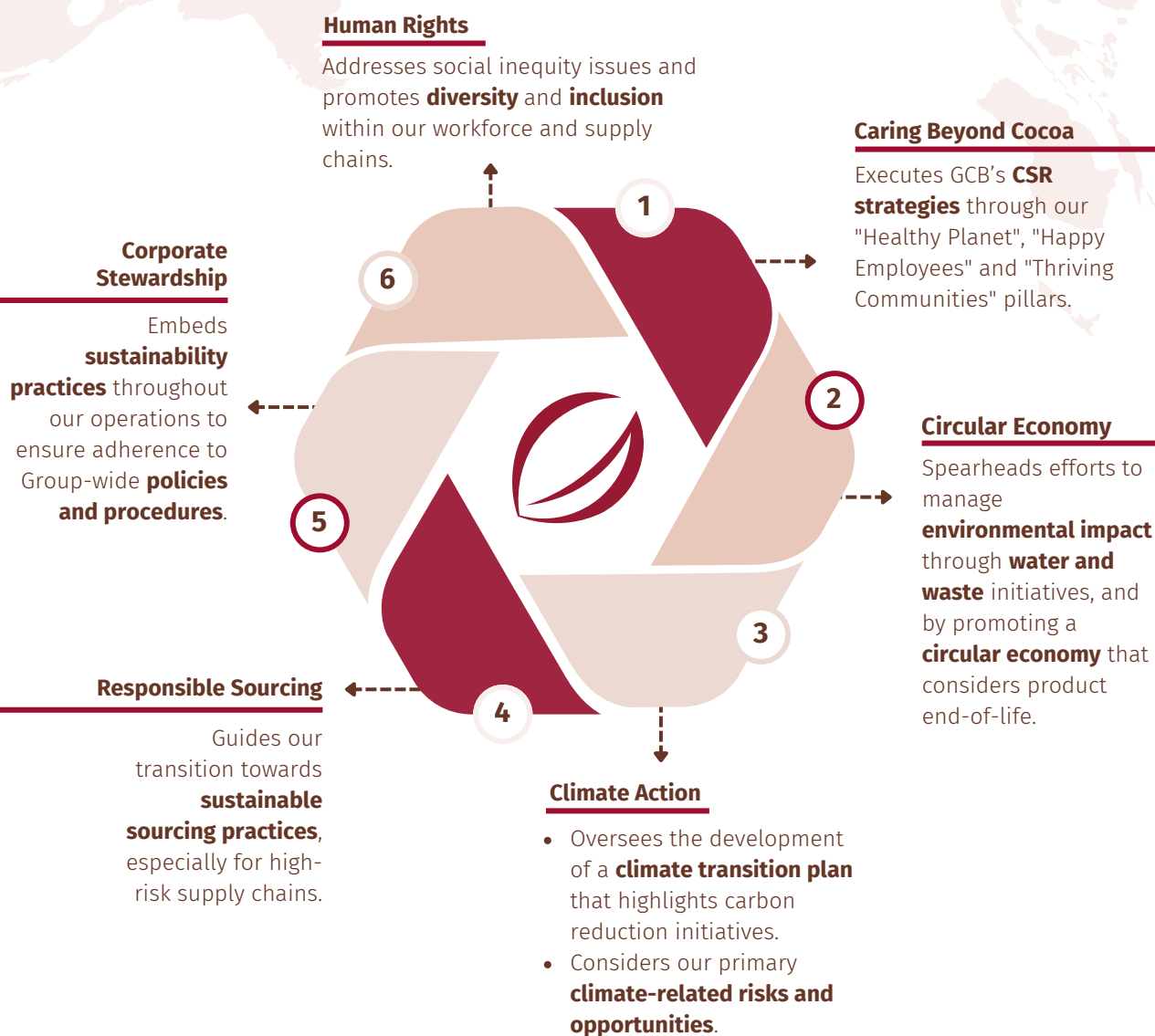


ABOUT US • OUR MOTIVATION

GCB Cocoa is Asia's largest and the world's 4th largest manufacturer of cocoa-derived food ingredients. At GCB, we believe in looking beyond our operational practices and building a thriving, sustainable cocoa sector – where farmers are supported, natural resources are protected and preserved, employees are provided opportunities for growth, and economic benefits are shared equitably.

