



ANNUAL REPORT

2025

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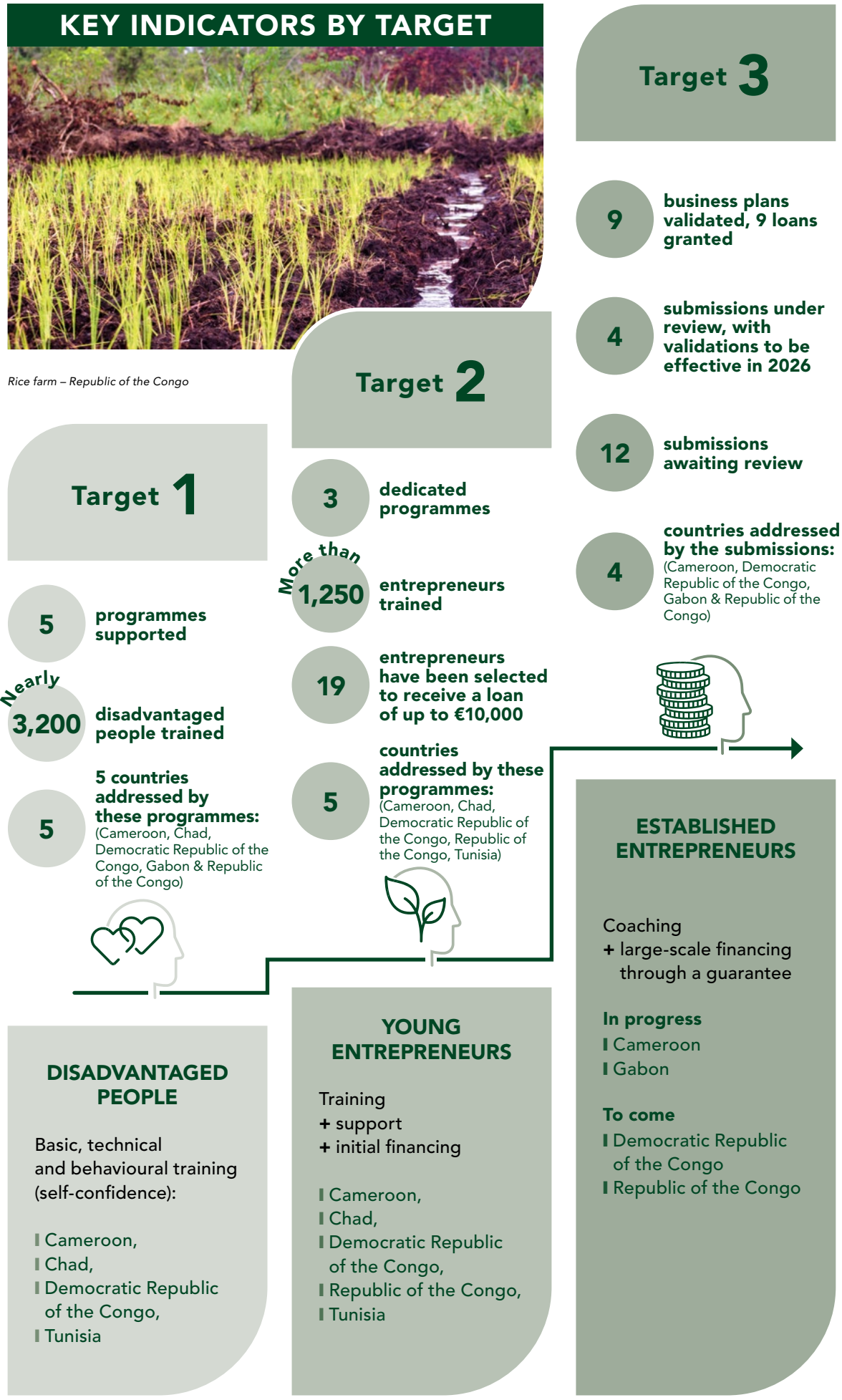
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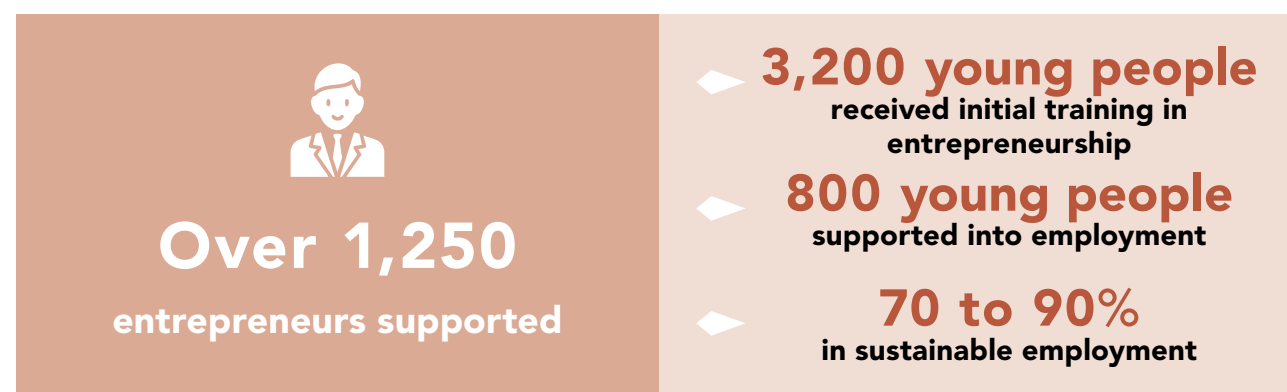


Initial peanut sorting area – Entreprise Manitech Congo – Democratic Republic of the Congo

BREAKDOWN OF FINANCIAL SUPPORT AMOUNTS

Loan amounts allocated	Number	Countries concerned
5,000 to 15,000 euros	19	Democratic Republic of the Congo and Tunisia
15,000 to 150,000 euros	9	Cameroon, Democratic Republic of the Congo, Gabon, Republic of the Congo

DATA FOR 2025, relating to the amount allocated to the IECD



HIGHLIGHTS OF 2025, IECD / Perenco Foundation



Cameroon | 2nd edition of the International Conference on Entrepreneurship

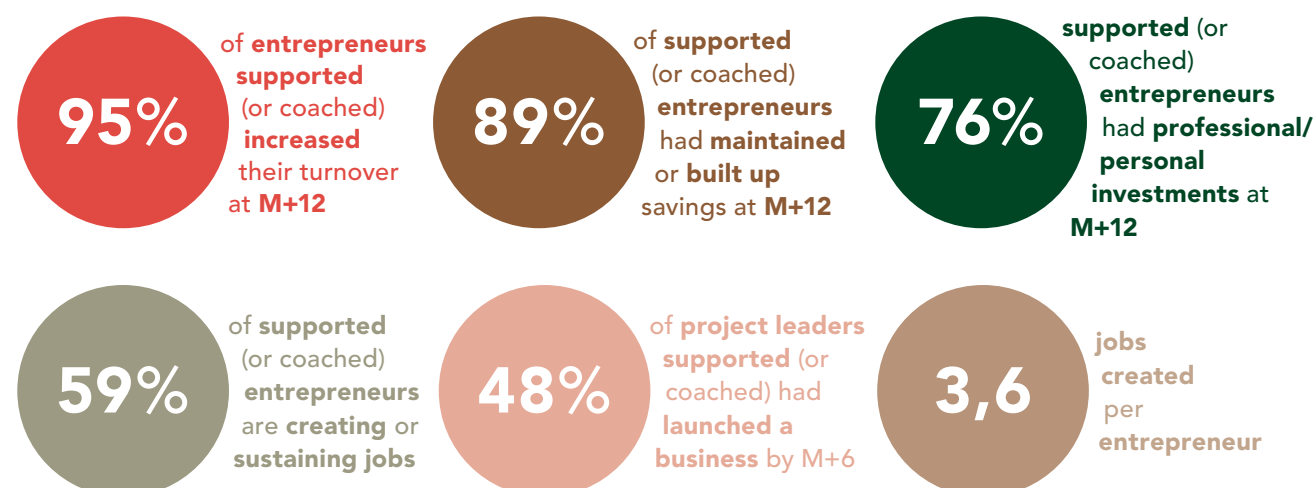
Democratic Republic of the Congo | Craft'Lab launched

