

## Wilmar International Limited

### Sustainability Report 2023: 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 (MT)

	2023	2022	2021	2020	2019
Fresh fruit bunches (FFB) production	4,450,452	4,434,011	4,005,083	4,030,264	3,914,613
FFB processed	9,078,397	9,823,810	9,062,682	8,739,363	9,758,924
Crude palm oil (CPO)	1,748,267	1,869,260	1,741,803	1,716,131	1,903,413
Palm kernel (PK)	404,539	443,816	419,047	413,089	467,064

##### Sugarcane production – Wilmar plantations (MT)

	2023	2022	2021	2020	2019
Australia	563,811	525,434	523,734	494,839	461,557
Myanmar	3,398	13,523	12,021	12,228	NA

Note: 2021 and 2022 figures for Myanmar have been restated.

##### Oil palm plantations' planted area by country (ha)

	2023	2022	2021	2020	2019
Indonesia	150,904	151,521	151,925	151,971	152,754
Malaysia	58,894	59,793	58,187	59,700	59,869
Ghana	4,738	4,738	4,738	4,738	4,738
Nigeria	15,599	15,646	15,631	15,643	15,580
<b>Total</b>	<b>230,135</b>	<b>231,697</b>	<b>230,481</b>	<b>232,053</b>	<b>232,940</b>

##### Sugarcane plantations' planted area by country (ha)

	2023	2022	2021	2020
Australia	7,257	7,072	7,072	6,904
Myanmar	223	339	401	520

## PROTECTING THE ENVIRONMENT

### Biodiversity and Conservation

304-3, 304-4

#### Total conservation area by type (ha)

Type of conservation area	2023	2022	2021	2020	2019
High conservation values (HCV) / High carbon stock (HCS) (excluding riparian zones)	25,194	26,440	26,442	25,597	25,536
Riparian zones	6,605	6,104	6,005	6,044	5,840
Other conservation areas	835	834	834	826	826
<b>Total</b>	<b>32,633</b>	<b>33,378</b>	<b>33,281</b>	<b>32,466</b>	<b>32,201</b>

#### Total conservation area by region (ha)

Region	2023	2022	2021	2020	2019
Sabah	6,792	6,775	6,674	6,674	6,745
Sarawak	1,725	1,725	1,725	1,725	1,725
Central Kalimantan	15,330	15,090	15,087	15,087	15,086
West Kalimantan	927	1,930	1,921	1,921	1,920
Sumatra	2,988	2,988	3,002	3,009	3,009
Ghana	83	83	83	83	83
Nigeria	3,954	3,953	3,955	3,142	2,807
Australia	675	675	675	675	675
India	160	159	159	151	151
Myanmar	0	0	0	0	0
<b>Total</b>	<b>32,633</b>	<b>33,378</b>	<b>33,281</b>	<b>32,466</b>	<b>32,201</b>

#### Conserved and planted peat area by region (ha) in 2023

Region	Planted peat area	Conserved peat area
Sabah	10*	0
Sarawak	84*	0
Central Kalimantan	0*	0
West Kalimantan	15*	0
Sumatra	1,593*	0.74
Ghana	0	0
Nigeria	0	0
<b>Total</b>	<b>1,702*</b>	<b>0.74</b>

Total number of IUCN Red List species potentially found in Wilmar's conservation areas

	Total recorded species	IUCN Rating				
		Least concern	Near threatened	Vulnerable	Endangered	Critically endangered
Total no. of bird species	85	44	16	16	7	2
Total no. of mammal species	61	20	6	22	10	3

Hotspots vs. actual fires by region in Indonesia in 2023

	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	66	36	69	507	119
West Kalimantan	37	5	19	2,096	52
Sumatra	48	19	5	1,282	182
<b>Total</b>	<b>151</b>	<b>60</b>	<b>94</b>	<b>3,885</b>	<b>353</b>

