



Carbacid Investments plc



SHAPING  
TOMORROW  
TODAY

## Sustainability Report 2025

[www.carbacid.com](http://www.carbacid.com)



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# About our Report

Our 2025 Sustainability Report details the progress we have made in entrenching sustainable practices across our operations. Through this report, we highlight our approach to Sustainability and how we assess and manage Sustainability-related risks and opportunities. In addition, the report provides our key stakeholders with a complete overview of how our Company creates and preserves value and the impact it has in the communities we serve.

## Reporting Period

This report covers the financial year running from August 1, 2024 to July 31, 2025.

## Scope and Methodology

This report covers all key areas of our operations. It addresses our major environmental, social and governance metrics. The data presented in this report has been sourced from our internal management information systems and given internal assurance through our robust internal processes. We adopted the concept of double materiality to assess our impact on the environment and the communities we operate in and how these operating conditions impact our performance in our markets.

## Feedback

We continuously strive to enhance the quality of our disclosures to meet the diverse information needs of our stakeholders. Please provide any feedback on this report or direct your questions on any of our Sustainability initiatives to [info@carbacid.co.ke](mailto:info@carbacid.co.ke)

# About Us

## Who we are

Carbacid Investments plc is an investment holding company invested in carbon dioxide gas production processing and marketing through its main operating subsidiary, Carbacid (CO<sub>2</sub>) Limited. Carbacid Investments plc also has investments in property, in shares in other listed companies, investments in bonds and financial assets. The Group has two mines, each with full processing and quality control facilities, a fleet of long-haul trucks with cryogenic tankers and over 30 CO<sub>2</sub> storage tanks located at customer premises. Our fleet of pressurized rigid and semi-trailer tankers distribute CO<sub>2</sub> all over the East Africa and Central Africa region.



### Our Vision

To be a leading strategic investment company, maximizing stakeholder value through diversified portfolios including our heritage in carbon dioxide production, while driving sustainable innovation across the region.



### Our Mission

- We are committed to:
- Creating lasting value through strategic investments and prudent portfolio management,
  - Producing the highest quality carbon dioxide products through innovative and sustainable processes,
  - Maintaining operational excellence while upholding environmental responsibility,
  - Contributing to economic growth across Eastern Africa and beyond,
  - Delivering consistent returns to our shareholders
  - Benefiting our communities.

## Where we operate





# Chairman Statement

Over six decades ago, Carbacid Investments plc was founded on a bold vision: to create an organization that combines technical excellence, financial strength, and environmental stewardship. .

Today, that vision is more relevant than ever. As Eastern Africa's leading producer of natural, food-grade carbon dioxide our operating company continues to sustain market leadership, while the holding company provides the governance, capital allocation, and oversight that enable long-term, responsible growth.

2025 marks a transformative chapter for the Carbacid Group— a year where we have sharpened our strategy to compete, grow, and lead responsibly. In a region where climate resilience, operational efficiency, and sustainable practices increasingly define competitiveness, Carbacid stands at the forefront of innovation and ESG leadership.



## +40%

Reduction in electricity usage due to investment in solar solutions. Three plants already installed.



State-of-the-art CO<sub>2</sub> recovery plant.

### Recognition of Excellence

We were delighted that Carbacid was recognized with the prestigious Financial Reporting (FiRe) Award for Environmental and Social Reporting at the awards ceremony held on Friday, 6 December 2024. This recognition reflects our unwavering commitment to transparency, sustainability, and social responsibility. It also affirms Carbacid Investments plc's role in setting Group-wide expectations for disclosure quality and continuous improvement.

### Driving Competitive Advantage Through Sustainability

This year, we made significant strides that set us apart in the market:

- **Powering the Future with Renewable Energy**  
With the commissioning of our third solar power plant, renewable energy now contributes a substantial share of our operations, reducing reliance on the national grid by over 40%. This shift enhances both cost competitiveness and environmental performance. Our goal is clear: achieve 50% renewable energy usage by 2027 and driving continuous reductions in our environmental footprint.

- **Efficiency as a Strategic Lever**  
By investing in advanced CO<sub>2</sub> recovery technologies and expanding our closed-circuit cooling systems, we have optimized resource utilization while cutting operational costs. Our 70% reduction in water consumption compared to legacy systems sets a regional benchmark for sustainable manufacturing.

- **Restoring Nature, Protecting Resources**  
Environmental stewardship remains central to our identity. In 2025, we planted 3,200 additional indigenous trees, bringing our six-year total to nearly 14,000 trees. These efforts support water catchment restoration and position Carbacid as a partner in Kenya's climate resilience agenda. The holding company's disciplined capital allocation has been instrumental in delivering these projects at pace and scale.

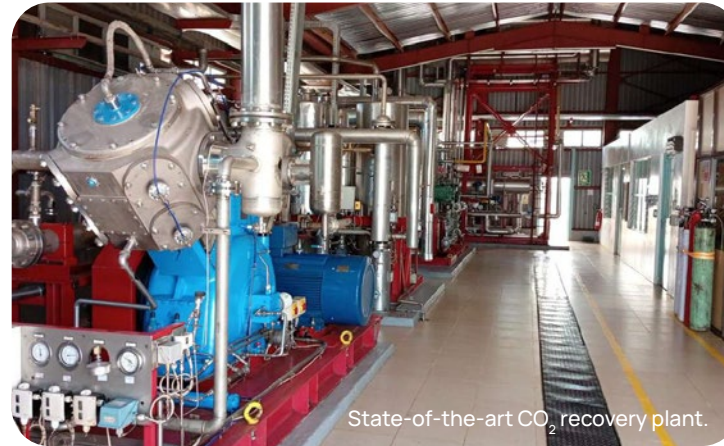


### **Empowering People, Strengthening Communities**

Our competitive strength is anchored not only in operational excellence but also in the trust and partnership we build with the communities where we operate. In 2025, we took a major step forward by registering and gazetting Community Development Agreements (CDAs) for each location where Carbacid has operations.

