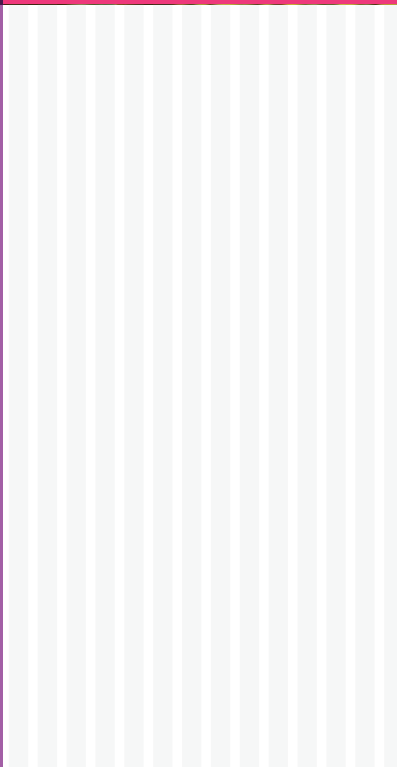
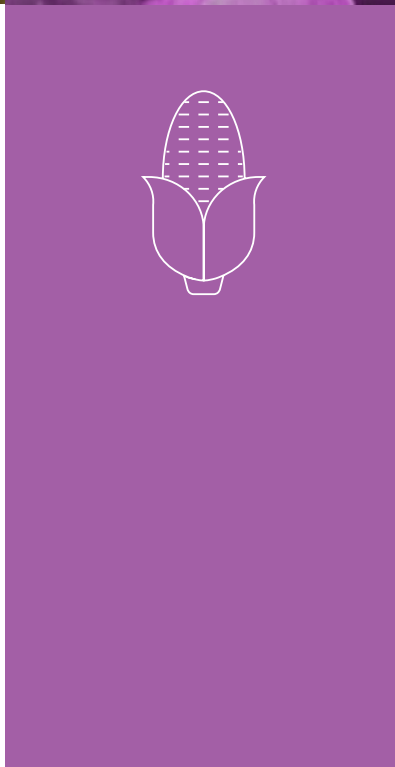
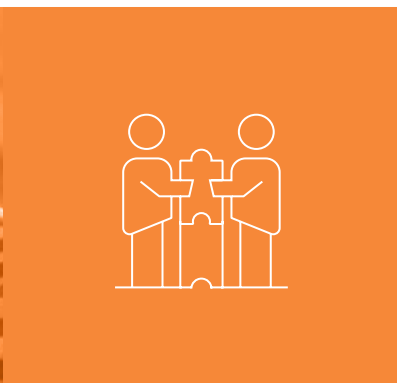
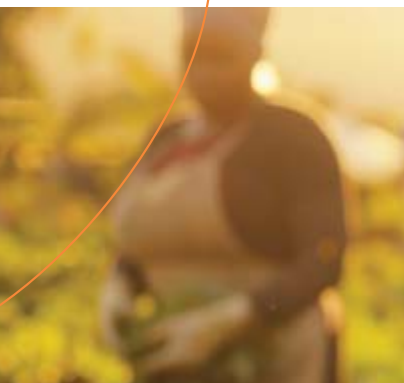




# Africa Sustainability Impact Report 2024-2025 Edition



Africa stands at the heart of UPL's sustainability ambition, where the strength of our resilient core meets the urgency of a future-ready world.

In FY25, we sharpened our strategy, deepened local partnerships, and expanded regenerative solutions to help smallholder farmers thrive in the face of climate and economic challenges.

At group level the 460 bps improvement in EBITDA margins, strong free cash generation, and a ~\$1 billion net debt reduction reflect our commitment to sustainable value creation. This value extends not only to shareholders but also to farmers, ecosystems, and communities.

From cutting-edge biosolutions to inclusive digital platforms, and from stewardship training to resilient food value chains, our actions are grounded in operational excellence and driven by shared purpose.

As the fifth-largest global crop protection leader and top-ranked ESG performer among peers, we are not just adapting to the future. We are actively shaping it.

---

**5<sup>th</sup> Largest**

Global Crop  
Protection company

**Diversified**

Crop segments in  
targeted geographies

**#1**

Ranked agchem  
company in ESG

**Leading**

Player in  
BioSolutions



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## About this Report

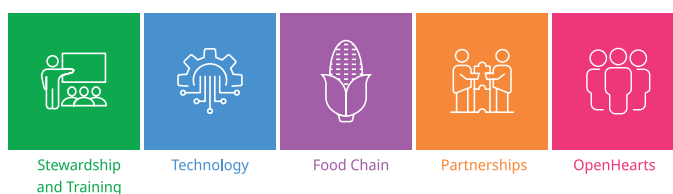
At UPL, sustainability is integrated into our operations. It influences how we innovate, partner, grow, and lead. Our sustainability reporting journey aims to go beyond compliance and metrics to provide a comprehensive account of our progress, purpose, and impact. Each edition is intended to share our achievements and encourage both ourselves and the industry to continually improve together.

This 2024–2025 edition of the UPL Africa Sustainability Impact Report marks our fourth consecutive year of documenting and accelerating change across the continent. It captures the breadth and depth of our initiatives during the financial year from April 1, 2024, to March 31, 2025, and highlights the tangible steps we are taking to transform Africa's food systems through innovation, inclusion, and partnership.

From regenerative agriculture and climate resilience to economic empowerment and ecosystem restoration, this report profiles some of our most strategic and high-impact initiatives. These include the expansion of our ProNutiva® approach, which integrates the power of biological solutions and conventional crop protection, offering a balanced, high performance approach to farming. Our stewardship training programs continue to equip farmers with vital knowledge and tools to adopt safer, more sustainable practices. Through the Cocoa & Forest Initiative, we reaffirm our commitment to deforestation-free value chains and our ILO partnership in Mali demonstrates how responsible labor practices and social protections can be advanced at scale with the right combination of forces.

These efforts form part of a broader, coordinated strategy that is grounded in UPL's global sustainability ambition and tailored to Africa's local realities.

At the center of this strategy are five thematic pillars that define our work and guide our impact:

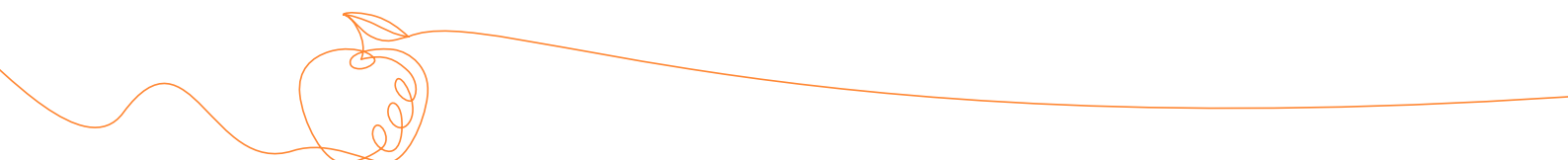


Each pillar represents a lever for systemic change. Together, they support farmers not only with inputs but also by improving access to education, innovation, finance, and markets. Our approach is holistic and inclusive, designed to create value across the continent and ensure that progress is equitable, measurable, and sustainable.

Inspired by our Group-level Sustainability Report, which adheres to globally recognized standards and reporting frameworks, this Africa-focused edition continues our commitment to transparency, and purpose-driven action. This year's Africa Sustainability Impact report has been prepared in alignment with international frameworks including the UN Global Compact and the UN Sustainable Development Goals (SDGs).

This report highlights the dedication and hard work of farmers, innovators, and partners who are committed to making a positive impact in agriculture. It demonstrates the potential for sustainability to drive meaningful change without compromising progress. We invite you to explore the stories, data, and direction in the pages that follow.

Together, let us reimagine agriculture as a force for good across Africa and beyond.







## FOREWORD

# Christina Coen Chief Transformation Officer, UPL Corp

Sustainability is no longer just an aspiration; it is an imperative. At UPL Corp, we believe that agriculture holds the power to not only meet the challenges of climate change but to create positive environmental and social impacts for generations to come.

UPL Corp has chosen to lead with purpose and innovation, we connect the brightest minds, cutting-edge technology, and bold ideas to deliver solutions that empower farmers, protect the planet, and help communities thrive. Our purpose, promise and values are embedded in every choice we make and every strategy we implement.

Our sustainability efforts are built upon three core pillars that guide our actions and commitments. First, we are dedicated to transforming food systems, ensuring that everyone, everywhere, has access to healthy, nutritious food. Second, we focus on enabling farmer resilience, standing alongside them as true partners to reduce the risks they face and guarantee long-term prosperity. Lastly, we prioritize partnering with nature, leveraging its inherent wisdom to create sustainable solutions that mitigate challenges like climate change and habitat loss.

Africa exemplifies these commitments in action. With its vast potential and urgent sustainability challenges, the continent has become a focal point for significant progress within the UPL Corp team. Among our initiatives is the recently

established UPL Africa Experimental Farm in Côte d'Ivoire. This hub of research, innovation, and collaborative learning is driving advancements in sustainable agriculture, helping smallholder farmers enhance productivity and resilience while protecting the environment they depend upon.

Our Africa teams have shown what's possible when purpose meets action. The P4S (Partnerships for Sustainability) initiative, collaborations with organizations like Farm Africa and AFAP, and our pioneering Carbon Projects are aligning sustainability efforts with measurable results. At the same time, the development of the Africa Sustainability Platform has brought structure and focus to our efforts, highlighting the vital importance of stewardship, partnerships, food value chains, and environmental progress.

This publication celebrates not just what we have already achieved but also what lies ahead. I want to extend my heartfelt gratitude to our teams, partners, and stakeholders in Africa for their commendable sustainability efforts. Your leadership not only inspires but also drives significant progress in our global programs.

As we move forward, we will continue to innovate, collaborate, and adapt to meet the challenges ahead. Together, with our teams, partners, and stakeholders, we are confident that we can create lasting positive change for agriculture and the environment. Thank you for being part of this journey.



## FOREWORD

**Marcel Dreyer**

**Africa Region Head,  
UPL**

The saying that “time flies when you are having fun” is very true. We have had an amazing year and are proud to present the fourth edition of UPL Corp Africa Sustainability Impact Report.

Agriculture is the backbone of Africa's economy, employing over 60% of the population and contributing significantly to GDP in many countries. However, achieving food security – where all people have consistent access to sufficient, safe, and nutritious food – remains a persistent challenge due to a combination of factors, including climate change, inefficient farming practices, and population growth.

Even with these, and other challenges, our amazing UPL Africa team remained committed to improve the lives of our distributors and our farmers through quality solutions, training and better technology to ensure sustainability.

In 2024/25, the team has achieved all our operational and financial goals. With remarkable effort and hard work, we are on track to lead the agrochemical and bio-solutions markets in Africa. With this achievement comes a sustainability responsibility.

We have launched an Africa Sustainability Platform bringing together four key thematic areas under one cohesive framework: Stewardship Training, Partnerships, Food Value Chains, and Carbon Projects. This focused approach gives us a clear measurable and achievable strategy.

We developed and showcased our solutions in each region through demonstration trials, for example at the UPL Africa Experimental Farm in Ivory Coast and the Delmas research station in South Africa.

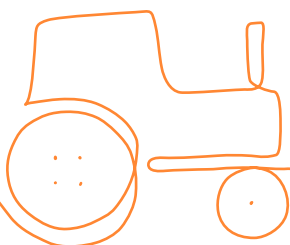
We continued with our very successful stewardship training modules in Africa, aligned with the UPL Global Stewardship Model.

These programs are branded as “N’Guso Papa®” (Twi), “Applique Bien®” (French) and “Galela Kakuhle®” (iXhosa). It covers topics such as the safe handling, calibration and application of agricultural chemicals, product label interpretation, the importance and correct use of personal protective equipment and environmental safety.

The South African CarbonSmart program also progressed from a pilot programme to a commercial phase, marking a key milestone in UPL's mission to scale regenerative agricultural practices across Africa. CarbonSmart is changing how farming is practiced, demonstrating how farmers can build resilience to climate change, restore soil health, and unlock new revenue streams for farmers. The first carbon credits are now confirmed for issuance, proving that sustainable farming can deliver both environmental and financial returns. We look forward to deepening collaboration with Food Value Chain stakeholders as we work to expand CarbonSmart's reach to shape a more resilient, climate-smart, and sustainable agricultural future for South Africa.

The UPL Women's Network South Africa Chapter also hosted its second annual “Women in Agriculture” celebration. The event, held to coincide with South Africa's Women's Day, celebrated Gauteng-based UPL staff, clients, industry professionals and suppliers. Guest speaker Zelda la Grange, Nelson Mandela's former personal assistant and international best-selling author, inspired the audience.

Agriculture and food security are central to Africa's development agenda. While the sector faces significant challenges, such as climate change and resource limitations, the continent also has immense potential for growth and innovation. By leveraging sustainable practices, investing in infrastructure, engaging youth, and fostering regional and international collaboration, Africa can achieve a resilient and food-secure future.





## FOREWORD

### Florent Clair Global Sustainability Manager, UPL Corp

It is with immense pride and renewed purpose that I present the fourth edition of UPL's Africa Sustainability Impact Report (ASIR 2024–2025). Each year, this report is more than a summary of achievements — it is a reflection of our shared journey, our evolving vision, and our deepening commitment to transforming agriculture across Africa.

This year, our impact has grown — not just in numbers, but in depth, reach, and meaning. We've expanded the Partnerships for Sustainability initiative into Eastern Africa, forging new partnerships with organizations like Farm Africa, the Sustainable Agriculture Foundation-Africa, and AFAP. These collaborations are enabling us to support more smallholder farmers on their journey toward climate resilience, improved livelihoods, and long-term sustainability.

Internally, we've taken bold steps to strengthen the foundation of our sustainability strategy. The launch of the new Africa Sustainability Platform marks a pivotal moment — bringing together four key thematic areas under one cohesive framework: Stewardship Training, Partnerships, Food Value Chains, and Carbon Projects. This structure is helping us align our efforts, sharpen our focus, and amplify our impact.

We've also reinforced our internal data systems, introducing dedicated tools and regular team engagements to ensure that our insights are as robust as our intentions. And in Côte d'Ivoire, we inaugurated the UPL Africa Experimental Farm — a new hub for research, product development, demonstration, and training.

It's a space where innovation meets action, and where the future of sustainable agriculture is being shaped, one trial at a time.

On a personal note, this year marked a new chapter for me as I stepped into the role of Global Sustainability Manager for UPL. This opportunity is not just a professional milestone — it is a tribute to the incredible work we've done together in Africa. It is here, in the fields and communities of this continent, that I've witnessed the true power of purpose, partnership, and perseverance.


Behind every initiative in this report is a story — of a farmer who adopted a new practice, a team that went the extra mile, a partner who believed in our mission. These stories are the heartbeat of our sustainability journey. They remind us that real change is not top-down or one-size-fits-all. It is local, it is lived, and it is led by those closest to the land.

To our teams across 17 offices and 4 factories, to our partners, and most importantly, to the farmers — thank you. Your trust, your resilience, and your drive are what make this work meaningful.

As we look ahead, our path is clear. We will continue to grow through collaboration, lead with purpose, and act with humility. Africa's agricultural transformation is not a distant goal — it is happening now. And together, we will keep building it.







“ This publication  
celebrates not just what  
we have already achieved  
but also what lies ahead ”

*Christina Coen*

Chief Transformation Officer, UPL Corp





# About UPL



# About UPL

## A Global Leader in Sustainable Agriculture

UPL is a leading global provider of sustainable agricultural solutions, dedicated to transforming the world's food systems through innovation, collaboration, and a deep sense of purpose. With annual revenues exceeding INR 430 billion and operations across more than 140 countries, UPL is publicly listed on the BSE, NSE, and London Stock Exchange.

In alignment with our commitment to the values upheld by the United Nations (UN), we have identified five core areas of focus: ensuring environmental sustainability, devising strategies for economic progress, nurturing human development, safeguarding human rights, and promoting health, safety, and social responsibility. We align our efforts with all 17 Sustainable Development Goals (SDGs), while placing strategic emphasis on the following, each central to our sustainability vision and impact strategy.



Our vision is to be an icon for growth, technology, and innovation. Guided by this ambition, our mission is to make every single food product more sustainable. We offer a comprehensive portfolio that spans the entire agricultural value chain.

At the heart of our approach is OpenAg, a global initiative that fosters a borderless, inclusive, and collaborative agriculture network. OpenAg champions new partnerships, open innovation, and shared knowledge to address global challenges such as climate change, soil degradation, water scarcity, and food security.

# Our Values



## Always human

Always strive to do the right thing, prioritize safety, connect people, and create opportunities for all.



## Nothing's impossible

Be purposeful and challenge convention to create a sustainable future.



## Win win win

Work together and with our partners and customers to create solutions where everyone wins.



## One team, one focus

Work tirelessly as one team to drive growth for all.



## Agile

Adapt quickly and respond proactively to serve grower needs. The world needs our urgency.



## Keep it simple, make it fun

Create simple, innovative solutions to complex challenges, and keep it fun.



### Our Vision

Is to be an icon for growth, technology and Innovation.



### Our Purpose

An agriculture network that feeds sustainable growth for all. No limits, no borders.



