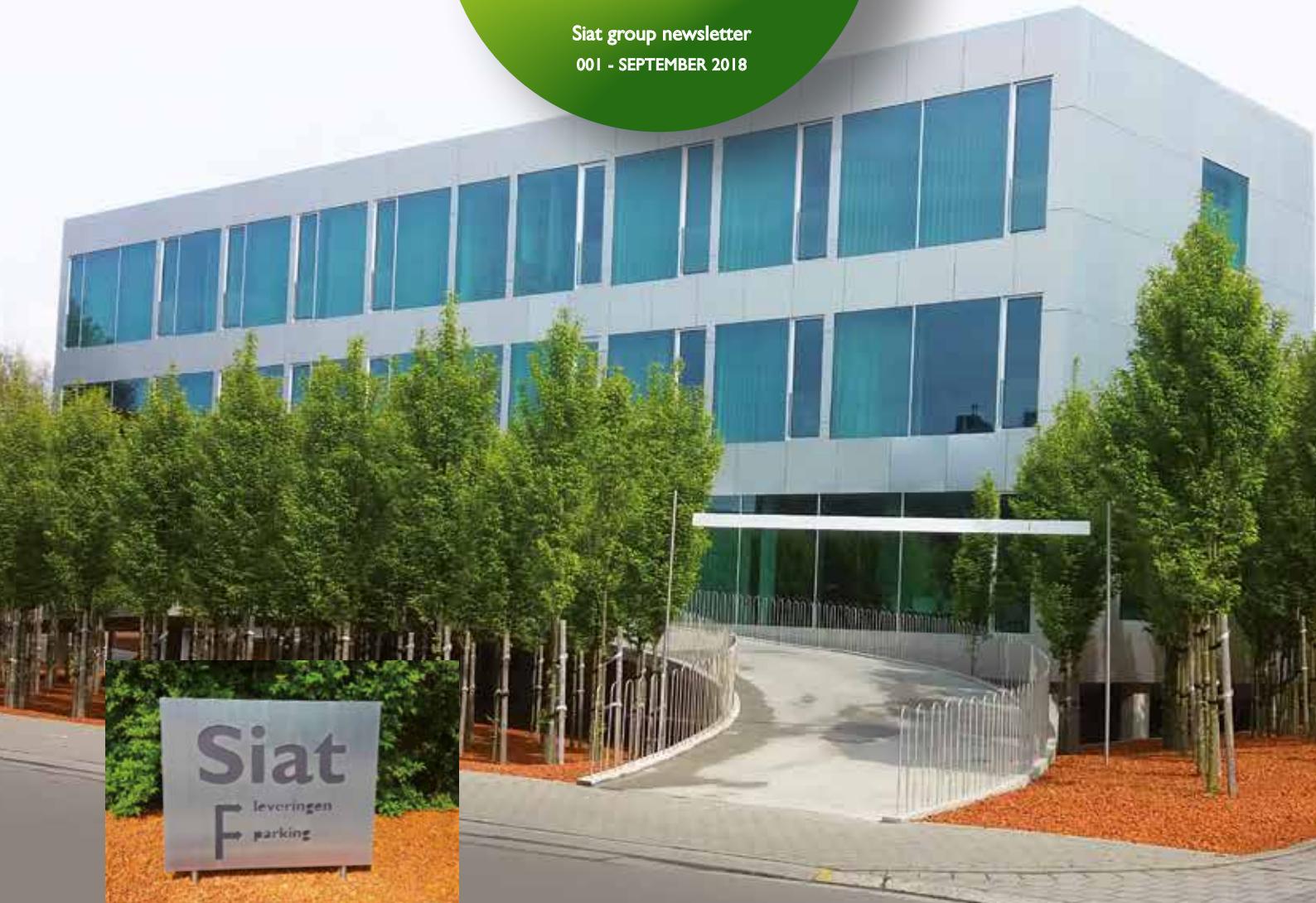


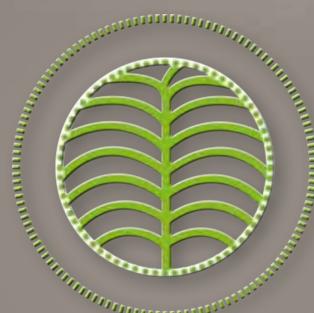
Siat

NEWS

Siat group newsletter
001 - SEPTEMBER 2018



OUR MISSION:
TO BE ONE OF
THE PIONEERS IN
THE AGRI AND
FOOD BUSINESS
IN AFRICA



Siat
Group

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Ready for new challenges!

Dear employees,

It is with great pleasure that I am addressing you in this first issue of Siat News, the new Siat group information magazine, to show you the way forward in our quest for development in an ever-changing world.

"He who wishes to ride far, spares his horse". That is our group vision for the African continent. More than ever, we intend to be one of the pioneers in the agri and food business in Africa. Hence, a bold investment program to match our ambitions will be implemented across all our subsidiaries over the next ten years. In this context, Nigeria is the spearhead of our commitment to fly higher.

As we go forward, we will certainly be confronted with difficulties linked to the volatility of commodity prices in our business line. However, we have taken the gamble to show our know-how in the agribusiness and food sector, despite the turbulence on the international market. This bet must be won in order to achieve the targets set.

Therefore, all resources must be called upon. We must thus work in perfect harmony, show solidarity and be united around group values. This is why I pay close attention to the communication within our group, as it should allow us to point all noses in the same direction.

To this end, I have decided to reorganize the communication within the group. To illustrate this, the creation of an internal information body for all subsidiaries is crucial to social cohesion. As an information and image medium, this new tool aims to give an insight into group activities, highlighting our achievements. Contribution of employees is thus indispensable to bring it to life.

Published bi-annually, the new group information magazine will be distributed on all our subsidiaries. It is written in French and English, our two languages of communication. Henceforth, I wish you an enjoyable and interesting read.

Pierre Vandebeeck
Chairman



Siat NEWS

Nv Siat

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Why Siat News?



By reorganizing communication, including the creation of an information magazine for all subsidiaries, the Siat group's management underlines its commitment to capitalize the logistic function of group communication.

This approach is part of a multidimensional challenge integrating the complexity of our business' issues. For the agro-industry business, our group leaders intend to share their know-how on the African continent.

