

SUMMARY OF PROGRESS

BIODIVERSITY AND CONSERVATION	
COMMITMENTS / TARGETS	2025 PROGRESS
<p>Uphold our commitment to No Deforestation, including:</p> <ul style="list-style-type: none"> No development in HCV areas and HCS forests Adhering to our strict No Burn Policy <p>Maintain our commitment to No New Development on Peatland, regardless of depth (<i>ongoing</i>).</p>	<p>Zero Deforestation in HCV areas and HCS forests.</p> <p>Zero New Development on peatland in Wilmar's landbank.</p>
<p>Safeguard Biodiversity in Wilmar's operational areas (<i>ongoing</i>).</p>	<p>31,876 Ha of HCV Areas and HCS Forests set aside as conservation areas in our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria (10.4% of our total landbank).</p> <p>865 Ha of conservation areas in our sugarcane plantations and mills in Australia and India.</p> <p>Regular Monitoring of conservation areas and Zero Deforestation in Wilmar's operational areas.</p>
<p>Restore and Rehabilitate 1,000 Ha of riparian zones by 2030.</p>	<p>As of December 2025, a total of 795.0 Ha of riparian zones were restored and rehabilitated, with over 310,000 trees from 52 species in Indonesia, Malaysia and West Africa from a baseline year of 2020.</p> <p>120.7# Ha were restored and rehabilitated in 2025.</p>

Limited assurance conducted by EY

BIODIVERSITY AND CONSERVATION

COMMITMENTS / TARGETS	2025 PROGRESS
<p>Protect Rare, Threatened and Endangered (RTE) Species of Wildlife to ensure their long-term viability of the species.</p> <ul style="list-style-type: none"> To strengthen the Siamang (<i>Symphalangus syndactylus</i>) habitat conditions in PT Kencana Sawit Indonesia (KSI) to support the natural population – targeting an increase from 25 to 30 individuals by 2040. Maintain a viable proboscis monkey (<i>Nasalis larvatus</i>) population in Sabahmas. 	<p>Protect RTE Species of Wildlife in Wilmar’s operational areas through conservation monitoring, awareness-raising programmes and stakeholder engagement.</p> <p>As of 2025, a total of 23 Siamangs have been reintroduced into the wild through the gibbon rehabilitation and reintroduction programme and are protected in PT KSI from a baseline year of 2020.</p> <p>A total of 25 groups of Proboscis Monkeys are monitored and protected in Sabahmas Plantation from a baseline year of 2020.</p>
<p>Engage 10,000 Stakeholders and Local Communities on BMPs to raise awareness of and promote conservation by 2035.</p>	<p>As of 2025, a total of 8,000 External Stakeholders and Local Communities participated in the BMPs and awareness programme in Indonesia, Malaysia and West Africa.</p>
<p>Conduct Environmental Education and Awareness Programmes for 10,000 students by 2035.</p>	<p>As of December 2025, a total of 11,295 students participated in the environmental education and awareness programmes in Indonesia, Malaysia and West Africa from a baseline year of 2020.</p>