### Our Mission

To have a transformational and sustainable impact on every food product for farmers and growers, all types of customers, consumers, and societies worldwide. To make every single food product more sustainable.

“These principles also shape the way we collaborate with our teams inside UPL, fostering a culture of innovation, mutual respect, and shared success”





## UPL Group at Glance



For over five decades, UPL has emerged as a prominent brand in the global agri-solutions industry. We are a leading global player in biosolution and the 5th largest agrochemical company in the world. With a commercial presence in over 140 countries, we process stations.

Our global operations are supported by over 15,000 product registrations, 2,700+ patents, and 24 R&D facilities, alongside a dedicated workforce of more than 12,000 professionals reinforcing our commitment to innovation, accessibility and food system resilience. These capabilities uniquely position UPL to drive agricultural transformation at scale, delivering sustainable, science-based solutions that meet the needs of farmers, food systems, and the planet.



 Manufacturing Facility
  Field Station
  Chemistry & Formulations
  R&D facilities
  Open Ag Farm
  New Agtech

Our Business Divisions

UPL offers farmers a complete, holistic solution that spans the entire agricultural lifecycle—from seeds and conventional crop protection products to biosolutions, post-harvest treatments, and a suite of physical and digital services. This end-to-end integration empowers growers to enhance yields, build resilience, and ensure the long-term sustainability of their farms.

Our pure-play crop protection and seeds platforms are innovation-driven, delivering differentiated, science-backed solutions that address evolving grower needs.

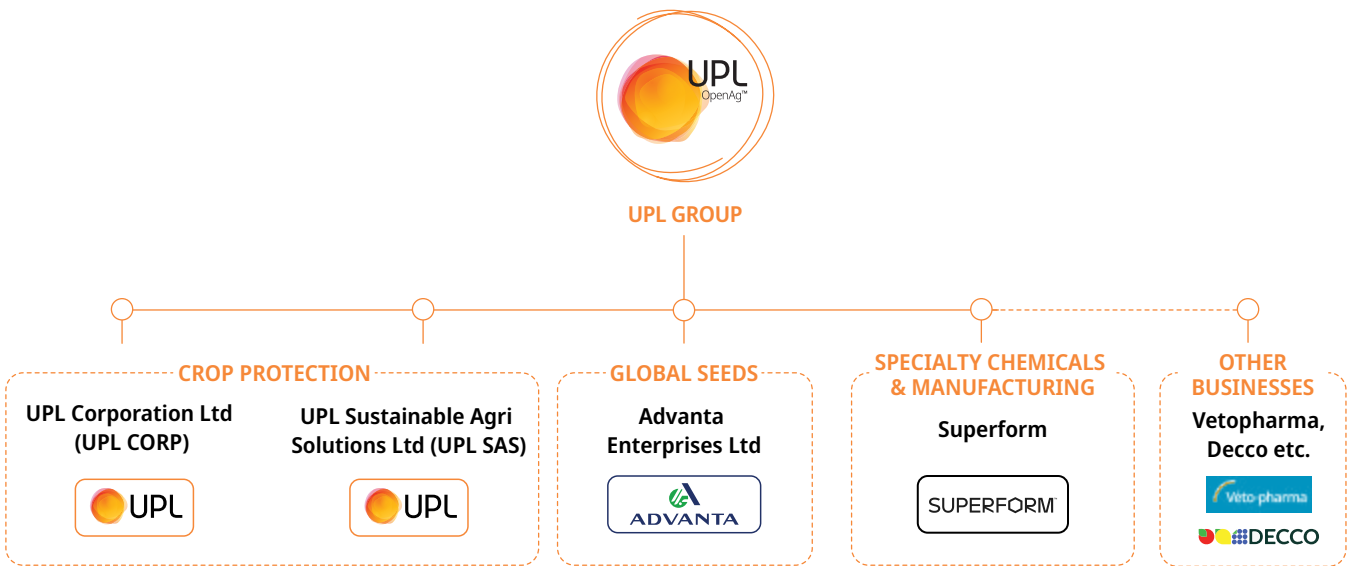
These platforms are strategically designed to generate value across the crop cycle—from planting to market access.

Our solutions are delivered through a strategically aligned structure of four pure-play platforms:

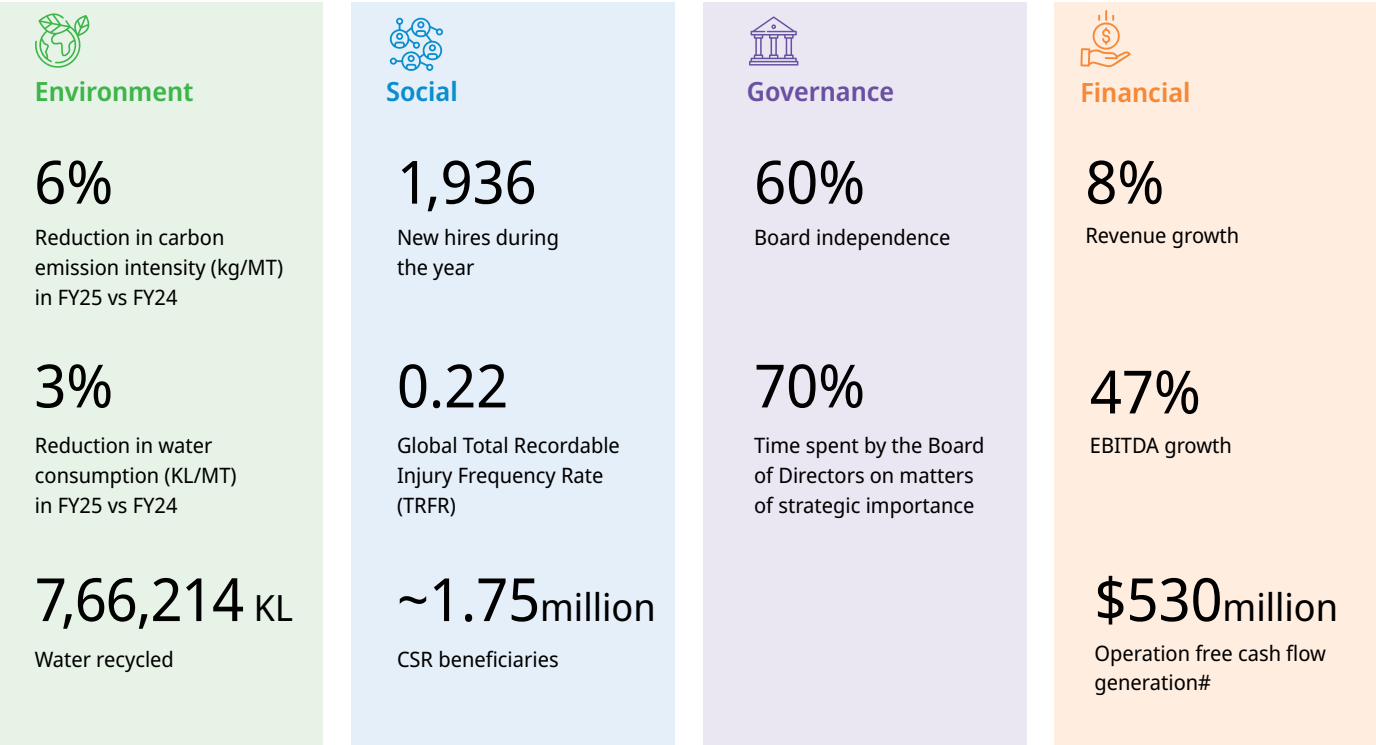
- **UPL Corporation Ltd** – Global Crop Protection
- **UPL Sustainable Agri Solutions Ltd (UPL SAS)** – India Crop Protection
- **Advanta Enterprises Ltd** – Global Seeds Business
- **UPL Speciality Chemicals Ltd (USCL)** – Specialty Chemicals

This strategic shift enhances our market presence, strengthens product quality, and enables us to seize emerging opportunities across the crop value chain. It also allows for sharper operational focus, increased agility, and better alignment with the specific needs of growers and markets.

For detailed financial highlights and disclosure for the FY 2024-25, kindly explore UPL’s Annual Report.



ESG & Financial Highlights



Sustainability at UPL

At UPL, sustainability is not an add-on—it is the foundation of our purpose and the engine of our growth. It shapes how we innovate, operate, and collaborate. We embed sustainability into our business strategy, going far beyond compliance to deliver long-term value for people, planet, and prosperity.

Our sustainability governance follows a robust top-down structure that integrates ESG priorities across all levels of the organization. At the highest level, the Board Sustainability Committee ensures strategic oversight, supported by an Executive Committee comprising key senior leaders to align ESG goals with business operations.

The Sustainability Management Team leads global ESG strategy, compliance, and reporting, ensuring alignment with frameworks such as the SDGs, GRI Standards, and the Paris Agreement. Execution is driven by the Green Cell and Plant-Level Environment Teams, who implement

environmental best practices and compliance measures at the ground level.

This integrated framework enables UPL to translate its sustainability commitments into actionable results across functions and geographies. For a detailed view of UPL Group’s Sustainability Governance Structure, please visit:

<https://www.upl-ltd.com/downloads/UPL-Sustainability-Governance-Management-Framework.pdf>

Sustainability Framework:

Our Sustainability Framework provides the strategic direction for our journey. It articulates our long-term ambitions, defines measurable targets, and establishes a robust governance model to track progress and drive accountability. This framework is not just a set of commitments—it is a catalyst for innovation and continuous improvement.



Triple Bottom line Approach	Sustainability Reporting	Sustainability Certifications	Sustainability Ratings
 <p><b>Environment</b></p> <ul style="list-style-type: none"> <li>→ Environmental Management</li> <li>→ Operational Efficiency</li> <li>→ Energy, Water &amp; Waste</li> </ul>	<ul style="list-style-type: none"> <li>→ Annual Sustainability reports</li> <li>→ TCFD Report</li> </ul>   	 <p>FTSE4Good</p>  <p>ISO14001 Environmental Management</p>  <p>ISO45001 Occupational Health &amp; Safety</p>  <p>ISO27001 Information Security Management</p>  <p>Responsible Care® OUR COMMITMENT TO SUSTAINABILITY</p>	 <p>SCIENCE BASED TARGETS</p> <p>Approved by</p>  <p>Initiated SBTi</p>  <p>CDP DRIVING SUSTAINABLE ECONOMIES</p> <p>S&amp;P Global</p>  <p>FTSE RUSSELL An LSEG Business</p>
 <p><b>Social</b></p> <ul style="list-style-type: none"> <li>→ HR</li> <li>→ Employee Health &amp; Safety</li> <li>→ SDGs</li> </ul>			
 <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>→ Corporate Governance</li> <li>→ Financial Results</li> <li>→ Customer Care</li> </ul>			
Embedded triple bottom line approach	Sustainability report aligned with GRI Standards and assured with 3rd party	UPL is FTSE4Good & RC logo holders	Science based target approved by UN initiated SBTi

# UPL Sustainability Goals and Targets

## GOAL 1

### Reduce Environmental Footprint



**TARGET BY 2030**

Reduce 60% water, CO2 & waste intensity from FY2019 - 2020



#### PERFORMANCE

Reduced 47% sp\* water, 34% sp\* CO2 & 52% sp\* Waste

## GOAL 2

### Enhance World Food Security



**TARGET BY 2030**

Achieve 55% revenues from sustainable & differentiated products



#### PERFORMANCE

Achieved 38% revenues from sustainable & differentiated solutions

## GOAL 3

### Enhance Sustainable Sourcing



**TARGET BY 2030**

Achieve 60% sustainable sourcing



#### PERFORMANCE

Achieve 50% sustainable sourcing

## GOAL 4

### Strengthen Community Wellbeing



**TARGET BY 2030**

Impact 3 million lives through livelihood, education, health and sanitation projects



#### PERFORMANCE

Impact 1.75 million lives through livelihood, education, health and sanitation

\* Specific (sp.) Water, CO2 & Waste Intensity is measured in unit per MT of production

To know more about our year on year global sustainability journey kindly explore our

[Annual Global Sustainability Report : Sustainability Reports | UPL](#)



# UPL Corp

## Delivering Global Crop Protection Leadership Through Innovation and Sustainability

UPL Corporation Ltd. (UPL Corp), headquartered in London, UK, is a leading global crop protection and biological solutions company defining the future through sustainable agriculture and a growerfirst mindset. With a robust portfolio of holistic solutions, UPL Corp aims to create shared growth and prosperity for farming communities, agriculture, and our planet. As the largest of UPL Group's pureplay platforms, UPL Corp is a leader in fostering collaboration through OpenAg® to develop advanced technologies for crop health and productivity.

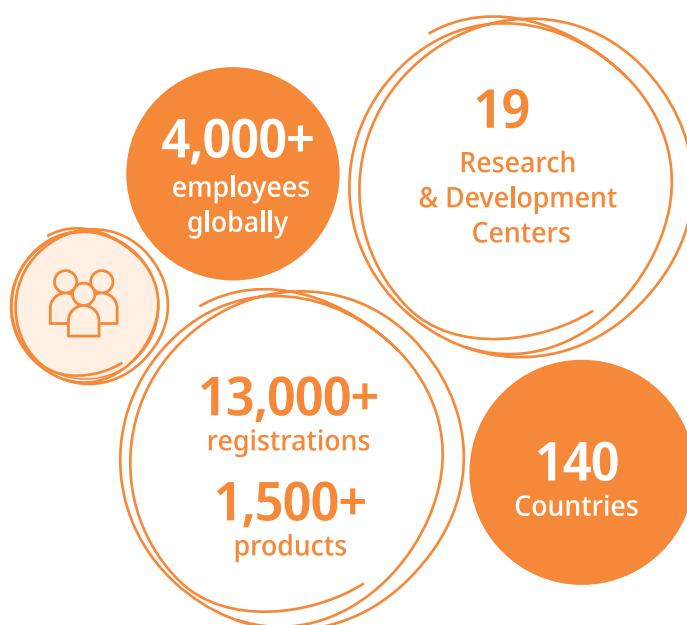
With ADIA (Abu Dhabi Investment Authority) and TPG as strategic partners holding a combined 22.2% equity stake, UPL Corp is supported by long-term capital stability and strategic guidance. This partnership enables the company to continually innovate and expand into high-growth markets with confidence and agility.

At its core, UPL Corp is driven by a clear mission: to empower farmers globally through accessible, effective, and sustainable agricultural technologies that are adapted to regional realities. By integrating science, sustainability, and scale, the company is building farming ecosystems that are not only smarter and more productive but also safer for people and the planet.

Through this its global strategy, we ensure that farmers—regardless of location—have access to innovative solutions that support productivity, resilience, and sustainability.

## Key metrics and highlights:

- A portfolio of 1,500+ products and 13,000+ registrations
- Distribution across 140 countries,
- A presence in both developed and emerging markets, enabling scalable and adaptive delivery of solutions
- 4,000+ employees globally
- 26 world-class formulation and manufacturing facilities
- 19 Research & Development Centers







## Integrated Crop Programs for Performance and Sustainability

ProNutiva® is UPL's flagship program designed to bring together the strengths of conventional crop protection and BioSolutions into a unified, science-based crop management approach.

It is tailored to help farmers address complex challenges such as pest resistance, crop residue regulations, climate variability, and soil degradation—while improving both productivity and profitability.

Through ProNutiva, UPL delivers season-long or stage-specific programs that support plant health, manage pest pressures, and optimize yields. The application may include individual or combined use of biological and chemical inputs through seed treatments, in-furrow delivery, fertigation, or foliar spray—depending on the crop, climate, and stage of development.

ProNutiva aims to:



ProNutiva's integrated programs are field-tested, residue-compliant, and aligned with sustainability objectives—offering farmers a practical pathway to regenerative agriculture and market-ready crops.

It reflects UPL's OpenAg® ethos: breaking down barriers to innovation and making sustainable farming more accessible.



## Product Innovation and Differentiation

At the heart of UPL Corp's offering is a robust, broadly diversified product portfolio that includes both conventional and natural crop protection solutions. A key differentiator lies in the company's commitment to IP-driven innovation: over 30% of the product portfolio is protected by intellectual property, underlining UPL Corp's focus on long-term differentiation and value creation.

Our diverse portfolio includes following:

- Fungicides,
- Insecticides,
- Herbicides,
- Biosolutions (Biocontrol, Biostimulants, Soil Health and innovative nutrition technologies)
- Seed treatment products,
- Adjuvants, and non-ionic surfactants

This full-spectrum approach enables UPL Corp to support farmers in achieving optimal results, even in the face of growing climatic, ecological, and market pressures.

## Strategic Focus on BioSolutions and Sustainability

UPL Corp is at the forefront of the industry's shift toward sustainable agriculture. As a leading player in the global Biosolutions market, it has seen significant traction in the adoption of natural and biological alternatives that enhance soil health, plant nutrition, and stress tolerance through our dedicated biosolutions brand NPP. Notably, 37% of UPL Corp's FY 2025 revenue came from differentiated and sustainable products, up from 35% in FY 2024, reflecting the company's accelerating impact in this space.

