



2023

SUMMARY OF PROGRESS



BIODIVERSITY AND CONSERVATION

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • NO DEFORESTATION <ul style="list-style-type: none"> » No development in high carbon stock (HCS) forests and high conservation value (HCV) areas » No burning in the preparation of new planting and re-planting of any other development • NO NEW DEVELOPMENT ON PEATLAND, regardless of depth • MAINTAIN BEST MANAGEMENT PRACTICES for existing plantations on peat 	<ul style="list-style-type: none"> • ZERO DEFORESTATION in HCS forests and HCV areas • ZERO NEW DEVELOPMENT on peatland in Wilmar's landbank 	<ul style="list-style-type: none"> • Uphold our commitment to NO DEFORESTATION including: <ul style="list-style-type: none"> » no development in HCS forests and HCV areas » adhering to our strict no burn policy • Uphold commitment to NO NEW DEVELOPMENT ON PEATLAND, regardless of depth (ongoing) • Uphold BEST MANAGEMENT PRACTICES for existing plantations on peat (ongoing)
<ul style="list-style-type: none"> • SAFEGUARD BIODIVERSITY in Wilmar's operational areas 	<ul style="list-style-type: none"> • 31,799 HA¹ 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) • 835 HA of additional conservation areas in our sugarcane plantations and mills in Australia and India • REGULAR MONITORING of conservation areas and ZERO DEFORESTATION in Wilmar's operational areas 	<ul style="list-style-type: none"> • Uphold commitment to SAFEGUARDING BIODIVERSITY in Wilmar's operational areas (ongoing) • RESTORE, REHABILITATE AND MAINTAIN 1,000 ha of riparian zones by 2050 • IMPLEMENT CONSERVATION AND BIODIVERSITY INITIATIVES in 3,000 ha outside of Wilmar's concessions by 2050

¹ The total conservation area has decreased slightly from 32,544 ha in 2022 due to operational boundary changes.

BIODIVERSITY AND CONSERVATION *(continuation)*

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • PROTECT RARE, THREATENED AND ENDANGERED (RTE) SPECIES of wildlife to ensure the long-term viability of the species: <ul style="list-style-type: none"> » Increase the <i>siamang</i> (<i>Symphalangus syndactylus</i>) population in PT Kencana Sawit Indonesia (KSI) to 30 by 2050 » Maintain proboscis monkey (<i>Nasalis larvatus</i>) population in Sabahmas Plantation in Malaysia, by 2050 • PUBLISH BEST MANAGEMENT PRACTICES (BMPs) GUIDELINES on conservation for Indonesia, Malaysia and West Africa by 2024 (ongoing) • PUBLISH EDUCATIONAL SERIES AND MATERIALS to promote biodiversity conservation in the plantation landscape by 2030 (ongoing) 	<ul style="list-style-type: none"> • PROTECT RTE SPECIES of wildlife in Wilmar's operational areas through conservation monitoring, awareness raising programmes and stakeholder engagement • As of December 2023, 22 siamangs have been reintroduced into the wild through the gibbon rehabilitation and reintroduction programme and are protected in PT KSI • 25 proboscis monkeys are monitored and protected in Sabahmas Plantation in Malaysia • Published: <ul style="list-style-type: none"> » BMPs MANUAL FOR GROWERS ON FOREST CONSERVATION AND COMMUNITY COLLABORATION in Bahasa Indonesia and English » A PRACTICAL GUIDANCE TO CONSERVATION AREA MONITORING in Bahasa Melayu and Bahasa Indonesia » Bukit Durang: Hidden Jewel of Ulu Suai, Sarawak » Newsletter series on conservation efforts in Wilmar's operational areas in Malaysia – volumes 5 and 6 » Guidance on Development of Recovery Plans 	<ul style="list-style-type: none"> • PRESERVE RTE SPECIES OF WILDLIFE to ensure their long-term viability (ongoing) • Publish BMPs GUIDELINE ON CONSERVATION FOR WEST AFRICA by 2024 (in progress) • Continue to PUBLISH EDUCATIONAL SERIES AND MATERIALS TO PROMOTE BIODIVERSITY CONSERVATION in the plantation landscape (ongoing) • ENGAGE 10,000 EXTERNAL STAKEHOLDERS AND LOCAL COMMUNITIES on BMPs to raise awareness of and promote conservation by 2050 • CONDUCT ENVIRONMENTAL EDUCATION AND AWARENESS PROGRAMMES for 10,000 students by 2030