In this context, the challenges we will face are enormous. It is therefore important to develop information and awareness tools for employees, in line with top management's vision on performance and competition. These different educational measures, calling for an appropriation of group values and challenges, will find the ideal partner for dissemination in this new information medium.

Apart from its logistic function as an information tool, Siat News is above all group cement, an instrument to strengthen the cohesion between members of the same family. It must allow for a vibrant group culture and gathering around known positions. Siat news is the material support, presenting the

main pillars of development and growth as defined by management; the link between the top and the base, the mirror of group activities, from a collective, social and cultural perspective. In a nutshell, a tool enabling our partners to appreciate our life. Exit Siat infos, Presco news, Gopdc news, the Cavally Tribune.

In a multicultural context, this information tool is born in an international group, present in several countries: Nigeria, Ghana, Gabon, Ivory Coast, Cambodia, China, the United States, and Belgium. It thus removes the distance and brings connection and harmony: it is an intercultural medium.

Finally, by regrouping the oil palm, rubber, horticulture, and cattle activities and with so many subsidiaries worldwide, we must communicate, explain, disclose our activities, products, performance, investments, our vision which is inspired by the development plan as defined by group management, with the stated goal to be part of the agro-industries relevant in Africa and the world.

Jean-Michel Ndoutoume Obama
Editor-in-chief
of the Siat group newsletter



THE SIAT GROUP IS IN AFRICA
TO DO ITS JOB, BRING ITS
EXPERTISE AND COMBINE
IT WITH LOCAL EXPERTISE
FOR MUTUAL BENEFIT

PIERRE VANDEBEECK
SIAT GROUP FOUNDER

HISTORY OF THE SIAT GROUP



The Siat group has been present in Africa for 27 years and operates in four different African countries : Nigeria, Ghana, Ivory Coast and Gabon. Since 2013, Siat is also active on the Asian and North-American continent with its Deroose Plants horticulture business in Shanghai and Florida. Cambodia was added to the group's list in 2016 with new investments in rubber estates.

Nigeria marked the start of the Siat group's adventure in Africa, when Presco was created in the Edo and Delta States in 1991. The group founder, Pierre Vandebroeck, declared: "*The Siat group is in Africa to do its job, bring its expertise and combine it with local expertise for mutual benefit*". Moreover, he listed the group's main targets, more specifically: added value creation with income distribution, tax payments to the Government, strengthening of the company's financial resources, production unit renewal, satisfactory shareholder remuneration; social commitment to address precariousness; sustainable development (respect for the environment, investing to better satisfy market needs ...).

Group subsidiaries

Presco Plc (Nigeria)	60%
Siat Nigeria Limited (SNL)	100%
GOPDC (Ghana)	100%
Siat Gabon (Gabon)	99%
CHC and CHP (Ivory Coast)	100%
Siat Cambodge (Cambodia)	100%
Deroose Plants (Belgium, USA, China)	82%

Main office in Abidjan

In addition to the industrial and agricultural facilities based in the Guiglo and Prikro regions, Siat has an office in Abidjan. It provides logistic and procurement support, while maintaining good relations with and representing group interests vis-à-vis the Ivorian government and authorities. The Abidjan office also ensures reception and accommodation of all Cavally or Prikro visitors, as well as all immigration formalities (visa, residence permits, change of license...).

Presco Plc: an industrial complex at the cutting edge of technology

Presco, listed on the Nigerian Stock Exchange, manages and operates three important industrial oil palm plantations with 16,000 ha in production, namely: Obaretin estate, Cowan estate and Ologbo estate.

Specialised in crude palm oil, olein and stearin production, Presco Plc, the first Siat group subsidiary, is located in the Edo and Delta States. Annually, it produces 40,000 tons of crude palm oil (CPO); 4,000 tons of palm kernel oil (PKO) and the refinery and fractionation plant produce 28,000 tons of refined oil. This high-quality production is entirely sold on the local market.

Socially, the subsidiary set up a social system of which employees can be proud. Houses, water and electricity supply, sports facilities, clinics, health insurance, multi-purpose rooms, recreational clubs, staff transport in adapted and safe vehicles, access to education for families of employees and local population groups (construction and renovation of schools) ...are all part of Presco's social environment.



A view of Presco's industrial complex...



...with cutting-edge technology...

PERFORMANCE



...facilities.



Cuisin'Or, the refined table oil that is a success in Nigerian households.



FFB production during peak season at Presco.



Presco's corporate identity, proof of its strong dynamics.

GOPDC:A company with a strong foundation

As the Siat group's second subsidiary, established twenty-two years ago, Ghana Oil Palm Development Company Limited (GOPDC) is one of the most successful agribusinesses based in Ghana.

Established in 1995, GOPDC is located at Kwae in the Kwaebibirem District in the Eastern Region of Ghana. The company covers an area of about 12,000 ha of oil palm plantation, spread over two concessions (Kwae and Okumaning). Annually, the subsidiary produces 50,000 tons of CPO (crude palm oil), 6,000 tons

of PKO (palm kernel oil) and 30,000 tons of olein. The palm oil mill, refinery and filling/packaging plant, together with the biogas plant, make GOPDC one of the group subsidiaries with state-of-the-art equipment. Because of its solid foundation, GOPDC is one of the best agro-industrial companies in Ghana.



GOPDC plant in full force...



