

Sustainability Highlights


Better Planet

Operational Eco-Efficiency


 **Energy intensity ratio reduced by 2%** from a 2020 baseline


 **F&NHB is one of the ten founding members of MAREA**
a voluntary, industry-led Extended Producer Responsibility group of companies focused on driving initiatives to promote circular economy

 **Reduced greenhouse gas emissions intensity ratio by 5%** from a 2020 baseline

 **Reduced total solid waste generated by 14%**
however total solid waste sent to landfill increased by 21% from a 2020 baseline

 **Water intensity ratio** increased by 3% from a 2020 baseline

 **Ground-up initiatives from employees to improve water and energy efficiencies**
These included enhancing energy or water consumption efficiency of equipment, increasing renewable energy sourcing and implementing zero-discharge initiatives

 **All manufacturing plants** implemented energy, water and/or waste reduction initiatives

Value Chain Impacts


 **23% of beverage and dairy packaging** contains recycled materials


 **99% of total packaging** is recyclable


 **Committed to avoid deforestation** and protect high biodiversity value areas through stakeholder engagements

Better Community

Creating Value for Society

 **68% of beverage and dairy products¹** in compliance with Nutritional Guidelines are healthier options with less sugar


 **61% reduction in sugar index** (grams of sugar content per 100 ml) since 2004 for beverage and dairy products across Singapore and Malaysia

 **At least one healthier option** in 14 out of 15 product categories

 **24** annual community programmes

 **100% of operations** involved local community engagement, impact assessments and development programmes

 **Human Rights Policy** was developed in accordance with related human rights principles under international standards. Human Rights Due Diligence and Risk Assessments were undertaken


 **Promoting human rights across our operations**
100% of our key operations in Singapore, Malaysia and Thailand conducted Human Rights Risks Assessments

Empowering Our People

 **Over 6,700 employees**

 **37% female** representation in total workforce

 **46% female** representation in managerial positions

 **21.11 training hours per employee** in the executive category and 13.40 training hours per employee for the non-executive category

 **43% reduction** in Lost Time Injury Frequency Rate from a 2020 baseline year

Note:

¹ % of beverage (excluding cordials) and dairy (excluding canned milk) products (based on formulation) are in compliance with Nutritional Guidelines

Better Business

Responsible Product Stewardship



100% of plants are certified with the Halal Standard (or equivalent),

while 64% of plants have their production processes certified with the Food Safety System Certification ("FSSC") scheme 22000



40+ new products introduced



Healthier products launched, including:

- ★ Reducing sugar content
- ★ Offering zero-sugar beverages
- ★ Offering plant-based nutrients
- ★ Boosting nutrients



Catering to customers

with dietary restrictions and preferences

Responsible Supply Chain



95% of active key suppliers

have accepted and are complying with F&N's Supplier Code of Practice



11% product innovation

for commercialised F&N products



Engagement

with over 3,800 global and local suppliers



Purchased physical Roundtable on Sustainable Palm Oil ("RSPO") Certified Sustainable Palm Oil and RSPO Credits

to cover 100% of annual palm oil usage



Engages stakeholders to maintain high halal standards

- ★ F&NHB's partnership with the Halal Industry Development Corporation for the Halal Sourcing Partnership Programme enables us to provide technical advice and knowledge to SMEs
- ★ Successful engagements with upstream vendors redirected vendors to supply F&N with specific products that adhere to stringent halal standards

Sustainability at F&N



6th consecutive standalone sustainability report

- ★ Refreshed materiality matrix and 2025 sustainability targets



External recognition

- ★ F&NHB remains a constituent member of the F4GBM Index for the fourth year, with improved rating to 4.4 from 4.1 in 2021, for ESG practices. It is also a member of the F4GBMS Index for the second consecutive year
- ★ F&NHB has also been recognised for excellence in sustainability and strong ESG practices by being presented with the Platinum Award (for Best Sustainability Reporting) at the NACRA 2021
- ★ F&N has been awarded the runner up in the Most Transparent Company Award (Consumer Staples category) at the SIAS Investors' Choice Awards 2021



Climate-related disclosures

based on the TCFD recommendations framework in 2022



Qualitative climate-related risks and opportunities assessment

conducted to identify climate-related risks and opportunities in 2022