Hotspots vs. actual fires by region in Indonesia

	Wilmar's concessions					Within a 5km radius outside of Wilmar concessions				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
No. of hotspots detected	151	74	73	31	143	3,885	1,016	1,229	823	1,607
No. of actual fires	60	24	51	27	166	353	116	192	123	214
Total affected area (ha)	94	50	78	71	954	6,939	161	1,009	390	6,962

## Climate Change

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

### Scope 1 and Scope 2 emissions by business activity (MT CO<sub>2</sub>e) in 2023

	Scope 1	Scope 2 (location-based)	Scope 2 (market-based)
Oil palm plantations	0.9 million	6,800	6,800
Palm oil mills	1.3 million	2,900	2,900
Sugarcane plantations	3,200	800	800
Sugar mills	0.2 million	33,000	33,000
Factories	5.2 million	5.3 million	5.2 million
Shipping	1.1 million	0	0
<b>Total</b>	<b>8.7 million</b>	<b>5.3 million</b>	<b>5.2 million</b>

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: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. 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 are excluded. Oil palm plantations' Scope 1 includes land use change emission.

### Scope 3 emissions (MT CO<sub>2</sub>e) by category in 2020

Purchased goods and services	140.5 million
Capital goods	2.0 million
Fuel- and energy-related activities	2.0 million
Upstream transportation and distribution	4.0 million
Waste generated in operations	0.8 million
Business travel	15,000
Employee commuting	350
Upstream leased assets	0.2 million
Downstream transportation and distribution	1.4 million
Processing of sold goods	0.4 million
Use of sold products	0.5 million
End-of-life treatment of sold products	0.8 million
Downstream leased assets	0.5 million
Franchises	NA
Investments	26 million
<b>Total</b>	<b>155.8 million</b>

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: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. The GWP rates used are from the IPCC AR6. The operational control approach is used to consolidate GHG emissions. This table encompasses the work previously undertaken to establish our baseline for the year 2020. In 2023, we revised our base year to 2022 to better reflect the recent growth in emissions as a result of delayed projects earmarked for installation in 2020 and to better align our data with the FLAG guidance that was launched in September 2022.

## 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	2023	2022	2021
Oil palm plantations	243,126	166,678	247,179
Palm oil mills	5,171,865	5,751,031	5,432,400
Sugarcane plantations	13,038	11,617	11,339
Sugar mills	20,935,280	22,081,245	17,476,099
Factories	27,509,720	25,939,901	23,363,638
Shipping	3,960,391	3,915,577	3,959,966
<b>Total energy consumption</b>	<b>57,833,419</b>	<b>57,866,049</b>	<b>50,490,623</b>
<b>Energy Intensity</b> (MWh per MT of product)	<b>0.59</b>	<b>0.62</b>	<b>0.55</b>

Note: Energy intensities for 2021 and 2022 have been restated due to the removal of double-counted volumes for products sold internally.

Total energy consumption within the organisation (TJ) in 2023

Fuel Consumption	
Total fuel consumption from non-renewable sources	75,344
Total fuel consumption from renewable sources	109,938
Electricity, heating and steam consumption	
Electricity consumption from non-renewable sources	20,516
Electricity consumption from renewable sources	906
Heating consumption from non-renewable sources	0
Heating consumption from renewable sources	0
Steam consumption	5,351
Electricity, heating and steam sold	
Electricity sold (non-renewable)	102
Electricity sold (renewable)	1,758
Heating sold	0
Steam sold	1,995
<b>Total energy consumption</b>	<b>208,200</b>

Note: Type of fuels from non-renewable sources used include diesel, natural gas, lignite coal, sub-bituminous coal, other bituminous coal, lubricants, motor gasoline, 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 2023

	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	69,350	5,366	6,420	0
Groundwater	17,286	253	1,711	2
Seawater	0	44,433	0	36,403
Produced water	0	0	0	0
Third-party water	31,441	846	15,262	515
<b>Total</b>	<b>118,077</b>	<b>50,899</b>	<b>23,393</b>	<b>36,920</b>
<b>Total water withdrawal</b>	<b>168,976</b>		<b>60,313</b>	