These agreements were developed through inclusive consultations with community representatives to identify and prioritize local needs, ensuring that our social investments are aligned with community aspirations. The CDAs provide a structured framework to support initiatives in areas such as:

- Education – improving access to quality learning opportunities.
- Healthcare – strengthening local health and wellness programs.
- Environmental restoration – protecting water catchments and ecosystems.
- Economic empowerment – enabling sustainable livelihoods around our sites.



State-of-the-art CO<sub>2</sub> recovery plant.

Within Carbacid, we continue to invest in our people by fostering a diverse, inclusive, and safe workplace. We have strengthened employee wellness programs, expanded leadership development initiatives, and for yet another year, achieved zero workplace injuries. The holding company sets Group policies, monitors culture and safety performance, and supports leadership development to embed these outcomes.

### **Leading the Industry Forward**

Looking ahead, we are focused on maintaining our market leadership while setting the pace for sustainable industrial transformation in East Africa.

Over the next three years, we will:

- Scale renewable energy adoption to strengthen cost efficiency and energy security.
- Embed circular economy principles into our operations to maximize recovery, minimize waste, and unlock new value streams.
- Enhance ESG transparency to meet the evolving expectations of regulators, investors, and customers.
- Continue investing in innovation and technology to secure our competitive advantage and future-proof our business.

Carbacid is not just responding to change — we are driving it. By combining operational excellence, sustainability leadership, and community impact, we are redefining what it means to deliver value in today's world.

I invite you to explore this report on [CARBACID\\_SUSTAINABILITY\\_REPORT\\_2025.pdf](#) to see how Carbacid is building a stronger, greener, and more competitive future for our stakeholders and for East Africa.

**Ambassador Dennis N O Awori**  
**Chairman**  
**30 October 2025**



# Key Performance Highlights

Carbacid's outstanding performance in the year amid tough operating conditions support our aspiration to deliver sustainable value for our diverse range of stakeholders.

## Non-Financial



## Financial





# Our Value Creation Process

## Our Vision

To be a leading strategic investment company, maximizing stakeholder value through diversified portfolios including our heritage in carbon dioxide production, while driving sustainable innovation across the region.



## Our Mission

We are committed to:

- Creating lasting value through strategic investments and prudent portfolio management,
- Producing the highest quality carbon dioxide products through innovative and sustainable processes,
- Maintaining operational excellence while upholding environmental responsibility,
- Contributing to economic growth across Eastern Africa and beyond,
- Delivering consistent returns to our shareholders
- Benefiting our communities.



## How we create value

Carbacid Investments plc is an investment holding company invested in carbon dioxide gas production processing and marketing through its main operating subsidiary, Carbacid (CO<sub>2</sub>) Limited.

Carbacid Investments plc also has investments in property, in shares in other listed companies, investments in bonds and financial assets.



## Our stakeholder impact



### Our shareholders

We deliver superior and sustainable returns to our investors.



### Our customers

We put our customers first, placing them at the heart of our operations and ensuring delivery of exceptional customer experience.



### Our employees

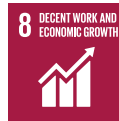
We create an environment where our people can leverage their strengths and excel in their performance.



### Our communities

We build a legacy of positive change in our communities.

## Our Adopted Sustainable Development Goals








Our  
Approach to  
Sustainability




# ESG Initiatives at Carbacid


## Environmental Sustainability



Reduce the impact of Carbacid's operations on the environment.



Conserve natural resources.



Comply with environmental regulations.



Monitor fleet performance to reduce trucks emission.



Carbacid has adopted 9 of the 17 SDGs. We continue to entrench them into our business.

## Corporate Governance



Committed to good corporate governance.



Board operations and oversight.



Shareholder rights and relations.



Accountability, and ethics.



Risk management and internal control.



Transparency.

## Social Responsibility



Recognise Carbacid's relationship with its diverse stakeholders.



Build sustainable relationships with customers and suppliers.



Provide equal opportunities.



Safeguard employee health and safety.

## Product Stewardship



Manufacture highest purity carbon dioxide usable in the food and beverage industries.



Adhere to standards set by regulatory requirements and International Society of Beverage Technologists (ISBT).



Comply with the latest Food Safety Management Systems (FSSC 22000) ISO standards.





# ESG Policy Statement

Updated: October 2025

## PREAMBLE

Carbacid Investments plc ("Carbacid") is an investment holding company, with investments in carbon dioxide gas production and marketing through its main operating subsidiary Carbacid (CO<sub>2</sub>) Limited. Carbacid has a diversified portfolio of investments in property, shares in listed companies, bonds, and other financial assets.

Carbacid recognizes that its investments must be based on both financial and non-financial metrics and is therefore committed to building environmentally sustainable, socially responsible, and sound corporate governance systems in all aspects of its business. This ESG policy statement reflects Carbacid's commitment to a long-term strategy that addresses opportunities for sustainability.

