



CSR is intrinsic to who we are, it guides each of our strategic decisions

At a time when corporate social responsibility is becoming imperative, We are proud to present Newrest Nigeria's CSR 2025 report. This document reflects our collective commitment, the strength of our partnerships, and the unwavering dedication of our employees. It is also an opportunity to reiterate our commitment to the United Nations Global Compact.

For five years, the stability and richness of the initiatives led by our teams have demonstrated the power of collective action. **Our employees** are the driving force behind our transformation: their daily commitment, creativity, and ability to innovate are a real strength for the group.

This dynamic is witnessed in every project, every action, and every territory in which we operate.

Our CSR approach is based on close collaboration with our stakeholders. Together, we co-develop concrete and sustainable solutions, we are aware of our responsibilities towards communities and the environment. This responsibility drives us to go even further in our search for solutions and actions aligned with our CSR pillars.

Working hand in hand with our stakeholders is key to guaranteeing the sustainability of our activities.



Our Commitment - Our CSR Charter which is based on 9 pillars, all related to our reality.



The ability to adapt and innovate is at the heart of our strategy: it enables us to anticipate challenges and meet our clients' expectations.



Newrest Nigeria has been striving hard to preserve the planet with a clear approach to achieve the circular economy. In line with the group CSR objective, we have diverted over two hundred -200 tons of recyclable waste (carton, can, paper, plastic, wood, and aluminium) from going to the landfill in the last five years.



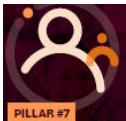
Our sourcing choices have a direct and significant impact on the environment and society. Every decision is an opportunity to support more sustainable production and farming methods.

We enhance and strengthen existing chains, as with our long-standing partnership with De Rt Anis Farm.



Newrest Nigeria partnered with the Federal Airport Authority of Nigeria - FAAN to celebrate World Environment Day 2025 with the theme: Ending Plastic Pollution.

The event started with a health walk and rally to create awareness amongst all stakeholders in the airport environ and a power packed lecture – Plastic Pollution and the Aviation Industry: Threats, challenges and way forward delivered by Dr. Gbolahan Yusuf at the NIGAV Event Centre, Ikeja.



Everyday ethics translates into raising awareness of our **Code of Conduct**, the development of local solidarity projects, the support of the younger generations, and the active spreading of our quality, health and safety culture through the I Care by Newrest program.

In line with the group CSR objective our commitment to the planet, Newrest Nigeria partners with African Cleanup Initiative on the Recyclable for Pad Project. This project is an initiative aimed at promoting both Environmental Sustainability and Menstrual Health. It helps to address period poverty and ensures that no child is deprived of access to quality education due to the inability to afford sanitary pads.

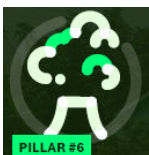


Project Green 2.0 – Educate, Recycle, Transform was a resounding success as we continue our dedication to spread the teachings of the Newrest CSR Charter – *The 2030 objectives* to children in primary schools to raise awareness around Our Commitment to the Environment from an early age in partnership with African Cleanup Initiative (ACI) and the office of the Education Secretary - Oshodi Isolo Local Government Education Area (LGEA).

We sponsored and distributed copies of the African Cleanup Initiative's Green Advocacy Book - a colorful cartoon character book which teaches children to be environmentally responsible and educational essentials as well as goodie bags.



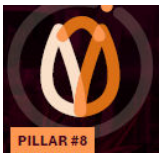
Newrest Nigeria organized the inter unit OTUC match - LOS unit vs ABV unit. The event was a huge success with both teams displaying excellent sportsmanship and teamwork. It was football for men and relay / traditional ludo game for the ladies. We had 16 talents travel 511 km by air from the ABV unit to LOS for this competition. It was also an avenue for most of them to visit the Lagos unit for the first time.



Newrest strengthened its strategy to reduce CO₂ emissions by combining several complementary levers. Significant targeted investments and rigorous management of carbon data to

initiate a gradual and sustainable transformation of our operations were made to improve the energy efficiency of our infrastructure and equipment, particularly through the renovation of the LOS unit building and our collaboration with Tennaxia (formerly Traace) via its Carbon module for scope 1, 2 and 3. This platform allows us to measure the carbon footprints of our unit with a focus on the quality of each data collected. This in-depth work is essential to identify the levers for reduction, rationalize consumption and structure our carbon trajectory over the long term. While the results are not always immediate, they are part of a gradual and sustainable process of transformation.

In order to facilitate the assimilation of the Code of Conduct by all our employees, we have designed a series of educational videos dedicated to each of the 17 topics addressed. These communication materials aim to make our teams aware of the key principles of the Code, by concretely illustrating the rules of conduct to be adopted through specific examples of professional situations.



PILLAR #8 The human factor is at the heart of our growth. We know we can count on the commitment of our teams and their ability to take on new challenges to contribute to the development of the group.



PILLAR #9 We place the spirit of initiative of our employees at the heart of our CSR approach. Every action is encouraged and contributes to our desire to work together towards common goals.