### Total water consumption (ML) in 2023

	All areas	Areas with water stress
Total water withdrawal	168,976	60,313
Total water discharge	83,528	44,176
<b>Total water consumption</b> (Total water withdrawal – Total water discharge)	<b>85,447</b>	<b>16,137</b>

## Effluents

303-4

### Water discharge by destination (ML) in 2023

	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)
Surface Water	4,423	2,965
Groundwater	0	0
Seawater	6,734	41,508
Third-party water sent for use to other organisations	6,504	21,394
<b>Total</b>	<b>17,661</b>	<b>65,868</b>

### Water discharge by freshwater and other water and by area (ML) in 2023

	Freshwater (≤1,000 mg/L total dissolved solids)	Other water (>1,000 mg/L total dissolved solids)	Total
All areas (excluding water stress areas)	15,663	23,690	39,353
Areas with water stress	1,998	42,178	44,176
<b>Total</b>	<b>17,661</b>	<b>65,868</b>	<b>83,528</b>

Palm oil mill effluent's (POME) biological oxygen demand (BOD) levels by country/region and discharge destination (mg/L)

	2023	2022	2021	2020	2019
<b>River discharge</b>					
Sabah (land irrigation)	17 <sup>#</sup>	16	18	21	28
Sarawak	9 <sup>#</sup>	17	12	22	20
Sumatra	51 <sup>#</sup>	49	58	56	52
West Kalimantan	89 <sup>#</sup>	74	67	79	87
<b>Land application</b>					
Ghana	223 <sup>#</sup>	264	280	205	150
Nigeria	8 <sup>#</sup>	10	23	NA	NA
Central Kalimantan	746 <sup>#</sup>	548	446	481	566
Sumatra	1,033 <sup>#</sup>	904	1,197	1,075	1,244
West Kalimantan	363 <sup>#</sup>	374	252	889	934

Note:

1. BOD legal limits for river discharge range from 20 mg/L to 100 mg/L across the countries/regions where we operate. For Sabah, limits may vary depending on the year a mill was constructed.
2. BOD legal limits for land application in Indonesia is 5,000 mg/L and is not applicable for Nigeria. Ghana's effluent discharge standard for the oil and fats processing sector is generalised at BOD of 50 mg/L (regardless of discharge destination or type of oil processing plant). Our Benso Oil Palm Plantation (BOPP) estate demonstrated to local authorities that its effluents have been reused for irrigation in the plantation without discharging into any water body. All operations were compliant with relevant local thresholds and no further issue or penalty was given by the local authorities in 2023.

Palm oil refinery effluent's (PORE) chemical oxygen demand (COD) levels to external water bodies by country (mg/L)

	<b>Discharge to external water bodies</b>			
	2023	2022	2021	2020
Indonesia	60 <sup>#</sup>	54	62	60
Malaysia	94 <sup>#</sup>	66	78	80

Note:

1. COD regulatory limits range from 150 to 200 mg/L across the countries where we operate depending on permits.
2. Starting from 2023, the overall scope had been revised to focus on palm oil refineries only in order to align with SPOTT's definition.

## Waste

306-3, 306-4, 306-5

### Waste generated, diverted and disposed by type (MT) in 2023

	Waste generated	Waste diverted from disposal	Waste directed to disposal
Biomass	1,925,172	1,837,358	87,814
Metals	17,144	17,144	0
Paper/cardboard	11,657	11,657	0
Glass	42	42	0
Plastics	9,837	9,837	0
Residual waste	35,418	0	35,418
Any others	1,597,323	490,561	1,106,762
<b>Total waste</b>	<b>3,596,592</b>	<b>2,366,598</b>	<b>1,229,995</b>

Note: The operational control approach is used to consolidate waste data. Non-manufacturing sites such as headquarters/offices are excluded. A total of 399 sites have been covered.

