

# Corporate Social Responsibility & Sustainability

Climate-related disasters have increased in severity and frequency over the past decade, and in 2024, climate-related disasters, including wildfires, drought/heat waves, floods and winter storms, have caused widespread damages, substantial economic losses, and regrettably significant fatalities. These disasters reinforce the urgent need to accelerate our climate action – not just by working harder and faster but by working smarter.

Over the next five years, Mewah will focus on leveraging technological advancements including digital innovations and artificial intelligence solutions to counter climate change and its impact on our ability to sustainably produce and deliver our products.

## A LEGACY OF EFFICIENCY AND SUSTAINABILITY

As a home-grown Asian company with a legacy spanning over several decades, Mewah remains deeply rooted in traditional values. A key principle that defines our operations is “achieving more with less” and this is a

crucial part of our climate action strategy. By optimising resource and energy efficiency, we aim to drive sustainable growth while minimising our environmental footprint.

## GOVERNANCE AND OVERSIGHT: STRENGTHENING ESG COMMITMENTS

Our Board of Directors (the “**Board**”) with the support of the Group’s Strategic Sustainability Committee (“**SSC**”) is responsible for managing and monitoring our Environmental, Social, and Governance (“**ESG**”) Material Matters. This includes risk mitigation and the identification of opportunities related to sustainability/ climate-related issues that align and relevant to Mewah's long-term business goals.

To ensure effective execution, the SSC works closely with senior leadership teams and Heads of Departments (“**HODs**”) across all business and functional units. This collaboration enables the development of strategic implementation roadmaps based on directives from the Board to ensure our business activities contribute positively to people, climate and planet.

### SUSTAINABILITY ORGANISATION CHART



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## REASSESSING MATERIAL MATTERS FOR GREATER RELEVANCE

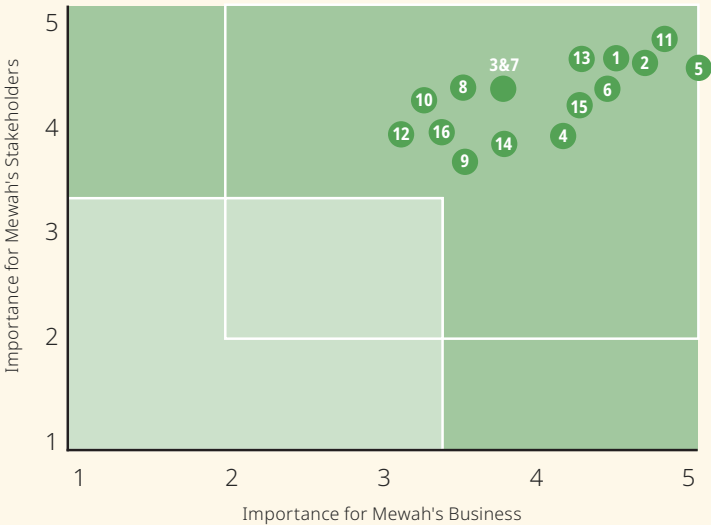
In 2024, the Board initiated a reassessment of our ESG Material Matters, engaging both internal and external stakeholders to ensure relevance, alignment with evolving industry trends and our business operational priorities. This comprehensive review resulted in a refreshed Material Matrix which comprised of 16 Material Matters spanning

- 1) Good corporate governance;
- 2) Environmental Stewardship and
- 3) Social issues.

Mewah’s Board has been honoured with the Silver Award for Best Managed Board at the Singapore Corporate Awards (“SCA”) 2024. The award falls under the category of SGX listed entities with a market capitalisation of S\$300 million to S\$1 billion. Mewah is proud to be acknowledged among this distinguished cohort for a diversified and effective board that has put in place long-term strategy and sustainability initiatives to create value for stakeholders.



