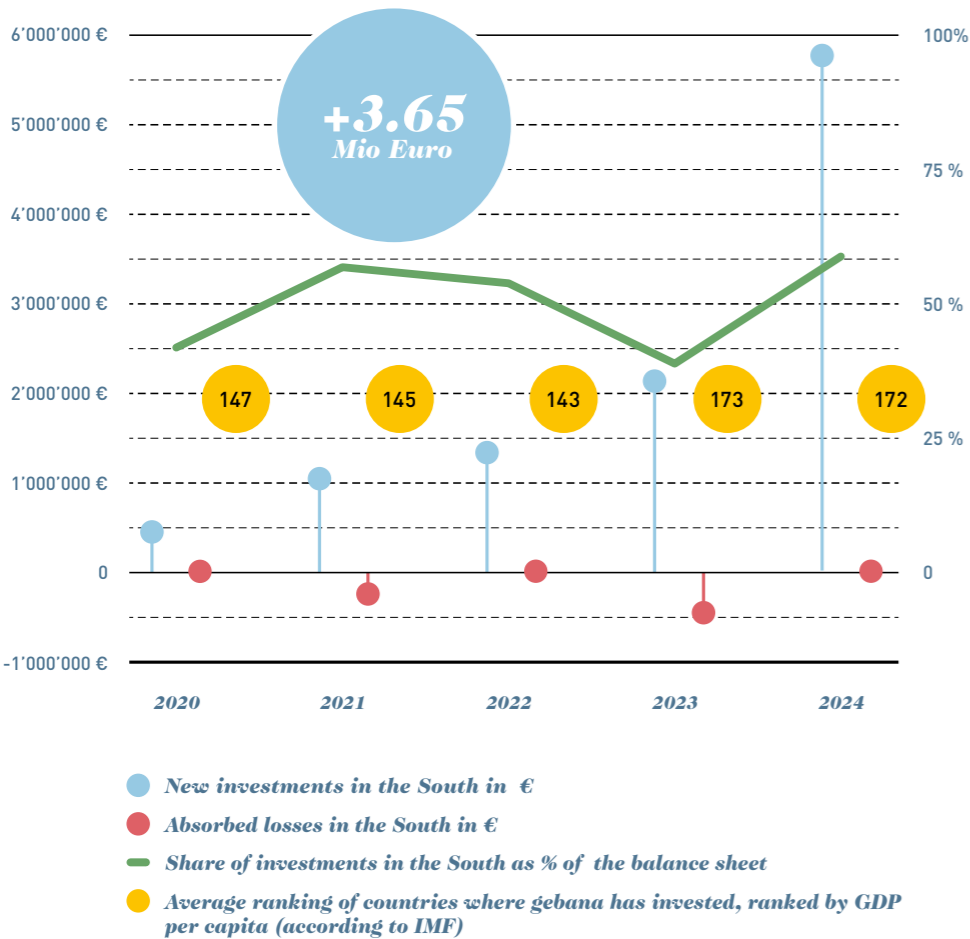
In 2023, 39 % of our assets were in the South. The following year, with the progress of our new factory in Burkina Faso, this share has increased to 59 %.

We have made great progress on the construction of the *Belle Usine*, our factory in Burkina Faso (more information about this project in the section *Spotlight on our main supply chains*), ensuring the production start in 2025. The budget for this project is €11.3 million – the largest investment we have ever made. We are proud that we were able to carry out this project despite the challenging environment,

related to the unstable organic market as well as security issues in Burkina Faso.

In addition to the factory, we have invested in a new ERP for gebana Trade, supporting the optimisation of business processes.

We invested a total of €6.2 million last year, 93 % of which was invested in the South.



The investments referred to here are the fixed assets invested in the South. They are calculated as a percentage of the total balance sheet. Absorbed losses include restructuring, depreciation and donations to companies in the South. The sharp increase in new investments in the South in 2024 is due to the construction of our new factory in Burkina Faso.

SUPPLIERS

GEBANA SUPPLIERS PRIORITISE INCREASING WORKERS' WAGES AND FARMERS' PRODUCTIVITY.