### Waste diverted from disposal (on-site and off-site) by recovery operation (MT) in 2023

Hazardous waste	Off-site	On-site	Total
Preparation for reuse	75	36	112
Recycling	44,392	8	44,400
Other recovery options	5,942	33	5,975
<b>Total</b>	<b>50,409</b>	<b>78</b>	<b>50,487</b>
Non-hazardous waste	Off-site	On-site	Total
Preparation for reuse	260,935	82,183	343,119
Recycling	1,494,856	4,467	1,499,323
Other recovery options	473,670	0	473,670
<b>Total</b>	<b>2,229,461</b>	<b>86,650</b>	<b>2,316,111</b>
<b>Total waste prevented</b> (Hazardous waste + non-hazardous waste)	<b>2,279,870</b>	<b>86,728</b>	<b>2,366,598</b>

Note: The operational control approach is used to consolidate waste data. Non-manufacturing sites such as headquarters/offices are excluded. A total of 399 sites have been covered.



Waste directed to disposal (on-site and off-site) by disposal operation (MT) in 2023

<b>Hazardous waste</b>	<b>Off-site</b>	<b>On-site</b>	<b>Total</b>
Incineration (with energy recovery)	153	2,514	2,667
Incineration (without energy recovery)	1,556	20	1,575
Landfilling	4,268	184	4,452
Other disposal operations	198,060	5,343	203,403
<b>Total</b>	<b>204,036</b>	<b>8,061</b>	<b>212,097</b>
<b>Non-hazardous waste</b>	<b>Off-site</b>	<b>On-site</b>	<b>Total</b>
Incineration (with energy recovery)	1,080	85,300	86,380
Incineration (without energy recovery)	3,552	30,291	33,843
Landfilling	128,150	298,947	427,097
Other disposal operations	432,925	37,652	470,578
<b>Total</b>	<b>565,707</b>	<b>452,190</b>	<b>1,017,897</b>
<b>Total waste directed to disposal</b> (Hazardous waste + non-hazardous waste)	<b>769,743</b>	<b>460,251</b>	<b>1,229,995</b>

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

	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Malaysia	2.0	2.3	2.6	2.4	2.3
Indonesia	1.4	1.4	1.3	1.1	1.1
Ghana	0.6	0.6	0.8	0.9	1.1
Nigeria	1.9	2.6	0.87	0.45	1.9

Chemical usage in sugar plantations (kg active ingredients per ha)

	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Australia	3.4	4.6	6.1	5.0	4.1

Note: The Bonsucro limit is of <5.

## Sustainable Packaging

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

Total weight of materials used for packaging (MT) in 2023

Plastics		Non-plastics	
Renewable	Non-renewable	Renewable	Non-renewable
0	254,958	301,300	32,936

Weight (MT) and percentage (%) of recyclable, compostable and recycled content by packaging material in 2023

Packaging material	Total	Recyclable	Compostable	Recycled
	MT	%	%	%
Plastic	254,958	93	0	3
Wood/paper fibre	301,300	100	0	7
Metal	9,684	100	0	9
Glass	23,253	100	0	7
<b>Total</b>	<b>589,194</b>	<b>97</b>	<b>0</b>	<b>5</b>

## 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 2023

Full-time employees	95.2
Part-time employees	4.8

Proportion of permanent and temporary contract employees (%) in 2023

Permanent employees	82.5
Temporary employees	17.5

Breakdown of employees by employment type, by gender (%) in 2023

	Male	Female
Full-time employees	77.1	22.9
Part-time employees	60.1	39.9

Breakdown of employees by employment contract, by gender (%) in 2023

	Male	Female
Permanent employees	77.3	22.7
Temporary employees	71.4	28.6

Breakdown of employees by region (%) in 2023

Africa	7.0
Australia & New Zealand	4.2
Europe	0.22
India	2.0
People's Republic of China	28.6
South East Asia	55.3
Others	2.7