In preparing this ESG statement, reference has been made to the Nairobi Securities Exchange (NSE) disclosure guidelines which incorporate the 17 Sustainable Development Goals (SDGs). To attain its ESG objectives, the Board has empowered management and employees to champion the ESG objectives. The Board has set priorities and committed resources aimed at meeting the set ESG objectives.

Carbacid continually seeks to develop effective social, environmental management, and sound governance practices in its operational activities by ensuring all operations, investments and projects are socially and environmentally sound. This is achieved in adherence to Kenya's social and environmental regulations as well as adopting international best practices.



# Environmental Sustainability



At Carbacid, we ensure environmental sustainability through various initiatives to reduce the impact of our operations on the environment, conserve natural resources, comply with environmental regulations and monitor fleet performance and trucks emission. In addition, we ensure sustainable utilization of land, water, and biodiversity in areas we operate. We ensure independent annual environmental audits and air quality measurements and analysis to guarantee that our process and action do not harm the environment.

To enhance the quality of our sustainability disclosures, the Company organized a training on IFRS S1 & S2 for 22 senior staff. The training equipped these key staff members on devising an effective sustainability strategy and on reporting. This includes the process of tracking and reporting on the four S1 core pillars of Governance, Strategy, Risk Management, and Metrics & Targets. The training also covered the process of identifying and reporting on our sustainability-related risks and opportunities and the application of the Sustainability Accounting Standards Board (SASB) guidelines relevant to our industry to inform the metrics and targets that we track and report on. The Company will continue to draw from these industry developments to enhance the quality of our disclosures.

We have also partnered with Kenya Forest Services and Kijabe Environmental Volunteers (KENVO) in Kereita forest conservation activities. These include annual forest challenge, tree planting and providing power to the forest electric fence. In 2025, we entered into a partnership

with Kenya Forest Service to plant 50,000 trees over the course of the next three years.

### Sustainable Water Usage

We are at the forefront safeguarding adjacent water bodies. These water bodies not only offer a critical lifeblood to our operations but are also a primary benefit to the communities surrounding our mines. Any adverse result, irrespective of the magnitude is urgently reviewed, addressed and closure well documented. Our steadfast practice of continuous safe water usage guarantees the food security and wellbeing of residents along the catchment area and further downstream. These initiatives also ensure livestock, and aqua life therein are well sustained.



**25%** reduction in water consumption in one plant from the installation of a new technology closed circuit cooling tower.

At our Kagwe mine, three man-made reservoirs cater to the factory's water needs. The main water source is rain. Carbacid has the good fortune to operate in areas which have sufficient water cover. Despite this advantage. We are conscious of the constraints of this vital resource and how its scarcity might manifest in the future. Climate change, high population growth, and natural calamities including drought pose a threat. Due to this realization the company undertakes pro-conservation measures to enhance water use efficiencies.

<b>How we ensure sustainable water usage</b> <ul style="list-style-type: none"><li>→ Assessment of the mechanical soundness of installed water consumption measurement and controlling devices.</li><li>→ Measurement of the quality of any effluent discharged into the river to ensure these are within the allowable parameters.</li><li>→ Confirmation of whether abstraction is within the allowed threshold.</li><li>→ Ensuring set standards of wastewater disposal are strictly observed.</li><li>→ Timely filing of quarterly mandatory assessment of water usage and payment of applicable charges submitted as per WRMA rule 104(1) of 2007.</li></ul>	<b>How we conserve our water sources</b> <ul style="list-style-type: none"><li>→ We have collaborated to plant trees in Kereita Forest, growing 10,634 trees with our partners in the past five years.</li><li>→ Developed rainwater systems which harness rainwater into storage tanks. The water is used for cleaning and sanitation, maintenance of lawns and gardens, and washing the company's expansive fleet.</li><li>→ Some water reservoirs are fitted with pond liner to prevent water seepage at the bottom to the ponds. The flexible, long-lasting and puncture resistant water liners serve as water blankets and increase water retention, reducing Carbacid's reliance on Bathi River.</li><li>→ Signages have been placed in different areas to remind staff of responsible water habits.</li><li>→ We have set up a closed loop water system. Rainwater in the ponds is pumped to cooling towers which supply water into the carbon dioxide plant to cool down machinery and back to the tank.</li><li>→ A new technology closed circuit cooling tower that reduced water consumption to one quarter.</li></ul>
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Focus on renewable energy

We recognize that our business and production processes are energy intensive and thus devote keen attention to ensure optimization of the processes to ensure optimal and efficient utilization of energy. The optimization process is geared towards ensuring lower overall consumption levels, translating to driving our sustainability and contributing to cost reduction efforts.