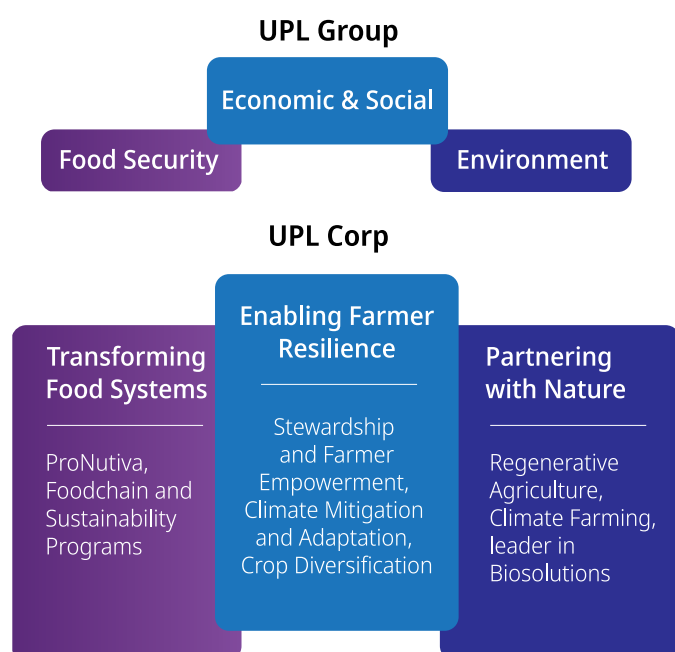
# UPL Corp Sustainability Pillars

## Contributing to Global Sustainability Through Innovation, Partnership, and Impact

As the global crop protection and BioSolutions arm of UPL Limited, UPL Corporation Ltd. plays a critical role in delivering on the Group's sustainability commitments. Guided by the overarching goals of enhancing Food Security, driving Economic and Social progress, and safeguarding the Environment, UPL Corp channels its capabilities to create measurable, on-farm impact worldwide.



To focus and articulate its contribution effectively, UPL Corp has established three interlinked sustainability pillars. These pillars—Transforming Food Systems, Enabling Farmer Resilience, and Partnering with Nature—form the foundation of its strategy to accelerate sustainable agriculture and build long-term resilience for communities, ecosystems, and the food value chain.



## Pillar 1: Transforming Food Systems

Reimagining how food is grown, sourced, and secured

SDGs in Focus:



Transforming food systems lies at the core of UPL Corp's mission to ensure global food security. We are rethinking how food is cultivated, transported, and consumed—making it smarter, safer, and more sustainable.

Through our OpenAg commitment, we foster global collaboration to co-create scalable, science-based solutions that strengthen food systems. By improving agricultural practices and enhancing value chain efficiency, we empower farmers to grow more with fewer inputs, reduce waste, and ensure nutritious food reaches more people—supporting global goals for hunger eradication, sustainable innovation, and responsible production.

## Pillar 2: Enabling Farmer Resilience

Empowering growers to thrive amid economic, climate, and social challenges

SDGs in Focus:



Farmers are the foundation of agriculture, and their resilience is essential for sustainable food systems. UPL Corp supports growers—particularly smallholders—through tools, training, and market access that strengthen economic viability, health, and adaptability to climate change.

Our initiatives promote inclusive growth, improve livelihoods, and drive climate-smart practices—directly contributing to SDGs aimed at poverty reduction, human well-being, inclusive economies, and climate resilience.

**Pillar 3: Partnering with Nature**  
**Harnessing natural solutions for a regenerative future**

SDGs in Focus:



Nature is not only an ally but a cornerstone of sustainable agriculture. Through our Natural Plant Protection (NPP) platform, UPL Corp champions BioSolutions that restore soil, protect biodiversity, enhance water stewardship, and reduce carbon emissions.

This pillar reflects our belief that regenerative agriculture is not just possible—it’s essential. Our focus on nature-based practices helps deliver on SDGs tied to clean water, sustainable resource use, climate action, and land restoration.

**UPLC Sustainability Committee**  
**Driving Implementation Through Strong Leadership and Oversight**

To monitor the implementation and effectiveness of its sustainability pillars, UPL Corporation Ltd. has established a Global Sustainability Executive Committee. This high-level governance body plays a critical role in embedding sustainability into UPL Corp’s operations, strategy, and culture, ensuring alignment with both international standards and the broader sustainability goals of UPL Limited.



**Purpose and Role**

**Objectives**

- Foster a culture of sustainability across UPL Corp
- Execute a sustainability framework
- Ensure UPL Corp performance towards sustainability goals and ESG principles
- Support sustainable innovation & operational practices
- Ensure alignment between UPL Corp and UPL Ltd
- Promote transparency and accountability in sustainability reporting
- Contribute to long-term value creation for the company

**Roles and Responsibilities**

- Develop and implement sustainability strategies, policies, goals, and initiatives for UPL Corp
- Define priorities, workplans, and resource allocation
- Monitor progress against defined key performance indicators (KPIs)
- Ensure adherence and compliance with global regulations and standards (e.g., UN SDGs, GRI, TCFD, CSRD).

The UPL Corp Sustainability Executive Committee serves as the governing entity responsible for:

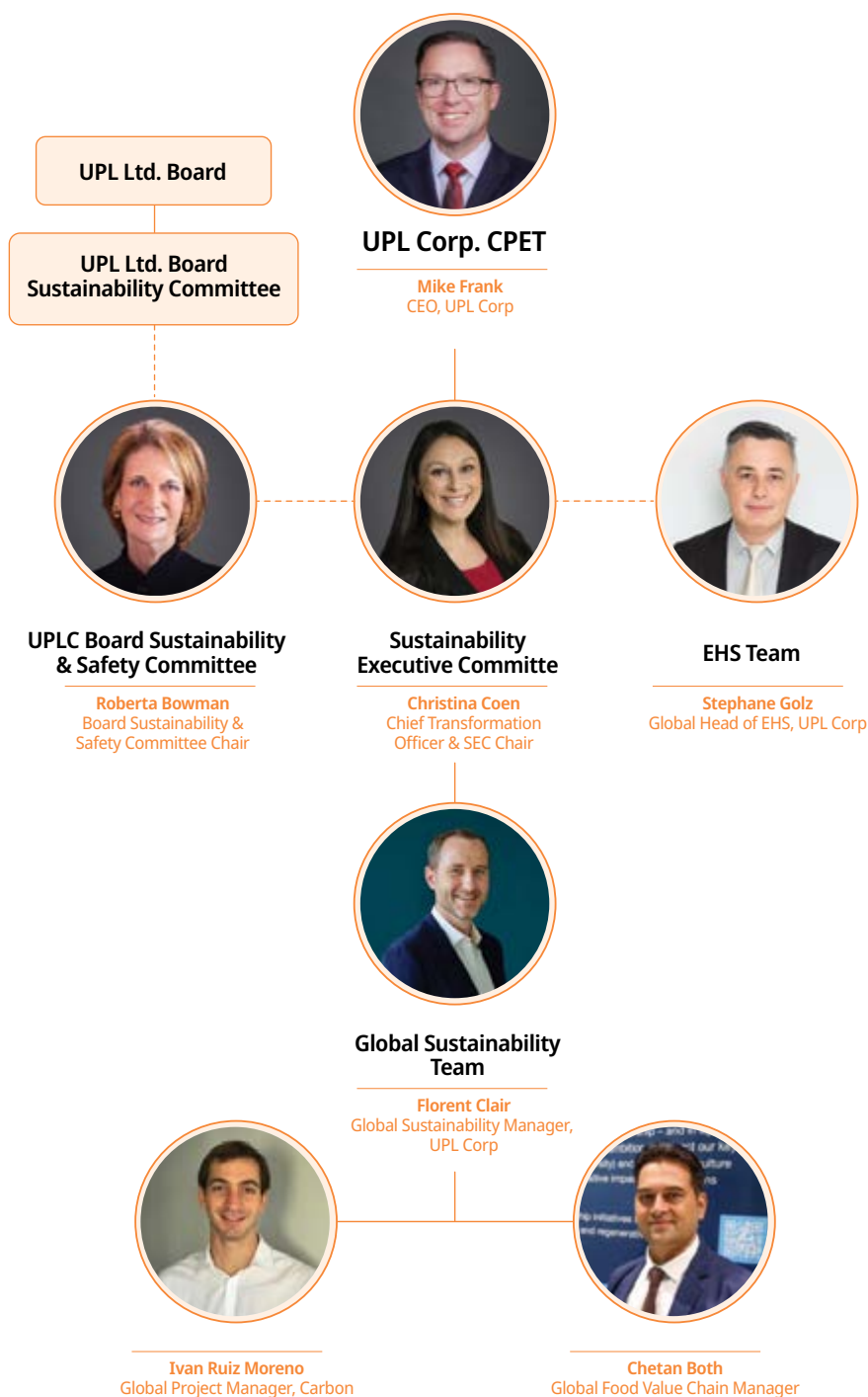
- Driving sustainability strategy across all global operations
- Aligning UPL Corp’s initiatives with the Group-wide ESG vision
- Establishing policies, targets, and frameworks for sustainability performance
- Integrating environmental, social, and governance (ESG) considerations into business decision-making

The committee reports to UPL Corp’s Crop Protection Executive Team (CPET) and collaborates closely with the UPL Ltd Board Sustainability & Safety Committee, ensuring seamless alignment and accountability across the organization.



# UPL Corp. Sustainability Governance

## Structure & Key People



To effectively embed sustainability into its operations, UPL Corporation Ltd. follows a structured governance and reporting model that ensures accountability, alignment, and timely execution. This framework enables the Sustainability Executive Committee to function with clear responsibilities and communication channels—from convening strategic meetings and engaging with leadership teams, to overseeing performance reviews and enabling business units to act on sustainability priorities.

By institutionalizing sustainability governance through this Executive Committee, UPL Corporation Ltd. ensures that its sustainability pillars translate into measurable outcomes—enhancing accountability, driving continuous improvement, and reinforcing its position as a responsible leader in the global agricultural sector.

To know more about UPL Corp Ltd, please visit our official website at: [www.uplcorp.com](http://www.uplcorp.com)



## Advanta Seeds Africa

As UPL's seed company, Advanta Seeds continues to play a pivotal role in advancing agricultural resilience and food security across Africa. With a legacy rooted in tropical and southern hemisphere seed innovation, Advanta has steadily expanded its footprint across the continent, operating through offices in Kenya, Tanzania, Zambia, and South Africa.

In FY24-25, Advanta Seeds reinforced its commitment to African farmers by screening 159 new seed varieties, reflecting a robust innovation pipeline tailored to the continent's diverse agro-ecological zones.

From this pipeline, 152 improved seed varieties were made available to farmers. These included 52 field crops, 98 vegetable crops, and 2 biofortified varieties, addressing both nutritional needs and climate resilience. Advanta's portfolio is designed with smallholder farmers at its core. In fact, 95% of its direct customers cultivate on less than two hectares.

Through strategic partnerships with development organizations, Advanta continues to co-develop solutions that respond to the realities of farming under increasingly arid and unpredictable conditions.

This includes the deployment of drought-tolerant sorghum and climate-smart sunflower hybrids such as Hysun 33, which are helping farmers across Tanzania adapt to increasingly erratic weather patterns while boosting yields and income. In FY25, Advanta Seeds reinforced its commitment to smallholder resilience through large-scale demonstration programs and strategic collaborations.

These initiatives exemplify Advanta Seeds' long-standing tradition of public-private partnerships. This approach is a cornerstone of its strategy to expand access to improved seeds, enhance food security, and build inclusive agricultural systems across Africa.



**18**

UPL registered  
entities in  
Africa

**2333**

Registered  
products

**49**

Countries  
commercially  
covered

**1977**

Beginning  
of commercial  
activity

**452**

Permanent  
staff

**3**

Manufacturing  
sites

## UPL Corp in Africa

**One Continent. One Purpose. One Complete Solution.**

With over 40 years of deep-rooted presence across Africa, UPL has become a trusted name in the continent's agricultural transformation. Operating across more 49 countries and maintaining offices in 18 of them, we've built a vast network that supports a diversity of farmers, crops, climates, and food systems. Our reputation as a market leader in sustainable input distribution stems from an enduring commitment to the continent's most critical needs: empowering smallholder farmers, fostering food security, and building climate-resilient agricultural practices.

At the heart of our work is a clear and people-driven mission: to impact more farmer lives and to catalyze the adoption of sustainable technologies and practices.

This mission is grounded in two core principles.

First, we aim to expand our reach to as many farmers as possible. Second, we seek to improve their livelihoods through better access to technology, training, knowledge, and financial support. From cocoa producers in Ghana to rice farmers in Nigeria and vegetable growers in Kenya, our solutions are designed to meet real needs in real time.

UPL is proud to operate as a true one-stop shop for African agriculture. We are not simply a product supplier; we are a comprehensive solution provider for the full life cycle of a crop. Our integrated offerings include seeds, biosolutions, crop protection products, fertilizers, irrigation systems, and farm equipment.



# African Integrated Approach

## Sustainability at Rural Level



Beyond inputs, we deliver value-added services such as training programs, demonstration plots, technical support, and facilitation of credit and market access. For farmers who require tailored solutions that go beyond our internal portfolio, we address any product gaps by carefully sourcing from trusted third-party suppliers. In doing so, we ensure every farmer receives a complete crop package. While our primary focus is to promote UPL products, our foremost goal remains providing solutions that align with the specific agronomic and commercial needs of farmers and food chain stakeholders.

Our Africa operations are structured across four regional business units: Northern, West and Central, Eastern, and Southern Africa.

Each unit is equipped with localized expertise to respond to unique regional challenges. In North Africa, we focus on horticulture and cereal systems, supported by the Biosolution Academy and the Pronutiva platform. In West and Central Africa, we lead initiatives in cocoa sustainability, food crop input kits, and community-level

outreach through our long-standing presence in 23 countries. Eastern Africa, with its growing horticulture and cereal sectors, is experiencing rapid digital transformation through programs like M-Zawadi, which connects agrodealers and farmers through loyalty and advisory platforms. In Southern Africa, our new N4 Gateway manufacturing facility in Pretoria illustrates our long-term investment in local biosolutions production and in precision agriculture technologies such as CropVision, designed to support smarter, data-driven farming decisions.

Guided by our OpenAg purpose, UPL in Africa is reimagining what is possible, not only for agriculture but also for the communities and ecosystems it supports. Whether we are helping smallholder farmers increase yields, transition to organic production, or access premium export markets, we remain committed to enabling long-term resilience and prosperity. By integrating inputs with insights, products with partnerships, and innovation with inclusion, UPL continues to redefine sustainable farming—crop by crop, region by region, and farmer by farmer.

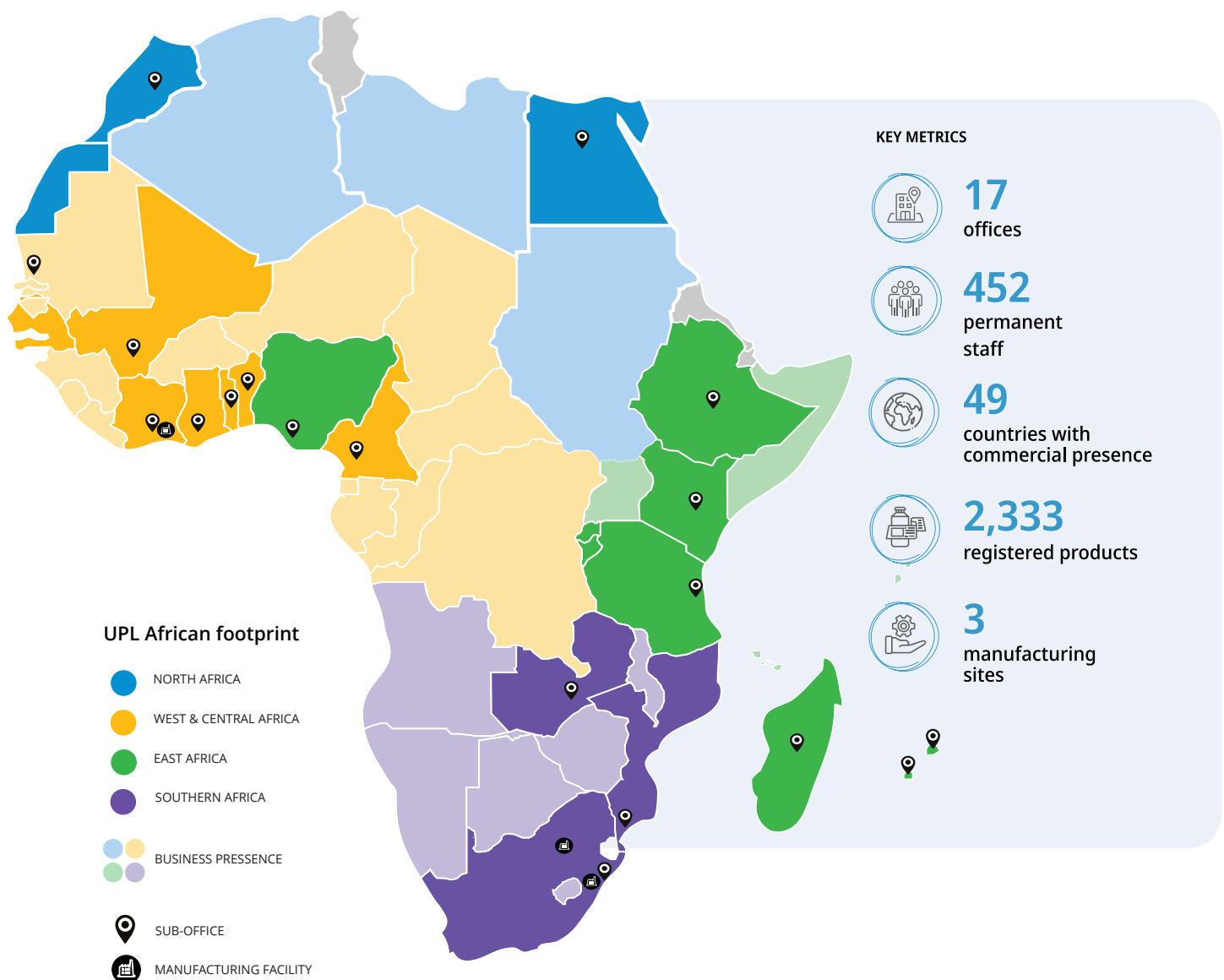


## UPL Africa sub-region profiles

As UPL continues to scale its agricultural innovations and sustainability initiatives across Africa, understanding our regional footprint is vital to appreciating the breadth and depth of our impact.