Breakdown of employees by employment type by region (%) in 2023

	<b>Full-time</b>	<b>Part-time</b>
Africa	7.2	2.8
Australia & New Zealand	4.0	7.9
Europe	0.20	0.54
South East Asia	53.8	87.3
India	2.1	0
People's Republic of China	30.1	0
Others	2.8	1.5

Breakdown of employees by employment contract by region (%) in 2023

	<b>Permanent</b>	<b>Temporary</b>
Africa	8.2	1.4
Australia & New Zealand	4.8	1.5
Europe	0.22	0.19
South East Asia	62.3	22.7
India	2.3	0.18
People's Republic of China	19.2	73.1
Others	3.1	0.94

Average amount spent on training and development per employee<sup>1</sup>, by employee category (US\$) in 2023

Executive management <sup>2</sup>	820.5
Senior management	392.1
Middle management	156.1
Junior management	66.4
Non-management	51.7
Factory workers	59.6
Plantation workers	1.5

Average amount spent on training and development per employee<sup>3</sup>, by age (US\$) in 2023

< 30 years	45.9
30-50 years	31.3
> 50 years	135.3

Average amount spent on training and development per employee<sup>4</sup>, by gender (US\$) in 2023

Male	42.5
Female	56.1

Average training hours per employee, by employee category in 2023

Executive management	81.9
Senior management	23.9
Middle management	27.4
Junior management	32.2
Non-management	19.5
Factory workers	20.4
Plantation workers	0.63

Average training hours per employee, by age in 2023

< 30 years	16.7
30-50 years	13.8
> 50 years	16.4

<sup>1, 3, 4</sup> Invested over US\$5.5 million in employee training and development (approximately US\$45.7 per employee) in 2023. Data excludes the USA due to legal restrictions in providing a breakdown of the data.

<sup>2</sup> 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 2023

Male	14.7
Female	15.3

Proportion of employees who responded that they feel engaged in engagement survey, by employee category (%) in 2023

Executive management	100
Senior management	100
Middle management	99.8
Junior management	97.9
Non-management	98.2
Factory workers	94.4
Plantation workers	56.5

Percentage (%) of employees who receive performance and career development reviews, by employee category in 2023

Executive management	98.3
Senior management	95.7
Middle management	99.5
Junior management	98.3
Non-management	96.2
Factory workers	88.2
Plantation workers	56.4

Percentage (%) of employees who receive performance and career development reviews, by gender in 2023

Male	83.0
Female	74.7

Percentage (%) of open positions filled by internal candidates<sup>5</sup>, by employee category in 2023

Executive management	0.48
Senior management	1.3
Middle management	9.3
Junior management	21.0
Non-management	30.5
Factory workers	36.6
Plantation workers	0.85

Percentage (%) of open positions filled by internal candidates<sup>6</sup>, by age in 2023

< 30 years	28.9
30-50 years	65.2
> 50 years	5.9

Percentage (%) of open positions filled by internal candidates<sup>7</sup>, by gender in 2023

Male	73.1
Female	26.9

Percentage (%) of employees who responded that they feel “engaged”, by age in 2023

< 30 years	97.2
30-50 years	90.3
> 50 years	99.6

Percentage (%) of employees who responded that they feel “engaged”, by gender in 2023

Male	94.1
Female	90.8

---

<sup>5,6,7</sup> Data excludes the USA due to legal restrictions in providing a breakdown of the data.