Our suppliers

In 2024, gebana Trade collaborated with 35 suppliers. With a strong focus on integrated supply chains, 70 % of the annual purchasing volume was generated through just four suppliers – namely, our subsidiaries in Burkina Faso and Togo, as well as through key strategic partners who channel almost all of their annual production through gebana Trade.

In keeping with our vision and mission, the majority of products traded by gebana Trade are certified organic, and a significant portion is also certified Fairtrade.

The following key figures provide an overview:

- 70 %** of the annual purchasing volume was conducted with four key suppliers – our subsidiaries and strategic partners – read more about them in the next sections.
- 93.5 %** of gebana Trade's sales turnover came from certified organic products.
- 26 %** of the total sales volume in 2024 was certified Fairtrade by Flocert.

Spotlight on our main supply chains

In this chapter, we will touch on the latest achievements of our most important partners.

Based in Bobo-Dioulasso, our subsidiary gebana Burkina Faso helped 925 new organic farmers on their journeys to organic certification and now works with over 5'500 organic certified mango and cashew smallholders.

Further south lies gebana Togo, based in Lomé. Our second subsidiary had a rough year due to the difficult soy market. As a consequence, we decided to step back from the soy business and intensify our focus on cocoa and dried pineapple. There is potential in cocoa: gebana Togo started a small chocolate production pilot in Togo and we plan to invest in it in a near future.

Our Tunisian partner, South Organic – whom we helped set up – has been supplying us with dates for over twenty years. At the time, it was one of the pioneers of organic farming in Tunisia. For our main supplier for dates, the last years were challenging due to mite attacks and climate conditions. In response, South Organic is intensifying their work with farmers and investing in demo plots and optimised irrigation systems.

Last but not least, the cooperative Coopavam has been supplying us with Brazil nuts from the rainforest since 2020. Based in Juruena, in the Brazilian state of Mato Grosso, the company is the latest to join the gebana model (2022). Their Brazil nuts are harvested in protected forest reserves in the Amazon, mostly by indigenous people, and help keep forests intact.

La Belle Usine

Regarding the new factory – named *Belle Usine* by the local employees – 2024 enabled us to reach a few milestones. After four years of planning, revisions, negotiations and delays, we celebrated the emotional laying of the foundation stone for the *Belle Usine* on 2 February 2024, joined by guests from political and local authorities, family farmers, construction partners, and employees. Just over a year later, the cashew processing hall is complete. The canteen, day-care, and sanitary facilities are nearly finished, and the office building is under construction. Only the mango drying hall remains, but we expect to complete all work by the end of 2025, with cashew production beginning mid-2025.

The *Belle Usine* is the largest investment in gebana’s history – and a major milestone in terms of impact: 1'000 new jobs and 3'000 additional family farmers in one of the world’s poorest and most unstable countries.

Training, research & production support

The transfer, implementation and expansion of knowledge are key factors in the development of a region. This is why gebana continually invests in farmer trainings and supports agricultural production.

In 2024, we conducted a total of 679 training courses with 13,081 participants, covering subjects like compost, pruning, improving yields and organic cultivation methods.

This graph below shows expenditure on training, research and support for agricultural production per supplier.