Republic of the Congo | Joinery & Electricity project launched

Tunisia | Olive oil pilot project

Vietnam | Job entry pathways in the automotive industry

AMONG THE ENTREPRENEURS, who have received support or guidance



Cameroon

Support for small businesses (APE)	Support for agri-food entrepreneurs	Training for careers in agriculture	Support for agricultural entrepreneurs	HR training
323 entrepreneurs and project leaders (target achieved)	40 agri-food entrepreneurs (target achieved)	580 young people (target exceeded)	231 entrepreneurs (target achieved)	75 young women (target achieved) and 16 trainers received skills reinforcement

Democratic Republic of the Congo

Support for small businesses (APE)	CRAFT'LAB Project
470 entrepreneurs and project leaders (target exceeded)	29 agri-food entrepreneurs and 30 in training (target exceeded)

France

Job entry - Skills building in players
6 partners with skills boosted 39 association-based structures networked 170 professionals trained for greater impact

Republic of the Congo

Support for small businesses (APE)	Strengthening the timber and electricity sectors
280 entrepreneurs and project leaders (target exceeded)	48 young electricians trained 4 training centres reinforced

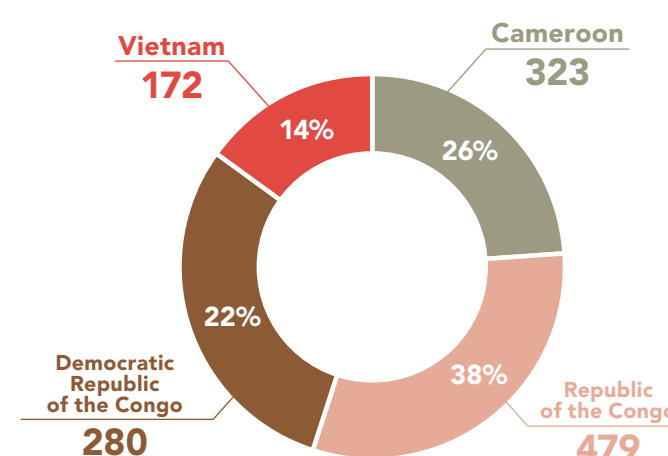
Tunisia

Training in the baking profession	Project to support olive-growing entrepreneurship
50 young people (target not achieved)	+ 12 agri-food entrepreneurs (target achieved)

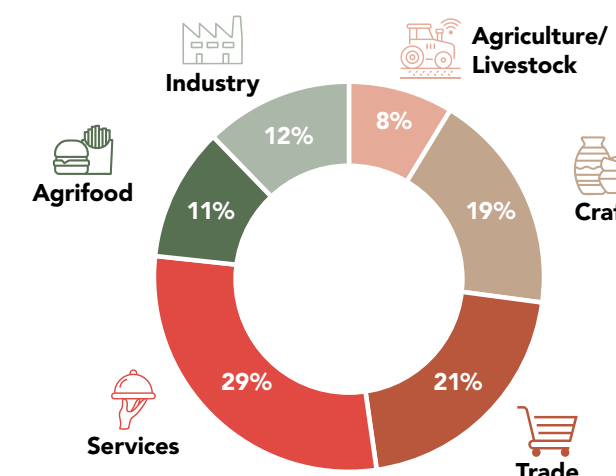
Vietnam

Support for small businesses (APE)	Training for the automotive sector	Training in bakery skills	Training and integration in the hospitality sector
172 entrepreneurs and project leaders (target achieved)	44 young people and 10 trainers (target achieved)	20 young people trained and integrated (target achieved)	Career Focus launched: 10 centres and 400 young beneficiaries

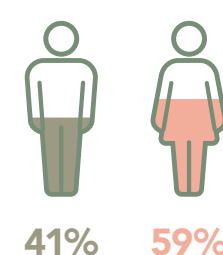
Breakdown of beneficiaries by country



Area of activity of entrepreneurs in initial training



Breakdown by gender



Average age



Entrepreneurs: **63%**
Project leaders: **37%**

Initial training: **57%**
Specialised: **43%**

EDITORIALS



"MAN IS THE MEASURE OF ALL THINGS."

Nathalie PERRODO,
President of the Perenco Foundation

Entrepreneurship is an essential lever for economic and social development. From its very first year of operation, the Perenco Foundation worked alongside numerous entrepreneurs, primarily in Africa, combining technical guidance with financial support to help them develop and expand their businesses. Seeing these entrepreneurs structure their projects, diversify their production and create lasting jobs is a source of great satisfaction.

The Perenco Foundation grounds its action in a deeply caring approach, based on listening, dialogue and understanding of local realities. Each project is built above all on meeting and interaction, in order to identify needs and provide appropriate responses. The entrepreneurs we support are first and foremost trusted partners, key players in the development of their regions.

With this second year of engaged action, the Perenco Foundation is reasserting its desire to make a lasting contribution to the development of the countries in which Perenco operates, by putting people at the heart of each of its actions.

Yvonne MBALA, Board Member, Perenco Foundation

The Foundation's first few months were primarily devoted to identifying and selecting projects and assessing their potential impact. Our team on the ground took the time to analyse needs, define work and development priorities, and identify the most relevant projects.

For some beneficiaries, a business plan review phase proved necessary, along with adjustments to their working requirements and the drafting of proposals, before the projects were presented to the Board of Trustees.

Our first glimpse of these projects was on paper, through presentations and in discussion. To see them take shape on the ground and develop today is particularly inspiring. It gives real meaning to the Foundation's work and bolsters our commitment as board members.

The people we support, whatever the target populations, are first and foremost women and men who

need our support. The countries also need these entrepreneurs, to grow, develop and energise their economic activity. Since the Foundation was established, we have taken real pride in being able to see the tangible impact of our work.

"PROVIDING THE RIGHT TOOLS IS, IN ITSELF, A WAY OF PASSING ON KNOWLEDGE."

This is particularly true of the Craft'Lab in Muanda, in the Democratic Republic of the Congo, developed in partnership with the IECD (Institut Européen de Coopération et de Développement). This project came about when we saw that the beneficiaries of Perenco's CSR (Corporate Social Responsibility) programmes needed to be empowered. It is a tool designed to support and foster entrepreneurship in a city that suffers from a significant shortage of entrepreneurs with the necessary training, whether in administrative or technical terms.

Designed to be a scalable facility, Craft'Lab is intended to welcome anyone with ideas or businesses they wish to grow.

Jean-Noël BOUASSI BOUASSI, Board Member, Perenco Foundation

I'm always impressed by the entrepreneurs we support. When you enter their premises, you immediately see that these people are true gems. I deeply admire anyone able to start from scratch and build everything from the ground up. These are people driven by great resilience, who keep going, despite the difficulties they encounter.