The illustration below provides a consolidated snapshot of our presence across four key African sub-regions for FY24-25. It outlines critical indicators, including the number of registered entities, countries served, permanent staff employed, and registered products offered.

These KPIs reflect not only our operational scale but also the foundation upon which transformative programs in stewardship, sustainability, and innovation are built.





Beginning of  
Commercial activity

**2010: Morocco**  
**1999: Egypt**

Key commercial and  
sustainability initiatives

**Biosolution  
Academy and  
Pronutiva,**

Key focus crops

**Tomato,  
Citrus,  
Sugar beet,  
Cereals**

## Northern Africa

Spanning six countries across the Maghreb and Nile Valley, UPL Northern Africa operates in a region defined by climatic extremes and rich agricultural heritage. With commercial activities dating back to 1999—and a strategic expansion into Morocco in 2010—our footprint includes UPL Morocco and UPL Egypt, supported by a team of 18 permanent staff.

Our portfolio of 283 registered products is tailored to the region's key crops: tomatoes, citrus, sugar beet, and cereals. These crops are vital not only for local consumption but also for export markets, where quality standards continue to evolve.

In FY24–25, our focus sharpened around two cornerstone initiatives: the Biosolution Academy and Pronutiva.

These programs are driving the adoption of sustainable inputs and integrated crop management practices, helping farmers transition toward more resilient and environmentally conscious farming systems. The Biosolution Academy, is fostering knowledge exchange on biologicals and precision agriculture, while Pronutiva continues to bridge conventional and biosolution approaches.

Technology adoption remains a strategic priority. From drone spraying to AI-powered diagnostics, we are equipping farmers with tools that enhance productivity and sustainability. Our commitment to smallholder inclusion remains strong, with over 40% of our outreach targeting this vital segment of the agricultural workforce.

2

country offices

6

countries covered

18

country offices

283

registered products



#### Key focus crops

**Cocoa, cotton, maize, sugar cane, rice, rubber, oil palm, tomato & veggies**

#### Key commercial and sustainability initiatives

**Cocoa & Forests Initiative, Applique Bien, Foodchain Integrated projects, UPL Africa Experimental Farm**

**1977**

**Beginning of Commercial activity**

## West & Central Africa

With operations across 23 countries, UPL West & Central Africa is one of the most expansive and diverse regions in our network. Commercial activities began in 1977, and today, our presence includes six registered entities: SPIA, Callivoire, Callighana, Mali Protection des Cultures, Arysta Cameroon, and UPL Togo.

Our team of 155 permanent staff supports a portfolio of 495 registered products, serving a wide range of crops including cocoa, cotton, maize, sugarcane, rice, rubber, oil palm, tomatoes, and vegetables.

Our sustainability strategy is anchored by four key initiatives: the Cocoa & Forests Initiative, Applique Bien® program, Food Chain Integrated Projects, and the UPL Africa Experimental Farm.

These programs reflect our holistic approach to agricultural development—combining environmental stewardship, farmer training, and innovation.

The Cocoa & Forests Initiative continues to be a flagship effort, promoting sustainable cocoa production while preserving biodiversity. Applique Bien®, our agrodealer and farmer training program, has expanded its reach, ensuring safe and effective product use. Integrated projects in Ghana, Mali, and Ivory Coast are delivering bundled services to empower farmers across the value chain.

The recently inaugurated UPL Africa Experimental Farm will serve as a living lab for innovation, where new technologies and practices are tested and refined before being scaled across the region.

**6**

country offices

**23**

countries covered

**155**

country offices

**495**

registered products





#### Key focus crops

Flowers, Maize,  
Sugarcane, Rice,  
Potatoes, Tomatoes,  
Coffee, Teff, Wheat,  
Cassava, Sorghum

#### Key commercial and sustainability initiatives

Pronutiva Program  
and M-Zawadi  
Agro dealers  
Loyalty program

**2004**

Beginning  
of Commercial  
activity

## Eastern Africa

UPL Eastern Africa has evolved into a dynamic hub of agricultural innovation and farmer empowerment since launching commercial operations in 2004.

Today, we operate across 10 countries, with seven registered entities including Arysta Kenya, UPL Tanzania, UPL Ethiopia, UPL Nigeria, UPL Madagascar, UPL Mauritius, and UPL Reunion Island. Our team of 33 permanent staff supports a portfolio of 406 registered products, tailored to crops such as flowers, maize, sugarcane, rice, potatoes, tomatoes, coffee, teff, wheat, and cocoa.

In Nigeria, our crop focus expands to include cassava, yam, sorghum, groundnut, sesame, soybean, oil palm, and rubber, reflecting the country's diverse agro-ecological zones.

In FY24-25 our sub-regional flagship initiatives focused on bridging innovation and inclusion, Pronutiva delivering holistic crop protection solutions, and M-Zawadi building a digitally connected agrodealer ecosystem. Pronutiva continues to integrate biosolutions with conventional crop protection, helping farmers improve yields while reducing environmental impact. M-Zawadi, launched in Kenya, is redefining agrodealer engagement by offering loyalty rewards, agronomic insights, and digital support with a focus on biosolutions.

These initiatives are driving adoption of climate-smart practices, especially in the wake of prolonged droughts. Biosolutions are gaining traction, and our training programs are increasingly inclusive of women and youth.

7

country offices

10

countries covered

33

country offices

406

registered products





Key focus crops

Maize, soybeans,  
citrus, sugar cane,  
cashew nuts,  
cotton

Key commercial  
and sustainability  
initiatives

Carbon Smart,  
UPL app,  
CropVision

2000

Beginning  
of Commercial  
activity

## Southern Africa

UPL Southern Africa spans 10 countries, with commercial operations beginning in 2000. Our presence includes three country offices: Agrifocus in Mozambique, UPL South Africa (Pty) Ltd, UPL Zambia Ltd. With 246 permanent staff and 1,149 registered products, we serve a region where agriculture remains a cornerstone of rural livelihoods.

Key crops include maize, soybeans, citrus, sugarcane, cashew nuts, and cotton, which are essential to both food security and export economies.

Since 1978, we have proudly led the development and distribution of microbial-based biostimulants and innovative plant nutrition solutions. In 2024, we marked a major milestone with the inauguration of our new N4 Gateway manufacturing site in Pretoria - a centralized hub that brings together our biosolutions expertise and resources to drive innovation and operational excellence.

During FY24–25 our sustainability agenda was driven by three transformative initiatives: Carbon Smart, the UPL app, and CropVision. Carbon Smart is pioneering carbon farming practices, offering farmers both environmental and financial incentives. The UPL app and CropVision platform are enhancing precision agriculture, enabling farmers to monitor fields via satellite imagery and make data-driven decisions.

Our Mozambique subsidiary Agrifocus continues to be a model for inclusive development and partnership with local governments through the Procava Program. With its 65-strong team, they are delivering training and crop protection to thousands of farmers, improving rural livelihoods and promoting sustainable agriculture. These efforts reflect our commitment to resilience, innovation, and farmer prosperity in a region increasingly challenged by climate variability.

3

country offices

10

countries covered

246

country offices

1149

registered products

# Partnerships for Sustainability (P4S)

## Positioning UPL as Africa's Sustainability Partner

Building on UPL's integrated, farmer-centric model, the Partnerships for Sustainability (P4S) initiative continues to evolve as a cornerstone of our systemic approach to agricultural transformation across the continent. Created to advance our two-fold mission—impacting more farmer lives and catalyzing the adoption of sustainable technologies and practices—P4S has matured into a strategic platform that drives collaboration, innovation, and measurable impact at scale.

In FY 2024–25, UPL continued to advance its P4S initiative, which was first launched by our West and Central Africa team in 2020. This initiative serves as a dedicated implementation platform aimed at scaling sustainable and inclusive food system transformation across the continent. Anchored in our global OpenAg purpose, P4S leverages UPL's extensive portfolio, technical expertise, and local distribution footprint. It aligns these assets with national development programs, food chain strategies, and donor-funded agricultural projects. By integrating our solutions into existing frameworks, P4S amplifies ongoing efforts while accelerating the adoption of regenerative and climate-smart practices.



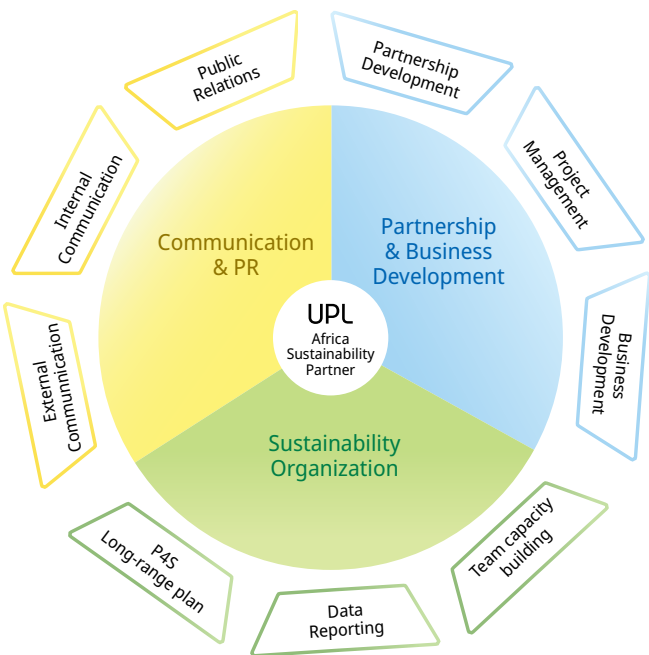
Africa's 500 million smallholder farmers remain at the heart of this mission. P4S is designed to address the real challenges these farmers face, including degraded soils, limited access to markets, climate risks, and inadequate training. It does this by connecting them with the technologies and knowledge they need to thrive. Rather than replacing existing efforts, P4S complements them. It builds on public extension systems, private sector investments, and development partner initiatives to ensure that innovation is not only introduced but also adopted and sustained in practice.

In FY 2024–25, the initiative continued to expand its footprint in Eastern Africa with a specific focus on soil health innovation. Our 28 partnership projects across the continent included expanding access to biosolutions, enhancing stewardship practices, and promoting climate-smart agriculture. UPL-led training sessions on regenerative inputs and sustainable application techniques were delivered in coordination with farmer cooperatives, food chain partners, NGOs, and government-led projects.



Additionally, field days and demonstration plots organized with local stakeholders and youth entrepreneurs enabled more practical farmer engagement while developing last-mile agriculture service delivery and grassroots capacity building. These efforts further strengthened UPL's position as both a technical expert and a trusted sustainability partner.

P4S represents the natural evolution of UPL's role in Africa: shifting from a solution provider to a full-scale Sustainability Partner. The initiative is now structured into three operational pillars. These include project design and implementation, partnership development, and sustainability communications and reporting. Together, they contribute to the overarching objective of creating inclusive and resilient food systems that deliver long-term value for both people and the planet.



At its core, P4S is about collaboration. While UPL provides the enabling technologies, farmer training, and extensive distribution network, achieving meaningful scale requires the active involvement of a broad coalition of partners. In FY 2024–25, we strengthened our engagements with governments, donors, food companies, research institutions, and civil society organizations to co-develop impactful solutions.

From biosolutions distribution agreements to joint crop solution packages and aligned sustainability metrics, P4S is now a gateway for any partner seeking to support African agriculture at meaningful scale.

Looking ahead, our ambition remains bold yet grounded in partnership. With the right collaborators, UPL can continue to reach more farmers, introduce more sustainable solutions, and build a food-secure, climate-resilient food system for the continent.





# ASIR 24-25 Sustainability Pillars





# Introduction to the Five Strategic Sustainability Pillars

At UPL Africa, our sustainability strategy is built on five foundational pillars: Stewardship and Training, Technology, Food Chain, Partnerships, and OpenHearts. These pillars represent more than thematic categories. They are the embodiment of our values, our operational strengths, and our long-term vision for agriculture across the continent. Together, they form a holistic framework that guides our actions, amplifies our impact, and ensures our work remains relevant, inclusive, and transformative.

Each pillar captures a distinct dimension of sustainability.



**Stewardship and Training** focuses on equipping farmers with the knowledge and skills needed to care for their land responsibly while adopting safe, regenerative practices.



**Technology** serves as a catalyst for innovation, ensuring farmers have access to cutting-edge solutions such as biosolutions, improved seeds, and digital tools that enhance both productivity and resilience.



**Food Chain** addresses the structural challenges of African agriculture by strengthening local value chains, reducing dependence on imports, and promoting food sovereignty.



**Partnerships** bring the strength of collaboration to the forefront by connecting diverse stakeholders to co-create scalable solutions that benefit farmers and their communities.

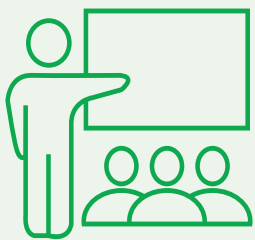


Finally, **OpenHearts** broadens the scope of our impact by investing in health, education, and social inclusion to uplift the lives of those we serve.



This year's report outlines the progress achieved under each of these pillars, supported by updated key performance indicators and flagship initiatives. Highlights include training more than 32,000 farmers in stewardship and Good Agricultural Practices (GAPs), reaching nearly 150,000 farmers through sustainability-focused partnerships, and launching a new wave of biosolutions and digital applications.

As we navigate the evolving landscape of African agriculture, these five pillars continue to guide our purpose. They help us stay grounded in community needs, responsive to the realities of our environment, and ambitious in building a future that is more sustainable, equitable, and prosperous for farmers and food systems across Africa.

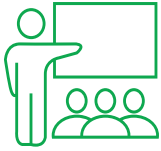


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PILLAR 1

# Stewardship & Training





## PILLAR 1

# Stewardship & Training



At the heart of UPL Africa's sustainability strategy lies a deep-rooted commitment to empowering farmers through stewardship and training. This pillar represents one of the most critical aspects of our corporate responsibility. In a context where illiteracy and limited awareness of good agricultural practices are common, we must ensure that farmers not only use our products safely but also maximize their potential to protect their health, safeguard the environment, and improve their livelihoods.

In FY 2024-25, we trained over 18,200 individuals in Good Agricultural Practices (GAPs) and 14,175 stewardship. These efforts were delivered through 786 training sessions and supported by the establishment of 606 demonstration plots across the continent.

These numbers represent more than just outreach. They reflect a growing movement of farmers who are better equipped to manage their land sustainably, protect biodiversity, and enhance agricultural productivity. Our flagship initiatives under this pillar include the long-standing Africa Stewardship Program, the Morocco Biosolutions Academy, and our academic collaboration with Dschang University in Cameroon.

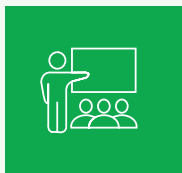
These are further supported by the UPL Africa Experimental Farm in Côte d'Ivoire, which serves as a living laboratory for sustainable agricultural innovation.

Our stewardship efforts are designed to be both inclusive and accessible. They reach farmers, technicians, and agrodealers in remote and underserved areas by using a combination of in-person engagement and digital tools. This ensures that the training we provide is not only practical and localized but also impactful and scalable. By placing emphasis on both environmental protection and human safety, we enable farmers to reduce risk, improve crop yields, and build resilience in the face of climate-related challenges.

This year's progress reflects our ongoing investment in building farmer capacity across Africa. As we look to the future, we remain committed to expanding these efforts. Our vision is to ensure that every farmer we engage with becomes a driver of positive change in their community. Stewardship and training, for us, go beyond compliance—they represent the foundation for a culture of responsibility, innovation, and shared prosperity in African agriculture.

Indicator (FY 24-25)	WCA	EA	NA	SA	TOTAL
People trained to Stewardship	8,733	1,017	-	4,425	14,175
People trained to Good Agric Practices	8,497	6,394	923	2,394	18,208
Training sessions organized	408	165	21	192	786
Demonstration plots set up	37	511	6	52	606
Demonstration days performed	71	316	-	15	402
People reached through demo days	906	6,591	-	622	8,119

**WCA:** West & Central Africa **EA:** Eastern Africa **NA:** Northern Africa **SA:** Southern Africa



## PILLAR 1 : STEWARDSHIP & TRAINING

# Stewardship Training: Building Resilient Agricultural Communities Across Africa



**18,208**

people  
trained



**786**

training  
sessions



**606**

demo plots  
established

Since its inception, UPL's Africa Stewardship Program has stood as a pillar of sustainable agricultural development across the continent. Between 2012 and 2025, the program has empowered more than 140,000 individuals through comprehensive training, significantly advancing safety, productivity, and environmental stewardship in farming communities across diverse agro-ecological zones.

