

FY2024 ESG SCORECARD

BETTER BUSINESS



FTSE4GOOD 2024

Top 1 percent in the Global Food & Beverage Supersector



S&P Global ESG Score 2023

Global Top 5 companies among Beverages sector



Top 50 Excellence Award

National Corporate Governance Sustainability Awards 2024

Responsible Product Stewardship



100%

of our plants and production processes certified with Halal Standards

63% Certified with FSSC22000 Scheme



14

new products & packaging formats introduced



THB35 million

annual cost avoidance through 54 employee-driven innovation projects

Responsible Supply Chain

93% of suppliers are local

78% of annual procurement expenditure allocated to local suppliers

99.7%

of our active key suppliers accepted F&N Group's Supplier Code of Practice

100%

Sustainable Palm Oil since 2020

RSPO credits 20%



Physical RSPO Palm oil 80%

Empowering suppliers through strategic collaborations



Actively building the capacity of

>2,000

farmers from 10 milk cooperatives through the Farming Excellence System since 2013

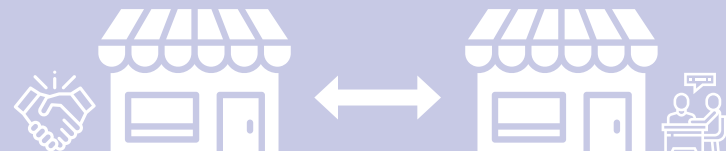


F&N Business Partner Programme

Collaborating with 19 suppliers on ESG-aligned Projects



Building the Halal eco-system through Halal Sourcing Partnership Programme



4 SMEs on-boarded as our vendor

6 SMEs currently being mentored by F&N



BETTER SOCIETY

Create Value for Society

53%

reduction in sugar per ml of our total beverages (2015 - 2024)

>90%

of the RTD beverages sold are healthier options with less sugar

2/3

of our portfolio are 'healthier choice' in Malaysia or Thailand

Positively impacted the lives of

>100,000

beneficiaries within the less fortunate community through community investment of **>RM1.5 million**

>500,000

cups of milk served to students at 500 schools in Thailand, fostering healthier dietary habits



>5,000

cans of 100PLUS distributed nationwide to keep Malaysians hydrated during the heatwave

54 students

in Monfort Boys Town empowered with essential literacy skills through ICDL certification course

Strengthened the collaboration with SWCorp through a

3+2-year

MOU to promote recycling within school communities

>460 employees

contributed to nature conservation through tree planting initiatives in Malaysia & Thailand

- 210 mangrove trees at Kota Kinabalu
- 200 trees at Kuching
- 450 trees & 1,200 seed balls in clay soil at Kanjanaburi



Proud hydration partner of SUKMA & PARASUKMA XXI and major sports events nationwide

Empower Our People

>3,700 employees including 382 new hires

Female Representation

Total workforce 28%

Managerial positions 46%

Executive Category

34 average training hours per employee

Non-Executive Category

12 average training hours per employee

Maintained

0 **work-related fatality**
 work-related illness



Complimentary influenza vaccination provided to more than **1,200 employees** from 19 locations across Malaysia

FY2024 ESG SCORECARD

BETTER ENVIRONMENT

Operational Eco-efficiency

GHG intensity ratio improved by



against 2020 baseline



Extended the solar PV roof panels at 5 plants in Malaysia with 6.38MWp capacity
Generating over 6 million kWh of renewable energy annually

Equivalent to CO₂ emission offset by 29,000 trees



Third year assessment of climate-related risks and phased implementation of TCFD-based reporting



Introduced Internal Carbon Pricing initiative

Solid waste sent to landfill



against 2020 baseline

3 manufacturing plants have achieved **ZERO** waste to landfill

Kota Kinabalu Plant

Rojana Plant

Wang Muang Plant



of solid waste reused, recycled or recovered

Converted waste to valuable resources

310 MT of waste into over 860,000 kW of electricity

7,200 MT of wastewater treatment sludge & liquid milk waste into organic fertiliser

486 MT of okara waste to organic feed for chicken farm



6,700 kg

food surplus contributed to communities in need

Value Chain Impacts



Nurturing young eco-warriors through F&N School Recycling Programme 2024

1,700 schools collected

>3,500 MT of recyclables



recycled content in beverage & dairy packaging



of primary packaging is recyclable