CLIMATE CHANGE

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • DEVELOP COMPREHENSIVE TARGETS consistent with a 1.5-degree Celsius pathway and aligned with the Science Based Target initiative (SBTi). These targets will also be linked to our energy and water efficiency programmes • Ensure ALL SUPPLIERS' PALM OIL VOLUMES ARE IN THE "DELIVERING" CATEGORY OF THE NDPE IMPLEMENTATION REPORTING FRAMEWORK (NDPE IRF) by 2025 and the progress is reported annually 	<ul style="list-style-type: none"> • COMPLETED THE MAPPING OF THE GROUP'S SCOPE 1 AND 2 GHG EMISSIONS for the new baseline year of 2022 <ul style="list-style-type: none"> » Identified the top five geographies that contribute to our GHG emissions and are establishing an implementation roadmap which will outline our progress and the initiatives we will implement to meet our targets • IDENTIFIED THE KEY CATEGORIES IN OUR SCOPE 3 GHG EMISSIONS for inclusion in our target submission to the SBTi • Our progress on supply chain performance is detailed in the section on Responsible Sourcing and Supply Chain Transformation in the Sustainability Report 2023 and the Palm NDPE Implementation Annual Report 2023 	<ul style="list-style-type: none"> • Uphold our SBTi commitment to develop OUR TARGETS IN LINE WITH A 1.5-DEGREE CELSIUS PATHWAY. These targets will be linked to our energy and water efficiency programmes (ongoing) • By 2025, ALL PALM OIL VOLUMES ARE FROM SUPPLIERS UNDER THE "DELIVERING" CATEGORY OF THE NDPE IRF (ongoing) • MAP THE GROUP'S SCOPE 3 GHG EMISSIONS to form a complete inventory of our total GHG emissions for the new baseline year of 2022
<ul style="list-style-type: none"> • REDUCE OUR GHG EMISSIONS INTENSITY BY 15.0% for all our palm oil mills in Indonesia, Malaysia, Ghana and Nigeria, regardless of Roundtable on Sustainable Palm Oil (RSPO) certification status by 2023, against a 2016 baseline of 0.82 tCO₂e PER MT CPO 	<ul style="list-style-type: none"> • REDUCED OUR GHG EMISSIONS INTENSITY BY 17.3% for our palm oil mills 	

