

## SUMMARY OF PROGRESS

BIODIVERSITY AND CONSERVATION		
2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<p>Uphold our commitment to <b>No Deforestation</b>, including:</p> <ul style="list-style-type: none"> <li>No development in High Conservation Value (HCV) areas and High Carbon Stock (HCS) forests.</li> <li>Adhering to our strict No Burn Policy.</li> </ul> <p>Uphold our commitment to <b>No New Development on Peatland</b>, regardless of depth (<i>ongoing</i>).</p> <p>Uphold <b>Best Management Practices</b> (BMPs) for existing plantations on peat (<i>ongoing</i>).</p>	<p><b>Zero Deforestation</b> in HCS forests and HCV areas.</p> <p><b>Zero New Development</b> on peatland in Wilmar's landbank.</p>	<p>Uphold our commitment to <b>No Deforestation</b>, including:</p> <ul style="list-style-type: none"> <li>No development in HCV areas and HCS forests.</li> <li>Adhering to our strict No Burn Policy.</li> </ul> <p>Uphold our commitment to <b>No New Development on Peatland</b>, regardless of depth (<i>ongoing</i>).</p> <p>Uphold <b>BMPs</b> for existing plantations on peat (<i>ongoing</i>).</p>
<p>Uphold commitment to <b>Safeguarding Biodiversity</b> in Wilmar's operational areas (<i>ongoing</i>).</p>	<p><b>31,842 Ha of HCV Areas and HCS Forests set aside</b> as conservation areas in our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria (10.4% of our total landbank).</p> <p><b>842 Ha</b> of conservation areas in our sugarcane plantations and mills in Australia and India.</p> <p><b>Regular Monitoring</b> of conservation areas and <b>Zero Deforestation</b> in Wilmar's operational areas.</p>	<p>Uphold commitment to <b>Safeguarding Biodiversity</b> in Wilmar's operational areas (<i>ongoing</i>).</p>

## BIODIVERSITY AND CONSERVATION

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<p><b>Restore, Rehabilitate and Maintain</b> 1,000 Ha of riparian zones by 2050.</p>	<p>As of December 2024, a total of <b>681 Ha</b> of riparian zones restored and rehabilitated with over <b>264,000 trees</b> from <b>52 species</b> in Indonesia, Malaysia and West Africa from a baseline year of 2020.</p> <p><b>150 Ha</b> were restored and rehabilitated in 2024.</p>	<p><b>Restore, Rehabilitate and Maintain</b> 1,000 Ha of riparian zones by 2050 from a 2020 base year.</p>
<p><b>Preserve Rare, Threatened and Endangered (RTE) Species of Wildlife</b> to ensure their long-term viability (<i>ongoing</i>).</p> <ul style="list-style-type: none"> <li>Increase the Siamang (<i>Symphalangus syndactylus</i>) population in PT Kencana Sawit Indonesia (KSI) to 30 by 2050.</li> <li>Maintain proboscis monkey (<i>Nasalis larvatus</i>) population in Sabahmas by 2050.</li> </ul>	<p><b>Protect RTE Species of Wildlife</b> in Wilmar's operational areas through conservation monitoring, awareness raising programmes and stakeholder engagement.</p> <p>As of 2024, a total of <b>23 Siamangs</b> 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 <b>25 groups of Proboscis Monkeys</b> are monitored and protected in Sabahmas Plantation from a baseline year of 2020.</p>	<p><b>Preserve Rare, RTE Species of Wildlife</b> to ensure their long-term viability (<i>ongoing</i>).</p> <ul style="list-style-type: none"> <li>Increase the Siamang (<i>Symphalangus syndactylus</i>) population in PT Kencana Sawit Indonesia (KSI) to 30 by 2050 from a baseline year of 2020.</li> <li>Maintain proboscis monkey (<i>Nasalis larvatus</i>) population in Sabahmas by 2050 from a baseline year of 2020.</li> </ul>
<p><b>Engage 10,000 Stakeholders and Local Communities</b> on BMPs to raise awareness of and promote conservation by 2050.</p>	<p>As of 2024, a total of <b>4,383 External Stakeholders and Local Communities</b> participated in the BMPs and awareness programme in Indonesia, Malaysia and West Africa.</p> <p><b>1,467 Stakeholders</b> were engaged in 2024.</p>	<p><b>Engage 10,000 Stakeholders and Local Communities</b> on BMPs to raise awareness of and promote conservation by 2050.</p>