Spanning West, Central, Eastern, and Southern Africa, the program operates through a network of dedicated stewardship officers based in Mali, Côte d'Ivoire, Ghana, and South Africa. Their efforts are reinforced by mobile training units and support from cross-functional teams across R&D, Marketing, and Sales. The target audience ranges from smallholder and commercial farmers to industrial technicians and agro dealers.

Delivered in local languages and customized to various crops such as cotton, cocoa, cereals, vegetables, and industrial plantations, the training ensures maximum inclusivity and relevance, especially for communities with limited access to technical expertise. Through hands-on sessions, videos, pictorial materials, and sprayer diagnostics, the program fosters practical learning and long-term behavioural change. At its core, the Stewardship & Training initiative is about more than knowledge transfer; it is about transforming agricultural mindsets. It instils a culture of safety and sustainability, helping farmers not only protect their health and crops but also contribute to resilient, climate-positive food systems.

To ensure greater cultural adoption, countries have localized the "Apply Well" brand into region-specific identities. In FY24–25 alone, over 13,000 individuals, including more than 3,200 women, participated in 339 training sessions across the continent.

In West & Central Africa, UPL's programs are well entrenched. In Ivory Coast, nearly 3,000 farmers were trained under the "Applique Bien®" initiative. On World Environment Day, a special session at the Callivoire Plant delivered critical training on safety and intoxication management. Meanwhile, Ghana's "N'Guso Papa®" program trained 2,704 individuals. A highlight was a Stewardship Day event where over 200 students at Potsin T.I AMASS engaged in sustainability training and tree planting activities.

In Mali, 2,550 farmers were equipped with knowledge on pesticide safety, proper dosage, and equipment handling. Meanwhile, Cameroon contributed to regional impact by training 480 farmers through stewardship sessions that, while smaller in scale, play a vital role in building early-stage capacity and awareness.

In Southern Africa, South Africa led the charge through its "Galela Kakhule®" program, training 2,732 farmers, nearly half of them women. Stewardship Week amplified awareness with daily online communications showcasing impact stories from across the continent. Mozambique focused on partnerships, notably with the Mozambique Cashew Institute, reaching over 1,600 farmers and service providers with emphasis on crops like maize, spinach, and cashew.

In East Africa, Kenya trained over 1,000 professionals in the floriculture industry. As the world's third-largest exporter of cut flowers, Kenya's adherence to international safety and sustainability standards is critical. UPL's training programs play a pivotal role in helping producers meet these standards through targeted education in pesticide use, sprayer calibration, and environmental care.

Across all regions, the Stewardship & Training program is not only educating—it is transforming lives. By standing beside farmers as a committed and trusted partner, UPL Africa is helping cultivate a safer, more sustainable, and prosperous agricultural future for all.







## PILLAR 1 : STEWARDSHIP & TRAINING

# Biosolution Academy Morocco: Cultivating Knowledge for a Sustainable Agricultural Future



246

students  
trained



6

academy  
sessions



**Collaborate**

with leading  
institutions

In Morocco, UPL is advancing the future of sustainable agriculture through the Biosolution Academy, a strategic learning platform designed to expand technical knowledge and promote the use of biological crop protection methods. As market expectations shift due to climate realities and sustainability regulations, the Academy is equipping both future agronomists and current industry professionals with the tools and insights needed to support this transition.

The Biosolution Academy focuses on two main learning axes. The first, Biosolutions Essentials, introduces participants to foundational concepts, including biosolutions product categories and their role in integrated and organic production systems. The second, NPP Product Learning, is designed to enhance the capabilities of distributor salesforces by deepening their knowledge of Natural Plant Protection products and how to effectively position them with farmers.

During the 2024–25 season, the Academy delivered six training sessions that reached a total of 246 participants, including university students, educators, and distributor partners. UPL worked in partnership with respected institutions such as the Ecole Nationale d'Agriculture de Meknès (ENAM) and the Office de la Formation Professionnelle et de la Promotion du Travail (OFPPT). Distributor engagement included companies such as CPCM, CaliMaroc, and AMCOTEC, which played a key role in extending the Academy's practical reach.

Feedback from the sessions was overwhelmingly positive. At CMC BMK, UPL's Dr. Smail Ait Bahadou delivered a session

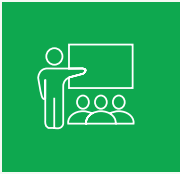
titled “Biological Solutions for Resilient and Sustainable Agriculture,” which was praised for its clarity, relevance, and motivational impact. Student participants noted a strong desire to continue exploring biological crop protection topics. One participant, Yassine Ouida, a fifth-year student at ENAM, described the experience as a transformative learning opportunity that combined technical depth with practical relevance.

Beyond knowledge transfer, the Academy played a strategic role in reinforcing UPL's leadership in sustainable agriculture. The sessions not only built awareness and skills but also strengthened relationships with academic and commercial partners, helping position UPL as a trusted source of innovation and technical expertise in Morocco's evolving biosolutions market.

Led by Dr. Smail Ait Bahadou, R&D Manager for North Africa, and Boukhima Abdessamad, Biosolutions Development Manager, the initiative benefitted from strong technical leadership and a commitment to delivering actionable, science-based content to the field.

Looking ahead to the 2025–26 season, UPL plans to scale the Biosolution Academy further by expanding partnerships and training capacity. The initiative will continue playing a central role in building Morocco's biosolution-ready workforce—bridging academic knowledge with applied practice and promoting UPL's broader mission of growing sustainable agriculture from the ground up.





## PILLAR 1 : STEWARDSHIP & TRAINING

# ALS Cameroon and Dschang University: Cultivating the Next Generation of Agronomists



**5-year**  
partnership  
with university



**13**  
agronomy  
students hosted



**3-6**  
month internship  
exposure

In Cameroon, ALS is helping the country's agricultural future through its longstanding partnership with the University of Dschang, a respected academic institution specializing in agronomy and plant protection. Located near ALS Cameroon's headquarters, the university has become an important source of talent, offering students hands-on exposure to agricultural innovation while supporting ALS in developing skilled professionals aligned with UPL's sustainability vision.

Now in its fifth year, the collaboration has evolved into a robust internship program designed to integrate academic knowledge with field and office-based experience. Depending on their level of study, students participate in 3- to 6-month internships that immerse them in real-world agricultural challenges. Their responsibilities include supporting technical trials, engaging with ALS stewardship and marketing teams, and gaining insight into crop protection and biosolutions strategies tailored to local farming systems.

During FY 2024–25, ALS Cameroon achieved a new milestone by hosting 13 interns, the highest number to date. These interns, both male and female, were welcomed into a range of activities that deepened their understanding of UPL's product portfolio and sharpened their problem-solving capabilities.

From monitoring crop trials and gathering field data to participating in project planning and customer outreach, students received broad exposure to modern agronomic practices.

This partnership is not only academic; it is also deeply professional. Several current members of ALS Cameroon's commercial and technical teams began their journey as interns from Dschang, illustrating how the program serves as a recruitment pipeline and accelerates skill development. To ease financial pressure and promote equal opportunity, ALS Cameroon provides a monthly stipend to each intern, helping cover transportation and daily expenses. Teams also provide active support during final report writing, attend student thesis defenses, and celebrate graduations—ensuring a strong mentorship loop and continued engagement.

The strength of this collaboration lies in its ability to bridge the classroom with the real-world environment. By linking theory with practical application, and by nurturing students' capabilities within a professional setting, ALS and the University of Dschang are jointly investing in the future of agriculture in Cameroon. Interns leave the program not only more capable, but also more connected to the challenges and opportunities in the field.







## PILLAR 1 : STEWARDSHIP & TRAINING

# UPL Africa Experimental Farm in Côte d'Ivoire: A Living Lab for Agricultural Transformation



**Ideal**  
agroclimatic  
location



**20**  
active  
field trials



**25+**  
crop varieties  
evaluated

Nestled near Yamoussoukro, at the intersection of savanna and humid forest zones, the UPL Africa Experimental Farm was recently inaugurated to serve as a strategic hub for agricultural innovation, validation, and hands-on learning. Its location offers easy access via highway and proximity to the airport, making it a central point for regional collaboration across Côte d'Ivoire, Mali, Burkina Faso, and Guinea. The farm's agroclimatic conditions—characterized by optimal rainfall and temperature—support a wide range of crops, from maize and rice to cocoa and vegetables.

The farm was conceived to address pressing local challenges: the predominance of smallholder farmers, limited technical capacity, and the need for rapid adaptation to evolving pest pressures. It fills a critical gap in West and Central Africa by generating reliable data and accelerating the introduction of new agricultural solutions. With few researchers capable of conducting rigorous trials, the farm's infrastructure and team are designed to deliver high-quality results that inform product development and registration.

Since its inauguration, the farm has evolved into a dynamic platform for screening, training, and marketing. Trials have focused on validating crop protection products and evaluating varietal performance under real-world conditions. Demonstrations of innovations like Turbocrop® and ZEBA® have supported marketing efforts and enhanced stakeholder

engagement. The greenhouse, built entirely on-site, serves as a nursery for vegetable trials, while the irrigation-ready water system and mapped zones ensure precision and efficiency in fieldwork.

Training is a cornerstone of the farm's mission. Stewardship programs such as Applique Bien® have been delivered to the on-site team, reinforcing best practices in crop protection. The farm has hosted visits from key stakeholders, including the Managing Director of Callivoire and regional UPL teams. In November, the Advanta team from Kenya and a major maize producer from Guinea toured the site, praising its technical rigor and relevance.

Cross-functional collaboration has been vital to the farm's success. Teams from Stewardship, R&D, Marketing, and Seeds have worked in concert to transform the site into a reference point for innovation. Looking ahead, the farm is poised to expand its impact, with upcoming customer visits planned to showcase hybrid maize and vegetable platforms.

More than a research site, the UPL Africa Experimental Farm exemplifies how localized infrastructure, integrated teamwork, and evidence-based insights can drive agricultural transformation. It is strengthening UPL's technical credibility and advancing sustainable agriculture across the region.





PILLAR 2

# Technology







## PILLAR 2

# Technology



The Technology pillar is UPL Africa's engine for innovation, driving the transformation of agriculture through science, digital tools, and farmer-centric solutions.

In FY 24-25, we conducted 134 biosolutions trials, registered 59 new products, and made 152 improved seed varieties available to farmers. These milestones reflect our commitment to delivering practical, scalable technologies that address the continent's most pressing agricultural challenges.

Our approach to technology is grounded in the realities of African farming. We recognize that innovation must be accessible, affordable, and responsive to local needs. That's why we invest in field trials, farmer feedback loops, and partnerships that ensure our solutions are not only cutting-edge but also relevant. From biosolutions that reduce chemical residues to climate-resilient seeds that boost productivity, our portfolio is designed to help farmers do more with less.

This year, we advanced several flagship initiatives under this pillar. The Carbon Smart Program in South Africa is helping farmers reduce emissions while improving soil health. The NPP Nutrient Use Efficiency project is optimizing plant and soil health technologies to use for better yields and lower environmental impact. Our Digital Apps including the Africa App, and M-Zawadi continue to expand their reach, offering farmers and agrodealers real-time insights and rewards.

We also deepened our support to the mango sector in Ghana and Côte d'Ivoire, introducing new technologies and training modules tailored to local production systems. These efforts are part of our broader mission to democratize innovation and ensure that smallholder farmers are not left behind in agricultural transformation. Technology is not an end in itself; it is a means to empower farmers, protect ecosystems, and secure Africa's food future. At UPL, we are proud to lead this charge, one innovation at a time.

Indicator (FY 24-25)	WCA	EA	NA	SA	TOTAL
Biosolutions trials performed	20	8	26	80	134
New products registered	18	14	17	10	59
Improved seed varieties available	61	-	152	-	NA

**WCA:** West & Central Africa **EA:** Eastern Africa **NA:** Northern Africa **SA:** Southern Africa



## PILLAR 2 : TECHNOLOGY

# UPL Champions Sustainable Mango Farming in Côte d'Ivoire and Ghana



**27**  
training  
sessions



**60%**  
yield  
increase



**11**  
plots  
conducted



In the heart of West Africa, mango farming is both a livelihood and a legacy. Yet, climate change, soil degradation, and pest infestations have increasingly threatened the viability of this vital crop. In response, UPL has launched a flagship initiative to empower mango farmers in Côte d'Ivoire and Ghana with innovative, affordable, and accessible crop protection and biostimulant solutions—anchored in science, sustainability, and local partnerships.

The initiative was born from a clear demand within the mango value chain: producers needed effective tools to combat rising temperatures, erratic rainfall, and the proliferation of pests and diseases. In several regions, producers were contending with crop losses reaching up to 80%, caused largely by fruit flies, anthracnose, and erratic weather conditions. UPL responded by combining innovative biosolutions with practical training and field support. The goal was to help farmers improve yields, enhance fruit quality, and gain entry into organic and export markets.

At the center of the intervention are two key biosolution products. Yukon®, a broad-spectrum biofungicide and bactericide formulated with copper and sulfur, offers strong protection against fungal and bacterial infections such as anthracnose. BM Start®, a biostimulant, supports bud fertility, fruit set, and development. Both products are compatible with organic production systems, making them well-suited to help farmers access premium markets.

In the 2024–25 season, UPL worked with a diverse network of partners to scale this initiative. In Côte d'Ivoire, these included Nembel Invest, Ranch du Koba, Inter Mangue, and

Technoserve. In Ghana, UPL collaborated with Bomart Farms Ltd, AB Farm Ltd, and the Ghana Export Promotion Authority (GEPA). Through these partnerships, the program delivered 27 technical training sessions, established 11 demonstration plots, and worked with eight producer cooperatives, ultimately engaging more than 800 farmers and stakeholders.

Farmers across both countries reported up to 60% yield improvements, better fruit quality, and a notable reduction in post-harvest losses. The introduction of organic-compliant solutions also enabled producers to access new markets, particularly in Europe, where demand for sustainable and traceable produce continues to rise.

In Northern Côte d'Ivoire, results were especially striking. In Korhogo, demonstration plots in Yocatené and Sirasso showed a dramatic difference between treated and untreated orchards. While untreated trees suffered significant pest damage, orchards treated with UPL products remained healthy and productive. These outcomes quickly gained the attention of surrounding producers and cooperatives, helping to catalyze further adoption.

Looking ahead to 2025–26, UPL plans to expand the program's reach, including 50 farmer training sessions, 20 new demonstration plots, and direct engagement with 1,500 mango producers through 20 cooperatives. By delivering integrated crop solutions, building capacity within cooperatives, and aligning with global sustainability standards, UPL is helping to secure the future of mango farming in West Africa.





## PILLAR 2 : TECHNOLOGY

# Carbon Smart South Africa: Regenerating Agriculture for a Greener Future



**2022**  
Year of  
Launch



**2,884**  
hectares  
of maize



**75%**  
revenue  
retained

In South Africa, where climate variability and soil degradation pose increasing threats to agricultural productivity, UPL Corp is advancing a bold and practical solution through its CarbonSmart initiative. Originally launched as a pilot in 2022 under UPL's global Gigaton Carbon Goal, CarbonSmart has since matured into a fully commercial program that offers farmers a clear pathway to regenerative practices and financial returns through access to carbon markets.

The program empowers farmers to transition from conventional to regenerative agriculture by adopting practices that improve soil organic carbon levels and reduce greenhouse gas emissions. These changes are not only environmentally beneficial but also economically rewarding. Through CarbonSmart, farmers receive a majority share of the revenue generated from carbon credits, creating an incentive structure that connects sustainability with financial empowerment.



By 2024, CarbonSmart had achieved a significant milestone. Following rigorous third-party verification, the program's first batch of carbon credits is expected to be issued in the early part of FY26. These credits are based on measurable improvements across 2,884 hectares of maize farmland, marking a successful shift from pilot phase to performance-based results. This progression is transforming how farmers in the region view climate-smart agriculture—not as a cost but as a viable opportunity.



The benefits extend well beyond carbon revenue. Participating farmers have reported tangible improvements in soil structure and biological activity, resulting in better water retention, enhanced nutrient cycling, and improved crop resilience. These gains are especially critical in the face of unpredictable rainfall patterns experienced in South Africa. As a result, land productivity is increasing, and the long-term viability of farming operations is being strengthened.

Motivated by these results, CarbonSmart is now drawing increased interest from food value chain partners across the country. UPL's credibility as a sustainability partner continues to grow, and conversations are underway to expand the program into new crop segments beyond row crops. This growing interest reflects a shared recognition of the need for collaborative, science-backed solutions that combine environmental integrity with economic value.

At its core, CarbonSmart represents UPL's commitment to developing farmer-focused innovations. By co-creating regenerative pathways that improve soil health, support food security, and unlock new income streams, UPL is advancing its global climate goals while actively reshaping the agricultural landscape. CarbonSmart is not simply a carbon program; it is a practical and scalable model for delivering sustainable change—one hectare at a time.





