

Wilmar International Limited
Sustainability Report 2025: Base Data Tables

Ernst & Young LLP (EY) and Control Union Certifications (CU) have performed limited assurance procedures on selected data disclosures referenced by a hashtag symbol (#) and asterisk symbol (*) respectively within this document.

OVERVIEW OF OPERATIONS

2-6

Palm oil production (million MT)

	2025	2024	2023	2022	2021
Fresh fruit bunches (FFB) production	4.0	4.1	4.5	4.4	4.0
Crude palm oil (CPO)	1.5	1.5	1.7	1.9	1.7
Palm kernel (PK)	0.4	0.3	0.4	0.4	0.4

Sugarcane production – Wilmar plantations (MT)

	2025	2024	2023	2022	2021
Australia	0.5m	0.5m	0.6m	0.5m	0.5m
Myanmar	12,000	4,000	3,000	14,000	12,000

Oil palm plantations' planted area by country (ha)

	2025	2024	2023	2022	2021
Indonesia	152,005	151,698	150,904	151,521	151,925
Malaysia	59,643	58,915	58,894	59,793	58,187
Ghana	4,484	4,738	4,738	4,738	4,738
Nigeria	15,485	15,599	15,599	15,646	15,631
Total	231,617	230,950	230,135	231,697	230,481

Sugarcane plantations' planted area by country (ha)

	2025	2024	2023	2022	2021
Australia	7,197	7,297	7,257	7,072	7,071
Myanmar	223	344	223	339	401

PROTECTING THE ENVIRONMENT

Biodiversity and Conservation

304-3

Total conservation area by type (ha)

Type of conservation area	2025	2024	2023	2022	2021
High conservation values (HCV) / High carbon stock (HCS) (excluding riparian zones)	25,209	25,209	25,194	26,440	26,442
Riparian zones	6,667	6,633	6,605	6,104	6,005
Other conservation areas	865	836	828	827	826
Total	32,741	32,678	32,627	33,371	33,273

Note: Prior years' figures for Other conservation areas have been restated following data corrections from India.

Total conservation area by region (ha)

Region	2025	2024	2023	2022	2021
Sabah	6,827	6,792	6,792	6,775	6,674
Sarawak	1,725	1,725	1,725	1,725	1,725
Central Kalimantan	15,328	15,328	15,330	15,090	15,087
West Kalimantan	972	972	927	1,930	1,921
Sumatra	2,987	2,988	2,988	2,988	3,002
Ghana	83	83	83	83	83
Nigeria	3,954	3,954	3,954	3,953	3,955
Australia	675	675	675	675	675
India	190	161	153	152	151
Myanmar	0	0	0	0	0
Total	32,741	32,678	32,627	33,371	33,273

Note: Prior years' figures for India have been restated following data corrections.

Conserved and planted peat area by region (ha) in 2025

Region	Planted peat area	Conserved peat area
Sabah	10	0
Sarawak	84	0
Central Kalimantan	0	0
West Kalimantan	14	0
Sumatra	1,373	0.74
Ghana	0	0
Nigeria	0	0
Total	1,481	0.74

Hotspots vs. actual fires by region in Indonesia in 2025

	Wilmar's concessions			Within a 5km radius outside of Wilmar concessions	
	No. of hotspots detected	No. of actual fires	Area affected (ha)	No. of hotspots detected	No. of actual fires
Central Kalimantan	5	9	19	29	21
West Kalimantan	17	0	0	2,171	33
Sumatra	25	18	24	403	163
Total	47	27	43	2,603	217

Hotspots vs. actual fires in Indonesia

	Wilmar's concessions			Within a 5km radius outside of Wilmar concessions		
	2025	2024	2023	2025	2024	2023
No. of hotspots detected	47	35	151	2,603	1,656	3,885
No. of actual fires	27	18	60	217	178	353
Total affected area (ha)	43	16	94	497	387	6,939

Climate Change

305-1, 305-2, 305-3, FB-AG-110a.1

Scope 1 and Scope 2 emissions by business activity (tCO₂e)

	Scope 1	Scope 2 (location-based)	Scope 2 (market-based)
Oil palm plantations	0.6m	6,800	6,800
Palm oil mills	1.1m	4,800	4,800
Sugarcane plantations	10,600	300	300
Sugar mills	0.1m	33,500	33,500
Factories	6.3m	4.5m	4.5m
Shipping/aviation	0.9m	0	0
Total for 2025	9.1m	4.5m	4.5m
Total for 2024	8.3m	4.1m	3.9m
Total for 2023	8.7m	4.1m	4.0m

