

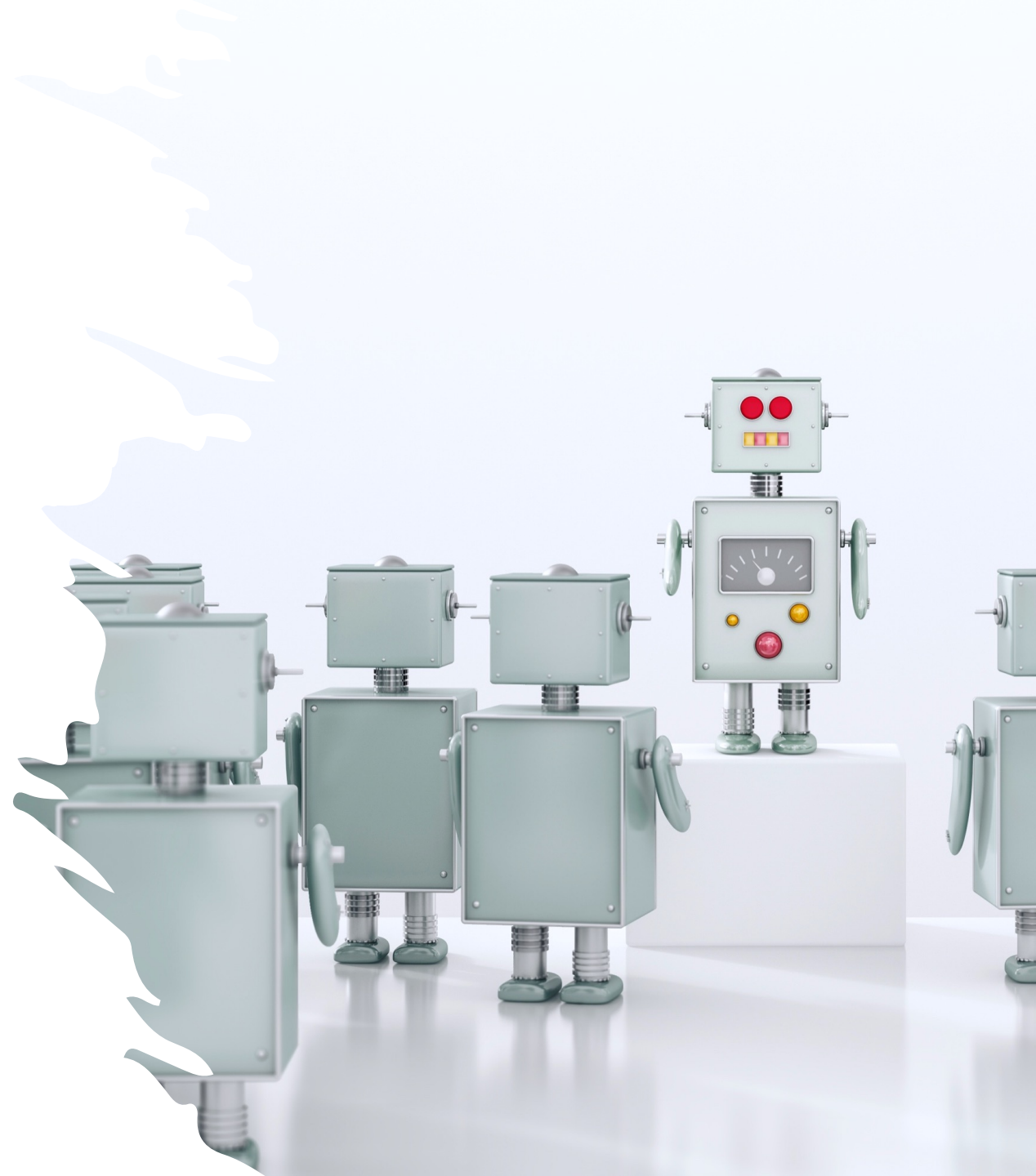
A red chess pawn stands on the left, and a group of yellow chess pawns stands on the right, all on a dark wooden surface. The background is a soft, out-of-focus grey.