I sometimes feel like our support is a light at the end of the tunnel for them. When our teams on the ground present to us, on paper, the projects proposed for support, questions naturally arise: Will this work? Do they really believe in it?

And yet, what may at first glance seem unlikely — such as requests for funding for technical equipment purchased in China or elsewhere — becomes a very concrete reality: businesses, and sometimes entire industries, spring up, grow and contribute both to the country's economy and to the well-being of its people. Our support is a real, structuring force. We support industrial projects across all sectors. More than anything else, I'm particularly proud that these initiatives give communities access to quality products that are made locally and not imported. Local production is vital, and we are delighted to be contributing to it through our programmes.

Xavier ORSET, Board Member, Perenco Foundation

I specialise in finance, and for me, impact is first and foremost measured in figures. However, it never fails to impress me when I see the indicators and concrete results of the projects supported by our programmes. As the famous 'butterfly effect' tells us, a small action can have a huge impact, and that is exactly what we see when supporting entrepreneurial development.

By helping an entrepreneur, you are supporting a family — not just the entrepreneur's own family, but also the many other families who benefit from access to the products or services they create. You are also helping to create jobs, with a multiplier effect that ripples through families and communities.

As we often say, you can make the figures say what you like, but in our case they speak for themselves: the impact of our programmes is positive. It gives meaning and creates value, whatever the profile of the entrepreneur being supported. What we do may seem like a small drop in the ocean, but for the communities and countries where our programmes are based, it's crucial support.

"MIGHTY OAKS FROM MANY ACORNS GROW."

"TECHNOLOGY TURNS IDEAS INTO DEVELOPMENT."



THE PERENCO FOUNDATION TEAM – FROM LEFT TO RIGHT: Jean-Noël BOUASSI BOUASSI, Nathalie PERRODO, Yvonne MBALA, Christophe REQUIN, Xavier ORSET and Emilie REBEYROL BRIMEUR

STATEMENT OF PURPOSE

Created in 2024, the Perenco Foundation is celebrating its second year of existence.

Driven by an ambitious vision and solid values, its purpose is to build a promising future by supporting entrepreneurs as they develop their projects.

Authenticity, Synergy, Innovation and Commitment are in the DNA of the Foundation and guide all its actions. Operating primarily in Africa, the Perenco Foundation works to combat poverty by promoting the development of local businesses and projects to contribute to sustainable economic growth.

Through training programmes, tailor-made coaching and financial support, the Perenco Foundation encourages job creation, develops local resources and supports initiatives with a strong social and environmental impact.

THE THREE PILLARS OF THE PERENCO FOUNDATION



ENTREPRENEURSHIP TRAINING

Offering training programmes in entrepreneurship and business management, drawing on organisations with recognised expertise – such as the IECD, for example – to identify promising start-ups worthy of support.



COACHING/ MENTORING

Providing the technical expertise needed in key sectors to meet the requirements of the companies we support, either by drawing on Perenco's internal resources or by engaging external experts.



FINANCIAL SUPPORT

Working with local partners to provide the necessary funding in the form of low-interest loans.

Examples of areas that can benefit from technical support:

- Fish farming
- Recycling of plastics
- Agri-food
- Agriculture
- Energy
- Etc.

Fish farming in the Kouilou region – Training on fish cages – Republic of the Congo



Case study

WHEN A LOCAL CONTRACTOR GROWS IN EXPERTISE, IT'S THE WHOLE HOSPITAL THAT IS BACK ON ITS FEET!

In Moundou, the Perenco Foundation and Perenco's CSR programmes promote local entrepreneurship to improve the lives of the most disadvantaged populations.

FAILING FACILITIES: AN ALARMING STATE OF AFFAIRS

It all began when Perenco's CSR team visited Moundou in Chad. In this town, from which many of the company's employees and contractors hail, access to electricity remains a real challenge. The solar panels installed to power water wells or public buildings were often faulty, poorly wired or non-compliant.

Even with the arrival of gas in the city, which now supplies the power station, some neighbourhoods are still experiencing regular power cuts. When these interruptions affect the medical sector, as at Moundou Hospital, the consequences can be serious: in the event of a power cut, neither the operating theatre, the neonatal unit, nor the laboratory has a backup generator.

LEVERAGING LOCAL ENTREPRENEURS

Faced with this problem, the Perenco Foundation wanted to find a long-lasting solution, deeply rooted in the local community.

A study on entrepreneurship in Moundou helped identify a versatile craftsman specialising in the maintenance of solar installations. While he had the necessary drive and motivation, he needed technical support to develop his skills.

In response, the Foundation financed an intensive one-week training course in N'Djamena, given by a recognised business in the sector. The programme covered electrical safety, compliance, risk management and best practices, to ensure professional and

sustainable intervention on local solar installations. That training changed everything.

Shortly afterwards, Perenco called on him to complete several projects at the hospital in Moundou (solar installations, building and civil engineering work and the manufacture of equipment) as part of its CSR initiatives, focusing on the health pillar.

Three priority projects have been completed:

- Care for patients suffering from tuberculosis and HIV: improving monitoring capacity through the

continuous operation of medical laboratory equipment, even in the event of a power cut, by completing the installation of solar panels already put in place as part of another project.

- Admission of malnourished children: strengthening the capacity to receive and treat children suffering from malnutrition, through the completion of the installation of the therapeutic nutritional unit in the building constructed with the support of the European Union.

- Paediatric emergency unit: increase in capacity with the addition of 10 beds for babies, equipped with adapted mattresses.

Thanks to these facilities, the hospital can now ensure continuity of care in departments where every minute counts.

POSITIVE, SUSTAINABLE ENERGY

Beyond its medical impact, this project is a perfect illustration of the philosophy shared by Perenco and the Foundation: building bridges between corporate social responsibility and local entrepreneurship. Today, the trained artisan employs several members of staff and actively contributes to the economic dynamism of Moundou, while helping to improve public health.

"WHEN SOLAR ENERGY BECOMES VITAL, A WHOLE COMMUNITY BENEFITS."



Elie, Perenco's CSR advisor for the region, and Fidèle, an entrepreneur supported by the Foundation, in front of the solar installations at the Moundou Hospital laboratory, which are due to be brought back into service - Chad

MOUNDOU

THE PERENCO FOUNDATION'S VALUES

The Perenco Foundation is guided by four core values that underpin its work and its commitment to local communities.

Authenticity, Synergy, Innovation and Commitment form the foundation of each of its initiatives.

They reflect the Foundation's commitment to acting with transparency and integrity, developing projects in partnership with local stakeholders, encouraging innovative solutions tailored to local needs, and making a long-term commitment to fostering economic and social development in the regions where Perenco operates.



AUTHENTICITY

The Perenco Foundation is committed to acting with sincerity and transparency, building sustainable relationships with local communities. We value a sense of family and loyalty, and support initiatives that bolster solidarity and caring for others.



SYNERGY

Convinced that collaboration is essential, we work together with local stakeholders to develop projects, drawing on our complementary strengths and the power of collective inspiration. Together, we unite our talents.



INNOVATION

The Perenco Foundation encourages the development of innovative ideas and technical solutions tailored to the specific needs of local entrepreneurs.

We support tailor-made approaches in order to foster the economic and social development of the regions where Perenco is established.



COMMITMENT

We work alongside entrepreneurs on the ground, providing them with tailored support and guidance. Our long-term commitment aims to promote equal opportunities and ensure the sustainability of local initiatives, thereby contributing to the social and economic development of the relevant areas.

Christophe REQUIN, Managing Director of the Perenco Foundation

I'm lucky enough to be able to closely follow entrepreneurs who have already proven what they can do. What never ceases to impress me is the way our values are brought to life in tangible, solid projects.