Note: Scope 1 and 2 emissions are calculated based on the GHG Protocol, the world's most widely used GHG accounting standards for companies and include the following gases: CO₂, CH₄ and N₂O. The global warming potential (GWP) rates used are from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6). The operational control approach is used to consolidate GHG emissions. Non-manufacturing sites such as headquarters/offices, standalone offices and R&D facilities are excluded. Land use change emissions are accounted within plantations' Scope 1 and our FLAG component makes up around 0.6 million tCO₂e for 2025.

Scope 1 and Scope 2 emissions by business activity (tCO₂e) in 2022 (base year)

	Scope 1	Scope 2 (location-based)	Scope 2 (market-based)
Oil palm plantations	1.1m	6,100	6,100
Palm oil mills	1.3m	2,200	2,200
Sugarcane plantations	8,400	1,200	1,200
Sugar mills	0.2m	33,700	33,700
Factories	5.4m	3.8m	3.6m
Shipping/aviation	1.1m	0	0
Total	9.0m	3.8m	3.6m

Scope 3 emissions (tCO₂e) by category in 2022 (base year)

Purchased goods and services	143.7 million
Capital goods	1.5 million
Fuel- and energy-related activities	2.1 million
Upstream transportation and distribution	6.4 million
Waste generated in operations	0.5 million
Business travel	23,000
Employee commuting	0.1 million
Upstream leased assets	38,000
Downstream transportation and distribution	1.9 million
Processing of sold goods	3.1 million
Use of sold products	0.5 million
End-of-life treatment of sold products	1.8 million
Downstream leased assets	-
Franchises	-
Investments	0.5 million
Total	162.2 million

Note: Scope 3 emissions are calculated based on the GHG Protocol, the world's most widely used GHG accounting standards for companies and include the following gases: CO₂, CH₄ and N₂O. The GWP rates used are from the IPCC AR6. The operational control approach is used to consolidate GHG emissions. The FLAG component of our Scope 3 emissions is around 102.5 million tCO₂e while the non-FLAG component makes up the remaining 59.8 million tCO₂e.

Environmental Footprint of Operations

Energy

302-1, 302-3, FB-AG-130a.1, FB-PF-130a.1

Total energy consumption within the organisation by business activity (MWh)

Business activity	2025	2024	2023
Oil palm plantations	0.2m	0.2m	0.2m
Palm oil mills	4.9m	4.6m	4.9m
Sugarcane plantations	14,000	10,000	13,000
Sugar mills	19.4m	20.8m	21.2m
Factories	32.8m	29.6m	27.6m
Shipping/aviation	3.2m	3.9m	4.0m
Total energy consumption	60.7m	59.2m	57.9m
Total non-renewable energy consumption	31.2m	28.5m	27.8m
Total renewable energy consumption	29.5m	30.7m	30.1m
Energy Intensity (MWh per MT of product)	0.62	0.62	0.59

Note: 2023 and 2024 figures have been restated to align with the revised 2025 scope for better comparison.

Total energy consumption within the organisation (TJ) in 2025

Fuel Consumption	
Total fuel consumption from non-renewable sources	86,000
Total fuel consumption from renewable sources	105,000
Electricity, heating and steam consumption	
Electricity consumption from non-renewable sources	21,000
Electricity consumption from renewable sources	3,000
Heating consumption from non-renewable sources	0
Heating consumption from renewable sources	0
Steam consumption from non-renewable sources	8,000
Steam consumption from renewable sources	800
Electricity, heating and steam sold	
Electricity sold (non-renewable)	200
Electricity sold (renewable)	2,000
Heating sold	0
Steam sold (non-renewable)	2,000
Steam sold (renewable)	1,000
Total energy consumption	218,000

Note: Type of fuels from non-renewable sources used include diesel, natural gas, lignite coal, sub-bituminous coal, other bituminous coal, lubricants, motor gasoline, jet kerosene, liquefied petroleum gas (LPG), heavy fuel oil (HFO), anthracite coal and acetylene. Types of fuels from renewable sources include biogas, wood, other solid biomass fuels, biodiesel and bioethanol. The energy conversion factors used are from IPCC 2006 Guidelines for National Greenhouse Gas Inventories.

