


SUSTAINABILITY HIGHLIGHTS

Growing **SUSTAINABLY**

BETTER Planet





Operational Eco-Efficiency

 **Greenhouse gas emissions intensity ratio reduced by 6%** even as energy intensity ratio increased by **2%** from a 2020 baseline

 **Total solid waste generated reduced by 7%** however total solid waste sent to landfill increased by **4%** from a 2020 baseline

 **Water intensity ratio increased by 5%** from a 2020 baseline

 **Ground-up initiatives to improve water and energy efficiencies** including enhancing the 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

 **25% of beverage and dairy packaging** contains recycled materials

 **99% of total packaging** is recyclable


 **Committed to supporting conservation efforts and sustainable land management practices** to safeguard high biodiversity value areas

BETTER Community



Creating Value for Society

 **73% of beverage and dairy products¹** qualify as healthier options

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

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

 **Impactful annual community initiatives** across all markets

 **100% of the Group's operations** in Singapore, Malaysia and Thailand actively engaged with local communities, conducted impact assessments, and implemented 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 7,200 employees**

 **34% female** representation in total workforce

 **48% female** representation in managerial positions

 **28.71 training hours per employee** in the executive category; **11.24** training hours per employee for the non-executive category

 **26% reduction** in Lost Time Injury Frequency Rate from a 2020 baseline

Note:

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

T140 years of enjoyment & goodness OGETHER



BETTER Business



Responsible Product Stewardship



Over 80% of manufacturing plants are Food Safety System Certification (“FSSC”) 22000 and/or halal certified



30+ new products introduced



Portfolio of healthier products, including:

- ★ Low-sugar drinks
- ★ Zero-sugar drinks
- ★ Plant-based milk drinks
- ★ Micro-nutrients fortified drinks

Responsible Supply Chain



98% of active key suppliers have accepted and are complying with F&N’s Supplier Code of Practice



Attained 5% product innovation for commercialised F&N products



Achieved interim target of purchasing physical Roundtable on Sustainable Palm Oil (“RSPO”) Certified Sustainable Palm Oil (“CSPO”) and credits for total palm oil consumption

- ★ 60% physical RSPO CSPO
- ★ 40% RSPO credits



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
- ★ Successfully redirected vendors to supply F&N with specific products that adhere to stringent halal standards



Sustainability AT F&N



Climate-related disclosures

based on the recommendations of the TCFD, were enhanced to include quantification of material climate-related risks



External recognition

- ★ F&NHB remains a constituent member of the F4GBM Index for the fifth year, with improved rating to 4.6 from 4.4 in 2022, for ESG practices. It is also a member of the F4GBMS Index for the third 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 2022
- ★ F&N Foods Pte Ltd ranked 63rd among over 1,700 employers in the Singapore’s Best Employers 2023 study