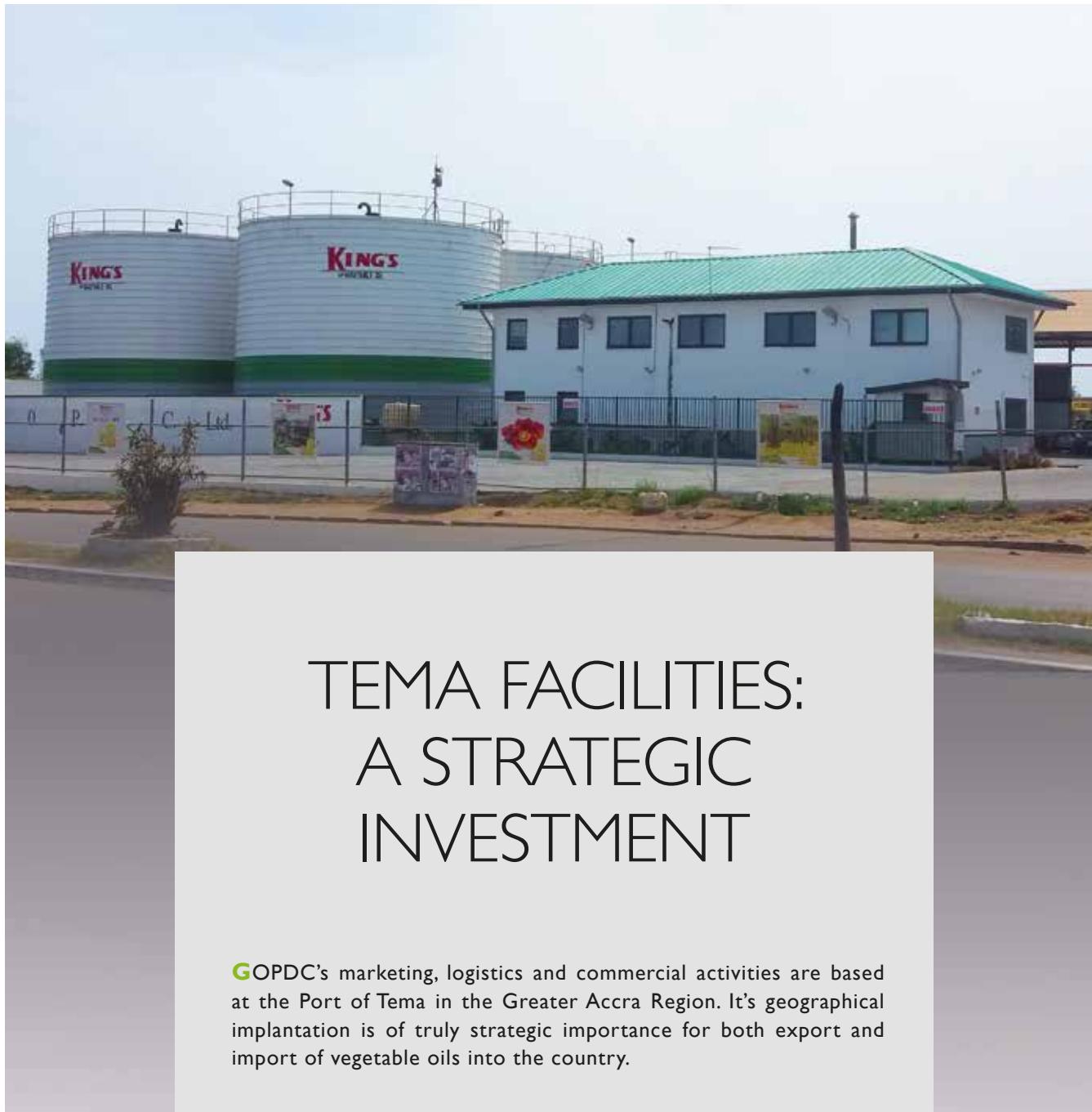
...with a satisfactory production during peak season.



The manufacturing lines of the 5 and 25 liter cans, and the automatic filling of refined oil.



The finished products (KING's) are immediately put in the commercial circuit.



TEMA FACILITIES: A STRATEGIC INVESTMENT

GOPDC's marketing, logistics and commercial activities are based at the Port of Tema in the Greater Accra Region. Its geographical implantation is of truly strategic importance for both export and import of vegetable oils into the country.



GOPDC facilities at the port of Tema in Ghana.

Sakponba estate: the launching pad

Strongly committed to the future, Siat relies on the Sakponba project to ensure the sustainability of its Nigerian activities.

A plan yesterday, a reality today. Sakponba estate, in Edo State Nigeria, is the driving force of investments that will spearhead group activities over the

next 10 years. Established on a 18,000 ha concession, Sakponba is the confirmation of the Siat group's ambitions to be at the top of the food and agribusiness in Africa.

Currently, 5,000 ha of oil palm have been planted so far (May 2018) and the objective is to reach 8,000 ha by the end of 2018. In total, 12,000 ha of new industrial oil palm plantation will be established by 2020.

In addition to its oil palm activities, the estate will also have a rubber pole of activities. To date 188 ha of rubber have already been planted.

Ultimately, the objective is to plant 2,500 ha of industrial rubber plantation on the estate, using only in vitro plants. In this context, a 70 ha nursery was created. Sakponba is therefore no longer just a plan, it has become a reality.



By the end of 2018, 8,000 ha of oil palm will be planted on the estate.



Sakponba Estate is a reality today.

The 70 ha nursery.



Diversification of the estate's economic activities is ensured by rubber cultivation. Planting started in 2017 and by May 2018, 188 ha will have been planted. The objective is to plant in total 2,500 ha of industrial rubber plantation, using in vitro plants.



Emmanuel Wiafe (right), project manager, explaining Sakponba's challenges.

Rubber is well established at GOPDC

Specialised in oil palm cultivation, the Ghanaian subsidiary has already taken the next step in the diversification of its activities. In fact, since 2012, rubber cultivation has started and is gradually becoming established. 787 ha will be planted by the end of 2018 and 700 ha are to be planted in 2019.

This business diversification is not only important to bring added value to GOPDC but also, and above all, to ensure the sustainability of group activities in Ghana.



Legend Owusu-Boadu, Assistant Plantation Manager, in charge of rubber.



787 hectares of rubber trees will be planted in late 2018.



GOPDC's rubber nursery.

Give way to cocoa at Presco!

Cocoa cultivation will start with initial trials on 7 ha at Ologbo estate in Nigeria in June 2018 to assess different varieties' performance.

A true support to the plantations in different fields, such as the agro-nomic and phytosanitary field, the « Research and Development » department steadily goes forward. In addition to research in oil palm and rubber cultivation, the group's 2 key activities, research in cocoa cultivation

was added. The objective is to add value to the group's economic activities and increase their sustainability.

The research and development activities comprise various aspects : Optimising the quantities and fertilizer types to be applied in each field ; Monitoring the phytosanitary status of the trees and plantations to minimize the pest and disease risks.

The second major R&D axis is related to the oil palm genetic block. This project aims at developing a new generation of improved planting material that is more productive and adapted

to the prevailing climatic conditions in Africa. It is a long term investment and vision that consists in developing the best planting material for oil palm, rubber and cocoa.

