



MESSAGE FROM OUR CSO

Delivering Positive Impact

As the world manoeuvres around the impacts and challenges arising from the COVID-19 pandemic, it is apparent to us that sustainability is an important pillar in building business resilience. From the early outset of the pandemic, we swiftly recognised the imminent risks posed to our employees and business, thus setting in motion our efforts towards mitigating these risks while adapting to the potential changes.

Wilmar channelled significant resources and efforts towards this initiative, which included developing standard operating procedures (SOPs) early on to protect our employees and the surrounding communities where we operate as well as ensuring education continuity despite the closure of schools during the movement restrictive order. We also ensured that our employees' jobs, wages and related benefits were secure and not negatively impacted due to the pandemic.

Wilmar's 2022 Sustainability Calendar is a visual depiction of our efforts to prioritise the health and safety of our employees while conscientiously persevering with our endeavours to fulfil our sustainability commitments, it is also pivotal that we continue to operate a thriving business that contributes towards the economy while ensuring that we play our part in addressing global food security concerns.

We are honoured to consistently continue to be recognized for our sustainability efforts. In 2021, Wilmar was included in the Dow Jones Sustainability World Index for our ESG performance, after previously being included in the DJSI Asia Pacific Index in 2020. We were also recognised by the Global Child Forum as the highest achiever globally across all industries for championing the protection of children's rights. Wilmar also ranked number one globally in the 2021 assessment by the Sustainable Palm Oil Transparency Toolkit for our transparency and public disclosure on policies and efforts related to ESG matters.

As time progresses, Wilmar remains steadfast in materialising our sustainability goals and commitments, which is the driving force that steers us through various challenges, including the Covid-19 pandemic, as we continue to deliver positive impact as an industry leader.

Jeremy Goon

Chief Sustainability Officer Wilmar International Limited



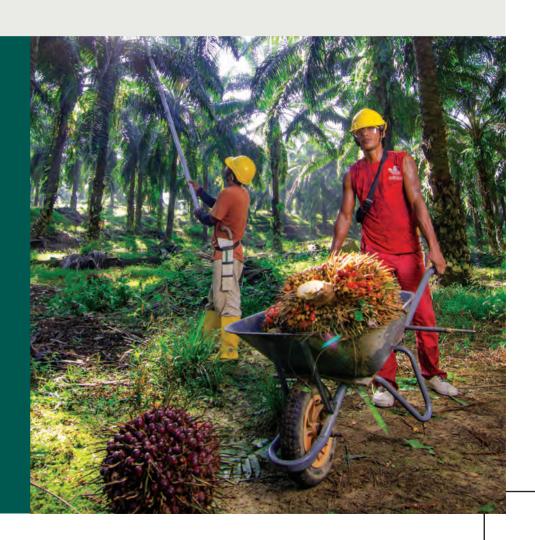
About Wilmar Sustainability

As a leading agribusiness group, Wilmar recognises that we have a fundamental role to play in developing quality products required by the world while ensuring we have a responsible and sustainable manner of production. We adopt a holistic approach to sustainability that is fully integrated with our business model.

Guided by the philosophy that our business must enhance stakeholder value while minimizing our environmental footprint, our business practices are aligned with universally acceptable social and environmental standards. Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy underpins our aspiration to make a positive impact and drive transformation across the palm oil industry and sugar sector. The NDPE Sugar policy was introduced in Sep 2021 to reflect the progression of our overall commitment to sustainable supply chains, while maintaining relevance to issues most material to the sugar supply chain.

For more information, please visit www.wilmar-international.com/sustainability.

From the early outset of Covid-19 in 2020, Wilmar recognised the risks the pandemic posed to our business and our employees. Significant resources were channelled towards identifying and developing initiatives to mitigate risks, including implementing standard operating procedures (SOPs) to ensure the safety and wellbeing of our employees and their families as well as our surrounding communities. In tandem, we also ensured that our employees' jobs, wages and related benefits were secure, and not negatively impacted due to the pandemic. As the world continues to battle against Covid-19, it was imperative for Wilmar to further strengthen our related efforts. We collaborated with local authorities in the countries we operated from in organising vaccination drives amongst other measures to ensure our employees and their dependents, as well as neighbouring communities, were largely protected from the threat of the pandemic.







JANUARY 2022

Since March 2020, we have introduced special standard operating procedures (SOPs) to guide operations during the Covid-19 pandemic. These SOPs are localised and have been socialised and implemented in our mill and plantation operations globally.

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JANUARY 2022

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FEBRUARY 2022

Routine security checks were made more stringent to ensure only those who have met the mandatory Covid-19 safety requirements were granted entry in a bid to curb the spread of the virus and protect our employees living and working in our plantations.