**Solar installations**

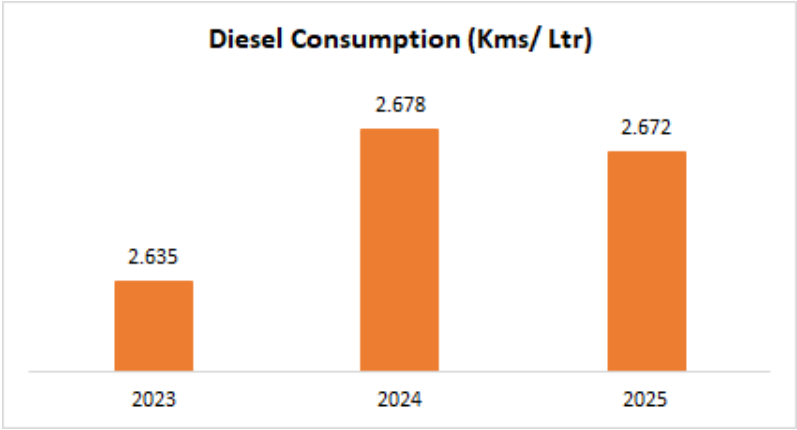
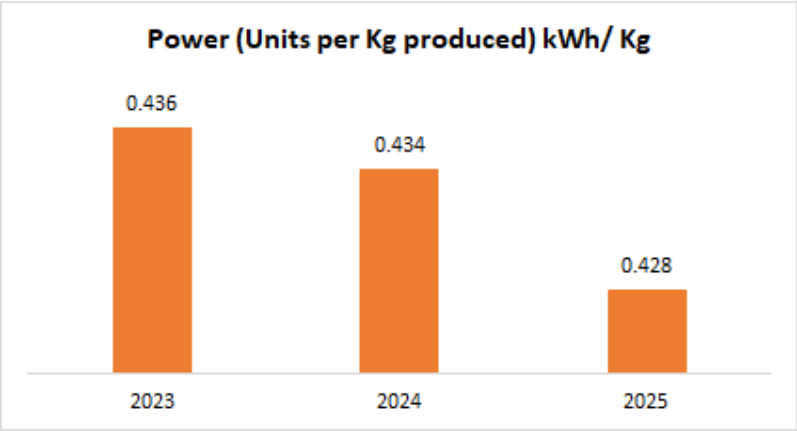
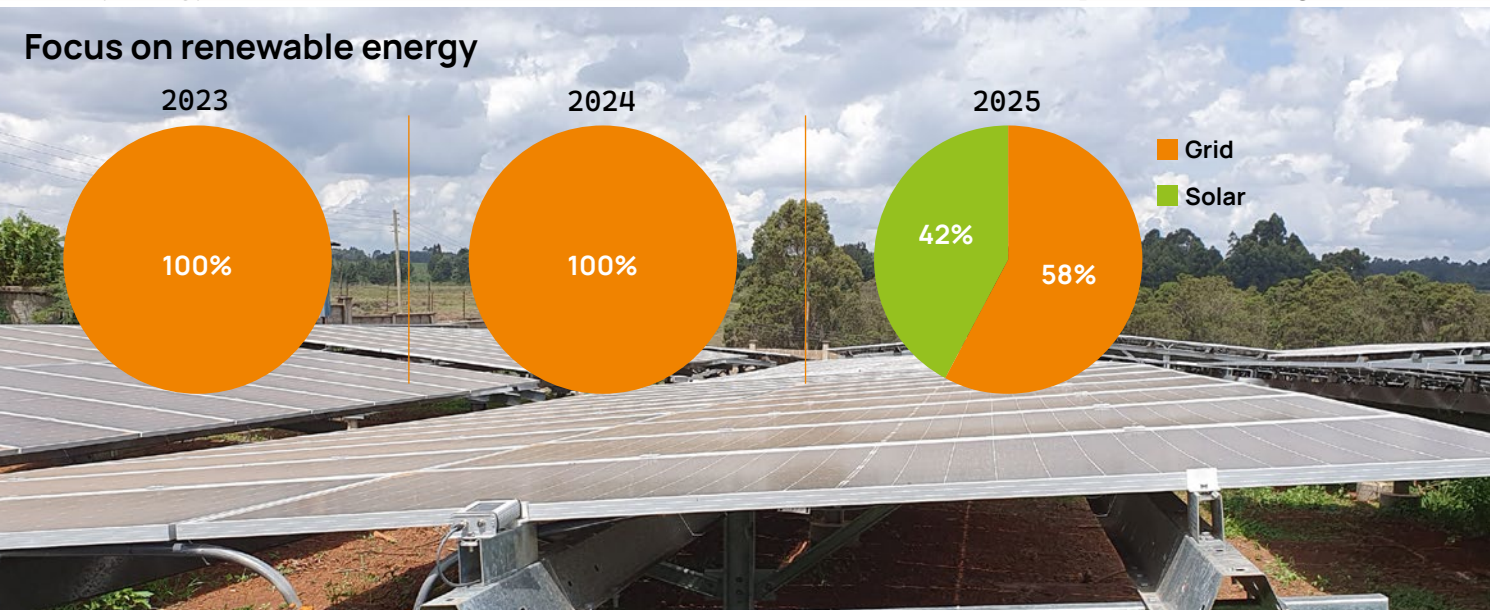
We have installed three solar plants.

The commissioning of these three plants led to a 25% reduction in electricity consumption in 2025

By investing in solar power, Carbacid plays a role in combating climate change, reducing pollution from burning fossil fuels in our power generators, conserving natural resources, all the while promoting sustainable and environmentally friendly energy practices.

**Other initiatives to drive reduction in electricity consumption.**

- Leveraging use of technology and Guide Wheel Real time monitoring to measure and analyse power consumed by each process equipment. With this system, Carbacid can monitor power consumption and any wastage noticed is rectified immediately. This also guides on how to identify and address any degradation of the equipment promptly.
- Use of temperature controllers on water cooling towers that runs the fans only when the water temperature is high has resulted in minimal consumption of the cooling tower.