Dynamic Agroforestry

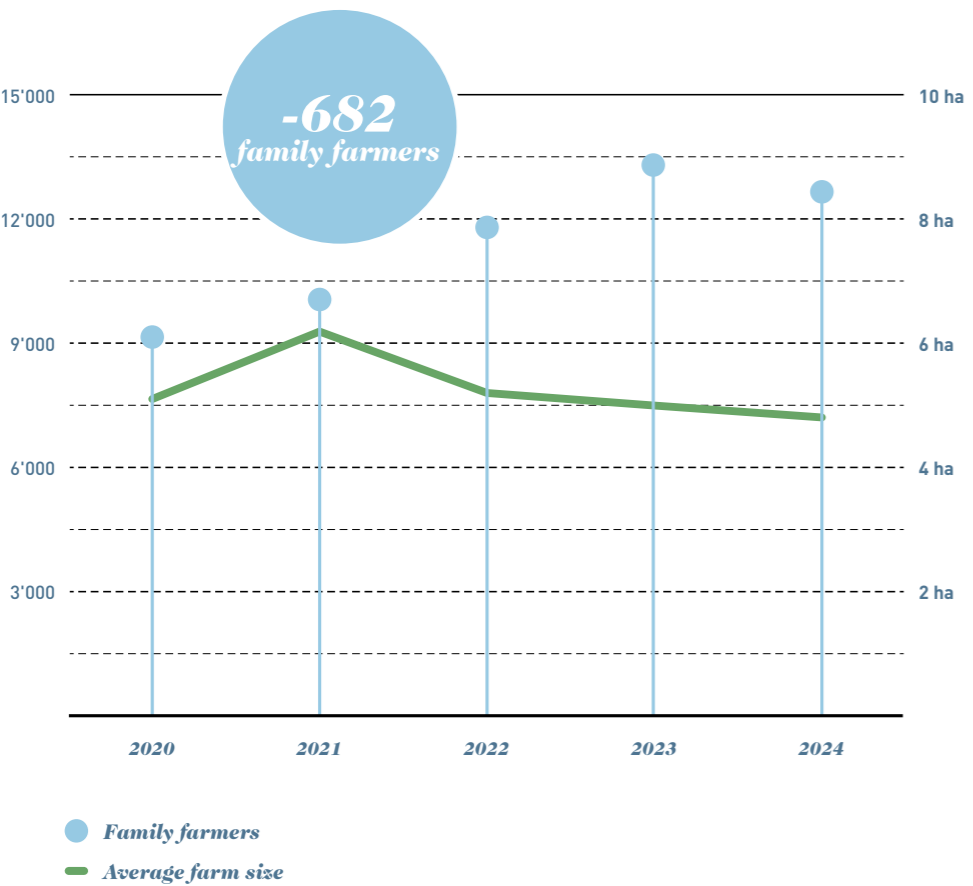
Cultivation holds the greatest potential for reducing greenhouse gas emissions in food production. That is why we are investing in improving agricultural techniques and training our producers. Our focus is on organic farming, dynamic agroforestry – enriching the plots with various agricultural crops, fruit trees and a range of indigenous plants – and more efficient cultivation methods that enable family farmers to increase their yields.

Accordingly, we deepened our focus on dynamic agroforestry in 2024. We converted a total of 282 cashew and cocoa plots in Togo and Burkina Faso to this innovative agricultural method and, together with the family farmers, planted 140'000 trees and cuttings to rejuvenate and diversify their groves. We set up several tree nurseries for this purpose with the cooperatives. In total, we have now supported the conversion of 561 plots.

We are grateful that we can count on third-party co-funding for some of these projects, namely from some of our valued B2B partners, and in other cases from development organisations.