Water

303-3, 303-5, FB-AG-140a.1

Water withdrawal by source (ML) in 2025

	All areas		Areas with water stress	
	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)
Surface water	75,000	1,000	9,000	0
Groundwater	16,000	300	1,000	0
Seawater	0	48,000	0	40,000
Produced water	1	0	1	0
Third-party water	30,000	900	12,000	600
Total	121,000	50,000	22,000	41,000
Total water withdrawal	171,000		63,000	

Total water consumption (ML)

	All areas			Areas with water stress		
	2025	2024	2023	2025	2024	2023
Total water withdrawal	171,000	181,000	174,000	63,000	51,000	60,000
Water withdrawal (excluding saltwater)	121,000	136,000	123,000	22,000	17,000	24,000
Total water discharge	101,000	91,000	87,000	50,000	42,000	44,000
Water discharge (excluding saltwater)	37,000	29,000	21,000	4,000	4,000	2,000
Total water consumption (Total water withdrawal – Total water discharge)	70,000	90,000	87,000	13,000	9,000	16,000
Total net fresh water consumption	84,000	107,000	102,000	18,000	13,000	22,000

Note: 2023 and 2024 figures have been restated to align with the revised 2025 scope for better comparison.

Effluents

303-4

Water discharge by destination (ML) in 2025

	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)
Surface Water	12,000	700
Groundwater	0	0
Seawater	7,000	49,000
Third-party water sent for use to other organisations	18,000	14,000
Total	37,000	64,000

Water discharge by freshwater and other water and by area (ML) in 2025

	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)	Total
All areas (excluding water stress areas)	33,000	18,000	51,000
Areas with water stress	4,000	46,000	50,000
Total	37,000	64,000	101,000

Waste

306-3, 306-4, 306-5

Waste generated, diverted and disposed by type (MT) in 2025

	Waste generated	Waste diverted from disposal	Waste directed to disposal
Biomass	1.8m	1.3m	0.5m
Glass	12	12	0
Metals	19,000	19,000	0
Paper/cardboard	5,000	5,000	0
Plastics	6,000	6,000	0
Residual waste	0.8m	0.2m	0.5m
Any others	0.6m	0.3m	0.3m
Total waste	3.2m	1.8m	1.3m

Note: The operational control approach is used to consolidate waste data. Non-manufacturing sites such as headquarters/offices, standalone offices and R&D facilities are excluded.

Waste diverted from disposal (on-site and off-site) by recovery operation (MT) in 2025

Hazardous waste	Off-site	On-site	Total
Preparation for reuse	200	11	200
Recycling	0.2m	21,000	0.2m
Other recovery options	7,000	25,000	32,000
Total	0.2m	46,000	0.2m
Non-hazardous waste	Off-site	On-site	Total
Preparation for reuse	26,000	27,000	53,000
Recycling	1.3m	6,000	1.3m
Other recovery options	0.3m	13,000	0.3m
Total	1.6m	46,000	1.6m
Total waste prevented (Hazardous waste + non-hazardous waste)	1.7m	93,000	1.8m

Waste directed to disposal (on-site and off-site) by disposal operation (MT) in 2025

Hazardous waste	Off-site	On-site	Total
Incineration (with energy recovery)	700	17,000	18,000
Incineration (without energy recovery)	1,000	22	1,000
Landfilling	700	200	800
Other disposal operations	97,000	75	97,000
Total	99,000	17,000	0.1m
Non-hazardous waste	Off-site	On-site	Total
Incineration (with energy recovery)	75,000	0.5m	0.6m
Incineration (without energy recovery)	8,000	32,000	39,000
Landfilling	0.1m	39,000	0.1m
Other disposal operations	0.4m	400	0.5m
Total	0.6m	0.6m	1.2m
Total waste directed to disposal (Hazardous waste + non-hazardous waste)	0.7m	0.6m	1.3m

Solid waste recycled/reused and disposed by disposal operation (MT)

	2025	2024	2023
Landfilling	0.1m	0.4m	0.4m
Incineration (with energy recovery)	0.6m	0.2m	89,000
Incineration (without energy recovery)	41,000	56,000	35,000
Other disposal operations	0.5m	0.5m	0.6m
Total waste disposed	1.3m	1.1m	1.1m
Total waste recycled/reused	1.8m	2.1m	2.3m

Total hazardous waste generated (MT)