New employee hires and turnover rates<sup>8</sup>, by gender (%) in 2023

	<b>Male</b>	<b>Female</b>
Total new employee hires rate	9.9	9.8
Total employee turnover rate	13.1	12.6
Total voluntary employee turnover rate	8.7	8.9

New employee hires and turnover rates<sup>9</sup>, by age group (%) in 2023

	<b>&lt;30 years old</b>	<b>30-50 years old</b>	<b>&gt;50 years old</b>
Total new employee hire rate	20.5	6.1	3.8
Total employee turnover rate	19.8	9.9	14.0
Total voluntary employee turnover rate	13.9	6.9	5.9

New employee hires and turnover rates<sup>10</sup>, by employee category (%) in 2023

	<b>Executive management</b>	<b>Senior management</b>	<b>Middle management</b>	<b>Junior management</b>	<b>Non-management</b>	<b>Factory workers</b>	<b>Plantation workers</b>
Total new employee hire rate	1.7	5.6	4.5	6.2	10.2	14.0	7.1
Total employee turnover rate	5.7	8.7	8.8	9.6	11.3	12.8	15.7
Total voluntary employee turnover rate	2.9	5.1	6.3	7.8	8.1	9.3	9.3

## **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.

<sup>8,9,10</sup> Turnover rates include total employee turnover and total voluntary employee turnover.

## Diversity and Inclusion

405-1, 405-2

### Age diversity by employee category (%) in 2023

	<b>&lt; 30 years</b>	<b>30-50 years</b>	<b>&gt; 50 years</b>
Executive management	0	41.7	58.3
Senior management	0	58.3	41.7
Middle management	0.80	76.0	23.2
Junior management	6.8	85.0	8.2
Non-management	31.3	60.8	7.9
Factory workers	30.6	60.4	9.0
Plantation workers	28.6	64.9	6.5

### Gender diversity by employee category (%) in 2023

	<b>Male</b>	<b>Female</b>
Executive management	92.0	8.0
Senior management	82.7	17.3
Middle management	75.6	24.4
Junior management	70.4	29.6
Non-management	69.5	30.5
Factory workers	89.3	10.7
Plantation workers	71.0	29.0

### Female representation in our workforce (%) in 2023

All management positions	27.5
Management positions in revenue-generating functions	23.7
Executive and senior management positions (i.e. employees with a maximum of two levels away from the CEO)	15.2
First-level management positions (Middle and junior management levels)	28.4
Science, technology, engineering and mathematics (STEM) - related positions	35.0



Ratio of weighted average annual basic salary and average annual remuneration, by employee category in 2023

	Ratio female to male (Basic salary)	Ratio female to male (Annual remuneration)
Executive management	1.13	0.97
Senior management	0.99	1.01
Middle management	0.99	1.01
Junior management	1.12	1.11
Non-management	1.57	1.46
Factory workers	1.17	1.06
Plantation workers	0.94	0.86

## Employee Health, Safety and Well-being

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

Fatalities and fatality rate (FR): Employees and contractors

	2023				2022			
	Employees		Contractors <sup>11</sup>		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 <sup>#</sup>	0.004	0 <sup>#</sup>	0	2	0.004	1	0.049
Palm oil mills	0 <sup>#</sup>	0	0 <sup>#</sup>	0	2	0.029	0	0.000
Sugarcane plantation	0 <sup>#</sup>	0	0 <sup>#</sup>	0	0	0.000	0	0.000
Sugar mills	0 <sup>#</sup>	0	1 <sup>#</sup>	0.040	0	0.000	0	0.000
Factories	1 <sup>#</sup>	0.002	2 <sup>#</sup>	0.005	0	0.000	5	0.012
<b>Wilmar Group</b>	<b>3<sup>#</sup></b>	<b>0.003</b>	<b>3<sup>#</sup></b>	<b>0.006</b>	<b>4</b>	<b>0.004</b>	<b>6</b>	<b>0.013</b>
<b>Total fatalities</b>	<b>6<sup>#</sup></b>				<b>10</b>			
<b>Total FR</b>	<b>0.004</b>				<b>0.006</b>			

<sup>11</sup> Total number of contractors is estimated to be around 49,000.