## Ensuring sustainable production

We have continuously been upgrading our infrastructure and retrofitting our processes to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.



### Sustainable Production

The production process at Carbacid entails mining of raw carbon dioxide gas from natural wells. The gas is purified to food grade, liquefied, and sold in bulk.

The process is FSSC 22000 certified with regular audits to ensure compliance.

High quality product is ensured by online testing. The process is designed to minimize losses with no hazardous emissions.



### Waste management

We adopt a waste management hierarchy of prevention, reduction, recycling, recovery, and disposal across the organization.

Waste segregation stations are strategically placed in all our sites for organized collection. The bins assembled in each station are suitably color coded and appropriately labelled, for easier identification and selection.



Carbacid's liquid waste is discharged through the respective sewer grid systems connected and managed by the Water and Sanitation Service Companies within Nairobi, Limuru and Eldoret. Septic tanks have been installed for enhanced capacity, these are regularly drained off by engaging exhauster services from these water and sanitation services companies.



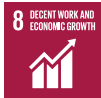
Carbacid has an elaborate system integrated in its CO<sub>2</sub> production plants to eliminate use of chlorofluorocarbon refrigerants. Chemicals such as Ammonia are converted into harmless and odorless waste. These are regularly drained and recycled through usage as fertilizer for landscaping and boosting surrounding kitchen gardens.



For large sized solid waste like scrap metals, debris from demolished buildings, obsolete and decommissioned equipment, these are stored in organized and isolated scrap yards in all the sites. These act as holding centers awaiting disposal through companies that provide value adding last mile solutions for disposal.



# Governance



The Board is firmly committed to maintaining the standards of corporate governance in line with best practice. Detailed Governance and Risk Management disclosures are contained in our annual report available on [www.carbacid.com](http://www.carbacid.com). These include the performance of the Board and its committees and the remuneration for our directors. Additionally, policies are in place to ensure effective shareholder relations, zero-tolerance on corruption & unethical business practices, robust whistleblower process and sound corporate governance.

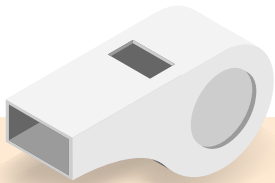
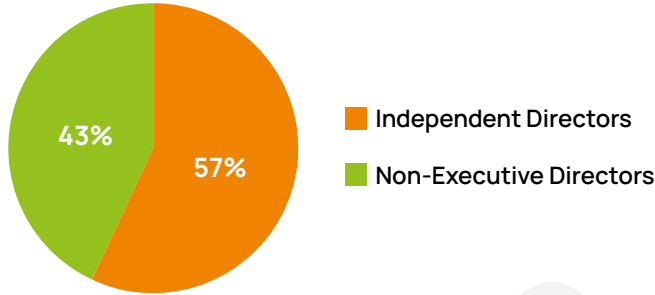


## Our Sustainability Governance



## Board diversity

Our Board is composed of a majority of independent directors. A detailed board charter and code of conduct is available on [www.carbacid.com](http://www.carbacid.com).



## Whistleblowing

Carbacid Investments plc is committed to maintaining the highest standards of conduct in the fulfilment of its mission and encourages all stakeholders to report any suspected wrongdoing or activities including possible fraud and ethical issues. The company has a zero-tolerance policy to fraud and enables stakeholders to report in confidence any instances of fraud that they may discover. The company has established an independently hosted whistleblowing platform for any stakeholder to securely and anonymously report issues to the directors of the company.

# Social



At Carbacid, we deliver on our social responsibility through building solid relationships with our diverse stakeholders, building sustainable relationships with customers and suppliers, providing equal opportunities and safeguarding employee health & safety.

## Stakeholder engagement

We are committed to continuous engagement with our stakeholders to better understand their needs and expectations. This enables us to best match our products, solutions, offerings and approach to our stakeholders' diverse needs. We recognize that we impact our stakeholders and that our stakeholders impact our business and operations and thus we have formulated a stakeholder engagement policy to guide our relationships with our diverse stakeholders.

## Customer engagements

We leverage regular customer engagements to receive customer feedback that aids in enhancing customer excellence and service delivery. This enables us to actualize our product stewardship aspiration. Under this aspiration, we seek to manufacture the highest purity carbon dioxide usable in the food and beverage industries, adhere to standards set by regulatory agencies and the International Society of Beverage Technologists and comply with the latest Food Safety Management Systems (FSSC 22000) ISO standards.

## Shareholders

<b>Why we engage</b> Update them on our strategic performance, business plans and financial performance	<b>How we engage</b> <ul style="list-style-type: none"><li>• Annual General Meetings</li><li>• Annual Reports &amp; Financial Statements</li><li>• Yearly and half-yearly financial results presentations</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Shareholder returns</li><li>• Strong financial performance</li><li>• Solid corporate governance</li><li>• Robust risk management</li><li>• Efficiency</li></ul>
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## Customers

<b>Why we engage</b> To receive customer feedback that aids in enhancing customer excellence and service delivery	<b>How we engage</b> <ul style="list-style-type: none"><li>• Frequent visits to customers</li><li>• Relationship management</li><li>• Sales meetings</li><li>• Customer engagement sessions</li><li>• Emails and calls</li><li>• Customer feedback surveys</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Product quality</li><li>• Timely delivery</li><li>• Product safety</li><li>• Exceptional customer experience</li></ul>
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## Employees