Family farmers and farm size

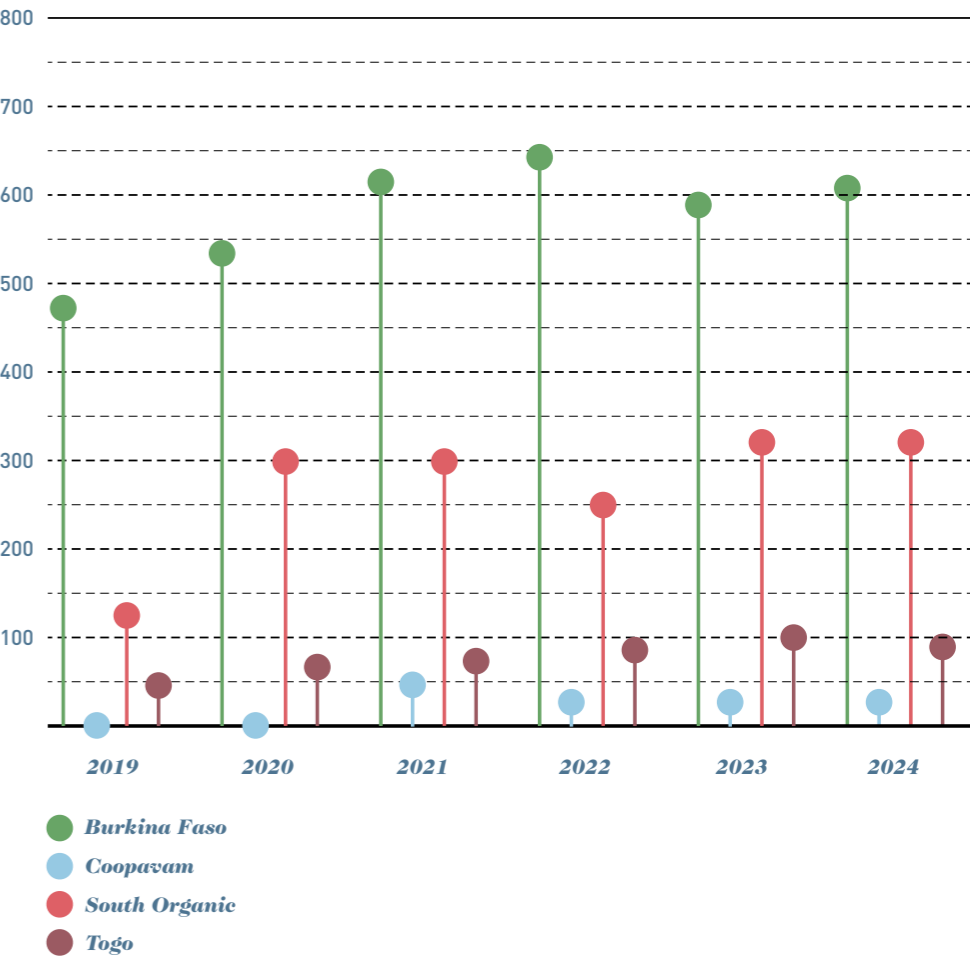
In Burkina Faso and Togo, a total of 12'506 family farmers are collaborating with gebana. In comparison with last year, the number of producers we work with directly decreased slightly, due to the reduction of soy farmers in Togo.



The number of family farmers has been declining since 2023 due to the difficult situation in the soy market, which has resulted in fewer family farmers growing soy and a decrease in our soy purchasing.

Jobs per supplier

In 2024, the number of employees in gebana suppliers stayed almost stable. In 2025, this number will increase, due to the opening of the new factory in Burkina Faso.