This research is carried out in partnership with world-renowned research centers and institutions, such as PalmElit and CIRAD (Montpellier – France) and INRAB (National Agronomic Research Institute of Benin). The cocoa activities will serve as a basis for the research carried out by Deroose Plants, which has been working on cocoa clones for several months.



In 2018, 7ha of experimental cocoa fields will be planted at Presco.

Prikro at the doorstep of the cashew era

The Prikro Rubber Company (CHP) opens up for cashew cultivation, within the context of activity diversification.

After soil and climate studies pointed out that the Prikro region is suitable for cashew, Siat started its cultivation in the east of Ivory Coast. Management started this as an experiment to complement rubber cultivation in certain areas where climatic conditions are not favourable to rubber,

according to CHP's Director, Seydou Dao. The choice for cashew can be justified, as the Prikro region is traditionally known for cashew cultivation.

The presence of large-scale cashew smallholder plantations consolidated the choice of the Belgian economic operator for this crop. As a trial, 14ha of cashew were planted. The crop enters into production three years after planting. Another advantage of cashew is that it can be planted simultaneously with rubber and is moreover resistant to the area's drought, concludes the site manager .



As a trial...



The cashew nursery at Prikro.



... 14 ha of cashew were planted at Prikro.

The cogeneration plant, officially operational at Siat Gabon

Intended to produce energy for the steam-power plant, particularly for the dryers on the one hand, and electricity for five villages as well as the industrial facilities on the other hand, the co-generation plant of Mitzic's rubber plantation is officially operational. It was delivered by the major equipment suppliers early 2018.

Since the cogen unit is operational, the boiler permanently produces steam at 30 bars delivering energy for the dryers needs and for the turbine, which supply up to 2,500 amperes.

The electric power production around 1,300 and 1,700 kw, covers all the needs of the site, even during scheduled maintenance and cleaning stops, the cogen continue delivering electrical power to the site.

In conclusion, the cogeneration plant supplies all electric power for the entire industrial complex, namely, the offices, the rubber plant, general services, site management, the mill, the five villages, the senior staff quarters and the water treatment station. Since it is operational, significant diesel savings were recorded.



The cogeneration plant of Siat Mitzic Gabon is officially operational.

Biogas at GOPDC, a sustainable development tool

The Siat group is aware that the growth and success of a food and agribusiness involves respect for the environment in which it operates and therefore Siat is committed to reducing the negative environmental impacts of its activities and to monitoring energy consumption.

Moreover, the plants are supplied with energy from agro-industrial waste, such as biomass and biogas (factory effluents going through anaerobic digestion systems).

Biogas is thus used to feed the boilers at the refinery, instead of diesel. In this way, GOPDC works in green energy mode. Since the start of these projects, Siat (GOPDC + PRESCO) has replaced in total 10,420,000.00+ liters of fossil fuel with biogas in the boilers.



Alex Bulnes, group Manager of the biogas project, in the biogas control room (temperature, pressure, flow, PH control...)



The GOPDC biogas facilities.

Public presentation and launch of the RSPO standard's national interpretation in Nigeria (NGNI): A great achievement!

The national interpretation of the RSPO Standard (Roundtable on Sustainable Palm Oil) is now available after its presentation and launch by the Governor of Edo State, Mr. Godwin Obaseki, in Benin City on Tuesday 24 April 2018. This document is the result of the pioneering efforts of Presco and other members of a working group, which was established in 2014 and chaired by Presco Plc.

Following Presco's pioneering efforts for a national interpretation of the RSPO standard in 2009, with contributions from other members of a working group including ProForest and Plantation Owners' Forum of Nigeria (POFON), the final Nigeria National Interpretation (NGNI) draft was submitted for approval in 2016 after a field indicator test was conducted at Presco Plc and Okomu Oil Palm Company Plc plantations. It is worthy of note that Presco conducted its RSPO pre-certification

audit earlier this year and is preparing for a certification audit in the coming months.

Gert Vandersmissen, the Siat group Chief Operating Officer, in his keynote address on the theme: "The oil palm, a sustainable crop with a zero carbon footprint" explained that fossil fuel use can be completely eliminated by using effluents from oil palm fruit processing to produce biogas that is used as an energy source in the refinery.



The speech of Gert Vandersmissen...



...the officials are giving him a standing ovation... in the presence of Presco and SNL agents.



ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Citing as an example a 25 million Euro investment program launched by the Siat group five years ago, Mr. Vandersmissen said that the sustainable approach adopted in the biogas project has resulted in massive savings with zero carbon footprint and more environmentally friendly production.

He noted that the oil palm sector must be protected by appropriate fiscal policies since palm oil can be produced locally in a cost-effective manner, adding that its imports devalues the local currency.

Gert Vandersmissen further underlined that sustainable oil palm cultivation is the only way forward, with huge potential to reduce production costs and to get better prices. He described oil palm as the only crop in Africa that has the potential to lift

any agricultural group out of poverty in one generation!

Guest of Honor at the meeting was Edo State Governor Mr. Godwin Obaseki, who said that the Edo State government is very committed to the RSPO principles, noting that its adoption is essential to reach the goal of more than 200,000 hectares of oil palm plantations in the state before the end of his tenure. He assured that his government would ensure the application of RSPO principles with specific benchmarks and reiterated an earlier stated commitment that Edo State will pioneer the establishment of the Oil Palm Industry Council for Nigeria.

He further called for more investors in Edo State with the assurance that the enabling environment for businesses to thrive and expand will be provided.



The Governor of Edo State, Godwin Obaseki, during his address.



A group photo captured the memorable moment.