PENYMAN GROUP LIMITED

CORPORATE PROFILE

Outline: Paving the way for responsible trade businesses

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About Company

Penyman Group Limited is a diversified business conglomerate with six subsidiaries operating across key sectors of the economy. The Group's flagship, *Penyman Company Limited*, engages in import/export and raw material processing of cocoa, palm oil, shea nut, and soya beans. *Penyman Foundation* leads the Group's philanthropic and human development initiatives, driving community upliftment and corporate social responsibility. *Penyman Travel and Tour Agency* offers tourism, hospitality, and transport services. *3EL Construction Limited* specializes in building construction and road maintenance. *Antar Company Limited* handles cocoa purchasing and supply to COCOBOD and international off-takers. *Penyman Consult* provides expert advisory services in international trade and business development.

“Building sustainable value across industries, communities, and borders”

Message from the chairman

"Pioneering the art of responsible trade, construction and hospitality, connecting cultures with heartfelt care"

It is with great pride and a deep sense of purpose that I welcome you to the Penyman Group Limited. Our journey has been one of passion, innovation, and unwavering commitment to excellence across every venture. We are building a cross-cutting business environment from agriculture and construction to tourism, philanthropy, and international trade.

We reflect our dedication not just to building businesses, but to nurturing communities and strengthening relationships across borders. At the heart of our work lies a belief in sustainable impact where economic growth meets social good.

Together, we are not just building a business. We are building a legacy of responsible leadership and meaningful impact.



THE CHAIRMAN

*“May the good Lord see us through
with joy and peace to celebrate”*

1

A Fully Integrated Ecosystem of Brands, Services, and Solutions: From agro-processing to construction, hospitality to philanthropy, and consultancy to logistics; plays a strategic role in delivering comprehensive, interlinked solutions.

2

Passionate Teams with Proven Professionalism: At the heart of Penyman Group Limited's success is a dynamic and dedicated team of professionals who bring passion, expertise, and integrity to every aspect of our operations.

3

Expertise in sustainable development to fuel performance: Sustainability at Penyman is not an afterthought. We recognise long-term performance depends a balance on social responsibility and environmental stewardship.

4

A transparent organisation: Penyman is built on the pillars of trust, accountability of openness

*Boosting
appeal,
Leveraging
solid
strengths*

A VALUE CREATING BUSINESS MODEL



Human Capital

More than 500 employees

A culture that upholds Diversity, Equity and Inclusion



Commercial Capital

A network of professionals in 6 sectors

Offering innovative agro-processing, comprehensive consultancy in construction, logistics and philanthropy



Financial Capital

USD 2.3 million in cash and cash equivalent

USD 4 million in total assets

USD 8 million in Gross Profit with Net profit margin of 16% in 2024

Value Creation



For Employees and Local Communities

15 new hires in 2025
50% of indigens employed as labourers at project sites
USD 2 million wages paid in 2024



For Partners

50 suppliers for projects in 2024
95 suppliers / vendors listed
USD 4 million in procurement for construction projects



Economic Performance

More than USD 3 million in revenue
More than USD 700,000 in retained earnings



For Sustainability

Development of ESG policy
ESG reporting
Foundation
USD 100,000 for health screening in communities



New Challenges, New responses

“At Penyman Group, every challenge is seen as an opportunity to grow stronger, serve better, and lead smarter”.

In an ever-evolving global landscape, Penyman Group Limited remains agile and forward-thinking; proactively adapting to new challenges with innovative, strategic responses. Whether it's navigating shifts in international trade, addressing supply chain disruptions, or responding to the demands of sustainable development, we meet change not with resistance, but with resilience.



FURTHER INFORMATION

• **Vision:**

To become a leading African conglomerate delivering sustainable, value-driven solutions across industries while empowering communities and connecting cultures globally.

• **Mission:**

To provide innovative, ethical, and high-impact services through strategic investments in trade, construction, hospitality, agriculture, and philanthropy—anchored in integrity, professionalism, and care for people and the planet.

CONCLUSIONS

- Penyman Group Limited stands as a symbol of modern African enterprise, bold in vision, diverse in capacity, and grounded in responsibility. Through our integrated ecosystem of businesses, we deliver value across vital sectors including agriculture, construction, tourism, consulting, and philanthropy.
- We remain focused on innovation, collaboration, and resilience. We invite all partners, stakeholders, and communities to join us on this journey as we continue pioneering the art of responsible trade, construction, and hospitality.



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