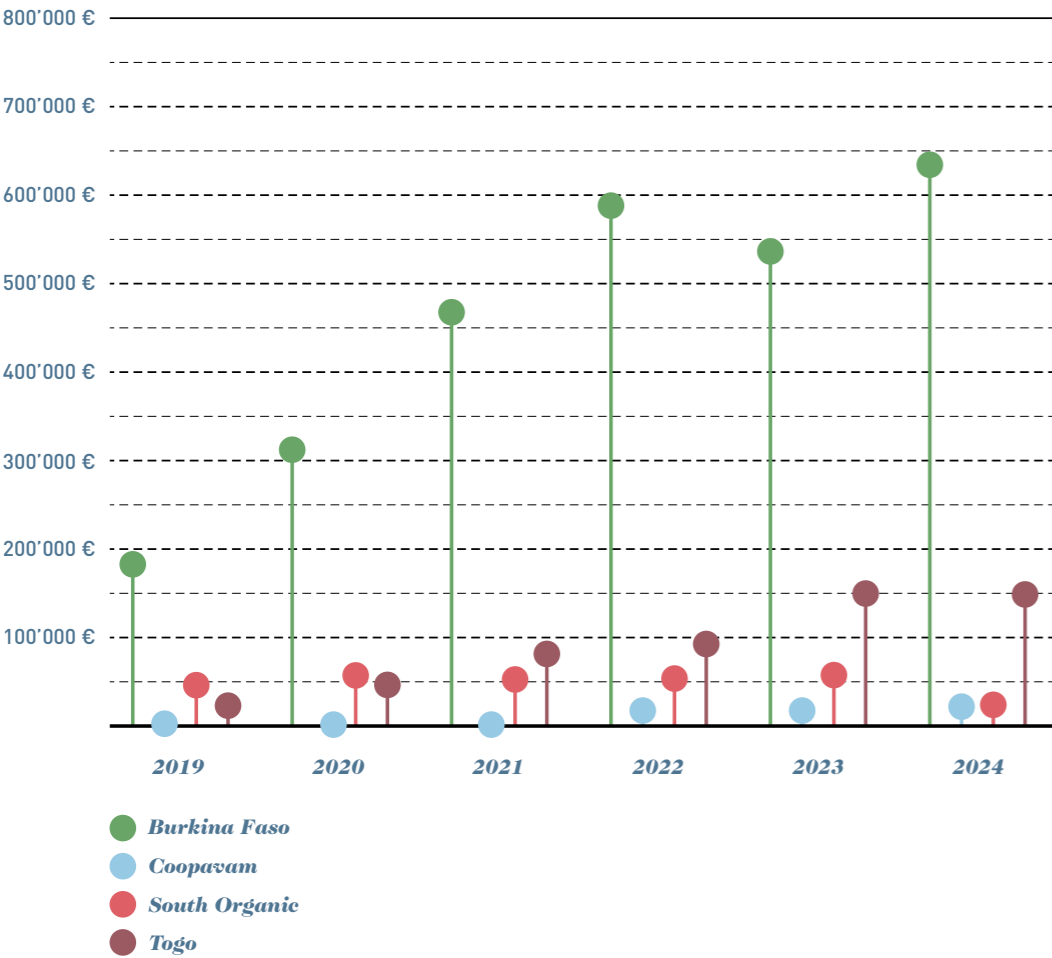
Premiums per supplier

The 2023 Fairtrade premiums paid by our most important suppliers totalled €309'441, which is 16 % higher than last year, thanks to increased sales of Fairtrade certified mango and cashews.

In Burkina Faso, FLO premiums reached €258'716 and financed – among other projects – regional cooperatives' operating costs for collection activities during the campaign, the replacement of Bandougou's borehole pump, and the construction or renovation of classrooms in Toussiana, Kolokolo, Taga, and Kogouera. Additionally, 4'074 family farmers received €376'200 as part of the gebana impact model which was 9 % more than in 2023. These gebana impact model premiums are paid out to each producer at the end of the season.

In Togo, a total of €26'247 FLO premiums went towards buying small equipments, grow nurseries as well as pay cooperatives charges. Additionally, 1'444 cocoa producers received a total of €121'489 as part of the gebana impact model.

The FLO premiums in Tunisia totalled €24'478. The graphic below shows the totalled premiums (FLO & gebana model) per supplier.



The gebana premium

We introduced the gebana model in 2019 in order to work with family farmers on specific sustainability goals. These *goals focus points* cover a vast scope and include for instance the development of dynamic agroforestry, providing support for certifications and yield improvement, and raising awareness of child labour. At the same time, the gebana model serves as a means of sharing our sales with the family farmers, which raises their incomes. They receive 10 % of the sales price of their products in our on-line shop in addition to the purchase prices and organic premiums. We always pay the gebana premium, even if we incur losses. Moreover, it is paid directly to the farmers.

Living income

gebana is committed to paying family farmers a fair price for their produce. One of our key wholesale customers agreed to paying Living Income Reference Prices (LIRP) for our cashews and mangos from Burkina Faso. This is an important step towards closing the Living Income Gaps for our family farmers along with our efforts in Direct Sales. The LIRP was calculated and verified by Fairtrade International and will be updated regularly.