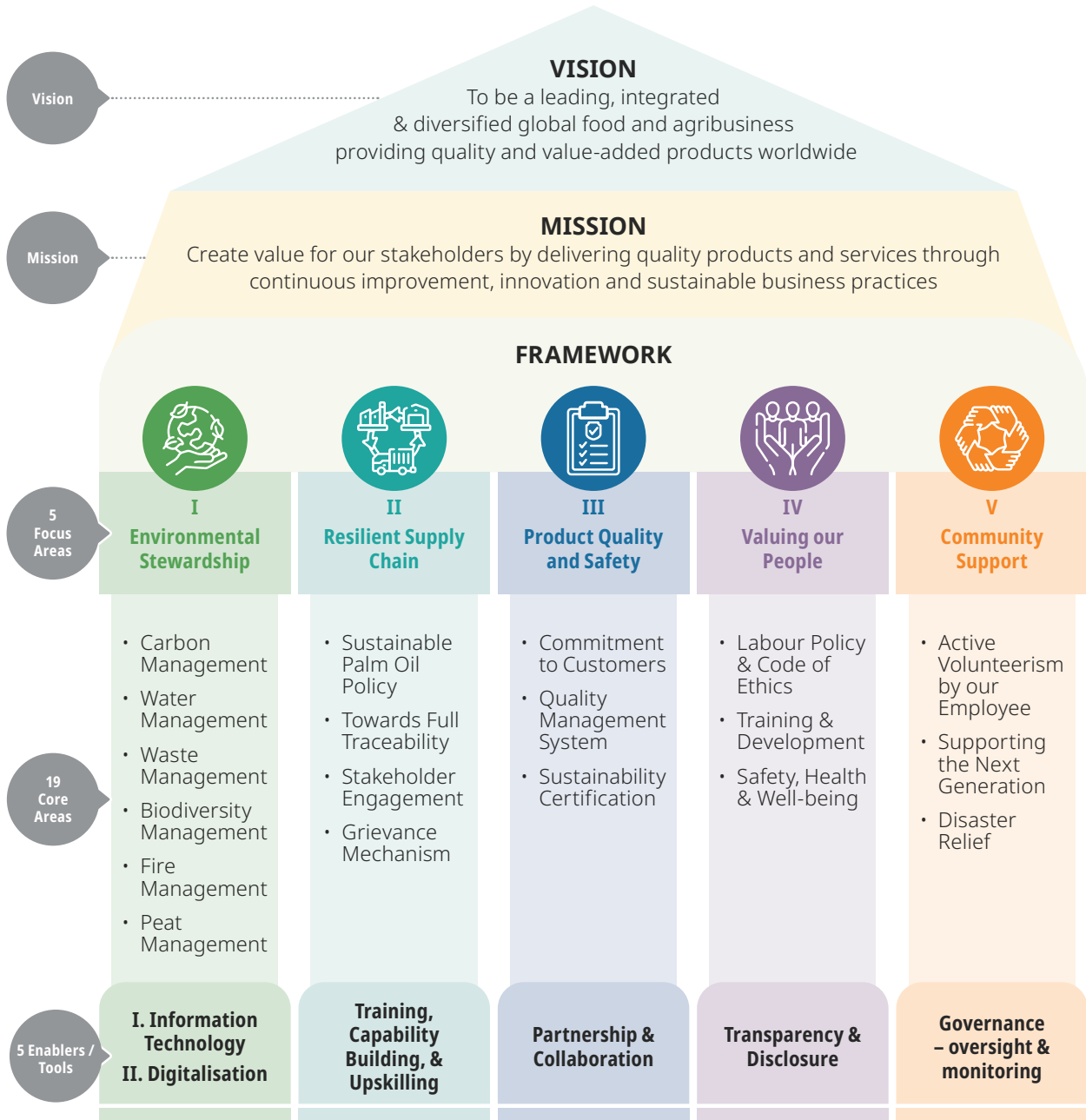
## MEWAH’S MATERIALITY MATRIX 2024



No	Material ESG Matters
1	Corporate Governance
2	Anti-Bribery and Corruption
3	Sustainable Supply Chain
4	Innovation
5	Product Quality / Safety
6	Cyber-Data Security
7	Climate Action
8	Environmental Stewardship
9	Circular Economy
10	Nature / Biodiversity
11	Occupational Health and Safety
12	Smallholders
13	Human and Labour Rights
14	Local Communities
15	Training and Upskilling
16	Diversity, Equity and Inclusivity

<sup>1</sup> The SCA is jointly organised by the Singapore Institute of Directors, Institute of Singapore Chartered Accountants and the Business Times, with the support of SGX and the Accounting and Corporate Regulatory Authority of Singapore.