ENVIRONMENTAL FOOTPRINT OF OPERATIONS

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • REDUCE WATER CONSUMPTION INTENSITY (m³/MT FFB processed) for palm oil mills from a 2016 baseline with the following targets by 2023: <ul style="list-style-type: none"> » Indonesia: 1.20 m³/MT FFB » Malaysia, Ghana and Nigeria: 1.30 m³/MT FFB 	<ul style="list-style-type: none"> • Water consumption intensity targets achieved in: <ul style="list-style-type: none"> » Indonesia: <ul style="list-style-type: none"> - Sumatra : 0.91 m³/MT FFB[#] - Central Kalimantan: 1.04 m³/MT FFB[#] - West Kalimantan: 1.13 m³/MT FFB[#] » Nigeria: 1.13 m³/MT FFB[#] 	<ul style="list-style-type: none"> • ACHIEVE 3% REDUCTION IN WATER USE INTENSITY for palm oil mills from a 2022 baseline by 2028
<ul style="list-style-type: none"> • REDUCE ENERGY INTENSITY across our Australia and New Zealand sugar refinery operations from a 2020 baseline by 20% by 2030 	<ul style="list-style-type: none"> • ACHIEVED 2.9% REDUCTION IN ENERGY INTENSITY from 2020 baseline for our Australia and New Zealand sugar refinery operations through the installation of more energy-efficient Mechanical Vapor Recompression evaporator systems 	<ul style="list-style-type: none"> • ACHIEVE 20% REDUCTION IN ENERGY INTENSITY across our Australia and New Zealand sugar refinery operations by 2030 from a 2020 baseline (ongoing)
<ul style="list-style-type: none"> • INCREASE INSTALLED CAPACITY OF PHOTOVOLTAIC (PV) POWER PLANTS across China factories to 200 MWp by 2030 	<ul style="list-style-type: none"> • INCREASED THE TOTAL INSTALLED POWER CAPACITY OF PV POWER PLANTS IN CHINA to 81.0 MWp as of 2023 	<ul style="list-style-type: none"> • CONTINUE TO EXPAND THE INSTALLED CAPACITY OF PV POWER PLANTS in our China factories, with the goal of achieving 200 MWp by 2030 (ongoing)
<ul style="list-style-type: none"> • ACHIEVE 100% RENEWABLE ELECTRICITY across Goodman Fielder's operations by 2025 	<ul style="list-style-type: none"> • GOODMAN FIELDER HAS MAINTAINED 100% RELIANCE ON RENEWABLE ELECTRICITY across its operations in New Zealand through the purchase of renewable energy certificates (RECs) since January 2021 and achieved a similar feat through the purchase of RECs across its Australian operations between July 2021 and December 2023 	<ul style="list-style-type: none"> • ACHIEVE 100% RENEWABLE ELECTRICITY across Goodman Fielder's operations by 2025 (ongoing)
<ul style="list-style-type: none"> • HALVE FOOD WASTE in Goodman Fielder's operations by 2030 	<ul style="list-style-type: none"> • COMPLETED OUR SECOND YEAR OF REPORTING under our commitment to the Australian Food Pact which brings together organisations to tackle food waste across the food supply chain • COMPLETED MAPPING OUR FOOD WASTE FOR BASELINE YEAR 2022 across New Zealand and Fiji which will be used to identify and develop action plans to deliver on our 2030 target 	<ul style="list-style-type: none"> • CONTINUE TO PURSUE EFFORTS TO HALVE FOOD WASTE in Goodman Fielder's operations by 2030 (ongoing)

[#] Limited assurance procedures have been performed by EY.

SUSTAINABLE PACKAGING

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> Through its "Sustainable Packaging 2025 Plan", Yihai Kerry Arawana (YKA) targets to REDUCE THE USE OF PACKAGING MATERIALS BY 15,000 MT from a 2020 baseline 	<ul style="list-style-type: none"> As of December 2023, YKA reduced its packaging waste by 11,447 MT, reaching 76.3% of its target 	<ul style="list-style-type: none"> STRIVE TO REDUCE THE USAGE OF PACKAGING MATERIALS BY 15,000 MT compared to the 2020 baseline through YKA's "Sustainable Packaging 2025 Plan"(ongoing)
<ul style="list-style-type: none"> 100% OF GOODMAN FIELDER'S PACKAGING MATERIALS TO BE SUSTAINABLE. In the interim, we target 100% of packaging to be reusable, recyclable or compostable by 2025 through: <ul style="list-style-type: none"> » Phasing out problematic and unnecessary single-use plastic packaging » Meeting the standards set out in the Packaging Recyclability Evaluation Portal, the Australasian Recyclability Label, or similar programmes 	<ul style="list-style-type: none"> 82.2% and 9.4% of packaging in Fiji is recyclable and reusable respectively. In New Zealand, 97.3% of packaging is recyclable while 75.1%² of packaging in Australia is recyclable or reusable 	<ul style="list-style-type: none"> CONTINUE TO PURSUE GOODMAN FIELDER'S TARGET OF 100% SUSTAINABLE PACKAGING MATERIALS BY 2030 (ongoing)