Authenticity means recognising their determination and building a trusting relationship based on mutual respect.

Synergy means observing how our teams and entrepreneurs combine their expertise to develop a business, create value and generate a real impact on their community.

Innovation means supporting technical or organisational solutions that enable these entrepreneurs to develop and go further.

And **Commitment** means being there every step of the way, providing financial and operational support, and seeing that our programmes help to sustain initiatives that make a difference.

For me, seeing these entrepreneurs grow, create jobs and strengthen the local economy is the best illustration of what we're trying to achieve.

"OUR VALUES GIVE MEANING TO EVERY PROJECT."



Manitech Congo – Democratic Republic of the Congo



Actions de Solidarité Internationale (ASI)
Sewing training workshop – Republic of the Congo

Émilie REBEYROL BRIMEUR, Director of Operations, Perenco Foundation

Every day, I witness what our values really mean on the ground.

Authenticity means seeing confident faces and real smiles when we come to see our beneficiaries, and building lasting relationships with them based on trust.

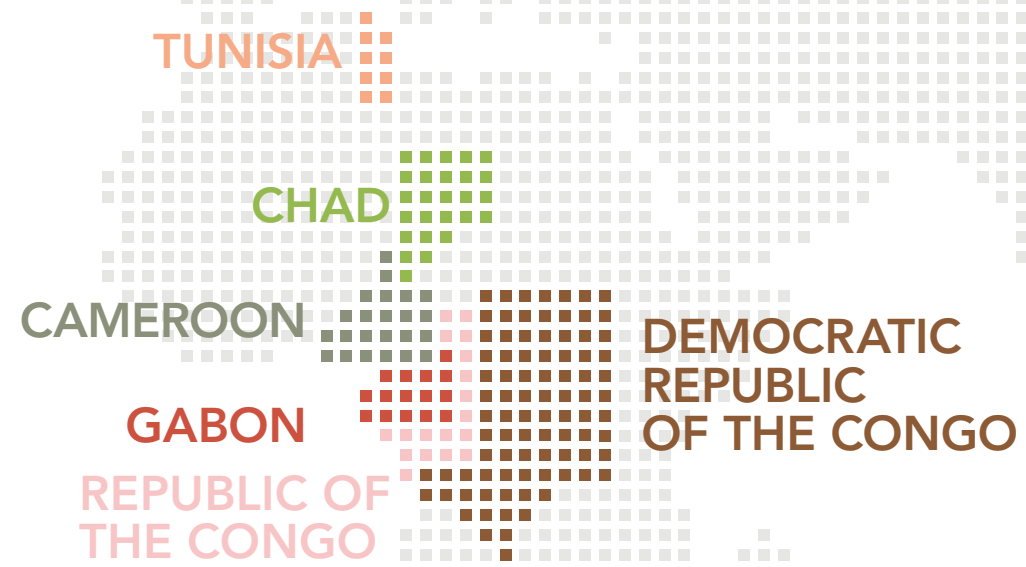
Synergy is the magic that happens when local entrepreneurs, our teams and our partners join forces to turn an idea into a concrete project.

Innovation means observing how simple but appropriate solutions can change the life of a family, a village, or even an entire town.

And **Commitment** means standing by their side, sometimes under difficult conditions, to accompany them step by step, sharing their joys and challenges, and seeing their initiatives become sustainable. For me, the real richness of our work lies in those human moments when each project becomes a story of solidarity, resilience and hope.

"VALUES ARE THE INVISIBLE THREAD THAT CONNECT INDIVIDUALS AND THEIR ACTIONS."

COUNTRIES OF OPERATION IN 2025



THE TARGET

BENEFICIARIES



TARGET 1



DISADVANTAGED PEOPLE

2 examples

In the context of the Perenco Foundation's work, disadvantaged people are individuals or groups who, due to social, economic, cultural or environmental factors, have limited resources and are at greater risk of being marginalised, facing precarious circumstances, or experiencing difficulties in accessing education, health-care, employment or other essential services. The Foundation is committed to supporting these people by promoting their empowerment, inclusion and economic and social development, in particular through entrepreneurial support and local programmes.

The Perenco Foundation focuses its work on disadvantaged people, as they need tailored support to help them become more self-reliant, improve their living conditions and gain access to sustainable economic opportunities. By supporting these individuals and groups, the Foundation is helping to reduce inequalities, promote social inclusion and have a lasting positive impact on local communities.

Several of the Foundation's programmes are aimed at disadvantaged populations in areas where Perenco operates. We take action directly in the local communities, through economic, entrepreneurial and social development projects, in order to meet the specific needs identified on the ground and maximise the effectiveness of our support.

SUPPORT PROGRAMME for disadvantaged young people

Actions de Solidarité Internationale (ASI) - Republic of the Congo & Gabon

Since 2008, ASI has developed a programme for the care of disadvantaged young girls in Brazzaville, which was then extended to Pointe-Noire. The programme now also covers the towns of Dolisie and Nkayi in Republic of the Congo, as well as Libreville in Gabon. An extension to the city of Port-Gentil in Gabon is planned and is expected to become operational in 2028.

The aim of this programme, defined in 2025 and starting in 2026 for a duration of 3 years, is to improve the health, psychological, educational, social and economic conditions of young girls living on the street, helping to promote their reintegration.

As part of its activities, the Perenco Foundation has established a partnership with ASI. Each year, the programme targets young girls aged 14 to 18 in the five towns involved, who, after a stabilisation period, have developed a plan for their future and wish to start their own business.

It is important to note that almost 60% of these beneficiaries are already mothers, and that caring for their child is an integral part of their programme.

This programme will support the training of 600 beneficiaries over a three-year period. It will also support the establishment of a sewing workshop at the facility in Brazzaville.



Actions de Solidarité Internationale (ASI) - Brazzaville reception centre - Republic of the Congo

SUPPORT PROGRAMME for disadvantaged mothers

Betsaleel & Terrazhirra - Chad

In December 2025, the Perenco Foundation launched a three-month partnership as part of a pilot project with the Betsaleel association and the company Terrazhirra at the Béthanie Centre in N'Djamena, Chad.

Its purpose was to train disadvantaged mothers in urban farming and provide them with the necessary equipment, with a view to helping them generate an income. It also aimed to encourage these mothers to bring their children back to the centre every week, in order to ensure regular monitoring of their care and foster their recovery.

Specifically designed for the Béthanie centre, this pilot project was a real success, including specifically:

- A weekly session was held over a 12-week period, following the NutriCartes workshop, to enable the 20 mothers selected for this pilot project to make the connection between the

theoretical knowledge they had gained for the benefit of their children and how to put it into practice within the framework of the agricultural programme.

The attendance rate was almost 80%, with some mothers unable to complete the programme due to family obligations.

The mothers' regular participation led to an improvement in care for malnourished babies, thanks to the beneficiaries' weekly presence at the agricultural workshops.

The programme also encourages self-sufficiency by teaching techniques adapted to peoples' living environments in the local dialect.

Each learner receives a complete kit, enabling them to put into practice the techniques learned during the programme.

What is the **NutriCartes®** workshop?

The **NutriCartes®** workshop is a **fun and participative nutrition education workshop** based on the use of **NutriCartes®** cards. It is aimed at helping participants better understand their diet, eating habits and the connection between **nutrition, emotions and well-being**.

What does a **NutriCartes®** workshop involve?