	2025	2024	2023
Total hazardous waste generated (waste diverted from disposal + waste directed to disposal)	330,000	320,000	170,000

Chemical usage in oil palm and sugar plantations (kg of active ingredients per ha)

	2025	2024	2023	2022	2021
Malaysia (palm)	2.5	2.4	2.0	2.3	2.6
Indonesia (palm)	1.8	1.6	1.4	1.4	1.3
Ghana (palm)	0.9	1.1	0.6	0.6	0.8
Nigeria (palm)	2.6	2.2	1.9	2.6	0.9
Australia (sugar)	3.7	3.5	3.4	4.6	6.1

Note: Bonsucro limit is <5.

Sustainable Packaging

301-1, FB-PF-410a.1, FB-PF-410a.2

Total weight of materials used for packaging (MT) in 2025

Plastics		Non-plastics	
Renewable	Non-renewable	Renewable	Non-renewable
0	320,000	410,000	33,000

Weight (MT) and percentage (%) of recyclable, compostable and recycled content by packaging material in 2025

Packaging material	Total	Recyclable	Compostable	Recycled
	MT	%	%	%
Plastic	320,000	94.1	0	1.7
Wood/paper fibre	410,000	100	0	14.3
Metal	6,000	100	0	13.1
Glass	26,000	100	0	0.2
Total	760,000	97.5	0	8.4

Weight (MT) and percentage (%) of recyclable, compostable and recycled content for plastic packaging

Year	Total	Recyclable	Compostable	Recycled
	MT	%	%	%
2025	320,000	94.1	0	1.7
2024	260,000	94.0	0	2.0
2023	250,000	93.0	0	3.0

LOOKING AFTER PEOPLE AND COMMUNITIES

Talent Management

2-6, 2-7, 2-8, 401-1, 404-1

Proportion of full-time and part-time employees (%) in 2025

Full-time employees	96.8
Part-time employees	3.2

Proportion of permanent and temporary contract employees (%) in 2025

Permanent employees	82.8
Temporary employees	17.2

Breakdown of employees by employment type, by gender (%) in 2025

	Male	Female
Full-time employees	76.5	23.5
Part-time employees	65.0	35.0

Breakdown of employees by employment contract, by gender (%) in 2025

	Male	Female
Permanent employees	76.7	23.3
Temporary employees	73.3	26.7

Breakdown of employees by region (%) in 2025

Africa	7.6
Australia & New Zealand	4.3
Europe	0.7
India	2.2
People's Republic of China	30.4
South East Asia	52.3
Others	2.5

Breakdown by nationality in 2025

	Share in total workforce (as % of total workforce)
Singaporean	0.50
Malaysian	5.9
Indonesian	43.2
Other	50.4

Breakdown of employees by employment type by region (%) in 2025

	Full-time	Part-time
Africa	7.3	14.3
Australia & New Zealand	4.0	11.2
Europe	0.70	0.98
South East Asia	51.6	73.2
India	2.3	0
People's Republic of China	31.5	0
Others	2.6	0.36

Breakdown of employees by employment contract by region (%) in 2025

	Permanent	Temporary
Africa	7.9	5.9
Australia & New Zealand	4.9	1.2
Europe	0.83	0.09
South East Asia	60.3	13.9
India	2.63	0.25
People's Republic of China	20.6	77.7
Others	2.8	0.97

Average amount spent on training and development per employee¹, by employee category (US\$) in 2025

Executive management ²	619.1
Senior management	92.0
Middle management	475.7
Junior management	172.9
Non-management	40.8
Factory workers	55.2
Plantation workers	1.5

Average amount spent on training and development per employee³, by age (US\$) in 2025

< 30 years	50.7
30-50 years	51.0
> 50 years	89.9

Average amount spent on training and development per employee⁴, by gender (US\$) in 2025

Male	48.6
Female	78.7

Average training hours per employee, by employee category in 2025

Executive management	116.7
Senior management	31.8
Middle management	46.8
Junior management	40.5
Non-management	35.5
Factory workers	27.5
Plantation workers	22.2

Average training hours per employee, by age in 2025

< 30 years	28.9
30-50 years	29.0
> 50 years	37.0

^{1, 3, 4} Invested around US\$6.7 million in employee training and development (approximately US\$55.8 per employee) in 2025. Data excludes the USA due to legal restrictions in providing a breakdown of the data.