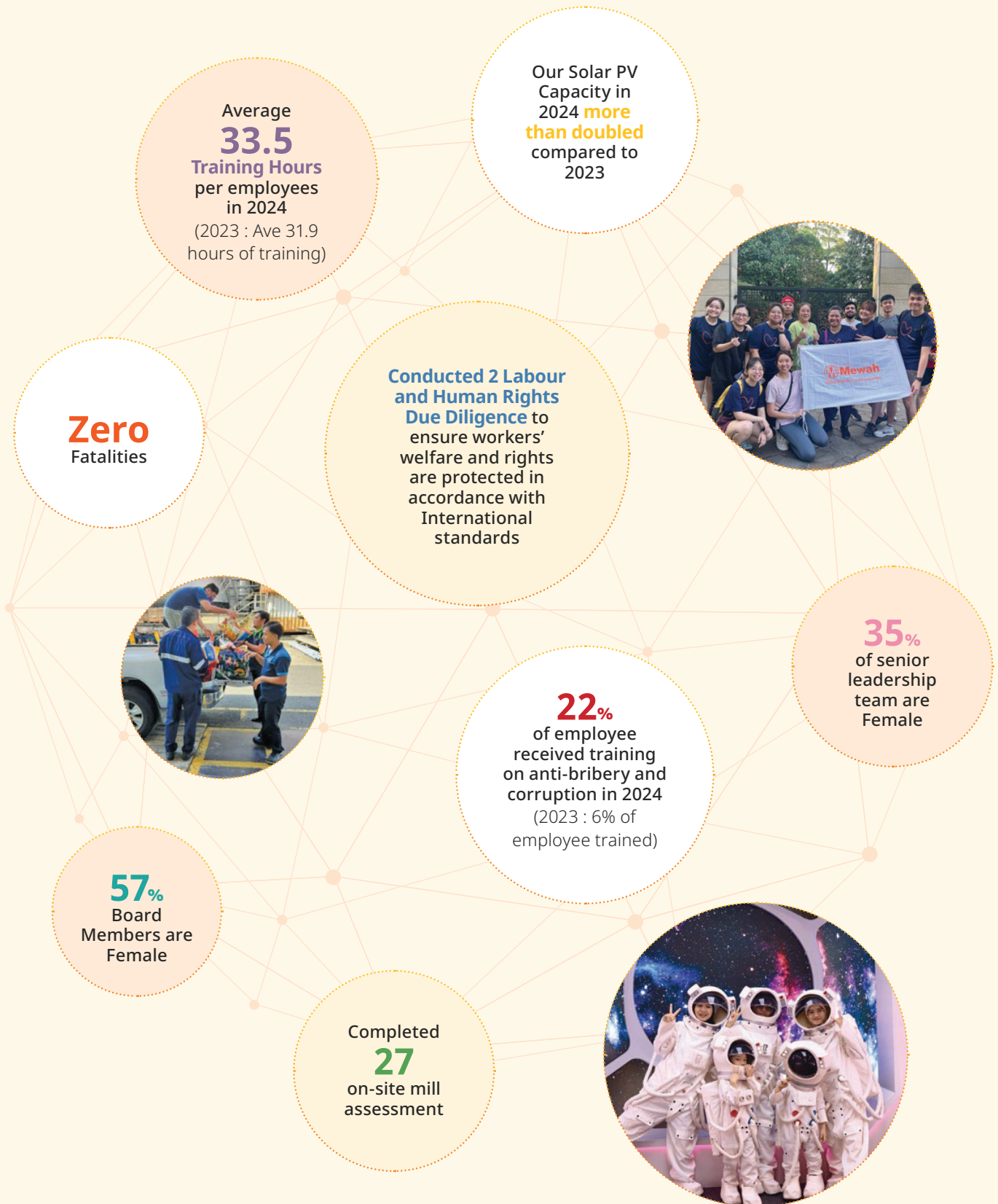
## MEWAH SUSTAINABILITY FRAMEWORK: INTEGRATING SUSTAINABILITY INTO DAILY OPERATIONS



At Mewah, sustainability is embedded in the way we work. Through the Mewah Sustainable Framework, we integrate Sustainable and Responsible Practices into our daily operations and activities, making them part of our culture and 'Business as Usual'.

The framework comprises of five Focus areas with 19 Core initiatives, to drive positive value creation while minimising negative impacts across our operations and supply chain.