## BIODIVERSITY AND CONSERVATION

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Conduct Environmental Education and Awareness Programmes for 10,000 students by 2030.	As of December 2024, a total of 5,158 students participated in the environmental education and awareness programmes in Indonesia, Malaysia and West Africa from a baseline year of 2020.	Conduct Environmental Education and Awareness Programmes for 10,000 students by 2030 from a baseline year of 2020.
Implement Conservation and Biodiversity initiatives in 3,000 Ha outside of Wilmar's concessions by 2050.	Initiated a landscape project of 2,783 Ha beyond Wilmar's concessions in Indonesia and Ghana to support biodiversity and community-based conservation.	Implement Conservation and Biodiversity initiatives in 3,000 Ha outside of Wilmar's concessions by 2050.
<p>Publish Best Management Practices (BMPs) Guideline on Conservation for West Africa by 2024 (<i>ongoing</i>).</p> <p>Continue to Publish Educational Series and Materials to Promote Biodiversity Conservation in the plantation landscape (<i>ongoing</i>).</p>	<p>As of December 2024, we have published:</p> <ul style="list-style-type: none"> <li>BMPs Manual for Growers on Forest Conservation and Community Collaboration in <a href="#">English</a> and <a href="#">Bahasa Indonesia</a>.</li> <li>A Practical Guidance to Conservation Area Monitoring in <a href="#">English</a>, <a href="#">Bahasa Indonesia</a> and <a href="#">Bahasa Melayu</a>.</li> <li><a href="#">Bukit Durang: Hidden Jewel of Ulu Suai, Sarawak</a>.</li> <li>Newsletter series on conservation efforts in Wilmar's operational areas in Malaysia – volumes <a href="#">7</a> and <a href="#">8</a>.</li> <li>Environment booklet on Implementation of Responsible Environmental Practices and Conservation of Ecosystems in <a href="#">English</a>, <a href="#">Bahasa Indonesia</a> and <a href="#">Bahasa Melayu</a>.</li> </ul>	Continue to Publish Educational Series and Materials to Promote Biodiversity Conservation in the plantation landscape ( <i>ongoing</i> ).

## CLIMATE CHANGE

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<p>Reduce 50.4% of Absolute Scope 1 and 2 greenhouse gas (GHG) Emissions by 2032 from a baseline year of 2022.<sup>1</sup></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.<sup>2</sup></p> <p>Reduce 36.4% of Absolute Scope 1 and 3 Forest, Land, and Agriculture (FLAG) Guidance GHG Emissions by 2032 from a baseline year of 2022.<sup>2</sup></p> <p>Reduce 90.0% of Absolute Scope 1 and 2 GHG Emissions by 2050 from a baseline year of 2022.<sup>1</sup></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.<sup>1</sup></p> <p>Reduce 72.0% of Absolute Scope 1 and 3 FLAG GHG Emissions by 2050 from a baseline year of 2022.<sup>2</sup></p> <p>All palm oil volumes will come from suppliers under the “Delivering” category of the NDPE Implementation Reporting Framework (IRF) by 2025 (ongoing).</p>	<p>Reduced our Scope 1 and 2 Absolute GHG Emissions by 4.3% from 2023.</p> <p>Reduced our Scope 1 FLAG GHG Emissions by 18.3% from 2023.</p> <p>Our progress on supply chain performance is detailed in the sections on <a href="#">Responsible Sourcing and Supply Chain Transformation</a> and the <a href="#">Palm NDPE Implementation Annual Report 2024</a>.</p>	<p>Reduce 50.4% of Absolute Scope 1 and 2 GHG Emissions by 2032 from a baseline year of 2022.<sup>1</sup></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.<sup>2</sup></p> <p>Reduce 36.4% of Absolute Scope 1 and 3 FLAG GHG Emissions by 2032 from a baseline year of 2022.<sup>2</sup></p> <p>Reduce 90.0% of Absolute Scope 1 and 2 GHG Emissions by 2050 from a baseline year of 2022.<sup>1</sup></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.<sup>1</sup></p> <p>Reduce 72.0% of Absolute Scope 1 and 3 FLAG GHG Emissions by 2050 from a baseline year of 2022.<sup>2</sup></p> <p>All palm oil volumes will come from suppliers under the “Delivering” category of the NDPE Implementation Reporting Framework (IRF) by 2025 (ongoing).</p>

<sup>1</sup> The target boundary includes land-related emissions and removals from bioenergy feedstock.