² The Group spent a larger proportion on training projects for Executive Management employees as several training projects were rolled out in our China operations to support the strategic and developmental needs of the business.

Average training hours per employee, by gender in 2025

Male	30.5
Female	27.3

Proportion of employees who responded that they feel engaged in engagement survey, by employee category (%) in 2025

Executive management	100.0
Senior management	100.0
Middle management	94.2
Junior management	92.9
Non-management	92.0
Factory workers	91.4
Plantation workers	0

Percentage (%) of employees who receive performance and career development reviews, by employee category in 2025

Executive management	96.8
Senior management	92.4
Middle management	97.6
Junior management	97.5
Non-management	93.1
Factory workers	89.1
Plantation workers	53.5

Percentage (%) of employees who receive performance and career development reviews, by gender in 2025

Male	81.5
Female	76.2

Percentage (%) of open positions filled by internal candidates⁵, by employee category in 2025

Executive management	0.5
Senior management	1.0
Middle management	5.3
Junior management	12.5
Non-management	17.5
Factory workers	23.2
Plantation workers	40.0

Percentage (%) of open positions filled by internal candidates⁶, by age in 2025

< 30 years	32.5
30-50 years	62.7
> 50 years	4.8

Percentage (%) of open positions filled by internal candidates⁷, by gender in 2025

Male	74.1
Female	25.9

Percentage (%) of employees who responded that they feel “engaged”, by age in 2025

< 30 years	84.4
30-50 years	86.3
> 50 years	83.0

Percentage (%) of employees who responded that they feel “engaged”, by gender in 2025

Male	70.2
Female	61.2

^{5,6,7} Data excludes the USA due to legal restrictions in providing a breakdown of the data.

New employee hires and turnover rates⁸, by gender (%) in 2025

	Male	Female
Total new employee hires rate	11.3	10.3
Total employee turnover rate	9.7	2.9
Total voluntary employee turnover rate	5.5	1.9

New employee hires and turnover rates⁹, by age group (%) in 2025

	<30 years old	30-50 years old	>50 years old
Total new employee hire rate	24.7	7.0	3.0
Total employee turnover rate	5.2	6.1	3.7
Total voluntary employee turnover rate	3.0	1.3	0.4

New employee hires and turnover rates¹⁰, by employee category (%) in 2025

	Executive management	Senior management	Middle management	Junior management	Non-management	Factory workers	Plantation workers
Total new employee hire rate	2.6	4.4	4.7	7.4	10.2	11.4	13.1
Total employee turnover rate	7.6	5.5	7.1	7.6	11.4	11.3	17.0
Total voluntary employee turnover rate	3.8	3.7	4.5	5.4	7.6	7.8	7.6

New employee hires and turnover rates¹¹, by region (%) in 2025

	South East Asia	People's Republic of China	India	Australia /New Zealand	Europe	Africa	Others
Total new employee hire rate	8.7	10.6	12.5	19.2	16.6	18.2	24.8
Total employee turnover rate	13.3	9.0	13.8	18.7	23.1	16.3	20.7
Total voluntary employee turnover rate	6.3	6.5	10.9	13.7	21.3	12.1	12.7

^{8,9,10,11} Turnover rates include total employee turnover and total voluntary employee turnover.

Human Rights and Labour Standards

202-1

All Wilmar employees across the Group are paid at or above (ratio of at least 1) the legal minimum wages of their respective regions or countries.

Diversity and Inclusion

405-1, 405-2

Age diversity by employee category (%) in 2025

	< 30 years	30-50 years	> 50 years
Executive management	1.2	31.9	66.9
Senior management	0	55.0	44.0
Middle management	0.89	75.2	23.9
Junior management	5.7	85.2	9.1
Non-management	29.3	61.6	9.1
Factory workers	26.9	62.2	10.9
Plantation workers	26.4	66.2	7.4

Gender diversity by employee category (%) in 2025

	Male	Female
Executive management	89.2	10.8
Senior management	81.1	18.9
Middle management	75.5	24.5
Junior management	68.5	31.5
Non-management	69.2	30.8
Factory workers	89.2	10.8
Plantation workers	71.3	28.7

Female representation in our workforce (%) in 2025

All management positions	29.0
Management positions in revenue-generating functions	25.0
Executive and senior management positions (i.e. employees with a maximum of two levels away from the CEO)	17.5
First-level management positions (Middle and junior management levels)	29.8
Science, technology, engineering and mathematics (STEM) - related positions	24.5