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### FOCUS AREA 1: ENVIRONMENTAL STEWARDSHIP

We are actively calculating our Greenhouse Gas ("GHG") Emission and in 2024, have established a comprehensive GHG inventory and prepared a GHG heatmap to identify opportunities to enhance energy efficiency, transition to clean energy source and to optimise resources. Our scope 3 GHG inventory includes 10 out of the 15 categories under scope 3, being

- i. Purchased goods / services,
- ii. Capital goods,
- iii. Upstream transportation and distribution,
- iv. Waste generated in operations,
- v. Business travel,
- vi. Employee commuting,
- vii. Downstream transportation and distribution,
- viii. Processing of sold products,
- ix. Use of sold products
- x. End of life treatment of sold products.

In FY2024, we installed additional Solar PV System and our capacity doubled compared to FY2023, and expanded our Rainwater Harvesting systems. Our plants have undergone a series of energy efficiency upgrades to reduce overall energy consumption. These improvements include:

- i. Installation of economiser, steam control valve.
- ii. Integration of intelligent and smart technology for waste heat and/or steam recovery.
- iii. Automated shutdown of utilities systems during off-peak hours.
- iv. Automation of cooling tower and hot water systems.

These initiatives provide multiple benefits, including:

- i. Supporting the global climate action by reducing GHG emissions.
- ii. Safeguarding and minimising the use of natural resources for long-term sustainability.
- iii. Lowering production cost over the medium and long term, enhancing operational efficiency.



### FOCUS AREA 2: RESPONSIBLE AND RESILIENT SUPPLY CHAIN

Our Responsible and Resilient Supply Chain is built through active and continuous engagements with our suppliers. We focus on:

- i. Sharing best practices on ESG matters to drive continuous improvement.
- ii. Traceability data collection to enhance transparency.
- iii. Driving compliance with our Sustainable Policies.
- iv. Supporting certification of MSPO, ISPO and/or RSPO.
- v. Providing an accessible grievance mechanism for feedback, comments and to resolve any non-compliance issues.

#### Strengthening NDPE Commitments through On-Site Engagements

In 2024, we conducted on-site visits to 27 millers covering:

- Our Sustainable Palm Oil policy on No Deforestation, No Peat and No Exploitation ("NDPE").
- Updates on the latest Traceability to plantation data.
- Raw material quality standards and requirements.
- Exploring climate action strategies to align with our sustainability goals.

#### Empowering Smallholders

Recognising their importance, our Indonesia Milling operations are actively engaging with smallholders in the surrounding communities on the following areas:

- Increase awareness of agriculture best management practices and agronomy knowledge.
- Promote occupational health and safety.
- Reinforce NDPE principles in smallholder operations.
- Support certification under Indonesian Sustainable Palm Oil ("ISPO") and Roundtable of Sustainable Palm Oil ("RSPO").

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## Cocoa Smallholder Success in Cameroon

In October 2024, Mewah's subsidiary in Cameroon officially achieved Rainforest Alliance ("RA") Certification of our first cohort of Cocoa Smallholders in Cameroon, Africa. The first cohort of cocoa smallholders consist of 1859 farmers, including 311 females and 1,548 males.

The RA Certification under Standard for farm requirement ensures adherence to rigorous environmental, social and governance ("ESG") criteria. In addition, MOI Foods Cameroon has opted to be audited against the four self-selected European Union Deforestation Regulation ("EUDR") requirements introduced by RA to comply with EUDR.

## Capacity Building and Smallholder Support

MOI Foods Cameroon team worked closely with smallholders, providing:

- Farm boundary mapping and legal documentation compilation and recording.
- Training and upskilling throughout the year to increase knowledge on agriculture best practices to increase yield and guidance on safe usage/handling and of pesticides and fertilisers and measures to reduce usage of these chemicals.
- Nature and Biodiversity conservation measure to eliminate deforestation risk.
- Governance and business administration guidance to uphold human and labour rights.
- Implementation of a transparent grievance mechanism.
- Improved financial literacy and access to financial services.



## FOCUS AREA 3: PRODUCT QUALITY AND SAFETY

Ensuring product quality and safety is fundamental to our business success and growth.

Our Total Quality Management System ensures strict adherence to food safety standards and protocols, with the ultimate goal of achieving zero product recalls across all manufacturing plants. This commitment has strengthened customer confidence and loyalty over the years.

Our Total Quality Management System is premised on Six Key Pillars:

### i. SMART Targets

- Establish specific, measurable, achievable, relevant and time-bound goals and objectives to track progress effectively.