<sup>2</sup> The target includes FLAG emissions and removals.

## ENVIRONMENTAL FOOTPRINT OF OPERATIONS

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Achieve 3.0% reduction in water-use intensity for palm oil mills by 2028 from a baseline year of 2022.	Achieved more than 8.0% reduction in water-use intensity for the below regions: <ul style="list-style-type: none"> <li>Indonesia – 0.95m<sup>3</sup> / MT Fresh Fruit Bunches (FFB)</li> <li>Malaysia – 1.25m<sup>3</sup> / MT FFB</li> <li>Ghana – 1.27m<sup>3</sup> / MT FFB</li> </ul>	Achieve 3.0% reduction in water-use intensity for palm oil mills by 2028 from a baseline year of 2022.
Achieve 20.0% reduction in energy intensity across our Australia and New Zealand sugar refinery operations by 2030 from a baseline year of 2020 ( <i>ongoing</i> ).	Achieve 10.0% reduction in energy intensity from 2020 baseline year through the installation of energy-efficient Mechanical Vapor Recompression evaporator systems.	Achieve 20.0% reduction in energy intensity across our Australia and New Zealand sugar refinery operations by 2030 from a baseline year of 2020 ( <i>ongoing</i> ).
Continue to expand the installed capacity of PV power plants in our China factories with the goal of achieving 200 MWp by 2030 ( <i>ongoing</i> ).	Increased the total installed power capacity of PV power plants in China from 81.0 MWp in 2023 to 105.3 MWp in 2024.	Continue to expand the installed capacity of PV power plants in our China factories with the goal of achieving 200 MWp by 2030 ( <i>ongoing</i> ).
Achieve 100% renewable electricity across Goodman Fielder's operations by 2025 ( <i>ongoing</i> ).	Goodman Fielder New Zealand has maintained 100% renewable electricity across its operations through the purchase of RECs since January 2021.	Achieve 100% renewable electricity across Goodman Fielder's operations by 2025.
Continue to pursue efforts to halve food waste in Goodman Fielder's operations by 2030 using Champions 12.3 'Target, Measure, Act' approach.	Annually report food waste in Australia and New Zealand via industry voluntary commitments. In Australia, food waste in our supply chain surpassed our 2030 roadmap target by 15.0% in 2024 while in New Zealand, we were part of the collaborative Kai commitment working group tasked to map waste across the value chain of bread.  Fiji has achieved a reduction in food waste of over 50.0% in 2024 based on a 2022 baseline. The focus is to maintain this downward trend of food waste in line with our sustainability commitment.	Continue to pursue efforts to halve food waste in Goodman Fielder's operations by 2030 using Champions 12.3 'Target, Measure, Act' approach.

## SUSTAINABLE PACKAGING

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Strive to reduce the usage of packaging materials by <b>15,000 MT</b> compared to the 2020 baseline through Yihai Kerry Arawana's (YKA) "Sustainable Packaging Plan" ( <i>ongoing</i> ).	As of December 2024, YKA has reduced packaging waste by <b>17,940 MT</b> – exceeding our target by over 20.0%.	Strive to reduce the usage of packaging materials by <b>15,000 MT</b> compared to the 2020 baseline through YKA's "Sustainable Packaging Plan" ( <i>ongoing</i> ).
Continue to pursue Goodman Fielder's target of 100% Sustainable Packaging Materials by 2030 ( <i>ongoing</i> ).	<p>Up to <b>80.0%</b> and <b>20.0%</b> of packaging in <b>Fiji</b> is <b>recyclable</b> and <b>reusable</b> respectively.</p> <p>In <b>New Zealand</b>, approximately <b>97.0%</b> of packaging is <b>recyclable</b> and approximately <b>15.0%</b> of primary packaging by volume is recycled content.</p> <p>In <b>Australia</b>, approximately up to <b>80.0%</b><sup>3</sup> of packaging is <b>recyclable</b> and approximately <b>43.0%</b> of all primary and secondary packaging by volume is recycled content.</p> <p>Wilmar adheres to the standards of the Packaging Recyclability Evaluation Portal (PREP) and the Australasian Recycling Label (ARL).</p>	Continue to pursue Goodman Fielder's target of 100% Sustainable Packaging Materials by 2030 ( <i>ongoing</i> ).

