

SUSTAINABILITY HIGHLIGHTS



SUSTAINABILITY AT F&N



External recognition

- ★ Fraser & Neave Holdings Bhd (“**F&NHB**”) has been a constituent member of the F4GBM Index for six consecutive years, achieving a commendable ESG rating of 4.5 out of 5.0. It has also remained part of the F4GBMS Index for the fourth consecutive year
- ★ F&NHB was honoured with the Gold award for the Consumer Products and Services Sector at the Edge ESG Awards 2023, recognising its strong ESG practices
- ★ F&N Foods Pte Ltd (“**FNFS**”) achieved an impressive 37th position among more than 2,000 companies in Singapore’s Best Employers 2024 study by Statista



Climate-related disclosures were enhanced, in line with TCFD recommendations, to include the quantification of a key climate-related opportunity



Internal carbon price of SGD 35 per MT CO₂e was introduced to guide the evaluation of new business investments



BETTER BUSINESS

Responsible Product Stewardship



All manufacturing facilities are certified with the Halal Standard (or equivalent), and 73% have their production processes certified under the Food Safety System Certification (“FSSC”) 22000 scheme



6% product innovation for commercialised F&N products

Responsible Supply Chain



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



Purchased physical Roundtable on Sustainable Palm Oil (“RSPO”) Certified Sustainable Palm Oil (“CSPO”) and RSPO Credits to cover 100% of annual palm oil usage




Engaged public and private stakeholders to maintain halal standards


- ★ Through a partnership with the Halal Industry Development Corporation under the Halal Sourcing Partnership Programme, F&NHB provided technical advice and knowledge to SMEs
- ★ Successful engagements with upstream vendors have ensured the supply of specific products that adhere to stringent halal standards

BETTER SOCIETY


Creating Value for Society


 **Portfolio of healthier products, with benefits including:**


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


 **76% of beverage and dairy products¹** that comply with Nutritional Guidelines are healthier options with reduced sugar


 **Achieved 63% reduction in sugar index** (grams of sugar content per 100 ml) for beverage and dairy products in Singapore and Malaysia since 2004

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


 **25 annual community programmes**


 **100% of operations were included** in local community engagement, impact assessments, and development programs


 **Promoting human rights** across our operations. All key operations in Singapore, Malaysia and Thailand conducted Human Rights Risks Assessments


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

Empowering Our People

 **34% female** representation in total workforce


 **49% female** representation in managerial positions

 **35 training hours per employee** in the Executive category and 13 training hours per employee for the Non-executive category


 **16% reduction** in Lost Time Injury Frequency Rate from a 2020 baseline year


BETTER PLANET


Operational Eco-Efficiency

 **Reduced total solid waste generated and solid waste sent to landfill by 4% and 33%,** from a 2020 baseline, respectively

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


 **Reduced greenhouse gas (“GHG”) emissions and energy intensity ratio by 13% and 2%,** from a 2020 baseline, respectively

 **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

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

Value Chain Impacts

 **99% of total packaging** is recyclable

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

 **F&N is one of the three founding members of the Singapore Beverage Container Recycling Scheme (“BCRS”) Ltd.**
BCRS is a sustainability initiative aimed at increasing beverage container recycling through a 10-cent refundable deposit scheme, managed by BCRS Ltd.

Note:

1 Beverage (excluding cordials) and dairy (excluding canned milk) products (based on formulation) compliant with Nutritional Guidelines