- It is built around an **educational card game**, designed to facilitate discussion and build awareness.
- Participants are invited to reflect on their food choices, nutritional needs and behaviours in an **interactive and guilt-free manner**.
- The workshop encourages dialogue, personal expression and learning through experience rather than theoretical discourse.

Main objectives

- A better understanding of the impact of diet on physical and emotional health
- Identifying eating habits and drivers of change
- Encouraging a more balanced diet, suited to each individual
- Reinforcing participants' self-reliance and sense of responsibility

Target audience

NutriCartes® workshops can be offered to **adults, teenagers and/or disadvantaged groups**, in a variety of contexts: preventive health, social support, educational structures or associations. Within the setting of these programmes, the **NutriCartes®** workshop is often used as a **comprehensive support tool**, connecting health, independence and well-being.

Target 1

5 programmes supported

Nearly 3,200 disadvantaged people trained

5 countries addressed by these programmes

Cameroon, Chad, Democratic Republic of the Congo, Gabon & Republic of the Congo



Preparing the soil/compost mixture - Centre Béthanie in N'Djamena - Chad



Cell preparation and humidification
Centre Béthanie de N'Djamena - Chad



Practical demonstration of sowing
Centre Béthanie in N'Djamena - Chad

TARGET 2

YOUNG ENTREPRENEURS

The programme's Target Population 2 is that of young entrepreneurs, women and men, from existing micro-enterprises or entrepreneurial projects in the start-up phase, operating mainly in sectors that generate local income (agri-food, crafts, services, local commerce and processing, etc.).

These young people share a strong desire for economic empowerment, but face structural constraints such as limited access to finance, entrepreneurial capacity-building, basic equipment and professional networks. The Foundation is aimed at supporting them through practical training, mentoring, targeted material support and individualised monitoring, in order to strengthen the viability and sustainability of their activities.

The choice of young entrepreneurs can be explained by a number of strategic issues:

- Youth unemployment and underemployment are a major challenge for local socio-economic development.
- Young entrepreneurs are a key driver of job creation, local innovation and the revitalisation of community economies.
- Supporting youth entrepreneurship promotes their economic empowerment, makes them less exposed to risks and strengthens their resilience in the face of economic upheaval.
- By supporting this target, the Foundation contributes to inclusive and sustainable growth, particularly for young people and women.

Work with young entrepreneurs is concentrated in the Foundation's areas of operation, in particular urban and peri-urban areas with a high concentration of young people, as well as rural areas with under-exploited local economic potential.

These areas have been identified for the following reasons:

- the high rate of youth **unemployment**,
- the development potential of **local micro-enterprises**,
- and young people's poor access to **traditional entrepreneurial support schemes**.

DOUZE DE DOUZ PROJECT in Tunisia

PROJECT PRESENTATION

The Douze de Douz project, signed in 2025, is aimed at supporting 12 young entrepreneurs selected in the town of Douz, Tunisia. The main objective is to stimulate the creation of sustainable local businesses, promoting economic growth and local employment.

To guarantee the relevance and viability of the initiatives, an approval committee was set up at the end of 2025 to identify the first 4 beneficiaries of the project. These entrepreneurs were selected on the basis of their innovative and distinctive business plans, covering a wide range of sectors:

- Manufacture and sale of perfume
- Audiovisual
- Animal husbandry

PURPOSE

Supporting and financing entrepreneurs in the Douz region to stimulate the local economy and foster employment.

OBJECTIVE

Encourage the creation and development of businesses that generate value and opportunities for the local community.

PROJECT COMMITMENTS

- Personalised support pathway: offering seamless, customised assistance tailored to the specific needs of each entrepreneur, to maximise their chances of success and the sustainability of their business.
- Financial support in the form of an honorary loan: offering a zero-interest loan with no real guarantee, a powerful lever for turning an idea into a business and stimulating local growth.

EXPECTED RESULTS

- 12 new sustainable businesses created in the region
- Diversified economic activities (crafts, services, local production) developed
- New employment opportunities generated for the community
- Greater economic empowerment for young local entrepreneurs

Eric CASINGA, Founder and Director of Recoplast in Muanda, Democratic Republic of the Congo

When I came to Muanda, I had nothing to build from. An entrepreneur at heart, I had lost all my facilities during the floods in Kinshasa. That was the backdrop as I accepted Perenco’s challenge: to strengthen local plastic collection and recycling capacity.

From the very start of the project, we benefited from the support of the local subsidiary. It provided us with land, logistical support and accommodation during the initial phase, with a clear goal from the outset: to achieve self-sufficiency. An essential aspiration for any entrepreneur.

As the months went by, we gradually gained independence from the company’s operations and developed our own undertakings. The Perenco Foundation then sup-

ported our growth by financing the logistics of machines acquired in India, intended to diversify our recycled production, in particular by manufacturing desks for schools.

Once the machines were installed, we launched our first prototypes. The results very quickly lived up to our expectations: sturdy desks, with a base and a top made from recycled plastic boards, combining solidity with a commitment to the environment.

For us, this was a real step up in scale. After two years of activity in Muanda, we want to establish a long-term presence there and open a new facility in Kinshasa, where the volumes of plastic are even greater, in order to continue and diversify our activities. As the

Director of the Foundation points out, we are currently between two levels of entrepreneurship and hope to be fully integrated into the category of established entrepreneurs by 2026.

What we particularly appreciate about working with the Foundation is the way they listen to us and support us. Entrepreneurs, who often have a wealth of ideas but sometimes struggle to structure them, will always find people there ready to talk things through with them. Building a business is full of challenges and frustrations, but we never felt alone. And when you’re starting out, that’s crucial.



In private... with Éric!

- ✓ **What’s your nickname?** Kenzo
- ✓ **Which 3 adjectives describe you best?**
Fearless, resilient and ambitious
- ✓ **What’s your favourite saying?** Start small, dream big!
- ✓ **What’s your favourite time with your family?**
Mealtime, with everyone at the table
- ✓ **What’s your favourite sport?** Rugby

Target 2

- 3 dedicated programmes
- More than 1,250 entrepreneurs trained
- 19 entrepreneurs have been selected to receive a loan of up to €10,000
- 2 countries addressed by these programmes

Democratic Republic of the Congo & Tunisia



Entrepreneur in the olive-sector – Olive harvesting – Tunisia

TARGET 3



ESTABLISHED ENTREPRENEURS

Target 3 covers established local entrepreneurs and project leaders with high potential who have already been identified and supported by the Foundation, mainly through coaching.

These are:

- **entrepreneurs in a growth phase**, with a viable plan or an operational micro-enterprise or SME.
- **players from a wide variety of sectors**, including agri-food, craft, digital, education, health and the environment.
- **entrepreneurs driven by social and economic innovation**, job creation and the sustainable development of their community.

These entrepreneurs receive structured, ongoing support, including training, mentoring, financing (an interest-free loan or targeted grant) and access to a network of professional expertise and partners to strengthen their skills and ensure the sustainability of their activities.

The entrepreneurs we support are direct catalysts for the creation of local economic value and the improvement of living conditions in communities. The targeted support they receive helps turn promising ideas or projects into sustainable businesses, while encouraging innovation and the diversification of economic activities. This target has already demonstrated strong commitment and the ability to bring projects to fruition, maximising the impact of the Foundation's interventions.

The Foundation works with this target group in areas where the company is active, including both towns and rural areas with local economic potential.

This action prioritises territories where entrepreneurial support is limited, in order to fill gaps in training, financing and professional support.

In private... with Walter!

✓ What is your nickname?

ISO (in reference to the ISO standard, because of how I follow the regulations)

✓ Which 3 adjectives describe you best?