### ii. HACCP - Hazard Analysis and Critical Control Points (HACCP) Implementation

- Identify potential hazards and critical control points in our production processes.
- Establish preventive measures to eliminate risks, ensuring safe and quality products.

### iii. Training and Capacity Building

- Conduct regular training and refresher briefings on food safety and quality.

### iv. Supplier Quality Programme

- Maintain continuous engagements with suppliers to ensure that all raw materials and ingredients meet the required quality and safety standards.

### v. Continuous Review and Audit

- Identify success stories, gaps and weaknesses for continuous improvement.
- Facilitate cross-sharing across all business entities.

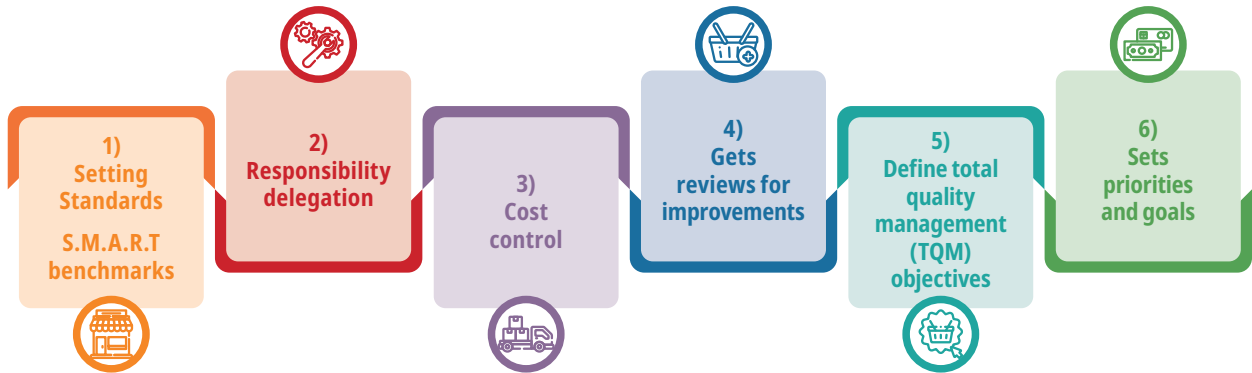
### vi. Customer Feedback System

- Establish a systemically communication procedure and channel to address customer's feedback promptly and effectively.
- Ensure products meet customers' expectations and regulatory requirements.





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## Good Health and Wellbeing for All

In recognising the wellbeing and needs of our consumers, we are proud to have 32 products under our house brand “OKI” carrying the Singapore ‘Healthier Choice Symbol’. These products include a range of cooking oils, beverages and seasonings, offering consumers healthier alternatives without compromising on taste and quality.

For a complete listing of our qualified products, please visit the following link ([https://www.hpb.gov.sg/docs/default-source/pdf/website-list\\_as-of-30-november-2024.pdf?sfvrsn=dddcaa6d\\_3](https://www.hpb.gov.sg/docs/default-source/pdf/website-list_as-of-30-november-2024.pdf?sfvrsn=dddcaa6d_3)).



## FOCUS AREA 4: VALUING OUR PEOPLE

At Mewah, our people are our greatest asset. Development of our People is a priority through upskilling, training, mentoring, ensuring good health and wellbeing, and adoption of reward and recognition programmes to foster a motivated and empowered workforce.



## Employment and Human Resource Policies

With a workforce of over 3,779 employees, we strive to create a safe and respectful workplace. Mewah has adopted a series of employment policies to uphold and safeguard human and labour rights. This includes:

- i. **Gender Equality Policy**  
(<https://mewahgroup.com/upload/Sustainability/Mewah Group Gender Equality Policy.pdf>)
- ii. **Anti-Discrimination Policy**  
(<https://mewahgroup.com/upload/Sustainability/Mewah Group Anti-Discrimination Policy.pdf>)
- iii. **Workplace Sexual Harassment Policy**  
(<https://mewahgroup.com/upload/Sustainability/Workplace Sexual Harassment Policy.pdf>)
- iv. **Human and Labour Right Policy**  
(<https://mewahgroup.com/upload/Sustainability/Mewah Group - Human Rights and Labour Policy.pdf>)
- v. **Whistleblowing Policy**  
(<https://mewahgroup.com/WhistleBlowingPolicy.html>)

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These policies help to inculcate an inclusive, equitable and diversified culture within Mewah. We do not tolerate any form of forced and child labour in our value chain and have put in place a Public Grievance Mechanism (<https://mewahgroup.com/Sustainability/GrievanceProcedure.html>) and to facilitate the reporting of any poor practices in terms of labour and violation of human rights.