<b>Why we engage</b> To receive feedback on staff value propositions and nurture a conducive work environment	<b>How we engage</b> <ul style="list-style-type: none"><li>• Staff engagement forums</li><li>• Training sessions</li><li>• Direct engagement</li><li>• Employee feedback surveys</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Strong employee value proposition</li><li>• Talent development</li><li>• Career growth</li><li>• Occupational health and safety</li><li>• Diversity and inclusion</li></ul>
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Supply chain

<b>Why we engage</b> To nurture a sustainable supply chain	<b>How we engage</b> <ul style="list-style-type: none"><li>• Supplier engagement forums</li><li>• Emails and calls</li><li>• Periodic supplier assessments</li><li>• Direct engagement</li><li>• Visits to suppliers</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Ethical business practices</li><li>• Timely payments</li><li>• Robust risk management</li></ul>
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Media and host communities

<b>Why we engage</b> To communicate our strategic interventions and collaborate for sustainable growth	<b>How we engage</b> <ul style="list-style-type: none"><li>• Press releases</li><li>• Corporate social investments engagements</li><li>• Stakeholder engagement surveys</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Ethical business practices</li><li>• Employment opportunities</li><li>• Impactful corporate social investments</li></ul>
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Government and regulators

<b>Why we engage</b> To ensure compliance with all relevant laws and regulations	<b>How we engage</b> <ul style="list-style-type: none"><li>• Annual reports</li><li>• Direct engagements</li><li>• Membership in industry lobby groups</li></ul>	<b>Key focus</b> <ul style="list-style-type: none"><li>• Compliance with laws and regulations</li><li>• Sound corporate governance</li></ul>
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Our Commercial Department exemplifies the principles of ethical governance, operational accountability, and customer-centric service. As part of our commitment to sustainable business practices, we adhere to the OTIFNE standard — ensuring that all deliveries are made On Time, In Full, with No Errors. This disciplined, transparent approach strengthens stakeholder trust, supports long-term customer partnerships, and contributes to the overall resilience and efficiency of our value chain. Our high performance in this area reflects our broader commitment to responsible business conduct and sustainable growth.

Employee engagements

We conduct regular staff engagements to receive feedback on staff value propositions and nurture a conducive work environment. Some of the engagement initiatives undertaken in 2025 include:

	Employee related initiatives	Period
1	Annual Salary reviews	Annually
2	Round table meeting of all management staff with the Directors	Annually
3	Town Hall meetings with staff	Quarterly
4	Employee engagement survey	Annually
5	Employee of the month awards	Quarterly
6	Employee wellness programmes	Monthly
7	Training programmes, regular workshops, training, and other courses to support career growth.	Continuous
8	Flexible working arrangements to support work-life balance.	Continuous
9	Employment policies that have Diversity and Inclusion Initiatives.	Continuous
10	Team-building activities and events to strengthen relationships.	Continuous



Employee wellness

We pride ourselves on upholding the highest standards of employee wellness. We promote employee wellness through wellness initiatives such as mental health awareness through training, employee wellness assessment and tele-counselling. Alcohol and drug abuse awareness is upheld through training, assessment, and monthly peer support. Annual fitness and Food handlers’ tests are conducted on an annual and bi- annual basis respectively. We focus on awareness of chronic illness through our medical provider. Carbacid staff all access company medical benefits.

To ensure that our employees live in dignified housing, the Company has so far built staff housing for nine permanent staff and an additional three units to house our customers’ drivers who may need accommodation as they collect their orders.

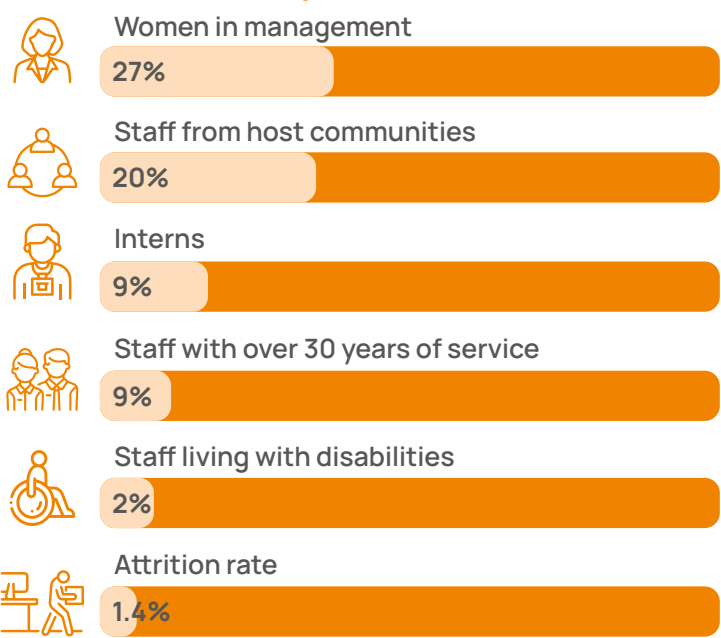
The Company ensures strict adherence to human

rights. We are externally audited every three years to assess our level of compliance with human rights credentials. In the last audit conducted two years ago, we received a 100% score at both our plants.