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FEBRUARY 2022

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MARCH 2022

As human activities slowed down during the pandemic, nature thrived. Wilmar's conservation team continued their monitoring activities and it was during this period the team successfully collated and published the "Best Management Practices Manual for Growers on Forest Conservation and Community Collaboration" in October 2021.

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MARCH 2022

FEBRUARY 2022

APRIL 2022

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06/07 Inde	pendence Day	G
G - Ghana	I - Indonesia	M- Malaysia
N -Nigeria	S - Singapore	H - Netherlands

03 Bali Hindu New Year







APRIL 2022

Our Ghana mill continued to operate with additional safety measures in place for our mill employees which include women. As of 2020, Women's Working Groups (WoW) or Gender Committees have been set up in all of our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria, ensuring that women and family-specific considerations were looked after during the pandemic.

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MAY 2022

During the Covid-19 pandemic, the use of aerial drones intensified as monitoring and surveys activities continued, giving the opportunity to train more survey staff members to be effective drone operators, such as Levy Tan, Wilmar's field officer from the Geographic Information System (GIS) Team in Malaysia.

SUN	MON	TUE	WED	THU	FRI	SAT
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16	Wais	sak Day				
25	Afric	a Unity	Day			
26	Asce	ension [Day			
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JUNE 2022

As part of the group-wide Wilmar Cares programme - Wilmar Peduli in Indonesia, food staples were provided to our employees and neighbouring communities during the Covid-19 pandemic.

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JULY 2022

Schools and crèches that were part of Wilmar's facilities for its employees in plantations were largely shut in accordance with the regulations by the authorities due to the Covid-19 pandemic. Efforts were made to ensure children living in our plantations were able to continue education despite closures and lack of online access. This includes printing school materials for the children as well as 'homework postal systems', with plantation workers actively collecting and delivering school work, including utilising radio or television to broadcast educational programmes.

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JULY 2022

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AUGUST 2022

When the Indonesian and Malaysian governments rolled out national level vaccination drives, Wilmar took proactive actions and collaborated with local health authorities to set up vaccination centres in our plantation and mill operations.

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SEPTEMBER 2022

In collaboration with the Malaysian Health Ministry, Wilmar established temporary vaccination centres for our vaccination drive which saw our employees and their dependents as well as local communities being vaccinated. By the end of the year, 100% of employees in our East Malaysia operations had gotten both their vaccination doses.

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SEPTEMBER 2022

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AUGUST 2022

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OCTOBER 2022

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OCTOBER 2022

Maintaining social distancing and basic hygiene routines like frequent hand-washing were emphasised in schools and crèches when the authorities allowed for schools to resume. Such additional hygiene practices were some of the contributing factors to the decrease in incidences of child illnesses in Wilmar's plantation from the year 2019 to 2021 based on our annual child safety assessments.

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OCTOBER 2022

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27	28	29	30			
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01	Sabah C	overno	or's Birth	nday		N
80	Sarawak	Gover	nor's Bi	rthday		N
80	ld El Ma	ulud				N
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NOVEMBER 2022

Wilmar is committed to reducing our greenhouse gas (GHG) emissions arising from methane generated from palm oil mill effluent (POME) in our Indonesia and Malaysia mills with the set-up of methane capture facilities. Through the continued use of biogas and biomass, Wilmar achieved 56% of our energy use from renewable energy and was able to generate a stable supply of electricity during the Covid-19 pandemic.

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DECEMBER 2022

Fresh fruit bunches (FFB) grading was ongoing in Wilmar's mills as FFB supplies continued from suppliers including smallholders during the Covid-19 pandemic contributing to the economic viability and livelihood in the regions where we operate from.

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DECEMBER 2022

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15	16	17	18	19	20	2
22	23	24	25	26	27	2
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24	Christm	as Eve				6
25	Christm	as Day	G		006	
26	Boxing I	Day		-	G	
26	Christm	as Day	Holiday			
27	Christm	as Day	Holiday			
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NI	Nigeria	S - Sir	ngapore	H-	Nether	lan



PUBLIC HOLIDAYS 2022

NIGERIA

JAN 01 New Year's Day FEB 01 Chinese New Year FEB 02 Chinese New Year Holiday APR 15 Good Friday MAY 01 Labour Day MAY 02 Labour Day Holiday MAY 03 Hari Raya Aidilfitri MAY 15 Vesak Day MAY 16 Vesak Day Holiday JUL 10 Hari Raya Haji JUL 11 Hari Raya Haji Holiday AUG 09 National Day OCT 24 Deepavali DEC 25 Christmas Day Holiday