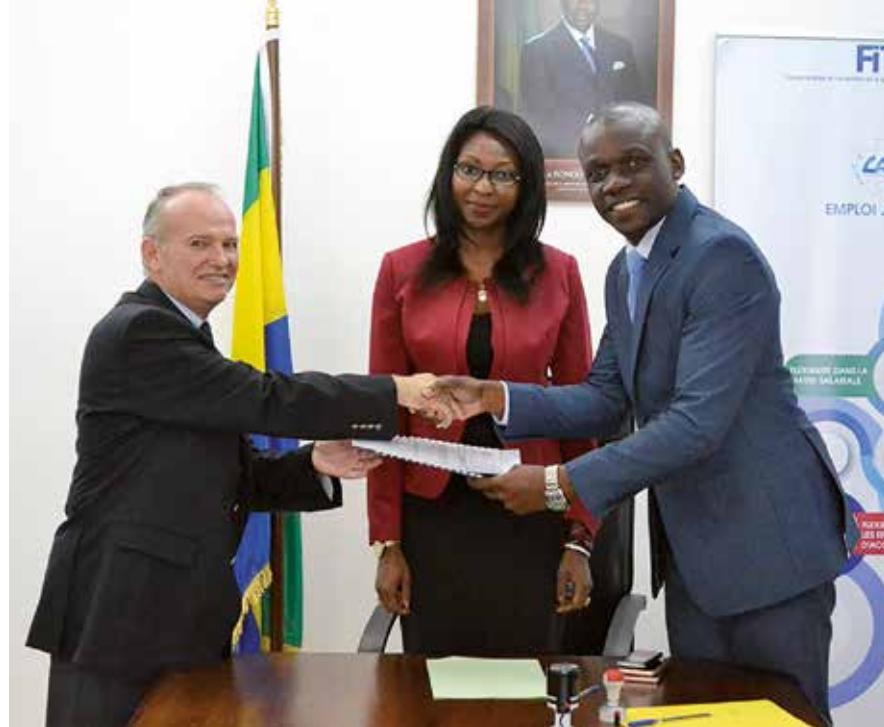
Siat Gabon and the government of Gabon sign a Youth Apprenticeship agreement

This agreement contributes to the fight against the unemployment of the Gabonese youth, through specific training for development or re-training of youngsters based on available or potential job opportunities.

As a corporate citizen, Siat Gabon has recently established a partnership with the Insertion and Professional Reintegration Aid Fund, a structure of the Gabonese government, to provide training for the Gabonese youth enrolled in the National Employment Office (ONE). Under an agreement called "Youth Apprenticeship Contract", this partnership's main goal is to improve the employment of youngsters, whose ages range from 16 to 35 years, by youth apprenticeship contracts at Siat Gabon, as defined by the FIR (Insertion and Professional Reintegration Aid Fund).

In this context, Siat Gabon welcomes youngsters so they can benefit from some professional experience; offers them support during their contracts with the company; and develops their skills and strengthens their capacities so they are ready for the labour market at the end of their contract.

Initially established for a limited period of two years, the Youth Apprenticeship Contract is renewable by tacit agreement for similar periods, unless terminated by the party who wishes to do so at least two months prior to the due date.



Exchange of documents between the Managing Directors of Siat Gabon and the National Employment Office, in the presence of the Minister of Labour at the time, Carmen Ndaot.

The activities specified in the contract are those carried out at Siat Gabon, particularly in the industrial blocks (plantations and factories). For all practical purposes, the execution of each contract depends on the job.

During the duration of the contract, the beneficiary will receive a monthly allowance as determined in the specific contract signed between the Fund, the beneficiary and Siat Gabon.

However, it is stipulated and agreed between the parties that this framework partnership agreement does not constitute an obligation for the company to recruit the National Employment Office beneficiaries at the

end of their apprenticeship contract. In case Siat Gabon wishes to recruit a candidate, the company must notify the Fund through the National Employment Office .



Signature of the Youth Apprenticeship agreement at the Ministry of Labour, Employment and Professional Reintegration.

Commissioning of the St. Mary Catholic Church – Obaretin estate

Commissioned on 5 September 2017, the church building is the result of the commitment of Presco's Chairman, Pierre Vandebeeck, to provide a suitable place of worship for the Christians of the Obaretin plantation.

Within the context of the company's all-out social policy, the Catholic workers of Presco's Obaretin plantation, received a brand-new spiritual building. It is the work of Presco's Chairman of the Board, Mr. Pierre Vandebeeck and a response to the concerns expressed by the plantation's Catholics to have a spiritual building that meets their expectations. The building, which was officially commissioned on 5 September 2017, offers a positive environment for religious services, to the delight of the Catholics.

During his homily, the officiating priest, reverend Fr. Edwin Omorogbe, who

represented archbishop Augustine Obiora Akubeze, noted that the religious service center will help promote the word of God among the workers. He expressed the gratitude of the diocese of Benin for the high-quality structure and assured that it will be properly managed in accordance with Catholic tradition. He also assured that the Catholic Church is ready to collaborate with the company in every possible way.

The church commissioning was followed by the first celebration of Mass with prayers offered for the company and its workers.



The Saint Mary Catholic Church of Obaretin at Presco.



Reverend Edwin Omorogbe cuts the symbolic ribbon.



Side view.



The Managing Director of Presco (dark outfit), Felix Nwabuko, is welcomed by the priest, reverend Edwin Omorogbe (in white).



Time of prayer during the celebration of Mass.

Siat Nigeria Limited, at the service of local population groups

A company's success also depends on the good relations it maintains with the communities surrounding the estate, as there has to be some benefit in it for each party. In this context, Siat Nigeria Limited dedicated considerable resources to address the needs of the populations of the Egbu, Ihie, Omademe villages...

Siat supplied electricity to the communities in the Egbu, Ihie...areas, which had stayed without electricity for a long time despite numerous requests to the Rivers State successive governments. The population groups warmly welcomed SNL's social action, in addition to direct and indirect job creation.

In this spirit of generosity to the communities surrounding the estate, Siat Nigeria Limited also constructed a modern market place for 24 shops in the village of Omademe.



Egbu and ...



...Ihie populations now have electricity thanks to SNL.

Market construction was finalized with the installation of sanitary facilities and a borehole to meet the shopkeeper's needs, a first in the community's history.

Roads, an important development tool

Since its creation, SNL has adopted an annual road maintenance policy by ranking intercommunity road networks.

Affecting all communities, road maintenance is done during the dry season. The roads of the Omademe, Ihie, Egbu, Ozuzu and Omerulu population groups benefited from SNL's attention, in the context of the company's social policy.



Road maintenance works for the Omademe population...



...in addition to the new market construction.

Siat Nigeria Limited: The new star of the Siat group

Siat Nigeria Limited was created in 2012, on the ashes of Risonpalm, a public company fallen into decay. The new food and agribusiness star of the group manages 16,000 ha of industrial palm plantations, on 2 different estates: Ubima and Elele.