Passionate, detail-oriented, and personable

✓ What's your favourite saying? All by God's grace

✓ What's your favourite time with your family?

With my children at the dinner table

✓ What's your favourite sport?

Walking and swimming



Walter DJATSA - Founder and Director of Isotech, and part of the team - Cameroon

Walter DJATSA, Founder and Director of Isotech - Cameroon

I specialise in plastic processing and supply, in Cameroon, bin bags made from recycled plastic.

In 2024, the Perenco Foundation arranged for me to receive support from a coach who successfully identified my target audience and helped me to develop and adapt my brand to the local context. This support came as part of my business expansion.

In 2025, the Foundation provided me with a loan so that I could expand my business and industrialise the bag-rolling process.

I'm an established entrepreneur, driven by the desire to develop my industry, both to help preserve the environment and to offer Cameroonians high-quality local products. Up to now, some of the jobs at my company have been mainly manual: skilled employees carrying out simple, highly repetitive tasks.

The industrialisation of certain processes will initially enable us to meet strong market demand. It is also aimed at offering our teams more rewarding assignments, encouraging equitable skills development, and creating new jobs.

So you can see, the Foundation's support goes well beyond a mere partnership. The relationship between us is heart-felt and based on trust. The people we talk to truly believe in our potential. This relationship of equals is extremely gratifying and pushes us to always do better.

"THE PEOPLE WE TALK TO TRULY BELIEVE IN OUR POTENTIAL. "

Jessica ALLOGO, Founder and Director of Les Petits Pots de l'Ogooué – Gabon

I am the founder of Les Petits Pots de l'Ogooué.

Absolutely passionate about gastronomy and culinary challenges, I've managed to touch the hearts of Gabonese people with my jams and food processing products, made from locally-grown ingredients.

Today, I'm faced with increasing demand. To scale up, we needed to industrialise part of our production process, in particular the pot-filling, which until now has been done manually. We fill almost 16,000 pots a year this way. Imagine what an automated pot-filling line could achieve: we would be able to meet local demand with greater volume and diversity, while meeting the strict standards of the agri-food industry.

What I appreciate most about the Perenco Foundation's support is that every idea is heard and valued. Every proposal is taken into consideration. Out of our conversations—built on genuine attention and mutual interest—come some truly remarkable projects.

One example in particular are the PEPO (PEtits POts de l'Ogooué) for Boobs, an awareness-raising initiative held as part of the Breast Cancer Awareness campaign, developed this year in conjunction with Perenco, thanks to the link established by the Foundation. An idea that emerged during a conversation in the office—when I shared my ambition to structure and sustain this initiative as part of a CSR approach at Les Petits Pots de l'Ogooué—grew into a project carried out with rigour, impact, and care.

That human dimension is essential to me. Without people, you have no plan; without a plan, there is no vision; and without vision, there is no future.



In private... with Jessica!

✓ What is your nickname? The Confiqueen

✓ Which 3 adjectives describe you best?

Bold, authentic, committed

✓ What's your favourite saying?

"They didn't know it was impossible, so they did it." Mark Twain

✓ What's your favourite time with your family?

Sunday breakfast with my children.

The house exudes tranquillity, and we share a plate of pancakes or crêpes at the table.

✓ What's your favourite sport?

Swimming

Jessica ALLOGO – Founder and Director of Petits Pots de l'Ogooué – Gabon

Olivia MVONDO, Co-Founder and Director of Kmerpad – Cameroon

At the heart of our mission is the dignity of women and helping adolescent girls grow and thrive. At Kmerpad, we get up every day to transform a reality still all too often marked by stigmatisation and period poverty in Cameroon. We know that for many young girls, the lack of suitable protection hinders their education, which is why we are taking action to ensure that menstruation is no longer an obstacle to quality schooling (SDG4).

We would like to express our deep gratitude to the Perenco Foundation. Listening simply and kindly, it managed to embrace this subject—still considered taboo by some—as a key driver of social progress. Our discussions revealed what was a shared vision: one in which the place of women and girls in society is an absolute priority, thus one promoting gender equality (SDG 5).

Thanks to our locally-manufactured washable menstrual pads, we offer a solution that is both economical and respectful of our planet. By encouraging responsible consumption and production (SDG 12), we create sustainable jobs and bolster the financial autonomy of women in Cameroon (SDG 8).

The Foundation’s invaluable support for the purchase of new equipment marks a decisive step forward. It will enable us to increase our production capacity to meet the huge demand and diversify our offering. More than a signature at the bottom of a document, we have sealed a promise for the future with the Perenco Foundation so that our actions touch more lives every day.



In private.. with Olivia!

- ✓ **What is your nickname?** Oli
- ✓ **Which 3 adjectives describe you best?**
Loyal, detail-oriented and compassionate
- ✓ **What’s your favourite saying?**
The future belongs to those who get up early
- ✓ **What’s your favourite time with your family?**
Christmas is my favourite time to be with my family
- ✓ **What’s your favourite sport?**
Running

Olivia MVONDO – Co-Founder and Director of Kmerpad – Cameroon

Manitech Congo - Food processing company - Democratic Republic of the Congo



- 9 business plans validated, 9 loans granted
- 4 submissions under review, with validations to be effective in 2026
- 12 applications submitted for review in 2026
- 4 countries involved in these cases

Target 3

The Foundation is supported by solid financial partners. Several partners have been identified since the start of its activities, and some of these relationships have been formalised. The choice to work with several partners is due to the fact that these structures are not established in all the countries of operation. It also means having partners able to provide support to all target groups.

Table of financial partners and targets supported

	Funding type / Specific features	Countries concerned	Target group
GUILGAL	Financial guarantee covering up to 90% of the loan amount, disbursed after dual validation by the Foundation and the organization, enabling the application of a preferential interest rate.	Democratic Republic of the Congo & Republic of the Congo	1, 2 et 3
FOCEP		Cameroon	2 et 3
BAMBOO		Gabon	3
BISOU BISOU	Microfinance dedicated to the most vulnerable populations + Financial guarantee covering up to 90% of the loan amount, disbursed after dual validation by the Foundation and the organization, enabling the application of a preferential interest rate.	Democratic Republic of the Congo	1, 2 et 3
IECD	Exceptional bridge financing	Cameroon	3

Paul ODIMBA LOHATA - Managing Director of the Institut de Microfinance Bisou Bisou – Democratic Republic of the Congo



Paul ODIMBA LOHATA, Managing Director of the Institut de Microfinance Bisou Bisou – Democratic Republic of the Congo

Institut de Microfinance Bisou Bisou S.A. is a microfinance institution set up in 2024 in Kinshasa in Democratic Republic of the Congo, with the purpose of promoting the financial inclusion of small traders, women and young people who do not have access to traditional banking services - such as loans and savings products tailored to their socio-economic realities.

When I joined Bisou Bisou as Director, our vision was simple: not just to offer loans, but also to help our customers succeed. Every day, we meet tireless entrepreneurs who work hard but don't have the means to access traditional financing. We want to be a gateway to a better life for them.

Our mission is to identify this potential within Kinshasa and across the country, and to guide people carefully and kindly, helping them bring their projects to fruition. We need to be both firm and organised to help our beneficiaries achieve their goals, while advising them on the best way to structure their loans so that repayments remain manageable and do not threaten the survival of their businesses.

Despite the challenges connected with the early stages of our business, we have laid solid foundations for growth, digitising our services and reaching more people. At Bisou Bisou, our aim remains the same: to help small projects grow and make a real contribution to the economic development of our communities.