BIODIVERSITY AND CONSERVATION

COMMITMENTS / TARGETS	2025 PROGRESS
<p>Collaborate with universities, institutions, NGOs, local communities and government departments (<i>ongoing</i>).</p> <p>Implement Conservation and Biodiversity initiatives in 3,000 Ha outside of Wilmar's concessions by 2050.</p>	<p>As of December 2025, Wilmar has collaborated with Royal Society's South-East Asia Rainforest Research Partnership (SEARRP), University Malaysia Sarawak (UNIMAS), Kalaweit Foundation and local communities in South Solok, Indonesia to advance biodiversity conservation research and support conservation initiatives on the ground.</p> <p>More information on our conservation efforts can be found in our Sustainability Dashboard.</p> <p>Initiated a landscape project of 2,783 Ha beyond Wilmar's concessions in Indonesia and Ghana to support biodiversity and community-based conservation.</p> <p>More information on our community-based conservation initiatives can be found in Palm NDPE Implementation Annual Report 2025.</p>
<p>Build Capacity and Support for the Conservation team.</p> <p>Review the BMP Guidelines on Conservation for Indonesia, Malaysia and West Africa by the end of 2026.</p> <p>Publish Educational Series and Materials to Promote Biodiversity Conservation in the plantation landscape (<i>ongoing</i>).</p>	<p>As of December 2025, we have published:</p> <ul style="list-style-type: none"> • BMPs Manual for Growers on Forest Conservation and Community Collaboration in English and Bahasa Indonesia • A Practical Guidance to Conservation Area Monitoring in English, Bahasa Indonesia and Bahasa Melayu • Bukit Durang: Hidden Jewel of Ulu Suai, Sarawak • Newsletter series on conservation efforts in Wilmar's operational areas in Malaysia – Volume 9 <p>Environment booklet on Implementation of Responsible Environmental Practices and Conservation of Ecosystems in English, Bahasa Indonesia and Bahasa Melayu</p>

CLIMATE CHANGE

COMMITMENTS / TARGETS	2025 PROGRESS
<p>Reduce 50.4% of Absolute Scope 1 and 2 GHG Emissions by 2032 from a baseline year of 2022[^].</p> <p>Reduce 30.0% of Absolute Scope 3 GHG Emissions from purchased goods and services, fuel and energy-related activities, upstream transportation, distribution and processing of sold products by 2032 from a baseline year of 2022[^].</p> <p>Reduce 36.4% of Absolute Scope 1 and 3 FLAG GHG Emissions by 2032 from a baseline year of 2022^v.</p> <p>Reduce 90.0% of Absolute Scope 1 and 2 GHG Emissions by 2050 from a baseline year of 2022[^].</p> <p>Reduce 90.0% of Absolute Scope 3 GHG Emissions from purchased goods and services, fuel and energy-related activities, upstream transportation, distribution and processing of sold products by 2050 from a baseline year of 2022[^].</p> <p>Reduce 72.0% of Absolute Scope 1 and 3 FLAG GHG Emissions by 2050 from a baseline year of 2022^v.</p> <p>All palm oil volumes will come from suppliers under the “Delivering” category of the NDPE Implementation Reporting Framework (IRF) by 2025¹ (in revision).</p>	<p>In 2025, our absolute Scope 1 and 2 emissions increased by 11.3% from 2024, driven by higher production volumes with a corresponding increase in energy consumption from non-renewable fuel sources.</p> <p>Reduce our Scope 1 FLAG Emissions by 11.2% from 2024.</p> <p>Our progress on supply chain performance is detailed in the section on Responsible Sourcing and Supply Chain Transformation and the Palm NDPE Implementation Annual Report 2025.</p>

[^] The target boundary includes land-related emissions and removals from bioenergy feedstock

^v The target includes FLAG emissions and removals

¹ This target was set based on NDPE IRF version 5.8. Following the update to NDPE IRF version 6.0, it will be replaced by a new target aligned with the revised framework. Wilmar is currently updating our commitment target in line with NDPE IRF version 6.0 and will disclose the new target once finalised

ENVIRONMENTAL FOOTPRINT OF OPERATIONS

COMMITMENTS / TARGETS	2025 PROGRESS
Achieve 3.0% reduction in water-use intensity for palm oil mills by 2028 from a baseline year of 2022.	Achieved more than 9.0% reduction in water-use intensity for the below regions: <ul style="list-style-type: none"> • Indonesia: 0.93[#] m³ / MT Fresh Fruit Bunches (FFB) • Malaysia: 1.25[#] m³ / MT FFB • Ghana: 1.27[#] m³ / MT FFB • Nigeria: 1.01[#] m³ / MT FFB
Achieve 20.0% reduction in energy intensity for our New Zealand sugar refinery by 2030 from a baseline year of 2020.	Achieved 12.3% reduction in energy intensity from the 2020 baseline year.
Continue to pursue efforts to reduce food waste in Goodman Fielder's operations.	In New Zealand, food waste in the supply chain was reduced by 11.1% from 2024 to 2025, and by 39.0% compared to a 2022 baseline. At Fiji operational sites, food waste was reduced by 60.5% in 2025 compared to 2024, and by 71.8% compared to a 2022 baseline.