## PILLAR 2 : TECHNOLOGY

### Advancing Nutrient Use Efficiency (NUE) with NPP in South Africa



**Launch**  
of NUE-Ag  
campaign



**Training**  
sessions  
delivered



**Collaboration**  
with Stellenbosch  
University

In response to one of agriculture's most persistent challenges, nutrient inefficiency, UPL Africa is championing a science-backed, farmer-focused approach to Nutrient Use Efficiency (NUE) through its NPP NUE Project in South Africa. This initiative was launched under the banner of "NUE-Ag: More Yield, Less Waste", and it brings together biological innovation, farmer education, and cross-sector collaboration to optimize how crops absorb and use key nutrients.

Nutrient loss remains a serious issue worldwide. Up to 70% of applied nitrogen is lost to the environment, and phosphate recovery is often below 20%. Acknowledging that most solutions are fragmented and reactive, UPL developed a comprehensive NUE model. This model is built around four strategic pillars and is tailored to address specific crop needs, soil conditions, and local farming practices through a fully integrated approach.

At the core of this model are innovations such as Maxi-N and Pseudomonas, two biological products that improve nitrogen and phosphate use efficiency. Maxi-N (*Azospirillum brasilense*) helps plants fix atmospheric nitrogen, enhances root development, and increases nitrogen uptake. Pseudomonas improves phosphate solubilization and nutrient absorption by enlarging the root surface area and releasing bound phosphorus into the soil.

To support knowledge transfer and market uptake, UPL developed a set of practical training tools.



These included technical brochures, simplified field messages, and internal learning modules, all anchored in a 3x3 product messaging framework. In February 2024, a series of strategic sessions on NUE in winter cereals were delivered with support from global experts focused on GoActiv and Mycorrhizae. This laid the groundwork for field activation and on-farm proof points.

In March 2024, UPL conducted its first external engagement with a key distributor and a Mega Farmer group in the Western Cape. The rollout involved a dynamic team of young agricultural agents known as The Vanguard, who are now trained to lead farmer extensions across the region.

Scientific validation is an essential element of the project. To this end, UPL partnered with Stellenbosch University for a series of field trials. These trials focus on nutrient behavior in the soil, plant biomass accumulation, photosynthetic efficiency, and yield improvement through integrated product use. The goal is to generate robust data that supports both performance claims and long-term adoption.

Looking forward, UPL will expand the NUE-Ag campaign to include summer grains, vegetables, and permanent crops. The campaign will also leverage media partnerships and explore collaboration with industry bodies such as Potato SA. Through these efforts, UPL seeks to position itself as Africa's most trusted partner in delivering complete and actionable NUE strategies.





## PILLAR 2 : TECHNOLOGY

### Digitally Empowering Africa's Agriculture: UPL's Tech-Driven Solutions



**667**  
stockists  
engaged



**\$12,500+**  
in rewards  
distributed



**200+**  
product labels  
provided

Across Africa's agricultural landscapes, digital innovation is increasingly becoming a catalyst for transformation. UPL Corp is tapping into this potential through tailored digital tools that connect stakeholders, improve access to agronomic knowledge, and foster stronger market ecosystems. From loyalty-driven engagement in Kenya to real-time technical support in South Africa, UPL is putting the power of digital technology into the hands of those who grow, distribute, and sustain our food systems.

In Kenya, the M-Zawadi App is redefining how UPL connects with its network of stockists and agrodealers. Launched to reward purchases of UPL products through registered distributors, M-Zawadi functions not only as a loyalty platform but also as a mechanism for building trust and continuity in the agricultural supply chain. Stockists earn points with every transaction, which can be redeemed for mobile cash or practical services such as airtime, offering flexibility and instant value. Since its introduction, the app has engaged 667 stockists through 23 registered distributors and has delivered over \$12,500 in rewards, reinforcing UPL's role as a partner that recognizes and values grassroots contributions.

Beyond its transactional benefits, M-Zawadi has evolved into a key engagement channel, offering stockists a more meaningful and sustained relationship with the brand. This deeper sense of connection is not only driving sales but is also expanding UPL's reach across both rural and urban agricultural markets. Looking ahead, UPL aims to scale the platform by onboarding additional distributors and extending access to growers, thereby broadening inclusion across Kenya's agricultural value chain.

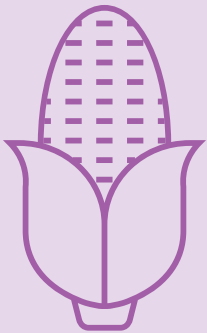


In South Africa, UPL has adopted a complementary approach tailored to the needs of farmers and agricultural professionals. The UPL Southern Africa App, launched last year, has proven instrumental in bridging the agronomic information gap. With offline access to more than 200 UPL product labels, users can retrieve essential crop input data regardless of internet connectivity. This functionality has been particularly valuable in remote or underserved regions. Active monthly users have steadily increased from 205 in FY24 to 1,504 in FY25, demonstrating strong demand for reliable, accessible digital tools.

At the heart of the app's success is the "Ask an Expert" feature, which offers users direct access to UPL technical specialists for real-time agronomic advice. In FY25, more than 60 farmers—many of them smallholders—received timely guidance through this service. This immediate support has helped prevent crop losses, improve decision-making, and strengthen sustainable farming practices. Motivated by the positive response, UPL is preparing to expand the app into Kenya, Cameroon, and Morocco during the second half of the year.

Together, these digital initiatives are a reflection of UPL's wider commitment to inclusive, locally grounded innovation. Whether by strengthening trust through reward systems, accelerating access to agronomic expertise, or enhancing field-level decision-making, UPL is equipping Africa's agricultural communities with tools that promote resilience, productivity, and long-term growth.





**PILLAR 3**

# Food Chain





### PILLAR 3

## Food Chain



UPL Africa's Food Chain pillar is about building resilient, inclusive, and self-sufficient food systems that serve both farmers and consumers. In FY 24-25, our programs reached 222,858 farmers through integrated projects, engaged 3,042 farmers in Pronutiva® programs, and covered 10,595 hectares with sustainable crop packages.

These figures reflect our growing impact in transforming Africa's food value chains from the ground up.

Our flagship Pronutiva program remains central to this effort. By combining conventional crop protection with natural biosolutions, Pronutiva helps farmers increase yields, improve crop quality, and meet market standards with fewer residues. This year, we expanded the program in key regions, including Morocco, where tailored crop packages are helping farmers adapt to climate variability and market demands.

Beyond Pronutiva, we are actively involved in high-impact food chain initiatives such as PROCAVA in Mozambique,

cocoa projects in West and Central Africa, and the Crop Production Excellence program in South Africa. These projects connect farmers to inputs, training, and offtake markets, creating a more cohesive and efficient agricultural ecosystem.

Our work in the food chain is also about reducing Africa's reliance on imports. By supporting local production of staple and export crops such as maize, rice, cocoa, and vegetables—we are helping communities become more food secure and economically resilient. We partner with governments, cooperatives, and private sector actors to ensure that our interventions are aligned with national priorities and farmer needs.

Ultimately, the Food Chain pillar is more than just productivity; it's about sovereignty, dignity, and opportunity. By investing in local value chains, UPL is helping to unlock Africa's agricultural potential and ensure that its farmers are at the center of a thriving, sustainable food system.

Indicator (FY 24-25)	WCA	EA	NA	SA	TOTAL
Hectares covered with Pronutiva programs	6,000	760	2,130	1,705	10,595
Farmers involved in Pronutiva programs	2,400	293	192	157	3,042
Farmers reached through integrated projects	222,793	-	-	65	222,858
Partnerships with Foodchain actors	19	-	2	2	23

**WCA:** West & Central Africa **EA:** Eastern Africa **NA:** Northern Africa **SA:** Southern Africa



## PILLAR 3 : FOOD CHAIN

# Championing Cocoa Sustainability in West & Central Africa



**14,700+**  
individuals  
empowered



**37%**  
increased  
cocoa yield



**Strategic**  
partnerships  
formed

Cocoa is a cornerstone of economic and cultural life for millions in West and Central Africa. The region produces nearly 75% of the world's cocoa, spanning 7.1 million hectares and involving around 3 million farmers. Yet, the sector faces entrenched challenges—extreme poverty, environmental degradation, and child labor. Since 2010, UPL Corp has worked alongside farmers not just as an input provider, but as a long-term sustainability partner.

Our approach is built on an integrated food chain model that links farmers directly to global markets while promoting traceability, resilience, and sustainability. Through a portfolio of crop protection and biosolution products, we've helped farmers increase yields, reduce climate and pest risks, and improve incomes.

Farmer empowerment is central to our mission. In the 2024–2025 season, 2,378 farmers participated in 62 technical training sessions through localized programs like Applique Bien® in Côte d'Ivoire and N'Guso Papa® in Ghana. These sessions are building knowledge, confidence, and autonomy in cocoa-growing communities.

We also focus on crop diversification and gender inclusion. By introducing secondary crops such as okra and peppers across 680 Village Savings and Loan Associations (VSLAs), we've enabled over 14,700 individuals—3,700 of them women—to access new income streams during the cocoa off-season in Ghana and Ivory Coast.



This ensures that agricultural progress benefits entire communities.

Environmental stewardship is another pillar of our work. As a member of the World Cocoa Foundation, the European Cocoa Association, and a signatory of the Cocoa & Forests Initiative (CFI), UPL Corp is committed to sustainable farming. Farmers in our programs have seen a 37% increase in cocoa yields, thanks to our biosolutions portfolio—including Captiva Prime (bioinsecticide), Genius (biofungicide), and BANZAÏ Bonus (biostimulant). These tools help stabilize yields and reduce the need to expand into forested areas.

One inspiring story comes from Comfort Agyapongmaa, a cocoa farmer and agro-dealer in Ghana. "BANZAÏ has transformed my farm," she says. "I get more pods, and they're juicier and fuller. Everyone asks what I use—I proudly tell them it's BANZAÏ."

Our impact is amplified through strong partnerships. Collaborations with global cocoa exporters like Touton, OFI, Barry Callebaut, and Cargill have scaled training and product access. Engagements with local governments, research institutions, and civil society ensure our efforts are community-rooted and aligned with broader sustainability goals.

Looking ahead, UPL Corp is committed to deepening its sustainability footprint in West and Central Africa. We aim to extend our integrated approach to other high-value crops like cashews and mangoes—continuing our journey toward a resilient, inclusive, and sustainable future for African agriculture.





## PILLAR 3 : FOOD CHAIN

# Agrifocus & PROCAVA: Strengthening Inclusive Agri-Food Systems Across Rural Communities in Mozambique



**Program**  
co-financed



**Gender**  
and youth  
inclusion



**27,236**  
households  
reached

In Mozambique, the PROCAVA (Inclusive Agri-Food Value Chain Development Program) is reshaping rural agriculture through a comprehensive, long-term strategy focused on sustainability, resilience, and inclusive market systems. Launched in 2020 by the Government of Mozambique and led by the Ministry of Agriculture and Rural Development (MADER), the program is supported by a consortium of development partners including the International Fund for Agricultural Development (IFAD), the African Development Bank (AfDB), and the Green Climate Fund. UPL, through its Mozambican arm Agrifocus, plays an essential role in this initiative by providing inputs and technical expertise that help smallholder farmers transition toward more productive and climate-resilient practices. The project spans across 75 districts in 10 provinces, with the overarching goal of improving food security, boosting household income, and building adaptive capacity for more than 902,000 small-scale farmers. Through its contribution, UPL has directly supported 27,236 farming households during FY25, positively impacting an estimated 135,000 people with sustainable technologies and advisory services.

UPL's engagement has included the provision of quality seeds, fertilizers, crop protection products, and bio-based solutions, particularly in value chains such as cassava, legumes, and horticulture under irrigation. In addition to crop support, the project has extended its reach to include poultry and red meat (cattle and goats), offering a more holistic approach to rural livelihoods. The deployment of demonstration plots and community nurseries across targeted districts has allowed UPL to showcase best practices in climate-smart agriculture.



Farmers have benefited from tailored training in sustainable farming methods and input use.

Importantly, PROCAVA has placed strong emphasis on social inclusion. With a minimum participation target of 50% women and 30% youth, the initiative is creating meaningful pathways for underrepresented groups to participate in and benefit from agricultural growth.

Through local capacity-building activities and continuous community engagement, women and young people are taking more active roles in production and leadership.

UPL has also supported the development of agro-input retail infrastructure, ensuring that high-quality products and services are accessible closer to the communities that need them most. Field technicians from Agrifocus have provided ongoing monitoring and advisory support, reinforcing the link between training and sustained on-farm results.

As the program enters its next phase, planning for FY 2025–26 is scheduled to begin in September 2025. UPL is exploring opportunities to scale up its contribution, including expanded support for seed multiplication, additional crop trials, and new technologies to strengthen resilience and productivity at scale. Through its work in PROCAVA, UPL Mozambique is helping to operationalize inclusive development goals by combining technical excellence with field-level engagement. This partnership showcases the value of aligning global finance, national policy, and private sector innovation to deliver real, lasting change for farming communities across Southern Africa.





## PILLAR 3 : FOOD CHAIN

# Pronutiva® Morocco: Advancing Resilient and Competitive Food Chains in North Africa



### Partnership

with foodchain actors



### Improved

yields & quality,  
reduced residues



### Alignment

with sustainability targets

In Morocco, UPL is catalyzing a new wave of sustainable agriculture through the Pronutiva® approach, which is being applied strategically across two of the country's most vital export-oriented value chains: strawberries and tomatoes. This integrated program is enabling growers to meet rising regulatory, environmental, and quality demands, while positioning Moroccan produce for long-term market access and resilience.

At the center of this success is a structured engagement model that begins with direct collaboration between UPL's technical teams and growers. These scoping sessions identify specific pain points such as reduced yields, pressure to improve return on investment, and the need to comply with increasingly stringent EU and private standards on pesticide use and traceability. Based on these insights, UPL designs custom Pronutiva programs that combine conventional crop protection tools with biosolutions, delivering holistic answers to local production challenges.

In the strawberry sector, UPL has partnered with Messem, a leading supplier of frozen strawberries to the European market. By supporting a network of 150 growers with customized Pronutiva packages, the program has validated the inclusion of key biosolutions like Vacciplant, BM Start, Calibra, and Biomite into farmers practices. These inputs have demonstrated clear benefits in terms of improved yields, higher fruit quality, reduced residues, and greater alignment with EU sustainability standards.



As a result, participating growers have improved access to premium export markets while strengthening traceability and compliance.

A parallel initiative in tomatoes is being developed with Azura, one of Morocco's top horticultural producers. The focus here is on combating resistance to conventional crop protection products, particularly in response to evolving pest and disease pressures. The project is currently in the piloting stage, but early data is pointing toward an effective, scalable solution that balances productivity with reduced environmental impact.

The initiative directly supports EU-aligned goals such as pesticide reduction and safer food systems, which is strengthening the position of Moroccan growers in global value chains. Socially, Pronutiva Morocco is improving safe-use practices among applicators and farmers. Environmentally, it helps preserve biodiversity, protect ecosystems, and supports more efficient input usage. By linking agronomic innovation with regulatory foresight, the initiative demonstrates how sustainable farming can be commercially viable and technically rigorous.

Looking forward, the Morocco team is preparing to scale Pronutiva across other berry segments including raspberries and blueberries. The Pronutiva journey in Morocco is a model of how strategic partnerships, farmer engagement, and science-based innovation can reshape food systems from the ground up.





## PILLAR 3 : FOOD CHAIN

# Cultivating Excellence: UPL South Africa's Support to the Potato Value Chain



**Strengthened**  
agronomic  
skills



**Boosted**  
potato  
resilience



**Collaboration**  
on pest  
resistance



In March 2025, UPL South Africa deepened its commitment to sustainable agriculture through the “Row-Crop Cultivation Excellence Training,” a targeted initiative designed to strengthen the potato food value chain. Delivered in partnership with Potatoes SA, the national industry body, this training marked a significant milestone in UPL’s long-running stewardship efforts. Held in the Eastern Cape, the session focused on equipping emerging farmers and agricultural professionals with practical knowledge in row-crop fundamentals, with a strong emphasis on potato production. Participants explored key topics such as soil health, plant nutrition, and crop protection practices, all tailored to the unique agronomic conditions of South Africa’s potato-growing regions. The training also reinforced stewardship principles, including safe input handling and environmental responsibility, aligning with UPL’s Global Stewardship Framework.

As part of its commitment to sustainable agriculture and regional capacity building, UPL South Africa led this specialized program to elevate agronomic practices across the potato food value chain. This initiative was a cornerstone of UPL’s broader sustainability agenda in Africa, aligning with its mission to empower farmers, enhance food security, and promote environmentally responsible farming.

The training brought together key stakeholders from the potato sector, including growers, agronomists, and supply chain partners. Participants engaged in hands-on sessions focused on optimizing row-crop cultivation techniques, with a particular emphasis on potato production. Topics ranged from soil health and pest management to irrigation strategies and post-harvest handling, all tailored to the unique challenges and opportunities within the South African agricultural landscape. UPL South Africa’s involvement went beyond technical instruction. The team provided access to innovative crop protection solutions and stewardship tools, reinforcing best practices for safe and effective product use. By integrating sustainability principles into every aspect of the training, UPL ensured that participants left not only with improved technical knowledge but also with a deeper understanding of how to balance productivity with environmental care.