TALENT MANAGEMENT

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> Continue to DELIVER CONTENT AND MANAGE OUR TRAINING NEEDS on Litmos, a learning management system 	<ul style="list-style-type: none"> Invested over US\$5.5 MILLION in employee training and development 14.8 HOURS of training attended on average per employee 	<ul style="list-style-type: none"> CONTINUE DELIVERY OF CONTENT AND TRAINING MATERIALS on Litmos (ongoing)

² This figure has decreased significantly since the discontinuation of the REDcycle soft plastics recycling programme in Australia. Consequently, there is at present 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

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> Ensure all employees and contractors are paid AT LEAST THE APPLICABLE LOCAL MINIMUM WAGE in line with legal regulations and LOCAL LIVING WAGES, where available 	<ul style="list-style-type: none"> ASSESSED 100% OF OUR EMPLOYEES AND CONTRACTORS to ensure that they are paid a living wage 	<ul style="list-style-type: none"> COMMITTED TO ENSURE ALL EMPLOYEES AND CONTRACTORS RECEIVE WAGES THAT MEET OR EXCEED THE LOCAL MINIMUM WAGE STANDARDS and where applicable, the local minimum wage, in adherence with legal regulations (ongoing)
<ul style="list-style-type: none"> PROTECT AND SAFEGUARD THE RIGHTS OF CHILDREN throughout our operations by supporting children's education and having zero tolerance for child labour or exploitation 	<ul style="list-style-type: none"> BUILT SCHOOLS AND CRÈCHES in all our oil palm plantations In 2023, we supported 12,039 children of compulsory school-going age in their education, equivalent to 85.9% of children living in our plantations 	<ul style="list-style-type: none"> UPHOLD CHILDREN'S RIGHTS across our operations by promoting and advocating for education and having zero tolerance for child labour or exploitation (ongoing)

DIVERSITY AND INCLUSION

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • MAINTAIN A DIVERSE AND INCLUSIVE WORKPLACE in accordance with our: <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 	<ul style="list-style-type: none"> • 27.5% of management positions are HELD BY WOMEN; female employees account for 23.7% of our global headcount • 100% of our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria have WOMEN'S WORKING GROUPS OR GENDER COMMITTEES • 104 EMPLOYEES WITH DISABILITIES across our global operations, which represents 0.09% of our total workforce 	<ul style="list-style-type: none"> • UPHOLD DIVERSITY AND INCLUSIVITY IN OUR WORKPLACE through close adherence to policies such as: <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
<ul style="list-style-type: none"> • Board Diversity Policy with quantitative gender diversity targets of increasing female representation on the Board to 25% by 2025 and 30% by 2030 	<ul style="list-style-type: none"> • Appointed an additional female Director to the Board and as at 31 December 2023, 23.1% of our Directors, excluding an Alternate Director, were female 	<ul style="list-style-type: none"> • CONTINUE IMPLEMENTATION OF THE BOARD DIVERSITY POLICY to meet the quantitative gender diversity targets of increasing female representation on the Board to 25% by 2025 and 30% by 2030 (ongoing)