[#] Limited assurance conducted by EY

SUSTAINABLE PACKAGING	
COMMITMENTS / TARGETS	2025 PROGRESS
Strive to reduce the usage of packaging materials by 15,000 MT compared to the 2020 baseline through YKA's Sustainable Packaging 2025 Plan.	As of December 2025, YKA has reduced packaging waste by 24,1999 MT, exceeding our target by over 60.0%.
Continue implementing projects that improve packaging sustainability.	<p>Up to 82.2% of packaging in Fiji is recyclable and up to 9.4% is reusable.</p> <p>In New Zealand, approximately 97.4% of packaging is recyclable and approximately 21.9% of primary and secondary packaging by volume is recycled content.</p> <p>In Australia, approximately up to 85.0% of packaging is recyclable and approximately 43.0% of all primary and secondary packaging by volume is recycled content.</p> <p>In 2025, the White Wings & Edmonds cartons were changed from 0% to 90.0% recycled content.</p>
TALENT MANAGEMENT	
COMMITMENTS / TARGETS	2025 PROGRESS
Continue delivery of content and training materials on LITMOS.	Invested around US\$ 6.7 million in employee training and development with an average of 29.8 training hours per employee.

HUMAN RIGHTS AND LABOUR STANDARDS

COMMITMENTS / TARGETS	2025 PROGRESS
Ensure all employees and contractors receive at least the applicable local minimum wage in line with legal regulations and local living wages , where applicable (<i>ongoing</i>).	Assessed 100% of our employees and contractors to ensure that they are paid a living wage.
Uphold children's rights across our operations by promoting and advocating for education and having zero tolerance for child labour or exploitation (<i>ongoing</i>).	Built schools and crèches in all our oil palm plantations. In 2025, we supported 12,433 children of compulsory school-going age – equivalent to 87.5% of children living in our plantations.

DIVERSITY AND INCLUSION

COMMITMENTS / TARGETS	2025 PROGRESS
<p>Uphold Diversity and Inclusivity in our Workplace through close adherence to policies such as:</p> <ul style="list-style-type: none"> • Equal Opportunity Policy • Women's Charter • Human Rights Policy • Human Rights Framework • Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy 	<p>29.0% of management positions are held by women.</p> <p>23.9% of our global headcount are female employees.</p> <p>100% of our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria have Women's Working Groups (WoW) or Gender Committees.</p> <p>253 employees with disabilities, or 0.21% across our total global workforce.</p>
<p>Continue implementation of the Board Diversity Policy to meet the quantitative gender diversity targets of increasing female representation on the Board to 25.0% by 2025 and 30.0% by 2030.</p>	<p>As of 31 December 2025, 31.0% of our Directors were female (excluding an Alternate Director).</p>

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

COMMITMENTS / TARGETS	2025 PROGRESS
Reduce Lost Time Injury Rate (LTIR) by 40% by 2025 from a 2020 baseline.	46.6% reduction in LTIR from 0.92 ² in 2020 to 0.49 [#] in 2025.
Commitment to zero cases of work-related fatalities (ongoing).	5 [#] fatalities (3 [#] employees and 2 [#] contractors). 72.2% reduction in fatalities from 2020 to 2025. Remaining risks are concentrated in specific activities, enabling targeted interventions.
Enhance the reporting rate of hazards and near misses by 40.0% by 2025 from a baseline year of 2020 and aim for a closure rate of >90.0% for disclosed hazards and near misses.	156,200 cases of near misses and hazards were reported in 2025, representing an increase of 11.2% from 2020 baseline. 98.5% closure rate achieved for these cases.
Attain >95.0% compliance with Wilmar HRW Standards by 2025.	85.3% score achieved on the HRW gap assessment, as part of the HRW campaign launched in 2024.