<sup>3</sup>. This figure has decreased significantly since the discontinuation of the REDcycle soft plastics recycling programme in Australia. As such, there is presently no commercially viable method for recycling soft plastics in Australia, resulting in all soft plastics being categorised as non-recyclable.

## HUMAN RIGHTS AND LABOUR STANDARDS

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Ensure all employees and contractors receive <b>at least the applicable local minimum wage</b> in line with legal regulations and <b>local living wages</b> , where applicable ( <i>ongoing</i> ).	<b>Assessed 100% of our employees and contractors</b> to ensure that they are paid a living wage.	Ensure all employees and contractors receive <b>at least the applicable local minimum wage</b> in line with legal regulations and <b>local living wages</b> , where applicable ( <i>ongoing</i> ).
<b>Uphold children's rights</b> across our operations by promoting and advocating for education and having zero tolerance for child labour or exploitation ( <i>ongoing</i> ).	<b>Built schools and crèches</b> in all our oil palm plantations. In 2024, we supported <b>12,370 children</b> of compulsory school-going age—equivalent to <b>89.8%</b> of children living in our plantations.	<b>Uphold children's rights</b> across our operations by supporting children's education and having zero tolerance for child labour or exploitation ( <i>ongoing</i> ).

## DIVERSITY AND INCLUSION

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<b>Uphold Diversity and Inclusivity in our Workplace</b> through close adherence to policies such as: <ul style="list-style-type: none"> <li><a href="#">Equal Opportunity Policy</a></li> <li><a href="#">Women's Charter</a></li> <li><a href="#">Human Rights Policy</a></li> <li><a href="#">Human Rights Framework</a></li> <li><a href="#">Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy</a></li> </ul>	<b>27.9%</b> of management positions are <b>held by women</b> . <b>23.8%</b> of our global headcount are female employees. <b>100%</b> of our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria <b>have Women's Working Groups (WoW) or Gender Committees</b> . <b>116 employees with disabilities</b> , or 0.10% across our total global workforce.	<b>Uphold Diversity and Inclusivity in our Workplace</b> through close adherence to policies such as: <ul style="list-style-type: none"> <li><a href="#">Equal Opportunity Policy</a></li> <li><a href="#">Women's Charter</a></li> <li><a href="#">Human Rights Policy</a></li> <li><a href="#">Human Rights Framework</a></li> <li><a href="#">Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy</a></li> </ul>
<b>Continue implementation of Board Diversity Policy</b> to meet the quantitative gender diversity targets of female representation on the Board—25% by 2025 and 30.0% by 2030 ( <i>ongoing</i> ).	As of 31 December 2024, <b>23.1%</b> of our Directors are female (excluding an Alternate Director). We appointed a fourth female Director in April 2025—increasing female representation on the Board to <b>30.8%</b> .	<b>Continue implementation of Board Diversity Policy</b> to meet the quantitative gender diversity targets of female representation on the Board—25% by 2025 and 30.0% by 2030 ( <i>ongoing</i> ).

## TALENT MANAGEMENT

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Continue delivery of content and training materials on LITMOS ( <i>ongoing</i> ).	Invested around US\$4.0 million in employee training and development with 26.6 hours of training attended on average per employee.	Continue delivery of content and training by adopting a blended learning approach via classroom training and LITMOS ( <i>ongoing</i> ).

## EMPLOYEE HEALTH, SAFETY AND WELL-BEING

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Reduce Lost Time Injury Rate (LTIR) by 40.0% by 2025 from a baseline year of 2020.	47.0% reduction in LTIR from 0.91 in 2020 to 0.48 <sup>#</sup> in 2024.	Reduce LTIR by 40.0% by 2025 from a baseline year of 2020.
Commitment to zero cases of work-related fatalities ( <i>ongoing</i> ).	9 <sup>#</sup> fatalities (7 <sup>#</sup> employees and 2 <sup>#</sup> contractors).	Commitment to zero cases of work-related fatalities ( <i>ongoing</i> ).
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 disclosed ( <i>ongoing</i> ).	140,420 cases of near misses and hazards were reported in 2024, representing an increase of more than 125% from 2020 baseline. 98.1% closure rate achieved for these cases.	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 disclosed ( <i>ongoing</i> ).
Attain >95.0% compliance with Wilmar High-Risk Work (HRW) Standards by 2025 ( <i>ongoing</i> ).	87.7% score achieved on the HRW gap assessment, as part of the HRW campaign launched in 2024.	Attain >95.0% compliance with Wilmar HRW Standards by 2025 ( <i>ongoing</i> ).