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> REDUCE LOST TIME INJURY RATE (LTIR) BY 40% by 2025 from 2020 baseline 	<ul style="list-style-type: none"> 44.7% reduction in LTIR, from 0.91 in 2020 to 0.50 in 2023 	<ul style="list-style-type: none"> Maintain to REDUCE LTIR BY 40% by 2025 from 2020 baseline (ongoing)
<ul style="list-style-type: none"> ZERO CASES of work-related fatalities 	<ul style="list-style-type: none"> Six[#] fatalities involving three[#] employees and three[#] contractors. Please refer to page 116 of the Sustainability Report 2023 for details 	<ul style="list-style-type: none"> Commitment to ZERO CASES OF WORK-RELATED FATALITIES (ongoing)
<ul style="list-style-type: none"> INCREASE REPORTING RATE OF HAZARDS AND NEAR MISSES BY 40% by 2025 from 2020 baseline. To achieve CLOSURE RATE OF >90% for these hazards and near misses disclosed 	<ul style="list-style-type: none"> 128,626 cases of near misses and hazards were reported in 2023, representing more than 100% increase from 2020. 97.2% closure rate achieved for these cases 	<ul style="list-style-type: none"> ENHANCE THE REPORTING RATE OF HAZARDS AND NEAR MISSES BY 40% by 2025 from 2020 baseline and aim for a CLOSURE RATE OF >90% for disclosed hazards and near misses (ongoing)
<ul style="list-style-type: none"> Achieve >95% COMPLIANCE TO WILMAR HIGH RISK WORK (HRW) STANDARDS by 2025. This is to develop a risk management culture where risks are consistently identified and mitigated 	<ul style="list-style-type: none"> 85.2% score achieved on the HRW gap assessment, as part of the HRW campaign launched in 2023 	<ul style="list-style-type: none"> Attain >95% COMPLIANCE WITH WILMAR HRW STANDARDS by 2025 (ongoing)
<ul style="list-style-type: none"> >95% INCREASE IN THE NUMBER OF EMPLOYEES TRAINED ON HRW STANDARDS by 2025 from 2021 baseline³. This is to enhance the environment, health and safety (EHS) awareness and competencies of our workforce 	<ul style="list-style-type: none"> Achieved 4,957 active users on the Learning Management System for Safety and Health, an increase of 122.7% from 2,226 users in 2021 	

[#] Limited assurance procedures have been performed by EY.

³ The baseline year has been updated to 2021 as that was the year the LMS was rolled out globally.

ECONOMIC AND COMMUNITY CONTRIBUTION

2022 COMMITMENTS / TARGETS

- **CONTINUE CONTRIBUTING TO COMMUNITY AND INVESTMENT PHILANTHROPIC ACTIVITIES** that support education, health, well-being and community welfare initiatives

2023 PROGRESS

- **OVER US\$23.4 MILLION** contributed to community investment and philanthropic activities

CURRENT COMMITMENTS / TARGETS

- **MAINTAIN OUR CONTRIBUTIONS TO PHILANTHROPIC ENDEAVOURS** supporting education, health, well-being and community welfare initiatives (ongoing)

INNOVATION AND TECHNOLOGY

2022 COMMITMENTS / TARGETS

- YKA's R&D Centre **PLEDGED OVER RMB100.0 MILLION** (approximately **US\$14.0 million**) to support scientific research and development by 2030

2023 PROGRESS

- In China, we undertake over **60 R&D projects** every year

CURRENT COMMITMENTS / TARGETS

- YKA's R&D Centre **HAS COMMITTED OVER RMB 100.0 MILLION** (approximately **US\$14.0 MILLION**) to support scientific research and development by 2030 (ongoing)

CONSUMER HEALTH AND WELL-BEING

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • CONTINUE TO PROVIDE CONSUMERS WITH ACCESS TO AFFORDABLE, HEALTHY AND NUTRITIOUS FOOD by improving the formulation of our existing products and develop new ranges of food with specific health or nutrition attributes 	<ul style="list-style-type: none"> • 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 • Strategic focus areas include impacts on health from fats and fatty acids, dietary management, research on food and nutrition interventions and the creation of a nutrition information sharing platform 	<ul style="list-style-type: none"> • Maintain efforts to ENSURE ACCESSIBILITY TO AFFORDABLE, HEALTHY AND NUTRITIOUS FOOD by enhancing existing product formulations while introducing new food ranges of food with targeted health or nutrition attributes (ongoing)
<ul style="list-style-type: none"> • CONTINUE TO PROVIDE TRANSPARENT PRODUCT INFORMATION on our food labels as well as educate our consumers about health and well-being 	<ul style="list-style-type: none"> • Wilmar Sugar actively communicates transparent information about how sugar affects our health to relevant stakeholders 	<ul style="list-style-type: none"> • ENSURE TRANSPARENCY OF PRODUCT INFORMATION on our food labels and educate our consumers about health and well-being (ongoing)