This training also served as a platform for collaboration, enabling dialogue between farmers and UPL experts on emerging threats such as pest resistance and climate variability. Through these exchanges, UPL South Africa reaffirmed its role as a trusted partner in the potato value chain, offering both scientific expertise and practical support to drive long-term impact.







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**PILLAR 4**

# Partnerships





#### PILLAR 4

## Partnerships



The Partnerships pillar serves as the connective tissue of UPL Africa's sustainability strategy. It embodies our belief that no single actor can address the complex challenges facing African agriculture in isolation. In FY 2024–25, we engaged in 28 active sustainability partnerships and reached 147,688 farmers through our Partnerships for Sustainability (P4S) initiative.

Our collaborations span a wide spectrum. They include NGOs, development agencies, governments, and private sector players. What brings these diverse actors together is a shared commitment to advancing farmer-centric, climate-smart, and inclusive agricultural development. Through P4S, we co-create solutions that merge technical expertise, financial backing, local insights, and community resources to deliver long-lasting impact.

This year, we expanded our reach through several flagship collaborations. In Kenya, our partnership with FTMA is helping smallholders access vital inputs, practical training, and reliable markets. In Uganda, our collaboration with AFAP is increasing product awareness

and improving last-mile service delivery. In Mali, we are working alongside the International Labour Organization (ILO) to strengthen vegetable production in fragile regions. Meanwhile, in Tanzania, Advanta's partnership with Farm Africa is improving access to hybrid seeds and boosting farmer productivity.

These partnerships are not just transactional in nature. They are transformational in their ability to scale impact, enter new geographies, and tackle systemic barriers such as limited access to information, markets, technology, and resilience strategies. By aligning our work with national agricultural strategies and global development frameworks, we ensure that our contributions support broader social and economic goals.

The success of the Partnerships pillar lies in its ability to connect people across sectors, countries, and areas of expertise in order to catalyze meaningful change. At UPL, we view every partnership as an opportunity to learn, collaborate, and multiply the impact of our collective efforts.

Indicator (FY 24-25)	WCA	EA	NA	SA	TOTAL
Sustainability partnerships	9	8	2	9	28
Farmers reached through Partnerships 4 Sustainability (P4S)	2,250	8,840	246	136,352	147,688

**WCA:** West & Central Africa **EA:** Eastern Africa **NA:** Northern Africa **SA:** Southern Africa



## PILLAR 4 : PARTNERSHIPS

# Advanta Seeds Tanzania: Transforming the Sunflower Sector from Farm to Market



**60,000+**

youth  
engaged



**29,000+**

farmers  
trained



**35–50%**

increase  
in yields

Tanzania's edible oil industry stands at the intersection of urgent national need and immense local opportunity. Advanta Seeds Tanzania is at the forefront of this transformation, driving systemic change across the sunflower value chain through a portfolio of impactful initiatives. By empowering youth in agribusiness, strengthening market linkages, and shaping national policy, Advanta is helping build a more self-sufficient, inclusive, and resilient agriculture system.

### Empowering a New Generation of Farmers

Through the Vijana Kilimo Biashara (VKB) project, implemented in partnership with Farm Africa from 2023 to 2025, Advanta introduced improved seed technologies and agronomic training to more than 60,000 youth across 556 villages in the Dodoma and Singida regions. At the heart of this initiative were crops such as sunflower and sorghum, supported by supplementary horticultural activities. The project was structured around a training-through-demonstration model, with 49 field plots, including 48 baby plots and a 5-acre mother plot managed by a youth group in Sanjaranda village, serving as practical training grounds.

With the distribution of over 430 kilograms of hybrid seeds, Advanta played a central role in equipping farmers with access to climate-adapted, high-performing varieties.

As a result, more than 29,000 youth and smallholder farmers were trained in Good Agricultural Practices (GAP).

In addition, vegetable gardening initiatives supported 86 farmers, most of whom were women, to improve household



nutrition and food security.

Farmers reported better yields, healthier soils, and increased confidence in agribusiness. Hybrid sunflower varieties—especially Hysun 33—demonstrated clear advantages over traditional open-pollinated types, generating strong demand within local farming communities. Youth-led groups such as Juhudi Vijana in Singida and Kazi Kwanza in Itigi began exploring commercial farming ventures, signaling a promising shift from subsistence to market-oriented agriculture.

### Strengthening Markets and Policy through Stakeholder Leadership

Building on grassroots momentum, Advanta convened national stakeholders in March 2025 for the Sunflower Hybrid Technology Workshop, co-hosted with the Ministry of Agriculture and the Tanzania Sunflower Processors Association (TASUPA). The event brought together 125 participants, including processors, cooperative leaders, NGOs, and government agencies, to align strategies for hybrid adoption, raw material availability, and value chain integration.

At the center of these discussions was Hysun 33, Tanzania's first hybrid sunflower specifically adapted to local conditions. With over 15,000 smallholder farmers now using this variety, yields have increased by 35 to 50 percent, and oil content has risen to between 42 and 48 percent.

Oil processors, previously challenged by inconsistent supply, are now accessing more reliable raw materials through cooperative-led aggregation and contract farming.



This has led to higher oil recovery, lower processing costs, and pricing models that reward quality, thereby creating a more inclusive and efficient market.

### Supporting National Self-Sufficiency in Edible Oil

Tanzania currently imports more than 360,000 metric tons of edible oil each year. Advanta's integrated initiatives are directly contributing to reversing this dependency. The company works closely with public institutions such as the Agricultural Seed Agency (ASA), Tanzania Agricultural Research Institute (TARI), and the Tanzania Official Seed Certification Institute (TOSCI) to enhance certified seed systems and support broader seed sector reform. As a result of such strategic efforts, the national budget allocation for the oilseed sector increased from 9 billion to 59 billion TZS in FY 2024–25, demonstrating a strong policy commitment.



Field testimonials reinforce the program's success. *"Hysun 33 has increased my yield by 40 percent, and processors are offering better prices. Farming has become truly rewarding,"* shared a lead farmer from Singida. Youth from the Kazi Kwanza group added, *"We never imagined farming could be this rewarding."*

Leaders from TASUPA and the Ministry of Agriculture have recognized Advanta's efforts as a model of how public-private partnerships can deliver sector-wide value.

### Advancing Sustainable Growth Across the Value Chain

Advanta's sustainability pillars—productivity, profitability, partnership, and policy alignment—are being brought to life across Tanzania through this program.

Looking ahead, Advanta remains committed to several key priorities:

- Expanding access to hybrid seeds through cooperative networks, innovative financing solutions, and last-mile distribution models supported by bank partnerships;
- Deepening contract farming arrangements between cooperatives and processors;
- Supporting government initiatives related to certified seed regulation and oilseed input subsidies;
- Advancing research and development on drought-tolerant and ultra-early maturing sunflower hybrids suited to Tanzania's diverse agro-climatic regions.

Through these efforts, Advanta Seeds is fulfilling its mission to build inclusive, resilient, and self-sufficient food systems.

By empowering farmers, modernizing value chains, and shaping an enabling policy environment, this flagship initiative exemplifies Advanta's long-term commitment to "Growing Progress Together" in Tanzania and across Africa.





## PILLAR 4 : PARTNERSHIPS

# Catalyzing Agricultural Transformation in Uganda: The UPL-AFAP Partnership



**1,260+**  
farmers  
trained



**46**  
agrodealers  
upskilled



**950**  
radio spots  
conducted

In 2024, Following the successful “Sustain Africa” pilot project—an initiative supported by the Bill & Melinda Gates Foundation, AGRA, and Rabobank—UPL Corp deepened its commitment to inclusive agricultural development in Uganda through a strategic partnership with the African Fertilizer and Agribusiness Partnership (AFAP) and Advanta. Together, the three organizations launched a coordinated initiative across four key regions of Uganda: Central, Western, Northern, and Eastern. This project aimed to improve farmer livelihoods, strengthen agro-dealer networks, and expand access to quality inputs and agronomic knowledge.

This new phase was designed not only to grow UPL’s footprint in Uganda but also to address real gaps in agronomic training, product availability, and field-level support. The outcomes demonstrate a model that places local partnership and hands-on learning at the center of sustainable impact.

At the core of the initiative were 18 demonstration plots showcasing key crops such as maize, sorghum, sunflower, tomatoes, and watermelon. These plots served as living classrooms for farmers and agro-professionals alike. During 18 farmer field days, more than 1,260 smallholder participants received practical training on crop management and the safe, effective use of products including USTAAD, Glory, Tridex, Uthane, and QUICKPHOS.



The initiative also prioritized strengthening the agricultural advisory ecosystem. A total of 46 agrodealers and six community-based agents were trained, exceeding original targets and significantly boosting local capacity to deliver product education and farming support.

These field-based efforts were reinforced by a media campaign that included 950 radio spots and five regional talk shows. This ensured that key messages about food security, climate resilience, and sustainable farming reached thousands more, particularly in rural and hard-to-reach areas.

As the season advanced, social and economic impacts became increasingly evident. Farmers reported notable yield improvements, increased knowledge, and growing confidence in using inputs, even in districts affected by drought. Agrodealers, supported by training and improved product availability, experienced increased customer demand and stronger brand loyalty. Overall, the initiative generated more than \$318,000 in total sales in UPL’s distributor network while enhancing brand visibility across Uganda.

For many participants, the program marked a turning point. “The training changed how I farm. My tomato harvest was the best I’ve had,” shared a farmer from Iganga District. In Fort Portal, an agrodealer remarked, “We now stock more UPL products and serve more farmers. Working with UPL and AFAP has opened new business opportunities for us.”

These stories reflect a broader shift toward empowerment, resilience, and long-term sustainability. UPL Country Manager Vikas Chaudhari emphasized, “The field days were a game-changer. Farmers could see the results firsthand, which built trust in our products. Seeing farmers respond so positively reaffirms the value of this partnership.”

The UPL-AFAP collaboration in Uganda serves as a strong example of how agricultural transformation can be achieved when access to knowledge, innovative technologies, and inclusive community engagement come together.



#### PILLAR 4 : PARTNERSHIPS

### UPL Kenya and FTMA: Driving Productivity and Resilience Through Farm Service Centers



**700+**  
smallholder  
farmers reached



**25**  
farmer training  
sessions



**20%**  
potato yield  
increase



In Kenya's Central Rift region, where erratic rainfall and depleted soils have become major constraints to crop productivity, UPL Kenya is collaborating with the Farm to Market Alliance (FTMA) to improve smallholder livelihoods through sustainable, farmer-focused solutions. This strategic partnership, launched in January 2024, brings together innovation, knowledge-sharing, and market linkages to support a shift from subsistence farming to profitable, resilient agribusiness.

At the heart of the program is FTMA's Farm Service Center (FSC) model, developed in partnership with the Cereals Growers Association (CGA). The model is based on community-based entrepreneurs who provide both agronomic extension and product access, while also helping farmers connect to markets and support services. Each FSC supports around 150 farmers in average. Through this ecosystem, UPL is introducing soil health and water-retention technologies that improve productivity

and raise awareness of climate-resilient inputs across the FTMA network.

Focusing on Narok and Mau Narok, the project targets maize, wheat, and potato producers using a combination of on-farm demonstrations and in-field training. Over the 2024 season, the initiative delivered 25 training sessions and installed 15 demonstration plots, directly reaching more than 700 smallholder farmers.

UPL's contribution included technologies such as Zeba, Reon, Panoramix GR, and Copio, which enhance moisture retention and nutrient uptake in semi-arid, low water-holding soils. Participating farmers reported up to 20% higher yields in potatoes and improved crop performance in maize, even under limited rainfall.

One powerful example comes from FSC John Koileken, who said: *"I used Reon and Panoramix GR on my potato crop to prove the concept for myself before recommending it to my farmers. I harvested so much that I was able to buy a car—even though I'm still learning how to drive!"*

This type of field-level credibility is reinforcing farmer confidence and strengthening trust in both the technologies and the broader FSC extension system.

Looking ahead to FY26, UPL and FTMA are planning to expand their reach by entering the Nakuru area and launching 20 new Farm Service Centers. The program will also scale up demand-creation efforts and deepen engagement with 15 to 20 retailers who can stock and promote UPL products at the last mile.

The partnership reflects UPL's broader mission to deliver farmer-first innovation that is practical, scalable, and grounded in real-world needs. By focusing on soil regeneration, water efficiency, and local partnerships, the UPL-FTMA initiative is not only enhancing yields—it is creating a replicable model for sustainable agricultural transformation in Kenya.



## PILLAR 4 : FLAGSHIP PROJECT

# UPL Mali and ILO: Empowering Youth and Women in Vegetable Farming



233

demonstration  
plots established



1,065

farmers  
trained



12

suppliers  
supported

In the heart of Mali's agricultural landscape, a transformative partnership between UPL Mali (MPC) and the International Labour Organization (ILO) is delivering inclusive, grassroots-driven change. This flagship initiative, launched in the 2024–2025 cropping season, is focused on empowering young and female vegetable farmers by expanding access to quality inputs, modern agricultural practices, and reliable markets.

The project's structure was rooted in practical engagement. Across 43 villages spanning Sikasso, Koutiala, Bougouni, southern Koulikoro, and Bamako, the MPC team established 233 demonstration plots that offered tangible evidence of how hybrid seeds, biosolutions, and safe-use practices can transform yield and quality. These plots became focal points for farmer learning and community engagement.

To deepen impact, 25 farmer training sessions were conducted, reaching 1,065 participants, which included 384 women and 681 young men. These sessions addressed key topics such as seed selection, vegetable production techniques, and the safe handling of phytosanitary products, introduced through the Applique Bien® stewardship approach. In addition, 21 guided visits were organized and attracted 660 attendees, enabling farmers to witness firsthand the value of high-quality inputs. One of the most defining features of this initiative was its ecosystem approach.

Beyond field training, the program brought together a diverse network of actors to build a sustainable supply chain. Seven vegetable grower cooperatives were actively involved, while 12 input suppliers, including six young entrepreneurs, ensured that access to high-quality agricultural products was maintained at the community level. As a result, 15 new sales zones were established, significantly expanding input availability and market connectivity.

The International Labour Organization (ILO) provided core financial and technical support, serving as the project's principal development partner. Specialized training support from Cabinet HYSTRA on Base of the Pyramid (BOP) marketing

and from Cabinet CONSULT STEP on visual communication and tool design strengthened project delivery and engagement outcomes.

On the UPL side, the initiative mobilized a wide range of internal capabilities. Experts in stewardship, R&D, seed systems, and marketing worked hand in hand with commercial teams from Bamako, Sikasso, Koutiala, and Bougouni. Their coordinated efforts ensured technical accuracy, strong community engagement, and consistent messaging throughout the season.

The results were clear and far-reaching. UPL's footprint in Mali expanded into new communities, brand visibility increased, and its commitment to inclusive, sustainable agriculture was reinforced. Internally, the MPC team gained valuable expertise in grassroots marketing and participatory training design. For farmers—particularly young people and women—the program unlocked better access to tools, knowledge, and markets, creating a more resilient and productive vegetable sector.

Looking ahead to the 2025–2026 cropping season, UPL Mali is preparing to expand this model, building on lessons learned to scale its reach and deepen its impact. The ILO–UPL partnership is now seen as a blueprint for how public-private collaboration can strengthen agri-value chains, promote social inclusion, and contribute meaningfully to the future of sustainable farming in West Africa.



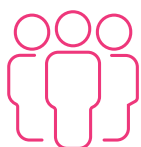




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PILLAR 5

# Open Hearts



## PILLAR 5

# Open Hearts



OpenHearts is UPL Africa's expression of corporate citizenship, reflecting our commitment to uplifting communities and addressing the broader social determinants of agricultural success that go beyond business operations. In FY 2024–25, we reached 441 beneficiaries and invested 15 man-days of staff time in community service projects. While modest in scale, these efforts represent a deep and growing dedication to social inclusion and the overall well-being of our communities. OpenHearts focuses on areas where agriculture intersects with health, education, and social equity. We believe that thriving farms are supported by thriving communities, and that our responsibility extends beyond the field and into the very heart of society. This year, we continued our support for child protection initiatives in Ghana and Côte d'Ivoire, working in collaboration with the International Cocoa Initiative to help safeguard vulnerable children in cocoa-producing regions.

Our Women's Network Africa also played a pivotal role by leading awareness campaigns centered on women's health and empowerment. Through initiatives such as

Pink October, we were able to reach both female farmers and UPL colleagues with vital information and support, reinforcing our long-standing commitment to gender equity.

OpenHearts is also a testament to the passion and engagement of our employees. Across the continent, UPL teams volunteered their time, energy, and expertise in support of local causes. These efforts included outreach to incarcerated individuals, support for women farmer associations, and more. Rather than serving traditional corporate social responsibility programs, these acts of service have deepened our connection to the communities we operate in and brought our values to life through meaningful, hands-on involvement.

Looking ahead, we are committed to scaling OpenHearts by integrating it more deeply into our regional strategies. Whether through a mobile health clinic, a school garden, or a mentorship program, OpenHearts represents our way of saying: we see you, we stand with you, and we are here to help build a better future together.