For our microfinance institute, the support of the Perenco Foundation has been a real blessing. You can't imagine how many young entrepreneurs and project leaders need support to help their initiatives grow.

It was a nice surprise that an organisation like the Perenco Foundation took an interest in our programmes and decided to support us. This partnership, which we hope will be long-lasting, will enable us to broaden our action and have an even greater impact. Co-construction with our partners is what really makes the difference.

In private.. with Paul!

- ✓ **What is your nickname?** Unfortunately, I don't have one
- ✓ **Which 3 adjectives describe you best?**
Hard-working, honest and caring
- ✓ **What's your favourite saying?** Life really is beautiful
- ✓ **What's your favourite time with your family?**
Relaxed family worship meetings
- ✓ **What's your favourite sport?**
Walking

2025 FINANCIAL REPORT



To ensure the programme's sustainability and effectiveness, the Foundation mobilises significant financial resources to fund entrepreneurial projects.

The table below highlights the extent of the support provided by the Foundation to ensure optimum support for entrepreneurs.

Below you will find the amounts committed for 2025.

	Euros
RECEIVED FROM PERENCO UNITED-KINGDOM IN 2025	€5,500,000
Support and financing for entrepreneurs	
Target 1: Support training	€3,017,360
Target 2: Training, support, financing	€35,489
Target 3: Training, support, financing, bank guarantees	€1,282,414
Donations to other non-profit associations	
Chad	€5,900
United Kingdom	€55,000
Office and administrative costs	
Office rental	€1,445
Compliance audits	€38,400
External lawyers	€22,512

CHARITY COMMISSION FOR ENGLAND AND WALES, IN SHORT:

The Charity Commission for England and Wales is the official regulator of charities in England and Wales. Here are the key facts about it:

PRIMARY ROLE

- Registering and regulating all charity organisations in England and Wales.
- Ensuring that the funds of charities are used in accordance with their purpose and the laws in force.
- Providing guides, advice and reports to help charities operate legally and effectively.

RESPONSIBILITIES

- Verifying that charities are managed responsibly and that funds are used for the public good.
- Publishing publicly available financial information and annual reports to ensure transparency.
- Investigating abuse, misappropriation and mismanagement within charities.
- Advising and supporting charities on governance, legal compliance and transparency.



The Foundation's accounts were audited by the Charity Commission for England and Wales. Following this audit, a favourable opinion was issued.

Masoda KHAN, Accountant – London

I’m an accountant based in the London office, where I help the Perenco Foundation to formalise procedures and process bank transfers.

Although I’m not directly involved in loan management, I act as a link between the UK bank, the Trustees and the operational teams on the ground. My role covers all of the Foundation’s accounting processes: from recording invoices and banking transactions to reconciling accounts, formalising transfers, checking the required signatures, confirming the correct identification of beneficiaries, processing funding applications and preparing the documentation needed for audits and compliance requirements. This work is highly administrative and strictly governed by procedures.

Nevertheless, I’m very proud to support the Foundation through this financial monitoring. I always enjoy reading about the beneficiaries of the programmes run by the teams on the ground, and I am happy to devote my time and skills in the knowledge that, indirectly, I am contributing to their success.

This type of commitment is often referred to as skills-based volunteering and, on a personal level, it is an extremely rewarding experience. It reminds me why I chose a career in finance: to support actions that have a significant impact on people’s lives.



In private.. with Masoda!

- ✓ **What is your nickname?** Maso
- ✓ **Which 3 adjectives describe you best?**
Creative, meticulous and calm
- ✓ **What’s your favourite saying?** Work hard, stay kind
- ✓ **What’s your favourite time with your family?**
Family dinners where everyone laughs and shares stories
- ✓ **What’s your favourite sport?**
Badminton (I also like swimming)

Masoda KHAN – Accountant – London



Early farming crops – Training in urban agriculture - Béthanie Centre - Chad

2025 HIGHLIGHTS

BOARD MEETINGS

This year, two Board Meetings were held with all the board members of the Foundation and the field team in attendance.

These meetings, each lasting half a day, were held in Bordeaux in June 2025 and in Paris in December 2025.

They served as an opportunity to sign off on the necessary processes and strategic guidelines for the actions and support set up by the Foundation.

The main topics discussed included:

- progress reports on the submissions already approved;
- the review of projects submitted for approval;
- the implementation of the support programme for disadvantaged young people;
- the launch of communication projects, including the Foundation's website and LinkedIn page;
- the presentation of the results of the first audit requested by the Charity Commission for England and Wales.

VISITS BY THE PRESIDENT TO TARGET COUNTRIES

This year, the President of the Foundation made three field visits to **the Democratic Republic of the Congo, Chad** and **Tunisia**.

On each trip, she was accompanied by a member of the Board of Trustees and/or by the operational team. Convinced that proximity to beneficiaries is

essential, she places particular importance on being present on the ground.

In the President's view, people must be at the heart of the Foundation's development and she strives to be the prime example of this.



↑ The President of the Foundation at the Bethany Centre in N'Djamena - Chad
The Foundation team at the Dakoua Espoir Centre in N'Djamena - Chad ↓



↑ Bisou Bisou training centre in Kinshasa, Democratic Republic of the Congo
The President of the Foundation & the Founder of Manitech Congo – At the premises of Manitech Congo in Kinshasa – Democratic Republic of the Congo ↓



FORMALISING SUPPORT FOR YOUNG PEOPLE AND DISADVANTAGED PEOPLE

in Cameroon, Chad, Democratic Republic of the Congo, Gabon, Republic of the Congo

The idea of supporting this group has been central to the Perenco Foundation since its very beginnings. This target group of disadvantaged communities represent a vital and numerous population in the countries where the company operates. 2025 marked a turning point, as it saw the launch of the programme's first initiatives. Several beneficiary centres sent young people to training courses, particularly to Cameroon and the Democratic Republic of the Congo. Partnerships were formed, and 2026 will be a year of expansion for the programme, as hundreds of people are set to be supported by these programmes. The programme does not focus solely on young people. It also supports mothers and families who get by as best they can, day by day, and cannot plan out a future.



Preparing the cells – Centre Béthanie de N'Djamena – Chad



↑ Sewing classes – Craft'Lab in Muanda – Democratic Republic of the Congo
Agri-food processing workshop – Craft'Lab in Muanda
Democratic Republic of the Congo ↓



↑ Entrepreneurial fair in the gardens of the Craft'Lab in Muanda
Democratic Republic of the Congo
Sports classes – Muanda Beach – Democratic Republic of the Congo ↓



SETTING UP THE CRAFT'LAB IN MUANDA

One year ago, the Foundation produced a report on the state of entrepreneurship in Muanda, in the Democratic Republic of the Congo. This analysis identified the need to train and support local entrepreneurs, to enable them to integrate sustainably into a rapidly expanding economy.

It quickly became apparent that something essential was missing: a dedicated space where entrepreneurs could learn, be trained, interact and market their products. It is from this realisation that the Craft'Lab was born.

The Craft'Lab is an innovative project in which full-time trainers supervise highly motivated learners who are keen to develop their skills. It is a genuine space of co-construction, exchange and growth, encouraging the sharing of experiences and the development of local know-how.

In order to get certain activities off the ground, an initial entrepreneurship fair was organised in October 2025. The event was a great success, bringing together a large number of entrepreneurs from a wide range of sectors, who were delighted to be able to showcase and sell their products.



Mardochée ENYEKA, Deputy Project Manager, Craft'Lab in Muanda Democratic Republic of the Congo

I hold a master's degree in monetary economics from the University of Kinshasa. Early in my career, I worked in logistics and distribution, including on a Global Fund project addressing malaria, tuberculosis and HIV/AIDS in Kinshasa.