In 2024, we undertook two social risk assessment programme – MyVoice and Labour Transformation Programme – in collaboration with Proforest Sdn. Bhd. and Earthworm Foundation, two non-governmental organisations respectively.

These programmes reviewed and evaluated our human resource policies and labour practices, and conducted interviews with workers, focusing primarily on our migrant workforce. Key areas of assessment included:

- Recruitment practices
- Freedom of movement
- Health and safety
- Grievance procedure
- Workers' accommodation.

The assessments provided valuable insights and recommended the following improvement actions:

- Enhancement of our ethical recruitment policy.*
- Ensuring open communication-strengthening feedback channels for workers to provide feedback and raise issues.*
- Enhancing transparency and understanding of the workers' employment contracts – translating contracts into worker's native language and providing clear briefing on the terms and conditions.*

The assessments found a strong health and safety system across our operations and workers' accommodation that meets legal and regulatory requirements. Most importantly, the findings affirmed that our workers feel safe and happy in their working environment.

### Training and Development

In 2024, the average training hour for our workforce was 33.5 hours per employee, which is a slight improvement from 31.9 hours recorded in FY2023. Our i-learning platform is mobile and cloud-based, ensuring that training remains accessible anytime and anywhere. The training topics and modules include compliance, risk management, governance, digitalisation, OSHA, communication, leadership skills, sustainability framework and personal development.

Under our leadership development programme, managers are equipped with the necessary skills to establish a positive and productive workplace and to inspire and drive our people to deliver on our shared goals. The key training conducted in 2024 includes the following:

1. The 7 Habits of Highly Effective People®
2. The 6 Critical Practices for Leading a Team™
3. The 4 Disciplines of Execution®





## FOCUS AREA 5: COMMUNITY SUPPORT

This focus area is underpinned by three core emphases.

### i. *Supporting the Next Generation*

- Empowering young individuals through education and sports.

### ii. *Encouraging Employee Volunteering*

- We strive to foster a culture of social responsibility and maintain connectivity with the community by encouraging our people to volunteer their time and efforts to support the less fortunate and those in need.

### iii. *Assisting in Times of Disasters*

- In times of natural disaster, we extend our support by providing relief to affected communities in the locations wherever we operate to provide some relief and to help the people and community in their recovery process.

We take this opportunity to showcase a small selection of the support and assistance that Mewah provided.



### Supporting our next Generation

In January 2024, our Indonesia milling operations provided some resources from our production plants to two groups of Research Students from the University of Jambi in their study to 'Optimise the generation of renewable energy from palm waste' and 'The beneficial effects of palm oil decanter cake and Phosphorus on the growth and yield of Shallots (*allium ascalonicum*) in ultisol soil'.

The resources provided consisted of Empty Fruit Bunch, Palm Kernel Shell, Empty Fruit Bunch Fiber, Effluent Sludge, Decanter Cake and Phosphorus Fertilisers.



### Active volunteering and community aid

In Malaysia, our operating units organised Back-to-School program for underprivileged students at Sekolah Kebangsaan Kopok, Sekolah Kebangsaan Tanjung Surat, and Sekolah Kebangsaan Permas Jaya 1. This

initiative provided essential school supplies and educational materials to help ease the financial burden of the low-income families, ensuring students are well-prepared for the commencement of their new school year.

Another notable initiative on supporting the next generation and active volunteering was a collaboration with Pertubuhan Kebajikan Shan De, where we organised the 'Visit Space & You' program, introducing children to the wonders of space exploration through interactive and educational activities. This initiative ignited their curiosity about science and technology and encouraged creativity and self-expression through colouring and quizzes, fostering a fun and engaging learning experience.



### Disaster Relief

For disaster relief, our Indonesia operations carried out numerous repair works throughout the community by providing gravel, machinery and equipment after severe flood damaged roadways hampering movement and making transportation unsafe.



Collectively, our Indonesia mills and plantation distributed over 750 food baskets to aid flood victims. This helped to ease the burden of over 1,000 people that were severely impacted by flooding.



The total number of people that benefited and received aid in FY2024 is

**64,788**  
beneficiaries.