

Sustainability At a Glance

2025 SUSTAINABILITY HIGHLIGHTS

In FY2025, the Group continued to strengthen its sustainability commitments, with key progress indicators summarised in the table below. These metrics demonstrate our advancement across material ESG priorities, including climate action, responsible sourcing, employee development, and community engagement, and provide an overview of our sustainability matters for the year. Detailed disclosures will be presented in our standalone Sustainability Report, which will be published in accordance with the SGX-ST reporting requirements.



CLIMATE ACTION AND GHG ABSOLUTE EMISSIONS (GROUP)

2025

Scope 1 (tCO ₂ e)	336,246.24
Scope 2 (tCO ₂ e)	97,010.48
Scope 3 (tCO ₂ e)	11,699,189.08



GHG EMISSION INTENSITY

2025

Upstream operations: Plantation (Scope 1 + 2, kgCO ₂ e/metric ton production)	1,706.55
Upstream operations: Mill (Scope 1 + 2, kgCO ₂ e/metric ton production)	513.40
Downstream operations: Refineries/packing plants/dairy/biodiesel (Scope 1 + 2, kgCO ₂ e/metric ton production)	43.24



RENEWABLE ENERGY

2025

Solar energy harnessed (MWh)	3,022
Biomass usage: Steam generated (MT)	78,797



WATER STEWARDSHIP

2025

Rainwater harvested (m ³)	33,830
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TRACEABILITY

2025

TTP for CPO	90.10%
TTP for CPKO	80.63%

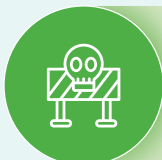


COMMUNITY IMPACT

2025

Total Beneficiaries Reached	65,098
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GOVERNANCE AND SOCIAL



Workplace Safety

- 0 fatalities at all entities for 2025.
- Lost time injury ratio improved from 1.28 in 2024 to 0.96 in 2025.



Employee Training Hours

- In 2025, the average training hour per employee is 27.8 hours, a decrease from the 33.5 hours in 2024.
- 25% of employee have received training on Anti-Bribery and Corruption, a slight increase from the 22% in 2024.



Gender Equality

- In 2025, female representation on our Board of Directors is 57%.



Leadership – Senior Management

- In 2025, 38% of senior leadership position are held by women. This is a slight increase from 35% in 2024.



Board Diversity

- Received second recognition for Exemplary Board Diversity by Singapore Board Diversity Index among only 6 Mid-Cap companies out of 553 SGX-Listed Firms.

Sustainability At a Glance

WHY SUSTAINABILITY MATTERS: OUR STRATEGIC FOUNDATION

At Mewah, sustainability matters because it strengthens our resilience, preserves and enhance stakeholder trust, and ensures we continue to deliver essential food products responsibly. It is more than a value; it is a strategic imperative for long-term competitiveness and the protection of our natural and social ecosystems that enable our business to thrive.

A STRUCTURED APPROACH TO IDENTIFYING WHAT MATTERS

Our sustainability priorities are shaped by material Environmental, Social and Governance (“ESG”) matters identified through structured stakeholder engagement. Our materiality assessment procedure is guided by SGX-ST Practice Note 7.6 and GRI 2021 Standards. This ensures that our focus areas reflect global best practices and local regulatory expectations.

Through structured engagement exercises, both internal and external stakeholders assess and prioritise ESG topics based on their significance to our business and impact and value to stakeholders. These inputs are consolidated and mapped into our materiality matrix before being validated by the Board of Director (“Board”).

OUR MATERIAL ESG PRIORITIES

In 2024, we completed our materiality assessment, and our material topics have been mapped into our materiality matrix, which includes **corporate governance, climate action, environmental stewardship, sustainable supply chains, human and labour rights, occupational health and safety, smallholders, training and upskilling, product quality and safety, and community support**. The Board had reviewed and reaffirmed that these ESG material matters remains valid and applicable for FY2025.

HOW SUSTAINABILITY MATTERS: GOVERNANCE AND OVERSIGHT

Sustainability matters through the rigour of our governance. Our Board of Directors oversees ESG matters, supported by the Strategic Sustainability Committee (“SSC”), which is chaired by our CEO.