Diversity and inclusion

Gender diversity and inclusion are the foundations of our staff recruitment, development, and retention. We seek to continuously build a diverse and inclusive workforce that provides equal opportunities for all our employees to have fulfilling work experience. Our internal policies are geared towards achieving this

Carbacid Staff Composition:



goal and we continue to be impressed by the progress we have made. Furthermore, we have positioned our internship programme to support delivery of our diversity goals.

We are committed to responsible workplace practices that respect human rights and comply with environmental and local labour laws and core international conventions. Carbacid scored 100% in health and safety hazard and risk management, occupational disease, work related injuries in the plants and on the road. This score is provided by an independent assessment performed every two years. External legal audits and Labour audits are performed every two years to confirm compliance with applicable local laws.

We also promote workplace rights through the existence of unionized staff under the Kenya Chemical Workers Union. Further to this, Carbacid is 100% compliant with the promotion of workplace rights.





**Trainings offered**

- Technical training
- Process improvement
- Health & wellness
- Business code of conduct
- Anti-bribery & anti-corruption
- Cybersecurity
- Occupational health & safety.



### Carbacid road safety commitment

We continuously take strides to improve road safety, not only to protect our employees but also to protect other road users. Our Road Safety Officers monitor truck movement with on-board computers on a continuous basis. Some of the measures that have been implemented include:

<div>Education and Awareness</div> <div> </div>	<div>Education</div> <ul style="list-style-type: none"><li>• We ensure that all Carbacid drivers attend a two-day Defensive Driving training program. This training is very important in reducing accidents by helping drivers to improve their ability to drive safely by anticipating and responding to potential hazards, promoting responsible and attentive driving habits. The training offers lifelong safety benefits to the drivers for years.</li></ul> <div>Awareness</div> <ul style="list-style-type: none"><li>• Road Safety Culture training has been conducted at all Carbacid premises with the buy in of Senior Management to create alignment for every staff member to road safety initiatives for the benefit of the company.</li></ul> <div>Toolbox talks</div> <ul style="list-style-type: none"><li>• For change management to take effect, there have been weekly toolbox talks meetings with drivers to discuss emerging issues/incidents as well as create an ongoing channel for open communication on matters related to road safety.</li></ul>
<div>Vehicle Safety</div> <div></div>	<p>A comprehensive inspection checklist has been adopted for maintenance teams to be used every time trucks gate in the garage to promote preventive vehicle maintenance and mitigate mechanical failures during the journeys.</p> <p>Drivers movements are tracked with on-board computers monitoring their driving habits, rests and stops. A full time safety manager monitors the fleet remotely.</p>
<div>Violation Monitoring Tech</div> <div></div>	<p>Tech-enabled logistics in the form of In-cab cameras ensures compliance is followed by the drivers while on the road while reviewing monthly IVMS violation reports to enforce compliance of set rules and regulations. By monitoring this we have reduced fuel consumption by up to 15%, which directly contributed to reducing carbon emissions.</p>

### Contributing to economic growth

Carbacid is committed to promoting sustainable and inclusive economic growth through deliberate actions that ensure continued employment for all directly employed work force and for the indirectly employed people in its supply chain. By continuously being in business, Carbacid ensures that customers and industries relying on our products continue to be in business to achieve economic growth. Focus on the Jua Kali sector that consists of artisans who use CO<sub>2</sub> for welding is also key in creating new employment opportunities especially for the youth.



By continuously being in business, Carbacid ensures that customers and industries relying on our products continue to be in business to achieve economic growth.





## Responsible procurement

For inclusivity and to promote economic growth, we ensure suppliers are paid based on fair and agreed terms of trade. Suppliers are selected through a free and fair process that includes tendering for projects and obtaining multiple quotations for expenditure. Suppliers of labour services are audited to ensure that the outsourced company is paying workers well, remitting their statutory deductions, giving them statutory leave days, including maternity days amongst many other legal requirements.

## Supporting farmers to improve yields and incomes



### Reduced grain losses through enabling farmers to fumigate grain silos using carbon dioxide

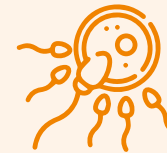
The organisation offers natural food grade carbon dioxide gas to fumigate grain silos to reduce post-harvest losses, to achieve sustainable food security and reduce the need for pesticides.

Fumigating grains and cereals produced in a closed loop silo using phosphine gas and introducing natural food grade carbon dioxide as a carrier gas has prevented any exothermal reaction in the homogeneous mixture, made the grains and cereals safe for human consumption and economically hastened the process of fumigation.

Carbon dioxide used in silo fumigation leaves no residue, no taste, and no smell. Carbon dioxide fumigation has been found to be very effective against poisonous aflatoxins because it is a dry and safe gas mixture, ideal for controlled atmospheric treatment of grains and cereals.

Looking into the future, the Company will seek to scale carbon dioxide fumigation technique by engaging agricultural learning institutions to raise awareness and knowledge of this concept.

This initiative guarantees minimal post-harvest grain losses for sustainable food security, reduces the need for pesticides and increase farmers yields.



### Providing dry ice and supporting infrastructure for Artificial Insemination (AI)

Since 2019, Carbacid has been providing dry ice (solid carbon dioxide) and cryo-flasks to support and improve the delivery of artificial insemination.

Our Company has provided over 1,000 refills in the last year, and this is expected to grow in future. This approach ensures the storage of the semen straws for over 14 days before refill is required.