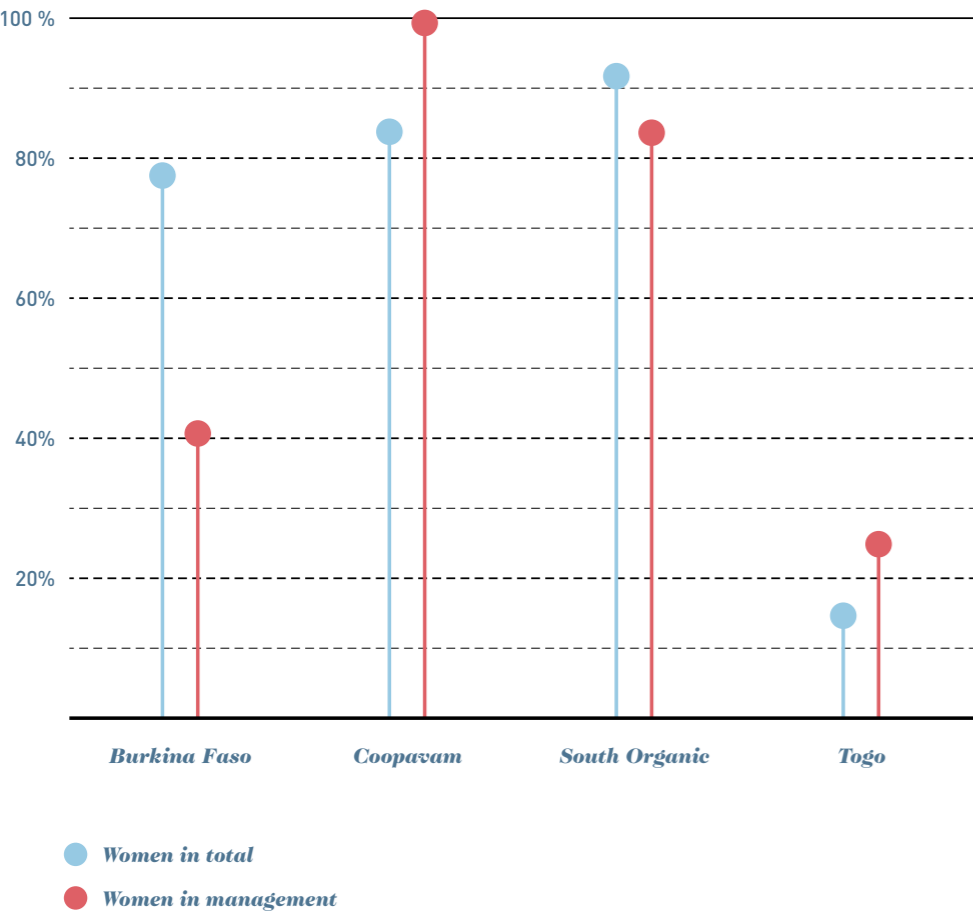
Wages and working conditions

gebana always pays its employees in the Global South at least 15 % more than the locally applicable minimum wage. All workers are legally employed and registered with the national social security system. Occupational safety at our subsidiaries is a priority for us.



Jobs by gender

The majority of the gebana Group's employees are women. In particular, gebana Burkina Faso is a pioneer in this area, with 78 % female workers. Working at gebana Burkina Faso enables women, who would otherwise only be able to pursue informal work due to a lack of training, to gain regular employment. However, women are still underrepresented in management. Our long-term goal is to have 50 % women in management.



OUTLOOK

MORE SALES MEANS MORE IMPACT.

In 2024, gebana consolidated its position as a reliable and impact-driven partner in sustainable global trade. We focused on improving operational efficiency, strengthening integrated supply chains and preparing for a significant scale-up in key sourcing regions.

Our collaboration with a small number of long-term strategic partners remained central: 70 % of our purchasing volume came from just four suppliers – our subsidiaries and trusted partners who deliver almost all of their production to gebana. These close relationships allow for better planning, traceability, and continuous improvement across the value chain.

The foundation for 2025 is solid. Our new factory in Burkina Faso is nearing operational readiness and will significantly expand our processing capacity. In Togo, we have redirected our strategic focus toward higher-margin products like cocoa and dried pineapple. Meanwhile, gebana B.V. has moved into new offices and introduced a modern financial and planning system, further strengthening our operational setup.

With demand recovering and new infrastructure in place, gebana is well prepared to manage larger volumes and improve profitability. Our focus remains on delivering high-quality products and measurable impact through scalable, commercially viable supply chains.