SUSTAINABILITY GOVERNANCE AND WORKSTREAMS



CARING BEYOND COCOA

Caring Beyond Cocoa serves as GCB's comprehensive CSR strategy, driving progress towards our sustainability goals through three key pillars:



Healthy Planet

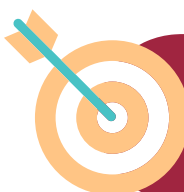
The Team actively supports **local environmental initiatives** while concurrently **raising awareness** on the pressing need for environmental protection.

Healthy Employees

The Team is focused on ensuring the **wellbeing, happiness** and active engagement of **our staff**.

Thriving Communities

The Team is dedicated to **social causes**, extending support to empower vulnerable groups such as youth, low-income individuals and rural communities.



Our Future Goal:

Targeted donations and initiatives aligned to our CSR strategy, such as food security, youth empowerment and education access



Meet the team making an impact!

Overseen and implemented by the CSR Committee, Malaysia

CIRCULAR ECONOMY

Spearheads efforts to manage environmental impact through water and waste initiatives, and by promoting a circular economy that considers product end-of-life.

What does that look like? *EXAMPLES IN ACTION:*

Packaging



- **Setting clear standards** for suppliers

Water Management



- **Reusing treated wastewater** for non-critical purposes, such as cleaning outdoor areas
- **Minimizing water usage** in our factories through innovative automation systems and machinery

Waste



- **Reusing internally generated cocoa shells** in our biomass boilers to generate renewable energy
- **Recycling and repurposing waste** via external parties

Our Future Goals:

- Managing our water withdrawals, especially in water-stressed regions
- Minimizing waste to landfill
- Developing circular economy partnerships

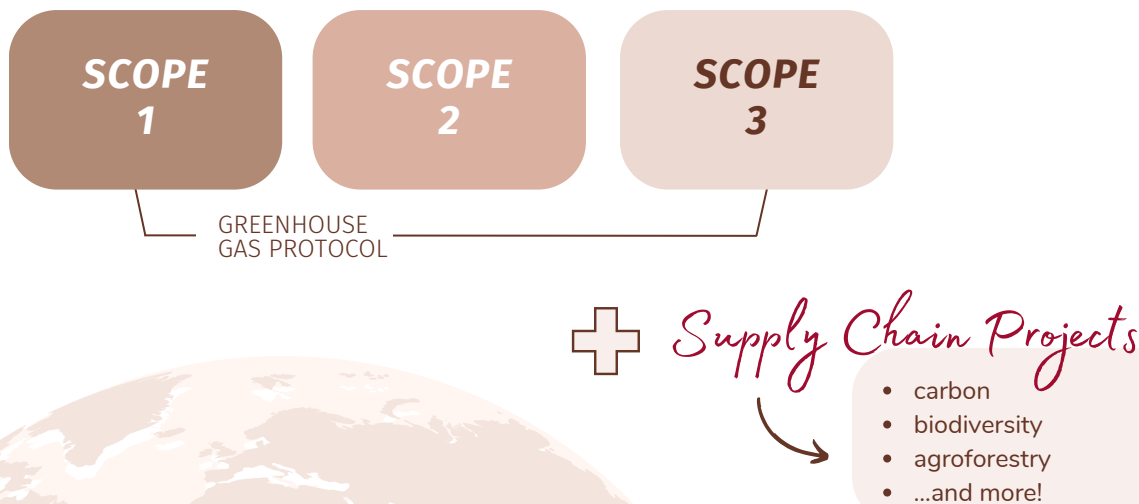


Meet the team making an impact!

Overseen and implemented by operational teams handling water and waste

CLIMATE ACTION

Oversees the development of a climate transition plan that highlights carbon reduction initiatives and considers our primary climate-related risks and opportunities.



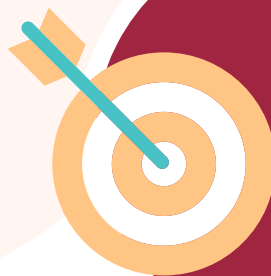
What does that look like? *EXAMPLES IN ACTION:*

- **Reusing internally generated cocoa shells** for steam generation in Malaysia and Côte d'Ivoire facilities
- **Maximizing solar capacity** throughout our operational facilities with over 3,741 tCO₂e emissions avoided
- **Distributing over 203,000 multipurpose trees** for agroforestry initiatives



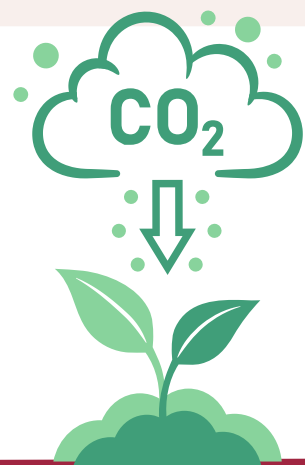
Meet the team making an impact!