Located in the Rivers State, Siat Nigeria Limited (SNL) focuses mainly on the production of crude palm oil (CPO) and crude palm kernel oil (CPKO), commercialized on the domestic market (CPO) as well as on the international market (CPKO). The subsidiary annually produces 22,000 tons of CPO and 5,000 tons of PKO.

Focusing on the future, SNL is an open-air work site. Since 2015, the subsidiary has started replanting the old oil palm plantations at Elele. In May 2018, 5,691 ha of oil palm were replanted. The goal is to replant 6,010 ha by the end of 2018. At the same time, replanting at the Ubima plantation is scheduled between 2018-2021, as 9,513 ha need to be replanted.

Industrial pole

Besides oil palm cultivation, rubber will be added to diversify the subsidiary's activities. Siat's goal is to transform this new subsidiary into a major food and agribusiness cluster, serving as a reference to other group subsidiaries.

This justifies the importance of the estate projects, in line with group ambition, such as the current construction of a new palm kernel crushing plant with a capacity of 1,000 tons per day, a world first; a 45 tons per hour boiler; and a 7 megawatt steam turbine. A third CPO production line was recently constructed.



The entry of Siat Nigeria Limited (SNL).



The reception bay is overflowing with FFB during peak season at SNL.



SNL headquarters, Ubima estate.



The mill extension will make SNL the main agro-industrial centre of the Siat Group in Nigeria.

Plant extension will result in an increase of CPO production capacity. Eventually, all this will lead to the construction of a refinery. Not to forget the rubber plant construction project and the biogas project in the coming years.

Social

Socially, SNL is identical to other group subsidiaries, offering agreeable working and living conditions to its employees. Housing equipped with water and electricity, access to medical care (clinic with an ambulance, a medical doctor...), enhanced security policy, recreational facilities with play areas, clubs, educational facilities for children, sensitization to environmental protection and occupational accident reduction to a minimum (adapted protective equipment, identification and management of occupational accident risks, emergency procedure, HSE training...). Everything is in place for a well-balanced life.



Elele estate's administration building.



Replanting of Elele in progress.

Security policy

Nigeria having a reputation as an insecure country, group management has not skimped on resources to ensure the safety of its workers and the surrounding population groups. The security policy is implemented through the on-site presence of security officers recruited by the company, more specifically policemen and soldiers of the Nigerian Army. This system goes hand in hand with the HSE department's information and sensitization sessions on safety at the work place and outside.



Different rubber clones at SNL.



Elele estate's 25 ha nursery.



Management staff

Siat Nigeria Limited is a multi-cultural environment with a workforce of about 5,000 employees, whose top priority is company development. At the head of it all, is the management team we are presenting below:



GERALD RAY

Chief Operating Officer
Nationality: South African



EDITH JOHN-AGU

Head of Administration
Nationality: Nigerian



LUCKY EZIHUO

Public Relation Officer
Nationality: Nigerian



JACQUES NSEGBE

Production Manager
Nationality: Cameroonian



ALAN ASHURST

Financial Director
Nationality: English



ROSINE NJOMGANG

Sustainability Manager
Nationality: Cameroonian



AGUNU MAMUDU

Human Resources Manager
Nationality: Nigerian



MICHEL NOUHO KOUAKOU

Maintenance Manager
Nationality: Ivorian



UFFE LARSEN

Workshop Manager
Nationality: Danish



BAHLBI HABTOM

General Service Manager
Nationality: Canadian



MARCUS AMADI

CAO-Chief Agricultural Officer
Nationality: Nigerian



ORIE IJEOMA

Assistant Manager Supply Chain/Secretary to the COO
Nationality: Nigerian



HERMAN DEWART

Supply Chain Manager
Nationality: Belgian



COLLINS OSARETIN EMWIONMWUSI

Management Accountant
Nationality: Nigerian



JEAN-PIERRE MVATE

Mill Manager
Nationality: Cameroonian



WEST MICHAEL

Doctor at the clinic
Nationality: Nigerian

Social environment

Following the example of other group subsidiaries, SNL has a social environment where life is enjoyable. Staff living conditions are a dream.



Vandebeeck Avenue leading to the management quarters.



Management quarters are a tropical oasis with...



...high standard housing and paved streets



SNL's guesthouse is the most luxurious of the Siat group.



Nightfall at the management quarters' clubhouse.



A modern clinic...



... with a well-stocked pharmacy.



The clinic ambulance.



SNL Ubima primary school is an..



... architectural gem giving the children lots of pleasure.

Welcome to the Siat group!

Meet the new group employees who joined the Siat family.



Surname: BAKKEN
First name: THOR
Place of birth: Oslo (Norway)
Family status: Married, no children
Education: Bachelor in Administration and Marketing
Position: COO
Posting : Presco (Nigeria)
Last employer: Magma Projects (Norway)
Nationality: Norwegian



Surname: FIZAINE
First name: CLAUDE
Place of birth: Nancy (France)
Family status: Married, two children
Education: Master in Finance and Accounting
Position: CFO and Group Tax
Posting : GOPDC (Ghana)
Last employer: Compagnie Sucrière Sénégalaise (Senegal Sugar Company)
Nationality: French



Surname: GUINDO
First name: DIARAH
Place of birth: Bamako (Mali)
Education: PhD Plant Genetics and Improvement
Position: Research and Development Director
Posting : CHC-CHP (Ivory Coast)
Last employer: CIRAD (Montpellier-France)
Nationality: Malian



Surname: VAN DER WESTHUIZEN
First name: ADAM
Place of birth: Ermelo (South Africa)
Family status: Married, 3 children
Education: Bachelor in Agriculture
Position: Managing Director
Posting : GOPDC (Ghana)
Last employer: Socfin
Nationality: South African



Surname: ENNINFU KORSAH KWAMENA
First name: EMMANUEL
Place of birth: Tema (Accra)
Family status: Single, no children
Education: Bachelor of Science in Agriculture Technology
Position: Supervisor Plantation
Posting : GOPDC (Ghana)
Last employer: Group Mohinani
Nationality: Ghanaian



Surname: NJEUMEN
First name: PATRICK
Place of birth: Yaoundé (Cameroon)
Family status: Single, no children
Education: Agricultural bio-engineer
Position: Quality manager
Posting : CHC (Ivory Coast)
Last employer: COMASE (Belgium)
Nationality: Cameroonian



Surname: WERNERT
First name: RÉMY
Place of birth: La Walck (France)
Family status: Married, 5 children
Education: Chemical Engineer
Position: Managing Director
Posting : CHC-CHP (Ivory Coast)
Last employer: Group Elephant Green (Mali and Senegal)
Nationality: French

Staff mobility within the Siat group

Staff mobility within the group enables employees to adapt to technological change and new working conditions. It also allows for increased intelligence through greater male and female participation; and for progress dissemination at all levels in order to be better prepared for technological changes.