Ratio of weighted average annual basic salary and average annual remuneration, by employee category in 2025

	Ratio female to male (Basic salary)	Ratio female to male (Annual remuneration)
Executive management	0.94	0.74
Senior management	0.96	0.95
Middle management	1.09	1.10
Junior management	0.96	0.98
Non-management	1.53	1.45
Factory workers	1.24	1.14
Plantation workers	0.95	0.77

Employee Health, Safety and Well-being

403-9, FB-AG-320a.1

Fatalities and fatality rate (FR): Employees and contractors

	2025				2024			
	Employees		Contractors ¹²		Employees		Contractors	
	Fatalities	FR per 200,000 hours worked	Fatalities	FR per 200,000 hours worked	Fatalities	FR per 200,000 hours worked	Fatalities	FR per 200,000 hours worked
Oil palm plantations	2 [#]	0.004	0 [#]	0.000	2	0.004	0	0.000
Palm oil mills	0 [#]	0.000	1 [#]	0.115	0	0.000	0	0.000
Sugarcane plantation	0 [#]	0.000	0 [#]	0.000	0	0.000	0	0.000
Sugar mills	1 [#]	0.019	0 [#]	0.000	0	0.000	0	0.000
Factories	0 [#]	0.000	1 [#]	0.002	5	0.009	2	0.004
Wilmar Group	3[#]	0.003	2[#]	0.004	7	0.006	2	0.004
Total fatalities	5[#]				9			
Total FR	0.003				0.005			

¹² Total number of contractors is estimated to be around 51,000.

Lost time injury (LTI) and lost time injury rate (LTIR): Employees and contractors

	2025				2024			
	Employees		Contractors		Employees		Contractors	
	LTI	LTIR	LTI	LTIR	LTI	LTIR	LTI	LTIR
Oil palm plantations	485	1.03 [#]	10	0.37 [#]	505	1.05	8	0.30
Palm oil mills	50	0.76 [#]	3	0.35 [#]	32	0.47	2	0.27
Sugarcane plantation	0	0.00 [#]	0	0.00 [#]	-	0.00	0	0.00
Sugar mills	48	0.92 [#]	3	0.11 [#]	61	1.11	10	0.36
Factories	168	0.29 [#]	45	0.11 [#]	155	0.27	42	0.09
Wilmar Group	751	0.64[#]	61	0.13[#]	753	0.64	62	0.12
Total LTI	812				815			
Total LTIR	0.49[#]				0.48			

Note: LTIRs for 2024 under Sugar Mills have been restated as some sugar mills were incorrectly categorised as factories in 2024

Permanent disabilities (PD) and permanent disability rate (PDR): Employees and contractors

	2025				2024			
	Employees		Contractors		Employees		Contractors	
	PD	PDR	PD	PDR	PD	PDR	PD	PDR
Oil palm plantations	0	0.000	0	0.000	1	0.002	0	0.000
Palm oil mills	2	0.030	0	0.000	0	0.000	0	0.000
Sugarcane plantation	0	0.000	0	0.000	0	0.000	0	0.000
Sugar mills	0	0.000	0	0.000	0	0.000	0	0.000
Factories	5	0.008	0	0.000	1	0.002	0	0.000
Wilmar Group	7	0.006	0	0.000	2	0.002	0	0.000
Total PD	7				2			
Total PDR	0.004				0.001			

Work-related ill health: Employees and contractors

	Employees		Contractors	
	LTI	Fatalities	LTI	Fatalities
Oil palm plantations	0	0	0	0
Palm oil mills	0	0	0	0
Sugarcane plantation	0	0	0	0
Sugar mills	1	0	0	0
Factories	1	0	1	0
Wilmar Group	2	0	1	0

Economic and Community Contribution

201-1

Contributions by type (US\$ Million) in 2025

Cash contributions	11.6
Employee time	0.3
In-kind donations	2.9
Management costs	2.5
Total	17.3

Contributions by motivation (US\$ Million) in 2025

Charitable donations	8.6
Community investments	7.6
Commercial initiatives	1.1
Total	17.3

DELIVERING PRODUCT EXCELLENCE

Innovation and Technology

FFB yield and CPO/PK extraction rates

	2025	2024	2023	2022	2021
FFB yield (MT FFB/ha)	19.3	19.5	21.0	21.0	19.6
CPO extraction rate (%)	19.5	19.4	19.9	19.5	19.5
PK extraction rate (%)	4.6	4.4	4.5	4.6	4.6