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

	2023				2022			
	Employees		Contractors		Employees		Contractors	
	LTI	LTIFR	LTI	LTIFR	LTI	LTIFR	LTI	LTIFR
Oil palm plantations	526	1.1	5	0.20	709	1.5	19	0.94
Palm oil mills	41	0.58	2	0.33	36	0.52	2	0.43
Sugarcane plantation	3	4.9	0	0	0	0	0	0
Sugar mills	39	0.77	13	0.52	42	0.85	7	0.22
Factories	146	0.26	61	0.14	116	0.21	62	0.15
<b>Wilmar Group</b>	<b>526</b>	<b>0.65</b>	<b>5</b>	<b>0.17</b>	<b>903</b>	<b>0.79</b>	<b>90</b>	<b>0.19</b>
<b>Total LTI</b>	<b>531</b>				<b>993</b>			
<b>Total LTIR</b>	<b>0.50</b>				<b>0.61</b>			

Lost work days (LWD) and lost work days rate (LWDR): Employees and contractors in 2023

	Employees		Contractors	
	LWD	LWDR	LWD	LWDR
Oil palm plantations	2,850	5.8	34	1.4
Palm oil mills	335	4.8	32	5.3
Sugarcane plantation	114	185.0	0	0
Sugar mills	607	12.0	410	16.4
Factories	3,253	5.9	1906	4.4
<b>Wilmar Group</b>	<b>7,159</b>	<b>6.1</b>	<b>2,382</b>	<b>4.9</b>
<b>Total LWD</b>	<b>9,541</b>			
<b>Total LWDR</b>	<b>5.8</b>			

Permanent disabilities (PD) and permanent disability rate (PDR): Employees and contractors in 2023

	Employees		Contractors	
	PD	PDR	PD	PDR
Oil palm plantations	1	0.002	0	0.000
Palm oil mills	2	0.029	0	0.000
Sugarcane plantation	0	0.000	0	0.000
Sugar mills	0	0.000	0	0.000
Factories	1	0.002	0	0.000
<b>Wilmar Group</b>	<b>4</b>	<b>0.003</b>	<b>0</b>	<b>0.000</b>
<b>Total LWD</b>	<b>4</b>			
<b>Total LWDR</b>	<b>0.002</b>			

## Economic and Community Contribution 201-1

### Contributions by type (US\$ Million) in 2023

Cash contributions	14.8
Employee time	0.5
In-kind donations	3.1
Management costs	5.1
<b>Total</b>	<b>23.4</b>

### Contributions by motivation (US\$ Million) in 2023

Charitable donations	13.3
Community investments	7.6
Commercial initiatives	2.5
<b>Total</b>	<b>23.4</b>

### Infrastructure area in palm oil operations (ha)

Region	2023	2022	2021	2020	2019
Sabah	3,651	3,628	3,595	3,595	3,570
Sarawak	2,367	2,367	2,428	2,428	2,461
Central Kalimantan	3,876	3,832	3,797	3,780	3,776
West Kalimantan	1,188	1,242	1,253	1,243	1,221
Sumatra	2,443	2,336	2,274	2,261	2,232
Nigeria	988	994	1,006	1,040	974
Ghana	145	145	145	145	145
<b>Total</b>	<b>14,658</b>	<b>14,543</b>	<b>14,497</b>	<b>14,491</b>	<b>14,380</b>

## DELIVERING PRODUCT EXCELLENCE

### Innovation and Technology

#### FFB yield and CPO/PK extraction rates

	2023	2022	2021	2020	2019
FFB yield (MT FFB/ha)	21.0	21.0	19.6	20.4	20.1
CPO extraction rate (%)	19.9	19.5	19.5	19.9	19.5
PK extraction rate (%)	4.5	4.6	4.6	4.7	4.8

#### Sugarcane yield (MT/ha)

	2023	2022	2021	2020
Australia	98.6	100.6	96.4	90.6
Myanmar	22.3	44.7	31.9	30.2

Note: 2021 and 2022 figures for Myanmar have been restated.