JAN 01 New Year's Day

SINGAPORE

JAN 01 New Year's Day FEB 01 Chinese New Year FEB 28 Isra Mi'raj MAR 03 Bali Hindu New Year APR 15 Good Friday MAY 01 Labour Day MAY 02 Hari Raya Idul Fitri MAY 03 Lebaran Holiday MAY 16 Waisak Day MAY 26 Ascension Day JUN 01 Pancasila Day JUN 09 Idul Adha JUL 09 Idul Adha JUL 30 Islamic New Year AUG 17 Independence Day

OCT 08 Prophet Muhammad's Birthday

DEC 25 Christma Day

JAN 01 New Year's Day APR 15 Good Friday APR 18 Easter Monday MAY 01 Labour Day MAY 02 Id El Fitri MAY 03 Id El Fitri Holiday JUN 12 Democracy Day JUL 09 Id El Kabir JUL 10 Id El Kabir Holiday OCT 01 National Day OCT 08 Id El Maulud DEC 25 Christmas Day DEC 26 Boxing Day

GHANA JAN 01 New Year's Day JAN 07 Constitution Day MAR 06 Independence Day MAR 07 Independence Day Holiday APR 15 Good Friday APR 18 Easter Monday MAY 01 Labour Day MAY 02 Labour Day Holiday MAY 02 Eid Al-Fitr MAY 25 Africa Unity Day JUL 01 Republic Day JUL 09 Eid Al-Adha AUG 04 Founders' Day SEP 21 Kwame Nkrumah Memorial Day DEC 02 Farmers' Day DEC 25 Christmas Day DEC 26 Boxing Day DEC 27 Christmas Holiday

City Day

JAN 01 New Year's Day APR 15 Good Friday APR 17 Easter Sunday APR 18 Easter Monday APR 27 King's Day MAY 05 Liberation Day MAY 26 Ascension Day JUN 05 Whit Sunday JUN 06 Whit Monday DEC 25 Christmas Day DEC 26 Boxing Day

MALAYSIA

		All except Johor, Kedah, Kelantan,
		Perlis & Terengganu
JAN	14	YDPB Negeri Sembilan's Birthday
		Negeri Sembilan only
JAN	18	Thaipusam
		Johor, Kuala Lumpur, Negeri Sembilan
		Penang, Perak, Putrajaya & Selangor or
FEB	01	Federal Territory Day
		Kuala Lumpur, Labuan & Putrajaya only
FEB	01	Chinese New Year
FEB	02	Chinese New Year Holiday
MAR	01	Israk and Mikraj
		Kedah, Negeri Sembilan,
		Perlis & Terengganu only
MAR	04	Installation of Sultan Terengganu
		Terengganu only
MAR	23	Sultan of Johor's Birthday
		Johor only

APR	03	Awal Ramadan
		Johor, Kedah & Melaka only
APR	15	Declaration of Melaka as a Historical City
		Melaka only
APR	15	Good Friday
		Sabah & Sarawak only
APR	19	Nuzul Al-Quran
		All except Johor, Kedah, Melaka,
		Negeri Sembilan, Sabah & Sarawak
APR	26	Sultan of Terengganu's Birthday
		Terengganu only
MAY	01	Labour Day
MAY	03	Hari Raya Aidilfitri
MAY	04	Hari Raya Aidilfitri Holiday
MAY	15	Vesak Day
MAY	17	Raja Perlis' Birthday
		Perlis only
MAY	22	Hari Hol Pahang
		Pahang only
MAY	30	Harvest Festival
		Labuan & Sabah only

		Sarawak only
UN	06	Agong's Birthday
UN	19	Sultan of Kedah's Birthday
		Kedah only
UL	07	Georgetown World Heritage
		Penang only
UL	09	Arafat Day
		Terengganu only
UL	09	Penang Governor's Birthday
		Penang only
UL	10	Hari Raya Haji
UL	22	Sarawak Day
		Sarawak only
UL	30	Awal Muharram
UL	30	Sultan of Pahang's Birthday
		Pahang only
AUG	24	Melaka Governor's Birthday
		Melaka only
AUG	31	Merdeka Day

JUN 01 Hari Gawai

SEP	03	Johor only
SEP	16	Malaysia Day
ОСТ	01	Sabah Governor's Birthday Sabah only
ОСТ	80	Sarawak Governor's Birthday Sarawak only
OCT	09	Prophet Muhammad's Birthday
OCT	24	Deepavali
		National except Sarawak
NOV	04	Sultan of Perak's Birthday
		Perak only
NOV	11	Sultan of Kelantan's Birthday
		Kelantan only
DEC	11	Sultan of Selangor's Birthday
		Selangor only
DEC	24	Christmas Eve
		Sabah only
DEC	25	Christmas Day