ECONOMIC AND COMMUNITY CONTRIBUTION

COMMITMENTS / TARGETS	2025 PROGRESS
Maintain our contributions to philanthropic endeavours supporting education, health, well-being and community welfare initiatives (ongoing).	Contributed over US\$ 17.3 million to community investment and philanthropic activities in China, Indonesia, Malaysia, Australia, New Zealand, Fiji, Papua New Guinea, Ghana, Nigeria, Myanmar, Vietnam and Singapore.

² Figure has been restated due to incorrect manhours being reported for FY2020

[#] Limited assurance conducted by EY

INNOVATION AND TECHNOLOGY

COMMITMENTS / TARGETS	2025 PROGRESS
<p>Continually support business operations through research and development (R&D) and foster innovation through collaborations.</p>	<p>95 patents were granted in 2025, bringing the total number of patents to 1,125 as of December 2025.</p> <p>Developed innovative vegetarian offerings and high-quality gluten-based products with enhanced nutritional profiles and reduced environmental impact.</p> <p>Introduced the new Arawana Feng Yi Tang health food brand, offering functional nutrition products to support weight loss and help regulate blood lipid levels.</p> <p>Launched the “High-value Utilisation of Peanut Oil and Protein” project in 2025 to reduce nutrient loss and energy consumption in peanut processing.</p> <p>Developed an intelligent meal-planning system and an AI-enabled nutrition education platform to address nutritional imbalances in school meals.</p> <p>Established the National Nutrition Science Grant with the Chinese Nutrition Society to fund research into targeted consumer products that improve health and help reduce medical expenses.</p> <p>YKA has strengthened its research partnerships with leading Chinese academic institutions to address emerging public health concerns and identify the health benefits of food.</p>
<p>YKA’s R&D Center has committed over RMB 100.0 million (approximately US\$ 14.0 million) to support scientific research and development by 2030 (<i>ongoing</i>).</p>	<p>71 R&D projects undertaken in China in 2025.</p> <p>YKA has entered its fourth phase of R&D investments, focusing on projects which explore dietary management and application, food nutrition and intervention research, including the effects of oils and fatty acids, and the development of healthier food alternatives. YKA is also exploring the development of a platform to improve consumer access to nutrition information.</p>

CONSUMER HEALTH AND WELL-BEING	
COMMITMENTS / TARGETS	2025 PROGRESS
<p>Maintain efforts to ensure accessibility to affordable, healthy and nutritious food by enhancing existing product formulations while introducing new ranges of food with targeted health or nutrition attributes (<i>ongoing</i>).</p>	<p>In collaboration with the Chinese Nutrition Society, YKA pledged over RMB100.0 million (approximately US\$14.0 million) over 10 years to support scientific research in food science.</p> <p>Partnered with the National University of Singapore (NUS) to establish a corporate laboratory to advance bioprocessing research in food science.</p> <p>Developed innovative products to enhance nutritional value. In 2025, Goodman Fielder Australia launched higher-protein breads, while YKA introduced a range of new, healthier options and explored fermented rice-bran processing technologies to increase the value of by-products.</p> <p>Wilmar continues to raise public awareness of health and nutrition by providing clear guidance, for example, Nutrient Reference Values and Health Star Ratings, and precautionary statements, alongside transparent on-pack information that empowers consumers to make informed choices.</p>
<p>Ensure transparency of product information on our food labels and educate our consumers about health and well-being (<i>ongoing</i>).</p>	<p>Wilmar Sugar actively communicates clear, health-related information on sugar to relevant stakeholders.</p> <p>Goodman Fielder Australia displays the Health Star Rating (HSR) for all retail products on its website.</p>