### Product Marketing and Labelling

#### RSPO certification status

	2023	2022	2021	2020	2019
RSPO-certified, own plantation area (ha)	251,906* (82.0%)*	251,906 (81.1%)	245,066 (78.9%)	239,516 (77.1%)	229,301 (73.8%)
RSPO-certified, scheme smallholder area (ha)	6,495 (14.8%)	6,573 (15.0%)	5,095 (11.7%)	5,095 (11.7%)	5,095 (11.7%)
RSPO-certified mills (No.)	29* (80.6%)*	29 (80.6%)	28 (77.8%)	27 (75.0%)	26 (72.2%)
RSPO-certified refineries (No.)	152 (99.3%)	139 (95.2%)	138 (99.3%)	133 (97.8%)	113 (84.3%)

#### MSPO certification status

	2023	2022	2021	2020	2019
Mills	9*	9	9	9	9
Downstream operations	19	19	19	18	16

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

#### ISPO certification status

	2023	2022	2021	2020	2019
<b>ISPO certified mills</b>	<b>15*</b> <b>(44.1%)*</b>	<b>15</b> <b>(44.1%)</b>	<b>15</b> <b>(44.1%)</b>	<b>14</b> <b>(41.2%)</b>	<b>11</b> <b>(32.4%)</b>
Independent mills	5*	5	5	4	1
Mills with own plantations	10	10	10	10	10

#### ISCC certification status

	2023	2022	2021	2020	2019
ISCC certified sites (No.)	63	45	42	42	37

### Certified sustainable palm oil

	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Certified sustainable palm oil (MT)	837,794 (47.9%)	863,595 (46.2%)	753,301 (43.2%)	767,866 (44.7%)	720,816 (37.9%)
Certified sustainable palm kernels (MT)	181,315 (44.8%)	190,804 (43.0%)	170,253 (40.6%)	175,996 (42.6%)	161,442 (34.6%)
Certified sustainable FFB from Wilmar plantations (MT)	4,114,255 (90.5%)	4,026,647 (87.5%)	3,677,648 (86.4%)	3,652,009 (88.0%)	3,336,288 (76.9%)
Certified sustainable FFB purchased from independent smallholders/outgrowers (MT)	8,461 (0.19%)	25,019 (0.48%)	24,138 (0.50%)	44,038 (0.96%)	31,955 (0.59%)

### Coverage of verified environmental management system (%) in 2023

ISO 14001 certification	26.7
Other third-party certifications	28.2
Internal verification	33.1
<b>Total</b>	<b>88.0</b>

Note: Other third-party certifications include RSPO, ISPO, MSPO, ISCC, Bonsucro, RSB and PROPER. 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

	2023	2022	2021	2020	2019
<b>No. of scheme smallholders</b>	<b>27,585</b>	<b>27,817</b>	<b>27,931</b>	<b>10,738</b>	<b>16,064</b>
Malaysia	0	0	0	0	0
Indonesia	27,438	27,438	27,438	10,238	15,583
Ghana	147	305	438	438	438
Nigeria	0 <sup>12</sup>	74	55	62	43
<b>Scheme smallholder planted (ha)</b>	<b>36,642</b>	<b>36,390</b>	<b>35,682</b>	<b>10,011</b>	<b>35,392</b>
Malaysia	0	0	0	0	0
Indonesia	34,992	34,740	34,032	8,361	33,742
Ghana	1,650	1,650	1,650	1,650	1,650
Nigeria	0	470	76	180	150

#### FFB processed by Wilmar palm oil mills in 2023

	MT	%
Wilmar plantations	4,450,451	49.0
Scheme smallholders	95,247	1.0
Third-party suppliers	4,532,698	49.9

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

#### Source of CPO and PKO managed by Wilmar refineries globally (%) in 2023

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 2023

	MT	%
Wilmar plantations	622,932	3.4
Third-party suppliers	17,515,110	96.6
<b>Total</b>	<b>18,138,042</b>	<b>100</b>

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

<sup>12</sup> Smallholders in Nigeria have been re-classified from scheme to independent in line with the RSPO standards.