This initiative aims at improving local breeds into producing better quality and quantity of milk thus enhancing food security and healthy nutrition in the country. Carbacid will continue to address sustainable food security and to collaborate with dairy farmers, food processors and traders to increase productivity, storage, logistics and market efficiency.

Through our support by providing dry ice (solid carbon dioxide) for use in artificial insemination (AI), Carbacid works to improve agricultural productivity and incomes of small-scale food producers, in particular dairy farmers and pastoralists within Taita Taveta, Kiambu county.

### Supporting communities

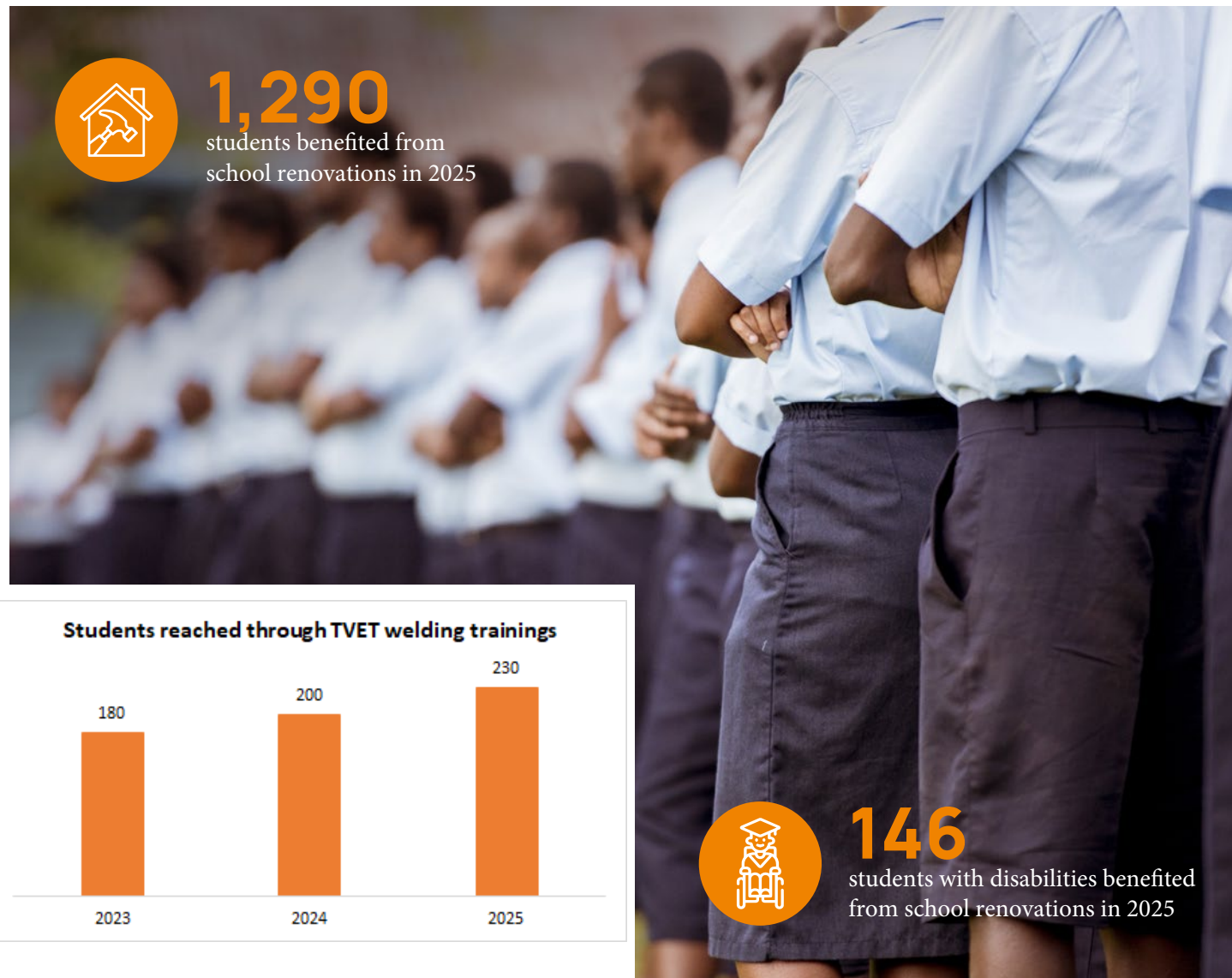
Carbacid has initiated community development programmes for communities located around our operation areas aimed at contributing to the economic, social, and cultural well-being of the targeted communities. In 2025, we entered into two Community Development Agreements with local communities we operate in. This will aid in further solidifying the role we play in these communities.

### Support for schools

Our Company guarantees access to education for the needy through education bursaries by the Community Development Fund. 37 students receive high school sponsorship while a further four receive scholarships for university education. We also sponsor tertiary level education through vocational college sponsorship. Within the TVET colleges, our CO<sub>2</sub> gas donations support 360 students in training on MIG Welding.

Further, Carbacid onboards graduate diploma students from Eastlands College of Technology for internship training opportunities at its facility located in Nairobi.

In the mining community, Carbacid offers internship opportunities to students from the community who have technical training, and depending on the need, the students are onboarded to Carbacid. Separately, as part of our training programme, Carbacid sponsors community colleges and tertiary students pursuing technical opportunities specific to its workforce requirements. In addition, Carbacid also supports schools through school lunch programmes and school renovations which benefited over 1,400 students in 2025.







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