Overseen and implemented by the Carbon Committee, as well as by operational teams handling energy consumption and cocoa sustainability



Our Future Goals:

- Setting a SBTi Net-Zero by 2050 target, with validation completed in 2027
- Reducing land-use change emissions by committing to no cocoa-driven deforestation in our direct supply chains by 2030
- Increasing renewable energy usage and energy efficiency improvements across our entities
- Validating our Net-Zero by 2050 target, covering our direct and FLAG emissions



RESPONSIBLE SOURCING

Drives our adoption of sustainable sourcing practices, especially for high-risk supply chains.

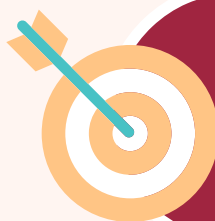
What does that look like? *EXAMPLES IN ACTION:*

- **Setting up a due diligence system** to assess environmental and human rights risks within our operations and supply chains
- **Supporting 172 cooperatives** to establish environmental systems in Côte d'Ivoire through outreach programs
- **Expanding our deforestation assessment** efforts, covering over 99,000 ha of cocoa sourcing areas



Meet the team making an impact!

Overseen and implemented by operational teams handling cocoa sustainability, purchasing, trading and HR



Our Future Goals:

- Transitioning purchased crops and ingredients to sustainable production
- Ensuring traceability and social compliance for high-risk ingredients through supplier capacity-building programmes

CORPORATE STEWARDSHIP

Embeds sustainability practices throughout our operations to ensure adherence to Group-wide policies and procedures.



Meet the team making an impact!

Overseen and implemented by corporate governance and ERM teams

Our policies and procedures

Environmental

- **Cocoa Sustainability Program Policy and Procedure**
- **Deforestation Risk Assessment and Monitoring Policy and Procedure**
- **Environmental Policy**
- **Forest and Traceability Policy**



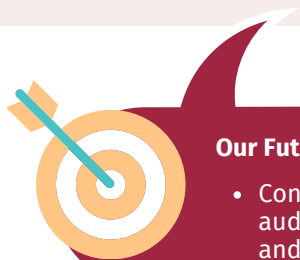
Social

- **Gender Diversity Policy**
- **Health and Safety Policy**
- **Human Rights & Labor Policy and Procedure**
- **Corporate Social Responsibility Policy and Procedure**



Governance

- **Anti-Corruption Policy**
- **Anti-Fraud Policy and Procedure**
- **Anti-Money Laundering Policy**
- **Business Ethics Policy and Code of Conduct**
- **Enterprise Risk Management Policy and Procedure**
- **Innovation Policy**
- **Internal Grievance Procedure**
- **Grievance Procedure (External)**
- **Succession Planning Policy and Procedure**
- **Supplier Code of Conduct**
- **Sustainable Development Policy and Procedure**
- **Sustainable Procurement Policy and Procedure**
- **Whistleblower Procedure**



Our Future Goal:

- Continuous improvement and internal audits to ensure adherence to policies and procedures

HUMAN RIGHTS

Addresses social inequity issues and promotes diversity and inclusion within our workforce and supply chains.

What does that look like? *EXAMPLES IN ACTION:*



- Implementing a **zero-recruitment fee** policy
- Requiring suppliers to meet **HR standards**, including **minimum wages** and **health and safety** requirements

Employment Benefits



- Implementing **Human Rights Due Diligence systems** that assess and address child labor, covering over **19,000 households**
- Managing modern slavery risks within our supply chains via **SEDEX** certification

Child & Forced Labour



Meet the team making an impact!

Overseen and implemented by HR, Purchasing and the Cocoa Sustainability Team

Our Future Goals:

- Building an inclusive and diverse workforce
- Strengthening risk assessments and mitigation measures in our direct sourcing network to identify and address human rights issues