<sup>#</sup> Limited assurance conducted by EY.

## INNOVATION AND TECHNOLOGY

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Continually support business operations through research and development (R&D) and foster innovation through collaborations.	<p>153 patents were granted in 2024, bringing the total number of patents to 1,030 as of December 2024.</p> <p>Established China's first global peanut industry research institute in partnership with Qingdao Municipal Government.</p> <p>Set up a national post-doctoral research station in China.</p> <p>YKA's R&amp;D Centre and researchers of Shanghai Yangtze River Delta Technology Innovation Centre jointly established the National Technology Innovation Centre of Yangtze River Delta (NICE) - Wilmar Biology Joint Innovation Centre.</p> <p>Launched a national nutrition and health system in partnership with the Chinese National Food Industry Association.</p> <p>Developed a diacylglycerol (DAG) cooking oil which aids weight control and a series of low-GI staple food products which can control blood sugar levels.</p>	Continually support business operations through R&D and foster innovation through collaborations.
YKA's R&D Centre has committed over RMB100.0 million (approximately US\$14.0 million) to support scientific research and development by 2030 (ongoing).	<p>Over 60 R&amp;D projects undertaken in China in 2024.</p> <p>YKA has entered its fourth phase of R&amp;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 development of healthy alternatives. YKA is also exploring the development of a platform to improve consumer access to nutrition information.</p>	YKA's R&D Centre has committed over RMB100.0 million (approximately US\$14.0 million) to support scientific research and development by 2030 (ongoing).

## CONSUMER HEALTH AND WELL-BEING

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Maintain efforts to <b>ensure accessibility to affordable, healthy and nutritious food</b> by enhancing existing product formulations while introducing new food ranges of food with targeted health or nutrition attributes <i>(ongoing)</i> .	In collaboration with the Chinese Nutrition Society, <b>YKA pledged over RMB100.0 million</b> (approximately <b>US\$14.0 million</b> ) over 10 years to support scientific research in food science.  Wilmar identified strategic focus areas including impacts of fats and fatty acids on health, dietary management, research on food and nutrition interventions and the creation of a nutrition information sharing platform.	Maintain efforts to <b>ensure accessibility to affordable, healthy and nutritious food</b> by enhancing existing product formulations while introducing new food ranges of food with targeted health or nutrition attributes <i>(ongoing)</i> .
<b>Ensure transparency of product information</b> on our food labels and educate our consumers about health and well-being <i>(ongoing)</i> .	Wilmar Sugar <b>actively communicates transparent information on sugar in relation to health</b> to relevant stakeholders.	<b>Ensure transparency of product information</b> on our food labels and educate our consumers about health and well-being <i>(ongoing)</i> .

## PRODUCT QUALITY AND SAFETY

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<b>Maintain zero food safety-related incidents</b> <i>(ongoing)</i> .	<b>Zero recalls</b> issued for food safety reasons.	<b>Maintain zero food safety-related incidents</b> <i>(ongoing)</i> .
<b>Certify 100% of our food and food ingredient factories</b> above 5,000 sqm to a food safety certification scheme accredited by the Global Food Safety Initiative <i>(ongoing)</i> .	<b>87.2%</b> of our food and food ingredient factories above 5,000 sqm are certified.	<b>Achieve 93.0% Food Safety Management System Certification</b> for our food and food ingredient factories above 5,000 sqm by 2025.

Support our factories in <b>passing all Good Manufacturing Practice (GMP) inspections with no serious findings</b> ( <i>ongoing</i> ).	A total of <b>291 inspections</b> were conducted in 2024, of which <b>84.5% were unannounced</b> . <b>34.0% of factories passed GMP inspection with no serious findings</b> , of which <b>97.0% were unannounced inspections</b> .	Continue to support our factories in <b>passing all GMP inspections with no serious findings</b> ( <i>ongoing</i> ).
--	--	--