Since 2022, I have been working for RDC Entreprises Développement. After being responsible for raising awareness of entrepreneurship among young people in schools, I now hold the position of Deputy Project Manager, in charge of rolling out the Craft'Lab in Muanda.

My arrival in Muanda was accompanied by some concerns about adapting to a new environment and how the project would be received by the local population. These fears were quickly allayed: the entrepreneurs showed real commitment,

with a high rate of participation in the training courses, despite their demanding nature.

My role is to manage the project operationally: identifying and supporting entrepreneurs, organising training courses, monitoring indicators, logistics, local partnerships and day-to-day support for the teams. The main challenges remain access to economic outlets, the precise identification of equipment needs and the visibility of the Craft'Lab on a city-wide scale.

What I'm most proud of is the tangible impact of the project. Entrepreneurs who previously worked in a very informal way are now mastering simple management tools, calculating their costs, setting their prices and structuring their activities independently. To be able to

see this kind of progress—especially given that many have not had the opportunity to pursue higher education—is a real achievement.

Looking ahead, I want to help entrepreneurs work more closely together, particularly when it comes to sourcing and accessing markets, so they can reduce costs and build more sustainable businesses. This initial phase has laid strong foundations and, in my view, clearly demonstrates the value of the Craft'Lab for local economic development.

Mardochée ENYEKA – Breast Cancer Awareness session - "Pink October" at the Craft'Lab in Muanda Democratic Republic of the Congo



In private.. with Mardochée!

✓ Which 3 adjectives describe you best?

Perseverance, adaptability, willingness to learn

✓ What's your favourite saying?

Perseverance and constant learning always pay off in the end.

✓ What's your favourite sport?

Football, and in particular the Real Madrid team



Mardochée ENYEKA and the entrepreneurs from the Craft'Lab in Muanda – Entrepreneurial fair – Democratic Republic of the Congo

3 SUPPORT CONTRACTS FOR YOUNG ENTREPRENEURS (Target 2) HAVE BEEN DRAWN UP

As part of its commitment to supporting the professional integration of young people and developing local entrepreneurship, the Foundation has set up a number of financial support programmes for young entrepreneurs. The aim of these initiatives is to strengthen their skills, structure their activities and encourage their sustainable integration into local economic ecosystems, with a view to deployment in the countries where the company operates.

I Moundix: support for 10 entrepreneurs in Moundou, southern Chad.

I Douze de Douz: support for 12 entrepreneurs in Kébili, Tunisia.

I Quinze de Kin: support for 15 entrepreneurs in Kinshasa, Democratic Republic of the Congo.

These measures are part of a broader ambition to roll out the programme in other countries where the company is present. Signed in 2025, these partnerships have already begun or are in the process of being set up for 2026.

9 LOANS GRANTED TO ESTABLISHED ENTREPRENEURS (Cameroon, Democratic Republic of the Congo, Gabon)

The year 2025 marks a key milestone for the Foundation, with the granting of the first loans to established entrepreneurs. Nine beneficiaries were assisted in preparing their business plans and then supported with a loan to expand and structure their activities.

This new stage is a source of immense pride, both for the members of the Foundation and for the entrepreneurs we support, who are taking a decisive step forward in the growth and sustainability of their projects.

PROJECTIONS

FOR 2026

ROLLING OUT TRAINING TO THE MOST DISADVANTAGED IN OTHER COUNTRIES

With a view to sustaining its actions and impact, the Foundation will continue and extend its initiatives next year. The programmes will be rolled out in Cameroon, Chad, Gabon, and Republic of the Congo, through the integration of new partnerships and the continuation of those launched in 2025.



Left: The President of the Foundation at the Dakouna Espoir Centre in N'Djamena – Chad. Top-right: Actions de Solidarité Internationale (ASI) – Libreville reception centre – Gabon. Bottom-right: Actions de Solidarité Internationale (ASI) – Brazzaville reception centre – Republic of the Congo.

ROLL-OUT OF THE MOUNDIX, DOUZE DE DOUZ AND QUINZE DE KIN PROJECTS

These projects, for which agreements were signed at the end of 2025, will be rolled out on the ground in 2026. Work is underway to identify contractors.

The Foundation's field team, working with partner organisations, will identify entrepreneurs whose projects require financial support in Moundou and Kinshasa.

CONTINUATION OF PERSONALISED LOANS TO ESTABLISHED ENTREPRENEURS

Nine applications from established entrepreneurs (Target 3) were approved by the Foundation. The loans have been allocated and, for some beneficiaries, the equipment needed to expand their activities has already been purchased and delivered.

Four applications are currently being finalised and will be submitted to the board members of the Foundation for approval.

Thirteen submissions are currently being prepared; they will be reviewed and presented for approval at one of the two board meetings scheduled for 2026.

The Foundation's aim is to continue to strengthen its support for these established entrepreneurs, who have considerable potential for development.



↑ Fish farming in the Kouilou region – Republic of the Congo
Entrance gate & Chad Prosthesis for children - Prosthesis workshop - Maison Notre Dame de la Paix in Moundou - Chad →



WORK-BASED INTEGRATION OF PEOPLE WITH DISABILITIES (France and countries of operation)

As part of its expansion, the Foundation wishes to step up its commitment to the work-based integration of people with disabilities in the countries where it operates. The first partnership studied and developed by the field team concerns the Maison Notre-Dame de la Paix (MNDP) in Moundou, Chad.

The MNDP is a leading social and medical centre, also known as the "Disabled centre". Founded nearly fifty years ago by Capuchin monks, it welcomes and supports people with disabilities, both children and adults.

The centre cares for people with physical disabilities caused by the after-effects of illnesses such as poliomyelitis, congenital deformities, road accidents or rheumatic diseases. It offers care, functional rehabilitation and medical monitoring, with occasional support from volunteer doctors as part of their surgical missions.

Specialist workshops there also manufacture prostheses, orthoses, manual wheelchairs, crutches



and other mobility aids, often designed locally with the support of qualified professionals.

In addition to medical care, the centre has a social and educational dimension, designed to promote the independence of the people it cares for and facilitate their reintegration. It was against this backdrop that the Foundation identified a partnership aimed at diversifying the centre's activities.

This partnership, approved at the last Board meeting in 2025, will be deployed in the field in 2026.

AREAS OF OPERATION

In 2026, the Foundation will continue to build on its work in Africa, with the aim of ensuring the long-term future of the projects it has undertaken. From 2027, the programmes will gradually be extended to other countries in which Perenco operates.

At the same time, as part of its commitment to the integration of people with disabilities, the Foundation will be integrating a project in France, which will be presented in the 2026 Activity Report. This project will be specifically dedicated to the integration of blind and partially sighted young people from disadvantaged backgrounds.



GLOSSARY

- **BTP:** Building and public works

■ **CA:** Turnover

■ **IECD:** European Institute for Cooperation and Development

■ **ISO:** International Organization for Standardization

■ **MNDP:** Maison Notre-Dame de la Paix
- **SDG:** Sustainable Development Goal

■ **PEPO:** Petits Pots de l'Ogooué

■ **SME:** Small and Medium-sized Enterprises

■ **CSR:** Corporate Social Responsibility

■ **HIV:** Human Immunodeficiency Virus



The Foundation would like to express its sincere thanks to all its beneficiaries and partners.

This approach, based on co-construction, embodies a deeply human value – one that is more essential than ever today.

Your authenticity, commitment and trust inspire and guide us every day.

Thank you for that.





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