NATHALIE COURTOIS

Process Engineer at Presco, previously Quality Manager at Mitzic, Siat Gabon



JAGDISH KAVATHAR

Sales and Marketing Manager at Presco, former Sales, Purchasing and Logistics Manager at SNL (Siat Nigeria Limited)



HERMAN DEWART

Commercial Manager at Siat Nigeria Limited (SNL), former Group Logistic Controller at Siat Brussels.



EMMANUEL WIAFE

Sakponba Project Manager, previously Chief Agricultural Officer at GOPDC, Ghana



ISAAC MANU

Group Surveyor based at GOPDC in Ghana, previously Surveyor at Siat Gabon.



SEYDOU DAO

Director of the Prikro Rubber Company in Ivory Coast, previously Head of the Agricultural Department at Kango in Siat Gabon



JACQUES BAYALA

Director of Agricultural Services (DSA) at Cavally, previously Director of the Prikro Rubber Company (CHP) in Ivory Coast.



JEAN-JACQUES ARISTIDE SEGBA

Accountant at CHP, was previously Accountant at CHC in Cavally.

Promotion

The Siat group pays particular attention to employee career development. Promotions and salary increments enable employees to access a higher level of responsibility, based on high competence standards.



KWAME ATTA OWUSU-SARPONG

previously in charge of labour issues, was promoted to Human Resources Manager at GOPDC



GASE NAN AYAWO

was promoted from Assistant Chief Agricultural Officer to Chief Agricultural Officer at GOPDC



ADELAÏDE BOSOMPEMAA

as promoted from Audit Assistant to Assistant Internal Auditor at GOPDC



FRANCIS KWABLA

previously Assistant Stores Manager was promoted to stores Manager



SEYDOU DAO

was promoted from Head of the Agricultural Department at Kango (Siat Gabon), to Director of the Prikro Rubber Company (CHP) in Ivory Coast

Retirement



Jean Okoué worked his entire professional career in the agribusiness.

The Director of the Zile estate at Siat Gabon until a few weeks ago, has just ended his professional career. He is now requested to exercise his rights to retirement.

He is at the doorstep of a whole new life. Management and all group employees extend sincere congratulations and wish him a peaceful rest.

Jean Okoué is now retired.

Labour day in the group subsidiaries

Every year, the 1st of May is proclaimed International Labour Day. A day completely dedicated to workers worldwide. A great opportunity for trade unions to present demands for the improvement of employee living and working conditions. It is also the long-awaited moment for workers across the companies to receive their service medals for their seniority within the company. At Siat, Labour Day is celebrated in different ways, depending on the specific environment.. An overview of Labour Day celebrations within the Siat group.



At Presco in Nigeria, the employees were dressed in company colours.



A female plantation worker of Siat Gabon-Bitam demonstrates how to tap a rubber tree, in front of the official gallery.



Cultural activities were one of the attractions on Labour Day at Siat Nigeria Limited (SNL).

Football was also part of the agenda at SNL. The Estate Director, Gerald Ray, greeted the players ahead of the match.



Mitzic employees at Siat Gabon received a gold medal for their 30 years of service...



... while their colleagues received the silver medal for having spent 20 years in the agribusiness.



Adamou Adamou Tanko, mechanic at Mitzic, Siat Gabon, received a bronze medal for his 10 years of service at Siat Gabon.

CHP's integrated rubber and food crop project: population groups request for an extension of the execution date

This emerges from a visit of a delegation of the Ministry of Agriculture and Rural Development, conducted by the Project Evaluation Director, Silué Sionseligam, who stayed at Prikro on 27 and 28 February 2018.

Officially launched in September 2013 by the Prime Minister at the time, Daniel Kablan Duncan, Prikro's integrated rubber and food crop project, under the guidance of the Prikro Rubber Company (CHP), is inevitably reaching its end. At the beginning, the project had some difficulties with work obstructions caused by the resistance of a part of the population from the communities where the project is located. However, nowadays, lots of progress has been made, to the point that local population groups are requesting project extension.

Indeed, the population understands the merits of the rubber-food crop combination and is requesting the Ivorian government, involved in the project, to extend the execution date. That is the essence of the visit conducted by the delegation of the Ministry of Agriculture and Rural Development at Prikro on 27 and 28 February 2018, within the context of the 5th meeting of the joint committee for project follow-up.

The population groups in this department have been able to start their smallholder plantations thanks to the support of the Prikro Rubber Company and serve as an example considering the project's community aspect. Therefore, several youngsters who had abandoned the project because of the low rainfall in the region want the support of CHP in smallholder plantation creation to continue. Anything that will enable them to make amends after CHP announced corrective solutions for the water shortage.

It is worth noting that the integrated project's biggest success is the development of industrial rubber plantations along the perimeter. The ministerial delegation was amazed by what was achieved and certainly by the measures in place to maintain plantation growth and progression, despite the low rainfall. In this regard, the in-vitro nurseries with their exceptional irrigation system using water from the Comoé River dazzled the delegation of the Ministry of Agriculture and Rural Development.



Population groups from the Prikro department actively participated in the 5th meeting of the joint committee for project follow-up whose...



Local authorities, CHP representatives and population groups from the department at the close of the review meeting.



...proceedings are held on the Prikro estate in the presence of local authorities.

The new workers' camp at Ologbo

Workers from Presco, the group's largest oil palm producing plantation company, are in good spirits as new housing is built on their estate. This social action is part of the company's

social policy to guarantee good working and living conditions for employees. With 128 good quality houses, workers and their families now benefit from permanent water and electricity supply

in their homes. New housing construction will continue at Ologbo, where a new site has already been prepared for that purpose.



The new camp at Ologbo consists of strong houses built with terrablocks.