PRODUCT MARKETING AND LABELLING

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> • ACHIEVE RSPO CERTIFICATION for all our oil palm management units (mills and supplying plantations) by 2026⁴ 	<ul style="list-style-type: none"> • 29* out of 36 palm oil mills are RSPO-certified (80.6%*) • 82.0%* or 251,906 ha* of our oil palm plantations are RSPO-certified 	<ul style="list-style-type: none"> • ACHIEVE RSPO CERTIFICATION FOR ALL OUR OIL PALM MANAGEMENT UNITS (mills and supplying plantations) by 2026 (ongoing)
<ul style="list-style-type: none"> • ACHIEVE INDONESIAN SUSTAINABLE PALM OIL (ISPO) CERTIFICATION for all our palm oil mills in Indonesia by 2026, in line with the Indonesian government legislation on ISPO 	<ul style="list-style-type: none"> • 15* out of 34 palm oil mills are ISPO-certified (44.1%*) 	<ul style="list-style-type: none"> • ACHIEVE ISPO CERTIFICATION FOR ALL OUR PALM OIL MILLS in Indonesia by 2026 (ongoing)
<ul style="list-style-type: none"> • COMPLETE ISPO CERTIFICATION AUDITS for our 10 independent palm oil mills in Indonesia by 2025, in line with the Indonesia government legislation on ISPO 	<ul style="list-style-type: none"> • 5* out of 10 independent palm oil mills completed ISPO certification audits (50.0%*) 	<ul style="list-style-type: none"> • COMPLETE ISPO CERTIFICATION AUDITS for all 10 INDEPENDENT PALM OIL MILLS in Indonesia by 2025 (ongoing)
<ul style="list-style-type: none"> • MAINTAIN MALAYSIAN SUSTAINABLE PALM OIL (MSPO) CERTIFICATION for all our plantations and palm oil processing facilities 	<ul style="list-style-type: none"> • 100%* of palm oil mills (9*) and oil palm plantations (20*) are MSPO-certified. 	<ul style="list-style-type: none"> • CONTINUE TO MAINTAIN AND ACHIEVE MSPO CERTIFICATION for all our plantations and palm oil processing facilities (ongoing)
<ul style="list-style-type: none"> • CONTINUE TO COMPLY WITH RELEVANT REGULATIONS AND INDUSTRY CODES to ensure we meet the highest standards of responsible product marketing, advertising and labelling 	<ul style="list-style-type: none"> • NO INCIDENTS AND NO FINES incurred in relation to non-compliance with industry codes or regulatory requirements on product labelling or marketing in 2023 	<ul style="list-style-type: none"> • CONTINUE TO COMPLY WITH RELEVANT REGULATIONS AND INDUSTRY CODES to ensure we meet the highest standards of responsible product marketing, advertising and labelling (ongoing)

* Limited assurance conducted by CU.

⁴ Please refer to our [RSPO Annual Communication of Progress \(ACOP\)](#) reports for more details.

PRODUCT QUALITY AND SAFETY

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> Continue to MAINTAIN ZERO FOOD SAFETY-RELATED INCIDENTS 	<ul style="list-style-type: none"> ZERO RECALLS issued for food safety reasons 	<ul style="list-style-type: none"> MAINTAIN ZERO FOOD SAFETY-RELATED INCIDENTS (ongoing)
<ul style="list-style-type: none"> 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 (GFSI) by 2024 	<ul style="list-style-type: none"> 81.6% of our food and food ingredient factories above 5,000 sqm in Malaysia, Indonesia and Australia are certified. In 2023, we expanded the scope of certification to all factories above 5,000 sqm under our management control globally 	<ul style="list-style-type: none"> Continue working TO CERTIFY 100% OF OUR FOOD AND FOOD INGREDIENT FACTORIES above 5,000 sqm to a food safety certification scheme accredited by the GFSI by 2024 (ongoing)
<ul style="list-style-type: none"> PASS ALL GOOD MANUFACTURING PRACTICE (GMP) INSPECTIONS with no serious findings 	<ul style="list-style-type: none"> 29.2% of factories passed GMP inspection with no serious findings, of which 86.1% were unannounced inspections A total of 271 inspections were conducted in 2023, of which 77.1% were unannounced 	<ul style="list-style-type: none"> Support our factories in PASSING ALL GMP INSPECTIONS WITH NO SERIOUS FINDINGS (ongoing)