To ensure our strategy is robust, the Executive Risk Management Team (“ERMT”) which drives the Group’s overarching risk strategy, provides critical inputs to the SSC, guiding the Group in implementing a systematic risk management process. This ensures that environmental stewardship, climate-related risks and opportunities, responsible sourcing, and social considerations are integrated into our strategic decision-making processes. We furthered this commitment by ensuring all directors have completed pertinent sustainability training, thereby enhancing their oversight capabilities to meet evolving global standards.

Our sustainability report is prepared referencing GRI Standards and aligns with SGX-ST 711A/711B requirements. To ensure integrity and transparency, the report is subjected to internal audit review and is endorsed by the SSC before being reviewed and approved by the Board.

WHERE SUSTAINABILITY MATTERS

Our commitment spans every stage of our global value chain, from smallholder farms to supermarket shelves, in over 100 countries.

- **In our Supply Chain:** We uphold No Deforestation, No Peat, and No Exploitation (“NDPE”) commitments through continuously enhancing



traceability and supplier engagement, capacity building and due diligence.

- **Smallholder Partnership Programmes:** We promote and drive adoption of sustainable agricultural practices and to safeguard human rights amongst our cocoa and palm oil farmers. This helps to improve yield, strengthen livelihoods, and reduce our impact on ecosystems while minimising land-use change and forest-cover loss.
- **In Operations:** We are advancing circular economy by increasing renewable energy adoption, this includes scaling up Solar PV capacity, increase usage of biomass, and waste to energy initiatives.
- **In the Community:** We create a positive impact through education support, disaster relief, volunteerism, and environmental rehabilitation through mangrove and tree planting initiatives.

MATTERS THAT ARE MOST MATERIAL: CLIMATE CHANGE

Our material focus remained on Climate Action.

In 2025, we reported Scope 1 and Scope 2 GHG emissions in accordance with **SGX-ST** requirements and voluntarily disclose Scope 3 emissions along with TCFD aligned governance, strategy and climate risk information.

During the year, a natural gas supply disruption occurred following a gas leak, explosion and fire at our third-party service provider's natural gas pipeline supplying our Malaysian

operations. The incident required us to switch to alternative fuels with higher GHG emission factors and to increase usage of electricity from the national grid. This resulted in higher Scope 1 and Scope 2 emissions for the year.

Our climate strategy focuses on:

- Operational efficiency and optimisation
- Energy and fuel transition
- Climate adaptation and resilience

We added 220 KWP of solar PV capacity, increased renewable biomass usage, and commenced construction of our first BioCNG plant, reducing reliance on fossil fuels and GHG emissions to meet our targets, and drive energy transformation.

PRODUCT QUALITY AND SAFETY

Delivering safe, high quality products is core to Mewah's identity. Our Quality Management System ("QMS") integrates risk based controls, hygiene standards, supplier quality audits, customer feedback mechanism, and continuous improvement practices to ensure we consistently provide our customers with safe and sustainable products. We maintain stringent contaminant reduction measures, including controls for **3-MCPD, glycidyl esters, and MOSH/MOAH**. Our Innovation Hub and R&D teams collaborate with customers on developing customised formulations, healthier choice products, and solutions aligned with global food safety standards.

VALUING OUR PEOPLE

Our people drive our growth and resilience. We invest in building a

professional and high performing team through a range of learning and development initiatives. These include an easily accessible digital learning platform that provides a range of training on personal development, technical skills and leadership programmes to support career growth and ensure a pipeline of highly skilled and qualified workforce. Our workplace safety is strengthened through training, audits, preventive controls, and digital reporting and monitoring platforms such as **NeoEHS**, which drives a strong safety culture throughout our operations. To ensure a fair, respectful and accountable working environment, we have put in place policies and practices on human rights, anti-discrimination, gender equality, anti-harassment and whistleblowing.

COMMUNITY IMPACT

Through volunteer initiatives, education support, food relief, environmental rehabilitation and livelihood programmes, we strive to create positive impact and uplift the people and communities where we operate. In 2025, employees participated in wide range of initiatives which includes tree planting, neighbourhood clean-ups, repainting community facilities, digital learning support for schools and disaster relief.

SUSTAINABILITY MATTERS FOR THE FUTURE

As we look ahead, we are committed to enhancing our disclosures for progressive alignment with the **ISSB reporting requirements under SGX-ST's phased climate reporting roadmap**. By reinforcing sustainable and responsible practices and expanding our community partnership programmes, we ensure that sustainability continues to matter—for our people, our planet, and our shared prosperity.