Sugarcane yield (MT/ha)

	2025	2024	2023	2022	2021
Australia	99.2	94.4	98.6	100.6	96.4
Myanmar	54.4	25.2	22.3	44.7	31.9

Product Marketing and Labelling

RSPO certification status

	2025	2024	2023	2022	2021
RSPO-certified, own plantation area (ha)	252,501* (82.2%)*	252,487 (82.1%)	251,906 (82.0%)	251,906 (81.1%)	245,066 (78.9%)
RSPO-certified, scheme smallholder area (ha)	6,495 (14.9%)	6,495 (14.9%)	6,495 (14.8%)	6,573 (15.0%)	5,095 (11.7%)
RSPO-certified mills (No.)	29* (82.9%)*	29 (82.9%)	29 (80.6%)	29 (80.6%)	28 (77.8%)
RSPO-certified refineries (No.)	189 (98.4%)	151 (100.0%)	152 (99.3%)	139 (95.2%)	138 (99.3%)

MSPO certification status (No.)

	2025	2024	2023	2022	2021
Mills	8*	8	9	9	9
Downstream operations	20	19	19	19	19

Note: Downstream operations include refineries, warehouses, kernel crushing plants, oleochemical plants and biodiesel plants.

ISPO certification status (No.)

	2025	2024	2023	2022	2021
ISPO certified mills	25* (73.5%)*	25 (73.5%)	15 (44.1%)	15 (44.1%)	15 (44.1%)
Independent mills	7*	7	5	5	5
Mills with own plantations	18*	18	10	10	10

ISCC certification status (No.)

	2025	2024	2023	2022	2021
ISCC certified sites	73	76	63	45	42

Certified sustainable palm oil (MT)

	2025	2024	2023	2022	2021
Certified sustainable FFB purchased from independent smallholders/ outgrowers	15,683 (0.43%)	14,952 (0.41%)	8,461 (0.19%)	25,019 (0.48%)	24,138 (0.50%)

Coverage of verified environmental management system (%) in 2025

ISO 14001 certification	29.2
Other third-party certifications	0.2
Internal verification	59.2
Total	88.6

Note: Other third-party certifications include Smartcane BMP for our sugar farms. The environmental management system for some sites is verified via Wilmar Integrated Management System (WIMS).

TRANSFORMING OUR SUPPLY CHAIN

Responsible Sourcing and Supply Chain Transformation

Smallholders

	2025	2024	2023	2022	2021
Number of scheme smallholders	27,876	27,585	27,585	27,817	27,931
Malaysia	0	0	0	0	0
Indonesia	27,438	27,438	27,438	27,438	27,438
Ghana	438	147	147	305	438
Nigeria	0	0	0	74	55
Scheme smallholder planted (ha)	36,597	36,631	36,642	36,390	35,682
Malaysia	0	0	0	0	0
Indonesia	34,947	34,981	34,992	34,740	34,032
Ghana	1,650	1,650	1,650	1,650	1,650
Nigeria	0	0	0	470	76

FFB processed by Wilmar palm oil mills in 2025

	million MT	%
Wilmar plantations	4.0	51.5
Scheme smallholders	0.2	2.0
Third-party suppliers	3.7	46.5

Note: Third-party suppliers include independent smallholders, FFB collection centres and agents.

Source of CPO and PKO managed by Wilmar refineries globally (%) in 2025

Wilmar mills	~10.0
Third-party suppliers	~90.0

Note: Third-party suppliers include third-party direct mills, third-party refineries/traders/bulkers.

Sugarcane processed by Wilmar sugar mills in 2025

	million MT	%
Wilmar plantations	0.5	2.5
Third-party suppliers	20.1	97.5
Total	20.6	100

Note: Third-party suppliers include third-party farmers and smallholders.

RESPONSIBLE BUSINESS PRACTICES

Public Policy

Contributions & other spendings (US\$)

	2025	2024	2023	2022	2021
Interest representation for engagement on sustainability policy	43,700.0	4,081.7	54,235.0	80,878.0	94,287.0
Trade associations and tax-exempt groups	93,114.0	127,630.0	131,582.0	94,387.0	94,807.0
Total	136,814.0	131,711.7	185,817.0	175,265.0	189,094.0