RESPONSIBLE SOURCING AND SUPPLY CHAIN TRANSFORMATION

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> 100% TRACEABILITY TO PALM OIL MILL BY 2024 (revised) 	<ul style="list-style-type: none"> Achieved 98.8%* traceability to mill 	<ul style="list-style-type: none"> ACHIEVE 100% TRACEABILITY TO PALM OIL MILL BY 2024 (ongoing)
<ul style="list-style-type: none"> 90% TRACEABILITY TO PLANTATION across our global operations BY 2023 and 100% BY 2025 	<ul style="list-style-type: none"> Achieved 90.6%* traceability to plantation 	<ul style="list-style-type: none"> ACHIEVE 100% TRACEABILITY TO PLANTATION BY 2025 (ongoing)
<ul style="list-style-type: none"> 100% RESPONSE RATE FOR ALL GRIEVANCES RAISED via Wilmar's grievance mechanism 	<ul style="list-style-type: none"> Achieved 100% response rate consistently since 2015 As of December 2023, 85 grievance cases were logged: <ul style="list-style-type: none"> » 81 cases were closed » 4 are ongoing 	<ul style="list-style-type: none"> Maintain 100% RESPONSE RATE FOR ALL GRIEVANCES RAISED via Wilmar's grievance mechanism (ongoing)
<ul style="list-style-type: none"> TO GAIN BENCHMARK RECOGNITION with the Sustainable Agriculture Initiative Platform (SAI Platform) Farm Sustainability Assessment (FSA) 3.0 for our No Deforestation and No People Exploitation Sugar (NDPE Sugar) programme 	<ul style="list-style-type: none"> Achieved both Gold Level Alignment and Equivalence in 2023 	<ul style="list-style-type: none"> MAINTAIN BENCHMARK RECOGNITION with the SAI PLATFORM FSA 3.0 for our NDPE Sugar programme

* Limited assurance conducted by CU.

BUSINESS ETHICS AND COMPLIANCE

2022 COMMITMENTS / TARGETS	2023 PROGRESS	CURRENT COMMITMENTS / TARGETS
<ul style="list-style-type: none"> Maintain NO INCIDENTS OF ANTI-COMPETITIVE BEHAVIOUR, MONOPOLISTIC PRACTICE OR CORRUPTION involving Wilmar 	<ul style="list-style-type: none"> In 2023, Wilmar continues to uphold zero tolerance for corrupt practices and does not condone any corrupt acts by any of our employees or office holders. Additionally, no anti-competitive behaviour, anti-trust and monopoly practices were recorded 	<ul style="list-style-type: none"> Continue to MAINTAIN NO INCIDENTS OF ANTI-COMPETITIVE BEHAVIOUR, MONOPOLISTIC PRACTICE OR CORRUPTION involving Wilmar (ongoing)
<ul style="list-style-type: none"> Maintain NO SIGNIFICANT INCIDENTS OF NON-COMPLIANCE WITH ANY RELEVANT ENVIRONMENTAL AND SOCIO-ECONOMIC LAWS OR REGULATIONS in our operations 	<ul style="list-style-type: none"> There were NO SIGNIFICANT INCIDENTS OF NON-COMPLIANCE with any relevant environmental and socio-economic laws or regulations in our operations 	<ul style="list-style-type: none"> Continue to MAINTAIN NO SIGNIFICANT INCIDENTS OF NON-COMPLIANCE WITH ANY RELEVANT ENVIRONMENTAL AND SOCIO-ECONOMIC LAWS OR REGULATIONS in our operations (ongoing)

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)



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