The water tower provides permanent water to the houses



CHC renews its plantations

The Cavally Rubber Company in Ivory Coast, CHC, is looking towards the future and has indeed understood that tomorrow is being prepared today. In this regard, CHC launched its replanting programme already in 2015. Old rubber trees, whose production potential is no longer profitable for

the company, are replaced by new plants. This strategic vision allows for the sustainability of the Belgian agro-industrial group in the region. At an annual rate of 180 ha on average, the replanting programme will cover a total surface of 2,058 ha of new industrial plantations by the end of 2025.

In this way, 760 ha will have been replanted with young rubber trees at the end of 2018. Furthermore, cutting old rubber trees gives the necessary raw materials for cogeneration and ensures the estate's energy autonomy. All of this represents substantial savings in diesel and gas consumption.



The plantation replanting programme is making great strides at Cavally.



By the end of 2018, 760 ha of young rubber trees will be planted.

The livestock facilities at Cowan estate

Known for their oil palm activities, the Cowan estate in the Delta State in Nigeria is from now on also involved in livestock farming. In fact, facilities for Zebu cattle were set up.

In the following days, artificial insemination will be organized to accelerate livestock growth. For the moment, the herd mainly serves a social purpose. The cattle are sold exclusively

to workers and are used for public relation activities with local authorities, to further strengthen neighbourly relations between Presco and its institutional environment.



The Zebu cattle herd essentially serves a social purpose.

Livestock facilities.

The Siat News editorial board at SNL

The editorial team of the new Siat group information magazine consists of **Rosine Njomgang, Lucky Ezihu, Agunu Mamudu Nouho Kay Michel, Herman Dewart** and is set up at Siat Nigeria Limited. Their goal is to communicate on the various company activities within the Siat group.



As soon as the team was put together, members started work with an editorial meeting.



The local Siat news editorial team at SNL.

Livestock farming at GOPDC

Although non-profit-making at the moment, livestock is progressively

introduced at Siat's Ghanaian subsidiary. The cattle are grouped into two divisions (Kwae and Okumaning). The Kwae site is used for the growth and fattening of the animals, while the Okumaning site, is reserved exclusively for breeding, including artificial insemination over time. The herd consists mainly of Zebu and a few Ndama. The livestock program purely serves a social purpose, within the context of GOPDC's public relations (surrounding communities and local

or regional authorities, not to forget the company employees).



The livestock team at Kwae...



The livestock team at Okumaning...



...and their cattle.



...and the livestock facilities.

GOPDC reaps the benefits of its local efforts

GOPDC is one of the prominent corporate citizens in Ghana. The group's Ghanaian subsidiary recently won the local content award, because the company uses primarily raw materials produced in Ghana. This prize

acknowledges Siat's efforts and policy of environmental protection and sustainable development in Ghana. For the Ghanaian subsidiary, it is not only a reward but also a firm confirmation of its corporate citizenship status.



Congratulations to GOPDC's management team.

Patrick Njeumen attended management school for training on natural rubber variability



After his training in Montpellier, Patrick Njeumen is adequately skilled in the domain of natural rubber quality.

In order to strengthen his capacities and ensure better professional integration, Patrick Njeumen, Quality Responsible at Cavally Rubber Company (CHC) benefited from training at the Cirad office in Montpellier in France between 14 and 18 May 2018. The training focused on

management of a natural rubber testing laboratory, completion and interpretation of cross-tests or inter-laboratory trials, statistic analysis as well as introduction to metrology...In conclusion, training was directed towards management of natural rubber's variability in

order to monitor product quality after processing. Building on the lessons received from natural rubber experts, Patrick Njeumen has now many and new skills in a domain that is just as sensitive as rubber quality in a global market that is increasingly demanding.

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The Minister of Water and Forestry at CHC

Alain-Richard DONWAHI, minister of Water and Forestry in Ivory Coast, visited the Cavally estate on 29 and 30 January 2018. The purpose of his visit was to meet, discuss with and sensitize the population groups who are living in and exploiting the so-called classified forests in Ivory Coast, more particularly the classified forests of Cavally and Goin Debe, which are highly degraded, and the Taï national park in the Cavally region. Welcomed by the Managing Director, Rémy Wernert, the government member visited the rubber plantations, the Bohié and Dazahon villages, the Helena Vandebieck school, the clinic and the industrial facilities such as the rubber and co-generation plants. During this visit with CHC management, the Minister showed a lot of interest in the in-vitro cultures in the acclimatized greenhouse and was impressed by the comparative trials of the grafted plants and the in-vitro plants and by the good results obtained in terms of growth. At the end of his tour, Alain-Richard DONWAHI was very pleased with the quality of the agro-industrial facilities and the socio-economic infrastructure at CHC.



The minister of Water and Forestry (black shirt on the left) accompanied by the Managing Director of CHC-CHP (on the right).



Visiting the rubber processing plant...



...and then taking a picture with the Cavally clinic's medical staff.

CHP is having a facelift

Offer an agreeable working environment for the well-being of all employees. That is the vision of the Prikro Rubber Company (CHP) management in Ivory Coast. Following a facelift

operation, all estate administrative buildings now present an image that meets the expectations, not only of management but also of all employees. In addition to this makeover of

the administrative buildings, security was not neglected. A security post was erected at the office entrance and wire gates surround the professional environment.



Prikro Rubber Company (CHP) gets a facelift of its facilities.

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The Rémy Wernert Cup 2017- 2018 for Kestrel security

The Rémy Wernert Cup, named after CHC-CHP's Managing Director, was launched on 25 November 2017 at Cavally and was awarded on 17 March 2018 to the Kestrel security team.

This inter-departmental competition also registered the attendance of teams from the 3 villages surrounding the estate. In a friendly atmosphere, this healthy sports activity is an opportunity offered to all estate employees in order to strengthen social cohesion, solidarity and the idea of belonging to one family.

Another way to entertain the employees after a hard working day.



Soccer game at the Cavally stadium.



Fons Van Damme rewarding a player.

**CONSULATE
OF THE KINGDOM
OF BELGIUM
IN LIBREVILLE**



His Excellency Gert !

On Thursday 28 September 2017, The Council of Ministers, under the chairmanship of the President of the Republic Ali Bongo Ondimba, agreed to accredit Mr Gert Vandersmissen as Honorary Consul of the Kingdom of Belgium in Libreville. Following his appointment, the Siat group Chief Operating Officer is from now on called His Excellency.



Siat
Group