Indicator (FY 24-25)	WCA	EA	NA	SA	TOTAL
Beneficiaries reached	326	-	-	115	441
Mandays invested by UPL staff in charity projects	5	-	-	10	15

**WCA:** West & Central Africa **EA:** Eastern Africa **NA:** Northern Africa **SA:** Southern Africa



## PILLAR 5 : OPEN HEARTS

# UPL West & Central Africa Unite for Breast Cancer Awareness During Pink October



**226**  
women screened  
for breast cancer



**75%**  
of scanning  
costs covered



**On-site**  
screenings  
conducted



In October 2024, UPL's West & Central Africa country teams came together in a powerful show of solidarity and compassion to mark Pink October, the global month dedicated to breast cancer awareness. Through a series of impactful initiatives across Ghana, Cameroon, Côte d'Ivoire, and Mali, the teams demonstrated UPL's commitment to health advocacy, community engagement, and the value of camaraderie.

In Ghana, Calli Ghana organized a free breast cancer screening program at the Sege Main Market in Ada. Spearheaded by Andrews Onyina, Vasty Akrashie, Evans Agortey Sackey, Richard Biney, and Ebenezer Oduro, and supported by Sege Polyclinic and distributor Mawu Dzi Agbo, the initiative provided clinical breast examinations to 226 participants. Ten suspected cases were referred for further testing, with six confirmed diagnoses. Additional health screenings revealed cases of hypertension and urinary tract infections, underscoring the broader health benefits of the event.

Participants received educational sessions, free t-shirts, and snacks, fostering a welcoming and informative environment. The event not only raised awareness but also built trust and gratitude within the community, reinforcing UPL's "Always Human" value.

In Cameroon, the women of ALS Cameroon visited the Cameroon Oncology Center (COC), a leading facility in the CEMAC zone equipped with advanced cancer treatment technologies.

Guided by experts, the team learned about the center's operations and contributed to the treatment of five priority patients by covering 75% of the cost of crucial thoraco-abdomino-pelvic scans. This act of generosity highlighted the emotional depth and human-centered spirit of the campaign. In Côte d'Ivoire, the team launched a vibrant social media campaign to spread awareness and encourage early detection.

Meanwhile, in Mali, a community conference brought together doctors, patients, and women from the Bankoumana Cooperative. The event featured a cancer specialist's intervention and on-site screenings at the local health center. Additionally, the third edition of the photo contest celebrating Rural Women's Day added a creative and empowering dimension to the campaign.

These diverse activities reflect the strength of UPL's regional teams and their ability to tailor outreach to local contexts. From market screenings and oncology center visits to social media engagement and rural photo contests, the Pink October campaign showcased not only a commitment to health but also a spirit of unity and care.

As the Cameroon team closed Pink October and transitioned into Blue November, which is dedicated to prostate cancer awareness, the message was clear: UPL's West & Central Africa teams are deeply invested in the well-being of their communities. Through compassion, collaboration, and action, they continue to embody the values that make UPL a leader in sustainability and human impact.







## PILLAR 5 : OPEN HEARTS

# UPL and ICI: Advancing Child Protection and Safe Stewardship in West Africa's Cocoa Communities



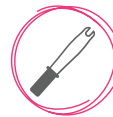
### Collaboration

With International Cocoa Initiative (ICI)



50+

multi-sector stakeholders hosted



### Deployment

of the Pelle Bongo® alternative

UPL continues to deepen its impact in the cocoa sector by aligning with trusted institutions to address some of the region's most complex challenges. In Côte d'Ivoire and Ghana, UPL's collaboration with the International Cocoa Initiative (ICI) has evolved into a powerful multi-stakeholder effort focused on child protection, responsible pesticide use, and safety education across cocoa-producing communities.

This partnership came into sharper focus during FY 2024–25 through a series of impactful engagements. In September 2024, UPL, represented by Lucien Zouan from Callivoire, joined an expert regional workshop organized by ICI and Croplife in Yamoussoukro, Côte d'Ivoire. The event, titled "Better Protecting Children from Pesticide Risks," gathered 53 participants including local and international experts, NGOs, and industry stakeholders. Lucien presented UPL's stewardship approach, emphasizing safe use practices and the importance of training as a first line of defense for farm workers and families.

Parallel engagement took place in Ghana, where UPL was represented by Sadashiv Francis of Callighana at an ICI stakeholder meeting held in Accra in February 2024. The session focused on findings from a 2023 field study examining children's exposure to pesticides in cocoa-growing areas. With participants ranging from government bodies to cocoa and chocolate companies, pesticide manufacturers, and NGOs, the session explored how these insights could shape future strategies to mitigate risk in the cocoa supply chain.

One of the notable outputs was the presentation of the workshops findings by ICI to Côte d'Ivoire's National Monitoring Committee on Child Trafficking and Labor (CNS). The committee responded with concern and called for the integration of pesticide safety into the country's forthcoming National Action Plan (NAP) to combat child exploitation and labor.

Another concrete example of UPL's commitment to developing scalable solutions is the introduction on the market of the Pelle Bongo, a patented pod-opening tool, through Callivoire in 2019. This tool offers a safer alternative to machetes, which are commonly used during cocoa pod breaking but pose serious injury risks.

The Pelle Bongo not only reduces workplace accidents but also supports efforts to combat child labor by reducing the physical burden on producers, reducing working time and improving fermented cocoa overall. This solution has been piloted with support from ICI and Barry Callebaut in cocoa sourced for Hershey's supply chain.

In 2023, ICI convened a technical working group that included UPL alongside organizations such as UNICEF, Fairtrade, OLAM, Croplife, and Hershey's. This group was tasked with answering the critical question: "How can we better protect children from pesticide exposure in cocoa communities?" The collaboration began with research and community-based assessments in both Ghana and Côte d'Ivoire to map the nature of exposure and identify intervention points within the cocoa supply chain. Building on those findings, a second phase launched in late 2023 focused on developing and testing practical activities that could be embedded into ICI member programs to prevent child labor and improve pesticide safety. Over a 12-month period, the expert group met regularly to refine guidance, share case examples, and align common principles.

Through this partnership, UPL is demonstrating how proactive stewardship, local engagement, and strategic collaboration can collectively address both safety and social equity in one of Africa's most important agricultural sectors.





## PILLAR 5 : OPEN HEARTS

### UPL Women's Network Africa: Empowering Women, Celebrating Leadership Across the Continent



#### Awarded

for Diversity, Inclusion, and Sustainability



#### Regional

activations conducted



#### One-on-one

mentorship sessions delivered

Across the African continent, the UPL Women's Network Africa continues to be a driving force for empowerment, inclusion, and leadership. Throughout FY 2024–25, the network delivered impactful programming and personal engagement that advanced the role of women in agriculture, strengthened community ties, and reinforced UPL's global vision of sustainability and equity.

In recognition of these efforts, the Africa Steering Committee received the prestigious UPL OpenAg Award in May 2024, winning in the category of Diversity, Inclusion, and Sustainability. This global award acknowledged the team's outstanding commitment to elevating women across UPL and the broader agricultural value chain in Africa.

Beyond formal recognition, the network focused on meaningful connections. Members of the Africa Steering Committee engaged in in-person mentoring sessions with female employees in Kenya and Tanzania, creating space for authentic dialogue, peer learning, and personal support. These one-on-one engagements highlighted the power of listening and the importance of building internal pathways for career growth and confidence.

The momentum continued in South Africa. On 8 August 2024, the UPL Women's Network South African Chapter hosted its second annual "Women in Agriculture" celebration at the Kievits Kroon Gauteng Wine Estate. Held in honour of South Africa's National Women's Day, the event welcomed UPL staff, industry partners, clients, and suppliers for a morning of recognition and reflection. The keynote speaker, Zelda la Grange, best-selling author and former personal assistant to Nelson Mandela, delivered a stirring address on leadership, purpose, and resilience—leaving the audience energized and inspired.

In March 2025, the network commemorated International Women's Day across multiple African countries, facilitating local events and activations that celebrated the contributions of women at all levels of the organization and the agricultural ecosystem. In Kenya, female staff attended a Gala Dinner event that spotlighted five key themes: ending violence against women and girls, health and well-being, climate action

and sustainability, economic empowerment and financial independence, and leadership and political representation. The event emphasized the importance of strengthening laws against gender-based violence, promoting access to health services, supporting women in climate advocacy, advancing wage equity and financial inclusion, and fostering inclusive leadership opportunities.

These initiatives reaffirmed the network's ongoing mission to build spaces of visibility, leadership, and empowerment.

Through its work in mentorship, celebration, and inclusive advocacy, the UPL Women's Network Africa is helping to create a culture where women are supported as innovators, leaders, and change-makers. By fostering trust, visibility, and professional growth, the network is not only empowering individuals but also shaping a stronger, more inclusive future for UPL in Africa.

Looking forward, the network remains focused on deepening its impact. With continued commitment and collaboration, it aims to expand its reach across regions, elevate more voices, and play an active role in strengthening the future of agriculture through women's leadership.
















# Abbreviations





<b>AFAP</b>	African Fertilizer and Agribusiness Partnership
<b>AfDB</b>	African Development Bank
<b>ASA</b>	Agricultural Seed Agency
<b>CFI</b>	Cocoa and Forest Initiative
<b>CGA</b>	Cereals Growers Association
<b>COC</b>	Cameroon Oncology Center
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>ENAM</b>	Ecole Nationale d'Agriculture de Meknès
<b>ESG</b>	Environment, Social and Governance
<b>FSC</b>	Farm Service Center
<b>FTMA</b>	Farm to Market Alliance
<b>GAPs</b>	Good Agricultural Practices
<b>GDP</b>	Gross Domestic Product
<b>GEPA</b>	Ghana Export Promotion Authority
<b>GRI</b>	Global Reporting Initiative
<b>ICI</b>	International Cocoa Initiative
<b>IFAD</b>	International Fund for Agricultural Development
<b>ILO</b>	International Labour Organization
<b>MADER</b>	Ministry of Agriculture and Rural Development
<b>NGO</b>	Non-Governmental Organization
<b>NUE</b>	Nutrient Use Efficiency
<b>OFPPPT</b>	Office de la Formation Professionnelle et de la Promotion du Travail
<b>P4S</b>	Partnership 4 Sustainability
<b>Postin T.I AMASS</b>	Potsin T. I. Ahmadiyya Senior High School
<b>R&amp;D</b>	Research & Development
<b>SDGs</b>	Sustainable Development Goals
<b>TARI</b>	Tanzania Agricultural Research Institute
<b>TASUPA</b>	Tanzania Sunflower Processors Association
<b>TCFD</b>	Task Force on Climate-related Financial Disclosure
<b>TOSCI</b>	Tanzania Official Seed Certification Institute
<b>UN</b>	United Nations
<b>UNGC</b>	United Nations Global Compact
<b>VSLAs</b>	Village Savings and Loan Associations



# UN Sustainable Development Goals (UNSDG) Index

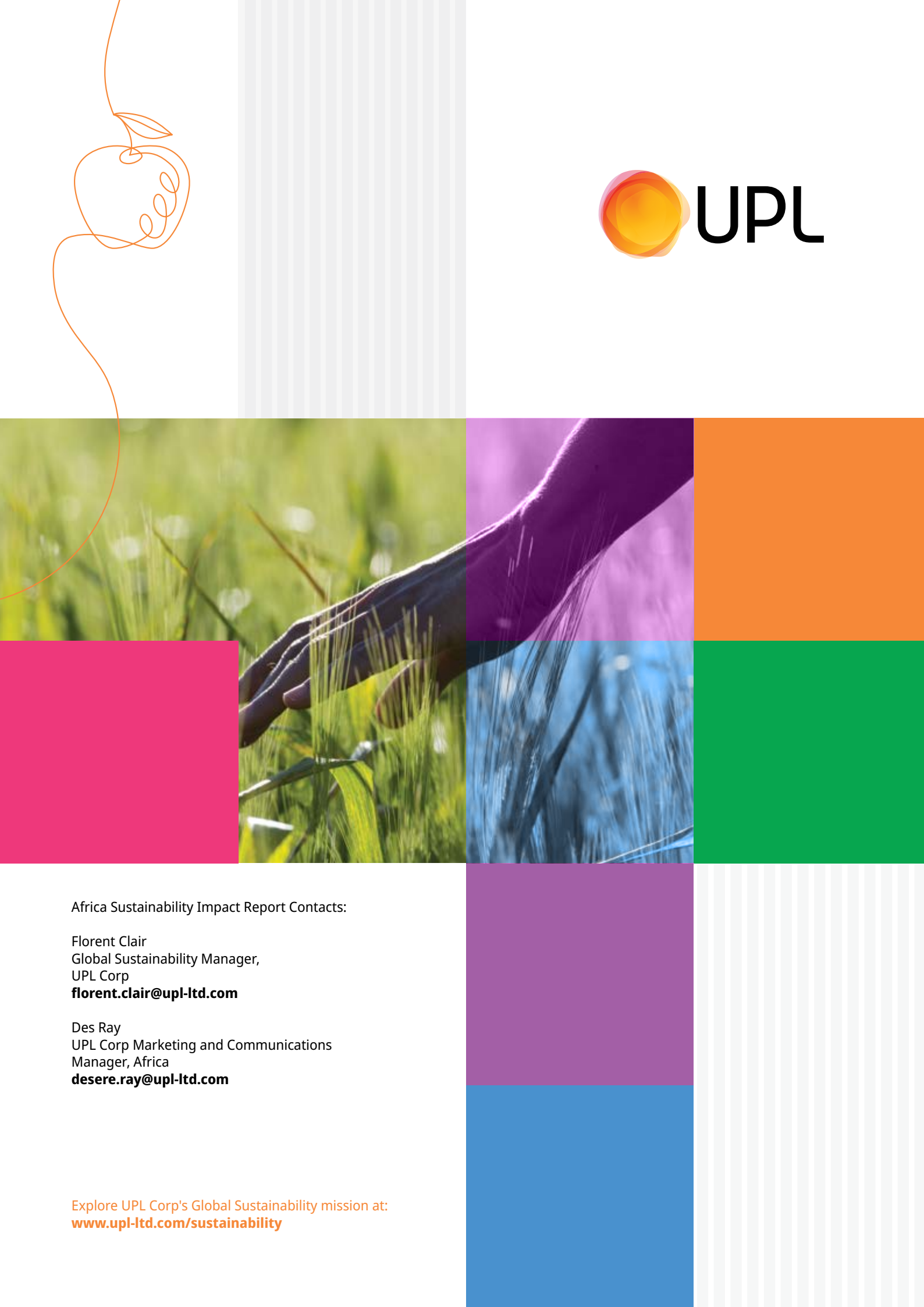
SDG		Goal	Relevant Stories / Initiatives	Page(s)
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SDG 2		Zero Hunger	ProNutiva programs, Sustainable mango farming, NUE project, Advanta Seeds initiatives	42–45, 50, 54–57
SDG 3		Good Health and Well-being	Breast Cancer Awareness, Child protection with ICI, PPE stewardship training	61–63, 35–36
SDG 4		Quality Education	Biosolution Academy Morocco, ALS-Dschang internship, stewardship training programs	37–39
SDG 5		Gender Equality	UPL Women's Network Africa, Mali ILO veggie project, Pink October events	58–63
SDG 6		Clean Water and Sanitation	Nutrient Use Efficiency project, CarbonSmart (indirect via soil health)	43–44
SDG 8		Decent Work and Economic Growth	Cocoa VSLAs, Sunflower cooperatives, UPL-FTMA Kenya, UPL-AFAP Uganda, PROCAVA	48–57
SDG 9		Industry, Innovation and Infrastructure	CropVision, UPL apps, Experimental farm, digital tools	39, 45
SDG 10		Reduced Inequalities	Child protection initiatives, ILO Mali project, inclusive partnerships	58–63
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SDG 15		Life on Land	Cocoa & Forest Initiative, Biosolutions, regenerative farming trials	48–49, 42–43
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# UNGC Index

Area	Principle	Description	Related Stories	Page No.
<b>Human Rights</b> 	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	ALS Cameroon & Dschang University, Child Protection & Safe Stewardship	p.38, p.62
	Principle 2	Make sure that they are not complicit in human rights abuses.	UPL and ICI Partnership, Mali ILO Project	p.62, p.58
<b>Labour</b> 	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Mali ILO Project, UPL-AFAP Partnership Uganda	p.58, p.56
	Principle 4	The elimination of all forms of forced and compulsory labour.	Cocoa & Forests Initiative, ICI Partnership	p.48, p.62
	Principle 5	The effective abolition of child labour.	ICI Partnership	p.62
	Principle 6	The elimination of discrimination in respect of employment and occupation.	UPL Women's Network Africa	p.63
<b>Environment</b> 	Principle 7	Businesses should support a precautionary approach to environmental challenges.	Carbon Smart South Africa, ProNativa Morocco	p.43, p.50
	Principle 8	Undertake initiatives to promote greater environmental responsibility.	Sustainable Mango Farming, PROCAVA Mozambique	p.42, p.49
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	NPP NUE Project South Africa, UPL Africa Experimental Farm	p.44, p.39
<b>Anti-Corruption</b> 	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	P4S Partnerships & Governance, Sustainability Reporting Framework	p.30, p.5







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