

Dadaba Group ESG Report 2025

Action for climate, people and good governance

This 2025 Group ESG Report sets out how Dadaba Group integrates environmental, social and governance (ESG) considerations across its diversified portfolio of businesses. It covers activities for the financial year ended 31 December 2025, with selected forward-looking statements on our ambitions to 2030.

The report is structured around our three ESG pillars—Climate Action, Nurturing Communities, and Governance—and brings together narrative disclosures, selected performance indicators and illustrative case studies from core entities including Dadaba Estate, Dadaba Carbon Hub, Dadaba Mining Ltd, Dadaba Prestige, Dadaba Recruitment Agency and Dadaba Foundation.

1. Group Profile & ESG Approach

Dadaba Group is a diversified African investment and operating company with activities in real estate, agritech, carbon and ESG projects, mining, logistics, energy and utilities, media and digital services, travel, recruitment and community development through Dadaba Foundation. The Group is headquartered in Accra, Ghana, with a growing footprint across West Africa and international partnerships in Europe, the Middle East and Asia.

Our ESG approach is anchored in the belief that long-term value creation is only possible when climate resilience, social inclusion and strong governance are embedded into strategy and day-to-day decision-making. In 2025 we continued to integrate ESG into capital allocation, project design, supplier engagement and performance management, supported by a Group-wide Code of Business Conduct, HSE & Risk Management Policy and Human Rights & Modern Slavery Statement.

2. Climate Action Performance

Climate Action focuses on decarbonising operations, enabling nature-based solutions and building resilient communities. 2025 was our third year of tracking Scope 1 and 2 emissions intensity against a 2022 baseline for core entities. By year-end, we achieved an estimated 45% reduction in combined Scope 1 and 2 emissions intensity per unit of revenue, driven by energy-efficient buildings at Dadaba Estate, process optimisation at Dadaba Mining and better fleet management for logistics operations.

We progressed distributed renewable energy projects, including rooftop and ground-mounted solar at key industrial and commercial sites. Cumulatively, initiatives under development and operation are expected to enable approximately 32 MW of installed or

contracted solar capacity by 2030, against a Group ambition of 100 MW. In parallel, Dadaba Carbon Hub advanced a pipeline of agroforestry, clean cooking and mangrove restoration projects designed to generate verifiable emissions reductions and removals over their lifecycle.

Climate risk considerations were further embedded into investment screening. New projects are assessed for physical climate risks such as heat stress, flood risk and water scarcity, as well as transition risks linked to regulation, technology and market shifts. Material risks are escalated to the Group Investment Committee and inform mitigation measures, insurance coverage and capital expenditure planning.

3. Nurturing Communities Performance

Nurturing Communities is about inclusive growth through safe jobs, skills, health and education. Collectively, Group entities and Dadaba Foundation reached more than 12,000 direct and indirect beneficiaries in 2025 through scholarships, vocational training, health outreach and livelihood support programmes.

Dadaba Recruitment Agency expanded partnerships with training institutions and employers, focusing on upskilling young people for roles in construction, energy, agribusiness and hospitality—sectors aligned with the Group’s operating footprint. Targeted programmes supported women and youth from underserved communities, helping to improve employability and household income resilience.

Dadaba Foundation deepened its focus on education and community health. Key initiatives included STEM clubs in basic schools near our project sites, health screening campaigns in collaboration with local authorities, and livelihood pilots linking smallholder farmers to climate-smart agronomy support from Dadaba Prestige. Across operations, we maintained a strong focus on occupational health and safety, recording a lost-time injury frequency rate (LTIFR) of 0.8 per 200,000 hours worked.

4. Governance, Ethics & Risk Management

Governance is the backbone of our ESG approach. Dadaba Group is led by a Board chaired by the Executive Chairman and supported by Board-level committees overseeing strategy, risk and audit, and sustainability. In 2025 we continued to strengthen governance structures, including clearer delineation of roles between the Board, the Group Executive Team and subsidiary leadership.

Our Code of Business Conduct sets expectations on ethics, conflicts of interest, anti-corruption, data privacy and respect for human rights. Mandatory annual training on the Code and key policies was rolled out to all permanent employees in core entities, achieving estimated coverage of 71%. Whistleblowing channels allow employees, contractors and community members to raise concerns confidentially, with investigations overseen by the Governance and Risk function.

Risk management follows a Group-wide framework that identifies strategic, operational, financial and ESG-related risks. Each subsidiary maintains a risk register, reviewed at least quarterly, and material risks are consolidated at Group level for Board oversight. Climate-related risks and opportunities are being mapped against the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), with the aim of building more detailed scenario analysis over time.

5. Supply Chain & Responsible Sourcing

Recognising that a significant share of environmental and social impacts sits in our value chain, we continued to roll out the Dadaba Supplier Code of Conduct. By the end of 2025, approximately 42% of our priority suppliers by spend had acknowledged the Code, which sets expectations on labour practices, health and safety, environmental stewardship and business integrity.

Supplier pre-qualification processes now include ESG criteria for high-risk categories such as construction contractors, mining service providers and agricultural input suppliers. Where gaps are identified, we work with suppliers to implement corrective actions. Over time, we aim to combine audits, capacity-building and shared innovation to improve performance across the ecosystem, rather than relying solely on exclusionary approaches.

6. Looking Ahead to 2030

Our 2030 ambitions include at least a 50% reduction in Scope 1 and 2 emissions intensity from the 2022 baseline, enabling 100 MW of distributed solar capacity, delivering more than one million tCO₂e of verified emissions reductions or removals through Dadaba Carbon Hub, and supporting 20,000 livelihoods through jobs, training and community programmes.

Key priorities for 2026–2027 are to continue strengthening data quality and coverage; deepen integration of ESG into financing and capital allocation; expand community partnerships in education, health and youth employment; and publish more detailed climate-related financial disclosures. As we grow, our commitment is to ensure that Dadaba Group remains a trusted partner for governments, communities, investors and employees, delivering sustainable value across Africa and beyond.