PRODUCT MARKETING AND LABELLING

COMMITMENTS / TARGETS	2025 PROGRESS
Achieve Roundtable on Sustainable Palm Oil (RSPO) Certification for all Wilmar Oil Palm Management Units (mills and supplying plantations) by 2026 ³ .	29* out of 35 palm oil mills are RSPO-certified (82.9%*). 82.2%* or 252,501 Ha* of our oil palm plantations are RSPO-certified.
Achieve Indonesian Sustainable Palm Oil (ISPO) Certification for all Wilmar Palm Oil Mills in Indonesia by 2026.	25* out of 34 palm oil mills are ISPO-certified (73.5%*).
Complete ISPO Certification Audits for all 11 Wilmar Independent Palm Oil Mills in Indonesia by 2027.	63.6%* of independent palm oil mills (7*) completed ISPO certification audits.
Continue to Maintain and Achieve Malaysian Sustainable Palm Oil (MSPO) Certification for all Wilmar plantations and palm oil processing facilities in Malaysia (ongoing).	100%* of palm oil mills (8*) and oil palm plantations (20*) are MSPO-certified.
Continue to comply with relevant regulations and industry codes to ensure we meet the highest standards of responsible product marketing, advertising and labelling (ongoing).	No Incidents or Fines incurred in relation to non-compliance with industry codes or regulatory requirements on product labelling or marketing in 2025.

³ Please refer to our [RSPO Annual Communication of Progress](#) reports for more details

* Limited assurance conducted by CU

PRODUCT QUALITY AND SAFETY	
COMMITMENTS / TARGETS	2025 PROGRESS
Maintain zero food safety-related incidents (ongoing).	Zero recalls issued for food safety reasons.
Certify 100% of our food and food ingredient factories above 5,000 sqm to a food safety certification scheme accredited by the Global Food Safety Initiative (ongoing).	88.4% of our food and food ingredient factories above 5,000 sqm are certified.
Support our factories in passing all GMP inspections with no serious findings (ongoing).	A total of 301 inspections were conducted in 2025, of which 83.7% were unannounced. 34.5% of factories passed GMP inspection with no serious findings.
RESPONSIBLE SOURCING AND SUPPLY CHAIN TRANSFORMATION	
COMMITMENTS / TARGETS	2025 PROGRESS
Achieve 100% Traceability to Palm Oil Mill by 2026.	Achieved 98.5%* Traceability to Mill.
Achieve 100% Traceability to Plantation by 2026.	Achieved 90.0%* Traceability to Traceability to Plantation.
Maintain 100% Response Rate for all grievances raised via Wilmar's grievance mechanism (ongoing).	Achieved 100% Response Rate since 2015. As of December 2025, 89 grievance cases were logged, of which 86 cases were closed while 3 are ongoing.

* Limited assurance conducted by CU

BUSINESS ETHICS AND COMPLIANCE	
COMMITMENTS / TARGETS	2025 PROGRESS
Continue to maintain no incidents of anticompetitive behaviour, monopolistic practice or corruption involving Wilmar (<i>ongoing</i>).	Zero incidents of anticompetitive behaviour, monopolistic practice or corruption involving Wilmar occurred in 2025.
Continue to maintain no significant incidents of non-compliance with any relevant environmental and socioeconomic laws or regulations in our operations (<i>ongoing</i>).	Zero significant incidents of non-compliance with any relevant environmental and socioeconomic laws or regulations in our operations.
DATA SECURITY AND PRIVACY	
COMMITMENTS / TARGETS	2025 PROGRESS
Foster a cyber-aware culture by instituting sound policies and frameworks while continuously enhancing employee cybersecurity awareness to mitigate the risks associated with potential cybersecurity attacks (<i>ongoing</i>).	In 2025, YKA achieved ISO / IEC 27001 certification – enhancing information security management and safeguarding sensitive data.
Obtain ISO / IEC 27001 certification for Wilmar Group by 2026.	Wilmar Group is working towards ISO/IEC 27001 certification to strengthen information security and ensure robust protection of sensitive data across our operations.