PRODUCT MARKETING AND LABELLING		
2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
<b>Achieve Roundtable on Sustainable Palm Oil (RSPO) Certification for all Wilmar Oil Palm Management Units</b> (mills and supplying plantations) by 2026 <sup>4</sup> ( <i>ongoing</i> ).	29* out of 35 palm oil mills are RSPO-certified (82.9%*). 82.1%* or 252,487 Ha* of our oil palm plantations are RSPO-certified.	<b>Achieve RSPO Certification for all Wilmar Oil Palm Management Units</b> (mills and supplying plantations) by 2026 ( <i>ongoing</i> ).
<b>Achieve Indonesian Sustainable Palm Oil (ISPO) Certification for all Wilmar Palm Oil Mills in Indonesia</b> by 2026 ( <i>ongoing</i> ).	25* out of 34 palm oil mills are ISPO-certified (73.5%*).	<b>Complete ISPO Certification Audits for all Wilmar Integrated Palm Oil Mills in Indonesia</b> by 2026 ( <i>ongoing</i> ).
<b>Complete ISPO Certification Audits for 11 Wilmar Independent Palm Oil Mills in Indonesia</b> by 2025 ( <i>ongoing</i> ).	7* out of 11 independent palm oil mills completed ISPO certification audits (63.6%*).	<b>Complete ISPO Certification Audits for 11 Wilmar Independent Palm Oil Mills in Indonesia</b> by 2027 ( <i>ongoing</i> ).
<b>Achieve and Maintain Malaysian Sustainable Palm Oil (MSPO) Certification</b> for all Wilmar plantations and palm oil processing facilities in Malaysia ( <i>ongoing</i> ).	100%* of palm oil mills (8*) and oil palm plantations (20*) are MSPO-certified.	<b>Achieve and Maintain MSPO Certification</b> for all Wilmar plantations and palm oil processing facilities in Malaysia ( <i>ongoing</i> ).
<b>Continue to comply with relevant regulations and industry codes</b> to ensure we meet the highest standards of responsible product marketing, advertising and labelling ( <i>ongoing</i> ).	<b>No incidents or fines</b> incurred in relation to non-compliance with industry codes or regulatory requirements on product labelling or marketing in 2024.	<b>Continue to comply with relevant regulations and industry codes</b> to ensure we meet the highest standards of responsible product marketing, advertising and labelling ( <i>ongoing</i> ).

<sup>4</sup> Please refer to our RSPO Annual Communication of Progress (ACOP) reports for more details.

\* Limited assurance conducted by CU.

## RESPONSIBLE SOURCING AND SUPPLY CHAIN TRANSFORMATION

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Achieve 100% Traceability to Mill by 2024 ( <i>ongoing</i> ).	Achieved 98.5*% Traceability to Mill.	Achieve 100% Traceability to Mill by 2025 ( <i>ongoing</i> ).
Achieve 100% Traceability to Plantation by 2025 ( <i>ongoing</i> ).	Achieved 91.0*% Traceability to Plantation.	Achieve 100% Traceability to Plantation by 2025 ( <i>ongoing</i> ).
Maintain 100% Response Rate for all grievances raised via Wilmar's grievance mechanism ( <i>ongoing</i> ).	Achieved 100% Response Rate since 2015. As of December 2024, 87 grievance cases were logged, of which 84 cases were closed while 3 are ongoing.	Maintain 100% Response Rate for all grievances raised via Wilmar's grievance mechanism ( <i>ongoing</i> ).

## ECONOMIC AND COMMUNITY CONTRIBUTION

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
Maintain our contributions to philanthropic endeavours supporting education, health, well-being and community welfare initiatives ( <i>ongoing</i> ).	Over US\$13.9 million contributed to community investment and philanthropic activities in China, Indonesia, Malaysia, Australia, New Zealand, Fiji, Papua New Guinea, Ghana, Nigeria, Myanmar, Vietnam and Singapore.	Maintain our contributions to philanthropic endeavours supporting education, health, well-being and community welfare initiatives ( <i>ongoing</i> ).

\* Limited assurance conducted by CU.

## BUSINESS ETHICS AND COMPLIANCE

2023 COMMITMENTS / TARGETS	2024 PROGRESS	CURRENT COMMITMENTS / TARGETS
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.	Continue to maintain no incidents of anticompetitive behaviour, monopolistic practice or corruption involving Wilmar, other than disclosed ( <i>ongoing</i> ).
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.	Continue to maintain no significant incidents of non-compliance with any relevant environmental and socioeconomic laws or regulations in our operations ( <i>ongoing</i> ).

## DATA SECURITY AND PRIVACY

### CURRENT COMMITMENTS / TARGETS

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 (*ongoing*).